

State

The Newsletter

United States Department of State

January 1984



At Swearing-In Ceremony



THE COVER — *Secretary Shultz*, second from left, and *Ronald I. Spiers*, right, under secretary for management, pose with the new inspector general, *William C. Harrop*, left, and the new director general of the Foreign Service and director of personnel, *Alfred L. Atherton Jr.* *Ann Harrop* is on left, and *Betty Atherton* on right. (See message from Mr. Atherton on Page 2.) (Photo by Robert E. Kaiser)



Letters to the Editor

Get that parasite!

ROCKVILLE, MD.

DEAR SIR:

In the November issue, Dr. Korcak ("Ask Dr. Korcak" column) stated: "... mosquitoes are becoming resistant to the malaria-suppressant drug (Aralen: chloroquine)." Mosquitoes become resistant to insecticides (DDT, etc.), not to malaria-suppressants. The malaria parasite carried by the mosquito is the target of chloroquine.

Sincerely
KEN PHIFER, S.C.D.
U.S. Public Health Service (ret.)

The Office of Medical Services replies: Pardon our slip of the pen. The answer should have said: "... malarial parasites are becoming resistant..." ■

Join the Payroll Savings Plan.



**Build a nest egg.
Buy U.S. Savings Bonds**

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Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP PA, Room B-266. The office telephone numbers are (202) 632-2019, 1648 and 1742.

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From the Director General

To my Colleagues in the Department and Foreign Service:

In a joint ceremony with Inspector General Harrop, I was sworn in as Director General of the Foreign Service and Director of Personnel by Secretary Schultz on Friday, December 2, and now take up my duties along with the other members of the Secretary's new management team - Under Secretary Ron Spiers, Inspector General Bill Harrop, and Assistant Secretary for Administration Bob Saab.

The conduct of foreign policy can only be as good as the personnel system which supports it. After thirty-six years spent largely on the policy side of our business, I welcome the opportunity, building on the work of many distinguished predecessors, to contribute what I can to ensuring that we have a personnel system which responds effectively to the challenges facing American diplomacy today and in the years ahead. It is my firm conviction that, to be effective, such a system must be managed with both compassion and discipline, and with sensitive awareness of the need both

to preserve quality and continuity and to adapt
to change.

My colleagues and I come on board with
the full commitment of the Secretary to support
his new management team in the development
of the best possible personnel management
policies. With your assistance, I am confident
we can realize the full potential of our
service to do the job to which we have
dedicated ourselves -- to give the President
and the Secretary of State the most
effective possible institution to support
them in the conduct of the foreign relations
of the United States.

With all best wishes for the New Year,

Alfred S. Aitken Jr.

Terrorism

Sturdy barriers are placed around Department building

They'll be replaced later by permanent (and prettier) objects

AS THE NEW YEAR 1984 makes its entry, against a backdrop of kamikaze-style truck bomb attacks (which have come as the latest in a long series of terrorist threats), the Department is stepping up actions on a broad front to protect its people.

"Approximately 200 projects are underway at 120 posts," journalists were told at a briefing on December 15, in the wake of the truck bombing at Embassy Kuwait. For the Washington press corps, of course, it was just a few seconds' walk to one of the most conspicuous of these projects. Barriers were in place along all four sides of the city block on which the Department building is situated.

The mark that this leaves on the landscape and at the entrances and exits at 21st, 23rd, C and D Streets will be permanent. "It's clear that we're going to have to deal with this threat for a long time to come," Robert E.



At entrance to underground garage on C Street, Assistant Secretary Robert E. Lamb confers with officer Henry Jones of the Federal Protective Service. (Photo by Donna Gigliotti)



Concrete highway dividers are moved into place. (Photo by Ann Thomas)



At the 21st Street entrance. (Photo by Donna Gigliotti)



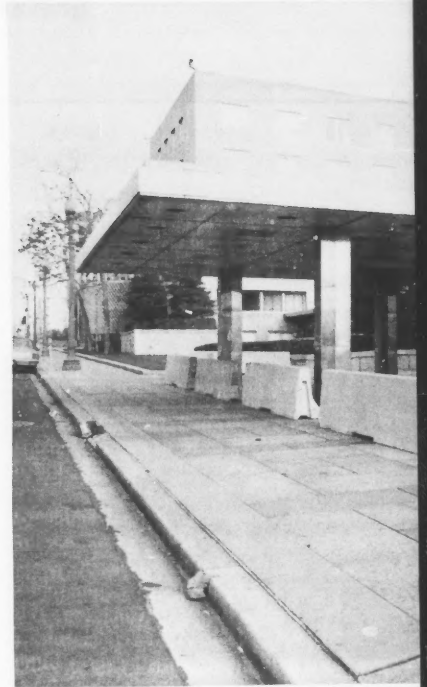
Vehicles astride horseshoe drive at the Diplomatic Entrance. (Photo by Ann Thomas)



At the employees' entrance on D Street. (Photo by Donna Gigliotti)

Lamb, the new assistant secretary for administration, told STATE. He was referring to the project's impending Phase 3, which is still some months away.

Phase 1, which began in late November, when the Department (and the White House as well) determined that they might become the target of truck bombs, brought a cordon of encircling protective vehicles. Buses and heavy Government trucks and automobiles barred or restricted vehicular and pedestrian approaches to State and the White House. Aesthetically, it was a horror—admitted. And convenient it wasn't. State employees arriving in car pools encountered delays, for instance, both in entering the underground parking garage and in exiting from it at the end of their working day. But there was no mistaking the consensus that complaints, save those tossed off as a joke,



would be regarded by fellow employees as being in poor taste. No one really challenged the rationale for the steps that had been taken.

Phase 2, in mid-December, saw the protecting vehicles being replaced by heavy concrete highway dividers at some of the locations. Near the employees' entrance on D Street, for instance, they were lined up in a long ridge between the sidewalk and the lawn, extending toward 23rd Street to protect the offices at ground level there. And they were placed horizontally in front of the doors. But at the never-used glass doors on 21st Street, just north of C Street, the concrete dividers were positioned vertically with respect to the entrance. Aesthetics? Forget it.

Phase 3 should be different. "We want to move into that phase just as soon as we can," Mr. Lamb said, "and I think we'll begin to see it before mid-year. As of this moment, I can't tell you

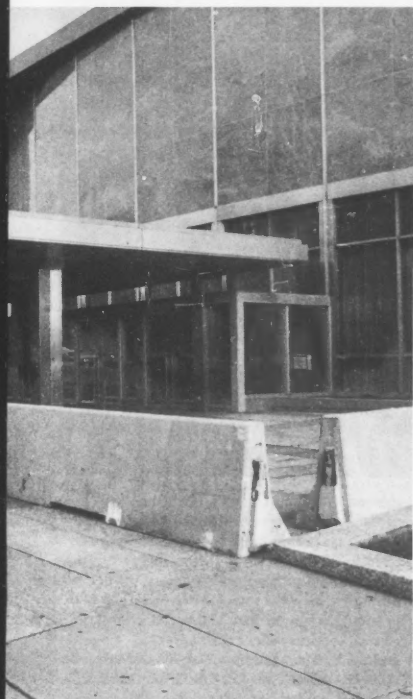


At employees' entrance on D Street. (Photo by Donna Gigliotti)



At the Diplomatic Entrance on C Street.

At the 23rd Street entrance. (Photos by Donna Gigliotti)



At southeast corner of building.



definitely what shape it will take because we're examining a number of options. Under Secretary Spiers (Ronald I. Spiers, under secretary for management) is giving this a great deal of his attention. He was the ambassador to Pakistan, as you know, and he supports the need for an effective and balanced security program. Our overriding concern is the relative effectiveness of these various options. We should be able to afford to do whatever is necessary. Congress has been very responsive to what we've asked for in terms of security."

One permanent change will be replacement of the barren highway barriers with concrete structures in which there will be soil to nurture and support green plants. This verdancy might be enhanced with the planting of trees, to serve as natural barriers, in some places. At the entrances to the underground garage, guards will be stationed at the top of each ramp rather than at the bottom, as they are now. Outside booths will be constructed for them. At their fingertips will be controls that will instantly bring heavy

barriers into play against any vehicle that the guards decide to block. One possibility being studied, Mr. Lamb said, is a barrier that arises quickly out of the pavement. This type of obstruction is already in use at some embassies.

"From a strictly mechanical standpoint," Mr. Lamb said, "this building is not difficult to protect—if that were our only consideration. But in all these security measures there is a tradeoff in terms of openness, in terms of access for the public and the officials and the diplomats that we're here to serve, and just in terms of getting our job done. I don't think anyone realistically can expect us to seal off the building hermetically.

"Obviously, I'm not happy about this. I don't know anyone who is. When you think about the amount of energy and money that is being diverted for this purpose, you wish it wouldn't be necessary. But it is necessary, and so we're going to do it."

"The fact is," Mr. Lamb concluded, "we're playing catch-up here. At some posts overseas, they're ahead of us in measures such as this." □

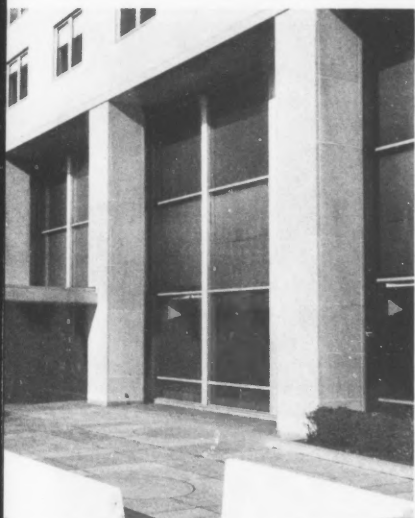


Photo by Donna Gigliotti

3 national employees killed in Kuwait attack

A Mercedes dump truck loaded with gas cylinders and a timing device crashed through the sheet-metal gates at Embassy Kuwait, at 9:32 a.m. on December 12. It quickly exploded, killing the driver and at least three Foreign Service national employees. Early reports had 38 persons being taken to a hospital, with some 15 being held there. Twenty-one of the injured were other national employees, and the rest were visitors and contract employees. Several Americans were also hurt, but none so seriously as to be taken to the hospital. The truck struck an embassy annex, causing the structure to collapse. The chancery and other buildings were damaged by the blast.

The three nationals who died were citizens of other Arab countries. They were identified as Mufeed Al Hakim, a Syrian; Ali Jumal, an Egyptian; and Ahmad Mahmoud, a Jordanian. Ahmad Mahmoud was the motor pool dispatcher. The deaths stirred grief among U.S. Foreign Service officers and staffers who had been friends or associ-



ates of the victims.

Stephen R. Snow, back in the Department (in the Bureau of Human Rights and Humanitarian Affairs) after serving as political officer in Kuwait, told STATE: "It hurts me to hear some

Mufeed Al Hakim, seated in front, right, legs crossed, was another Foreign Service national killed in the bomb blast. (Photo by John Chamberlin)

Ahmad Mahmoud, center, open shirt, was one of the Foreign Service nationals killed in the Kuwait truck bombing. He was attending an embassy award ceremony when this picture was taken. Three others in this photo were injured during the terrorist attack—driver Youssef Sbeih, bearded, in suit, to Mr. Mahmoud's right; general services officer Osama Raouf, white shirt and tie, to Mr. Mahmoud's right; and telephone operator Ahmad al-Hawi, dark hair, mustache, two rows behind Mr. Mahmoud. (Photo by Betty Snow)





Embassy annex that was struck by the bomb-laden vehicle. (Photo by John Chamberlin)

people say that only foreign nationals were killed or injured—as if the lives of these former colleagues were somehow less valuable. When I think of Ahmad Mahmoud, I recall a man whose courtesy, efficiency and genuine helpfulness, often beyond the call of duty, made him an asset to the embassy and the community. Like the others who died with him, in Kuwait and in Beirut, he paid a heavy price for his loyal service to the United States.”

John Chamberlin, another former staffer in Kuwait, now the desk officer for Nigeria, said: “I knew all three persons who were killed. I knew them very well. We worked together closely in the general services section. They were lovely people, they were colleagues and they were friends.”

High Kuwaiti officials came to the embassy shortly after the blast to express condolences and to offer that government’s assistance and cooperation. At its request, the United States is assisting in the investigation of the circumstances that led to the attack.

On that same day in Kuwait, the French embassy, the airport, a residential area and an industrial area also became bomb targets. □

Spiers: State is trying to protect its people

Efforts by the Department to protect its people against terrorists were

emphasized by Under Secretary Ronald I. Spiers on November 22 when he greeted a Canadian delegation that had come to Washington for the fifth in an annual series of bilateral consultations on terrorism.

“We must convey strongly to our citizens who serve us overseas,” Mr. Spiers said, “that we are aware of the



Mr. Spiers

risks that they run, and that we are doing everything we can individually and collectively to limit those risks to them and their families. We know very well from the very nature of political

violence that it is hard to defend against, and that we cannot guarantee the safety of our people. But we would be failing in our duty if we did not make every effort to provide the safest environment that we can.

“We have to recognize that terrorism is not haphazard or happenstance. It is in a real sense the low-cost option in political warfare. Most of it is carried out with a political purpose—whether it is domestic groups that hope to seize power or international groups that project themselves across borders.”

The under secretary continued: “Terrorists have shifted from kidnappings and hostage-taking, and now emphasize assassinations and truck bombings. They seem to believe that they make an emphatic and effective political statement by these new methods of assault, with less risk to themselves. The risk to our colleagues has increased greatly. If we separate the loss of our Marines (from the fatality toll), diplomats continue to be the favorite target of the international terrorist.

“The Department considers the terrorist threat so serious that we devote almost 10% of our annual budget to physical and personnel security. This expenditure is essential, but it’s defensive in nature, and that is not a fully adequate response.

“We must be aggressive if we are to have any chance for reasonable success. In that light, we are emphasizing intelligence gathering; streamlining and strengthening our organizational capability to respond; training; physical defense of our posts; and international cooperation.”

Among those participating in the consultations were Robert M. Sayre, director of State’s Office for Combating Terrorism; Terrell E. Arnold and John D. Coffman of Mr. Sayre’s staff; John Bedrosian, chief of State’s Threat Analysis Group; and Richard Holm, an adviser to the Department. ■

News Highlights

New commissary office opens in Department

A new Office of Commissary and Recreation Affairs has been established in Room 1417 Main State, as part of the Bureau of Administration, Office of Operations. Directed by Ravi Sikand, the office provides managerial guidance and support to commissary and recreational organizations at posts, and assists in the development of new recreational associations.

One of the services offered through the office might result in lower prices and increased use of American products overseas. Mr. Sikand explained: "Through our procurement program, associations would send us orders for large quantities—of groceries or video cassettes, for example—and we would send the order out to wholesalers, who could send the products directly to the post."

Associations heretofore have had to make their own contacts with suppliers in the United States, or use the local market. "They had no one looking out for them with suppliers; now we can help insure that the most competitive suppliers are being used," Mr. Sikand said. □

Program qualifies 4 for high-level jobs

Four Civil Service officers, having completed participation in the Department's Executive Development Program, are now eligible for placement in the Senior Executive Service.

In the program's first graduating class are Mary McLeod and Jean Bailly, Office of the Legal Adviser; Theresa Manly, Office of Civil Service Career Development and Assignments; and John McGruder, Bureau of International Narcotics Matters.

The program, mandated by the Civil Service Reform Act of 1978, is

Graduates of the Executive Development Program, on left: Ms. McLeod, left, and Ms. Bailly. On right: Ms. Manly, Mr. McGruder. Joan M. Clark, then director general, is in center. (Photo by Walter J. Booze)

intended to prepare officers for senior Civil Service positions. Employees at GS-14 and 15 are eligible to apply as program announcements are made. Those selected remain in their jobs while participating in the two-year training program. Completion does not guarantee them an executive-level position, but it does give them the credentials they need to enter the Senior Executive Service.

For information, contact Jackie Manley, Office of Civil Service Career Development and Assignments, Room 2429, Main State, 632-2509. □

Notice stresses need to inform public

Department employees were reminded in a Department Notice of December 5 that the Bureau of Public Affairs has a Public Information Service which responds to miscellaneous telephone and in-person requests for information and assistance. It is in Room 4827A and can be reached on 632-6575.

The purpose of this service is to enable the public to communicate expeditiously with the Department. It provides publications and other information

materials concerning U.S. foreign policy and the work of the Department. Its staff members are experienced in obtaining answers to obscure and unusual questions, as well as routine ones. They receive calls from individuals who wish to express their opinions on foreign policy. During crisis situations, they support area offices and task forces, by taking calls from the public and distributing information materials when available.

The service, the notice said, is not intended to duplicate existing public services listed in the front of the Department directory, such as the personnel locator, employment, passport and consular services, freedom-of-information and Privacy Act requests, and requests for public briefings and tours of the Department. Calls not for these established services, nor falling into other clearly identifiable categories, may be referred to the Public Information Service.

The staff members of the Public Information Service, the notice continued, try to answer requests without reference to other offices. However, on some occasions it is necessary to refer calls or to contact other offices for information. The success of this service depends on



prompt and willing cooperation from all employees of the Department, and their understanding of the importance of maintaining good relations with the public, the notice concluded.

Inquiries regarding the service are to be directed to Elaine McDevitt (632-2353) in the Office of Public Communication. □

Habib is at American Enterprise Institute

Ambassador Philip C. Habib, former under secretary and special envoy of the President to the Middle East, has been named a senior fellow at the American Enterprise Institute in Washington.

He will contribute to institute studies and programs in foreign affairs and economics, pertaining particularly to the Middle East, the Pacific basin and Latin America.

He will also participate frequently in seminars, conferences and other activities of the institute, its announcement said. □

Wingate Lloyd joins ITT

Wingate Lloyd has joined the Washington office of the ITT Corp. as director of international relations, after a career in the Foreign Service that included postings in France, Cameroon, Morocco and Portugal. Most recently, he was director of Egyptian affairs. □

New shuttle schedule for Passport minibus

A new schedule for the Passport Office minibus shuttle has been published by the Department. It features two new stops for the vehicle as it plies between the main State building and Passport, at 1425 K Street, N.W.

The first stop, outbound from State, is on Pennsylvania Avenue, N.W. at 20th Street.

The second, returning to State from Passport, is on the main roadway

of K Street N.W., at 20th. The schedule follows:

Main State	20th Penn.	1425 K	20th K	Main State
8:15	8:20	8:26	8:33	8:40
8:45	8:50	8:56	9:03	9:10
9:15	9:20	9:26	9:33	9:40
9:45	9:50	9:56	10:03	10:10
10:15	10:20	10:26	10:33	10:40
10:45	10:50	10:56	11:03	11:10
11:15	11:20	11:26	11:33	11:40
11:45	11:50	11:56	12:03	12:10
12:15	12:20	12:26	12:33	12:40
12:45	12:50	12:56	1:03	1:10
1:15	1:20	1:26	1:33	1:40
1:45	1:50	1:56	2:03	2:10
2:15	2:20	2:26	2:33	2:40
2:45	2:50	2:56	3:03	3:10
3:15	3:20	3:26	3:33	3:40
3:45	3:50	3:56	4:03	4:10
4:15	4:20	4:26	4:33	4:40
4:45	4:50	4:56	5:03	5:10*

*Last stop for the day □

Special courier is not for general use

The special seventh-floor courier service between the Department, the White House, the Department of Defense, the Central Intelligence Agency and other agencies is for the exclusive use of the Secretary's Office and other seventh-floor principals, a Department Notice of December 5 emphasized.

Those who ask to use this service for non-priority items were reminded that the Department's Central Mail Room in Room B-528 "provides adequate routing and delivery service

during the day to a large number of agencies and offices." The professional services and facilities of that section should be utilized to the fullest extent to avoid disruption of the special service, the notice said. ■



MONROVIA, Liberia—French gendarmes and U.S. Marines lower their flags at services at which France and the United States joined hands to honor their slain military personnel in Beirut. The ceremonies were at the American embassy.



AMMAN, Jordan—Ambassador Richard N. Viets pays tribute to the Marines who died in the Beirut bombing on October 24. The memorial service was held at the residence here.

Appointments

D. Rumsfeld is Reagan's Mid-East representative

Former ambassador to NATO Donald Rumsfeld is President Reagan's personal representative in the Middle East. He succeeded Robert C. McFarlane. Mr. Rumsfeld has served as president and chief executive officer of G.D. Searle & Co. since 1977. He has also held many positions in Government, including congressman from Illinois, 1962-69; director of the Economic Stabilization Program, 1970-72; U.S. representative to NATO, Belgium, 1973-74; chief of staff in the White House, 1974-75; and Secretary of Defense, 1975-77.



Mr. Rumsfeld

Mr. Rumsfeld was born in Chicago on July 9, 1932. He received a bachelor's from Princeton in 1954. He is a board member of Sears, Roebuck & Co. and Eastern Air Lines, and board chairman of the Rand Corp. He is a member of the President's U.S. General Advisory Commission on the Conduct of U.S.-Japan Relations. He received the Presidential Medal of Freedom, the nation's highest civilian award, in 1977.

Mr. Rumsfeld is married and has three children. □

Professor at Virginia is choice for Peru post

President Reagan has announced his intention to nominate David C. Jordan, a professor at the University of Virginia, as ambassador to Peru. He



Mr. Jordan

would succeed Frank V. Ortiz Jr. Mr. Jordan has been on the Virginia faculty since 1965—as assistant professor, 1965-68; associate professor, 1968-72; professor, since 1972; and as chairman of the Depart-

ment of Government and Foreign Relations, 1969-1977.

He was an instructor at San Marcos University, Peru, 1961; University of La Plata, Argentina, 1975; and University of Salvador, also in Argentina, 1975. He was a visiting professor at the University of Chile, 1982. Before joining Virginia, he was a teaching assistant at the University of Pennsylvania, 1961-62, and an assistant professor at Pennsylvania State, 1964-65.

Mr. Jordan was born in Chicago on April 30, 1935. He received a bachelor's from Harvard in 1957. He also received a law degree from Virginia in 1960, and a doctorate from Pennsylvania in 1964. He is the author of "Nationalism in Contemporary Latin America," with Arthur P. Whitaker, and "World Politics in Our Time." He has written many articles, contributions

to other books, and reviews.

Mr. Jordan is married to Anabella Guzman Jordan. They have a son, Stephen, and two daughters, Victoria and Anne. ■

People at State

Thomas Miller is executive assistant to Donald Rumsfeld, President Reagan's special representative for the Middle East. . . Vernon D. Penner has assumed his duties as deputy assistant secretary for overseas citizens services, Bureau of Consular Affairs. . . Foreign Service secretary Rita V. Champagne has been temporarily assigned to the Senate Foreign Relations Committee, to assist the committee with protocol and travel arrangements.



DOHA, Qatar—Ambassador Charles F. Dunbar presents his credentials to His Highness the

Amir Khalifa bin Hamad Al-Thani, chief of the State of Qatar.

Foreign Service Families

How's your child doing overseas?

He might be handling it better than you think

BY SARAH KAISER HYAMS

The author has lived overseas with her husband, Robert, who is now in the Department's Office of Aviation Negotiations.

IS FOREIGN SERVICE life good for children?

The question isn't new, but the workshop concerning it sounded as though it might be, so I signed up at the Foreign Service Institute for the Overseas Briefing Center workshop on "The Resilience of Children and Their Adaptation to Stress in Foreign Service Life."

This was in fact the first time that the center was offering a day-long program on children in the Service.

My husband and I have thought about the question since 1977, when we left Washington for our first assignment, newly-married. We do not yet have children, but we've come to know many families with children over the course of our tours in Jakarta, Warsaw and Washington.

A tough question

I think the question is hard to answer and hard to dismiss. A childhood in the Foreign Service promises, among other things, an unusual array of stressful situations.

A few of the examples from our experience:

—A child in Jakarta is faced with sudden separation from a parent who is evacuated because of a medical emergency.

—The entire community, including children, copes with the turmoil of the early days of martial law in Poland, just two weeks before the Christmas holiday, as daily routines are disrupted and uncertainty about the future predominates.

How resilient are children? What is "adaptation to stress"? The title of the workshop implied that there is resilience and that there is adaptation, as part of the overall picture. This sounded

hopeful.

The workshop took place on November 14, at the institute in Rosslyn, Va.

Nearly 80 men and women attended, the largest enrollment ever for an Overseas Briefing Center course. Most, but not all, were parents.

Many were family members of employees. One woman participant had raised five children over a 27-year commitment to the Foreign Service. Another woman had never lived overseas before; her husband was elsewhere in the building, attending the training course for new Foreign Service officers.

The keynoter

The keynote speaker was Julius Segal, a psychologist, who is director of

science and public information for the National Institute of Mental Health, and author of a book on forces that shape the lives of young people. Dr. Segal has worked with returning prisoners of war from Korea and Vietnam, with State on the resettlement of Indo-China refugees, and with the hostages returning from Iran.

He brought news from the field of child development that was unlikely to have reached us through the usual sources.

His presentation was engaging and sympathetic. He began with a description, according to the latest research, of the factors that "make a child the way he is." Then he turned to the fascinating question of why some children stay healthy in the face of



extreme difficulties. What distinguishes these children from the ones who seem to fall apart? This question, which used to be overshadowed by investigations that focused more on illness, has recently become the subject of much research effort.

The 'good news'

The findings amount to the "good news" about children and stress. It is now understood, he said, that the psychological survival of children is not an accident. "Resilient" children, the ones who do not crumble under severe stress, share a pattern of characteristics which Dr. Segal described:

—A sense of being in control, as opposed to another child's conviction that nothing he does can affect what happens to him.

—A willingness to delay gratification, allied closely to a belief that things can and will get better even though they may be very tough for a while.

—A sense of individual separateness, in contrast to another child's feeling that his destiny is indissolubly linked to that of another person. If a trauma occurs in the life of someone close to the former, he can maintain enough distance to survive it.

—An invulnerability to social stigma and negative labels, so that if and when these are encountered they do not influence the child's self-image.

—Identification with a special figure who makes the child feel unique, valued and important. This person is not necessarily a parent; cases have shown that another relative, a teacher, even a peer, can be the child's "anchor figure."

What children might need

Dr. Segal didn't address Foreign Service life as such, nor did the lives of the children about whom he reported mirror those of Foreign Service children. But the value of his presentation was that it gave us a sense of what children need to get through bad situations in their lives.

Now it was time to approach this subject from our own personal experi-

ences. We did this initially in small groups. Each group examined a case based on real events that had occurred in the life of a Foreign Service child (identifying details had been eliminated). The planners of the work-

shop (Penne Laingen, Ann La Porta, and the center's staff) had compiled cases to illustrate seven areas of potential difficulty: separation, school problems, peer relationships, trauma, caretakers, restrictions on children, and family relationships. The list, though not exhaustive, suggests the broader themes of uprootedness, mobility and culture shock which inhabit the lives of families in the Service.



A specific case

The case studies provided objective terms for discussion. The group I took part in had the following case for study:

Your children (ages 6, 9 and 13) attended an American international school across town from your home. One afternoon the school bus, en route home with your children, is surrounded by a vicious and excited mob who begin to rock the bus on its wheels. They throw stones at the windows and shout epithets at the obviously foreign children. After half an hour the mob moves



on. None of the children are physically injured, but several are hysterical. Your children arrive home in a state of shock, and one of them suffers from nightmares thereafter.

We discussed the reactions these children might have had at the time: fear for their safety; isolation from sources of help; anxiety over their inability to understand or communicate. We noted that the incident would be likely to influence the children's feelings towards the host country and its people. We considered how we would want to react as parents: to listen calmly, and help the children sort out what actually occurred from their fears and reactions. We also identified some security measures we would want to institute.

