

State

UNITED STATES DEPARTMENT OF STATE

JUNE 1993



Honored on Foreign Service Day



L E T T E R S

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State to acquaint its employees, at home and abroad, with developments that may affect operations or personnel. There are 11 monthly issues (none in July).

Deadline for submitting material is in the first week of each month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions (anonymous submissions will not be published) to STATE magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 516-1677. Contributions may also be dropped off in Room 3811 Main State.

Although intended for internal communication, STATE is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Editor Sanford (Whitey) Watzman
Assistant editor Barbara Quirk
Staff assistant Kim Banks □



Walter L. Cutler, left, holds the Director General's Cup and Harry G. Barnes Jr. the Foreign Service Cup. The story begins on Page 2. (State Department photo by Shawn Moore)

Policy statement

WASHINGTON

DEAR EDITOR:

Your "Life in the Foreign Service" article in the April issue [by Ambassador Stanley T. Escudero] describes preparations for the evacuation flight from Dushanbe, and states that "several persons who might otherwise have come, elected to remain behind because of the cost." I would like the record to reflect that it is not now, nor has it ever been, State Department policy to evacuate Americans on the basis of their ability to pay. Nor have we ever made advance payment a condition of boarding an evacuation aircraft. Had the post told the Department that Americans were reluctant to leave Dunshanbe because of concerns about the expense of the flight, we would have told the staff to put the Americans on the plane and we would worry about the cost later.

It is true that, by congressional mandate, we must seek to recover the costs of evacuation flights after the fact. To do so, we must tell potential evacuees that such flights are not free and ask them to agree to repay at a later date. No employee and no post should ever interpret this to mean that we cannot or will not evacuate Americans who have limited financial means. We have done so many times in the past, and I am sure that we will do so again in the future. The safety of Americans is always our first concern.

Sincerely,

JAMES L. WARD

Acting assistant secretary,
Bureau of Consular Affairs □

Detail on award

WASHINGTON

DEAR EDITOR:

We are pleased and thankful that you printed the picture of the staff of our Public Affairs and Correspondence Branch receiving a group award, on page 59 in your May issue. This was an important award, and I would like to share with your readers the citation on the Superior Accomplishment Award the staff received:

"For performance above and beyond expectations in disseminating Foreign

Service exam registration material worldwide, arranging examination sites, and for providing outstanding service to all clients." Through this award, the Department recognized a major effort by an excellent staff.

Sincerely,

PERRY SHANKLE

Director, Office of Recruitment,
Examination and Employment □

School days

BELGRADE, SERBIA-MONTENEGRO

DEAR EDITOR:

Zlata Stradner, founder and mainstay of the International Nursery School of Belgrade, is retiring after three decades of loving work with children from around the world. The board of the school is compiling a notebook of tributes and reminiscences by parents and former students to present to Ms. Stradner at the end of the school year. If you or your child attended the school, please take a moment to write down some memories or anecdotes.

We are also seeking financial donations toward a monetary gift. Unfortunately, no provisions were made over the years for a pension for Ms. Stradner. Checks may be written to "Int. Nursery School—Belgrade." You may contact me by A.P.O., pouch or international mail at A.E. Beograd, Unit 25402, A.P.O. A.E. 09213 or American Embassy, Kneza Milosa 50, 11000 Belgrade, Serbia, Yugoslavia.

Sincerely,

NANCY NEUBERT SWIGERT
School treasurer □

Re tough times

WASHINGTON

DEAR EDITOR:

The May issue provides a sad commentary on the state of State. One article discusses a document which outlines "a tough budget for tough times," and anticipates extensive cuts in positions and

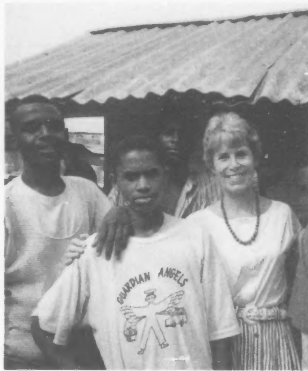
—(Continued on Page 48)

State

NO. 367

UNITED STATES DEPARTMENT OF STATE

JUNE 1993



20



23



40

News Stories

- 2 Retirees come home for Foreign Service Day
- 8 No-smoking ban tightens—and it spreads
- 8 “Best-managed” entities of the Department
- 9 Civil Service ombudsman sounds off
- 14 Ambassadors are named for 13 nations
- 17 Envoys selected for 2 multilateral posts
- 18 It's Robin Raphel for South Asia bureau
- 26 \$5,000 award for Belgrade's Barbara Aycock

Feature Stories

- 7 Hype for the hyphen
- 12 Cecelia Cooper: she started at the bottom
- 20 The “Guardian Angels”
- 32 If turtles could vote

Photo Stories

- 34 Post of the Month: Kathmandu

Departments and Features

- 48 Anapestic Assignments
- 14 Appointments
- 29 “Ask Dr. Kemp”
- 49 Bureau Notes
- 24 Education and Training
- 26 Honors and Awards
- 19 Look-Alikes
- 67 Music at State
- 8 News Highlights
- 64 Obituaries
- 31 Personnel: Civil Service
- 42 Personnel: Foreign Service

FOREIGN SERVICE DAY

State Department observes 28th annual event; Barnes, Cutler are 'Cup' winners

The 28th annual Foreign Service Day was commemorated in the Department on May 7 with awards going to two retired ambassadors—Harry G. Barnes Jr., who was honored with the Foreign Service Cup, and Walter L. Cutler, who received the Director General's Cup. The "homecoming" was attended by more than 800 retired Foreign Service officers and their spouses, who came from across the nation and several foreign countries. The event was sponsored by the Department, the American Foreign Service Association



Luncheon scene in the Benjamin Franklin State Dining Room.



The Armed Forces color guard.

(Afsa) and Diplomatic and Consular Officers, Retired (Dacor).

The ambassador to the United Nations, Madeleine Albright, addressed the alumni at a luncheon in the Benjamin Franklin State Dining Room. Peter Tarnoff, under secretary for political affairs, and Timothy Wirth, counselor of the Department, also spoke. There were six seminars sponsored by the regional bureaus. Then the retirees were feted at an evening reception in the Benjamin Franklin Room.

The day got under way with the national anthem and a solemn ceremony in the Dean Acheson Auditorium featuring an armed forces color guard that honored

166 Americans killed in years past while serving the Government abroad. Director general Genta Hawkins Holmes, master of ceremonies, asked members of the audience to rise for a moment of silence to their slain colleagues.

She read a message from President Clinton, then introduced William B. Edmondson, president of Dacor, and William A. Kirby, president of Afsa, who provided updates on their organizations' activities. The retirees next heard an off-the-record overview by Mr. Tarnoff, who concluded his presentation by answering questions.

In addition to the cup awards, honors went to a junior, mid-level and senior officer at the morning session, to persons who had mastered difficult languages, to a secretary, to the wife of a Foreign Service ambassador, to Foreign Service teens who received merit scholarships and to Foreign Service family members who were lauded for their efforts to help their communities. (See Page 4.)

The luncheon address by Ambassador Albright, which also was followed by questions, was broadcast over closed-circuit television to the Dean Acheson Auditorium. In addition, there were "theme" luncheons in other eighth-floor dining rooms, where small groups of retirees engaged in informal question-and-answer sessions with Department experts. Featured at these luncheons were Richard



Director general Genta Hawkins Holmes, who acted as master of ceremonies, with presidents William B. Edmondson and William A. Kirby, right.



Ambassador Madeleine K. Albright addresses the luncheon.

Kauzlarich, principal deputy to the Secretary's adviser on independent states of the former Soviet Union; Robert Perito, director, Office of Chinese and Mongolian Affairs; Lawrence Pezzullo, special adviser to the Secretary on Haiti; Richard J. Smith, principal deputy assistant secretary for oceans and international environmental and scientific affairs; and Richard Hecklinger, principal deputy assistant secretary for economic and business affairs.

After the luncheon, the retirees heard Mr. Wirth, who also answered questions. Then Lawrence Taylor, director, Foreign Service Institute, gave a progress report on the Department's new National Foreign Affairs Training Center, slated to open in October.

The speakers at the regional seminars included, on East Asia and the Pacific,

Mr. Perito; on Near Eastern affairs, Assistant Secretary Edward P. Djerejian; on inter-American affairs, Robert S. Gelbard, deputy assistant secretary; on European and Canadian affairs, Ray L. Caldwell, deputy assistant secretary; on African affairs, Assistant Secretary George E. Moose; and on South Asian affairs, George Griffin, director, Office of India, Nepal and Sri Lanka Affairs.

Throughout the day, the alumni viewed displays and visited at tables outside the auditorium, which featured literature from Afsa, Dacor and other groups. Many guests toured the art collection on the eighth floor.

In connection with the day, Afsa sponsored a brunch on May 8 and Dacor a cocktail buffet on May 6 at Dacor-Bacon House, 1801 F Street N.W. □



Lawrence A. Pezzullo, seated next to waiter, presides at one of the "theme" luncheons on the eighth floor. Discussion centered on Haiti.

President Clinton sends message

Following is the text of a message received from President Clinton on Foreign Service Day:

Greetings to all of you on the 28th annual Foreign Service Day. This annual reunion of career foreign affairs employees symbolizes the high ideals and traditions of service to our country.

This year, we can be thankful that there are no new names to be added to the memorial plaques commemorating Foreign



Service officers who have died abroad. At the same time, we rededicate ourselves to the cause for which those colleagues sacrificed their lives.

The men and women of the Foreign Service represent the United States in more countries than ever. I commend those who have opened embassies in the new nations of eastern Europe and central Asia. In many of these countries, this is the first official American presence.

As we seek to support the global march toward democracy, promote economic growth at home and abroad and advance our other interests in foreign affairs, the talent and commitment of our Foreign Service will be more important than ever. I look forward to working closely with all those who represent our country overseas, as well as those who labor here to shape the policies that will guide us into the 21st century. □

Here's a rundown on who won the awards of the day

The top honors on Foreign Service Day went to Harry G. Barnes Jr. and Walter L. Cutler.

Mr. Barnes received the 1993 Foreign Service Cup from Dacor's William B. Edmondson, who hailed him as a "strong advocate for strengthening the Foreign Service, especially in language training and area studies programs." The citation said: "Mr. Barnes first served in assignments in South Asia, Russia and eastern Europe. He held significant positions in the Department before his first ambassadorship in Romania. He served as deputy executive director of the Executive Secretariat, director general of the Foreign Service, then ambassador to India and Chile. He played a key role as director general in formulating and obtaining approval of the legislative reform embodied in the Foreign Service Act of 1980 ... He has played a continuing role as a visiting professor at several colleges, in private organizations on the environment, human rights, and the promotion of peaceful relations among nations, and assisted the Department on special missions."



Mark A. Pekala, winner of the Harriman award, with Pamela Harriman.

Mr. Cutler received the 1993 Director General's Cup from director general Genta Hawkins Holmes, who commended him for "32 years of the highest public service." The citation said: "His diplomatic assignments, including ambassador to Zaire, Tunisia and Saudi Arabia, were exceptional for their range and complexity. To all of his assignments Walter Cutler brought the force of his intellect, the best of diplomatic skills and a profound understanding of our own country. These same qualities characterize his service as president of Meridian International Center, which designs and promotes study, educational and cultural programs for international visitors, foreign and American diplomats and the general public. Under his leadership, it has become a premier institution for the exchange of people, ideas and the arts. Of particular benefit to the Foreign Service have been the center's programs to prepare prospective ambassadors and other diplomats for their future responsibilities."

Mark A. Pekala, Office of Weapons Proliferation Policy, Bureau of Politico-Military Affairs, received Afsa's \$2,500 W. Averell Harriman Award for junior officers, for "demonstrating exceptional initiative, intellectual drive and determination in leading U.S. efforts against missile proliferation." The citation said his "leadership ability permitted him to organize interagency working groups into effective instruments. His superb achievements in carrying out a variety of special assignments, including two months at the new mission in Baku, Azerbaijan, were unique for a junior officer." He received the award from Pamela Harriman, ambassador-designate to France and widow of the late Ambassador W. Averell Harriman, whose family has endowed the award.

John G. Fox, a Foreign Service officer now assigned to Brussels, received Afsa's \$1,000 William A. Rivkin Award for mid-level officers, for "demonstrating outstanding courage, judgment and skill" as political officer in Somalia. The citation said: "He made important contributions to the arrangements which permitted the peaceful deployment under UN auspices, first of Pakistani troops and later of Marines. His tireless efforts toward political reconciliation and the reconstitution of local authority made an important contribution toward rebuilding that torn land."



Robert A. Oakley accepts Rivkin award on behalf of John G. Fox from Mrs. John Sterry Long.



Kenneth M. Quinn, left, receives the Herter award from Christian A. Herter Jr.

Robert A. Oakley, until recently special envoy to Somalia, accepted the award on Mr. Fox's behalf from Mr. Rivkin's widow, Mrs. John Sterry Long.

Kenneth M. Quinn, deputy assistant secretary for East Asian and Pacific affairs, won Afsa's \$1,000 Christian A. Herter Award for senior officers, for "displaying leadership, initiative and courage in dealing with the emotional and controversial issue of prisoners of war and

(State Department photos by Shawn Moore and Eddie Anderson)



Irvina Wallace, winner of the secretarial award, with George Harrop.

persons missing in action in Southeast Asia." The citation said: "His creative proposals, which he defended forthrightly to both foreign officials and domestic critics, have resulted in freedom for significant numbers of political prisoners in Vietnam and Cambodia, a greatly increased flow of information about the fate of American servicemen, increased access for American investigators and movement toward normalization of relations with Vietnam." Christian A. Herter Jr., son of the late Secretary of State, presented the award to Mr. Quinn, who asked staffers who had assisted him to stand and be recognized. He said he would donate part of his award money to the Philip Habib Scholarship Fund, named for the late under secretary of state.

Seven Foreign Service officers were recipients of Afsa's Matilde W. Sinclair Language Award, for "distinguishing themselves in the study of a hard language and its associated culture." The winners received \$1,000 each from a bequest of the late Ms. Sinclair, who was a Foreign Service officer. They were Kathleen J. Brahney, who mastered Indonesian; Bryan W. Dalton, Vietnamese; John Kunstadter and Earle Kitzenberger, Bulgarian; John Mullen, Japanese; and Jeffrey C. Schwenk and John Underriner, Thai. The winners were not present for the ceremony.

Irvina Wallace, secretary to the administrative officer in Algiers, received Afsa's \$2,500 Delavan Award for Foreign Service secretaries. She was cited for her

"outstanding contributions to embassy morale and sense of community." The citation said: "During a difficult period of evacuation, she helped families deal with the departure of spouses in the face of a growing terrorist threat. She wrote letters to keep in touch with evacuees, while organizing activities to maintain the spirits of those remaining." The award is financed through an endowment of the Nelson B. Delavan Foundation, established by Mr. Delavan's wife, Elizabeth. The Delavans are the parents of Ann Harrop, wife of William Harrop, the ambassador to Israel. The award was presented by George Harrop, the Harrops' son.

Sheila M. Switzer, wife of Thomas Switzer, a U.S.I.A. officer in Madrid, won Afsa's \$2,500 Avis Bohlen Award, given to a Foreign Service family member who is found to have done the most to advance U.S. interests through community service. Ms. Switzer was lauded for working with Spanish organizations to aid homeless persons, handicapped and abandoned children, single mothers and the elderly. She said she would donate the award money, a bequest from the Harrimans, to needy children in Spain.

The Secretary of State's Pin for Outstanding Volunteerism went to six persons, each representing one of the geographic regions. Christine Shurtleff,



Sheila Switzer, left, accepts the Bohlen award from Pamela Harriman.



Margaret Kidwell, left, accepts volunteerism award on behalf of her mother, Teresa Kramer, from Christine Shurtleff.

president of the Association of American Foreign Service Women, presented the awards. Prague's Paula Mattras was cited for teaching English classes, reviving a Catholic school and organizing a toy and clothing drive for Yugoslav refugees. Seoul's Richard O'Brien was lauded for serving as a foster parent to Army children, leading a youth group which aided elderly Koreans and for producing a video on visa operations. Tunis' Teresa Kramer won for aiding handicapped children and female prisoners, and for volunteering at an orphanage and the American school. Calcutta's Fran Caterini was recognized for teaching orphans to play musical instruments, organizing donations of instruments and musical scores and for finding employment and sponsors for young musicians. Mexico City's Doris Persley was cited for revitalizing the American Embassy Association, establishing a welcoming committee for new arrivals, revising a scholarship program and raising funds for a summer camp. Lagos' Mary O'Brien won for her role in running the American Womens' Club, which operates 30 nonprofit projects, and



Thomas Mattras accepts volunteerism award on behalf of his mother, Paula Mattras, from Christine Shurtleff.

for encouraging educational reforms at the international school. The winners were not present; Margaret Kidwell and Thomas Mattras accepted on behalf of their mothers, Teresa Kramer and Paula Mattras.