The panel

After 45 minutes, we came together again as one large group. A panel responded to summaries of the case study discussions, and members of the group made comments. On the panel were Dr. Segal; Katharine Baker, a clinical social worker who is a Foreign Service family member; and Phyllis Habib, support services officer for the Department's Family Liaison Office. Ms. Habib grew up in a Foreign Service family.

Here is a sampling of comments on the case that my group had studied regarding the school bus:

—Dr. Segal suggested that parents need to be yielding and sensitive to a child's reactions to trauma. Each child responds differently. Reactions can take time to emerge, and can continue over a long period. But they do not necessarily last "forever."

—Ms. Baker stressed the value of support groups in such a situation. All the children involved in the incident could benefit from meeting together, even informally, she said. Parents also would find that sharing their reactions is helpful.

—Ms. Habib felt that children must be allowed and even encouraged to talk about the experience, even though parents might grow tired of hearing about it. Children who say nothing and

show no signs of reacting may be the ones most vulnerable to trauma, she suggested.

These final two hours were the most stirring of the day. The panelists spoke articulately from their disciplines, always with empathy and with frequent personal examples. The group generated good questions, many ideas about what could help in specific situations, and some compelling personal accounts of trials and triumphs as parents.

A few tips

How, then, can children be helped to adapt to the stresses of Foreign Service living?

Here are some ideas that emerged over the course of the day:

—Explore the cause of your child's unhappiness. Find out from him how he perceives what is happening. Be aware that your own feelings of stress may not fit his.

—Put the stressful situation in context for your child. Help him to see it as a step along the way towards goals he shares with the family.

—Realize that there's not always a solution. Efforts to impose one may be less helpful than your confidence in your

child's ability to pull through.

—Include your children in active family decision-making.

—Protect the sense of continuity which is so important in the face of mobility and dislocation. Maintain family rituals and traditions. Foster ties to extended family, including the friends who become "family" overseas.

The bottom line

Is Foreign Service living good for children? We didn't answer this question. Instead, a different and perhaps more useful question took shape: What can be done to make it as good as possible? I think the workshop helped make clear where efforts need to be concentrated.

I asked Dr. Segal what *he* had learned from his day with us. He told me that the workshop had increased his awareness of the unique aspects of Foreign Service life and its impact on families. But there was something else: "I discovered that resourcefulness and resilience characterized the workshop participants themselves. They're people with remarkable strengths, who are looking for better ways of dealing with the situations in which they find themselves. □



TOKYO, Japan—It's "Keiro-no-hi," or "Respect for the Aged Day," so Mrs. Floreze Koser, 91, mother of Yvonne Kun of the U.S. embassy, receives flowers from Jordan Rapp.

Eric Stevens and Douglas Owens, children of the Compound Nursery School. (Photo by Marsha Holt)

Overseas Briefing Center announces new courses

The Overseas Briefing Center is offering the following courses to employees and family members, at the Foreign Service Institute:

Understanding regulations, allowances and finances: Information on allowances, services and benefits available in the event of an evacuation or sudden departure from post will be covered, in addition to financial planning, power of attorney and establishment of credit ratings. The course is intended primarily for spouses who share in long-range financial and legal planning. February 14-16, 9 a.m.-4 p.m.

English-teaching: This course, sponsored in conjunction with the English-Teaching Division of USIA, introduces techniques for teaching English as a second language. There are no prerequisites. February 6-10, 9:15 a.m.-1 p.m.

American studies, cross-cultural adaptation and logistics of Foreign Service life: Topics discussed in this two-week seminar will include inter-cultural communication, moving and adapting, American politics, economics, history and art. Speakers from the Department, universities, private organizations and other Government agencies are featured. January 9-20 and February 27-March 9, 9:15 a.m.-3 p.m.



ABIDJAN, Ivory Coast—At conference of West Africa community liaison office coordinators, year, from left: *Gail Clopp* (Lagos); *Maxine Webb* (Bamako); Dr. *Harold Rinier*, regional psychiatrist, (Monrovia); *Kevin Guild* (Lome); *Helen Gray* (Monrovia); *Marcia Curran*,

(Washington); *Marie Tomasi* (Abidjan); *Richard Buckley* (Dakar); *Suzanne Hess* (Accra); *Carol Bloom* (Ouagadougou); *Carol Snyder* (Niamey); *Çordelia Benedict* (Nouakchott); *Sonya B. Sandman* (Washington).

For information on the courses and on reimbursable costs for babysitting, telephone 235-8784. □

Civil Service eligibility for family members

Dependents of U.S. Government personnel who have worked overseas in appropriated-fund positions may earn noncompetitive eligibility for Civil Service positions when they return to the United States, according to final regulations implementing a presidential

executive order (12362).

To qualify, dependents must within 10 years from January 1980 accumulate 24 months of overseas service in an appropriated-fund position. While working overseas, the dependents must live in the general area to which the Government employee is assigned, but are not required to reside physically with that employee at all times. Dependents need not be family members of Government employees at the time of the Civil Service application.

Other requirements include satisfactory performance ratings during overseas service and entry into the Civil Service within two years of returning to the United States. For information, call Sonya Sandman, Family Liaison Office, 632-3178. ■



KATHMANDU—Women of the U.S. mission in Nepal toast the American women of last fall's Mount Everest mountain-climbing expedition. First row from left: *Mary Jo Furgal*, *Shari Kearney**, (asterisks connote climbers) *Darlene Hudson*, *Betty Taylor*, *Susan Buren**, *Betsy Andrews*, *Cora Lijek*, *Carol Cheek*, *Carole Reams*. Second row, standing: *Jeanne Guinness*, *Janet Ballantyne*, *Annie Whitehouse**, *Sue Giller**, *Mila Brooks*, *Lucy Smith**, *Laura Rosen*, *Annie Macquarie**, *Roz Daniels*, *Linda Tracy*, *Tanya Bodde*, *Joan Nishihara*, *Margret Herdick*, *Dorothy Smith*, *Anna Von Arx*.

Honors and Awards

Hinton wins Georgetown's 'Jit' Trainor Award

Ambassador to Pakistan Deane R. Hinton received the sixth annual J. Raymond (Jit) Trainor Award for Distinction in the Conduct of Diplomacy, from Georgetown's Institute for the Study of Diplomacy, at a ceremony on December 6.



Mr. Hinton

A Foreign Service officer since 1946, Mr. Hinton was cited for his work at posts in Europe, Africa, Latin America and the Middle East; his performance as assis-

tant secretary for economic and business affairs and as envoy to Zaire, the European Communities and El Salvador; and his role in fostering human rights.

The institute also honored Ambassador Max M. Kampelman, head of the U.S. delegation to the Madrid Conference on European Security, and Marshall B. Coyne, Madison Hotel proprietor. Both received special citations.

Alumni of the Georgetown School of Foreign Service established the award as a memorial to Mr. Trainor, a 1927 graduate, who later served at the university as acting dean, registrar and counselor to students. He died in 1976.

□

Durbin heads couriers; honorees include Grover

John F. Durbin, a diplomatic courier, was elected president of the U.S. Diplomatic Courier Association at its 20th-anniversary reunion and dinner at the Fort Myer Officers Club. He succeeded Henry Daymont, who was elected liaison officer. Other new officers are Betty Daymont, vice president; Ernest O. Hohman, treasurer; Margaret Warner, secretary; and John C. Grover, historian and special projects.



Mr. Durbin

Speakers included Stuart E. Branch, head of the Office of Communications, who cited the Department's "continuing need" for a professional courier service, and Preeda Phongpitakvises, administrative assistant in the Bangkok Regional Diplomatic Courier Office, whose trip to attend the dinner was sponsored by the association and its members and by past and current diplomatic couriers.

The association selected the late Amos J. Peaslee as the first recipient of the new Alda and Weldon Brown Award. Mr. Peaslee was the founder, in December 1918, of the U.S. Diplomatic Courier Service, which began as a military courier operation in World War I.

Weldon Brown was a diplomatic courier during World War II; his wife, Alda, worked at that time in the Office of the Under Secretary.

In addition, Mr. Grover was cited for his contributions "over the years to the U.S. Diplomatic Courier Service and the U.S. Diplomatic Courier Association." □

Jacobs gets preferred treatment (it's legal)

A new award held together by a red paper clip—it's called the "Preferential Treatment Expected and Earned" Medal—has been conceived and crafted at the U.S. embassy in Swaziland, in southern Africa, and presented to general services officer Mark Jacobs and AID's Jimmy O. Philpott.

"The clip represents the ability to hold things together," explained Ambassador Robert H. Phinny as he pointed out that the two award winners have demonstrated that characteristic over a period of time.

Also part of the medal are a round slug from an electrical conduit box ("representing an anchor and the place an anchorman holds on any team") and a gold ribbon obtained from surplus draperies ("gold represents energetic and hard-working characteristics") on a blue cloth background ("blue represents congenial and harmonious activity when solving problems"). (Blue and gold, of course, are the colors in the Swazi flag.)

"Preferential treatment increases or decreases as earned, or as

the recipient does or does not demonstrate those qualities that earned him the award originally," the ambassador warned as he presented the medals.



MBABANE, Swaziland—Mark Jacobs, right, "holds things together," he is told by Ambassador Robert H. Phinny.

ment-wide competition that included also publications from private industry and professional free-lance writers. It was sponsored by the Washington chapter of the Society for Technical Communication, an international organization.

Mr. Watzman took the top honor—the Award of Distinction—for his feature article on fire safety at overseas posts, in the August/September issue. AID's Sharon Isralow was the second of two writers to win this award, for her article "Beyond the Looking Glass."

STATE itself, together with a Smithsonian publication and one from the Food and Drug Administration, won an Award of Excellence. The top prize in this category went to AID's "Front Lines."

STATE won the same award last year, when it was singled out, too, by the National Association of Government Communicators as the best publication of its kind in the country. Mr. Watzman, as an individual, holds that organization's Blue Pencil Award. □

Latin bureau's Adis Vila named to women's 'top 10'

Adis Maria Vila, special assistant to Assistant Secretary Langhorne A. Motley, has been named one of the "10 Outstanding Young Women of America" in 1983.

The honor came to her through the Outstanding Young Women of America Program, whose winners are chosen, for accomplishments in their professions and communities, by a board of judges that includes representatives of alumni associations, churches, women's organizations and legislators.

A 1974 graduate of Rollins College in Winter Park, Fla., Ms. Vila earned law degrees at the University of Florida College of Law and the Graduate Institute of International Studies in Geneva, Switzerland. Continuing to study law, she attended the Escuela Libre de Derecho in Mexico, the Human Rights Institute in France and The Hague Academy of Interna-



Adis Maria Vila

tional Law in the Netherlands. She practiced law in Miami for three years, specializing in real estate, banking and international business law. Before joining State last September, she was a White House Fellow assigned to the Office of Public Liaison.

Ms. Vila has received several other honors, including a Rotary Foundation graduate fellowship, a Rotary International Paul Harris Fellowship, the American Legion Medal for Outstanding Scholarship, Leadership, Citizenship, Patriotism and Service in 1967 and 1970, and the Rollins College Algernon Sydney Sullivan Medallion for Outstanding Scholarship, Leadership and Service. She has been cited as a Rollins College Outstanding Young Alumna, and is included in "Who's Who Among Students in American Universities and Colleges." ■



PUBLIC AFFAIRS—Sondra F. McCarty, center, of the Office of Press Relations, is given a Superior Honor Award and cash award while William F. Sanford, on her left, of the Office of

the Historian, receives cash award. Others, from left: Anita Stockman, deputy assistant secretary Alan Romberg, Neal Petersen.

Life in the Foreign Service

Guayaquil staffers go on a jungle pilgrimage

They visit home, grave of U.S. diplomat who remained in Ecuador

BY TAYLOR BLANTON

The author is assigned as consular officer to this post on the west coast of South America.

STATE EMPLOYEES at hardship posts have to work a little harder to find ways to have fun, and our contingent at Guayaquil is no exception. Since having a staff with a sense of history and adventure helps, ours recently planned a trip to Puna' Island, several hours away from Guayaquil by boat on the Guayas River. Guayaquil's fourth U.S. consul general, Matthew Palmer Game, is buried there on the site of his former hacienda. He served in Guayaquil from 1849 to 1858, and never returned to the U.S. to live. He opened his own shipping business, sailed to Spain where he married a beautiful Andalusian woman, and returned to Guayaquil to raise a large family.

Several members of the consulate general staff, including me, and the American community, with members of the Game family, ventured to Puna' on November 19. The promised yacht did not materialize, so we made do with the tug boat Big Sol which belongs to the banana company where the former consul general's great-great-grandson, Eduardo Game, is an executive.

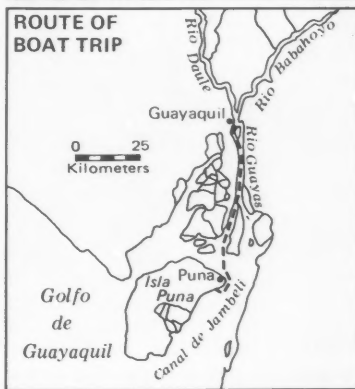
The boat was noisy but spotlessly clean, and we made the long trip in the very good time of two and one-half hours. Our group included the current consul general, Charles Grover; consular officer Juvenal Jovet, his wife Cindy, three-month-old baby Sylvie, and Mr. Jovet Sr.; secretary Liz Schneider; resident Americans Carlos and Diane Mejia and their children; and Eduardo Game and other members of the Game family.

The scene

We hailed passing small boats to take us from Big Sol to the shore. The part of the island where we landed had



Big Sol
Gravestone of the former consul general



long beaches, bordered by jungle-like greenery and, in some places, beautiful sand-colored cliffs. Above the beach was a dilapidated cane house, apparently built in recent years; none of the structures from the original hacienda remain. Mr. Grover dubbed it "Congen Puna." We hiked inland to the old graveyard



From left to right at the gravesite: Juvenal Jovet, Liz Schneider, Cindy Jovet, Sylvie, Taylor Blanton, Eduardo Game, Charles Grover.

where the former consul general and some of his descendants are buried.

The trip overland was much worse than we had been led to believe. Underbrush and vines, gullies with steep inclines, wide cracks in the earth, and a "dry" stream bed which was slippery, slimy and filled with water caused us to make slow headway in the tropical sun. Fortunately, that ever-present tool of the Third World, the machete, materialized, and we hacked our way to the site.

The gravesite

The graveyard is on a rise at the bend in the stream, and the site had been cleared of brush by members of the Game family. The jungle nearby is peaceful and green. One can see why that site was chosen. Hiking back, we didn't worry about getting wet in the "dry" stream bed. We were hot and tired, and gladly waded in water which was often waist-deep.

This trip was an opportunity to enjoy an excursion of the river and to see a part of the area which most Americans do not have an opportunity to visit.

From the historical point of view, it gave us an insight into the life of a 19th-century American consul general who liked Guayaquil so much that he stayed and established a large and distinguished Ecuadorian family. It was a pleasure to meet some of the descendants who today are playing active roles in the life of Guyaquil. ■



Consul general Charles Grover prepares to ford the stream.

Buy U.S. bonds

The U.S. savings bonds program is vital to the sound management of America's financial obligations. Bonds are a crucial factor in the noninflationary administration of the national debt, and they contribute no small measure to the overall stability of the dollar. Some 60% of the total savings bonds purchased are bought through the payroll Savings Plan by employees who have decided to "Take Stock in America."

Book Review

'It is "must" reading for consular practitioners'

Symposium assays consular work as a whole

BY JOHN M. HOTCHNER

The reviewer headed the Open Forum Working Group on Consular Concerns, and is a former vice president of the Consular Officers Association. He is assigned as special assistant to the deputy assistant secretary for passport services.

HERZ, MARTIN F., ed. *The consular dimension of diplomacy: a symposium*. Washington, Georgetown Institute for the Study of Diplomacy, 1983. 78p. \$4.50

THE PRAYER of the consul is: "Oh Lord, not in my consular district! Amen." A liberal sprinkling of humor and pith make this compact paper-



Mr. Hotchner

back volume intensely interesting and readable. Including the foreword and introduction, the booklet contains a collection of 24 short essays that blend consular theory and practice. It's "must" reading for

consular practitioners who want a deeper appreciation of their own value and the value of their work. And it's equally important to everyone who professes an interest—personal or professional—in the way this nation conducts its business abroad.

Why? Because it's the only available work I know of that combines the development and current status of substantive consular work and consular administration into a coherent whole.

To be sure, seeing the combination requires effort on the part of the reader. This is not the best treatment of the subject that could be put together. There is more repetition than is necessary, and some annoying grinding of axes that is distracting. However, these shortcomings are overcome by pointed descriptions of the problems of our consular efforts, and of where the consular

function ought to be heading. While this is not matched by the same level of prescriptions for how to get there, the high standard of accuracy and honesty of the writers makes this an immensely useful work.

Moral issues examined

There are many excellent pieces that describe the agonizing moral dilemmas in consular work.

An excerpt titled "A Cautionary Tale," from the book "Labyrinth" (1982) by Taylor Branch and Eugene M. Propper, and Victor Wolf's "Visa Operation: Tensions Between Principles" come to mind as particularly good examples.

The practicalities of determining what U.S. national interests really are in the consular arena are well treated in "Some Visa Cases Recalled," by Charles S. Kennedy, and in John St. Denis' "Mordida and Mortality."

The interrelationships between national policy and consular operations are thoughtfully treated by the contributing authors.

I commend Ambassador Robert E. Fritts' "Consular Service and Foreign Policy," and Elizabeth J. Harper's "Immigration Policy and Foreign Affairs" as deserving of special attention.

The experiences of John W. Bowling as related in "Tales of Three Dilemmas," and a Smith Simpson item, "The Consular Contribution to Diplomacy," are chief among several fine sections which discuss the positive and negative elements of dealings between the personnel of constituent posts and their embassies.

Personnel matters

Finally, and of special moment, there are two outstanding treatments of the current state of the consular personnel situation: strengths, problems, myths and opportunities. The former administrator of the old Bureau of

Security and Consular Affairs, Leonard F. Walentynowicz, in "Needed: More Imagination and Flexibility," makes a persuasive case that there is "a constant obligation upon consular personnel to make themselves fully aware of the increasing importance of their work and to respond by new initiatives and efforts..."

In "Sweet and Sour Notes," Charles S. Kennedy ascribes equal responsibility for future success to the Department, which "sells consular officers short."

The perception of this shared responsibility held by consular officers and others who participate in the direction of our consular effort is critical to any attempt by the Department to manage (and even turn to its advantage) the intrinsic power of the awakening consular giant.

All parties to the spectacle would do well to read and digest the Walentynowicz and Kennedy essays, if they look at nothing else in the booklet. These authors' balanced assessments provide a fine benchmark for looking in

more detail at where we want to be 10 years from today.

Tribute to Herz

The late Martin F. Herz and those who were his colleagues at Georgetown University's Institute for the Study of Diplomacy deserve considerable credit for taking "The Consular Dimension of Diplomacy" from concept to reality. Everyone agreed a work like this was needed, but it was no easy task to accomplish. The final result justifies the faith Ambassador Herz had in the project.

We, the beneficiaries, can honor that faith by buying the inexpensive volume (add 75¢ for mailing in the U.S., or \$1 for surface mailing abroad), reading it carefully, and using it as a springboard for discussion of the issues—and for concrete proposals for the future. ■

The Cafeteria

Here's the inside story on the 99¢- specials

There's a committee that represents you

DO YOU HAVE a "beef" about the service in State's cafeteria?

Does a full-course meal for 99¢ sound "fishy" to you?

Do you have a "bone to pick" with the manager over long lines and high prices?

Rest assured. Your concerns are being addressed by the Cafeteria Patrons Committee, which meets in the cafeteria the second Tuesday of each month at 10 a.m.

"The committee was formed because employees' complaints weren't getting through to the organizations responsible for correcting the problems," said Frank Martus, chief of State's General Services Division and informal head of the committee. "The cafeteria is run by GSI (Guest Services, Inc.), but GSA (the U.S. General Services Administration) has responsibility for building maintenance and updating equipment. We needed a forum to air complaints, and to help GSA and GSI work together."

Committee members include Mr. Martus and his aide, Jim Mitchell; Jack Bender, Ray Surman and Jim Delisio of GSI; the GSA's Will Meyer, who is State's building manager; Sabrina Sisk of the American Foreign Service Association; Mary Ann Day, Bureau of Public Affairs; Roger Miller, Information Systems Office; and James Russell, AID.

Profit exceeded

For employees who wondered how the cafeteria was able to offer full-course meals for just 99¢ on some days during November and December, Mr. Surman, who is the GSI area manager, explained: "At the beginning of the year, we anticipated a certain profit, which we exceeded. So we decided to offer the 99¢-special as a way of bringing in more customers. All GSI cafeterias, including State's, lost a lot of customers last year because of the

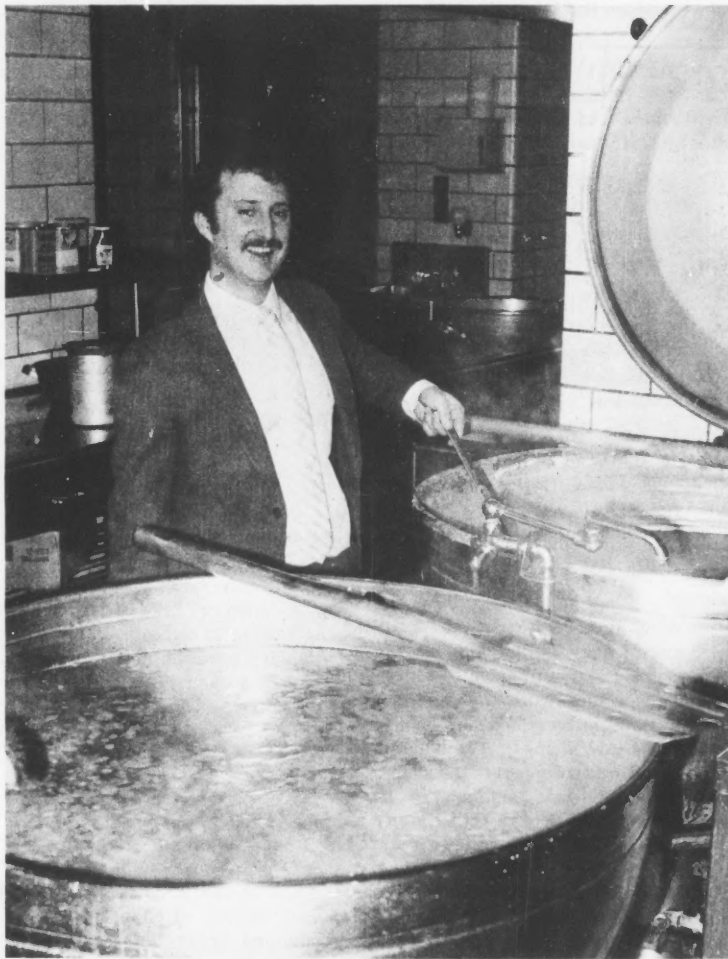
economy.

"We were seeing a lot more brown-bag lunches from home. The 99¢-specials were intended to win back some of those customers."

The State clientele is easier to please than customers in other federal cafeterias, according to Mr. Bender, GSI manager of the Department cafeteria eatery. He asserted: "We can

sell almost anything here because many of you people have traveled and tried different foods. Croissants are a good example. GSI tried selling them in another cafeteria, and no one there was interested because they weren't familiar with them. But here, they've been popular."

Mr. Bender. (Photos by Donna Gigliotti)



Mr. Bender approves of the committee. "It gives a different perspective on problems," he said.

Food prices are controlled by GSI, he added, but changes in service are often handled within each cafeteria. "Some of these changes result from customer comments or suggestions, but we also go out into the cafeteria and

recipes to reduce the amount of salt and butter used. And it was another major breakthrough, two years ago, when we stopped serving mashed potatoes every day. We had done it out of habit, but then we learned that, if we didn't serve them every day, we could offer some other starches that people wanted. Also, we try to add special holiday and

new style of salt and pepper shakers that are half the price, because we have to replace them so often. Cafeteria prices have to compensate for the loss, and that raises costs to the customer."

Please complain

Mr. Bender encourages employees to contact him if they have a complaint.



Mr. Martus



Mr. Surman

look for problems and improvements to be made," he said. "For example, at the yogurt area, there was a service backup. So we tried self-service, and that seems to be working better. Another example is the sandwich and deli line. We've noticed that it isn't working well. Service has been too slow. So Jim Delisio and I are now working on a way to speed it up.

"One of our biggest service improvements is our phone line for the daily menu. You can call 632-8121 and hear a recording of it."

New menus, recipes

"Menus are evaluated every six months, and there is a constant revamping of recipes," Mr. Bender continued. "About a year and a half ago, we changed all the vegetable

ethnic meals to the menu to break the monotony."

The manager said: "Liver, mine-strone soup and bean soup are a few of our big sellers. We've sold as many as 824 bowls of bean soup in one day. But there are things that fail, too. We attempted to sell loaves of bread, pastries and natural foods, but sales didn't warrant our continuing."

One of the major problems that the cafeteria has with its customers at State is theft of dishes and utensils. "Often people are not consciously stealing items," said Mr. Bender. "But if you look around in offices you might see a plate under a plant, pencils in mugs, etc. We used to serve parfaits, but we lost so many parfait glasses—70 in one day—that it wasn't profitable to serve them anymore. We now have a

"The quickest way to get a problem solved in the cafeteria is to ask for me or another supervisor," he said. "The solution may not always be as simple as the employee imagines, but our goal is to solve problems and make our customers happy."

Employees with complaints that are not resolved by the cafeteria management may call Mr. Martus on 632-0516. He will then address the issue at a committee meeting. "Anyone who wants to be a member of the committee should call me," he said. "We're looking for people who are constructive."

Other avenues for complaint are the suggestion boxes at the cafeteria entrances. Letters in them are sent to the president of GSI—"and he looks at each one," said Mr. Bender.

—DONNA GIGLIOTTI ■

Foreign Service Careers

Understanding the 'opportunities' for promotion

It behooves you to know how the system works

BY STEPHEN M. BLOCK

The author is director of the Office of Performance Evaluation in the Bureau of Personnel.

A KEY INGREDIENT in being a successful manager of your career in the Foreign Service is understanding how the system impacts on you. The promotion system, especially the rules and procedures which determine the number of promotion opportunities for the various competition groups, is a prime example of this verity. My aim in this article is to provide a general explanation of the system, so that you can understand how career choices such as a change in skill code may affect your chances for promotion. Those of you seeking more detailed information should read the Department's report to the Congress required under Section 2402 of the Foreign Service Act, copies of which are available in bureau executive offices.



Mr. Block

The formula for the calculation of promotion numbers for each competition group can be stated simply: positions minus people equal promotion opportunities. Before the summer selection boards meet, management calculates the number of positions for each occupational category at each class level. Projections are made concerning how many persons will leave the service because of voluntary or mandatory retirement or separation, and this factor of attrition is deducted from the number of employees. While the basic formula—opportunities for promotion equal positions minus people—is conceptually straightforward, there are many refinements, which make the actual calculation very complex.

Your code and group

The point of departure in understanding how you fit into the promotion system is knowing your skill code and competition group. There are competition groups for the generalists (consular, administrative, economic, political—program direction skill code holders are competed by their secondary generalist skill code) at classes 4 through career minister. For certain classes of generalists, the competition is classwide, i.e., without regard to cone; for others, competition is by cone; and for others, officers are competed both by cone and on a classwide basis.

Specialists—there are 17 occupational groups—are competed by their skill code categories. Keep in mind that there are career ladders for various skill codes which determine the highest class for which there are promotional opportunities. And finally, FSOs with certain administrative cone subfunction skill codes will compete as administrative officers, while FPs will compete within their subfunction. The annual precepts for the selection boards are your best guide to the competition groups.