Thirty-three high school seniors received merit scholarships from Afsa and the Association of American Foreign Service Women. The awards this year were named in honor of Edward J. Perkins, the former ambassador to the United Nations, now assigned to the Office of the Under Secretary for Management, who was cited by Ms. Shurtleff as a "role model for youth." Twenty seniors received \$750 each, and 13 more got \$100 each and honorable mentions. Mr. Perkins presented an award to Carrie Matthews, who accepted on the group's behalf.

The 32 other winners were Ingrid Ahlgren, Jennifer Ang, Jorge Arellano, Julia Becker, Dana Bigelow, Timothy Billo, Joseph Bemmerle, Nicole Bonaffon, Danessa Carragher, Elizabeth Carson, Christopher Connell, Christa Craven, Crystal English, Adrian Gall, Sherine Hamdy, Benjamin Johnson, Tara Malloy, Lydia Misch, Garrison Morfit, Andrew Neilson, Lisa Olsen, Amy Parker, Robert Penner, Elizabeth Rabadan, Erin Rollman, Nelson Saiers, Jennifer Schmiel, Sarah Silberstein, Jennifer Sherman, Elliott

Stein, Ilana Sumka and Kevin Wiegand-Mejia.

In a related event, Deputy Secretary Clifford R. Wharton Jr. recognized 25 more Foreign Service teens for community service, at a ceremony in his office on May 12. Patricia Andrea (Andy) Rainey was named the Foreign Service Youth Foundation's overseas winner for volunteer activities in Belgrade, including soliciting and distributing clothing and supplies for refugees, organizing activities for embassy children and packing household effects for evacuees. Kimberly Costello, who organized activities for Foreign Service teens, prepared breakfast at a homeless shelter and served as a nurses' aide, was the U.S. winner. Each received \$100 savings bonds.

In addition, nine teens were "highly commended" for their efforts: Alexandra Dooling, Jessica Edgerton, Crystal English, Julia McCarthy, Rebecca Morris, Courtney Pursell, Alexandra Sherman, Olivia Trivisani and Delia Wendel. Fourteen more earned honorable mention: Joaquin Baca, Joe Bimmerle, Marie Cas-

tro, Ariana Clark, Christa Craven, Heather Gale, Damon Gelman, Heather Keays, Edward Lu, Kristen Mahan, Erica Olivo, Alexandra Sherman, Christine Switzer and Todd Szymanski. ■



Carrie Matthews, merit scholarship winner, with Edward J. Perkins.



Merit scholarship winners rise to be recognized. From left: Sarah Silberstein,

Nicole Bonaffron, Carrie Matthews, Nelson Saiers, Robert Penner.

HEY! WHERE'S THAT HYPHEN?

BY M. GORDON JONES

The author is the economic counselor in New Delhi.

DURING MY 27-ODD years in the Foreign Service, there has been a palpable decline in punctuating compound modifiers (or, to make the



Mr. Jones

point, compound-modifier punctuation). Clarity requires that, when such a modifier precedes the noun, hyphens be used to separate the elements. I can't be the only Foreign Service officer appalled by cables promoting "in kind support" (unless kindness was meant) or "working level officials" (functioning horizontal ones?), so I decided to note a few bizarre cases involving missing hyphens in recent cables through New Delhi. (Offenders will not be cited, but I bet you'll recognize yourselves!)

A riot recently was reported to have been countered by "30,000 strong police" (weaklings need not apply); they presumably helped avoid a "full fledged coup" (is your coup half-empty or half-full?). An African post discussed "departed Asian properties," though it's hard to imagine how real estate from Asia got there in the first place. One political analysis cited "23 year-old cadre," at least betraying some sense of the hyphen—but you have to wonder about the convictions of 1-year-olds, even 23 of them. Then there's my favorite from the Bosnia imbroglio: the "no fly zone," which illustrates the way complex thoughts become bad neologisms. The beauty of a hyphen in such a case is evident: a no-fly zone is still a punchy phrase. The agonies of Bosnia also produced this dangling modifier: "the rape as war crime resolution"—the missing three

hyphens seem to suggest awful possibilities, not the least of which is that rape is a way to resolve war crime! The United Nations does that sort of stuff—look at the notion of "a follow on S.C. informal."

Actually, the Foreign Service abounds in jargon that cries out for recognition of compound modifiers: "fifth freedom passenger rights"—are we talking of the fifth passenger or the fifth right? Flight possibilities were also suggested by the "birds of prey project." Aviation affairs also yields the notion of "110 passenger aircraft," which is a lot of airplanes! A "third party arrangement" hints that there have been a couple of previous bashes. "Third world countries" says that there is a group of world countries in a third-party arrangement. (Too didactic, you say?) Other amusing numbers include the "one China policy" (no kidding—a Beijing cable evidently drafted by a post-cold-warrior), as well as "10 percent chances," "nine member committees" and "million dollar shipments" (one buck each).

Don't stop me; I'm on a roll—"precedent setting nature" and "life saving drugs" (three times in the same cable) kind of reverse the indi-



"...working level officials..."

vidual situations, and "behind the scenes deal" requires a scenes-dealer (or a scene-stealer?) I can't resist the "last minute changes," which presumably are the latest little switches or else have to do with Daylight Savings Time. I was mystified by "big ticket items" and delighted by "small town mayors"—though wondering whether short ones had different political

views than tall ones. I also wonder whether "Monday morning quarterback" differ from afternoon ones. A "low key style" prompts one to wonder what other key designs might be available. Since cables are in caps, "THE THEN AMBASSADOR" makes me reach for a map to see if a new country has emerged. Likewise, "real estate magnates" begs the question of phony ones.

As I said, the old FonService is



"...THE THEN AMBASSADOR..."

long on temptations to abbreviate an idea without benefit of much understanding of that idea: "hard currency area" and "rare earth conference" are two such concepts. (*Nobody* could think that conferences are less than abundant. Another one is the "decade of the brain symposium"—did we really need 10 years for it?). My present post apparently has a "child servitude leader"; what will he/she do when he/she grows up? Somalia, for its part, got a "U.S. flag component" (a red stripe or a white one?); other underprivileged souls also wind up "end users," always on a "case by case basis" of course. "Perm five members" presumably gain from "first hand experience." The "Uruguay Round approach" is odd—the country is anything but circular.

Tell you what, I'm game for an "out of court settlement." (You're also out of vanilla?) If you guys will shape up them hyphens, short mayors won't kick sand on you at the beach, and you'll receive an outpouring of kind support from your colleagues—me, at least. ■

NEWS

H I G H L I G H T S

Complete smoking ban to go into effect Aug. 1; all State offices in U.S. are covered

A complete smoking ban throughout the interiors of all State Department buildings and annexes in the United States—even in vehicles owned or leased by the Department—will go into effect August 1.

"Department employees overseas also deserve the same protection from secondhand smoke," says a policy statement. "The Department urges chiefs of mission and principal officers to establish a smoking policy at post that conforms to this domestic policy."

The statement is to be circulated by management as the result of an initiative by Dr. LaRae Kemp, State's medical director. She proposed to management that a task force be appointed to examine the issue, with the goal of promoting "a healthy, comfortable work environment for our employees." Smoking has been found to be injurious to nonsmokers as well as to smokers, she pointed out. [See the answer to Question No. 2 in the "Ask Dr. Kemp" column, Page 26.]

The task force held its first meeting in March. It included representatives of the legal office, the safety office, the Bureau of Personnel and other Department bureaus and offices, A.I.D. and the Arms Control and Disarmament Agency.

The ban will apply at all Department installations around the country, including for example the passport offices and the Bureau of Diplomatic Security field offices across the nation, as well as in the District of Columbia, Rosslyn and the rest of the metropolitan area. It will be in effect in Department-occupied space, whether owned, rented or leased by State.

A single exception has been made—for "international conferences and meetings attended predominantly by non-U.S. citizens." The policy is that this "exemption will be confined to attendees of the conference and to a specific designated area at the conference site only for the duration of the conference."

Smoking is defined as "a lighted

cigar, cigarette, pipe or other lighted tobacco product," and the policy applies to "all occupants" of Department space. No-smoking signs "will be prominently displayed at all entrances to Department of State facilities and in restrooms." Copies of the policy statement will be distributed to all employees. The paper will also be available in the Foreign Service Lounge and "will be placed in all welcome kits."

"In the interest of the health and well-being of all personnel," the paper continues, "the Office of Medical Services will sponsor programs to advise personnel of the hazards of smoking and will conduct smoking cessation programs



to assist those employees who wish to stop smoking."

As to enforcement, the policy statement says:

"The success of this policy will depend upon the thoughtfulness, consideration and cooperation of smokers and nonsmokers alike. All employees share in the responsibility for adhering to the policy. Supervisors should ensure this smoking policy is adhered to in their area.

"Employees who believe that this policy is not being compiled with should report such noncompliance to their immediate supervisor. Employees filing such a complaint shall not be subject to retribution or reprisal.

"Supervisors must exercise sound and reasonable judgment when enforcing the smoking policy. Initial violations of the smoking policy will be handled by oral counseling unless other instances of misconduct are involved. Recurring violations will subject employees to disciplinary action. The employee or supervisor

may seek assistance from the Office of Employee Relations."

In justification of the policy, the paper begins with this introduction: "The U.S. surgeon general has named smoking Public Health Enemy No. 1 in light of its role as the leading cause of premature death and disability in our country. Research has shown that nonsmokers with chronic heart or lung disease can experience severe distress when exposed to sufficient concentrations of secondhand smoke. Many allergic individuals and even the majority of healthy nonsmokers report discomfort when exposed to secondhand smoke on the job. Furthermore, recent medical studies indicate that long-term exposure to secondhand smoke increases nonsmokers' risk of developing lung cancer.

"The Department of State is dedicated to providing a healthy, comfortable work environment for our employees. This goal can be achieved, however, only through concerted efforts to protect nonsmokers and to help employees adjust to restrictions on smoking. Management recognizes that some workplace disruption will be experienced in the implementation of a smoke-free workplace. Employees and supervisors are expected to make every effort to make this a smooth transition and to minimize the disruption to an office's performance and mission accomplishment." □

'Best-managed': Near East bureau, Embassy Brussels, Georgetown

Embassies Brussels and Georgetown have been cited as the "best-managed" posts and the former Bureau of Near Eastern and South Asian Affairs as the "best-managed" bureau, in an announcement by the Office of the Inspector General.

The awards for the three—each have received a letter from the Secretary and a Certificate of Commendation from inspector general Sherman Funk for fiscal year 1992—were based on evaluations by inspection teams of the effectiveness of their policy implementation, resource uti-



GEORGETOWN, Guyana—At award ceremony, sitting, from left: *Roxanne Singh, Murlene Chan, Judy Hanif, Janet Chung, Shevan Forde.* Standing: *George Phagoo, Neville Atwell, Mohamed Noorhassan, Ramnarine Tiwari, Esaur Persaud, Ambassador George F. Jones, Maxine Hazel, Marcia Dehnert, Sandra Erskine, Julio T. Perez.*

Civil Service ombudsman issues new report

lization and overall management and leadership.

Embassy Brussels was cited for leadership involving the reform of European Community policies, support of American business, administrative support of other U.S. missions, facilitating the flow of troops and materials through Belgian ports during the Persian Gulf war, assistance during the evacuation of civilians from Zaire and Rwanda and improvement of post morale and cooperation among agency elements of the mission.

Embassy Georgetown was cited for its working relationships with the host government, "establishing outstanding contacts and producing excellent reporting despite difficult living conditions and limitations, and demonstrating exceptional unity of purpose and teamwork during the recent move to a new chancery."

Near Eastern and South Asian Affairs was cited for "outstanding direction and implementation of U.S. policy, effectiveness in operations, well-versed crisis management and adeptness at pursuing U.S. national policy objectives in often dramatically changing political environments, involving such issues as the Arab-Israeli peace process, Iraq and the Persian Gulf, Iran, Libya and terrorism."

A total of 56 bureaus and missions were inspected during the fiscal year. □

Anthony A. Das, submitting his first annual report as the Department's Civil Service ombudsman, told Secretary Christopher that statements made by him in support of the Civil Service had been "heartening," and that "the time is ripe for revitalizing and invigorating the Civil Service workforce."

The report of Mr. Das, who concurrently was director of public communication in the Bureau of Public Affairs, began with his own comments and observations and concluded with a rundown on the follow-up to earlier recommendations of the ombudsman's office. This second part of the report was prepared by Rosalie Dangelo, his special assistant. (Mr. Das has since left State for a post in the Commerce Department.)

Noting that "intermingling" is the best way "to achieve an atmosphere of equality" between Foreign Service and Civil Service officers, Mr. Das praised the Bureau of Personnel's Office of Career Development and Assignments and the Foreign Service Institute for bringing together members of the two groups for common training opportunities. He noted, too, that post-cold war diplomacy had brought to the forefront "many of the issues that traditionally have been handled by civil servants at State—such as narcotics, public affairs, information manage-

ment and environmental issues."

Because it is more difficult for civil servants to win promotions, Mr. Das said, he called for "innovative ways in which to encourage Civil Service career development—such as the development of 'career paths' within individual skill codes—and that Foreign Service officers who manage civil servants should be given specialized training to aid in the development of (their) careers."

The ombudsman said civil servants are put at a disadvantage in receiving training by the fact that the Department maintains for the two services separate F.T.E. systems. F.T.E. means full-time equivalent, and is a measure of staffing. Merger of the two systems would assist in finding replacements for civil servants who otherwise might not be able to leave their desks for training, Mr. Das said, adding that "a small F.T.E. 'pool'" should be established in the short run.

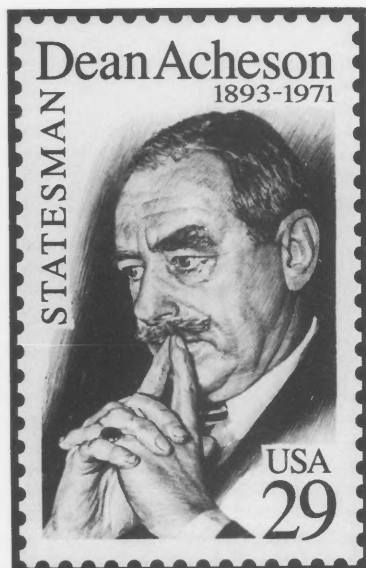
Observing that Foreign Service officers are commonly "brought in to manage largely Civil Service offices," Mr. Das commented: "Nothing seems to insult and demoralize civil servants more than the knowledge that, no matter how well they do, they can only hope to rise to the deputy director ... level." He sug-



gested that the remedy is to rotate the office directorships between the two services.

"The Department's initial handling of the scandal over President Clinton's passport files was a slap in the face," Mr. Das wrote, because the first to be blamed were "civil servants." He added: "We should have been sensitive enough to have simply said that we were investigating the involvement of 'career officers' ... (after

New stamp honors Secretary Acheson



A postage stamp honoring Dean Acheson, President Truman's Secretary of State, was dedicated April 21 at a ceremony in the Department, in the auditorium named for the diplomat.

"Dean Acheson did not live to see Solidarity on strike or the Velvet Revolution in action, or to meet a President Walesa or President Havel—or an elected president of Russia named Yeltsin," Secretary Christopher told the audience.

"Nor did he witness the ratcheting down of the nuclear threat. But it was Dean Acheson's life's work that helped to make these historic events happen." □

all, I doubt whether we would have identified those in question as 'black' or 'female' had that been the case."

The report continued: "The President's decision to reduce the size of the ... workforce has led to great anxiety among civil servants. The specific concern is that cutbacks at State be evenly distributed between the Foreign and Civil Services ...

"The Department's refusal to per-

petuate the senior level (S.L.) system of top technical experts is also seen as an impediment to career development ... Many employees have also complained to me about the Department's foot-dragging on the creation of a Senior Executive Service candidate development program."

Mr. Das said the impending Department reorganization has raised concerns, and therefore efforts should be made "to ensure that the rank and file feel that they are participants in the reorganization, not victims of it." He commended the Foreign Service Institute for including employees in the planning of its move to a campus in northern Virginia.

In her section of the report, Ms. Dangelo again urged the appointment of a single coordinator for the Upward Mobility Program, reactivation of a training council for Civil Service employees and publication of an individual development plan form for them. She noted that "several training opportunities were temporarily suspended due to a lack of funds." She called on the Department to issue an annual notice on part-time, flexitime and job-sharing opportunities, with the appointment of a "central coordinator" for these programs. Bureaus should be given financial incentives by management to convert Civil Service positions from full-time to part-time, she added.