For each service category, there are administrative promotions up to a specific class level, usually considered the journeyman grade, which are made without reference to peer competition. For example, generalists receive administrative promotions to class 4.

Formula 'refinements'

Let's turn to some (but not all) of the refinements of our formula for determining promotion numbers:

Cascade: A positive cascade effect is the promotion opportunity created by a promotion at a higher level. For example, if an employee is promoted to CM, this creates an additional opportunity for a promotion to the MC level. The opportunity for promotion to the MC level in turn creates an additional

promotion opportunity to OC, and so on down the line. A positive cascade also results if there are fewer employees eligible for promotion than there are opportunities. The "extra" opportunities may create additional opportunities for employees at the next lower class. A negative cascade results in cases where there is a surplus of employees in a competition group. The number in excess is then deducted from the promotion opportunities to the next lower level.

Hold back: If promotion opportunities exceed the number of eligible employees, management may hold back a certain percentage of the opportunities to ensure a measure of selectivity in the promotion process.

Senior officer hold back: A certain number of senior officer positions are filled by officers below the senior threshold. To compensate for this, management withholds a number of promotions at the senior levels, which are then added to the number of opportunities at the FS-1 level.

Averaging: For most competition groups, promotion opportunities are projected over a five-year period, and an average number of opportunities is allocated to each year. This avoids the peaks and valleys which have characterized promotion numbers in the past.

Another factor

The number of promotion opportunities is also affected by the number of limited career extensions (LCEs) authorized for members of the Senior Foreign Service who have reached their last year of time in class, since promotions and granting of LCEs are alternate ways of ensuring that we have the necessary complement of senior officers. On balance, we believe there will be greater mandatory attrition at the senior levels as a result of the combined system of reduced time-in-class limits and LCEs than occurred under the pre-1980

Foreign Service Act regulations.

While this information will not enable you to reconstruct the promotion numbers for your competition group,

you should have a better sense of how the numbers are calculated. This, coupled with the statistics on promotions published in *STATE*, should be consid-

ered in making any career decisions which could impact on your chances of being promoted. ■

Foreign Service nominations

The Senate has confirmed the following nominations:

Appointment as career member of the Senior Foreign Service, class of career minister
Paul H. Boeker

Reappointment as career member of the Senior Foreign Service, class of minister-counselor, consular officer and secretary

C. William Kontos

Appointment as career member of the Senior Foreign Service, class of minister-counselor

Allan M. Labowitz

Reappointment as career member of the Senior Foreign Service, class of counselor, consular officer and secretary
William R. Brown

Appointment as career members of the Senior Foreign Service, class of counselor, consular officers and secretaries
Dempsey B. Mizelle
James E. Young

Reappointment as FSO-2, consular officer and secretary
James Thomas Schollaert

Appointment as FSO-2, consular officer and secretary
Raymond J. Gonzales

Appointment as FSO-3, consular officers and secretaries
Jacquelyn Owens Briggs
Nicholas MacNeil
Barbro A. Owens

Reappointment as FSO-4, consular officer and secretary
Louis Anthony McCall

Appointment as FSO-4, consular officers and secretaries
Pamela E. Bridgewater
Karen S. Brown
Harlan K. Cohen
William Craig Davidson
Glyn Townsend Davies
John Joseph Foadre III
Roger M. Freeman Jr.

Douglas C. Greene
William James Haugh
Carol C. Heineck
David Milton Hess
Rovic Rolf Huso
Cherie J. Jackson
Clyde L. Jardine Jr.
Frances Thornton Jones
Jerrold I. Keilson
J. Christian Kennedy
Mark Raymond Kennon
Robert G. Loftis
Scott R. Loney
Lili Ming
David Daniel Nelson
Deborah Mary Odell
Steven S. Olson
Jacqueline Ratner
Ronald Sinclair Robinson
Gail Aragon Thompson
Linda Carol Turner
Lawrence Arthur Walker
Stephen Duffus Weiss
Mark Franklin Wong
Stephen Markley Young

Consular officers and secretaries

Pendleton Agnew
Susan E. Alexander
Robert Allena
Karen S. Amelang
Ralph D. Anske
Lauren Alisa Austin
Dorothy H. Baird
Robert D. Banks
Shirley Elizabeth Barnes
John H. Bauman
James A. Becker
Russel A. Bikoff
Eric Christopher Botts
Thurmond H. Borden
Leo J. Bourne
Robert E. Brill Jr.
Samuel Vincent Brock
Benjamin N. Brown Jr.
Bruce B. Brown
Jane Burt-Lynn
David A. Bustamante
Beatrice A. Camp
Michele C. Campbell
Lynn L. Cassel
Jorge I. Casteleiro
Vivian A. Casteleiro
Howard D. Clark

Peter R. Claussen
Cheryl A. Conrads
Joanne M. Cotter
Loretta De Wald De Busk
Paul Denig
Velia M. De Pirro
Donna Marie DiPaolo
Bruce E. Donahue
James P. Doran
Jon Peter Dorschner
Thomas J. Dowling
Gregory B. Eiftmann
Hilbert C. Engelhardt
Henry S. Ensher
Luis Espada-Platet
George L. Evans
Trevor J. Evans
Alberto M. Fernandez
James Brendan Foley
Mark Foulon
D. Jean Gardner
Gregory L. Garland
Jose Gustavo Garriga
Mark A. Gedansky
Elizabeth Cobb Gelderloos
Sabre Gilmartin
Mary Ellen T. Gilory
Anne J. Greer
Gene R. Harris
Nancy M. Hedin
Joseph Ernest Howard
Jerry Wayne Jacobs
Keith N. Jacobson
Richard E. Jaworski
Bradley C. Johnson
Stephen K. Keat
Margaret Ellen Keeton
Martha Novick Kelley
Charles S. King
Diana M. Kitt
Steven F. Koenig
Philip Scott Kosnett
Andrew C. Koss
Merrill Marie Krainess
Craig Kuehl
John W. Kunstadter Jr.
Jerry Powell Lanier
John J. LeClair
Hon K. Lee
Vicki Y. Lee
Sally L. Lindover
Margaret L. Long
Laura R. Luftig
James Patrick MacAnulty

Alexander MacPherson
Candace H. Mathewson
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Gary R. Meyer
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Hilary Olsin-Windecker
Andrienne S. O'Neal
William Henry Owen
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Anne Ware Patchell
Charlotte R. Peterson
Delia C. Pitts
Cristina Mary Poulter
Elizabeth Pryor
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Christopher R. Riche
Thomas Lee Roberts
Jack D. Robinson
Daniel A. Russell
Donald G. Ryan
Kendall S. Schaefer
John K. Schlosser
Ellen M. Schubert
Larry Schwartz
Claudia H. Serwer
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Adnan A. Siddiqi
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FOR CARING
GIVE BLOOD**

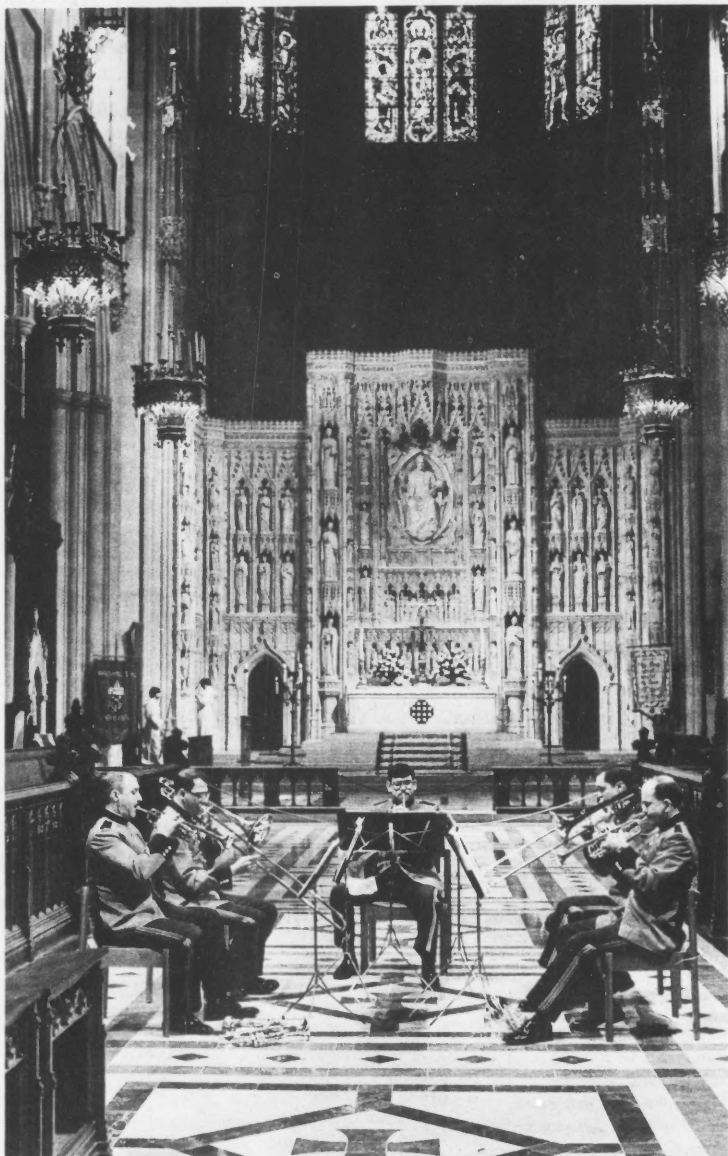
Best Photos of 1983

AT NO EXTRA CHARGE, the editors of **STATE** hereby give you a second look at all the best photos that appeared in this magazine in the past year. Who says they're the best? The editors say it, that's who! Are we ever wrong?

JUNE—Foreign Service Day in the Department's north courtyard. (Photo by Donna Gigliotti)



AUGUST-SEPTEMBER—Interviewed in his office near the Capitol, old Moscow hand **Elbridge Durbrow**, a retired career officer, recalls helping to set up the U.S. embassy in the Soviet Union some 50 years earlier. (Photo by Donna Gigliotti)



JUNE—In Washington Cathedral, U.S. Marine Brass Quintet plays at memorial service for victims of the embassy bombing in Beirut. (Photo by Morton Broffman)



OCTOBER—In the courtyard outside the cafeteria, helping to launch the Department's Combined Federal Campaign drive, for the needy in the Washington area, are, first row, from left: *Cathy McConville*, Oceans and International Environmental and Scientific Affairs; *Colleen Quinn*, Medical Services; *Manuel Silberstein*,

Bureau of Personnel; *Ernestine Pierce*, Comptroller's Office; *Laurene Head*, Bureau of Administration; *Wallapa Tomseth*, Near Eastern and South Asian Affairs; *Catherine Ketter*, Public Affairs. Second row: *Francesco Alberti*, Science and Technology Support; *Sandra Mendyk*, International Organization Affairs; *Richard*

Eney, AID; *William Parks*, Foreign Affairs Information Management; *Joseph Koscinski*, Graphics; *Ellen Johnson*, Foreign Service Career Development and Assignments. (Photo by *Walter J. Booze*)



JUNE—At Washington Cathedral, State Department colleagues, who had arrived in 22 chartered buses, enter to attend memorial services for victims of the embassy bombing in Beirut. (Photo by Robert E. Kaiser)

AUGUST-SEPTEMBER—In Moscow, at the U.S. ambassador's dacha, State fire protection officer Eddie O. Smith, left, tests smoke alarm with Russian caretaker Victor Yashin. (Photo by Sergei L. Petrov)

NOVEMBER—In the Bureau of Inter-American Affairs, George B. High, right, receives Superior Honor Award from Assistant Secretary Langhorne Motley. (Photo by Walter Boozie)





JUNE—In Quito, Ecuador, nurse practitioner *Etta Thurmond*, left, shows off her brood of converts. She had promised them nice T-shirts if they went just three months without lighting up. From left, first row: *Dick Greenlee*, *Mercedes Pesantes*, *Pete Cecere*, *Cecelia Carvajal*. Second row: *Paul Trivelli*, *Margot Gomez*, *Judy Isaacs*, *Cecelia Villota*.

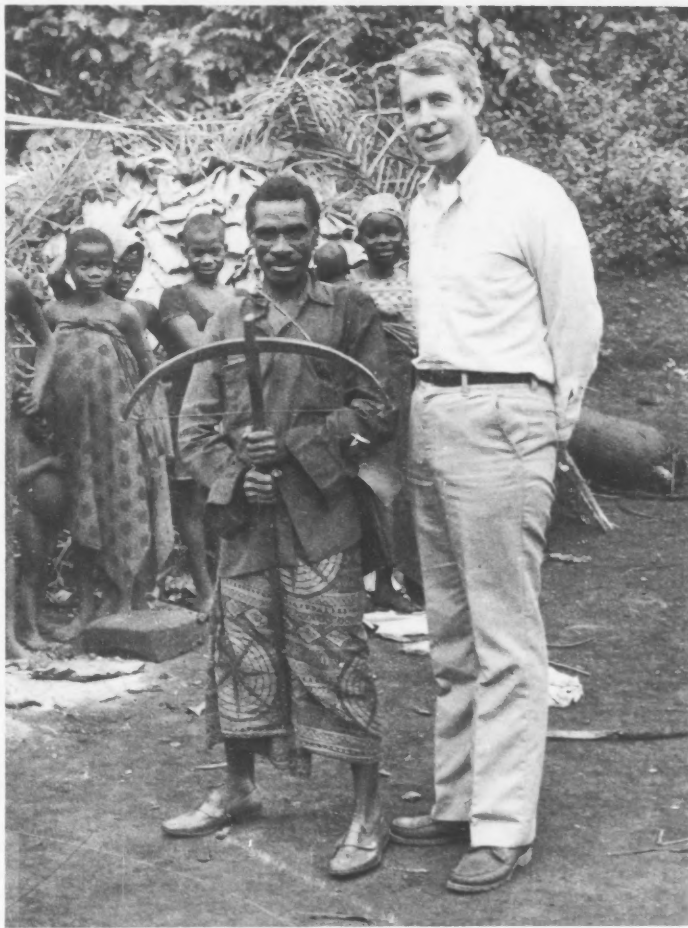
FEBRUARY—In the rain forest of southeastern Cameroon, Ambassador *Hume A. Horan* poses with a pygmy hunter.



OCTOBER—In Tijuana, Mexico, consular officer *Thomas Pabst* goes shopping.



NOVEMBER—In London, off to see the queen (at a garden party in Buckingham Palace) are *Dee Dee Granzow*, left, and *Barbara Howie*, right, of the U.S. embassy. With them is Treasury Department's *Rhonda Bresnick*.



AUGUST-SEPTEMBER—In Bangkok, Ambassador *John Gunther Dean* trails the *Supreme Patriarch of Thailand*, at ceremonies marking the 150th year of diplomatic relations between that nation and the United States.

MAY—In Beirut, Marine security guard *Jacques L. Massengill* stands poised with weapon following the terrorist bombing of April 18. (UPI photo)



APRIL—In the Bureau of Refugee Programs, director *James N. Purcell* makes a presentation to *Mary Alice McClelland*, who was retiring after 38 years with the Government.

JUNE—In Beirut, Ambassador *Robert S. Dillon*, center, with two security men, following the terrorist bombing of the embassy (in background). Behind the ambassador is public affairs officer *John Reid* (bandages on head). (Photo by *Al-Nahar*)

OCTOBER—In Kuwait, *Art Broksas*, male nurse in the Foreign Service, checks out *Heather Gale*. (Photo by Rick Gale)



MARCH—In Bangkok, American children who had arrived from Ho Chi Minh City (Saigon) are given U.S. passports.



FEBRUARY—In the Bureau of Oceans and International Environmental and Scientific Affairs, on the eve of the *BIG GAME!*, "*Marty*" Blackburn has decided to *FIGHT!*, rather than negotiate. (Photo by Donna Gigliotti)

NOVEMBER—The U.S. embassy softball team in Colombia, from left: *Bob Heredia*, Ambassador *Thomas D. Boyatt*, *Bob Rivero*, *Carl Bartholomew*, *Dennis Greene*. ■



JUNE—In Dar es-Salaam, Tanzania, *Rebecca Jo Smith* has been named the Foreign Service "Secretary of the Year." She is flanked by Ambassador *David C. Miller*, right, and deputy chief of mission *Lewis Macfarlane*.



Ask Dr. Korcak



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

Q.

EUROPE

If I detect a lump in my breast that needs to be removed, what are the advantages to having the lump biopsied first—then having the major surgery a few days later, if it's malignant?

A.

When a biopsy is necessary, you have a choice to make. You can have a biopsy and immediate breast removal (mastectomy) if cancer is found. This is a one-step procedure. Or you can choose a two-step procedure. This method involves biopsy on one day; if cancer is found, your treatment takes place several days to a week later. The two-step procedure is recommended for most women because it offers extra time for (1) additional tests to determine the extent of the disease; (2) a second medical opinion; (3) discussion of treatment alternatives; (4) emotional preparation for the forthcoming surgery; and (5) making domestic and work arrangements for the recovery period. . . A few days between biopsy and treatment will not affect the spread of disease or any chances for successful treatment. If you are planning to undergo a biopsy, you should discuss both procedures with your doctor to decide which is best for you.

Q.

AFRICA

Should ultrasound be carried out during every pregnancy?

A.

Ultrasound images are produced by a transmitter. This sends out the ultrasound vibrations, a receiver which picks up the "echoes," and a computer which converts the images into pictures of your body's organs. There are no known adverse effects to this procedure, and this type of testing is useful in general medicine as well as in obstetrics. In a recent statement on ultrasound, the American College of Obstetricians and Gynecologists said: "No well-controlled study has yet proved that routine scanning of all prenatal patients will improve the outcome of pregnancy." So, for the present, it seems that ultrasound needn't be routinely performed. It should be used in evaluating women considered to have high-risk pregnancies, in those women who develop vaginal bleeding during the pregnancy, thus suggesting a possible problem with placement of the placenta, or when other medicine/obstetrical indications exist.

Q.

NORTHERN VIRGINIA

Now that we're back here on assignment, I'm astounded by the teen alcohol and drug abuse stories our children tell us about in the high schools. What is a parent to do?

A.

There is much you can do. Don't get hysterical about the stories your children bring home, many of which might be untrue or exaggerated. At the same time, try to get the facts. Become involved with your children, and address directly the alcohol and drug issues. Talk about feelings and thoughts with them, and listen carefully. Have patience with your teenagers. Praise and encourage their positive activities and useful endeavors. Provide opportunities for successful experiences at home and at school. Recognize that time they

spend in constructive activities (work, sports, religious activities, etc.) is time unavailable for abusing drugs. Spend time having fun with your children. *Teach by example.* Children need models from drug- and alcohol-free adults. Remember to set rules for behavior, and discuss them with your children. Make certain they understand the rules and the consequences of breaking the rules. Be consistent. Don't keep changing the rules. Become involved with your children's friends and their parents. Take an active part in school activities. Be aware of the reality of the drug and alcohol situation in your children's school. Don't despair when addressing the problem. Confront the issues head-on.

Q.

CENTRAL AMERICA

I'm pregnant with our first child and am due in late spring. Should I be taking fluoride supplements so our baby won't have dental caries with his/her primary and permanent teeth?

A.

No. We've extensively researched this question with the National Institute of Dental Research, as well as the American Dental Association. The consensus is that administration of fluoride supplements to pregnant women can't be recommended because conclusive clinical evidence that the procedure reduces dental caries (tooth decay) in the teeth of your offspring is lacking at this time. Do, however, be certain to take the other vitamin and calcium supplements prescribed by your physician.

Q.

AFRICA

I was a nonmedical attendant and brought my wife back to the States for hospitalization and surgery. I took leave and remained with her throughout her hospitalization, and was surprised that I didn't get per diem during that period.

Why not?

A.

As the nonmedical attendant, you were eligible for per diem during the course of travel, as well as at your destination, for three days. After that period, your presence was no longer needed, under the rules, since the travel had been accomplished and the patient had entered into the health care system at the destination. You may wish to remain and use leave for the purpose. However, unfortunately, we're unable to subsidize your stay with per diem. The patient remains eligible for per diem as an outpatient until the final clearance decision is made regarding completion of treatment and return to post. Patients, of course, don't receive per diem while hospitalized.

Q.

ASIA

I know there are new tests done in your offices to detect colon cancer early, in people over 50. What do these tests involve?

A.

The first test, called colonoscopy, involves insertion of a lighted instrument into the lower bowel. The lining of the colon is clearly seen, and we can easily detect any questionable area of tissue that needs further examination and testing. The second test is a simple, convenient test that detects hidden blood in your stool. Bleeding can be caused by many things—including polyps, ulcers and hernia. But it can also be an early sign of cancer of the colon or rectum. The American Cancer Society estimates that about 123,000 people will develop colorectal cancer this year. When this is detected, in its early stages, 75% of the people involved may be treated successfully. When it's detected after it has spread to other parts of the body, there's less chance of treating the cancer successfully. The point is that early detection allows for prompt treatment, and gives a better opportunity for a cure.

Q.

ROSSLYN, VA.

Does the Department cover all medical expenses for me and my family when I'm overseas?

A.

No. The Department guarantees payment of treatment for an employee or eligible dependent who incurs an illness, injury or medical condition while abroad which requires *hospitalization* or similar treatment. Claims must be made against the person's insurance carrier first, and the Department will assume the balance. Outpatient care

isn't covered, unless it's at a U.S. military facility, or it occurs during a one-year period following inpatient care, previously described.

Q.

ROSSLYN, VA.

If I'm medevaced from a post, who covers the medical care—my insurance company or the Department?

A.

The same holds true, except that the flight and per diem (if allowed) are paid by the Department. Access to U.S. military facilities is available only overseas. ■



NOUAKCHOTT, Mauritania—Inaugurating extension to the embassy's health unit are (left to right): James Moran, Ambassador Edward Peck,

post medical officer Sue Neal, Max Walton, Karl Mahler.

Grievance Actions

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 by the board. Headlines are by the STATE editorial staff.

Board asserts interim evaluation unnecessary

G-027(3)—The grievant maintained that his agency, in not supplying him with an evaluation covering 127 days prior to his departing a post, had violated regulations and prejudiced his chances for promotion. He also contended that the agency had erred in placing a form memorandum in his performance file without informing him, and that he had subsequently been deprived of any opportunity to correct false information in the memorandum. His request for redress included promotion to the previous year, or a date judged equitable by the board.

The agency found no merit in the grievance, denying any violation of applicable law, regulations or published policy.

The board found that, while there might be some ambiguity in the regulations, as admitted by the agency, the agency's consistent practice of requiring an evaluation in these circumstances only when there had been a single rating officer for a 120-day period, and otherwise providing a memorandum to document the uncovered period, served to clarify whatever ambiguity there may have been. Because the grievant's supervisor had left the post after 103 days into a new rating period, and the grievant was under another supervisor for the remaining 24 days before his own departure, the board determined that there was no violation of any regulation

or instruction.

The board found that the disputed memorandum in the grievant's file merely documented why certain material did not appear in the file, and did not violate any regulation. Nor could the board find the contents of the memorandum to be inaccurate or prejudicial to the grievant's career prospects. The agency drew on information available to it from the grievant's file.

The board noted that the grievant's supervisor for the 103-day period had rendered a performance report which was contained in the record of proceedings. Regulations encourage voluntary evaluation reports for a period of less than 120 days to be placed in a rated employee's performance file. The board, therefore, concluded that this memorandum should be placed in the grievant's performance file. □

Performance report ordered expunged

G-028(2)—The grievant contended that an evaluation report rendered on him by the coordinator of his overseas training program was riddled with inconsistencies, and that it failed to give him sufficient credit for his performance and the skills he had exhibited. He stated he was not given an opportunity to discuss the report with the rating officer, and further asserted that his supervisor failed to adhere to regulations in making his interfunctional assignments at the post. As relief, he asked that the contested evaluation report be removed from his files, and that his limited appointment be extended.

The board determined that the evaluation report at issue was improper, and ordered it removed from all files. It concluded that, contrary to regulations, apparently there was a lack of interaction between the grievant and the rating officer. It further found that, because of a failure by the supervisor to follow regulations, the grievant was deprived of an opportunity to demonstrate his abilities and to occupy a

proper position. Accordingly, the board directed that the grievant's limited appointment be extended one year. □

Grievance dismissed; filed too late

G-099(2)—The grievant alleged that his career was damaged by the improper handling of privileged medical information. The agency responded, that under pertinent regulations (3 FAM 663.66), the grievance is barred because of untimely filing. The grievant then appealed to the grievance board.

The board examined the issue of timeliness: whether the grievant had exercised reasonable diligence in his discovery efforts concerning events which occurred several years before he filed a grievance. The board found that the grievant believed that something connected with his medical reports was affecting his career. He had questioned both a doctor and staff member of the Medical Division at that time. However, he had not taken the action available to him to review his medical file. Had he consulted those medical records, he would have found the communications which he is now grieving.

The board concluded that the grievant did not exercise reasonable diligence in his discovery efforts, and dismissed the grievance as it was not filed within the prescribed time limits. □

Board holds trainee's evaluation was unfair

G-105(2)—The grievant maintained that an evaluation report written by the coordinator of his overseas training program was inaccurate, unfair and falsely prejudicial. He contended that as such it might seriously damage his career and future assignments. As relief, he asked that the contested evaluation report be removed from his files; that if his rating by the selection board for the year of the rating failed to be satisfactory, it be expunged; and that his limited ap-

pointment be extended.

[The board discovered that the agency had replaced the original report, which covered a 12-month period, with one covering five to six months. Besides the dates, no substantial changes had been made in the evaluation report, other than omission of a reference to a medical evacuation. Three training reports by different supervisors accounted for the first six months of the rating period.]

An examination of the three training reports, substituted for the first part of the rating period, revealed them to be substantially higher than formerly. One of the raters complimented the grievant on performing so well in spite of the stress and concern of having no assignment in sight for him.

The board observed that there appeared to be a lack of interaction between the grievant and the rating officer, despite regulations providing for it. The board also found that the assignments were not in accordance with the training program regulations; that the grievant received no training in the office in which the agency intended to assign him, following completion of his training; and that he was not assigned to a permanent position. While the board recognized the difficulty of reconciling training assignments with personnel cuts, it nevertheless concluded that failure to assign the grievant as contemplated by regulation deprived him of the opportunity to compete on a professional basis, and that his service during that period cannot be considered to have provided a fair test of his abilities. The board concluded that the contested evaluation report was prejudicial, and ordered it removed from all files.

It also directed that an unfavorable 1982 selection board rating for the grievant be removed, and that his limited appointment be extended one year beyond its current status. □

Board supports senior grievant's promotion

G-110(2)—The officer's name ap-

peared on a selection board list of candidates recommended for promotion into the Senior Foreign Service. The list was sent to the agency's security office for a "routine screening." Security held up approval of the officer because of an unresolved medical issue which had left him without clearance for overseas duty. His problem was tied to an emotional upheaval occasioned by marital difficulties, but the medical authorities had recommended limited overseas service contingent upon a complete medical exam. The officer had not undergone the exam; he was still on duty in the United States, and had no need for an overseas medical clearance.

Security proceeded to conduct an update investigation on the officer, but determined that the matters of their concern were principally medical in nature, and requested the medical authorities to make a suitability determination under Executive Order 10450. At the same time, the officer, who was now preparing to depart for an overseas assignment, had a physical exam and was issued a full medical clearance for duty abroad. A few weeks later, the medical branch responded to the security office request with a full medical clearance with respect to suitability.

Shortly thereafter, the officer arrived at his post abroad.

In the normal course of events, this medical clearance would have cleared the way for security office approval and the forwarding of the promotion recommendation. However, during the course of an investigation on a totally unrelated matter, one of the officer's coworkers at his last U.S. assignment made allegations to the security investigator which again raised a question as to his suitability under 10450. Security promptly followed up this allegation with a second interview of the coworker, who recanted with an admission that there was no basis for such allegation. Security sent the entire investigative report to the medical authorities for an updated medical evaluation, in view of the new allega-

tion, albeit recanted. The medical branch replied that, to comply with that request, it would need to re-examine the officer, who was at post outside the United States.