With most of the \$5,000 merit awards reserved for Foreign Service officers, the communicator award was opened to Civil Service employees for the first time last year, Ms. Dangelo noted, but at the same time two new awards were established—one for \$5,000, the second for \$2,000—for which civil servants will be unable to compete.

"The Department has made definite progress in bringing important information to the attention of Civil Service employees," she wrote. "They have responded by turning out in strong numbers to many of these presentations. We recommend that these efforts continue."

On bureau reorganizations, Ms. Dangelo continued, renewing an earlier recommendation, employee anxieties could be averted if management were to discuss with the employees reasons for the shakeup and provide them with "a written assessment from the Bureau of Personnel of how the proposed reorganization will affect the grades of individual

employees."

There has been insufficient progress on developing rotational assignments for high-ranking civil servants who have "expressed frustration at being 'stuck' in particular jobs," Ms. Dangelo said. Nor has a central training complement been established for Civil Service officers assuring them of slots for long-term training, she added.

At the same time she noted that management has acted, as recommended, on establishment of a Civil Service Career Development Resource Center. Reactivation last year of the Senior Executive Service candidate development program was seen by her as another "positive step." She also commended the Bureau of Personnel for starting a program to create entry-level opportunities in five career fields—budget analyst, computer specialist, management analyst, foreign affairs officer and personnel management specialist—where there will be a potential of promotion to GS-12.

Among "new issues and concerns" cited by Ms. Dangelo, she called on management to make sure that members of both services are welcomed at eighth-floor celebrations of holidays, such as the Fourth of July. □

Department cites 4 for their work in community

Community action by four people of the Foreign Service were cited as examples, on National Service Week in April, of the extracurricular contributions made by the Service. Department spokesman Richard A. Boucher said in a news release:

"While serving as consul general in Karachi, Pakistan, Joe Melrose worked with community volunteers and the local government to send a team to the International Special Olympics. He organized three local competitions in Pakistan to raise awareness of the abilities of the handicapped and to encourage donors in the local community. After two years of work, boys' soccer and track teams and a girls' table tennis team were able to participate in the Minneapolis Special Olympics, where they won 10

New U.S. passports

The Department has begun issuing a new and more secure U.S. passport, made with a fabric cover, new paper, inks,

graphics and a hologram-like device designed to thwart forgeries. The green fabric cover replaces the blue-coated paper that has been used for the past 17 years. The blue passports will remain valid until their expiration dates. □



The Department's new passports are issued to *Michael Rafalko*, left, of the Bureau of Finance and Management Policy, and members of his family—wife *Lois*, son *Kevin*

and daughter *Kristen*. Washington regional passport director *C. Pam Holliday* issues the documents.

medals.

“‘Leftie’ Vaughn, a Foreign Service spouse living in Guatemala, has focused her energies on assisting a local orphanage. She has provided food, medical supplies, school uniforms, and furniture; built a playground; and established an infirmary. When American doctors with Heal the Children were in town, she convinced them to spend time at the orphanage. She personally accompanied two children to the United States for treatment. In 1992, Ms. Vaughn was awarded the Association of American Foreign Service Women/Secretary of State Pin for Outstanding Volunteerism.

“Nicholas Mele, a 9th-grade student at the Seoul Foreign School in South Korea and the son of a Foreign Service officer, has worked both in his school and in the larger community. In addition to

improving the school orientation program and working on the school newspaper, Nick headed a clothing and toy drive for children living in a refuse dump and also raised money to provide educational materials for a group of Vietnamese refugee children waiting to be relocated to New Zealand. He was the winner of the 1992 Foreign Service Youth Award.

“Foreign Service officer Jock Covey, with State Department sponsorship, is implementing a Model UN Program with Cardozo High School in Washington. Some 30 Foreign and Civil Service employees from various bureaus in the Department have volunteered to work with individual students as they prepare for their roles as Security Council delegates. In late May these students will display their diplomatic skills by debating a knotty Middle East water-rights issue, in

the Loy Henderson Conference Room at the Department. Mr. Covey hopes the project will be institutionalized at Cardozo, and perhaps other area high schools, so that State employees will have a vehicle for reaching beyond our Foggy Bottom borders.” □

Program is held for Asia Pacific Americans here

The Department observed Asian Pacific American Heritage Month with a commemorative program in the Loy Henderson Conference Room on May 21. The event was cosponsored by the Office of Equal Employment Opportunity and Civil Rights, A.I.D. and State's chapter of the Federal Asian Pacific American Council. Over 200 high school and college students attended the program, in addition to employees of the Department.

Director general Genta Hawkins Holmes was to offer opening remarks. Stated as the featured speakers were Congresswoman Patsy Mink (D-Hawaii) and William H. Itoh, executive secretary of the National Security Council, who planned to share their experiences as Asian-Pacific Americans and call for greater minority representation in foreign affairs careers.

Robert Tsukayama, a consular officer in the Bureau of Consular Affairs, was to lead a panel discussion on East Asian economic development, trade, human rights and immigration issues. The scheduled participants were Thomas Donilon, assistant secretary for public affairs; Thomas Hubbard, deputy assistant secretary for East Asian and Pacific affairs; George Laudato, assistant administrator for East Asia and the Pacific at A.I.D.; Mary Ryan, assistant secretary-designate for consular affairs; and Satish Shah, director for resource and development, Near East Bureau, A.I.D.

After the presentations, Asian hors d'oeuvres were to be served in the Delegates' Lounge, and guests were to tour the Benjamin Franklin Room. Exhibits highlighting the achievements of Asian Pacific Americans were on display in the Department's D Street entrance throughout May. ■

PEOPLE AT STATE

CECELIA COOPER, who was a GS-4 in 1974, sorting and bagging envelopes in the old Office of Communications, today is a GM-15, supervising a staff of 80 in the finance bureau, where she oversees payroll operations for 37,000 employees and retirees.

"I knew at the time that the mailroom wasn't the end of the road for me," Ms. Cooper said in an interview as she recalled the start of her journey up the management ladder. "I just wanted to be the best mail clerk I could. And my job gave me the flexibility to go to school. I worked seven mornings a week at State while studying history at Catholic University.

"I grew up as the oldest of eight brothers and sisters, and I felt pressure to set an example for the other kids. I'd always planned on becoming a professional; I was taught I could be anything I wanted. In fact, if anybody said: 'You can't do that,' that just made me want to say: 'Yes, I can.'"

Her plans were derailed, however, when she found that she couldn't afford to continue paying her college tuition. "At that point, my ego was deflated," Ms. Cooper said. "I didn't want to spend the rest of my life in the mailroom but, without a degree, I knew it would be very hard to compete for other jobs. Then I decided I would just work harder to prove myself."



Cecelia Cooper. (State Department photo by Ann Thomas)

In 1976 Ms. Cooper left the mailroom to become a voucher examiner in the finance bureau's Central Claims Division. "I processed travel, transportation and vendor claims by hand," she said. "In those days our records weren't computerized, and it was very exacting work. I learned a lot about accounting from people who'd been in the bureau for 20 years. They gave me the big picture on how the Department's finances work."

Over the next eight years, Ms. Cooper was promoted three times—first to lead voucher examiner, then to accounting technician, then to assistant supervisor. "But I knew that my job dead-ended at GS-9, so I began looking around for something else," she recalled.

At that point, she hit still another stumbling block. "I must have applied for at least 10 jobs in budget, contracting and procurement," she said. "My applications always came

back with a form that said: 'You lack specialized experience.' I felt frustrated. I kept wondering how I'd ever get this experience if no one would look at my potential."

Then in 1984 Ms. Cooper spotted a notice on the bulletin board for State's career mobility program. It alerted her to a one-year training regimen that helps employees enter professional fields. To compete for the program, she took an oral and written exam and an "in-basket" test, where she handled hypothetical tasks.

"A lot of the questions were geared toward the Foreign Service, and didn't seem to apply to my own experience," she said. "At lunch that day, my confidence was shot. I felt like not going back for the rest of the tests. Then I told myself I'd do the best that I could.

"A few months later, Melvin Hines, who was deputy associate



Cecelia Cooper, left, and mentor Dorothy Brown. (State Department photo by Ann Thomas)

comptroller, called me into his office and told me that I'd been chosen for the program. I was so surprised that my jaw dropped. I felt a little scared. Instead of processing claims, I'd now be helping to plan the Department's budget."

She spent the next year taking courses on financial management, sponsored by the U.S. Office of Personnel Management, and rotating on assignments in the comptroller's office and the consular and administrative bureaus. She was also assigned a mentor, with whom she stays in touch even today.

"She's Dorothy Brown, a budget officer now in the Bureau of Diplomatic Security," Ms. Cooper said. "We hit it off immediately. I called her whenever I felt overwhelmed by all the new information I was learning. Dorothy was very busy, but she spent a lot of time with me, explaining how to write financial plans and formulate budgets. She also gave me moral support. She's a very even-tempered person. She'd restore my

perspective by making me laugh at myself. She'd say: 'Don't worry, you can do it!'"

After completing her training, Ms. Cooper was assigned to the Bureau of Administration, where she assisted another budget analyst in the executive office before taking on accounts of her own. After four years there, she again reached the top of her career ladder, this time at GS-12.

In 1990 Ms. Cooper applied for a job as a financial management specialist in the finance bureau. She heard nothing for several months. "There was a hiring freeze at the time, and I kind of forgot about the job," she said. "But I got a call one day eight months later, asking if I was still interested.

"I sure was. I went back to my old bureau as a GS-13. That was unbelievable for me—coming back to the place where I'd started as a GS-4. I was now supervising some of the people I'd worked with 14 years before."

Ms. Cooper learned to set boundaries between herself and her employees. "I no longer went out to lunch with my old friends because I didn't want to create the appearance

of favoritism," she said. "I felt a certain loss, going from buddy to boss, but I think it worked out well. I still felt comfortable with these people, and the staff accepted me."

Ms. Cooper's latest promotion came in April, after stints as an acting division chief, then division chief, in the Office of Compensation and Pension. At the time, she was a GM-14 and had to compete for the job of office director, which was a GM-15 post. "I was elated when I got it," she said. "I received 31 calls from friends all over the Department. I was touched that so many people took the time to congratulate me."

In one of her first acts as office director, Ms. Cooper met with her staff and told them her story. "I wanted them to know that I'd been where they are now and that, if I could succeed, they could too," she said. "I haven't forgotten that I started out as a mail clerk. I think some humility is important."

As part of that philosophy, Ms. Cooper tries to help her employees and others in the Department to get ahead. "I maintain an open door policy and I help people rewrite their 171s," she says. "I've also volunteered to become a mentor in the career mobility program. I'm looking forward to doing that."

Her efforts extend to her home community, where she delivers food to poor families and serves on a committee to raise scholarship funds for disadvantaged teens. She said: "A lot of people have helped me, and I feel very fortunate. Even though I'm working 10-hour days now, I feel an obligation to take the time to pass on what I've been given.

"I never thought I'd end up a GM-15. But now I feel almost anything is possible. When I called my dad to tell him about my promotion, he said: 'I always knew you could do it. But what's next?'"

"Who knows? Maybe I'll try for the Senior Executive Service."

—BARBARA QUIRK ■

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

Clinton names 11 envoys for Africa, 2 for nations in Latin America

President Clinton as of early May had announced his intention to nominate ambassadors to 13 more countries. The nominations would require Senate confirmation. The posts and the persons named are:

—*Botswana*—Howard Franklin Jeter, chargé in Windhoek, to succeed David Passage.

—*Chad*—Laurence Everett Pope II, acting coordinator for counterterrorism, to succeed Richard W. Bogosian.

—*Congo*—William C. Ramsay, a deputy assistant secretary for economic and business affairs, to succeed James D. Phillips.

—*Ecuador*—Peter F. Romero, chargé in San Salvador, to succeed Paul C. Lambert.

—*El Salvador*—Alan H. Flanigan, principal officer at the U.S. interests section in Havana, to succeed William G. Walker.

—*The Gambia*—Andrew J. Winter, executive director of the Bureau of African Affairs, to succeed Arlene Render.

—*Guinea*—Joseph A. Saloom III, deputy assistant secretary for international finance and development, Bureau of Economic and Business Affairs, to succeed Dane F. Smith Jr.

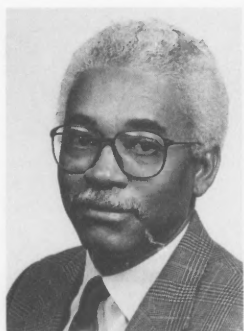
—*Kenya*—Aurelia Erskine Brazeal, ambassador to Micronesia, to succeed Smith Hempstone Jr.

—*Mali*—Bill Dameron, director, Economic Policy Staff, Bureau of African Affairs, to succeed Herbert Donald Gelber.

—*Mozambique*—Dennis C. Jett, acting special assistant to the President and senior director for African affairs at the National Security Council, to succeed Townsend B. Friedman Jr.

—*Niger*—John S. Davison, senior examiner on the Board of Foreign Service Examiners, to succeed Jennifer C. Ward.

—*Rwanda*—David P. Rawson, a Foreign Service officer currently serving as an adviser to Mobil South, Inc., to



Mr. Jeter



Mr. Pope



Mr. Ramsay

succeed Robert A. Flaten.

—*Swaziland*—John T. Sprott, deputy director, Foreign Service Institute, to succeed Stephen H. Rogers.

Following are biographical sketches of the persons named.

Botswana

Howard Franklin Jeter has been deputy chief of mission in Windhoek since 1990. He joined the Foreign Service in 1977 and was assigned to the Bureau of Oceans and International Environmental and Scientific Affairs. In 1979 he became economic, commercial and consular officer in Maputo. He was political officer in Dar es Salaam, 1983-86. He also served as deputy director of the U.S. liaison office in Windhoek from March to May in 1984. In 1987 he was named deputy chief of mission in Maseru. He was chargé there, 1989-90.

Mr. Jeter was born in Union, S.C., on March 6, 1947. He holds a bachelor's from Morehouse, a master's from Columbia and another master's from the University of California at Los Angeles. His foreign languages are French, Portuguese and Swahili. Before joining the Service, he was an assistant to the personnel director at Credmoor State Hospital in Queens, N.Y., a legislative intern at the Georgia House of Representatives and a summer intern at State. His honors include a Superior Honor Award, membership in Phi Beta Kappa and a Ford Foundation fellowship. He has been a Merrill overseas study-travel fellow and an international fellow at Columbia. He is a member of the American Foreign Service Association. He is married to Donice M. Jeter and has

a daughter and a son.

Chad

Laurence Everett Pope II has been acting coordinator for counterterrorism since earlier this year. He entered the Foreign Service in 1969 and became vice consul in Saigon the following year. He was political officer in Rabat, 1973-73, and Tripoli, 1973-76. After Near East studies at Princeton, he became desk officer for Lebanon in 1977. He was a Middle East specialist in the Bureau of International Organization Affairs, 1979-81.

In 1981 Mr. Pope was named political counselor in Tunis. After a stint as a Una Chapman Cox fellow, he became deputy chief of mission in Manama in 1985. He was director of the Office of Northern Gulf Affairs, 1987-90. He attended the Senior Seminar, 1990-91. He was associate coordinator for counterterrorism from 1991 until earlier this year.

Mr. Pope was born in New Haven, Conn., on September 24, 1945. He earned a bachelor's from Bowdoin College. His foreign languages are French and Arabic. He has received a senior performance pay award. He has written articles on Middle East policy in the New York Times, Los Angeles Times and the Foreign Service Journal. He is a member of the American Foreign Service Association. He is married to Elizabeth Harris Pope and has two daughters.

Congo

William C. Ramsay has been deputy

assistant secretary for energy, resources and food policy, Bureau of Economic and Business Affairs, since 1989. He joined the Foreign Service in 1970 and became assistant commercial chargé in Kinshasa the following year. He was commercial attaché, in Abidjan, 1973-75. After economic training at the Foreign Service Institute, he was assigned to the economic bureau's Office of Fuels and Energy in 1976. Next, he was resources officer at the U.S. mission to the Commission of the European Communities in Brussels, 1982-83.

After studies at Stanford, Mr. Ramsay became deputy chief of the U.S. liaison office in Riyadh in 1983. He later served as chief there, then economic counselor, after an embassy was established. He served as director of the economic bureau's Office of Energy-Producing Country Affairs, 1986-88. He attended the Senior Seminar, 1988-89.

Mr. Ramsay was born in Pontiac, Mich., on September 13, 1943. He received a bachelor's and master's from Michigan State, and another master's from Stanford. His foreign languages are French, Spanish and Arabic. He has served in the Army Reserve. He holds two Superior and two Meritorious Honor Awards, a Presidential Award and two senior performance pay awards. He is married to Lorna E. Ramsay, chief of the Office of Foreign Buildings Operations' program management branch.

Ecuador

Peter F. Romero has been chargé in Salvador since last year. He entered the Foreign Service in 1977 and was assigned to Santo Domingo. He was a current intelligence officer, then a Central American analyst, in the Bureau of Intelligence and Research, 1979-82. In 1983 he became desk officer for El Salvador. He was a researcher and chief organizer of public diplomacy for Latin America, 1984.

In 1984 Mr. Romero became political, economic and commercial officer in Naples. He was an executive assistant to the ambassador in Rome in 1987. Next, he was deputy director of Central American affairs, 1988, then acting director, 1989. He served as director of Central American affairs, 1990-92.

Mr. Romero was born in New York

on March 10, 1949. He earned a bachelor's and master's from Florida State. His foreign languages are Spanish and Italian. Before State, he taught in public schools for five years in Prince George's County, Md. He holds three Superior Honor Awards and has figured in a group Meritorious Honor Award. He has served as chairman of the Department's Hispanic Council and the Equal Employment Opportunity Advisory Committee. He is a member of the American Foreign Service Association. He is married to Ruth Frances Espey-Romero and has a son.



Mr. Romero



Mr. Flanigan



Mr. Winter



Mr. Saloom

El Salvador

Alan H. Flanigan has been principal officer at the U.S. interests section in Havana since 1990. He entered the Foreign Service in 1966 and was assigned to Lima the following year. He was desk officer for Peru, 1969-71, and a special assistant to the counselor of the Department, 1971-72. After Turkish language training, he went to Izmir as political officer in 1973. He was political officer in Ankara, 1975-78, then officer-in-charge of Turkish affairs, 1978-80.

In 1980 Mr. Flanigan became deputy

director of the Office of Western European Affairs. He was named director in 1982. He was deputy chief of mission in Lisbon, 1983-87. He served as special negotiator in U.S.-Greek defense talks, with the rank of personal ambassador, 1987-90.

Mr. Flanigan was born in Columbus, Ind., on July 8, 1938. He earned a bachelor's from Tufts. He served in the Navy, 1960-66. His foreign languages are Spanish, Turkish and Portuguese. He holds a Distinguished Honor Award and five senior performance pay awards. He is a member of the American Foreign Service Association. He is married to Beverley J. Flanigan and has a daughter and a son.

The Gambia

Andrew J. Winter has been executive director of the Bureau of African Affairs since 1990. He entered the Foreign Service in 1970 and became budget and fiscal officer in Quito the following year. He was a management analyst in the Bureau of Personnel, 1973-74, and a staff assistant to the director general, 1974-75. In 1975 he became an administrative officer at the U.S. mission to the United Nations. He held similar positions in Helsinki, 1977-80, and Rio de Janeiro, 1980-81. He was assigned to the director general's Management Analysis Office, 1981-83. He served as administrative officer at the American Institute in Taiwan, 1984-87, and in Pretoria, 1987-90.

Mr. Winter was born in New York on May 9, 1946. He received a bachelor's from Dartmouth and a master's from Columbia. His foreign languages are Spanish and Portuguese. He holds a Superior Honor Award and two senior performance pay awards. He is married to Christine Bo Yuan-Winter and has a daughter.

Guinea

Joseph A. Saloom III has been deputy assistant secretary for international finance and development in the Bureau of Economic and Business Affairs since 1991. He joined the Foreign Service in 1973 and became an economic analyst in the Bureau of Intelligence and Research. He was economic and commercial officer

in Dusseldorf, 1974-76. He held similar positions in Rabat, 1976-78, and Jeddah, 1978-80. In 1980 he became an international transportation and communications officer in the economic bureau. Next, he was a financial economist, then economic counselor, in Kinshasa, 1983-87. In 1987 he was named deputy chief of mission in Niamey. He served as director of the Office of Monetary Affairs, 1990-91.

Mr. Saloom was born in Urbana, Ill., on April 8, 1948. He holds a bachelor's from Georgetown and a master's from the Massachusetts Institute of Technology. His foreign languages are German and French. Before State, he was an international trade specialist at the U.S. Tariff Commission. He has received Superior and Meritorious Honor Awards and three senior performance pay awards. He is married to Anne M. Saloom, deputy director of the Foreign Service nurses program, and has a daughter and two sons.

Kenya

Aurelia Erskine Brazeal has been ambassador to Micronesia since 1990. She entered the Foreign Service in 1968 and became economic and consular officer in Buenos Aires the following year. After an assignment in the Bureau of Economic and Business Affairs, she was a watch officer, then line officer, on the Secretariat Staff, 1973-74. She was desk officer for Uruguay and Paraguay, 1974-77.

After an assignment at the Treasury Department, Ms. Brazeal went to Toyko as economic officer in 1979. She was assigned to the Office of Development Finance, 1982-84. She was deputy director for economics in the East Asia and Pacific bureau, 1984-86. After attending the Senior Seminar, she served as minister-counselor for economic affairs in Tokyo, 1987-90.

Ms. Brazeal was born in Chicago on November 24, 1943. She earned a bachelor's from Spelman and a master's from Columbia. Her foreign languages are Spanish and Japanese. She has received a Superior Honor Award, a presidential performance award and three senior performance pay awards. She also figured in a group Superior Honor Award. She is a member of the American Foreign Service Association. She is single.

Mali

Bill Dameron has been director of the economic policy staff in the Bureau of African Affairs since 1990. He joined the Foreign Service in 1969 and went to Tripoli as economic officer later that year. He was deputy principal officer in Kaduna, 1971-73. After an assignment in the Executive Secretariat, he became economic officer in Budapest in 1975. He was officer-in-charge of East/West economic affairs in the Europe bureau, 1977-79, then desk officer for Sweden and

foreign languages are French, Italian, Norwegian and Hungarian. He served in the Marine Corps Reserve, 1961-67. He plays English horn and oboe in the McLean (Va.) Symphony Orchestra, and serves on the symphony's board of directors. He is a member of the Army and Navy Club and the American Foreign Service Association. He is married to Diana Dameron, a Foreign Service officer assigned to the Bureau of European and Canadian Affairs, and has a daughter.

Mozambique

Dennis C. Jett has been acting special assistant to the President and senior director for African affairs at the National Security Council since earlier this year. He joined the Foreign Service in 1972 and went to Buenos Aires as political officer the following year. He was an assistant watch officer and editor in the Operations Center, 1975-76. After an assignment as a staff assistant in the economic bureau, he became an economist in the bureau's Office of Fuels and Energy in 1977. Next, he was science attaché in Tel Aviv, 1980-83. He was desk officer for Argentina, 1983-85.

After a stint as a Pearson fellow at the International Center of Florida, Mr. Jett became deputy chief of mission in Lilongwe in 1986. He was deputy chief of mission in Monrovia, 1989-91. He attended the Senior Seminar, 1991-92. He was the executive assistant to the under secretary for political affairs until January.

Mr. Jett was born in Waltham, Mass., on June 26, 1945. He earned a bachelor's and master's from the University of New Mexico. He also attended the U.S. Naval Academy and pursued graduate studies at the University of Miami. His foreign languages are Spanish and Hebrew. He has served in the U.S. Naval Reserve. He holds a Distinguished and a Meritorious Honor Award, two senior performance pay awards. He is a member of the Naval Academy Alumni Association and the American Foreign Service Association. He is married to Lynda Schuster and has a daughter and a son.

Niger

John S. Davison has been a senior examiner on the Board of Foreign Service Examiners since 1991. He joined the



Ms. Brazeal



Mr. Dameron



Mr. Jett



Mr. Davison

Finland and an economic officer in Northern European Affairs, 1979-82.

In 1982 Mr. Dameron became economic counselor in Oslo. Next, he was deputy director of the economic bureau's Office of Maritime Affairs, 1985-86, then deputy director of the Europe bureau's Office of Regional Political-Economic Affairs, 1986-89. After attending the Senior Seminar, he became director of the Africa bureau's economic policy staff.

Mr. Dameron was born in Dallas on April 25, 1942. He earned a bachelor's from the Georgia Institute of Technology and a master's from Georgia State. His

Foreign Service in 1961 and was assigned to Brussels the following year. He was political officer in Leopoldville, 1963-65, then a research analyst for Africa, 1965-67. After language training at the Foreign Service Institute, he went to Belgrade as political officer in 1969. Next, he was desk officer for Nigeria, 1970-72, and a staff assistant in the Bureau of African Affairs, 1972-74.

After an assignment as a politico-military affairs officer, Mr. Davison was named deputy chief of mission in Niamey in 1975. He was chargé in Cotonou, 1978-80. He served as deputy chief of mission and chargé in Antananarivo, 1980-81. In 1981 he became deputy chief of mission in Khartoum. He was chargé in Maseru, 1983-84. In 1984 he became deputy political adviser to the U.S. mission to Nato in Brussels. He served as director of East African affairs, 1987-91.

Mr. Davison was born in Detroit on May 21, 1933. He holds a bachelor's and master's from Oxford, and another bachelor's and a law degree from Harvard. His foreign languages are French and Serbo-Croatian. He has figured in group Superior and Meritorious Honor Awards and has received five senior performance pay awards. He is a member of the American Foreign Service Association, the American Association of Rhodes Scholars and the District of Columbia Bar Association. He is married to Therese Davison and has two daughters, a stepdaughter and a stepson.

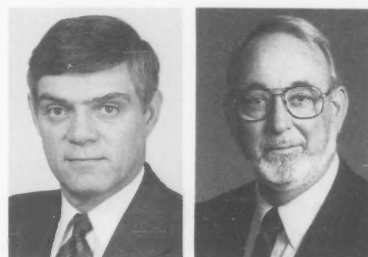
Rwanda

David P. Rawson has been an adviser to Mobil South, Inc., through the Council on Foreign Diplomacy's executive exchange program, since earlier this year. He joined the Foreign Service in 1971 and became an assistant for Zaire and desk officer for Rwanda and Burundi. He was political officer in Kigali, 1973-75, and Bamako, 1975-78. In 1978 he became chief of the political section in Dakar. Next, he was a special assistant for trade and development to the Trumbull County commissioners in Warren, O., through the Pearson fellowship program.

Mr. Rawson was named deputy chief of mission in Antananarivo in 1983. He was deputy chief of mission in Mogadishu, 1986-88. After a stint as a

fellow at Princeton's Woodrow Wilson School of Public Affairs, he became director of the Office of West African Affairs in 1989. He was a senior fellow at the Center for the Study of Foreign Affairs, 1991-92.

Mr. Rawson was born in Addison, Mich., on September 10, 1941. He earned a bachelor's from Malone College and a master's and doctorate from American. Before State, he was an assistant professor, division chairman and assistant to the president at Malone. His honors include two Superior Honor Awards, a



Mr. Rawson

Mr. Sprott

senior performance pay award and Malone's Alumnus of the Year Award. His foreign languages are French, Swahili and Kirundi. He is the author of publications on Africa, including "The Somali State and Foreign Aid: Development and Disintegration," a book which will be published by the Foreign Service Institute later this year. He is a member of the Mande Studies Association, the Trumbull County Farm Bureau and the American Foreign Service Association. He is married to Sandra Miller Rawson, a secretary in the Office of Southern African Affairs, and has a daughter and a son.

Swaziland

John T. Sprott, a Civil Service officer, has been deputy director of the Foreign Service Institute since 1981. He began his career in 1960 as an economics instructor at the University of Colorado. He was an assistant economics professor at Duquesne University, 1962-65. In 1966 he became chairman of the economic and commercial study program at the Foreign

Service Institute. He lectured on international economics at Johns Hopkins, 1967-68. He served as senior economic adviser to the U.S. economic mission to Chile, 1968-71. Next, he was deputy coordinator, then coordinator, of the Economic and Commercial Studies Division at the Foreign Service Institute, 1971-75. He served as dean of the institute's School of Professional Studies, 1975-81.

Mr. Sprott was born in Phoenix on April 6, 1933. He holds a bachelor's from Northern Arizona University and a doctorate from the University of Colorado. His dissertation was on "Debt Servicing and External Accounts of Brazil, 1951-59." He served in the Navy, 1951-55. His foreign language is Spanish. His honors include a Meritorious Honor Award, a President's Meritorious Rank Award, five Senior Executive Service performance awards, Northern Arizona University's Distinguished Citizen Award and the Wall Street Journal's Scholastic Achievement Award. He serves on the President's Office of Personnel Management Senior Executive Service advisory board and on the board of advisers to 3-M Corp.'s Meeting Management Institute. He is a member of the International Association of Directors of Diplomatic Academies and Institutes of International Relations, the Senior Executive Association and the Aircraft Owners and Pilots Association. He is married to Jeanne R. Sprott, chief of the Bureau of Personnel's career development branch, and has four daughters and a son. □

Multilateral posts for Hunter, Aaron

President Clinton as of early May had named two more ambassadors for multilateral posts. The nominations require Senate confirmation. The posts involved and the persons named are:

—*North Atlantic Treaty Organization*—Robert E. Hunter, vice president for international politics and director of European studies at the Center for Strategic and International Studies, to succeed Reginald Bartholomew.

—*Organization for Economic Cooperation and Development*—David Laurence Aaron, a senior fellow at the 20th

Century Fund, to succeed Alan Larson.
Following are biographical sketches of the two.

North Atlantic Treaty Organization

Robert E. Hunter has been vice president for international politics at the Center for Strategic and International Studies since last year and its director of European studies since 1983.

Mr. Hunter began his career in 1964 as an aide to S. Douglass Cater, special assistant to President Lyndon Johnson. He was a lecturer in international relations at the London School of Economics, 1966-69, and a research associate at the International Institute for Strategic Studies, 1967-69. He was a speechwriter for Hubert Humphrey in his 1968 presidential campaign.

In 1970 Mr. Hunter became a senior fellow at the Overseas Development Council. He was a lecturer in international studies at Johns Hopkins, 1972-73, and associate executive director of the Democratic platform committee, 1972. He served as a foreign policy adviser to Senator Edward Kennedy (D.-Mass.), 1973-77. In 1977 he joined the staff of the National Security Council. He was director of West European affairs there, 1979-81, and held temporary assignments as acting deputy assistant to the President for national security affairs. In 1981 he became a senior fellow in European and Middle Eastern studies at the Center for Strategic and International Studies. He was vice president for regional programs there from 1989 until last year.

Mr. Hunter has held numerous other positions, including foreign policy adviser to the Clinton presidential campaign; consultant to the House majority leader, 1990; the Louis L. Goldstein chair in public policy, Washington College, 1989; senior foreign policy adviser to Vice President Walter Mondale, 1981-84; lead consultant to the National Bipartisan Commission on Central America, 1983-84; special adviser on Lebanon to the speaker of the House of Representatives, 1983-84; senior consultant to the Democracy Program, 1983-84; professorial lecturer, Georgetown University, 1982; and cofounder and director of foreign policy and national security, Cen-

ter for National Policy, 1981-84.

Mr. Hunter was born in Cambridge, Mass., on May 1, 1940. He received a bachelor's from Wesleyan University and a doctorate from the London School of Economics, where he was a Fulbright scholar. His publications include "Beyond 1992: U.S. Strategy toward the European Community." He is a member of the board of editors of the Washington Quarterly, where he was a contributing editor, 1984-87. He is a regular contributor to the Los Angeles Times. He is married to Shireen Tahmasseb Hunter.



Mr. Hunter



Mr. Aaron

Organization for Economic Cooperation and Development

David Laurence Aaron has been a senior fellow at the 20th Century Fund, a nonprofit public policy foundation, since last year. He was a consultant to the organization, 1990-92. In addition, he has been a writer and a lecturer with the Lantz-Harris Literary Agency since 1985.

Mr. Aaron began his career as a Foreign Service officer in 1962. After serving as political and economic officer in Guayaquil, he was an international relations officer in the Department, 1964-66. In 1966 he went to Paris as a political officer with Nato. After an assignment with the Arms Control and Disarmament Agency, he became a senior staff member at the National Security Council in 1972.

Mr. Aaron was a legislative assistant to Senator Walter F. Mondale (D.-Minn.), 1974-75. He was a task force leader on the Senate Select Committee on Intelligence, 1975-76. After serving as a senior

staff member of the Carter-Mondale presidential campaign, he was transition director at the National Security Council and the Central Intelligence Agency, 1976-77. He was deputy assistant to the President for national security affairs, 1977-81. He served as a senior adviser to the Mondale presidential campaign, 1984, and as vice president of Oppenheimer & Co., Inc., 1981-85.