Meanwhile, selection boards were meeting again to choose candidates to be recommended for promotion, and the grievant's performance file was submitted for reconsideration.

The officer returned to the United States at his own expense, and was reexamined. The medical branch subsequently issued another full medical clearance under 10450, and the officer expected that his name would be forwarded for promotion. However, his agency said that, under the provisions of joint regulations concerning promotions, the original recommendation was mooted by the fact that the ongoing investigation was not completed before the second selection board met and, because that board failed to recommend his promotion, he would be required to continue to compete for promotion.

The grievance board found that, as of the date of the first full clearance under 10450 by the medical branch, there was no ongoing investigation, the reason for excluding the officer's name from the promotion list had been removed and there was no reason not to send his name forward for promotion. Further, as that date was well before the meeting of the second selection board, the procedures laid out in the regulations concerning succeeding selection board activities and recommendations do not apply.

The grievance board recommended to the head of the agency that the promotion be given effect, and the appropriate date is that date when the other candidates on the list recommended for promotion were promoted. ■

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RELATIONS TO INTERNATIONAL ORGANIZATIONS

AS OF JANUARY 1, 1984

Post of the Month: La Paz

LANDLOCKED Bolivia, with its majority Indian population, is just west of center on the South American continent. Our Foreign Service people there are based in the capital La Paz, in the Andes Mountains. This is another in STATE's continuing series.

Modern skyscrapers and cholos in native dress are striking contrasts found in Bolivia.



Deputy chief of mission *William Walker* strolls through market with son *Christopher* on his shoulders.

Roberto Leon de Vivero of AID studies Aymara, one of the two native Indian languages, with an instructor.





Mrs. Oliver Shaw (Janet), Mrs. William Walker (Aldeize) with son Christopher, and Mrs. Gary Wheeler (Susie) (back turned) shop in the market place.

Marie Louise Rorvig, left, and Linda Chidester.



Col. John Tudela of U.S. Military Group.



A safehaven course given by nurse Kumi Cross, left. AID's Lee Hougen watches John Rifenbark assist "victim" with a broken neck.



Shopping in La Paz frequently requires climbs up steep hills, as Dee Curry, wife of narcotics control officer Ken Curry discovers.

POST OF THE MONTH: LA PAZ

Rudi Pena and Garrett Sweaney, right, of narcotics assistance unit.

Rayna Aylward, left, cultural affairs officer, with secretary Cecilia Cordova.



The U.S. embassy occupies the six top floors of the Bank of Peru building, in the heart of the city.



Budget and fiscal officer *Oliver Shaw*, with *Mary Jeanne Martz* and *Pocha Taborga*.

Education and Training

Col. Donald Hargrove speaks at Air Force celebration in his garden.



"You want me to carry *that* in my purse?" secretary *Carola Chavarria* laughs at the stack of bills—byproduct of inflation—piled on the desk of her husband, *Luis*, the general services officer.



Consul *Royce Fichte*, left, and vice consul *Richard Chidester*.



Guido del Prado, general services officer, playing soccer. *Ramon Ocampo* runs along behind.

POST OF THE MONTH: LA PAZ

Michael Curtis, AID, wearing a chola hat, with Marine Sgt. Barney Bell; Kristina, daughter of Army attache' John Harvey; and political officer Daniel Strasser, on rooftop terrace, with snow capped peaks behind them.



Communicators Bob Billings, left, and Richard Grimes.



Administrative officer James Johnston with Ambassador Edwin G. and Mrs. Corr.

Marines Charles O'Connell, Steven Stoops and Scott Summers (left to right), and Mike Laws, narcotics control officer.

Consular officers Douglas Smith (left), Steven Hardesty (seated), and George Summers.



Education and Training

Schedule of courses at Foreign Service Institute

Program	Feb.	Mar.	Apr.	Length of course
Area studies				
Africa, Sub-Sahara	21	—	16	2 weeks
East Asia	—	—	16	2 weeks
Latin America	21	—	16	2 weeks
Near East and North Africa	21	—	16	2 weeks
People's Republic of China	—	5	—	2 weeks
South Asia	—	—	16	2 weeks
Southeast Asia	—	—	16	2 weeks
USSR/Eastern Europe	—	—	16	2 weeks
Western Europe	21	—	16	2 weeks
Overseas Briefing Center				
Two-week family workshop	27	—	2	2 weeks
English-teaching seminar	6	—	30	1 week
Career counseling seminar	—	13	—	4 days
Regulations, allowances and finances	14	—	—	3 days
Going overseas				
Saturdays	—	3	—	1 day
Evenings	—	14	18	1 day
Re-entry				
Mondays	—	12	—	1 day
Center for the Study of Foreign Affairs				
Foreign policy symposia	Dates to be announced			1 day
Science and technology symposia	Dates to be announced			1 day
Language and advanced area courses				
Afrikaans	6	—	—	24 weeks
Arabic (Egyptian)	6	—	—	24 weeks
Arabic (modern standard)	6	—	—	24 weeks
Chinese (standard)	6	—	—	24 weeks
Danish	6	—	—	24 weeks
Dutch	6	—	—	24 weeks
French	6	5	2,30	20 weeks
German	6	5	30	20 weeks
Greek	6	—	—	24 weeks
Indonesian	6	—	—	32 weeks
Italian	6	5	30	20 weeks
Japanese	6	—	—	24 weeks
Norwegian	6	—	—	24 weeks
Polish	6	—	—	24 weeks
Portuguese	6	5	30	24 weeks
Romanian	6	—	—	24 weeks
Russian	6	—	—	24 weeks
Serbo-Croatian	6	—	—	24 weeks
Spanish	6	5	2,30	20 weeks
Swedish	6	—	—	24 weeks
Thai	6	—	—	24 weeks
Turkish	6	—	—	24 weeks
Urdu	6	—	—	24 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	—	—	30	6 weeks
Arabic, formal spoken	—	—	30	6 weeks
French (Metrop.)	6	5	2,30	10 weeks
French (sub-Sah.)	6	5	2,30	10 weeks
German	6	5	30	10 weeks
Indonesian/Malay	—	—	30	6 weeks
Italian	6	5	30	10 weeks
Japanese	6	—	30	6 weeks
Polish	—	—	30	6 weeks
Portuguese (L.A.)	6	5	30	10 weeks

—(Continued on next page)

Next Interdepartmental Seminar: March 19

The next session of the Foreign Affairs Interdepartmental Seminar, on formulation, coordination and implementation of U.S. foreign policy, will be held March 19-30 at the Foreign Service Institute. The course addresses global issues such as food, population and energy, modernization in the Third World and problems in the mid-East and Central America, and in U.S.-Soviet relations. Speakers from the Government, independent research organizations, universities and the business world are featured.

Employees involved in foreign or national security affairs are eligible to apply, with preference given to those at grades FO/FP-2 and above and GS-13 and above. A seminar is currently in progress. Other future seminars are scheduled for May 21-June 1 and September 17-28. For information, contact your bureau training officer or David C. McGaffey, 235-8776. □

5-month computer course is offered

The Information Systems Studies Program, a five-month course designed to prepare employees for overseas assignments in the information systems/computer areas, will be offered at the Foreign Service Institute, February 20-July 6.

The program involves extensive work with computers and telecommunications systems, and is intended to prepare participants to manage systems and to coordinate the implementation of new or modified systems. Upon completion of the course, the institute said, participants should be capable of leadership roles in using information technology to assist in analysis and decision-making. Under the institute's new policy, university graduate and undergraduate credits could accrue to program graduates.

Current assignments may be interrupted for participation in the course. Graduates will be expected to serve at least one assignment in a systems position. Most Foreign Service partici-

pants will serve overseas as managers of minicomputer systems, then would return to their regular functional career specialities.

The course is open to tenured Foreign Service generalists in grades FS-4 through 2, and Washington-based employees in grades FS-4/GS-11 and above whose duties require such training. For information, contact the Training and Liaison Office, 632-3308, or the Institute, 235-8727. □

Computer course: 11 weeks

The Graduate School, U.S. Department of Agriculture, is offering a new 11-week computer programmer training curriculum. This daytime program is designed for individuals with no data processing experience, who wish to prepare for entry-level programmer positions. Class size will be kept at a maximum of 25 students, to allow individual attention and hands-on experience in the new 18-unit micro-computer lab. Classes begin January 23. Call (202) 447-7124 for registration information. □

Seminars for supervisors of Civil Service staffers

A two-day Employee Relations Seminar, for supervisors and managers of Civil Service employees, will be held in the Department on January 26-27, March 15-16 and April 12-13.

Developed by the Bureau of Personnel, the Foreign Service Institute and the U.S. Office of Personnel Management, the course includes information on performance, conduct, performance appraisals, leave and grievances. For information, contact your bureau executive officer or Rosalie Dangelo, Office of Civil Service Career Development and Assignments, 632-2508. □

Executive Seminar alumni association is formed

An alumni association of the Executive Seminar in National and International Affairs (formerly known as the Senior Seminar in Foreign Policy) has been formed. Invitations to all those who attended the 25 classes

—(Continued from preceding page)

Program	Feb.	Mar.	Apr.	Length of course
Portuguese (Eur.)	6	5	30	10 weeks
Russian	6	—	30	6 weeks
Serbo-Croatian	—	—	30	6 weeks
Spanish (Eur.)	6	5	2,30	10 weeks
Spanish (L.A.)	6	5	2,30	10 weeks
Thai	6	—	30	6 weeks
Early morning language classes¹				
Chinese ²	21	—	—	17 weeks
French ³	21	—	—	17 weeks
German ³	21	—	—	17 weeks
Italian ³	21	—	—	17 weeks
Portuguese ³	21	—	—	17 weeks
Russian ²	21	—	—	17 weeks
Spanish ³	21	—	—	17 weeks
1—February 21 start, ends June 15.				
2—MLAT score of 60 or better and previous language experience required. (See Early Morning Announcement for details.)				
3—MLAT score of 50 or better or previous language experience required.				
Administrative training				
*Administrative CORE	27	26	23	3 weeks
General services operations	21	19	16	3 weeks
Personnel operations	—	19	16	2 weeks
Budget and financial management	21	19	16	6 weeks
**Coping with violence abroad	6,21	12,19	2,16,30	1 day
*Prerequisite before taking GSO, PER and B&F.				
**This course used to be available on a walk-in basis. You must now register.				
Consular training				
ConGenRoslyn basic consular course	Continuous enrollment		24 days	
Immigration law and visa operations	*Correspondence course		6 months	
Nationality law and consular procedure	*Correspondence course		6 months	
Overseas citizens services	*Correspondence course		6 months	
Advanced consular course	—	5	—	3 weeks
Consular employees professional seminar	6	—	—	2 weeks
*See Airgram A-2653.				
Economic and commercial training				
Information systems managers program	—	19	—	4 weeks
Information systems studies program	20	—	—	20 weeks
Executive development				
*Advanced television workshop	—	15	—	3 days
Executive performance seminar	—	11	—	5 days
Senior officers professional development seminar	13	—	—	2 weeks
Supervisory studies seminar	5	—	8	5 days
Executive EEO seminar	Dates to be announced			
*By invitation only				
Political training				
Foreign affairs interdepartmental seminar	—	19	—	2 weeks
Analytic reporting skills	6	—	—	2 weeks
Orientation				
Orientation for Foreign Service officers	29	—	25	6½ wks
Orientation for Department officers	13	—	9	1½ days
Orientation for Foreign Service personnel	13	—	9	1 week
Department clerical orientation	13	19	16	5 days
Foreign Service secretarial training				
Foreign Service secretarial training	—	5	30	6 days
Foreign Service secretarial				

—(Continued on next page)

Here's a chance to type with the champ

A typing workshop for speed and accuracy, featuring instruction by a man who is billed as the "world typing champion," Cortez W. Peters Jr., will be offered, January 23 - February 17, 1-3 p.m., at the Foreign Service Institute. Mr. Cortez is said to type 150-200 words a minute without errors.

Employees who have completed the beginning typewriting course or its equivalent, and who type at a rate of at least 25 words a minute, are eligible to apply. For information, call the institute at 235-8765 or 235-9404, or contact your bureau training officer.

who have not received one may obtain it by writing to Executive Seminar Alumni Association, Foreign Service Institute, Room 1209, 1400 Key Boulevard, Arlington, Va. 22209. □

New school catalog

The Graduate School, U.S. Department of Agriculture, has redesigned its catalog. In place of the 2-year catalog, it will publish a series of 13 modules, each representing a separate program or curriculum within the school, to be updated yearly. For information, call 447-4419. ■

State Department's current publications

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

President Reagan

"America's Commitment to Peace," address to the nation, Washington, October 27 (Current Policy No. 522).

—(Continued from preceding page)

Program	Feb.	Mar.	Apr.	Length of course
refresher/re-entry	To be arranged			Individual
First-time ambassador's secretary's briefing	To be arranged			Individual
Clerical workshops				
Managing words (word processing training)	To be arranged			Individual
Department correspondence	To be arranged			Individual
OCR telegram preparation workshop	To be arranged			Individual
The art of dictation workshop	TBA	23	9	4 hours
*The art of machine transcription workshop	—	23	9	4 hours
Workshop in the preparation of travel vouchers	TBA*	—	—	Individual
Telephone techniques workshop	—	16	—	4 hours
	*To be announced			
Secretarial skills				
Basic office skills	20	—	2	24 hours
Management skills seminar for secretaries	—	26	—	3 days
Clerical skills				
Stenography lab	—	—	24	9 weeks
Communication skills				
How to communicate by letter and memo	6	—	—	10 days
English and communication skills	6	—	—	40 hours
Speech and oral communication	—	—	3	6 weeks
Fundamentals of writing for government	28	—	—	5 weeks
Reading dynamics	—	—	2	20 hours
Fundamentals of speech	—	5	—	24 hours
Workshops for managers				
Notetaking for managers	—	TBA*	—	24 hours
	(Individual)			
Advanced writing for senior managers	—	19	—	22 hours
Effective oral communication for managers	—	19	—	18 hours □
	*To be announced			

Secretary Shultz

"Promoting Peace in the Middle East," Council of Jewish Federations and Welfare Funds, Atlanta, Ga., November 19 (Current Policy No. 528).

African affairs

"Reagan Administration's African Policy: A Progress Report," Chester A. Crocker, assistant secretary for African affairs, fourth annual conference on international affairs: "U.S.-African Affairs since 1960," University of Kansas at Lawrence, November 10 (Current Policy No. 527).

Central America and the Caribbean

"The Larger Importance of Grenada," Kenneth W. Dam, deputy secretary of state, Associated Press managing editors conference, Louisville, Ky., November 4 (Current Policy No. 526).

Europe

"Challenges of U.S.-Soviet Relations at the 50-Year Mark," Kenneth W. Dam, deputy secretary of state, International House, Chicago, October 31 (Current Policy No. 525).

"KAL Flight No. 007: Compilation of Statements and Documents, September 1-16, 1983,"

Department of State Bulletin, October 1983 (Bulletin reprint).

International economics

"The Magic of the Market—at Home and Abroad," Allen Wallis, under secretary for economic affairs, Chamber of Commerce, San Francisco, October 20 (Current Policy No. 523).

"Agricultural Export Promotion and Trade," Allen Wallis, under secretary for economic affairs, House Committee on Agriculture, October 18 (Current Policy No. 519).

Middle Eastern and South Asian Affairs

"The Price of Peace: U.S. Middle East Policy," Kenneth W. Dam, deputy secretary of state, American Jewish Committee, Philadelphia, October 27 (Current Policy No. 524).

GIST

Iran-Iraq war (11/83).
Oil and energy (11/83).
International aviation (11/83).

Background Notes

Republic of Korea (10/83).
Malaysia (10/83). □

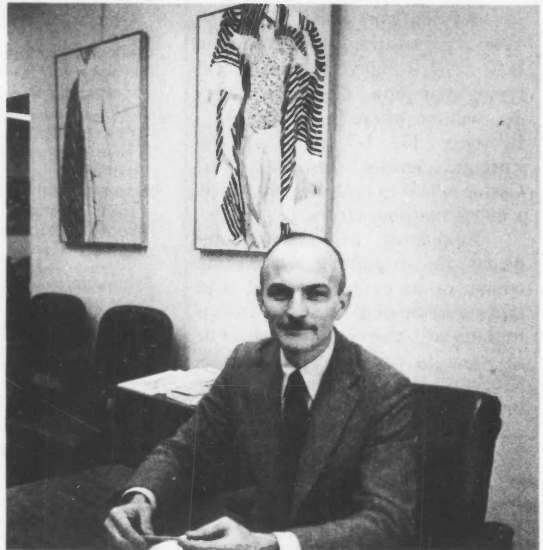
Art Corner

ROBERT PECK, director of the Office of Western European Affairs, wanted to brighten up his office area. He

knew that his friend Harriet Lesser, artist and wife of Foreign Service officer Larry Lesser, welcomes opportunities to

exhibit her work. *Voila!*—an exhibit of paintings and drawings by Ms. Lesser through January in Room 5226. ■

Robert Peck in his office, with painting by Ms. Lesser in background. →



Paintings by Ms. Lesser, in Room 5226.

Harriett Lesser in her studio. (Photos by Donna Gigliotti)

The Eighth Floor

Dinner for Franklin room brings in \$225,000

Mr. and Mrs. Shultz are hosts at \$1,000-a-plate affair

MORE THAN \$225,000 was raised at a \$1,000-plate dinner in the Diplomatic Reception Rooms, December 1, for the \$2 million reconstruction of the Benjamin Franklin State Dining Room. The 100-by-56-foot room is the largest of the three reception rooms. It is used frequently for state luncheons and dinners. The Franklin room will be closed in late March. When it is reopened early in 1985, it will conform with the other 18th century-style rooms in the area, completing the architectural renovation of the eighth floor.

The walls of marble now in the room, and the floor-to-floor ceiling plate glass and exposed steel beams, will be removed. A new interior will be installed. Curator Clement E. Conger, chairman of the Department's Fine Arts Committee, said the reconstruction is "our largest, most difficult and most expensive restoration in the Americana Project."

It will cost more than \$1.5 million. In addition, the room will have eight 18th-century-style, English chandeliers and four large Oriental rugs, which will cost another \$500,000. The committee expects private citizens, civic and business leaders and foundations to contribute funds to help defray the expenses.

A 'grand vision'

Architect John Blatteau of Philadelphia was selected for the project in a nationwide competition. Describing his plan for the reconstruction, he wrote: "The Corinthian Scheme with its large columns and pilasters is a grand vision of the room. Its roots are to be found in the great halls of England, such as those at Holkham and Kedleston and in the work of architects such as Kent, the Earl of Burlington and Sir Williams Chambers, men whose architecture reflects the



Treaty of Paris desk and Benjamin West's painting, "The American Peace Commissioners," in the John Quincy Adams State Drawing Room.



The Benjamin Franklin State Dining room, set for a luncheon for the Amir of Bahrain, July 20, 1983.

traditions of the Anglo-Palladian school. The free-standing columns on the long walls, while not diminishing the usable space of the room, have the effect of making the room seem narrower, thus raising the apparent height of the ceiling."

Mr. Conger told the guests at the dinner: "We now have the fourth or fifth greatest collection of Americana in the country, valued at more than \$28

million. But one-third of it is on loan to us, so we are not as affluent as we look."

The Fine Arts Committee is seeking contributions, too, for other architectural improvements in the reception area. These include redesigning the entrance hall to the Martin Van Buren Dining Room and redesigning the deputy secretary's dining room, estimated to cost \$100,000; improving the Secretary's reception room on the

seventh floor and the connecting hallway, \$250,000; improving the deputy secretary's reception room, \$150,000; improving the Secretary's office, \$150,000 (Mr. and Mrs. Charles S. Bresler of Rockville, Md., have already contributed the funds to redesign this office); and improve the deputy secretary's office, \$150,000.

"The committee welcomes contributions of any size," Mr. Conger said. "Donors may wish to remember the Americana Project in their wills as did the late Ellen Jane Norton, who was an employee of the Department." Her recent bequest was \$25,000.

At the treaty desk

The dinner was hosted by Secretary and Mrs. Shultz. It commemorated the bicentennial of the signing of the Treaty of Paris, which ended the American Revolution. Mr. and Mrs. Shultz greeted the guests in the John Quincy Adams State Drawing Room, near the original desk on which the final treaty was signed.

The seven courses at the dinner were billed "as having been served either in America or in France by Louis XVI at Versailles during the time of the signing of the Treaty of Paris." They included duck consomme, Chesapeake Bay scalloped oysters and chocolate mousse Marie Antoinette. The wines were said to be of the variety served at Versailles in 1783. The dinner was underwritten by Mrs. Willard Everett Brown of Los Angeles; Mr. and Mrs. George M. Kaufman of Norfolk, Va.; Mrs. O. Ray Moore of Atlanta; and Mrs. Thomas Lyle Williams Jr. of Thomasville, Ga.

A 'showcase'

In his remarks, Mr. Shultz congratulated the committee for transforming the diplomatic rooms into a "showcase of America's heritage."

Contributions of funds, furniture or objets d'art to the Department are tax deductible. Inquiries should be directed to Mr. Conger in Room 8213, Department of State, Washington, D.C. 20520, telephone (202) 632-0298.

—BARNETT B. LESTER ■

She bequeathed \$25,000

Ellen Jane Norton, an education officer in the Office of Overseas Schools, who died on December 6, 1982, bequeathed



Ms. Norton

\$25,000 for acquisitions to the Department's Diplomatic Reception Rooms, it was announced at the December 1 dinner in the Benjamin Franklin State Dining Room. The Fine Arts Committee applied the funds to an oil painting, "View of Niagara Falls

from the American Shore," attributed to Robert Havell Jr. The painting, circa 1850, is on view in the Franklin room.

Ms. Norton attended the Wharton School of Finance, University of Pennsylvania. A former AID employee, she transferred to the Office of Overseas Schools in January 1969. She was a program officer until 1974, when she joined the Foreign Service as a Reserve officer. Later, she was assigned as an education officer. In January 1978 Ms. Norton was appointed a Foreign Service Reserve officer with unlimited tenure. She retired in August 1978. She was 65 at the time of her death.

Personnel: Civil Service

Promotions

GM-13

Stewart, Mitchell W., Bureau of Public Affairs

GM-14

Breland, Carlus W., Office of the Comptroller, Budget and Planning

Butterworth, Bruce, Office of the Comptroller

GS-3

Berger, Lisa Marie, Office of the Under Secretary for Management

Cain, Sallie Lou, Passport Services, Washington

Henderson, Lena Elizabeth, Passport Services, Washington

Lewis, Johnny, Passport Services, Washington

Valera, Rita Maria, Passport Services, Miami

GS-4

Beddow, Jeffrey W., Foreign Service Institute

Hannan, Mary Catherine, Office of Security, Foreign Operations Division

Harrid, Gary Phillip, Office of the Executive Secretariat

Harris, Margaret A., Passport Services, Office of Program Support

Kirby, Vanessa A., Office of the Comptroller, Budget and Planning

Martin, Roderick, Intelligence and Research, Office of Intelligence Support

Mazur, Irene A., Foreign Service Institute

Pendleton, Tywana Rachel, Economic and Business Affairs, Office of International Energy Policy, Energy Producer-Country Affairs

Roberts, Loretta A., Bureau of Personnel, Office of Employee Relations

Washington, Linda T., Passport Services, Office of Passport Operations

GS-5

Carter, Sandra M., Office of

Communications

Cavallo, Ornella Stefani, Economic and Business Affairs, Office of International Energy Policy, Energy Consumer-Country Affairs

Davidson, Natalie M., Foreign Service Institute

Foster, C. Lynn W., Bureau of Administration, Personnel Management Division

Kazyak, Adina Elizabeth, Bureau of Consular Affairs, Management and Administration

Lee, Darlene C., Office of Communications

Lovell, Kevin, Passport Services, Office of Program Support

Marantz, Lois Ann, Foreign Service Institute

Murphy, Maureen A., Bureau of Public Affairs

Price, Gayle Lynne, Foreign Service Institute

Reid, Rosemary D., State magazine, Bureau of Personnel

Smith, Joyce Lavern, Bureau of Personnel, Office of Employee Relations

Sussman, Jerry, European and Canadian Affairs, Northern Europe

Warnell, Selin Han, Economic and Business Affairs, Office of Development Finance

Wind, Keith, East Asian and Pacific Affairs

Winston, Herbert, Bureau of Administration, Office of Communications

GS-6

Clark, Debra, Intelligence and Research, Western Africa Division

Crain, Maggie D., Passport Services, New Orleans

Evenski, Brenda M., Office of Security, Washington Field Office

Fitzgerald, Estela S., Office of Security, Washington Field Office

Lewis, Sabrina M., European Community and Atlantic Political Economic Affairs

O'Bryant, Tonia M., Intel-

ligence and Research, Office of the Geographer

Olds, Deborah M., Office of Security, Foreign Operations Division

Paige, Georgeana B., Intelligence and Research, Strategic Forces Division

Rottier, Julia Marie, Operations Center

Woody, Jennifer M., Management Operations

GS-7

Brown, Josephine M., Office for Combatting Terrorism

Cooper, Karen Marie, Office of the Comptroller, Budget and Planning

Drezner, Richard Alan, Passport Services, San Francisco

Dunne, James T., Office of Facilities Management and Administrative Services

Gourlay, Margaret F., Bureau of Public Affairs, Office of the Historian, Asian Division

Halston, Thomas Kevin, Passport Services, New York

Kirby, Valerie Y., East Asian and Pacific Affairs, Office of Regional Affairs

Koritko, Kathleen A., Politico-Military Affairs, Office of Strategic Nuclear Policy

McCoy, Barbara, Economic and Business Affairs, Office of East-West Trade

McDaniel, Douglas Knox, Passport Services, San Francisco

Sherbo, George Michael, Passport Services, Miami

Stevens, Felicia Anne, Office of the Legal Adviser

Taylor, Deborah J., Economic and Business Affairs, Office of Development Finance

Young, Valria C., Economic and Business Affairs, Aviation Programs and Policy Division

GS-8

Davis, Sarah Elizabeth, Passport Services, San Francisco

Imirie, Cheryl L., Passport Services

Kulesza, Stephen George, Office of Communications

Miller, Patricia A., Economic and Business Affairs, Office of Development Finance

GS-9

Armentrout, Jean W., Bureau of Oceans and International Environmental and Scientific Affairs

Barry, Mary Louise, Bureau of Consular Affairs, Passport Services

Brennan, Sarah C., Foreign Affairs Information Management Center, Publishing Services Division

Early, Sharon L., Economic and Business Affairs, Planning and Economic Analysis Staff

Ellinwood, Winifred J., Bureau of Administration, Office of Supply, Transportation and Procurement

Garcia, Marlene, Inter-American Affairs

Reck, Kathleen Ann, Office of the Under Secretary for Economic Affairs

Robinson, Jacqueline D., Chief of Protocol

Wroblewski, Mary Rose, Economic and Business Affairs, Office of International Energy Policy

Yonko, Jacqueline R., Passport Services, Chicago

GS-10

Dombi, Louise Ethel, Passport Services, Philadelphia

GS-11

Bellamy, Vernell, P., Foreign Affairs Information Management Center

Jackson, Celeste A., Foreign Affairs Information Management Center

Kennedy, Kathleen T., Office of Public Programs

Picard, Mary Jane, Bureau of Administration, Financial Management Division

Prue, Emma L., Foreign Affairs Information Management Center

Robinson, Aileen V., Bureau of Refugee Programs, Admissions Programs Division

Scott, Veronica E., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Simpson, Mary D., Office of the Legal Adviser