Mr. Aaron was born in Chicago on August 21, 1938. He received a bachelor's from Occidental College and a master's from Princeton. His foreign languages are Spanish and French. He holds the National Defense Medal and an honorary doctorate from Occidental College. He is the author of three books—"State Scarlet," "Agent of Influence" and "Crossing By Night," and articles in the Los Angeles Times, Arms Control Today and the Columbia Journalism Review. He serves as director of the National Democratic Institute for International Affairs, the International League for Human Rights and the Oppenheimer Capital Corp.'s Quest for Value Dual Purpose Fund. He is a member of the Council on Foreign Relations, the Overseas Development Council and the Authors Guild. He is married to Chloe W. Aaron and has a son. □

Robin Raphael is named to head South Asia bureau

President Clinton has announced his intention to nominate Robin Lynn Raphael, counselor for political affairs in New Delhi, as assistant secretary for South Asian affairs. The nomination would require Senate confirmation.



Ms. Raphael

Ms. Raphael has been political counselor since 1991. She joined the Foreign Service in 1977. After a posting to Islamabad, she was assigned to the economic bureau's Office of Investment Affairs in 1978. She was a staff assistant to the

People at State

President Clinton has announced his intention to nominate Steven E. Steiner, who is now the U.S. representative to the Special Verification Commission, as the U.S. representative to the Strategic Arms Reduction Talks Joint Compliance and Inspection Commission. He will hold the rank of ambassador during his tenure there. □

assistant secretary for Near East and South Asian affairs, 1980-81, then an economic officer on the Israel desk, 1981-82.

In 1982 she became a special assistant to the under secretary for political affairs. She was first secretary for political affairs in London, 1984-88, and political counselor in Pretoria, 1988-91.

Ms. Raphael was born in Vancouver, Wash., on September 16, 1947. She holds a bachelor's from the University of Washington, a diploma in historical studies from Cambridge and a master's from the University of Maryland. Her foreign languages are French and Urdu. Before State, she was an economic analyst at the Central Intelligence Agency and a history lecturer at Damavand College in Tehran. She has received two Superior Honor Awards.

She is a member of Phi Beta Kappa, the American Economic Association, the American Foreign Service Association and, in addition, the President's Estate Polo Club in New Delhi. She is married to Leonard Arthur Ashton and has two daughters. ■

Eritrea recognized

The United States has recognized Eritrea as an independent state. Steps to establish diplomatic relations with the Red Sea country are in process, according to a Department Notice of May 5. □

Baker leads group

Former Secretary Baker was named by President Clinton to lead the U.S. delegation to the state funeral of Turkish President Turgut Ozal, on April 21. □

Department of Look-Alikes



Richard M. Gibson

Roger R. Gamble

These two Foreign Service officers, aware of their rights, posed for this photograph under protest. "We don't look alike," Richard M. Gibson insisted, "because I have more hair." Yet he admitted that several persons had mistaken him for Roger R. Gamble since Mr. Gibson returned to the Department recently from Chiang Mai. As for Mr. Gamble, he declined direct comment on the hair issue, but in an attempt to divert the reporter from the story, he emphasized that, while he was born in Minnesota and had spent most of his career in Africa and Latin America, Mr. Gibson is a native of Florida who had served mostly in East Asia. "Not germane," the reporter ruled, and the picture was taken. Mr. Gamble is the Department's acting chief financial officer. Mr. Gibson heads the Junior Officer Division in the Bureau of Personnel. (State Department photo by Shawn Moore) □

'MY GUARDIAN ANGELS'

BY JUDITH A. SMITH



The author with her Angels.

WHEN I FIRST ARRIVED in Conakry as the ambassador's wife, and asked the deputy chief of mission's wife if she could take me to the market to shop for fruits and vegetables, she replied: "Oh, I don't go to the marché any more since the windshield was stolen out of my car the last time I parked there!" Not only was I shocked, but I was also disappointed—because one of the advantages of living in an African country is enjoying the color and animation of the local markets, not to mention the produce, which is fresh every day. I decided it wasn't fair to be denied one of these pleasures, when we lived every day with hardships such as no telephones, sporadic electricity and garbage-strewn streets.

That was my inspiration for organizing the Guardian Angels in February 1991. The idea was to help provide security for shoppers, plus an honest way of earning money for the street boys who lounged around the market with nothing to do. I identified 10 boys who were thought to be honest by a missionary friend. We had T-shirts imprinted with the words "Guardian Angels" and our insignia—an angel carrying a market basket and protecting a car under his wing.

Our embassy community has been very supportive. Mike Nelson, the regional security officer, and Mark Hunter, his predecessor, helped me to establish relations with the local police. Administrative officer Ed Atkins uses the courier services of the Angels when he can, and he's also supported us with transport. General services officer David Meale provided items such as old mattresses for the Angels to use while guarding the place at night. Deputy chief of mission Alan Latimer has helped raise funds. My husband has hosted several swim parties for the boys at the residence. Community liaison officer Vera Atkins advises newcomers they'll feel safer with a Guardian Angel by their side in the market, and

she uses them for tours of the market. Budget officer Tom Knapper and his assistant, Dave Dennie, helped by making a sign for the Angels' kiosk.

Meanwhile, the Angels provide a shopping service for employees who prefer not to leave their offices. They pick up a list at the embassy and return with the produce several hours later.

I soon realized it would also be useful if the Angels could learn to read and write, so I started a literacy class in French (the official language here), with the help of the National Literacy Service. And this is when the project mushroomed. Suddenly, there were 40 boys at the market who wanted to be Guardian Angels. I was told: "Oh, they'll drop out when they find that you're not going to pay them or give them jobs." But I found a strong desire in many of them to become literate for their own pride and satisfaction. They want to be able to write their names and read the signs around them. They don't all come to class regularly, and I sometimes have to go to the market and coax them back to class. But about 20 of the original group have been in our classes for two-and-a-half years now. They have learned more than just reading and writing. They can do calculations, and have learned some basic health—prevention of malaria, diarrhea and Aids, and the importance of vaccination and hygiene.

Literacy in Guinea is low, about 38%, and there's no place in Conakry for teenagers or adults to gain this skill. That's why we continued to take students until we filled the two classrooms the ministry of education gave us to use in the afternoons. Although we said the classes are for persons 12 to 20, it's difficult to refuse a 25-year-old the opportunity to learn to read and write when you know there's no place else for him or her to go. We now have about 160 students, ages 14 to 30, including



Community liaison officer Vera Atkins, with bananas, at the market. Angel Oumar Djoulde Barry is on left, and Mamadou Barry on right.

four with no legs, who arrive on their specially designed cycles. And there are always more young people waiting to be admitted.

University students teach the classes, each of which meets three times a week for two hours. Their teaching provides part-time jobs for them, and they give the street youth good role models. We also started two classes for girls, taught by young women, but haven't been too successful in this. Guinean girls have many more demands on their time than boys do, in terms of food preparation and housework and earning money for their own maintenance. When our original 40 girls dwindled to 20, we decided to mix them into the boys' classes, and now find that they're more motivated.

Being "mother" to the Guardian Angels has taken me into all kinds of interesting encounters. For example, some Angels came running to me once, saying that Mamadou had been picked up in a sweep of the market—everyone who wasn't actively engaged

in commerce was taken in. Enraged at this injustice, I went charging into the dark and dirty police station, where I found my nice, harmless-looking Angel behind bars with a bunch of tough-looking thugs. My French got a workout as I explained to the captain that Mamadou was one of my Guardian Angels. I promised to produce a list of the others. The next day, Mamadou was allowed to go free, and the captain agreed to go easy on the others in the future.

But that was until the pornography riots a year ago—the result of false accusations of pornographic filmmaking. My boys didn't have anything to do with the riots, but Bailo, who already had a reputation for fighting at the market, happened to be watching when some other ruffians declodded a young African woman they said was immodestly dressed, and he was blamed. This time, it took three trips to the police station, once at night with my husband accompanying me, before I could "spring" Bailo. Since it was a holiday weekend, I had to promise to keep him with me until he reported

back on Monday morning. So he helped in the garden of the residence for two days, and returned to the market a bit more subdued.

Since one of the original objectives of the Guardian Angels was to provide security for women shopping in the market, I've continued to try to develop this service. It hasn't been easy. We had a small kiosk built in the market and had a dedication ceremony, featuring dignitaries such as the American ambassador and the minister of education, which was covered by Guinean TV. I had beautiful red cotton shirts made with our insignia imprinted (sewn free by the handicapped), and the boys were excited about wearing them and being on television. But only for one day. I soon found they really didn't like the bright red color, and they refused to wear the shirts for their work in the market. I found that red is a color associated with blood and death in their culture. Rather than throw \$100 out of the window, I tried to change their minds, but it has been rough going, as anyone working in development in a traditional culture will attest. So we now have white T-shirts with our name and insignia.

There have been other setbacks. Our little red kiosk was stolen during a night-time rainstorm last June, and my first Angels' coordinator left town with \$1,000, the motorcycle that had been lent to us, and even the wheelbarrows and shovels we'd used for our clean-up campaigns. But we have another coordinator now and another, bigger kiosk, given to us by the woman mayor of one of the communes in Conakry.

Another frustration has been in establishing money-making projects for the Angels. We thought they could learn plumbing or carpentry, but they showed little interest, being from a tribe of traders. They would all really like to be businessmen. So we've tried to find business opportunities for them, such as selling newspapers. We were able to get financing for a car-

wash and minimarket from the UN Development Program, but for the last four months we've been going from one government office to another to obtain a piece of land. We tried to establish a courier service, but one of the bicycles was stolen, and one Angel lost 100 newspapers while he was praying in the mosque. I discovered that the boys really didn't want to walk around in the hot sun delivering mail. I guess often I'm more ambitious for them than they are for themselves.

Basically, I think these small enterprises could all work out if I could devote myself to them full-time. But I have a few other things to do as the ambassador's wife, and I also teach two classes at the university. Right now, I'm hoping that some benefactor will materialize and give us the \$2,500 we need to get a graduate student from Johns Hopkins to come to work with the Angels as a summer intern. That could help work through the transition following my departure. I've found a Canadian woman to take over for me. We have a Guinean coordinator and an advisory council as well.

We also have plans to expand our program by recruiting disadvantaged girls (Angeliques) and training them in literacy and domestic work. A group of Guinean women came to me saying this is what they need here, now that more women are working outside their homes and female domestic workers are missing from this culture. We've received a location to house the Angels and Angeliques from the ministry of youth, but now we have to find financing for remodeling.

There also is a possibility of our Angels affiliating with the New York Guardian Angels, which already have branches in a number of other countries. When I visited them last September they were enthusiastic about having a chapter in Africa. But our



The Angels on a clean-up project.



The author with her Angels.

boys need more discipline and unity before taking that step. Nor am I sure that the Conakry police force is ready for their help in patrolling the streets and markets.

Financing for the Angels has been very much a hand-to-mouth affair, with a start-up grant from Unicef and contributions from friends and family here and in the States. Our women's club in Conakry and several of the businesses here have also made donations. We are most grateful for any contributions, which are tax-deductible if sent to Christian and Missionary Alliance, P.O. Box 3500, Colorado Springs, Colo. 80935-3500, Attention: Boothman work, Conakry.

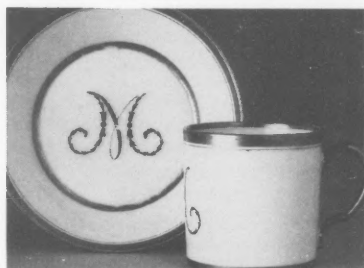
After reading about all our problems, you may ask what keeps me going? Sometimes I ask myself that when I'm picking up the smelly T-shirts at the market and trying to convince the boys they should come to class regularly. But I guess the old Peace Corps mentality I had 30 years ago in Ethiopia is still alive. Before coming to Guinea, I was afraid I wouldn't be happy as the wife of an ambassador. But I've found that I've been able to lead a much more interesting and active life in this role. I enjoy the contact with the people and feel gratified by the support of Guineans such as the mayor who gave us the kiosk and the doctor who offers free medical care for the Angels. Several Guinean women have told me: "When I saw what you were doing for our youth, I felt I should be doing something too." For me, the rewards come when I watch tough, 18-year-old Alimou proudly struggling to write his name for the first time, and see 30-year-old Mohamed, with no legs, who we thought would never learn to write, win the monthly prize for the most progress. ■

THE EIGHTH FLOOR

Diplomatic rooms
reap new gifts;
collection is
now valued at
\$75 million

The 32nd annual reception for donors of cash and objets d'art to the Diplomatic Reception Rooms was held on the eighth floor on April 30, with Secretary Christopher and Deputy Secretary Clifton R. Wharton Jr. in attendance. Gifts and loans and the names of benefactors were announced.

Clement Conger, chairman of the Department's Fine Arts Committee and the retired curator (he has been succeeded by Harry H. Schnabel Jr., who was also on hand), told the audience that the



Rare white porcelain cup and saucer, gift of Elizabeth G. Schneider, Somerset, Va.

collection in the Diplomatic Reception Rooms had reached a value of some \$75 million, and that it was one of the most important of its kind in the country.

He said the fundraising goal for the current year is \$2.5 million—\$1 million for art acquisitions, \$1 million for the endowment fund and foundation for the reception rooms and the rest "for other things that the Government doesn't pay for—costs for shipping, insurance, labeling, tours, photos and so forth." Cash gifts in 1992 dropped to about \$823,000, about half of what was received in the previous year, he reported. "We urge you to redouble your efforts," Mr. Conger said.

Secretary Christopher told the guests:

(Photos by Will Brown)



Chippendale mahogany armchair, gift of the Barra Foundation, Inc., Wyndmoor, Pa.

spirit so that we can preserve and expand "We see around here the evidence of your good works in such abundance. I can't help but be reminded of that great line from Mae West, who once said: 'Too much of a good thing is wonderful.'

"I know that each of you has contributed out of the pride and affection that you have for our country. I hope that you will continue to do so in the same

this marvelous collection for future generations to come.

"Through your patriotic impulses, you have provided our diplomatic guests with a glimpse of the early traditions in the arts and crafts of our American republic. In doing so, I want to emphasize my view that you have rendered a service not only to this building and not only to the State Department, but to our nation's heritage."

A listing of gifts and donors begins on Page 44.

EDUCATION & TRAINING

Schedule of courses at the Foreign Service Institute

Program	June	July	Aug.	Length
AREA STUDIES: INTENSIVE COURSES				
Africa, sub-Sahara (AR 210)	—	—	9	2 weeks
Canada (AR 129)	15	—	9	2 days
East Asia (AR 220)	—	—	9	2 weeks
Latin America/Caribbean (AR 230)	—	—	9	2 weeks
Near East/North Africa (AR 240)	—	—	9	2 weeks
South Asia (AR 260)	—	—	9	2 weeks
Southeast Asia (AR 270)	—	—	9	2 weeks
Central-East Europe/successor states to the Soviet Union (AR 280)	—	—	9	2 weeks
Western Europe (AR 290)	—	—	9	2 weeks
AREA STUDIES: ADVANCED COURSES				
Andean (AR 533)				
Arabian Peninsula/Gulf (AR 541)				
Balkans (AR 583)				
Baltic states (AR 584)				
Benelux (Netherlands) (AR 595)				
Brazil (AR 535)				
The Caribbean (AR 538)				
Central America (AR 539)				
Central Asia (AR 586)				
China (AR 521)				
Eastern Africa (AR 511)				
Fertile Crescent (AR 542)				
Francophone Africa (AR 513)				
French-speaking Europe (AR 592)				
German-speaking Europe (AR 593)				
Greece/Cyprus (AR 589)				
Haiti (AR 536)				
Hungary, Czechoslovakia (AR 582)				
Iberia (AR 591)				
Indonesia (AR 571)				
Italy (AR 594)				
Japan (AR 522)				
Korea (AR 523)				
Lusophone Africa (AR 514)				
Malaysia (AR 575)				
Mexico (AR 531)				
Mongolia (AR 524)				
Netherlands (AR 595)				
Northern Africa (AR 515)				
The Philippines (AR 574)				
Poland (AR 587)				
Russia, Ukraine, and Belarus (AR 581)				
Scandinavia (Nordic countries) (AR 596)				
South Asia (AR 560)				
South Caucasus (AR 585)				
Southern Cone (AR 534)				
Southern Africa (AR 512)				
Thailand, Burma, Laos (AR 572)				
Turkey (AR 543)				
Vietnam/Cambodia (AR 573)				
LANGUAGE AND ADVANCED AREA COURSES				
Afrikaans (LAA 100)	—	—	23	23 weeks
Albanian (LAB 100)	—	—	23	23/44 weeks
Amharic (LAC 100)	—	—	23	23/24 weeks
Arabic (modern standard) (LAD 100)	—	—	23	23/44 weeks
Arabic (field school) (LAD 950)	—	—	9	44 weeks

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

Course is slated on environment, foreign policy

The Foreign Service Institute is scheduling a course in "Environment, Science and Technology Issues and American Foreign Policy," at George Washington University June 7-11, and again, September 13-17. Speakers will come from Government, universities and the private sector.

Employees overseas should apply by cable to M/FSI/SPS/ECON and OES/EX/PSD. Employees in Washington should submit Form DS 755 (request for training) to their executive offices. For information, call Rebecca Van Doren-Shulkin or Elena Kim, (202) 647-4068 or (202) 736-7377. □

Word processing: 6 courses offered

The Foreign Service Institute is providing eight word processing courses this month. The courses are:

—Basic word processing, June 1-2. Creating, editing and printing documents for persons with no word processing experience. Copying, moving and replacing text and other basic functions.

—Advanced word processing, June 14-15. Moving and deleting columns, creating dual columns, using the system calculator. Some basic features, such as moving, copying and formatting text, are reviewed.

—Basic word processing+, June 3-4 and 7-8. Features of software, for persons with no word processing experience, including inserting and deleting within the insert feature, viewing and editing two documents at once, printing with more than one font, saving repetitive text, recalling text that has been deleted and the global replace feature.

—Word processing+ transition, June 9 and 23. Basic features of word processing + software, for persons with prior experience.

—Advanced word processing+, June 21-22. Merge, word-wrap, block editing, sorting columns, as well as the mark and

—(Continued on next page)



Supercrat is heading from the Foreign Service Institute to the new National Foreign Affairs Training Center.

name functions.

—Glossary, June 17. Prerequisite: basic word processing. Creating, sorting and retrieving glossaries. □

2-week course on country data

The Foreign Service Institute will offer "Country Data Analysis," a workshop for mid-level economic officers, July 12-23. Participants will interpret country data collected by international agencies, through a series of analytical exercises designed to increase understanding of macroeconomic policies. ■

State-ing the facts

By BARBARA QUIRK

—What was the lowest salary for an entry-level Civil Service professional in the Department 20 years ago?

—This mission's post report advises employees: "Occasionally, parties require costumes. Bring accessories (wigs or masks) or plan to order them." Which is the post?

(Answers on Page 48) □

—(Continued from preceding page)

Program	June	July	Aug.	Length
Arabic (Egyptian) (LAE 100)	—	—	23	23/44 weeks
Arabic (western) (LQW 100)	—	—	23	23/44 weeks
Armenian (LRE 100)	—	—	23	23/44 weeks
Azerbaijani (LAX 100)	—	—	23	23/44 weeks
Bengali (LBN 100)	—	—	23	23/44 weeks
Bulgarian (LBU 100)	—	—	23	23/44 weeks
Burmese (LBY 100)	—	—	23	23/44 weeks
Byelorussian (LBL 100)	—	—	23	23/44 weeks
Chinese (Cantonese) (LCC 100)	—	—	23	23/44 weeks
Chinese (standard) (LCM 100)	—	—	23	23/44 weeks
Chinese (field school) (LCM 100)	—	—	9	44 weeks
Czech (LCX 100)	—	—	23	23/44 weeks
Danish (LDA 100)	—	—	23	23 weeks
Dutch/Flemish (LDU 100)	—	—	23	23 weeks
Estonian (LES 100)	—	—	23	23/44 weeks
Finnish (LFJ 100)	—	—	23	23/44 weeks
French (LFR 100)	7	6	23	24 weeks
Georgian (LGG 100)	—	—	23	23/44 weeks
German (LGM 100)	7	—	23	24 weeks
Greek (LGR 100)	—	—	23	23/44 weeks
Hebrew (LHE 100)	—	—	23	23/44 weeks
Hindi (LHJ 100)	—	—	23	23/44 weeks
Hungarian (LHU 100)	—	—	23	23/44 weeks
Icelandic (LJC 100)	—	—	23	23/36 weeks
Indonesian (LJN 100)	—	—	23	23/44 weeks
Italian (LJT 100)	7	—	23	24 weeks
Japanese (LJA 100)	—	—	23	23/44 weeks
Japanese (field school) (LJA 100)	—	—	9	44 weeks
Kazakh (LKE 100)	—	—	23	23/44 weeks
Khmer (Cambodian) (LCA 100)	—	—	23	23/44 weeks
Korean (LKP 100)	—	—	23	23/44 weeks
Korean (Field School) (LKP 100)	—	—	9	44 weeks
Kyrgyz (LKM 100)	—	—	23	23/44 weeks
Lao (LLC 100)	—	—	23	23/44 weeks
Latvian (LLE 100)	—	—	23	23/44 weeks
Lithuanian (LLT 100)	—	—	23	23/44 weeks
Malay (LML 100)	—	—	23	23/36 weeks
Mongolian (LMV 100)	—	—	23	23/44 weeks
Nepali/Nepalese (LNE 100)	—	—	23	23/44 weeks
Norwegian (LNR 100)	—	—	23	23 weeks
Persian/Dari (Afghan) (LPG 100)	—	—	23	23/44 weeks
Persian/Farsi (Iranian) (LPF 100)	—	—	23	23/44 weeks
Polish (LPL 100)	—	—	23	23/44 weeks
Portuguese (LPY 100)	7	—	23	24 weeks
Portuguese (European) (LPY 101)	—	—	23	24 weeks
Romanian (LRQ 100)	—	—	23	23 weeks
Russian (LRU 100)	—	—	23	23/44 weeks
Russian (advanced) (LRU 101)	—	—	23	23/44 weeks
Serbo-Croatian (LSC 100)	—	—	23	23/44 weeks
Singhalese (LSJ 100)	—	—	23	23/44 weeks
Slovak (LSK 100)	—	—	23	23/44 weeks
Spanish (LQB 100)	7	6	23	24 weeks
Swahili/Kiswahili (LSW 100)	—	—	23	23 weeks
Swedish (LSY 100)	—	—	23	23 weeks
Tagalog/Philipino (LTA 100)	—	—	23	23/44 weeks
Tajik (LTB 100)	—	—	23	23/44 weeks
Thai (LTH 100)	—	—	23	23/44 weeks
Turkish (LTU 100)	—	—	23	23/44 weeks
Turkmen (LUB 100)	—	—	23	23/44 weeks
Ukrainian (LUK 100)	—	—	23	23/44 weeks

—(Continued on next page)

—(Continued from preceding page)

Program	June	July	Aug.	Length
Urdu (LUR 100)	—	—	23	23/44 weeks
Uzbek (LUX 100)	—	—	23	23/44 weeks
Vietnamese (LVS 100)	—	—	23	23/44 weeks
FAMILIARIZATION AND SHORT-TERM (FAST) COURSES				
Albanian (LAB 200)	7	—	23	8 weeks
Arabic (modern standard) (LAD 200)	—	6*	23	8 weeks
Arabic (Egyptian) (LAE 200)	—	6*	23	8 weeks
Arabic (North African) (LQW 200)	—	6*	23	8 weeks
Armenian (LRE 200)	—	6*	23	8 weeks
Azerbaijani (LAX 200)	—	6*	—	7 weeks
Bengali (LBN 200)	—	6*	—	7 weeks
Bulgarian (LBU 200)	7	—	23	8 weeks
Burmese (LBY 200)	—	6	—	7 weeks
Byelorussian (LBL 200)	—	6	—	7 weeks
Chinese (standard) (LCM 200)	—	6	—	7 weeks
Czech (LCX 200)	—	6	—	7 weeks
Estonian (LES 200)	—	6	—	7 weeks
Finnish (LFJ 200)	—	6	—	7 weeks
French (LFR 200)	7	—	23	8 weeks
Georgian (LGG 200)	—	6	—	7 weeks
German (LGM 200)	7	—	23	8 weeks
Hebrew (LHE 200)	—	6	—	7 weeks
Hungarian (LHU 200)	—	—	23	8 weeks
Icelandic (LJC 200)	7	—	23	6 weeks
Indonesian (LJN 200)	—	6	23	7 weeks
Italian (LJT 200)	—	—	23	8 weeks
Japanese (LJA 200)	—	6	—	7 weeks
Kazakh (LKE 200)	—	6	—	7 weeks
Khmer (Cambodian) (LCA 200)	—	6	—	7 weeks
Korean (LKP 200)	—	6	—	7 weeks
Kyrgyz (LKM 200)	—	6	—	7 weeks
Latvian (LLE 200)	—	6	—	7 weeks
Lithuanian (LLT 200)	—	6	—	7 weeks
Malay (LML 200)	—	6	23	7 weeks
Polish (LPL 200)	7	—	23	8 weeks
Romanian (LRQ 200)	7	—	23	8 weeks
Russian (LRU 200)	7	—	23	8 weeks
Russian (refresher) (LRU 201)	—	6	—	6 weeks
Serbo-Croatian (LSC 200)	7	—	—	8 weeks
Slovak (LSK 200)	7	—	23	8 weeks
Spanish (LQB 200)	7	—	23	8 weeks
Tajik (LTB 200)	—	6	—	7 weeks
Thai (LTH 200)	—	6	—	7 weeks
Turkish (LTU 200)	—	6	—	7 weeks
Turkmen (LUB 200)	—	6	—	7 weeks
Urdu (LUR 200)	—	6*	23	8 weeks
Uzbek (LUX 200)	—	6	—	7 weeks
*7 weeks only for this date				
ADMINISTRATIVE TRAINING				
Advanced personnel management (PA 271)	14	—	—	2 weeks
Budget and financial management (PA 211)	21	5	16	6 weeks
C.F.M.S. budget execution (PA 151) (prerequisite PA 150)	—	22	—	2 days
C.F.M.S. financial planning (PA 152) (prerequisite PA 150)	—	28	—	1 day
C.F.M.S. miscellaneous obligations (PA 154) (prerequisite PA 150)	—	26	—	2 days
C.F.M.S. requisition documents (PA 153) (prerequisite PA 150)	—	20	—	2 days

—(Continued on next page)

Barbara Aycock, in Belgrade, wins \$5,000 financial management award

Barbara S. Aycock of the Yugoslavia Financial Management Center has been named the 1992 winner of the \$5,000 Comptroller's Award for Distinction in



Public Finance. In addition to the check, she will receive a certificate signed by Secretary Christopher.

Nine others were nominated—Arakel S. Alexanian, Athens; Dorothy L. Brown, Diplomatic Security; James D. Browning, Nairobi; Terence G. Cranfield, London; David Davison, Buenos Aires; Juan de Dios Ramos, San Jose; Paul A. Duane Jr., Kuala Lumpur; Charles S. Greco, African Affairs; and Clayton F. Ruebensaal, Geneva.

The selection committee was chaired by deputy chief financial officer Larry Eisenhart. Members were Andrew Winter, African Affairs; John E. Clark, Inter-American Affairs; Patricia A. Popovich, Personnel; and Richard J. Shinnick, Near Eastern and South Asian Affairs.

Ms. Aycock was nominated by Robert E. Tynes, acting deputy chief of mission in Belgrade, for her management of U.S. resources during a period of economic upheaval in the former Yugoslavia. She was credited with saving the Department \$2.5 million, and U.S.I.A. \$1.4 million in favorable exchange rates. Mr. Tynes said: "Determined to find a way of taking advantage of the two-tiered exchange rate system that appeared shortly after her arrival at post, Ms. Aycock persuaded Washington and the Regional Administrative Management Center in Paris to allow her to become a currency buyer for the Yugoslav dinar.

"After researching pertinent regulations, she presented her arguments and obtained a favorable legal opinion. She then researched the mechanics of currency

buying with other posts. After cultivating banking contacts, she began buying Yugoslav dinars for the U.S. Disbursing Office account. With annual inflation running up to 58,000%, she had to balance purchasing enough dinars to meet the embassy's needs with minimizing the amount in the account to avoid jeopardizing its value, given the dinar's almost daily devaluation. By timely, astute purchases and holding vouchers to take advantage of exchange rates, she was able to maximize savings to the Government of the United States."

Ms. Aycock was commended for aiding other posts in the former Yugoslavia. "Simply maintaining coverage of constituent posts had become increasingly difficult," Mr. Tynes wrote. "Zabreg and Ljubljana were cut off by road, air, telephone and mail service from Belgrade, as a result of the civil war. Slovenia declared its independence and issued the Slovenian tolar in October 1991; Croatia followed suit with its declaration of independence and Croatian dinar in December 1991; and by the summer of 1992, Macedonia had issued the Macedonian denar. With each of these new currencies, the posts could no longer pay vendors in local currency. Ms. Aycock devised a system with her constituent post cashiers in which they would cash dollar checks for local currency, operate generally on a cash basis and replenish dollars at the prevailing exchange rate."

The financial management officer was lauded for training five new staffers and for stabilizing salaries for Foreign Service national employees. Mr. Tynes said: "Ms. Aycock worked closely with the personnel officer and administrative counselor to devise a half-dollar/half-dinar payment to offset hyperinflation with exchange rate gains, in essence inflation-proofing salaries. The dollar portion of the salary required \$55,000 in cash for each payroll. With the assistance of the regional administrative management center and nearby posts, Ms. Aycock was able to provide the requisite cash." ■

Q—How long do U.S. savings bonds earn interest?

A—To the maturity date fixed at the time of purchase, currently 18 years. Bonds may be worth more than their face value at maturity, but never less. □

—(Continued from preceding page)

Program	June	July	Aug.	Length
C.F.M.S. system overview and orientation (PA 150)	—	14	—	1 day
	—	19	—	1 day
C.F.M.S. travel orders (PA 155) (prerequisite PA 150)	—	15	—	2 days
C.O.R. training for equipment procurement (PA 126)	14	—	—	1 week
F.S.N. classification and compensation (PA 232)	1	19	—	2 weeks
	14	26	—	2 weeks
General services operations (PA 221)	7	5	9	12 weeks
	14	12	16	12 weeks
	28	—	23	12 weeks
	—	—	30	
How F.A.A.S. works at overseas posts (PA 213)	—	21	25	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Nepa training, domestic operations (PA 129)	—	—	30	1 week
Management control workshop (PA 137)	21	—	—	3 days
Orientation workshop for narcotics affairs officers (PA 202)	—	—	2	1 week
Overseas administrative officers (PA 242)	—	—	2	2 weeks
Overseas cashier's training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			
Personnel course (PA 231)	28	—	23	7 weeks
CONSULAR TRAINING				
Advanced consular course (PC 532)	—	12	—	3 weeks
ConGenRoslyn basic consular course (PC 530)	Continuous enrollment			
Consular orientation program (PC 105)	Continuous enrollment			
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
ECONOMIC TRAINING				
Advanced economic review seminar (PE 501)	—	12	—	5 weeks
Applied economics for non-economic officers (PE 280)	—	6	—	6 weeks
Country data analysis (PE 504)	—	12	—	2 weeks
Economic tradecraft (PE 124)	1	—	—	2 weeks
	21	26	—	2 weeks
Export promotion (PE 125)	14	12	9	1 week
	—	26	—	1 week
Lotus for economists (PE 126)	28	—	—	5 days
Regional resource officer training (PE 103)	—	12	—	2 weeks
Science, technology and foreign policy (PG 562)	7	—	—	1 week
Senior commercial course (PE 290)	28	—	—	2 days
EXECUTIVE DEVELOPMENT				
Deputy chiefs of mission (PT 102)	13	11	1	2.2 weeks
Washington tradecraft (PT 203)	—	12	16	2 weeks
INFORMATION MANAGEMENT TRAINING				
Advanced PC course (PS 114)	—	—	30	2 days
Information management seminar (PS 144)	14	—	—	8 weeks
Information systems operation training program				

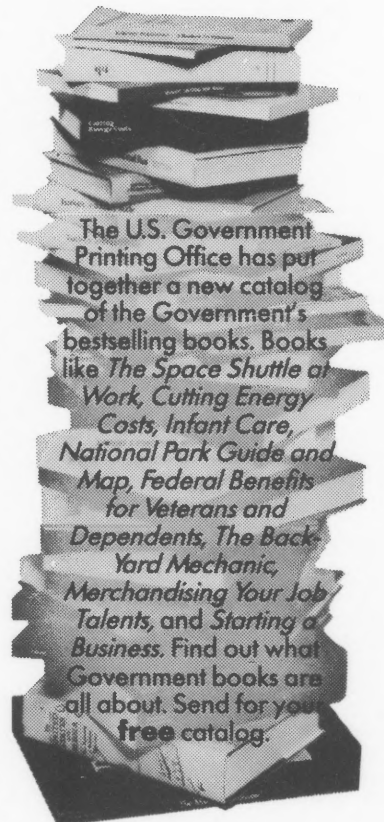
—(Continued on next page)