GS-12

Guyer, Ryan Lee, Office of Communications
Harris, Kenneth J., Office of the Comptroller, Budget and Planning
Jimney, Richard F., Office of Facilities Management and Administrative Services
Lindberg, Arthur, Office of Passport Operations
Monti, Suzanne R., Bureau of Public Affairs, Correspondence Management Division
Natale, Richard J., Office of Supply, Transportation and Procurement
Nichols, Joyce F., Bureau of Public Affairs, Office of Public Programs

GS-13

Byrnes, Robert S., Office of the Comptroller, Budget and Planning
Chang, Vivian Sau-Woon, Office of Facilities Management and Administrative Services
Daniels, Willem H., Office of Facilities Management and Administrative Services
Frisa, Lillian E., Intelligence and Research, Office of Politico-Military Analysis, Nuclear and Scientific Division
Marcuse, Gisela, Office of Facilities Management and Administrative Services
Settle, Janice L., Bureau of Public Affairs, Office of Public Programs
Whitlock, George Earl, Information Systems Office, Systems Design and Programming Division

GS-14

DiPaolo, Fiorangelo, Office of Foreign Buildings

GS-15

Marks, Michael Bruce, Office of the Under Secretary for Security Assistance, Science and Technology

Appointments

Allen, Sharon Lee, Bureau of Personnel, Pre-Assignment Center
Alvarez, Jose E., European Affairs, Assistant Legal Adviser
Anderson, Regina I., Bureau of Personnel, Pre-Assignment Center
Berry, Maxwell K., Classification/Declassification Center
Brooks, Doris Ann Slauer, International Organization Affairs, Office of International Conferences
Brown, Scarlett Lynn, Bureau of Public Affairs
Dye, Donald R., East Asian and Pacific Affairs
Fazio, Vincent J., Intelligence and Research, Office of Intelligence Support
Freeman, Sharon L., Foreign Service Institute
Gill, Julie E., Office of Supply, Transportation and Procurement
Green, Donna L., Office of Communications
Happe, Giuseppina M., Foreign Service Institute
Humphrey, Alfred Gregory, Bureau of Personnel, Pre-Assignment Center
Jackson, Rhonda M., Office of the Legal Adviser
Lane, Mirinda M., Bureau of Public Affairs, Correspondence Management Division
Malloch Jr., Theodore R., Intelligence and Research, Office of Economic Analysis
Mazzoni, Maria C., Foreign Service Institute
Milner, Amy M., Office of Security, Foreign Operations Division
Moskowitz, Sam, Classification/Declassification Center
Nichols, Billie Lee, Bureau of Personnel, Office of Man-

agement, Operating Systems Division

Pigg, Mary Theresa, Office of Security, Investigations
Smith, Nga, Foreign Service Institute
Sutton, James Hugh, Office of Communications
Swanson, Mary Virginia, Bureau of Personnel, Pre-Assignment Center
Tse, Wai-Yee, Foreign Service Institute
Walker, James E., Intelligence and Research, Office of Intelligence Support
Waters, Mary Robin, Medical Services
Williams, Ernestina F., Foreign Service Institute
Willis, Franklin K., Economic and Business Affairs, Office of Transportation and Telecommunications Affairs
Wirth, David A., Office of the Legal Adviser
Woodward, Hugh McLennan, Classification/Declassification Center

Reassignments

Barber, Robert Dean, Office of Security, Washington Field Office to Office of Security, Miami Field Office
Booth, Karen Nina, Bureau of Personnel, Pre-Assignment Center to Citizens Emergency Center
Chick, Jeannie Helen, Bureau of Personnel, Office of Recruitment to Foreign Service Institute
Cleary, Sharon Jane, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs to Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources
Crammer, Lynn E., Foreign Service Institute to Office of Press Relations
Dement, Terrylen K., Pacific Island Affairs to East Asian and Pacific Affairs

Erwin, Joseph L., Inter-American Affairs, Office of Central American Affairs to Foreign Service Institute

Flynn, Mary Anne, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to European and Canadian Affairs
Graves, Joanne P., Bureau of Personnel, Office of Recruitment, Examination and Employment to Management, Executive Office

Hamilton, Theresa Mary, Bureau of Personnel, Pre-Assignment Center to Bureau of Consular Affairs, Management and Administration

Hobbs, Susan V., European and Canadian Affairs to Office of European Community and Atlantic Political-Economic Affairs

Johnson, Thomas Arthur, Office of the Assistant Legal Adviser for UN Affairs to Office of the Assistant Legal Adviser for Economic and Business Affairs

Kennedy, Mary T., Bureau of Public Affairs, Office of Public Communication to Office of Public Programs

Martin, Barbara J., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Bureau of Personnel, Office of Employee Relations

Oraby, Janet Morgan, Information Systems Office, Systems Design and Programming Division to Information Systems Office, User Support Services Staff
Orndorff, Janet R., Bureau of Personnel, Office of General Recruitment to Management, Executive Office

Precha, Adrienne M., Bureau of Personnel, Office of Management, Operating Systems Division to Visa Services, Office of Public and Diplomatic Liaison, Written Inquiries Division

Pressley, Antoinette M., Office of Foreign Buildings to Intelligence and Research

Reppert, Claudia Joan, Economic and Business Affairs, Office of International Energy Policy to Policy Planning Staff

Sanders, Theopolis, Passport Services, San Francisco to Passport Services, Los Angeles

Schol, Philip P., Oceans and International Environmental and Scientific Affairs, Office of Ocean Law and Policy to Intelligence and Research, Office of Analysis for East Asia and Pacific

Thomas, Jerry Leonard, Bureau of Consular Affairs, Management and Administration to Visa Services, Office of Public and Diplomatic Liaison

Wilson, Carolyn L., Office of the Assistant Legal Adviser for Treaty Affairs to Office of the Assistant Legal Adviser for UN Affairs

Resignations

Beale, Pamela M., Bureau of Personnel, Pre-Assignment Center

Benjamin, Marva Melanie, Passport Services, Seattle

Benson, Hans Christopher, Passport Services, Office of Program Support

Blandford, Kristin A., East Asian and Pacific Affairs

Bowling, Michele J., Near Eastern and South Asian Affairs

Bridges, Brenda Kay, Passport Services, Houston

Browning, Kathryn L., Economic and Business Affairs, Textiles Division

Calhoun, Marvin Pat, Passport Services, Los Angeles

Carey, Trithenia, Office of Security, Evaluations

Chatmon, Bettie Jean, Office of Security, Foreign Operations

David, Jennifer E., Passport Services, New York

Davis, Lynda L., Economic and

Business Affairs

Davis, Rochelle Yvette, Passport Services, Philadelphia

Derus, Irene Gertrude, Inter-American Affairs, U.S. Mission to the Organization of American States

Digangi, Roberta L., Office of the Legal Adviser

Dolan, David Mark, International Joint Commission

Duncan, Constance Rae, Passport Services, Houston

Farlow, Robert Lee, Intelligence and Research, Office of

Analysis for Eastern Europe

Farrell, William F., Foreign Affairs Information Management Center

Fletcher, Christine Debra, Passport Services, Los Angeles

Gaskin, Aminata F., Foreign Service Institute

Helmich, Ruth J., U.S. Mission to the United Nations

Hemphill, Stephanie, Passport Services, Los Angeles

Hobbs, Mark D., Office of Communications

Hyman, Alice Margaret, Foreign Service Institute

Hyman, Clinton T., Bureau of Personnel, Office of Management

Jackson, Lucille, Passport Services, Philadelphia

Jeffries, Sharon Denise, Passport Services, Washington

Johnson, Decia Lee Ann, Passport Services, Los Angeles

Kirsch, Peter, Office of the Legal Adviser

Knowles, John F., Classification/Declassification Center

Lawrence, Gail Diane, Passport Services, Washington

Ledger, Dorothy A., Bureau of Personnel, Office of Management, Operating Systems Division

Lohnas, Anita R., Passport Services, New Orleans

McGill, Kathleen Amalia, Inter-American Affairs

Michel, Rex A., Passport Services, Los Angeles

Montgomery, Gloria Ann, Passport Services, Washington

Morgenthau, Ruth Schachter, U.S. Mission to the United Nations

Murry, Kiesha Brittine, Passport Services, Los Angeles

Naranjo, Paul Anthony, Office of the Legal Adviser

Norman, Gayle Elaine, Passport Services, Houston

Patterson, Sandra D., Passport Services, Miami

Peake, Alyssa A., Bureau of Personnel

Peruzzi, Rita Lynn, Office of Communications

Powell, Susan Jane, Oceans and International Environmental and Scientific Affairs, Office of Oceans and Polar Affairs

Purcell, Leonard Joseph, Passport Services, Los Angeles

Reed, Glenn Allan, Passport Services, Seattle

Sealey, Yolanda, Passport Services, Los Angeles

Soto, Wanda I., Office of Supply, Transportation and Procurement

Stanback, Helen H., Passport Services, Office of Program Support

Teixeira, Hollis A., Passport Services, Boston

Uribe II, Ernesto, Bureau of Personnel, Office of Management

White, Jacqueline M., Passport Services, Chicago

Whiting, Frederick Peter, Passport Services, Boston

Wigren, Marguerite M., Passport Services, Seattle

Retirements

Poticher, Gladys I., Foreign Affairs Information Management Center

Rhinehart, Norma D., Office of Security, New York Field Office

Root, William A., Economic and Business Affairs, Office of Trade and Commercial Affairs

Rudick, Alice B., Office of Passport Operations

Shepherd, Louis A., Office of the Comptroller, Office of Budget and Planning ■



FOREIGN SERVICE INSTITUTE—Recent graduates of the clerical orientation class, first row, left to right: *Jacqueline Jackson, Nancy Stone, Margott Skrobisz, Doris Reese, Cornelia Jones, Sandra Cecarelli.*

Second row: *Stephen Demuth, Tish Hoofnagle, Rosalind Willis, Donna Garrett (faculty), Randolph Renchard, Ernestine Reddon, Mark Stevens.*

Personnel: Foreign Service

Appointments

Allard, Gloria T., Bridgetown
Burghardt, Susan Day, Tegucigalpa

Burns, Beatriz Q., Havana
Chapman, Suzanne B., Tel Aviv
Ford, James A., Mogadishu
Deroche, Joseph L., Copenhagen

Dieffenderfer, Betty Jean, Bern
Dietrich, Monika I., Riyadh
Ford, James A., Mogadishu
Friedmann, Carmen R., Santiago

Gibbs, Leon Buster, Kingston
Gifford, Teresa S., Tegucigalpa
Grove, Barbara L., Stockholm
Labeau, Russell A., Yaounde
Lalas, Steven J., Belgrade
Lamb, Lynne Dorothy, Guatemala

Leane, Janet M., Abidjan
Lemandri, Suzanne S., Bissau
Loff-Like, Debra G., Guatemala
McKeever, Georgia B., Santo Domingo

Miller, Gina L., Kuala Lumpur
Morgan, Mary A., Amman
Nugent, Kathleen E., San Jose
Peterson, Barry R., Seoul
Salgo, Nicolas M., Budapest
Scannell, Carol Lea, San Salvador

Shatto, Della N., U.S. Mission to the Organization for Economic Cooperation and Development/Paris

Smallwood, Audrey J., Milan
Swafford, Linda O., Guatemala
Temperton, Rae Ann, Pretoria
Williams, Glenna R., London
Williams, Phyllis D., Beijing

Transfers

Adams, Nicholas James, Mozambique to Port Louis
Adkins, James L., La Paz to Inter-American Affairs

Anderson, Charles A., Canada to Visa Services, Public and Diplomatic Liaison

Anderson, Frank R., Near Eastern and South Asian Affairs to Rabat

Andre, Richard C., Inter-American Affairs to Office of Foreign Buildings

Anskay, Kay L., Canada to Lumbashi

Arnold, Terrell E., Politico-

Military Affairs to Office for Combatting Terrorism

Baker III, Richard W., East African Affairs to Foreign Service Institute

Baker, Linda, Zaire to Nairobi
Baldwin Jr., Frank B., Office of Communications to Karachi

Barrera-Cordova, Alba, Dominican Republic to La Paz

Bartlett, Samuel B., Legislative and Intergovernmental Affairs to Belfast

Becker, Robert W., Foreign Service Institute, University Training to Management Operations

Bloch, David, Italy to Sao Paulo
Bohnet, Dwight D., Mauritius to Paris

Bowker Jr., Donald L., Greece to Kuwait

Boyer, Kenneth J., Afars and Issa to Beirut

Bright, Robert L., Belgium to Dakar

Brundage, Stephen G., France to West African Affairs

Butkus, Lois A., Sri Lanka to Nicosia

Cahill, Harry A., Commerce Department to Bombay

Casey, Margaret E., France to European and Canadian Affairs

Ching, Kathleen I., Office of Communications to Merida

Ching, Stephen T., Inter-American Affairs to Merida

Ciazza, Adrian B., France to European and Canadian Affairs

Coleman, Richard G., Singapore to Rangoon

Collins Jr., Bernhard B., Nigeria to Berlin

Colm, Peter W., Politico-Military Affairs to Intelligence and Research

Crawford, Robert B., Switzerland to European and Canadian Affairs

Crist, Janet Lorraine, Somalia to Central American Affairs

Danforth, Kathleen D., Ivory Coast to Yaounde

Dardis, John G., Oceans and International Environmental and Scientific Affairs,

Office of Export and Import Control to Intelligence and Research, Office of Politico-Military Analysis

Davis, Phyllis J., Germany to Ankara

Dent Jr., Lynwood M., Bureau of Administration to Foreign Service Institute, Language Training

Dilisio, Vilma Mae, Dominican Republic to Inter-American Affairs

Dillon, Mary L., United Kingdom to Riyadh

Dion, Jerrold Mark, Burma to Foreign Service Institute

Dodge, Dawn M., Spain to European and Canadian Affairs

Downes, Robert R., Mexico to Stuttgart

Dwyer, Richard A., Martinique to Bureau of Personnel

Edwards, Larry R., Ghana to African Affairs

Eifert, John Robert, Germany to Office of Communications

Ellison, Ollie B., African Affairs to U.S. Mission Geneva

Farrington, Edna, Foreign Service Institute, University Training to Colombo

Fedor, Cyril J., Liberia to Office of Communications

Fergusson, Harvey, Sweden to Intelligence and Research, Office of Analysis for Southern Europe

Fitzpatrick, Kathleen M., Training Complement to Antwerp

Frisbie-Fulton, Thomas R., Niger to Cairo

Garon, John Charles, Morocco to Office of Inspector General

Genovese, Mary C., Italy to Family Liaison Office

Gingles, Robert L., Information Systems Office, User Support Services Staff to Bureau of Administration

Goslin, Charles E., India to Office of Communications

Greer, Anne J., African Affairs to Kinshasa

Grove Jr., Brandon H., Israel to Near Eastern and South

Asian Affairs

Hackett, Anne M., Afars and Issa to African Affairs

Hammer, Lowell V., France to European and Canadian Affairs

Hedgbeth, Llewellyn H., Foreign Service Institute, Language Training to Bonn

Hermann, Richard Charles, Foreign Service Institute to Intelligence and Research, Office of Intelligence Support, Current Intelligence Staff

Herrmann, George S., Office of Security, Technical Services to Panama

Hirst, Dennis F., France to Kingston

Holmes, Dewey S., Office of Communications to Beirut

Hubbard, Kenneth C., Office of Communications to Bonn

Jakubowski, Stanley P., Foreign Service Institute, University Training to Brussels, NATO

Jarrett, Larry G., Burundi to African Affairs

Johnson Jr., Philip K., Inter-American Affairs, U.S. Mission to the Organization of American States to Management Operations

Johnson, Judith Rodes, Foreign Service Institute to West African Affairs

Johnson, Shelley E., European and Canadian Affairs to Monterrey

Joyce, John M., Moscow to Managua

Kane, N. Stephen, Office of the Historian to Public Affairs

Kattouf, Theodore H., Foreign Service Institute, University Training to Baghdad

Kelchner, William E., Philippines to Office of Communications

Kellogg, Theodore E., Greece to Kampala

Kimura, June, Bangkok to New Delhi

Klingenmaier, Patricia, European and Canadian Affairs to Moscow

Kolker, Jimmy J., Foreign Service Institute, University

Training to Stockholm
Lamb, Robert E., Germany to Bureau of Administration
Laycock, Valerie, Port Louis to West African Affairs
Lief, Elliot R., East Asian and Pacific Affairs to European and Canadian Affairs
Lindsey, Kevin A., Foreign Service Institute, Language Training to Beirut
Lochner, David H., South African Affairs to Office of Communications
Lomanno, Frank J., Germany to Office of Communications
Lonnquest, David T., Near Eastern and South Asian Affairs to Rabat
MacCallum, Robert A., Philippines to U.S. Mission to the United Nations
Maffia, Kenneth Robert, Office of Security to Foreign Service Institute, Language Training
Mally, Alec L., Greece to Operations Center
Manning III, James F., Secretary's Detail to Chief of Protocol
Martz, Mary Jeanne Reid, Bolivia to Politico-Military Affairs, Office of Security Assistance and Sales
Mason, Linda M., Finland to Kathmandu
Mataka, John S., Office of Communications to Monrovia
McDonald Jr., John W., International Organization Affairs to Foreign Service Institute
McNally Jr., Phillip P., Philippines to Office of Communications
Mendoza, Nicacio, Mexico to Guangzhou
Meredith, Vicki Lee, Ivory Coast to Bangkok
Merriman, Brenda A., Zaire to Dakar
Metzger, Mary I., Uruguay to La Paz
Meyer, Carol Lee, Office of Inspector General to Information Systems Office
Meyers, Michael W., Brazil to Moscow
Miller, A. David, Training Complement to Calgary

Minyard, James A., Belgium to Oslo
Mitchell, George R., Office of Security to Foreign Service Institute, Language Training
Mizelle, Dempsey B., Germany to Ottawa
Moats, Simeon L., Foreign Service Institute, University Training to South African Affairs
Moller, Kenneth B., Morocco to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Monroe, Gerald Joseph, Switzerland to Economic and Business Affairs, International Resources and Food Policy
Moriarty, James F., Intelligence and Research to Foreign Service Institute, Language Training
Muench, Sandra M., Pretoria to Karachi
Namahoe, Darlene, Denmark to Reykjavik
Nylund, Catherine M., Near

Transfer Tremors by ebp

I was almost transferred to AUSTRALIA, but I had this suPER THought about an extended course at the Foreign Service Institute.

I was almost transferred to TURKEY, but when I went to get travelers'

checks at the bANK A Rather unusual thing happened, and I couldn't go.

I was almost transferred to BARCELONA, and—as you know—when a good assignment like that is changed, it causeS PAIN.

Eastern and South Asian Affairs to Lima
Pace, Jerry R., Egypt to Office of Communications
Parker, Bonnie Ann, Singapore to Havana
Partain, Gary D., Ecuador to Inter-American Affairs
Peterson, Robert B., Jamaica to Melbourne
Pickering, N. Bruce, Operations Center to Inter-American Affairs, Office of Southern Cone Affairs
Pilkauskas, Paul P., Switzerland to Economic and Business Affairs, Textiles

Division
Powell II, Keith, East Asian and Pacific Affairs, Chinese Affairs to Foreign Service Institute Language Training
Quinn, Celestine, Hong Kong to Abu Dhabi
Rabie, Douglas P., Thailand to Bureau of Administration, Office of Communications
Ramos, Albert-L., European and Canadian Affairs to Paris
Rasari, Nancy Moore, Australia to Lubumbashi
Rathner, Herbert, International



EDINBURGH, Scotland—Consul general *Norman A. Singer* presents meritorious honor and cash awards to visa assistant *Dorothy Glennon* and administrative assistant *June McFarlane*.

Additional promotions for 1983

Under Secretary Ronald I. Spiers has approved the promotion of the following members of the Foreign Service, from Class FS-3 to FS-2. These names are in addition to those on the list of promotions published in the special supplement to STATE in October. They were omitted

from the original list due to an administrative error. The effective date of these promotions is October 16, 1983, the same as that for the promotions on the initial list.

Caulfield Jr., John P.
Dmytrewycz, Bohdan
Feathers, Robert M.
Klemp, Stephen H.

Lekson, John Michael
Mason, Nancy M.
Miller, Barbara R.
Nelson, Andrea J.
Ordway, John Malcolm
Pascua, Gerard R.
Schmidt, Laura M.
Sciacchitano, David Andrew
Stevens, Justice B. □

- Narcotics Matters to Personnel. Special Domestic Assignments Program
- Rawson, David P.**, Personnel. Special Domestic Assignments Program to Antananarivo
- Read, Edna M.**, Intelligence and Research. Current Intelligence Staff to Belize City
- Rogers, William D.**, Hong Kong to Office of Communications
- Rosenbluth, James Merrill**, Argentina to Kingston
- Rosso, Maria Douglas**, Belgium to London
- Rowell, Edward M.**, Foreign Service Institute to Bureau of Consular Affairs
- Sanchez, Andres Gilberto**, Italy to Quito
- Satterfield, David**, Saudi Arabia to Intelligence and Research. Office of Analysis for Near East and South Asia
- Scanlan Jr., Francis T.**, Oporto to Berlin
- Schaller, Charles W.**, Personnel. Special Domestic Assignments Program to Intelligence and Research. Division for Northern and Central Europe
- Shaw Jr., Albert**, European and Canadian Affairs to Office of Foreign Buildings
- Shepard, William Seth**, Foreign Service Institute to Bordeaux
- Shirley, Fredrick G.**, Panama to Office of Foreign Buildings
- Shollenberger, John F.**, Germany to Office of Communications
- Slusarczyk, Theodore J.**, Poland to Moscow
- Smith, Donald L.**, European and Canadian Affairs to Bonn
- Sorenson, Maxine E.**, Germany to Office of Communications
- Sorenson, Robert Earl**, Intelligence and Research. Current Intelligence Staff to Central African Affairs
- Steger, Henry A.**, Mexico to Inter-American Affairs
- Steinmetz, John P.**, Commerce Department to Bureau of Personnel
- Story, Daniel E.**, Egypt to Monrovia
- Tatu, Francis J.**, Malaysia to East Asian and Pacific Affairs
- Taylor, John J.**, Foreign Service Institute to Intelligence and Research. Office of Analysis for East Asia and Pacific
- Theros, Patrick N.**, United Arab Emirates to Politico-Military Affairs. Office of Regional Security Affairs
- Thompson, Kerry E.**, Hungary to European and Canadian Affairs
- Townsend, Doris Aleen**, East Asian and Pacific Affairs to U.S. Mission Geneva
- Tsai, Soching**, Jamaica to Inter-American Affairs
- Tull, Theresa A.**, Human Rights and Humanitarian Affairs to Vientiane
- Tyson, Gregory J.**, Colombia to Prague
- Van Quill, Michael E.**, Australia to East Asian and Pacific Affairs
- Vavrecka, Patricia A.**, Italy to Durban
- Vespertino, Victor V.**, Moscow to Office of Foreign Buildings
- Wall, Nancy A.**, Kuwait to Pretoria
- Walls, Carolyn S.**, Morocco to Inter-American Affairs. Office of Cuban Affairs
- Wayne, Earl A.**, Office of the Secretary to Foreign Service Institute. University Training
- Weatherford, William O.**, Office of Communications to Manila
- Wells Jr., Raymond N.**, Greece to Office of Communications
- Wilgis Jr., Herbert E.**, Poland to Barcelona
- Wilkinson, Sharon P.**, Management Operations to Tijuana



BEIRUT, Lebanon—At award ceremony, from left, standing: *Wahib Fatta, Frederick King, Maurice Khoury, Abdul Rahman el-Kassar, Kassem Shahrour, Sue Dillon, Diane Dillard, Ambassador Robert S. Dillon, Bonnie Pugh, Janet Bamieh, Jamil Boghos, Ibrahim Yachouh, Fayez Tayyar, Munira Jabbour, Sana Alameddine, Christine Crocker, Nelly Saoud, Sandra Englehardt.* Kneeling: *Bedros Anserian, Robert Pugh, Ryan Crocker, Maroun Farah.*

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Wilson Jr., Benjamin A., Ethiopia to Office of Communications

Wojahn, Hilda J., Nepal to East Asian and Pacific Affairs

Woodruff, Arthur H., Bangui to Bureau of Personnel

Yackley, John R., European and Canadian Affairs to Moscow

Yohn, Michael Van Breda. Mexico to International Narcotics Matters

Zumwalt, James P., Zaire to Osaka-Kobe

Resignations

Baker, James E., Training Complement

Beaver, Wendy Marie, United States Information Agency

Coulson, William D., Office of Security, Technical Services

Coyne Jr., Martin J., Office of Protocol

Donavan, Michael W., Training Complement

Ibarra, Louise A., Havana

Lingel, Craig Richard, International Organization Affairs, Office of International Development

Louis Jr., John J., London

Manfre, Allen J., Office of Communications

Moros, Sheila M., Bern

Park, Kenneth P., Madrid

Pringle Jr., Robert W., Intelligence and Research, Office of Analysis for Southern Africa

Saddler, George F., Training Complement

Walsh, Daniel, Training Complement

Walsh, Mary L., Port-au-Prince

Williams, Robert Eric, Bureau of Personnel

Retirements

Borg, C. Arthur, Helsinki

Cronin, Ellen C., Frankfurt

Hervas, Anthony J., Office of Facilities Management and Administrative Services

Jones, Patricia Ann, Prague

Komitor, Jack S., Bureau of Consular Affairs

Lloyd, Wingate, Near Eastern and South Asian Affairs, Egypt

Meyers, Donald F., Commerce Department

Parisi, Saverio, Medical Services □

Commissioning, Tenure Board

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

Acosta, Manuel F. Amine, Assad

Ascher, Vivienne Z. Ashby, Holly H.

Baez, Eduardo J. Barr, Elizabeth P.

Berntsen, John L. Bobbin, John

Borgel, Jacquelyn J. Boswell, Randolph E.

Butler, Michael Campbell, James E.

Cardosi, Joseph D. Cardwell, Marc R.

Castelli, Jeffrey W. Clark, Karen R.

Colvin, Margaret E. Crissman, John Scott

Doucherty, Michael E. Dry, Robert W.

Ferguson, John E. Fleming, William D.

Floyd, Jane L. Miller Fox, Stephen R.

Frazier, Roger Alan Garcia, Jenaro A.

Gartin, John L. Graham, Peter T.

Greene, Robert B. Hamilton, James

Harris, Bobby Hendrix, John W.

Hiley, David H. Houston III, Robert B.

Huffman, Mark W. Jamieson Jr., William J.

Jones, John B. Kane, Timothy B.

Kenney, Kristie Kenning Jr., George W.

Koenig, Anne M. Lane, Robert L.

Layne, Richard L. Lee, Edward A.

Lockley, Josephine Ann S. Luaces, Robert

Marsh, Marcia M. Martin, David C.

Marx, John P. McGlosson, John H.

Miller, Jeffrey S. Minyard, Donnie P.

Monachino, Francis Napierkowski, David

Newton, Anthony C. Pearson, Isaac P.

Peoples, Kenneth Philpot, Constance

Plues, Richard E. Rafalko Jr., Frank J.

Ramos, David R. Reneski Jr., Bernard J.

Robertson III, Charles E. Rook Jr., Harold R.

Rosenbluth, James Merrill Rutter Jr., Royal Lawrence

Sailer, Camille Saturni, Fabio M.

Sievers, Marc J. Silvia, Rosemary J.

Stanitz III, Jacques Stevens, William N.

Storm, Dean Jay Stott Jr., David S.

Strotz, Judith A. Sutter, Eleanor B.

Tongour, Nadia Weygandt, Arkell D.