—(Continued from preceding page)

Program	June	July	Aug.	Length
(PS 108)	—	12	—	4 weeks
Introduction to Lotus 1-2-3 (PS 118)	17	—	19	2 days
Introduction to PC and MS-DOS (PS 111)	14	—	16	3 days
OFFICE MANAGEMENT COURSES				
Advanced word processing (PK 103)	14	—	—	2 days
Advanced WP+ (PK 154)	21	26	23	2 days
Basic WP (PK 129)	—	1	2	2 days
Basic WP+ (PK 155)	3	6	19	2 days
	7	19	—	2 days
Better office English (oral) (PK 226)	7	—	—	30 hours
Better office English (written) (PK 225)	21	—	—	40 hours
Civil Service secretarial training for entering personnel (C.S.-Step) (PK 104)	—	6	30	2 weeks
Decision-processing (PK 152)	—	28	—	1 day
Drafting correspondence (PK 159)	—	6	—	1 week
Effective speaking and listening skills (PK 240)	—	—	16	18 hours
Employee relations (PK 246)	—	28	30	2 days
Glossary (PK 151)	17	8	12	1 day
Level 2 F.S. secretarial training (PK 301)	—	12	—	2 weeks
Level 3 F.S. secretarial training (PK 302)	7	—	2	2 weeks
Secretarial statecraft (PK 160)	—	1	—	2 days
State Department knowledge, information and learning for secretaries (Skills) (PK 132)	21	—	—	4 days
Senior secretarial seminar (PK 111)	—	—	25	3 days
Supervisory studies seminar (PK 245)	—	26	—	4 days
T.A.T.E.L. (PK 140)	18	9	13	1 day
	25	15	27	1 day
	28	16	31	1 day
	29	23	—	1 day
	—	29	—	1 day
	—	30	—	1 day
Wang office (PK 161)	30	22	30	1 day
WP+ transition (PK 153)	9	12	9	1 day
	23	21	25	1 day
Writing effective letters and memos (PK 241)	—	—	2	1 week
ORIENTATION				
Department officers (PN 105)	—	27	—	3 days
Foreign Service officers (PG 101)	—	—	9	9 weeks
Foreign Service specialists (PN 106)	—	8	—	17 days
For designated posts (PN 112)	1	—	2	4 days
	29	—	—	4 days
OVERSEAS BRIEFING CENTER				
Going overseas (families, singles, couples) (MQ 200)	5	—	—	1 day
Life after the Foreign Service (MQ 600)	—	7	—	2 days
Security overseas seminar (MQ 911)	7	12	2	2 days
	14	19	9	2 days
	21	26	16	2 days
	28	—	23	2 days
	—	—	30	2 days
Understanding regulations, allowances and finances in the F.S. context (MQ 104)	9	28	—	3 days
POLITICAL TRAINING				
Labor officer functions (PL 103)	—	6	—	6 weeks
Human rights in the foreign policy process (PP 507)	—	—	23	1 day

—(Continued on Page 48)

937 BEST SELLERS



New Catalog
 Superintendent of Documents
 Washington, D.C. 20402

ASK DR. KEMP



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

Q. WASHINGTON
I have a theory that Foreign Service life is physiologically harder on females than on males. I have compiled data from the obituaries section of STATE magazine for 24 months. The average life span for males is 72, which seems pretty close to normal, but the average age for females is 64, which seems well out of the normal bounds, since females in the United States tend to live longer than males. What do you think? My data and results are attached.

A.
Our medical information management system has reviewed death certificate and obituary notice data for Foreign Service retirees, compiled from the Retirement Office and from posts abroad. The crude death rates calculated from these data reveal a rate of death of 25 per 1,000 retirees for men, and 20 per 1,000 retirees for women—indicating a longevity advantage for females. This was calculated for the year 1992, but other years were similar. Your study was probably biased because it included Civil Service employees and children. And you may be assuming that all Foreign Service deaths are reported in *STATE*. More complete data (but, alas, never perfectly complete) gathered from the sources mentioned, and others as well, do not confirm your theory

that women Foreign Service employees live shorter lives than men.

Q. INSIDE THE BELTWAY
We've known about the connection between smoking and lung cancer since the '60s. Suddenly, all you "feds" are rushing around declaring your buildings smoke-free. Why the urgency to make Main State a no-smoking zone?

A.
Our recent spate of activities is a result of the January 7 report of the Environmental Protection Agency, which stated that tobacco smoke is a significant risk for nonsmokers exposed to "secondhand" smoke. Tobacco smoke is a human carcinogen, so passive smoking (inhaling the smoke created by a smoker) can cause cancer in nonsmokers who are exposed to this. The Department has a responsibility to provide a safe, smoke-free environment for you in the United States and overseas. Thus, we're moving toward early implementation of our new smoke-free workplace policy.

This is why cigarette smoke is harmful to nonsmokers: Since the organic material in tobacco doesn't burn completely, the smoke contains thousands of chemical compounds that include carbon monoxide, nicotine, carcinogenic tars, formaldehyde, benzene, etc. These chemicals are known to be highly toxic. In fact, many are treated as hazardous when emitted into the air by toxic waste dumps and chemical plants. Long-term exposure to environmental tobacco smoke may lead to serious health effects. In children, passive smoking initiates very worrisome respiratory (chest) conditions, including wheezing, coughing and spitting. Asthmatic children are particularly vulnerable if their parents smoke.

With adults, the risk of cancer is increased. Did you know that the risk of lung cancer is about 30% higher for nonsmoking spouses of smokers than for those of nonsmokers? In addition, the effects on your heart may be of even greater concern. Several studies have linked passive smoking with heart disease.

Nonsmokers must realize that it's extremely difficult for smokers to quit. On the average, they attempt to quit four or

five times before they're successful. The surgeon general holds that kicking the nicotine habit is more difficult than kicking the heroin habit. If a friend or office colleague is attempting to quit, provide encouragement. You'll be helping them to lead a healthier life.

Q. WASHINGTON
In our last four years at a Scandinavian post, we never had to worry about heat-related medical problems (except for our children's occasional fevers). Now that we're back in D.C., how do we prevent heat stroke when jogging during the summer months?

A.
Your question could be asked as well by employees stationed in tropical areas. As summer runners, you should pay close attention to the well-known rules of training, concerning heat acclimatization, drinking plenty of fluids and diet. Running in the early morning or after sundown on hot summer days will reduce your risk of heat exhaustion or heat stroke. On a humid July morning, when it's already 80 degrees at 6 o'clock, you might decide to substitute for your morning run an evening of pool laps. Reducing your running speed and distance will also help. And most importantly for you, immediate replacement of fluids lost through perspiration is imperative. Drink water or Gatorade-like products.

There are two important medical conditions related to excessive heat. The first is called heat exhaustion. Its symptoms signal that your body is in trouble, because you've become dehydrated and your cardiovascular system is becoming inefficient in its efforts to remove heat through increased breathing and perspiration. The symptoms of heat exhaustion are a rapid, weak pulse, a headache, dizziness and general weakness. Treatment is simple and logical: find a cool place promptly and start immediately to drink non-alcoholic liquids.

Heat stroke is a far more dangerous condition. It generally occurs in older folks, but can occur (though rarely) in young people during extremely vigorous exercise. Your body temperature becomes dangerously high and sweating stops,

since your heat regulating system is failing. Thus, your skin is dry and hot, as opposed to moist, and your cardiovascular system is under great stress. Death can result. Should heat stroke occur, rapid cooling without delay is imperative. It minimizes the chances of serious injury from heat stroke, which can include kidney damage and blood clots. Heat stroke is a medical emergency. Your temperature rises, your skin is dry and hot to touch, since you've lost the ability to perspire, and you become disoriented. Your temperature must be lowered immediately by any means—ice packs, alcohol rubs, immersion in water, etc. It's best to avoid these situations by resting frequently in cool, shaded areas.

Q.

VIRGINIA

My uncle, who has had diabetes for years, had some setbacks recently. He now has to take kidney dialysis treatments three times a week. It takes a chunk of time from his office and work routine, but it seems to be working. Why? And what is dialysis?

A.

Kidney failure as a complication of diabetes is not uncommon. It occurs when your kidneys are diseased or damaged, and can no longer perform their function of removing wastes from your body. When this happens, dialysis is needed. Dialysis is a process in which waste products are removed from the blood of patients whose kidneys have stopped functioning, causing wastes to build up in the blood. They must be removed in order for these patients to live normal, healthy lives.

Once dialysis is started, it continues forever and ever, unless you're able to receive an artificial kidney. The sad reality is there aren't enough kidneys donated to satisfy the ever-growing demand of the increasing number of dialysis patients who need kidney (renal) transplants. Your uncle's age, his general medical condition with regard to his progressive diabetes, and other medical problems he might have, are all factors in determining whether he might be a candidate for a kidney transplant.

In the mechanics of dialysis, the

patients report to outpatient dialysis units where their blood is literally laundered, with the wastes regularly removed. The build-up of toxins from malfunctioning kidneys is quick, and these treatments are usually required three times a week. During the treatment, machines virtually pull the blood out of the body, run it through a filter where it's cleansed, and return the purified, clean blood back into the body through a large intravenous catheter.

There's another type of dialysis, called peritoneal dialysis, which can be taught to patients and performed at home. This treatment is appropriate only for some kidney failure patients; most patients must go to dialysis centers for their regular treatments, called "hemodialysis."

Q.

MARYLAND

The newspaper and TV stories about teen alcohol and drug use, and our daughter's stories about what is going on at her suburban high school are, frankly, appalling. What can parents do in the face of this omnipresent temptation?

A.

You have many options. First, don't get uptight about the stories your child brings home, as they may be exaggerated or untrue. Try to get the facts, be active in school activities and ask the school administrators about the rumors your daughter brings home. When you're at school waiting to pick up your daughter from her activities, be alert and observant of parking lot and exit-door activities. Continue to be involved with your daughter and focus directly on the alcohol and drug issues confronting her and the choices she must make. Talk about her feelings and thoughts. Listen to her carefully. I know that it's easy to say but hard to do when you're busy with work and home activities. Please, do have patience with your teen; praise and encourage her positive activities and her useful endeavors. Provide opportunities for successful experiences, both at home and at school. You know, of course, that time she spends in constructive activities such as sports, work, religious activities, volunteer tasks, etc., is time not available for alcohol or drugs.

Very importantly, continue to teach by example. Children need role models from the most important adults in their lives—their drug and alcohol-free parents. Some families have signed a contract with their teen children. The child agrees not to go into a car if the driver of the vehicle has been drinking, and to call you for a ride home if he or she has been drinking. You agree to pick them up and return them home with no recriminations. This works for some parents; you might wish to consider this.

In addition, you should set rules for behavior and discuss them clearly with your daughter. Be sure she understands the rules and the consequences of breaking them. You should be consistent and fair. You shouldn't keep changing the rules. Do become involved with your daughter's friends and their parents. Keep the communication lines open between you and your daughter. Take an active part in her school and after-school life. Be aware of the reality of the drug and alcohol situation in her school.

Please don't despair when addressing the problem. Confront the issues head-on and calmly. Remember, the love, affection and support your child has been receiving from you since birth has also been sending the message that artificial stimulants aren't needed in your family's life. □

Protect yourself from the sun

The following article was contributed by the Office of Medical Services.

Summer will soon be here in the northern hemisphere. Ultraviolet radiation is the primary cause of skin cancer—the most common form of cancer in the United States. To protect yourself from the harmful effects of ultraviolet radiation, it's important for you to:

—Always wear a waterproof sunscreen of 15 S.P.F. (sun protection factor) or higher when you're going to be in direct sunlight—even for just a few minutes. Always use a sunscreen that protects against ultraviolet A and B radiation.

—Avoid going outdoors without protective clothing. ■

CIVIL SERVICE PERSONNEL

Promotions

GG-11

Mylko, Yuriy, Foreign Service Institute, North and East European Languages

GG-13

Alt, Maryann F., International Organization Affairs, International Legal Affairs

Brooks, Karen A., International Organization Affairs, International Legal Affairs

Cernik, Jiri, Foreign Service Institute, North and East European Languages

GG-14

Manber, Vivienne S., International Organization Affairs, International Legal Affairs

GM-13

Eighmy, Beverly A., International Narcotics Matters

Herr, Anne Dillon, Intelligence and Research, Russia Division

Kobilarcik, Kenneth A., Office of Inspector General

Piasecki, Angret M.E., Diplomatic Security, Contract Administration and Procurement Branch

Sampson Wenger, Lisa, Economic and Business Affairs

Ward, Emily G., Office of Foreign Service National Personnel

Wilkinson, Kathleen P., International Narcotics Matters

GM-14

Jefferson, Yvonne B., Office of Chief Financial Officer, Allotment Accounting Branch

L'Heureux, Janet Lee, Oceans bureau, Office of Executive Director

Oshinaike, Marcia R., Office of Foreign Buildings, Planning and Programming Division

GM-15

Cooper, Cecelia A., Office of Chief Financial Officer, Office of Compensation and Pension

Henderson, Timothy E., International Narcotics Matters

Klein, Michele I., Office of Legal Adviser, Human Rights

and Refugee Affairs
Rosenfeld, Iris S., Office of Inspector General

GS-3

Debrow, Melissa S., New Orleans Passport Agency

Williams, Lydia V., New Orleans Passport Agency

GS-4

Boyd, Terence L., Consular Affairs, Communications Records Section

Branch, Derrick A., Consular Affairs, Communications and Records Section

Coward, Alfreida, Passport Operations, Official Travel Branch

Hogan, Idora E., New Orleans Passport Agency

Johnson, Kendra Felise, Passport Operations, Public Issuance Division

Johnson, Mary Jo, Seattle Passport Agency

Oakcrum, Robbie J., Passport Services

Sinceno, Yolanda W., New Orleans Passport Agency

GS-5

Cook, Michael Allen, Passport Services

Crawford, Mark H., Bureau of Administration

Scott, David D., Passport Services

Thompson, Bruce A., Passport Services

GS-6

Adams, Martha Bradshaw, Office of Legal Adviser, International Claims and Investment Disputes

Burse, Darlene, New Orleans Passport Agency

Green, Royce, Chicago Passport Agency

Johnson, Lynette Lee, Foreign Service Institute, Information Management Training

Le Master, Vicky Marie, Office of the Secretary, Office of Executive Director

Martin, Debra L., New Orleans Passport Agency

Shelton, Wanda Deshawn, Office of Chief Financial Officer, Annuity Payments Branch

Shinnick, Julianne, Bureau of Public Affairs, Office of

Press Relations
Stewart, Pamela Y., Visa Services

GS-7

Becelia, Judith Laing, Central American Affairs

Calhoun, Shirley, Chicago Passport Agency

Chavez, Maria Guadalupe, San Francisco Passport Agency

Clemmons, Keli L., Office of Chief Financial Officer, Working Capital Fund Section

Dwight, Cassandra L., Paris Garland, Barbara Jean, Bureau of Administration, Information Management

Hata, Marianne Jutta, Office of Legal Adviser, International Claims and Investment Disputes

Hemler, Virginia M., Bureau of Personnel

McDuffie, Sherry Ann, Office of Chief Financial Officer, Systems Development Division

Meehan, Michelle A., Operations Center

Monroe, Eldora, Office of Chief Financial Officer, Annuity Payments Branch

Olson, Poonsin D., Passport Operations, Public Issuance Division

Robinson, James Lewis, Northeast Passport Processing Center

Schaaf, Jennifer S., Office of Legal Adviser, International Claims and Investment Disputes

Smith, Emily Yvonne Thomas, New Orleans Passport Agency

Winins, Vanessa Etheridge, New Orleans Passport Agency

GS-8

Catlett, John R., Passport Services

Hawkins, Kenneth L., Passport Services

Jeffries, Angela Loretta, Office of Chief Financial Officer, Office of Management Systems

GS-9

Arndt, Rachel M., Office of Chief Financial Officer, Office of Budget and Program

Execution
Clyburn-Anderson, Debra, Foreign Service Institute, Office of Management Information Systems

Derosa, Barbara M., Citizens Consular Services

Gilbert, Kathryn A., Chicago Passport Agency

Gordon, Terry, Bureau of Administration, Information Management

Kegler, Christopher Ard, Northeast Passport Processing Center

Maness, Annette K., Consular Affairs, General Services Division

Marshall, Brenda A., Bureau of Personnel, Office of Executive Director

Morris, George H., Foreign Service Institute, Office of Registrar

Mullican, Denise V., Bureau of Administration, Personnel Management Division

Pareti III, David, New Orleans Passport Agency

Rios, Rosario, Inter-American Affairs, Consular Affairs, San-Ysidro, Calif.