Wolff, Alejandro D. □

On 'suitability' for employment

Proposed regulations on determining suitability for employment in the federal competitive service have been issued by the U.S. Office of Personnel Management. The complete text is available in the Office of Civil Service Career Development and Assignments, Room 2429, New State. □

Insurance rules

Proposed regulations on cancellation of the waiver-of-life-insurance coverage, under the Federal Employees Group Life Insurance Program, have

been issued by U.S. Office of Personnel Management.

The complete text is available in the Office of Civil Service Career Development and Assignments, Room 2429, New State. □

Limited career extensions for seniors

The selection boards which reviewed the files of senior Foreign Service officers at the career minister, minister-counselor and counselor classes for promotion were also charged with recommending limited career extensions (LCEs) for officers in those classes who will complete their time in class before the 1984 boards convene. Under the precepts, boards were not given the number of LCE opportunities unless they recommended fewer officers for extension than the number authorized.

In such a case, boards were not obligated to use all the available opportunities. The boards that considered minister-counselors and counselors for LCEs both used this discretionary authority.

Officers in the final year of their time-in-class who were promoted receive a new time-in-class in their new, higher grade, and therefore were not competed for LCEs. The total number of officers who would reach maximum time-in-class if not promoted was considered by Management when it determined the number of extensions authorized. This number is shown in the first column below, and includes some officers who were in fact promoted by this year's boards; the second column shows the number of extensions actually granted.

	Officers in last year of TIC	LCEs granted
CM	14	11
MC	66	47
OC	18	6 ■

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Bureau Notes

The Seventh Floor

Office of the Secretary

SECRETARY SHULTZ traveled to Atlanta, Ga., November 19, to address the general assembly of the Jewish Federation of America. Accompanying him were ERIC EDELMAN, special assistant to the Secretary; and KATE MILNE, secretary, Office of the Secretary.

The Secretary attended the NATO ministerial meetings in Brussels, and held bilateral consultations with government leaders in Germany, Tunisia, Morocco and Portugal, December 6-13. Traveling with him were MRS. SHULTZ; RAYMOND SEITZ, executive assistant to the Secretary; LORA SIMKUS, personal assistant to the Secretary; KAREN CLARK and TOM FARRELL, special assistants to the Secretary; BETTY GASTON, administrative assistant, Office of the Secretary; LYNDA DUNN, secretary to the Executive Secretary; BRUNSON MCKINLEY, deputy executive secretary of the Department; GEORGE TWOHIE, executive director, Executive Secretariat; KRISTIE KENNEY and MARGERY LEMB, staff officers, MARIE MORRIS and DIANE STUART, secretaries, Executive Secretariat. □

Operations Center

New to the center are STEVEN P. COFFMAN and Lieutenant Colonel RICHARD A. SLOWIK. Mr. Coffman has joined the center as director of the Special Operations and Task Force Office. Mr. Slowik, formerly of the National Military Command Council, has joined as a military representative. □

Policy Planning Council

Council chairman STEPHEN BOSWORTH attended the Central American Caribbean chiefs of mission conference, December 2, in Miami. . . Staff director PHILIP KAPLAN participated in the meeting of the Institute for East-West Studies, in New York, November 15. . . Staff member HUGH DeSANTIS took part in a conference on intermediate-range nuclear forces, at the University of Pittsburgh's Center for International Studies, November 15-18. . . Staff member LOU PUGLIARESI spoke to the Electro-Motive Division of General Motors, in LaGrange, Ill., December 8, on current trends in the world oil market. . . Mr. Bosworth and council member PAUL BOEKER took part in the annual meeting of the International Management and Development Institute, at the Department, December 5-6. □

Under Secretary for Economic Affairs

Under Secretary W. ALLEN WALLIS, accompanied by his special assistant, ELLIOTT HURWITZ, traveled to San Francisco and Los Angeles, October 20-22, where he participated in seminars on East-West economic relations, with research staff members of the Hoover and Rand

Institutes. He addressed the San Francisco Chamber of Commerce's annual dinner, on "The Maps of the Market—At Home and Abroad." He spoke at Los Angeles Town Hall, on "East-West Relations and the Role of Economics." Mr. Wallis also represented VICE PRESIDENT BUSH at the annual Aztec Awards banquet of the Hispanic-American Foundation, in Los Angeles, October 21. . . On November 5, Mr. Wallis attended the first meeting of the personal representatives ("Sherpas") in London, to prepare for the 1984 economic summit. He then traveled to Paris, November 7-8, to head the U.S. delegation to the executive committee in special session of the Organization for Economic Cooperation and Development. Mr. Wallis was accompanied by his executive assistant, MARSHALL CASSE. The deputy to the under secretary, Ambassador ROBERT J. MORRIS, addressed the annual meeting of the National Grange, in San Antonio, November 17, on "Agricultural Trade in the 1980s." . . The under secretary participated in the 10th anniversary meeting of the Carnegie-Rochester Seminar on Public Policy, in Miami, November 19, delivering an informal talk on trade policy. . . He headed the U.S. delegation to the fifth U.S.-Association of Southeast Asian Nations economic dialogue, December 5-6, in Manila. He chaired meetings in Brussels of the economic counselors from the European Community embassies, December 7-8. He participated in U.S.-European Community consultations, headed by the Secretary, in

Brussels, December 9. He proceeded to India, December 12-13, to lead the U.S. delegation to the annual U.S.-Indian economic and commercial subcommission. Stops in Doha, Qatar (December 15); Cairo (December 16-17); and Tel Aviv (December 18-19), for consultations with embassy and government officials, rounded out the trip. Mr. Wallis was accompanied by his special assistant, GRANT ALDONAS, in Manila and New Delhi; MARSHALL CASSE in Brussels, Doha, Cairo and Tel Aviv. The economic adviser to the under secretary, MARTIN BAILEY, joined Mr. Wallis in Cairo and Tel Aviv. □

Administration

Office of Communications

A communications workshop attended by personnel from Washington and communications programs officers from selected posts in the Near East and South Asia area was held recently in Athens, Greece. The meeting provided a forum for briefings and discussions of a variety of issues, including area and worldwide communications programs, specific matters of concern and the impact of future technological changes within the Office of Communications. Participants from Washington were STUART E. BRANCH, deputy assistant secretary for communications; ROBERT C. RIBERA, director of communications for operations; PHILIP M. TINNEY, in



HELSINKI, Finland—Ambassador Keith F. Nyborg, center, presents Meritorious Honor Award to support communications officer Ricardo Chiarella. Political-economic secretary

Sally Ann Camp also receives award. Flanking them are political counselor Kathleen J. Croom and administrative counselor Cristobal R. Orozco.



CAIRO, Egypt—Ambassador Alfred L. Atherton Jr. pours first shovel of cement for new chancery office building. With him is Martin Ganon, contractor. Mrs. Atherton is at left.

Human Resources Staff; and LAWRENCE B. LESSER, deputy executive director, Bureau of Near Eastern and South Asian Affairs. Participants from overseas posts included JOSEPH J. HAZEWSKI, director of communications for the Near East bureau; JAMES VANDIVIER, from the regional diplomatic courier office in Frankfurt, Germany; JOHN FUERLINGER, Athens; HERBERT E. CHALEFF, Nicosia; EDWARD B. WILSON, Amman; DEWEY S. HOLMES, Beirut; KEITH R. CHRISTIE, Cairo; WILLIAM R. VANCE, Islamabad; WAYNE F. UBRICH, Jerusalem; VICTOR E. MAFFEI, Jidda; BERNARD W. BIES, Karachi; ALVIN C. THOMAS, Kuwait; WALTER KUSHNER, New Delhi; LYLE H. ROSDAHL, Rabat; RICHARD L. STOCKMAN, Riyadh; STEPHEN R. SPRINGER, Tel Aviv; and HOWARD R. CHARLES, Tunis.

The following were in Washington on consultation recently: WAYNE HENDERSON, Nairobi; CHRISTOPHER GRAHAM, Vientiane; JOHN N. WICKERSHAM, NATO, Brussels; HERMA SULLIVAN, Singapore; PAUL BIALECKI, London; and JERRY PACE, Washington. □

Foreign Buildings Office

Deputy assistant secretary HARVEY BUFFALO and other foreign buildings operation personnel met with AID officials to discuss the team visit to Niamey, Niger. . . Mr. Buffalo, with area officers FRED SHIRLEY and JACK TAYLOR, discussed reconstruction of the embassy compound with the ambassador-designate to Pakistan, DEANE HINTON. . . Deputy director MARVIN SMITH met with LORIN

JURVIS (Office of the Comptroller) to discuss Foreign Buildings' plan to raise the ceiling on minor improvements. . . The assistant director of operations, FRANK RAVNDAL, with Near East-South Asia area officers FRED SHIRLEY and JACK TAYLOR and liaison officer LOUIS

PRUITT, briefed deputy chief of mission HERBERT HAGERLY, Colombo, and NORMA KLEIBER, post management officer, on alternatives for housing AID and U.S. Information Service personnel.

Area officer EDWARD L. HOWELL returned from Caracas and Maracaibo, where he conferred with embassy officials on converting the present housing program. In Maracaibo, he was joined by building design architect PETER HAHN and security officer CAROL HORNING on an inspection of the proposed new short-term leased consular office building. . . Chief architect RICHARD GRAY returned from a trip to Niamey, Niger, where he and outside architect-engineer consultants worked with embassy and AID officials to resolve space requirements for a new AID office building on the Chancery compound. . . Staff architect FIORE DI PAOLO returned from Dhaka, New Delhi and Lahore. He accompanied the contract architect-engineer to prepare a feasibility study for a new chancery and Marine quarters in Dhaka. He also briefed post personnel in New Delhi on the new U.S. Information Service office building in Calcutta, and staff housing project in Lahore.

The deputy chief of fire protection, DALE GELDERT, conducted the fire prevention and protection portion of the weekly "Coping with



FOREIGN SERVICE INSTITUTE—Fire extinguishing techniques are taught at Dulles International Airport. Front row, left to right: Marijayne Miller (Brunel), Llewellyn Hedgbeth (Bonn), Elizabeth Gelderloos (Tokyo), Debra J. Steele (Panama). Back row: Graham A. Lemmon

(Wellington), Gerald R. Anderson (Suva), Betty Sue Evans (Islamabad), instructor Larry Allen, Delvin W. Junker (Guayaquil), Jerry M. Stevens (Malabo). (Photo by Anne W. Patchell, Lome).

Violence" seminar, November 7. He taught a fire prevention and protection class to officers at the Foreign Service Institute who were leaving for various posts. . . He met with NIGEL ELLIS, a representative of the Research and Trading Corp., to discuss the possibility of purchasing emergency escape chutes for use at post. . . Fire protection officer WALTER FUTRELL returned from southern Africa, where he inspected posts for fire and life safety.

Area officer JACK TAYLOR met with Lahore administrative officer BRIAN McINTOSH on the preliminary design of the proposed new staff housing. . . Area officer LARRY MILLSPAUGH traveled to Grenada with an Inter-American Affairs team, November 16-17, to search for sites to establish a mission. Mr. Millspaugh also visited Port-of-Spain, November 14-15, to discuss a proposed warehouse with embassy officials. . . Engineer PETER GURVIN went to San Salvador, to work with a local architect/engineer to finalize construction drawings for the office annex. Mr. Gurvin also met with Weidinger Associates, to discuss site adaptation for an emergency shelter that would provide protection from the Beirut shelling threat, and serve as an emergency operations centers for 30 persons.

Area officer BRUCE GERMAN met with BARBARA ALLEN, Office of Foreign Missions; RICHARD HOWARTH, China desk; JOHN CONDAYAN, executive director, East Asian and Pacific Affairs; and PARKS OLMON, post management officer, to discuss a request from the People's Republic of China to purchase two acres of land for staff housing in Washington. . . Area officer JOHN W. HELM and other team members returned from Ankara and Istanbul, where discussions were held on the sale/switch of properties. . . Area officer DONALD BRYFOGLE met with the newly-assigned assistant general services officer in Bonn, LLEWELLYN H. HEDGBETH, and presented an in-depth analysis of property renovation projects underway at post. . . Architect REID HERLIHY returned from Beirut, Nicosia and Riyadh, where he discussed bid procedures for renovating buildings and bomb shelter projects in Beirut; feasibility study for the chancery and ambassador's residence projects in Nicosia; and attended negotiations with diplomatic quarter officials in Riyadh, to obtain a building permit.

MARGUERITE COFFEY met with SUSAN McQUEEN, MARTHA PERSINGER, MARTHA THOMAS and PATRICIA WARREN to discuss the Interior Design Branch procurement procedures. . . Ambassador and Mrs. GEORGE MOOSE, Cotonou; Mrs. HUME HORAN, wife of the ambassador to Khartoum; and Ambassador GEOFFREY SWAEBE, Brussels, met with the Interior Design Staff to discuss furniture/furnishings and representational items for their residences. . . Interior designer MAUREEN MURPHY discussed furniture and furnishings requirements for Embassy Islamabad with MRS. DEANE HINTON.

A preliminary meeting with FRED CHARLTON, general services officer course director, Foreign Service Institute, was held to discuss enhancement of the training in facility maintenance and management. . . Architect TOM MARVEL of Torres, Beauchamp & Marvel visited Washington to discuss the possible adaptive reuse of plans developed by his firm for the existing chancery in Guatemala. . . Area officers FRED SHIRLEY and JACK TAYLOR met with KENNETH M. CHARD, administrative officer from Algiers, regarding generator shed construction, spiraling short-term lease costs, and conversion of the chancery to long-term lease property. They also met with administrative officer DUANE T. LENVILLE from Tel Aviv, on special maintenance, repair and minor improvement projects, and THOMAS W. WEDENHOUSE from Kuwait, on office space conversion and rehabilitation of space in the chancery. . . Architect REX HELLMAN returned from Georgetown, Guyana, where he assisted the contract architect, ALAN TANIGUCHI, with his site visit and feasibility study for a proposed new embassy office building. . . Architect PETER HAHN met with architect JORGE OZORNO, from Mexico, to resolve

various corrections to the working drawings and specifications for the proposed consulate office building in Hermosillo, Mexico. . . Area officer HERB TYSON, cost estimator JOE WHITE and architect CARL PETCHIK returned from a three-week visit in Osaka-Kobe, where they negotiated the contract for construction of a consulate office building and 11 staff houses. . . Assistant area officer ED HARKNESS returned from a visit to China, Papua New Guinea and Australia, where he discussed staff housing (in China); reviewed progress on construction of six staff houses (in Port Moresby); and reviewed progress of a real property study (in Australia). . . RICHARD ANDRE, new area officer, reported for duty, November 29. He replaces HERB TYSON, who was to enter language training at the Foreign Service Institute, December 12. □

Language Services Division

Chinese interpreter VIVIAN CHANG interpreted for Treasury talks with the People's Republic of China, November 14-22. . . On November 16-17 ALEC TOUMAYAN interpreted for a North Atlantic Assembly group which met with Assistant Secretary ELLIOT ABRAMS and other Department officers, as

Department of Look-Alikes



Mr. Faulk



Mr. Jurek

THOUGH both of these Foreign Service officers are serving in Germany, they are not a tandem couple. And they are not twins. Moreover, they are not at the same post—which no doubt makes it easier for their colleagues to honor their separate identities. Richard C. Faulk is an administrative officer at Bonn. John P. Jurkey is the economic officer in West Berlin.

well as with officials on Capitol Hill. . . STEPHANIE VAN REIGERSBERG traveled to Monterey for a classified meeting, November 14-17, while TED HERRERA interpreted for a U.S.-Mexico housing meeting, held on the border, November 14-18. . . Mr. Toumayan accompanied Secretary of Energy DONALD HODEL to Algeria, returning on November 22. . . Meanwhile, Arabic interpreter ZAKI ASLAN was assigned to the Washington visit of Sudanese President GAAFAR MOHAMED NIMEIRI, November 19-22. . . Ms. Chang handled maritime talks with the People's Republic of China, November 21-23 and 28-30.

The intermediate nuclear forces talks came to an abrupt halt, November 23, but the Language Services contingent there was held over until November 30. . . DON BARNES assisted the President of Costa Rica the entire week of November 28, in both Minnesota and Miami, Fla. . . Mr. Herrera handled U.S.-Salvador aviation talks, November 28-29, and DIMITRY ZARECHNAK was occupied with the U.S.-Soviet Search and Rescue Working Group, in New York, November 28-December 2. . . During the same period, CAROL WOLTER and GISELA MARCUSE staffed a classified military meeting in Monterey, November 29-30. . . HARRY OBST handled a highly classified meeting for the Legal Adviser's Office, November 25. . . Verbatim reporter MARIE TAYLOR traveled to New Orleans to cover Deputy Secretary KENNETH DAM's speech before the Plimssoll Club, November 30. . . Reporter FERD KUYATT covered a speech before the Miami conference on the Caribbean basin initiative.

November 30 was the last day for FRANCISCO LANZA, chief of the division's into-Spanish translating unit. Mr. Lanza joined the division in 1953. On December 5 the division welcomed a new into-Spanish translator, HUGO CALDERON.

On December 5, Ms. Marcuse interpreted for a TV earth-and-outer-space exchange involving PRESIDENT REAGAN and German Chancellor HELMUT KOHL. . . On December 6 the Senegalese foreign minister joined the U.S. trade representative in a treaty-signing ceremony, with SOPHIA PORSON interpreting. . . German interpreter Obst was with SECRETARY SHULTZ in Bonn, the week of December 5. NEIL SEIDENMAN (Italian) was with him in Brussels, and Mr. Toumayan joined him in Tunis. . . Meanwhile, Mr. Seidenman proceeded to Lisbon, where the bases agreement was being readied for the Secretary's signature. . . Zaki Aslan flew to Rabat, December 5, to assist in getting an agreed text for an agreement on broadcasting, which was to be signed by the Secretary in the course of his North African visit. . . Reporters Taylor and ARNOLD COHN (retired) once again journeyed to The Hague, for another session of the U.S.-Iran claims tribunal, December 9. . . Ms. Chang interpreted for U.S.-People's Republic of China nuclear talks,



LILONGWE, Malawi—Ambassador John A. Burroughs Jr., center, presents safe-driving awards. Others, left to right: Thomas Chingota,

Elson Lefani, Gilbert Ilumu, Szalim Magasa, James Kanguwo, Christopher Kamange.

December 1-6. . . GALINA TUNIK-ROSNIANSKY and Mr. Zarechnak interpreted for a U.S.-Soviet Working Group on External Utility Systems, December 6-8. . . The strategic nuclear talks halted on December 8, allowing translator LORALYN ANDERSEN-PETRIE and interpreter CYRIL MUROMCEW to return to Washington by December 9. DIMITRI ARENSBURGER was to return to Washington on December 17. □

African Affairs

Assistant Secretary CHESTER A. CROCKER addressed a regional conference on Africa, cosponsored by Senator NANCY KASSENBAUM (R.-Kan.) and the University of Kansas at Lawrence, November 10. . . He participated in the Georgetown University Center for Strategic and International Studies seminar on Liberia, November 29, and hosted a reception at Blair House for the participants. . . On December 1 he addressed the Overseas Writers Organization at the Foreign Service Club in Washington.

Deputy assistant secretary PRINCETON LYMAN spoke to the UN International Business Council, in New York, and to the General Council of Jewish Federations, in Atlanta, Ga., November 16. . . Deputy assistant secretary FRANK WISNER met with members of the American Society for Corporate Secretaries, in New York, November 16. . . Deputy assistant secretary LEONARD ROBINSON JR. addressed

the Thursday Luncheon Club, December 1.

A number of bureau representatives participated in the African Studies Association meeting in New England, December 7-10. They were RICHARD BOGOSIAN, JEFFREY DAVIDOW, RICHARD HEROLD, PETER LANDE, DEBORAH ODELL, EDWARD PERKINS, KEN SCOTT, MARY SWANN and TOM WILLIAMS.

Office of Central African Affairs: PIERRE SHOSTAL, director, visited N'Djamena, Yaounde, Douala, Brazzaville, Kinshasa and Libreville, on orientation, October 31-November 18. . . ROBERT SORENSON, Chad desk officer, addressed the Links-International metropolitan chapter, giving an update on Chad, in Washington, November 12.

Office of East African Affairs: On November 10, EARLE SCARLETT, desk officer for Somalia, spoke at the National Conference of Black Mayors, in Washington. His address centered on the bureau's initiative to promote trade with Africa and stimulate U.S. investment in Africa. □

Consular Affairs

Assistant Secretary-designate JOAN M. CLARK participated in the European refugee conference in Geneva, November 27-30. . . She hosted the bureau's third annual honor awards ceremony, in the Dean Acheson Auditorium, December 2. . . On December 5, Ms. Clark met with participants of the Employees Professional Seminar.

EDWARD M. ROWELL, principal deputy assistant secretary, visited Consulate General Montreal, to observe the new automated immigrant visa installation, and Ottawa, to attend a principal officers conference. . . Mr. Rowell and BROOKE HOLMES, consul general and consular affairs coordinator, Ottawa, respectively, made opening presentations for the consular segment at the conference.

Deputy assistant secretary ROBERT LANE welcomed Foreign Service nationals from 14 posts to their two-day orientation in Overseas Citizens Services, December 1-2. . . On December 4, DAVID HOBBS, director, Citizens Emergency Center, addressed the Parents' League of American Medical Students Abroad, in Teaneck, N.J., on consular services abroad. . . Miami regional director JAMISS E. SEBERT met with MARLUSIA DI SOUZA SALDANHA, former state secretary of labor and social action, Rio Grande de Norte, Brazil. She also spoke to the Miami Shores Chapter of the Daughters of the American Revolution, on "The History of Passports and Acquisition of U.S. Citizenship." . . . DOROTHY MORGAN, Miami antifraud specialist, met with 275 driver license examiners and supervisors, at the Marriott Hotel in Miami. Mrs. Morgan presented a program on the machine-readable passport and fraudulent documents. This meeting was the last of four fraud seminars which covered all the regions in the state of Florida.

EDWARD KREUSER, associate director, traveled to Geneva for the refugee conference, November 28-December 1, and to Bern, Zurich, Vienna, Madrid and Paris, for embassy consultations, December 2-7. . . EDWIN BEFFEL, Fraud and Documentation Division, visited posts in India and Pakistan, December 5-21, to discuss Afghan asylees and fraud concerns with post and airline officials. . . ELEANOR HARRIS, Coordination Division, traveled to Vienna for the consular overseas workshop, December 1-12, and to Warsaw, Frankfurt and Moscow, December 12-17, for embassy consultations. . . Mr. Rowell and J. D. BLEVINS and EDWARD KREUSER attended the automated information systems management for senior executives course, November 11-14.

Newly-assigned bureau employees include ADRIENNE PRECHA, Written Inquiries Branch; and JERRY THOMAS, Communications & Records Branch. . . On December 9 Mr. Lane concluded his assignment as deputy assistant secretary for overseas citizens services. He was succeeded by VERNON PENNER. . . JOHN CAULFIELD, press officer, has been reassigned to Brasilia as special assistant to Ambassador DIEGO C. ASENSIO. □

East Asian and Pacific Affairs

Assistant Secretary PAUL WOLFOWITZ spoke at a luncheon meeting of the Asia Society

and the Pan Pacific Community Association, October 18. On November 4, Mr. Wolfowitz appeared before a closed session of the Senate Foreign Relations Committee, to review events in the Philippines and Korea, the Weinberger visit to China, and the President's upcoming trip. . . From November 8-14, Mr. Wolfowitz accompanied PRESIDENT REAGAN and SECRETARY SHULTZ on their visit to Japan and Korea. . . He was accompanied himself by director of special projects I. LEWIS LIBBY. . . On November 17, Mr. Wolfowitz appeared before the Senate Foreign Relations Committee to review the President's trip.

The principal deputy assistant secretary, WILLIAM A. BROWN, accompanied MICHAEL DEEVER of the White House on an advance trip to China, November 14-22. . . On November 9, Mr. Brown testified before the Senate Foreign Relations Committee on Senate Resolution 74, regarding the Future of Taiwan.

During November/early December, deputy assistant secretary ANTHONY C. ALBRECHT made the following addresses: November 10, to students at Southern Methodist University in Dallas; November 16, to members of the UN International Council in New York; November 18, to members of the western regional conference of the U.S.-Asia Institute, in Los Angeles; December 1, to participants of the California Council for International Trade, in Los Angeles. . . From December 5-6, Mr. Albrecht accompanied the under secretary for economic affairs, W. ALLEN WALLIS, as a member of the U.S. delegation to the Association for Southeast Asian Nations-U.S. dialogue, in Manila. . . Mr. Albrecht traveled to Seoul, December 7-9, for consultations with embassy and host government officials.

On October 12, deputy assistant secretary ROBERT A. BRAND attended a ceremony, in New York, honoring the Right Honorable MICHAEL THOMAS SOMARE, prime minister of Papua New Guinea, on the occasion of his award as "South Pacific Man of the Year for 1983." The Foundation for the Peoples of the South Pacific sponsored the ceremony, at the Rockefeller Pavilion of the Metropolitan Museum, and the luncheon which followed.

The special adviser to the Secretary, S. I. HAYAKAWA, and Ambassadors MICHAEL ARMACOST (Philippines) and JOHN HOLDRIDGE (Indonesia) attended the third Conference on Pacific Economic Cooperation, in Bali, Indonesia, November 21-23. Also attending was the bureau's special adviser and deputy director for regional affairs, SEAN RANDOLPH. . . The deputy director for Japanese affairs, JOHN MALOTT, delivered two lectures on the Japanese political system, at Florida Junior College, Jacksonville, November 16. He also addressed the Jacksonville International Trade Association on "The Future of U.S.-Japan Relations," November 17. . . The economics officer for Japanese affairs, JACK CRODDY, traveled to Japan, October 10-16, for discussions on investment, forestry products and tobacco.

Charge WILLIAM THOMAS has departed Vientiane and was to be in the Department for consultations during December. . . THERESA TULL has arrived in Vientiane, replacing Mr. Thomas as charge. . . DANIEL A. O'DONOHUE was sworn in as ambassador to Burma, November 21, in the Benjamin Franklin Room. Under Secretary LAWRENCE S. EAGLEBURGER presided at the ceremony. Guests included Burmese Ambassador U KYEE MYINT. . . On November 22, former deputy assistant secretary THOMAS P. SHOESMITH was sworn in as the new U.S. ambassador to Malaysia.

He arrived in Kuala Lumpur, December 8 following consultations in Honolulu, Tokyo and Hong Kong. □

Economic and Business Affairs

On November 3, Assistant Secretary RICHARD McCORMACK addressed the Palm Beach Roundtable, on U.S. Central American policy.

He accompanied Energy Secretary DONALD HODEL on a nine-day visit to Saudi Arabia, Qatar, the United Arab Emirates and Algeria.

The mission focused on U.S. energy security and cooperation concerns. . . Mr. McCormack headed the U.S. delegation to the International Fund for Agricultural Development governing council meeting, in Rome, November 5-9. Following that, he went to Paris to attend the International Energy Agency governing board meeting, December 13.

Deputy assistant secretary ELINOR CONSTABLE attended Paris Club and debt rescheduling meetings for Niger, Brazil and Poland, November 14-17, in Paris, and went on to Geneva, November 18, for discussions on Yugoslav debt. . . FRANKLIN K. WILLIS was appointed deputy assistant secretary for transportation and telecommunications, November 14. He traveled to Bern, Switzerland, to chair civil aviation negotiations with the Swiss, November 14-16, then proceeded to Dublin, Ireland, to chair civil aviation negotiations with the Irish, November 17-18. . . Mr. Willis traveled to London, November 30-December 3, to participate in aviation capacity consultations with the United Kingdom. . . On December 6 he delivered a speech in Hong Kong on shipping, then proceeded to Chiang Mai, Thailand, December 7-9, for aviation negotiations with the Thai government. . . He also led a U.S. aviation delegation for talks with the Japanese, in Honolulu, December 12-14. . . Following the Honolulu talks he participated in maritime negotiations hosted by the Philippine government, December 19-20 in Manila.

RICHARD J. SMITH, deputy assistant secretary for international finance and development, attended the annual workshop on Canadian-U.S. relations, in London, Ont.,

November 18-19. . .GERALD P. LAMBERTY, director, Office of Development Finance, was the Department's representative at the International Monetary Fund/World Bank Development Committee's task force on concessional flows, in Ottawa, Canada, November 6-9. Mr. Lamberty was also the Department's representative on the U.S. delegation attending the Organization for Economic Cooperation and Development's Development Assistance Committee high-level meeting, in Paris, November 28-29. . . MARGARET M. DEAN, Office of Development Finance, was the Department's representative on the U.S. delegation attending the Inter-American Investment Corp. meeting in Rome, Italy, November 3-4.

On November 22 CHARLES HIGGINSON, director, and PRESCOTT WURLITZER, Office of Energy Producer Country Affairs, participated in a meeting in Washington with a Canadian delegation to consult on ways to resolve problems relating to the Alaska Natural Gas Transportation System project. . .FREDERICK H. GERLACH, deputy director of the same office, served as alternate U.S. representative to a meeting in Paris, November 8-9, of the standing group on the oil market, International Energy Agency. . . On December 7 Mr. Gerlach spoke at Columbia University's Middle East Institute, on "The World Oil Market in 1983 and the Persian Gulf." . .STEPHEN GALLOGLY, of the same office, was U.S. representative at ad hoc meetings, on "Energy Conservation" and "New and Renewable Sources of Energy," of the UN Economic Commission for Europe, in Geneva, November 1-10.

DAVID WILSON, acting director, Office of East-West Trade, spoke to an October 11 Washington meeting of the Electrochemical Society, on "Multilateral Aspects of Technology Export Controls." On October 14 he addressed a Washington meeting of the Technical Marketing Society of America, on "Critical Technology Controls: Issues and Outlook." . .DAVID N. MILLER, chief, Trade and Foreign Policy Controls Division, accompanied the Secretary of Commerce in annual bilateral trade talks, in Bucharest, October 4-7. . .LARRY W. ROEDER JR. was in Paris, October 14 to early November, as head of the U.S. computer/switching technology transfer negotiating teams, at the Coordinating Committee on Export Controls. This is an organization in Paris that coordinates an international embargo on high technology to Communist Europe (except Yugoslavia) and Communist Asia. . .DAVID TROTTER, Security Export Controls Division, led the U.S. team at negotiations on the organization's munitions list, and selected avionics and electronics items, in Paris, September 19-October 14.

JOHN P. RILEY, deputy director, Office of Business Practices, headed the U.S. delegation to the fifth negotiating conference on an international code of conduct on the transfer of technology, at the UN Conference on Trade and Development, in Geneva, October 17-November

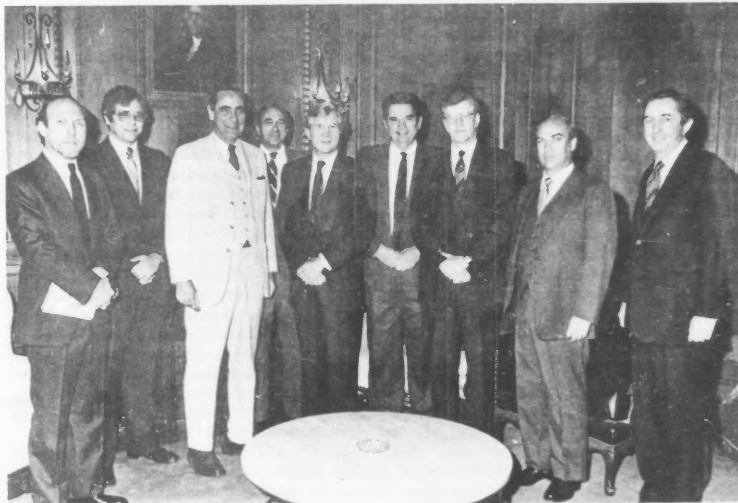
4. Mr. Riley also participated in the second session of the Intergovernmental Group of Exports on Restrictive Business Practices, November 21-30, in Geneva. . .MANUEL BARRERA, Developing Countries and Trade Organization Division, traveled to Manila, December 5-6, to participate in the fifth U.S.-Association of South East Asian Nations dialogue. He also stopped in Taipei, December 8-9, to consult in bilateral trade talks between the American Institute in Taiwan and the Coordinating Committee for North American Affairs. □

European and Canadian Affairs

JOHN H. KELLY is the new assistant secretary in the Bureau. . .RICHARD HAASS, deputy for policy and special Cyprus coordinator, and EDRIC SHERMAN, officer-in-charge of Cyprus affairs, traveled to New York, for consultations at the United Nations. . .WILLIAM H. LUERS was sworn in November 22 as ambassador to Czechoslovakia; he was slated to arrive at post on December 17. . .NICHOLAS G. SALGO has arrived in Budapest to assume his duties as the new U.S. ambassador to Hungary. . . The U.S. ambassador to Yugoslavia, DAVID ANDERSON, attended the Joint U.S.-Yugoslav Economic Council meeting, in New York, December 7-7. He then visited the Department on consultations, December 12-14. . .The economic counselor from Belgrade, RUSSELL PRICKETT,

also attended the meeting and visited the Department. . .Hungarian desk officer JOHN W. ZEROLIS visited Budapest and Munich, December 6-16, on consultations. . .Czechoslovak desk officer PAUL HACKER traveled to Prague, Warsaw and Munich. . .Polish desk officer DAVID POZORSKI visited Warsaw, Poznan, Krakow and Munich.

JOHN C. KORNBLUM, director, Office of Central European Affairs, traveled to Germany, December 1-14. He was in Berlin, Bonn, Frankfurt, and Munich for consultations, and in Brussels to attend the NATO ministerial. . .ERIC REHFELD, special assistant, Office of European Security and Political Affairs, participated as a member of the U.S. delegation to the NATO Joint Communications and Electronics Committee meeting, at NATO headquarters in Brussels, the week of November 14. . .A labor reporters conference was convened in Vienna, November 8-10. It was attended by labor reporting officers, attaches and counselors from nearly all European posts. Among the key participants were Ambassador JOHN SCANLAN, IRVING BROWN and JAMES BAKER (AFL-CIO), GEORGE RUECKERT (intermediate nuclear forces delegation, Geneva), MARK COWAN (Department of Labor) and TADD LINSENMAYER (delegate to the International Labor Organization, Geneva). Ambassador HELENE VON DAMM and labor attache JOHN BECKER hosted the conference, which was cochaired by JESSE CLEAR, the bureau's labor adviser, and WILLIAM BRUM-



PARIS—At conference of U.S. consuls general in France, from left: deputy chief of mission Jack Maresca; Peter Chaveas, Lyon; William Shepard, Bordeaux; William Newlin, Nice; Ambassador

Evan Galbraith; Edward Sachet, Marseille; Robert Homme, Strasbourg; Timothy Brown, Martinique; John DeWitt, Paris.

BUREAU NOTES

FIELD, Department of Labor. . .MICHELLE GLASER joined the Office of Southern European Affairs on November 30, for a six-week internship. □

Foreign Service Institute

Director STEPHEN LOW and deputy director JOHN SPROTT participated in the Association of Professional Schools of International Affairs meeting, November 17-18, at American University. . .JOSEPH TWINAM, dean, Executive Seminar in National and International Affairs, School of Professional Studies, attended the American-Arab Affairs Council meeting in St. Louis, September 22-23, and delivered a talk on the strategic implications of U.S. policy toward the Persian Gulf. . .On November 28, Ambassador JOHN W. McDONALD, Center for the Study of Foreign Affairs, participated in a ceremony at the White House, where the President signed a proclamation launching the U.S. Decade of Disabled Persons. On December 2, he spoke at the University of Maryland Law School, Baltimore, and, on December 8, to the Armed Forces Staff College, Norfolk, Va., on "The Art of Negotiation." . .On December 7, he spoke to a national seminar organized by the University of South Florida at Tampa, on a followup to the World Assembly on Aging.

JACK MENDELSON, dean, School of Language Studies, on November 17 attended the American Anthropological Association 82nd annual meeting, in Chicago, to interview prospective candidates for various language training supervisor positions at the institute. . .He also attended the annual international program reviews for the University of the State of New York, on December 1. . .JOHN RATLIFF, associate dean, School of Language Studies, visited institute field schools in the Far East, Seoul, Korea, and Yokohama, Japan, in early October.

ALLEN WEINSTEIN, Department of Resources and Support, recently visited Brigham Young University, to observe the school's extensive use of high technology in foreign language instruction. Brigham Young is a member of the Computer Assisted Language Instruction Consortium, an organization in which the institute is a participant. . .MONIQUE COSSARD, head of the French section, retired, December 3, after 32 years with the institute. . .In October, Lieutenant-Colonel DENNIS J. STANLEY reported to the institute, to assume the duties of deputy director of the Foreign Affairs Inter-Agency Seminar. . .Other new staff members include DAVIDA DAVIDSON, SHARON FREEMAN, School of Professional Studies; COLETTE TOLBERT, MARY TRACY, School of Language Studies; and JOSEPH ERWIN, Library. . .WAI-YEE TSE has also joined the institute, as a Chinese language and culture instructor. □

Human Rights and Humanitarian Affairs

December 10 marked the 35th anniversary of the adoption of the Universal Declaration of Human Rights by the United Nations. PRESIDENT REAGAN observed the occasion with a White House ceremony, December 9, at which he addressed a broadly-based audience of human rights interest groups. He signed a Human Rights Day and Week Proclamation. Also addressing the audience were ELLIOTT ABRAMS, assistant secretary for human rights and humanitarian affairs; RICHARD SCHIFTER, U.S. representative to the U.N. Human Rights Commission; LESZEK WALISZEWSKI, a native of Poland and former chairman of Solidarity, the union, in Silesia; RAMNA MAHMOUDI NOURANI, a native of Iran and member of the Baha'i faith; TEDDY VICTOR, a newspaperman and former political prisoner of the New Jewel Movement in Grenada; and SALVADOR CARRAZO, general secretary of the National Confederation of Construction, Transport and Allied Workers Union of El Salvador. . .Mr. Abrams addressed the Los Angeles and San Francisco World Affairs Councils, and the 63rd annual meeting of the National Council for the Social Studies, in San Francisco. While in California, he met with editors of the Los Angeles Times, and appeared on "The Owen Spann Show," KGO-AM, San Francisco. . .In recent weeks Mr. Abrams has also granted interviews to the Rand Daily Mail, Associated Press, the Christian Science Monitor, "The World About Us" of the British Broadcasting Co., "Morning Edition" of National Public Radio, Radio Free Europe, Voice of America, Thames TV of London, and to members of the editorial board of the Wall Street Journal.

Senior deputy assistant secretary GARY MATTHEWS participated in a regional foreign policy conference in Indianapolis, co-sponsored by the Department, Indianapolis University-Purdue University at Indianapolis, and the Indiana Council on World Affairs. He also spoke at the National War College, Fort McNair, Washington. . .Deputy assistant secretary CHARLES FAIRBANKS addressed a conference of the Christian Rescue Effort for the Emancipation of Dissidents, in Washington, and the World Without War Council, in Chicago. . .JAMES THYDEN, director, Office of Human Rights, traveled to Grenada, for consultations with Grenadian and U.S. officials on the human rights situation there. He conducted similar consultations in Barbados and Trinidad. . .STEVEN SNOW, regional officer for the Near East and South Asia, Office of Human Rights, was the breakfast speaker for a conference of Quaker leaders, at the William Penn House in Washington. . .HUGH SIMON, deputy director, Office of Policy and Programs, visited Lisbon, Madrid, Rome and Paris, to discuss human rights approaches with European nongovern-

mental organizations and individuals. . .DORIS BECK has left the Bureau of Human Rights and Humanitarian Affairs. She has been appointed to a position at the Mexican desk in the Bureau of Inter-American Affairs. □

Inspector General's Office

WILLIAM C. HARROP was confirmed by the Senate as inspector general of the Department and the Foreign Service, and was sworn in by SECRETARY SHULTZ, December 2. . .Mr. Harrop and deputy inspector general WILLIAM B. EDMONDSON participated in an executive development seminar sponsored by the President's Council on Integrity and Efficiency. . .BYRON HOLLINGSWORTH, assistant inspector general for audits, with FRANK MANGANIELLO and TIMOTHY HEALY of the Audit Staff, attended a meeting of the Federal Audit Executive Council, dealing with the use of microcomputers by federal and private sector auditors.

PHILIP J. HARRICK assumed charge of the investigation by the Office of the Inspector General into the appearance of classified documents at Lorton Reformatory. . .Ambassadors FRANK ORTIZ (Argentina), NICHOLAS M. SALGO (Hungary), and CLAYTON McMANAWAY (Haiti) met with Mr. Harrop to discuss their respective missions, prior to their departure for post.

Joining the bureau as new inspectors, in December, were WALTER GREENFIELD, ROBERT J. McANNENY and KENNETH O'GORMAN. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: MARTHA MAUTNER, deputy director, addressed civic, academic and media groups in Eugene, Salem, Corvallis and Portland, Ore., and in Honolulu and Hilo, Hawaii, November 14-23. She spoke on U.S.-Soviet relations. . .ISABEL KULSKI, division chief, spoke to the Lancaster-Lebanon Social Studies Council, Millersville University, in Millersville, Pa., on U.S.-Soviet relations, November 14. . .WAYNE LIMBERG, analyst, presented a paper on the Soviets and the Third World, to a meeting of the Council on Foreign Relations, in New York, November 10. He attended a roundtable discussion of the American Association for the Advancement of Slavic Studies, at Georgetown University, November 16. . .MORTON SCHWARTZ, analyst, spoke on U.S.-Soviet relations to the Buffalo World Affairs Council, at Buffalo State College, and to the media, in Buffalo, November 21-25. . .ALVIN KAPUSTA, special assistant for Soviet nationalities, presented a paper on "Employment Opportunities for Central Asian Specialist," at the Central Asian Conference, University of Wisconsin, Madison, November 19. . .FRANK FOLDVARY, analyst, visited Poland and Hungary, where he consulted

with embassy and local officials and met with intellectuals, October 7-November 4. He also traveled to Munich, Germany, where he consulted with officials from the consulate and Radio Free Europe. . . JANE FLOYD, analyst, lectured on Albania and Bulgaria, at Catholic University, Washington, November 30.

Office of Analysis for Near East and South Asia: GEORGE S. HARRIS, director, spoke at the Rockefeller Center at Dartmouth University, N.H., on Lebanon, November 15. He also attended the Middle East consultation at the Carter Center at Emory University, Atlanta, November 6-9; spoke on Turkish foreign policy, at the conference on "Turkish Domestic Evolution and Experiences with Strategic Alliances," November 18; and participated in a foreign affairs seminar for foreign area officers at Fort Bragg, N.C., November 30-December 2. . . AARON MILLER, Lebanon analyst, presented a paper on the Palestine Liberation Organization, at the Middle East Studies conference in Chicago, November 4-6. . . LILLIAN HARRIS, Afghanistan analyst, attended the International Conference on Afghan Alternatives, sponsored by the Monterey Institute of International Studies, in Monterey, Calif., November 15-18. . . WAYNE WHITE, Iraq analyst in the bureau, visited the United Arab Emirates, Qatar, Bahrain, Kuwait, Saudi Arabia and Iraq, for consultations related to the Iraq-Iran war, November 6-December 2.

Office of Analysis for Inter-American Affairs: On November 17, WILLIAM LOFSTROM, GERALD McCULLOCH, and JAMES BUCHANAN attended a demonstration of the capabilities of computers that will be installed in the office. . . On November 8-9, JAMES DAVIS, GERARD GALLUCCI, and STEVEN TOMCHIK spoke at the Immigration Judges Conference in Miami. . . On November 10, DAVID SMITH lectured at an area studies course on Brazil. . . On October 31-November 1, Mr. McCulloch attended a two-day conference on "Democracy in Colombia," at Johns Hopkins. . . On October 17-18, Mr. Smith attended a course on public diplomacy in Central America. . . On October 19, Mr. Buchanan discussed Argentina's pre-election environment, with ANDREW GREEN of the United Kingdom embassy. . . On October 13-14, Mr. Tomchik attended the Americas Society Conference, in New York. . . On October 12, HOWARD DAVIS lectured at area studies class. . . On September 27-October 1, JAMES DAVIS traveled to Mexico City. He traveled to Nicaragua, October 1-7. □

Inter-American Affairs

FERNANDO RONDON, director, Office of Andean Affairs, assisted the National bipartisan Commission on Central America during its visit to Caracas, Venezuela, December 14-15. . . N. SHAW SMITH, director, Office of Central

American and Panamanian Affairs, attended the December 2 Miami conference for chiefs of missions to Central American and Caribbean countries. . . RICHARD R. WYROUGH, coordinator, Panama Canal and treaty affairs, led a U.S. delegation, including canal study officer DAVID SCIACCITANO, to Japan, November 14-18. The U.S. team is preparing, with Japanese and Panamanian officials, terms of reference for a feasibility study of alternatives to the Panama Canal. . . PETER SARROS, the bureau's special assistant for public diplomacy, accompanied a congressional group to Grenada, November 4-8. He also undertook speaking engagements in Georgia and Alabama, and was a luncheon speaker at a Quaker conference in Washington, November 16. . . JOSEPH F. BECILIA, deputy director, Office of Central American Affairs, traveled, November 7-18, to Guatemala, Honduras, El Salvador, Costa Rica and Nicaragua. During part of his trip he accompanied the under secretary of defense, FRED IKLE, and continued thereafter for his own consultations and orientation.

DONNA J. HRINAK, regional affairs officer, addressed the Frederick, Md., Women's Civic Association, November 21, on U.S. policy in Central America. . . CHARLES S. SHAPIRO, desk officer for El Salvador, traveled to El Salvador and Panama for orientation, October 30-November 6. He also spoke on Central American policy in Milledgeville, Fort Valley and Columbus, Ga., November 14-16. . . JAKE M. DYELS, JR., bureau labor adviser, visited Asuncion, Montevideo, Buenos Aires and Santiago, November 11-23, for meetings with government officials and union leaders. The labor attache at each post arranged the schedule, which included meetings with business leaders. □

International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO addressed the Third Committee of the UN General Assembly, November 18, during its consideration of international drug control matters. Noting that drug abuse and trafficking is threatening the internal security of many nations, Mr. DiCarlo asserted that the international community needed to treat drug control as a priority political and economic problem, and he urged greater commitment and financial resources from the international community. . . Mr. DiCarlo made a presentation, November 7, to the meeting in Long Beach of the California attorney general's commission on drugs. . . He spoke, November 9, to the 14th annual narcotics prosecutors conference convened by the Department of Justice and, on November 10, to the National Governors Association's seminar on narcotics. . . On November 17, Mr. DiCarlo testified on marijuana production and control programs before the Subcommittee on Crime

(Committee on the Judiciary). In all of these presentations, he emphasized the necessity of having an effective domestic eradication program to control marijuana cultivation in the United States. He advised these domestic audiences that foreign governments measure the U.S. commitment to preventing drug abuse by actions at home. . . Mr. DiCarlo, with deputy assistant secretary CLYDE TAYLOR and Asia division chief DENNIS PAPPENDICK, participated in the East Asia regional narcotics conference, in Hong Kong, November 28-30. . . They traveled to New Zealand, Australia and Indonesia, for meetings with foreign ministry and other officials concerning narcotics control and international cooperation. . . Mr. Pappendick reviewed programs in Pakistan, including a new effort in tandem with AID, in the Gadoon-Amazai area.

Deputy assistant secretary JON THOMAS and WILLIAM BEACHNER, deputy director of the Program Office, visited Colombia, Peru, and Bolivia, November 6-23, for discussions with embassy officers and host government officials on administrative support issues related to the bureau's narcotics programs in those countries. In Colombia, they visited field contingents of bureau-assisted special narcotics units of the national police, including several on marijuana eradication operations in the mountains around Santa Marta. In Peru, they observed both manual and herbicide destruction of coca plants, carried out by the bureau-funded Peruvian government coca eradication organization, in the Upper Huallaga Valley.

JAMES VAN WERT, controller/executive director, visited San Juan, Puerto Rico, December 1-4, to interview candidates and negotiate a technical services contract in support of the program in Bolivia. . . He also traveled to Mexico, with ROSS BENSON and JOHN McLAUGHLIN, to do an evaluation of the aviation project, December 7-10. . . JAMES TYCKOSKI, contract specialist, of the Controller's Office, visited Bangkok, Thailand, Rangoon, Burma, and Singapore, to assist in contract negotiations and discuss other matters relating to international narcotics control program requirements in these areas. With Mr. Tyckoski were Mr. McLaughlin of the Program Office and JAMES KIMMEL, Office of Supply, Transportation and Procurement.

The bureau welcomed five new employees, all assigned to the Controller's Office: secretaries YVONNE R. SCHNEIDER (International Organizations), ANTOINETTE MINOR (Consular Affairs) and WANDA K. BESSON (Administration); contract specialist ROBERT GIFFORD (American University); and budget officer SCOTT D. McADOO (Management/Financial Operations). □

International Organization Affairs

JAMES WILLIAMS and LACY WRIGHT,

deputy directors in the Office of UN Political and Multilateral Affairs, visited the United Nations. Mr. Williams observed the debate on Afghanistan and consulted with U.S. mission officials, November 21-22. Mr. Wright advised members of the First Committee on Disarmament and Security, November 16-18. . . JON GUNDERSEN, officer-in-charge of arms control affairs in the Office of UN Political and Multilateral Affairs, advised members of the First Committee for six weeks, completing his stint on November 25. From November 21 through December 9 the role of adviser to the First Committee fell to ROBERT NORMAN, also from the UN political affairs office. . . PETER EICHER and ROBERT FILBY, both officers in that office, participated in UN meetings in New York. On November 28 Mr. Eicher accompanied CHESTER CROCKER, assistant secretary for African affairs, to New York, to discuss Namibia with the secretary general of the United Nations, PEREZ DE CUELLAR. Mr. Filby was at the United Nations, November 21-December 2, to attend Sixth Committee meetings on charter review and the peaceful settlement of disputes among states. . . ELIZABETH BARNETT, who handles decolonization matters for the office, traveled to New York, November 28, to participate in the resumed meeting of the 50th session of the UN Trusteeship Council.

DOMENICK IACOVO, Office of UN System Coordination, served as alternate representative to the resumed session of the Committee for Program and Coordination, in New York, August 29-September 12. . . TORREY WHITMAN, UN System Coordination, recently worked in New York with the International Civil Service Commission, on a U.S./UN pay comparison, November 7-16. . . KATHLEEN MOODY, Office of UN System Budget, served on the U.S. delegation to 22d general conference of UNESCO, in Paris, October 24-November 26.

PAUL HILBURN, deputy director for international labor and industrial affairs, traveled to Geneva, to attend a meeting of the International Labor Organization governing body, November 7-18. . . ROD MACKLER, Bureau of International Organization Affairs, was in Vienna, November 28-December 2, to attend the 20th session of the UN Industrial Development Organization's Permanent Committee. . . F. GRAY HANDLEY, Directorate for Health and Narcotics Programs, served on the U.S. delegation to the UN General Assembly, in New York, November 16-18, as an adviser on narcotics control programs. He also served on the U.S. delegation to the Program Committee of the executive board of the World Health Organization meeting, in Geneva, November 21-23. . . EDWARD M. MALLOY, deputy director, Office of International Development, served as adviser on the U.S. delegation to the seventh session of the governing council of the International Fund for Agricultural Development, in Rome, December 6-9. . . HARTFORD T. JENNINGS, Economic Development Division,

Office of International Development, participated in the executive performance seminar at Cacapon Lodge, Berkeley Springs, W. Va., December 4-9. . . DORIS BROOKS has been assigned to the Office of International Conferences, while JENNIFER WOODY of that office has transferred to the Office of Management Operations. □

Legal Adviser's Office

The legal adviser, DAVIS R. ROBINSON, addressed the Treasury Department's conference on sanctions and settlements, November 17, in Arlington, Va. His speech, "Extraterritoriality and Other Problems Affecting Foreign Policy and National Security Controls," was intended to explain the relationship between U.S. sanctions policy and international law. . . NANCY H. ELY, assistant legal adviser for African affairs, accompanied Assistant Secretary CHESTER CROCKER to Rome, December 6-7, for consultations with South Africans. □

Management

Office of the Under Secretary

SECRETARY SHULTZ officiated at the swearing-in of RONALD I. SPIERS as under secretary, on November 23. Of the 150 guests who attended the ceremony, many were from the diplomatic community and U.S. Government agencies. . . DWIGHT MASON, former executive director for Management, has joined the under secretary's immediate staff. □

Office for Combatting Terrorism

Under Secretary Spiers opened the fifth Canadian-American bilateral conference on terrorism, November 22-23, at the Department, addressing issues of counterterrorism and embassy security. Office director ROBERT M. SAYRE chaired the conference, and members of the Interdepartmental Group on Terrorism and their Canadian counterparts attended. . . ROBERT STERN made a consultation trip to Sandia National Laboratories, Albuquerque, N.M., and consulted on emergency action planning at Embassy New Delhi and Embassy Manila, November 2-21. He was to travel to Sandia and the Energy Department's Nevada operations center, December 12-17. . . TED PAPENDORP traveled to Embassy Amman for emergency action planning consultations, November 14-20. . . In early November SID FRIEDLAND addressed participants in a terrorism course that was organized by the Army judge advocate general's school at Charlottesville, Va. . . EDWARD MARKS participated in the regional foreign policy conferences in San Diego and Riverside, Calif., November 3-4. . . IRA LEVY lectured on crisis management at the Special Operations School at Hurlburt Air Force Base, Fla.,

November 7. . . NORMAN ANTOKOL traveled to El Paso, Tex., to lecture at the Sergeants Major Academy at Ft. Bliss, Tex., on terrorism, December 6. . . TERRY ARNOLD addressed the alumni association of the National War College, on low-level conflict, December 7. . . Mr. Marks spoke at the Canadian National Defense College, Kingston, Ont., December 7, on counterterrorism policy.

Mr. Levy, Mr. Papendorp and Mr. Marks took part in a crisis management exercise conducted at the National War College, November 8-10. . . MAYER NUDELL, Mr. Antokol, JOHN COFFMAN, and DEVEN McCONNELL participated in a hostage negotiation seminar taught by FRED LANCELY of the FBI Academy, November 9-11. . . Mr. Coffman and Mr. Nudell attended the civil aviation security course at the Federal Aviation Administration Academy, in Oklahoma City, November 28-December 2. . . For his work as international affairs adviser to the commandant, Mr. Arnold recently received the Army's Outstanding Civilian Service Award. . . JOSEPHINE BROWN has joined the staff. □

Office of the Comptroller

KEN THOMAS, chief, Washington Finance Center, Office of the Comptroller; VIRGINIA CUTHBERTSON, chief, Caribbean accounting branch of the center; and JIM YOUNG, budget and management officer, were accompanying three Treasury officials (JANE O'BRIEN, director, Washington Disbursing Center; her staff assistant, JERRY BAUERS; and GREG GENCO, acting manager, financial services branch) to Latin American posts. They were to visit Kingston, Jamaica; Bridgetown, Barbados; Port-of-Spain, Trinidad and Tobago; Caracas, Venezuela; and Panama City, Panama. They were scheduled to meet with embassy personnel and local banking and government officials, to discuss such issues as banking services, cashier advances and accountability, funding procedures, reconciliation of reports, electronic funds transfer, and other items of interest. □

Family Liaison Office

During October and November, MARCIA CURRAN, director, and SONYA SANDMAN, dependent employment coordinator, traveled to Africa to conduct two regional conferences with community liaison office coordinators. The first conference, in Abidjan, October 24-26, had 10 coordinators in attendance. The second, in Nairobi, October 31-November 2, had nine participating. . . On December 9, the office hosted a coordinator conference at the Department for 25 former coordinators. □

Office of Foreign Missions

Director JAMES E. NOLAN JR. briefed officials at the Pentagon on the implementation of the Foreign Missions Act. He addressed the Bureau of Near Eastern and South Asian Affairs administrative officers conference, December 5,

on diplomatic reciprocity. On December 8, Mr. Nolan, with JAMES C. WOOD, legal counsel, and HAROLD BURMAN, addressed a conference sponsored by the International Executive Conference, at the Four Seasons Hotel in Washington. .RALPH CHIOCCO has joined the staff as an operations officer. □

Oceans and International Environmental and Scientific Affairs

On October 18, Assistant Secretary JAMES L. MALONE met in Washington with the minister of research and technology of the Federal Republic of Germany, HEINZ RIESENHUBER, and discussed a number of bilateral and multilateral science and technology issues. .On November 16 Mr. Malone and RICHARD BENEDICK met with ROBERT B. DUN, newly-appointed director of the Australian Development Assistance Bureau, Australia's equivalent of AID.

Mr. Benedick, who is coordinator of population affairs, spoke on world population trends and U.S. foreign policy, before world affairs councils in Seattle, San Francisco, Portland, and Eugene, Ore., November 4-8. Excerpts from his addresses also appeared on local television and radio. On November 15, he was interviewed for a film presentation by the UN Fund for Population Activities. .On November 18, VINCENT P. BARABBA, former director of the U.S. Bureau of the Census, was sworn in, at a White House ceremony, as U.S. representative to the UN Population Commission. .Mr. Benedick led the U.S. delegation, November 28-29, to the annual meeting of the World Health Organization's Special Programme of Research in Human Reproduction, in Geneva.

FRED McGOLDRICK, director, Office of nonproliferation and Export Policy, discussed administrative arrangements for implementing the U.S.-Canadian agreement for cooperation in the civil uses of nuclear energy. He conferred with Canadian officials during his trip to Ottawa, November 16-18.

On November 1-9, JAMES A. STORER, director, Office of Fisheries Affairs, traveled to Manila, to attend the meeting of the policy advisory committee and board of directors of the International Center for Living Aquatic Resources Management. .On November 12-17, Mr. Storer was in Port-of-Spain, Trinidad, to participate in the annual meeting of the Gulf and Caribbean Fisheries Institute. This meeting focused on programs of assistance for the development of artisanal fisheries in the Caribbean. .On November 28-December 2, RICHARD WHITE, Coast Guard liaison officer in the Office of Fisheries Affairs, traveled to San Diego, where he lectured on international law enforcement to the Coast Guard Senior Officer. Maritime Law Enforcement Group. .BRIAN HALLMAN,

Office of Fisheries Affairs, attended the annual meeting of the International Commission for the Conservation of Atlantic Tunas, November 9-15, in Madrid. LARRY SNEAD, deputy director, Office of Fisheries Affairs, traveled to San Juan, Puerto Rico, and St. Thomas, Virgin Islands, November 8-9, to have further discussions with these governments concerning the maritime boundary and fishery treaty.

WILLIAM ERB, director, Office of Marine Science and Technology Affairs, was a participant in the first National Ocean Policy Roundtable, organized by the Woods Hole Oceanographic Institution and funded by the William H. Donner Foundation. The roundtable focused on (1) an assessment of the present state of U.S. oceans policy, with domestic and international ramifications; (2) a discussion of specific policy issues raised by the implementation of the new 200-mile U.S. exclusive economic zone; and (3) an identification of emergent ocean policy issues of national importance that are in need of early attention. .In view of the interest of Colombia, Chile, Peru and Ecuador in participating with U.S. marine scientists in investigations in the Pacific. DOROTHY BERGAMASCHI, Office of Marine Science and Technology Affairs, arranged for a briefing, to be given by U.S. scientists, for the science and naval attaches of the four countries.

TUCKER SCULLY, director, Office of Oceans and Polar Affairs, was in Brasilia, November 7-10, for consultations on development of an Antarctic minerals regime. He met with Ambassador MARCOS DE AZAMBUJA, head of the International Organizations Department of the Ministry of Foreign Affairs, and other officials connected with Brazil's Antarctic program. .LINDA SHERMAN served as a member of the White House advance team in preparation for PRESIDENT REAGAN's visit to Korea, and was in Seoul, October 26-November 15. .OTHO C. ESKIN, director, Office of Advanced Technology, attended the launching of the space shuttle STS-9, at Cape Kennedy, November 28. .ARTHUR CORTE, deputy director, Office of Advanced Technology, served on the U.S. delegation to the high-level conference on international cooperation in science and technology, in Tokyo, November 14-18, and stayed on to explore U.S. access to Japanese language data bases. .WILLIAM LOWELL, Office of Advanced Technology, served as a member of the U.S. delegation to the General Assembly, November 14-25, to assist the General Political Committee in discussions of outer space issues. .LISLE ROSE, Office of Advanced Technology, participated in a panel discussion on space commercialization, at the annual meeting of the Institute of Electrical and Electronic Engineers, in San Francisco, November 14-15. .EDWARD PADELFORD participated on an interagency team, led by the Smithsonian Institution, which visited the Bahamas and Turks and Caicos, in early November. Discussions were held with local officials, in both

countries, on a proposed Caribbean king crab project. □

Personnel

From November 15-17, ROSALIE DAN-GELO, personnel officer, Office of Civil Service Career Development and Assignments, traveled to San Francisco, to coordinate presentation of the Department's two-day employee relations seminar for the administration bureau and the consular affairs bureau supervisors and managers from field offices in San Francisco, Los Angeles, Seattle and Honolulu. .A one-day labor-management seminar was conducted on November 18 for passport agency supervisors. ROBERT SHERMAN, the Department's chief labor-management negotiator, participated in this presentation. □

Politico-Military Affairs

JONATHAN T. HOWE, bureau director, testified before the House Armed Services Committee, on Lebanon, November 2. .Admiral Howe participated in meetings between SECRETARY SHULTZ and President JAAFAR NIMEIRI of Sudan, Prime Minister YITZHAK SHAMIR of Israel and President AMIN GEMAYEL of Lebanon, in November and December.

ROBERT W. DEAN, deputy director, spoke on nuclear arms control, at the University of Pittsburgh, November 17. .ARNOLD L. RAPHEL, deputy director, was a guest lecturer at the Federal Executive Institute, November 9, in Washington, where he spoke on the "Military Aspects of our Policy in the Middle East." .JUDYT MANDEL, special assistant for public policy, spoke on nuclear arms control policies and issues, November 14, to the League of Women Voters of Canton, Conn. .Air Force Colonel MICHAEL B. SEATON, deputy director, Office of Strategic Technology and Nuclear Affairs, traveled to Duluth, Minn., November 11, where he spoke on "What Is National Security and How Can It Best Be Achieved?," to the Duluth Community Education Group. Combined with this visit were interviews with the Duluth News Tribune, the Duluth Herald, WDIO, WIRT-TV, and WDSM-AM/KZIO-FM. .HOWARD STOFFER, Office of Theater Military Policy, was a member of the U.S. delegation to the Special Consultative Group meeting in Brussels, November 22. He also traveled to Fulton and Columbia, Mo., November 29-30, to speak to university and citizens groups on arms control policy, and to provide interviews to television, radio and newspaper organizations. .GREGORY SANFORD, Office of Theater Military Policy, was a member of the U.S. delegation to the Special Consultative Group meeting in Rome, November 10. He was also a member of the U.S.

delegation to the meeting of the group in Brussels, December 8.

JOHN D. FINNEY, deputy director, Office of Regional Security Affairs, represented the bureau as a panelist at a symposium on "Contemporary Challenges to U.S. Foreign Policy and World Peace," sponsored by the Army's John F. Kennedy Special Warfare Center, at Fort Bragg, N.C., November 30. . . DAVID SCHWARTZ, deputy director, Office of Policy Analysis, participated in a panel discussion on arms control, at the Brookings Institution, November 9. . . MICHELLE MARKOFF, Office of Strategic Nuclear Policy, traveled to San Diego and Riverside, Calif., November 3-4, to speak on arms issues to the regional foreign policy conference and the World Affairs Council, respectively. . . MARK M. LOWENTHAL, Office of Policy Analysis, was a guest speaker at the Foreign Service Institute, November 14, on issues and problems of U.S. intelligence. . . JOSEPH P. SMALDONE, chief, Arms Licensing Division, briefed U.S. and foreign military officers at the Air War College, Maxwell Air Force Base, Ala., November 8, on the role of armed forces in African politics. . . JOHN A. SANFORD, Licensing Office, Office of Munitions Control, discussed export licensing procedures with the employees of the International Signal and Control Group, in Lancaster, Pa., October 17. □

Refugee Programs

On November 29-30, JAMES N. PURCELL JR., director of the bureau, and the Immigration and Naturalization Service executive associate commissioner, DORIS M. MEISSNER, cohosted a European refugee conference in Geneva. JOAN M. CLARK, newly-appointed assistant secretary for consular affairs, represented that bureau, and was one of the key speakers, as were the UN high commissioner, POUL HARTLING; the International Committee on Migration director, JAMES CARLIN; and Congressman ROMANO MAZZOLI (D.-Ky.). Representatives from the bureau who attended the conference included deputy assistant secretary RICHARD D. ENGLISH; Admissions Programs chief MARGARET J. BARNHART; DOUGLAS HUNTER, director of refugee resettlement; and special assistant PHILLIP CHICOLA.

MARY E. KAVALIUNAS, acting director of the International Refugee Organizations Office, traveled to Vienna, October 16-20, for consultations with the UN Relief and Works Agency for Palestine Refugees. . . On October 27 Mr. Purcell and deputy assistant secretary ARTHUR E. DEWEY met with M'HAMED ESSAAFI, head of the UN Disaster Relief Organization, to discuss emergency assistance operations in Africa and the Near East. . . Mr. Hartling, visited the Department, October 31, to review the worldwide refugee situation with officers of the refugee bureau and other bureaus.

JAMES P. KELLEY and MARGARET J.



BANGKOK, Thailand—Ambassador John Gunther Dean, right, presents Meritorious Honor Award to Sos Kem for his service, often under "life-threatening conditions," in monitoring Kam-puchean border relief requirements, affecting

health and safety of several hundred thousand refugees. Mr. Kem is on loan to the Bangkok Refugee Office from the Foreign Service Institute. Mrs. Kem is on left.

McKELVEY, director and program officer, respectively, Office of African Refugee Affairs, assessed refugee problems in and around Uganda, during November. . . Ms. McKelvey looked into whether there are any refugees among groups displaced in the Luwero, Mubende, and Mpigi districts, around Kampala. She then investigated conditions for Ugandan refugees in Rwanda. Mr. Kelley and Ms. McKelvey traveled to the Arua zone of Haut, Zaire, where over 65,000 Ugandan refugees are located, to study prospects for their voluntary repatriation. Ms. McKelvey made a final stop in Geneva, to brief international organizations involved in refugee affairs. . . OLOF RYDBECK, commissioner-general of the UN Relief and Works Agency, met with director Purcell, Mr. Dewey, and other officers, November 3-4, to discuss assistance to Palestinian refugees in the countries that are situated in the Near East.

RAYMOND J. GONZALES, program officer, Office of European, Near East and Latin American Refugee Affairs, traveled to Mexico and Guatemala, October 31-November 10, to assess assistance programs for Guatemalan refugees and prospects for their voluntary repatriation. . . JEAN-PIERRE HOCKE, director of operations, International Committee of the Red Cross, met with then-acting bureau director ROBERT L. FUNSETH and Mr. Dewey,

November 14-15, to review refugee needs and activities in various regions. . . WILLIAM B. HARRIS, program officer, Office of Asian Refugee Affairs, conducted a mission to review Afghan refugee programs in Pakistan, November 25-December 15. Mr. Harris also held meetings on food assistance for Afghan refugees, with the World Food Program in Rome. . . F. ALLEN (TEX) HARRIS, director, Emergency Operations Office, carried out an assessment of humanitarian assistance needs for Nicaraguan refugees in Costa Rica, November 19-December 14. Mr. Harris visited the U.S. embassy in Managua, Nicaragua, for consultations at the conclusion of his trip. . . Mr. Purcell headed the U.S. delegation to the 49th annual session of the Intergovernmental Committee on Migration council, in Geneva, December 1-7. . . MARY E. KAVALIUNAS, acting director, International Refugee Organizations Office, served as rapporteur for meetings of the Subcommittee on Budget and Finance. . . KARL BECK, refugee and migration affairs counselor with the U.S. mission in Geneva, served as rapporteur for the council's plenary meetings. . . OLRICH HASELMAN, regional representative-designate for Central America with the UN high commissioner for refugees, met with Mr. Dewey and other bureau officers, December 5-6, to discuss refugee programs in Central America. ■

Obituaries

Ronald B. Casagrande, 48, economic counselor in Bonn since 1982, died of a heart attack here on December 13. He served as economic and commercial officer in Berlin, 1978-82; in Sao Paulo, 1972-74; in Central European Affairs, 1975-78; and in Munich, 1968-71. Earlier in his career, which began in 1965, he was assigned to Karachi as vice consul.



Mr. Casagrande

Mr. Casagrande, a native of Brooklyn, N.Y., earned a bachelor's and Ph.D. at Syracuse, and a master's at the University of Wyoming. He was a graduate assistant at Syracuse, 1960-63, and lectured in Europe for the University of Maryland, 1963-65. From 1957-60, he served with the Army Security Agency.

Survivors include his wife, two daughters, mother, father and a sister. □

Clarke W. Slade, 81, a psychiatric social worker with the Department's Office of Medical Services since 1956, died after a heart attack at Montgomery General Hospital on September 29. He had also worked as an education counselor and psychiatric social worker for the Episcopal Home in Washington and the Baltimore City Public Schools.

A graduate of Union College, he earned his master's at Columbia, in his home state of New York. He was a former teacher and headmaster at schools in Pennsylvania and Florida, moving to this area in 1931, where he founded a private elementary school called Slade School. He was its headmaster until the school closed in 1948.

Survivors include his wife, two sons and five grandchildren. □

Isabella Maria Michielli, 64, a personnel-management specialist assigned to the U.S. mission to the United Nations, in New York, since 1953,

died of a heart attack at her home on November 7.

She was appointed to State's regional office in her home state, New York, in 1945. From 1951 to 1953, she was assigned to the New York International Information Administration. Survivors include her mother and a brother. □

Maurice G. LeBourhis, 42, a space management specialist in the Office of Facilities Management and Administration since last January, died on November 21 at Mt. Vernon Hospital, after a car accident near Ft. Belvoir. His 12-year-old daughter also died in the accident, and his son, 13, was injured. Mr. LeBourhis was born in Ireland. Early in his career, he worked



Mr. LeBourhis

as a cartographer and draftsman for the Air Force and the U.S. Geodetic Survey. In 1967 he joined the Department of Housing and Urban Development as a space planning utilization specialist. Employed by the Department of Agriculture, 1971-82, he was a realty specialist, 1971-73, a space management specialist, 1973-77, and a facilities specialist, 1977-1982.

In addition to his son, Mr. LeBourhis leave his wife. □

Nancy Comstock Rutter, 66, wife of retired Foreign Service officer Peter Rutter, died on November 10 at her home in Chevy Chase, Md. Mrs. Rutter had accompanied her husband on assignments to Genoa, Vienna, London, Ghana, Liberia, Bonn and Washington.

Besides her husband, she leaves three sons, two sisters and three grandchildren. The family suggests contributions to the Alzheimer's Disease and Related Disorders Association, Inc., Room 100, 7979 Old Georgetown Rd., Bethesda, Md. 20084. □

Virginia Timberman, 78, mother of Foreign Service officer Thomas

Timberman, who is at Harvard University, died of cancer on October 8 at Walter Reed Army Hospital.

Mrs. Timberman had visited her son frequently at posts, and accompanied her husband, General Thomas S. Timberman, on assignments that included deputy chief of mission and commandant in Berlin and military attache in Nanking. She was a former national president of the Daughters of the U.S. Army, and a former vice president of the Army Distaff Foundation.

In addition to her husband and son, she leaves a daughter, a sister, three grandchildren and two great-grandchildren. The family suggests contributions to the Army Distaff Foundation, 6200 Oregon Ave. N.W., Washington, D.C. 20015. □

Louis J. Hall, 73, a clerk in the Office of General Services from 1951 until he retired in 1980, died of a cardiovascular disease at his home on November 25. Born in Chickasha, Okla., Mr. Hall moved to South Africa with his family when he was a boy. After working for an oil company in Capetown, he moved to Washington in 1950. Mr. Hall was



Mr. Hall

employed in several branches of State's Office of General Services, including the Purchasing Section, Property Utilization Section, Miscellaneous Services Section and the Building Services Section.

Survivors include his sister, Lucy Hall, a retired Foreign Service employee, of the Wisconsin Avenue Nursing Home, 3333 Wisconsin Ave., N.W., Room 322, Washington, D.C. 20016. □

Olin S. Whittemore, 55, who retired in 1978 after serving as consular officer in Seoul, died on October 21.

Born in Michigan, he earned a bachelor's from Michigan State. He

served in the Navy, 1946-48, and the Army, 1952-56. Joining State in 1958, he was a consular officer in London, Nassau, Frankfurt and Athens. Survivors include his wife. □

Emil G. Lindahl, 62, a retired labor/political officer assigned to Manila in 1976 and to Ottawa in 1979, died on November 5.

A former AID employee, he served also as a labor officer in Tehran, Saigon and New Delhi. After State details to

Canberra and Saigaoon as labor/political officer, he transferred to State in 1975, retiring in 1980.

Mr. Lindahl was born in New York. He served in the Army 1944-46. From 1940-58, he worked in private industry. Survivors include his wife and daughter, Sue, an employee of the Combined Airline Ticket Office in the Department. □

Lucille A. Kitterman, 49, a secretary in the Bureau of Inter-American

Affairs from 1965 until she retired in 1977, died of cancer in Alameda, Calif., on November 18.

Joining State in 1956, she was assigned to the Passport Office until 1962, when she transferred to the Bureau of Intelligence and Research. She worked in the Office of Cuban Affairs, 1965-66; the Office of Regional and Economic Policy, 1966-68; and the Office of Caribbean Affairs, 1968-77.

Survivors include her brother, James A. Kitterman Sr., of 831 Central

Beneficial association at Department pays death benefits

NOT MANY PRESIDENTS serve for 35 years. But Rosemary Davenport, a Department administrative officer who retired in 1961, has been president of the Department of State Beneficial Association since 1948. The association, which provides a \$1,000 death benefit to a member's survivors, was begun in 1897 after a Department messenger died.

"He got sick, and stayed sick long enough to use up his 30 days of annual leave and 30 days of sick leave. Then his pay stopped," said Mrs. Davenport, recounting a story told to her by a charter member of the association. "After hearing of his death, the Department sent some people out to his home (to take care of administrative details), and they were shocked to find the house vacant except for a table and two chairs in the kitchen. So they went to a neighbor. She told them that the messenger's family was destitute. They had had to sell all their furniture to pay their bills, and had no money for the burial.

"This story got back to the Secretary of State—it was either Richard Olney or John Sherman (both held the office in 1897). The Secretary said it was disgraceful that the family of one of our colleagues should be in such a situation and that no one in the Department even

knew about it. So he asked one of his assistants to take up a collection for the burial and to work on some ideas to prevent it from happening again."

The solution turned out to be the beneficial association. Members



Rosemary Davenport. (Photo by Donna Gigliotti)

contributed \$1.50 when one of their number died, and gave the sum to the employee's family. The assessment is now \$2 when a death occurs. There is also an annual \$2 administrative fee.

Mrs. Davenport joined the

association in the early 1930s. Employed with State for 35 years, she worked in the Passport Office, in the Secretary's Office of Coordination and Review, and then in the Office of Special War Problems (now the Office of Special Consular Services).

"Membership has fallen," she said, expressing concern for the association's future. "At its peak in the mid-1950s it had nearly 800 members; now it has less than 400. A year ago, my last contact in the Department retired, so I've had to work it out of my home in Alexandria."

Her grandson, Mark Moretti, a security officer on the Secretary's Detail, helps when he's in town by acting as a courier between his grandmother's home and the Department.

Anxious to increase membership and to find help in managing the association, she said: "I'm putting together a flyer about the association so more new employees will know about it. But at age 75-plus, I don't have the energy to do things as quickly as I used to."

Mrs. Davenport is willing to provide information to interested employees who call or write to her at 3110 Circle Hill Rd., Alexandria, Va. 22305, (703) 549-3457.

—DONNA GIGLIOTTI

Ave., No. A, Alameda 94501. □

George E. Wilson, 60, a Foreign Service officer who retired in 1977, died of cancer at the U.S. Air Force Medical Center in San Antonio, Tex., on September 27.



Mr. Wilson

Mr. Wilson was born in Arcadia, Mich. After serving in the Air Force for 20 years, he joined the Foreign Service in 1962. His assignments included general services officer and vice consul in Madras and Naples, and administrative officer in Sao Paulo and the Bureau of Inter-American Affairs.

Survivors include his wife, of 8603 Bravo Valley, San Antonio, Tex. 78227, six children and four grandchildren. □

Francis J. Hazard, 78, whose last assignment was to Athens as general services officer, in 1970, died on December 3.

Mr. Hazard was born in Tennessee. He served in the Army for 20 years, joining AID in 1961. After State details to Libreville and Brazzaville, he transferred to State in 1965. His assignments were to Rabat as general services officer, to Tunis as administrative officer, and to Paris as personnel officer.

He retired in 1973. Survivors include his wife. □

Albert J. Rice, 73, a contracts specialist in the Office of Security, 1962-66, died at hospital in Venice, Fla., on November 16.

Mr. Rice was a supply officer with the Navy, 1940-50, and with the Department of Defense, 1950-62. He moved to Florida in 1967 after resigning from State.

Survivors include his wife, 3 sons, 10 grandchildren and 6 great-grandchildren. The family suggest contributions to the American Cancer Society of Sarasota, Fla., or the Shriners' Chil-

dren's Hospital, Burn Center, C/D Sahib Temple, 600 North Beneva Rd., Sarasota, Fla. 33582. □

Daisy M. Johnson, 66, a protocol officer who retired in 1971, died on August 2.

Joining the Department in 1955, she was secretary in the International Finance Division until 1962, when she was assigned to the office of the chief of protocol. She became a protocol officer in 1967.

Ms. Johnson was a graduate of the North Carolina College of Commerce. She worked as a secretary for the Bureau of Census, 1940-41, and the Department of Commerce, 1941-54. There are no known survivors. □

Margaret B. Caton, 80, who retired in 1965 after serving as a consular assistant in Bogota, died on August 22. Joining State in 1954, she was assigned to Paris as a clerk. From 1958-61, she

worked in the Bureau of Intelligence and Research. Survivors include two sisters. □

Philip P. Williams, 71, whose last assignment was to Port-au-Prince as counselor, in 1958, died on November 16 at the Calusa Harbour Health Center, Ft. Myers, Fla.

Beginning his career in 1936, he served as vice consul in Ciudad Juarez and Rio de Janeiro. Subsequent appointments were as second secretary and consular officer, Buenos Aires; consular officer, Nassau; and first secretary and consular officer, Managua, San Jose and Tel Aviv. From 1955-58, he was assigned to the Bureau of Inter-American Affairs. He retired in 1962.

Born in California, Mr. Williams was graduated from Stanford and attended Harvard, 1935-36. Survivors include his wife, three sisters and 10 grandchildren. ■



LONDON—A memorial to James Stromayer, economic officer who died last August, is this teak park bench inscribed to Mr. Stromayer as one "... who found joy in the beauty and serenity of London's parks." At memorial service in the

embassy lobby are Ambassador and Mrs. John Louis and Mr. Stromayer's son, Eric. The bench is now in Grosvenor Square, behind the FDR Memorial.

Library Booklist

International organizations

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- ZACHER, MARK W. *International conflicts and collective security organization, 1946-77: the United Nations, Organization of American States, Organization of African Unity, and Arab League*. New York, Praeger, 1979. 297p. JX1952.Z24. ■

*Part I focused on the United Nations, the European Community and OPEC (STATE, December)

The Super Bureaucrat SUPERCRAT

BY
**CHIP
BECK**

SUPERCRAT'S DIET
PLAN - PART IV



TO BE SUCCESSFUL ON THIS DIET, YOU'LL HAVE TO CHANGE YOUR BASIC EATING HABITS.

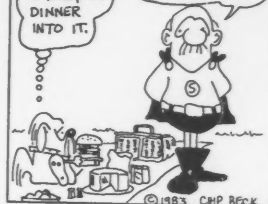


FORGET THOSE 3 MEALS A DAY! ON MY DIET YOU GET ONE MEAL! JUST ONE!

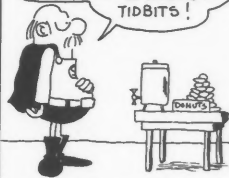


...OF COURSE WE STUFF BREAKFAST, LUNCH, AND DINNER INTO IT.

...THIS IS KNOWN AS "EATING IN TRIPLICATE..."



DURING THE DAY, IF YOU FEEL LIKE SNACKING, STAY AWAY FROM THE USUAL "FAT PILLS." INSTEAD TRY THESE BUREAUCRATIC TIDBITS!



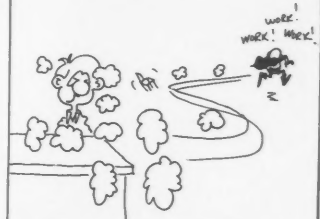
A LITTLE BACK-BITING....



... CHEW YOUR NAILS



EAT MY DUST!



FOR YOU BUSY TYPES, HERE ARE SOME "BUREAUMETRIC" EXERCISES TO DO DURING THE DAY...



THROW YOUR WEIGHT AROUND THE OFFICE....



SPREAD YOURSELF THIN.....



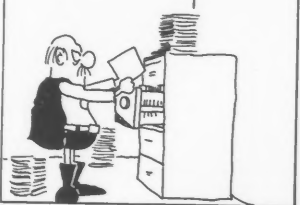
JUGGLE YOUR RESOURCES....



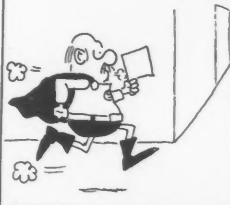
FOR YOU "JOCKS," HERE ARE SOME REALLY TOUGH ONES, GUARANTEED TO BURN OFF CALORIES.



DO YOUR OWN FILING....



RUN YOUR OWN MEMOS AROUND....



REMEMBER, THESE ARE TOUGHIES. DON'T ATTEMPT THEM UNTIL YOU'VE WARMED UP...



EGO BOOSTERS ARE IMPORTANT IN THIS DIET...



"SO... GO OUT AND BUY CLOTHES TWO SIZES TOO BIG. WEAR THEM ONCE AROUND THE OFFICE AND IMPRESS PEOPLE WITH YOUR PROGRESS"



"DON'T WORRY ABOUT THE EXPENSE OF BUYING THE ADDED WARDROBE - YOU'LL EVENTUALLY FILL OUT THE CLOTHES BY CHEATING ON YOUR DIET."



"IF YOU'RE LUCKY, PEOPLE WILL THINK YOU HAD TO BUY SMALLER CLOTHING!"



TO BE CONTINUED...

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