Williams, Ernest, Department Office of Acquisitions

GS-11

Chang, Angelo An-Chi, Intelligence and Research, Office of Executive Director

Donaldson, Tanya M., Intelligence and Research, Office of Terrorism and Narcotics Analysis

Jones, Steven M., Diplomatic Security, Employee/Contractor Clearance Section

Joyce, Karen E., Inter-American Affairs, Office of Executive Director

Morton, Geraldine K., Bureau of Administration, Foreign Affairs Data Processing Center

Stedman, Louise F., Office of Foreign Buildings, Administrative Management

Washington, Vanessa D., Passport Services

GS-12

Beard, Larry James, Office of Chief Financial Officer, Fiscal Operations

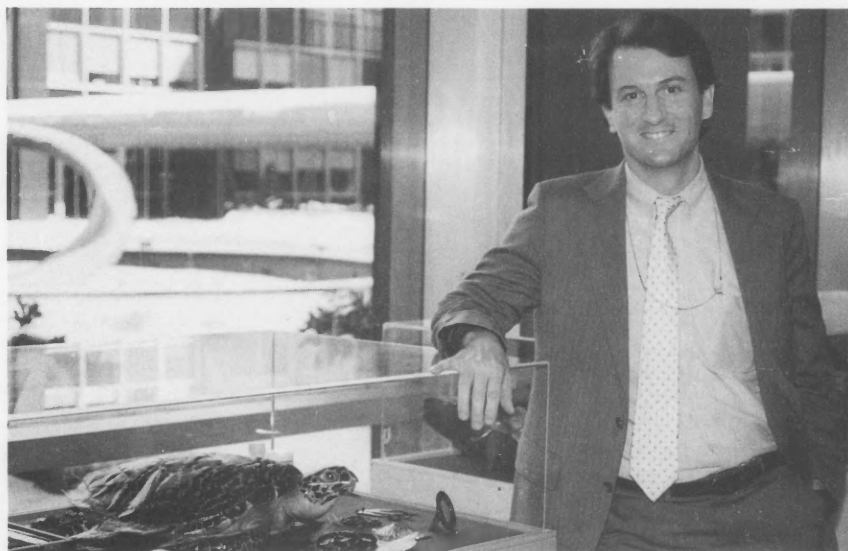
Cooper, Beth H., Citizens Consular Services, European

It's tough being a sea turtle, but they have a pal here at State

If you're another one who laments that the State Department doesn't have a constituency, then you don't know about the turtles and the dolphins who would vote—if they could—for foreign affairs officer Bill Gibbons-Fly. To protect his constituents, he has met with government and fishing industry officials in 16 countries, trying to get them to go along with U.S. policies aimed at keeping the turtles and dolphins from becoming ensnared in fishermen's nets.

This might seem to be an unusual job for a State Department officer, but it's hardly a change of venue for Mr. Gibbons-Fly of the oceans bureau. He hasn't strayed all that far from what he's known most of his life—which is to say, the ocean.

"I wasn't always a Washington bureaucrat," he says as he tootles on a turtle-shaped flute that he keeps on his desk. "I grew up on the coast of southern California and, as a kid, I spent a lot of time crawling around in tide pools. I also used to do a lot of surfing, sailing and diving, but I don't have



Bill Gibbons-Fly beside a stuffed sea turtle, one of the endangered species on display in the diplomatic lobby. (State Department photo by Shawn Moore)

much time for that right now. I'm too preoccupied with negotiations."

He hasn't strayed all that far, either, from the academic pursuit he likes best, which is science and, in particular, en-

vironmental science. He maintained this interest when he came to Washington and got a graduate degree in international relations. "At that point I thought I'd left science behind as a profession," he says, "but now I feel I've found the perfect niche. My job lets me combine my interests in science and foreign affairs."

To Mr. Gibbons-Fly, negotiating to protect marine wildlife is every bit as important as the

more traditional foreign policy negotiations. "Political trends come and go, but extinction is forever," he explains. "Once a species is gone you can't replace it, and you can't predict what effect it'll have on the ecosystem. It's important to maintain the health of every living resource for ecological balance."

He concludes: "I feel like I'm not just pushing paper around here." □

Services Division
Cressey III, Roger W., Politico-Military Affairs
Hollinshed, William J., Bureau of Administration, Information Management
Kurtz, Paul Bernard, Intelligence and Research, Office of Executive Director
O'Loughlin, Neal, Intelligence and Research, Office of Intelligence Support
Proctor, Mary E., Office of Chief Financial Officer, Office of Management Systems
Schulman, Robin B., Office of Inspector General
Sheler, Armenta V., Intelligence and Research, Office of Intelligence Support
Sweeney, Lynn L., Executive Secretariat, Systems

Management
Wright, Martha Ann Graves, Politico-Military Affairs
GS-13
Pollard, Nathaniel, Office of Chief Financial Officer, Fiscal Operations
Toler, Mark J., Office of Foreign Buildings, Contracts Branch West

GS-14
Mills, Myrna L., Office of Foreign Buildings, Construction Management Division

Appointments

Abrash, Lisa Joan, Houston Passport Agency

Alvarez, Jose G., Houston Passport Agency
Andross, Susan M., Office of Under Secretary for Management
Armitage, Richard L., Office of the Deputy Secretary
Barclay, Barbara A., Bureau of Public Affairs, Office of Assistant Secretary
Burant, Stephen Robert, Intelligence and Research, Morning Summary and Reports Coordination Staff
Chapman, Michael Eugene, Legislative Affairs
Chicvara, Michael A., Honolulu Passport Agency
Clatterbuck, Stacey L., Pre-Assignment Training
Cotto, Ivonne, Bureau of Personnel, Recruitment

Donilon, Thomas E., Office of the Secretary, Transition Team
Easley, Sandra M., Los Angeles Passport Agency
Finley, James H., Bureau of Administration, Telecommunications Operations
Frank, David, Bureau of Public Affairs, Office of Assistant Secretary
Freeman, Bennett J., Bureau of Public Affairs, Office of Assistant Secretary
Graham, Shelley D., African Affairs, Office of Executive Director
Gutierrez, John I., Mexico City
Harper, Conrad K., Office of the Secretary, Transition Team
Harrold, Julie A., Presidential Management Intern Program



BUREAU OF ADMINISTRATION—Members of the General Services Division's Au-

thentications Staff receive the Meritorious Honor Award. From left: *A. Ruth Maddux,*

Joan Hampton, Elizabeth Elliott Kimmel, Patrick Hatchett, Fer-nesia Jackson.

Hays, Dewitt C., Office of Foreign Missions
Irek, James A., Bureau of Personnel, Recruitment
Iyak, Alexis J., Los Angeles Passport Agency
Jardine, Barbara, Economic and Business Affairs, Office of Executive Director
Kutateladze, Aleksandre, Foreign Service Institute, North and East European Languages
Larew, Betty W., African Affairs, Office of Executive Director
Lewis, Samuel W., Office of the Secretary, Transition Team
Litt, Robert Stephen, European Affairs, Office of Assistant Secretary
Lopez, Guillermo F., Foreign Service Institute, Romance Languages
Mathews, Jessica T., Office of the Secretary, Transition Team
McCurry, Michael D., Bureau of Public Affairs, Office of Assistant Secretary
Melby, Eric D.K., Office of Under Secretary for Economic Affairs
Sasaki, Lily T., Honolulu Passport Agency
Shocas, Elaine K., Office of U.S. Ambassador to United Nations
Soappman, Annette Marie, Seattle Passport Agency

Southerland, Deedee Ann, Los Angeles Passport Agency
Spero, Joan E., Office of the Secretary, Transition Team
Stacey, Meredith Hadash, Economic and Business Affairs, Office of Assistant Secretary
Talbott, Strobe, Office of the Secretary, Transition Team
Tucker, Nicole H., International Organization Affairs, Office of Executive Director
Turrentine, Gayle Elaine, Ottawa
Valk, Thomas H., Medical Services
Walker, Vita R., Jakarta

Reassignments

Brooks, Joyce Ann, Near Eastern and South Asian Affairs to Office of Inspector General
McGill, Susie D., African Affairs to Diplomatic Security, Financial Management Division

Resignations

Bowman, Heidi Marie, Seattle Passport Agency

Danchik, Maryann L., Office of Foreign Buildings, Resource Management Office
Dixon, Marc I., Bureau of Administration, Information Management
Edwards III, Julian D., Pre-Assignment Training
Fey, Thomas M., Diplomatic Security, Domestic Facilities Division
Fox, John David, Policy Planning Staff
Frech, David A., Office of Inspector General
Fura, Jason W., Refugee Programs
Galla, Leonard V., Economic and Business Affairs, Office of Executive Director
Grassle, John E., Diplomatic Security, Office of Security Technology
Grow, Joseph C., Philadelphia Passport Agency
Harris Jr., Joseph H., San Francisco Passport Agency
Hutton, James Francis, Diplomatic Security, Office of Intelligence and Threat Analysis
Jackson, Cesar M., Bureau of Administration, Information Management
Joiner, Patricia L., Bureau of Administration, Information

Management
Kalodimos, Magdeline G., European Affairs, Office of Executive Director
Keck, Kimberley A., Sanaa
Keiles, Jason Ari, Office of the Secretary
Kemp, Nikki Carlo, Bureau of Administration, Information Management
Kepner, Jeanne M., Office of Overseas Schools
Marcus, Richard J., Los Angeles Passport Agency
McNeill, Bronwyn J.F., Office of Foreign Missions
Naderi, Carmen, Inter-American Affairs
Reinstein, Robert A., Oceans bureau
Rogers, Vonda D., Stamford Passport Agency
Schaad, Mark A., Politico-Military Affairs
Schwartz, Amy L., Human Rights and Humanitarian Affairs
Silverman, Peter Alex, Office of the Secretary
Smith, Rebecca L., Office of Coordinator for Refugee Affairs
Stoiber, Carlton R., Office of Nuclear Technology and Safeguards
Webber, Deborah E., Office of Ecology, Health and Conservation
Wells, Winsome P., Office of Chief Financial Officer, Office of Executive Director
Willia, Stuart A., Bureau of Administration, Information Management

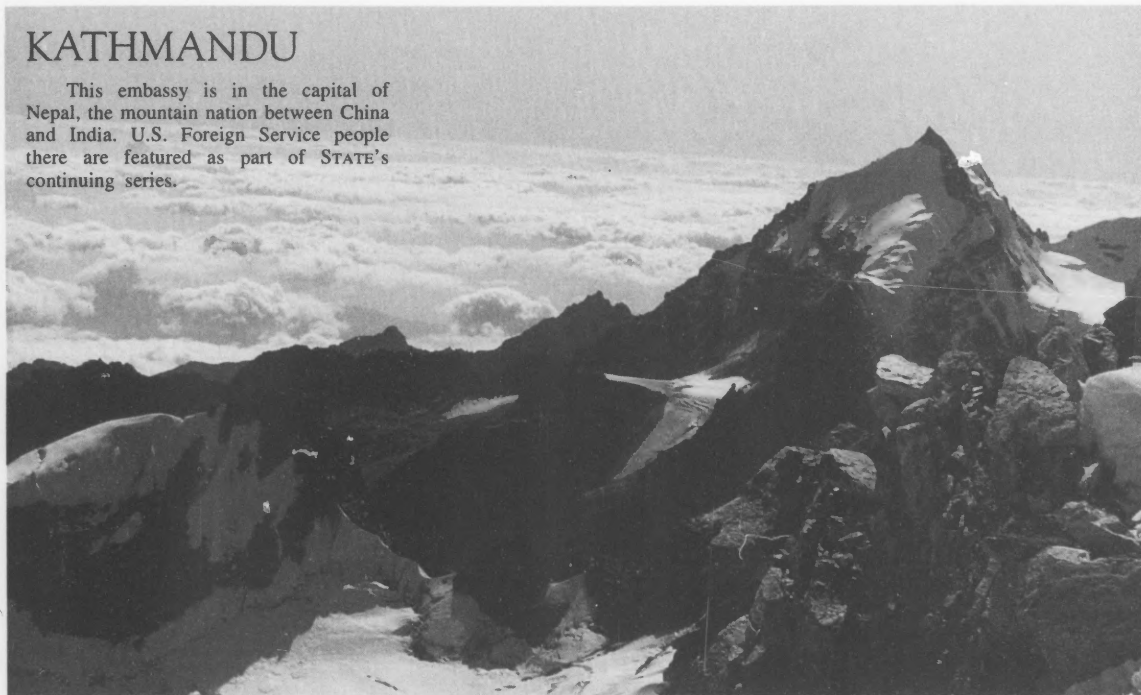
Retirements

Daniel, Gerald H., Diplomatic Security, Office of Security Technology
Ellis, Rose M., Office of Chief Financial Officer, Financial Policy Division
Gilmore, Charles, Bureau of Administration, Telecommunications Operations
Kimbrow, Rex E., Consular Affairs, Domestic Systems Division
Mullin, Sofia R., Medical Services
Tambone, Lenore, Bureau of Public Affairs
Tanner, James L., Office of Chief Financial Officer, Management Controls Division ■

POST OF THE MONTH

KATHMANDU

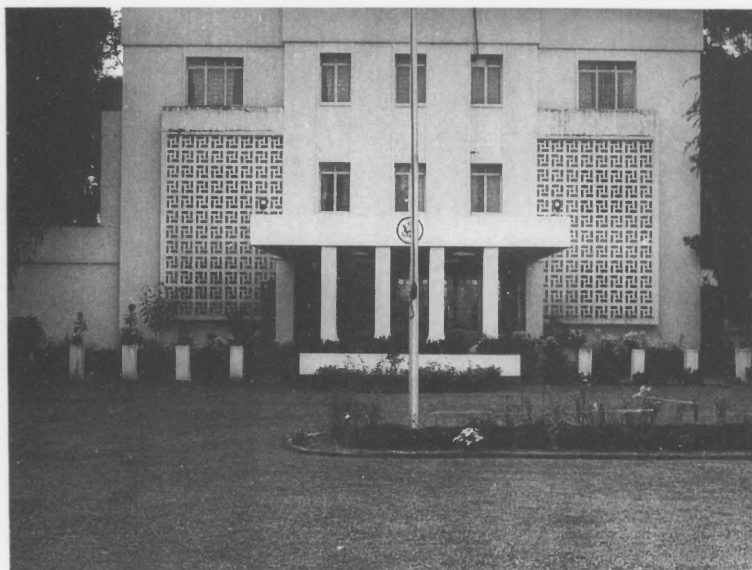
This embassy is in the capital of Nepal, the mountain nation between China and India. U.S. Foreign Service people there are featured as part of STATE's continuing series.



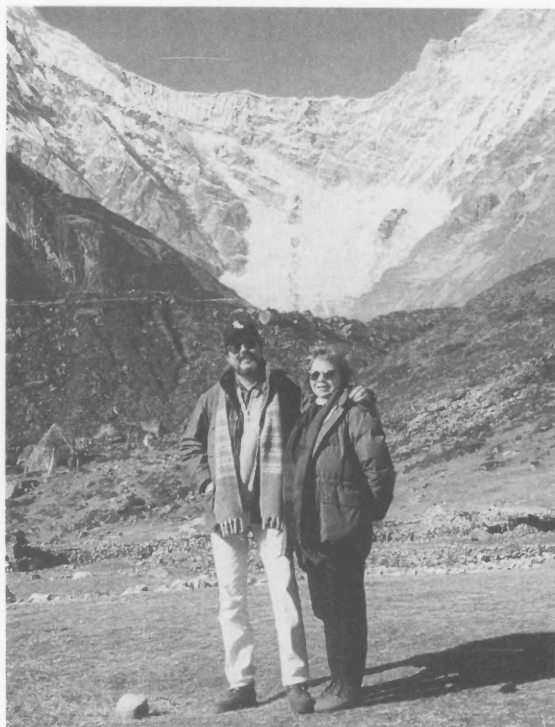
View from a summit.



Secretary *Patti Keller* and husband, communications assistant *James Keller*, outside a Buddhist monastery.



The embassy.



Deputy chief of mission *Michael Malinowski* and wife *Karen* in the Himalayas.



Ambassador *Julia Chang Bloch*, center, and A.I.D. director *Kelly Kammerer* play chess at Jiri Technical School.



Rafting on the Trisuli River, from left: *Vicki Ryan*, wife of administrative officer *Tom Ryan*; secretary *Lynette Richardson*,

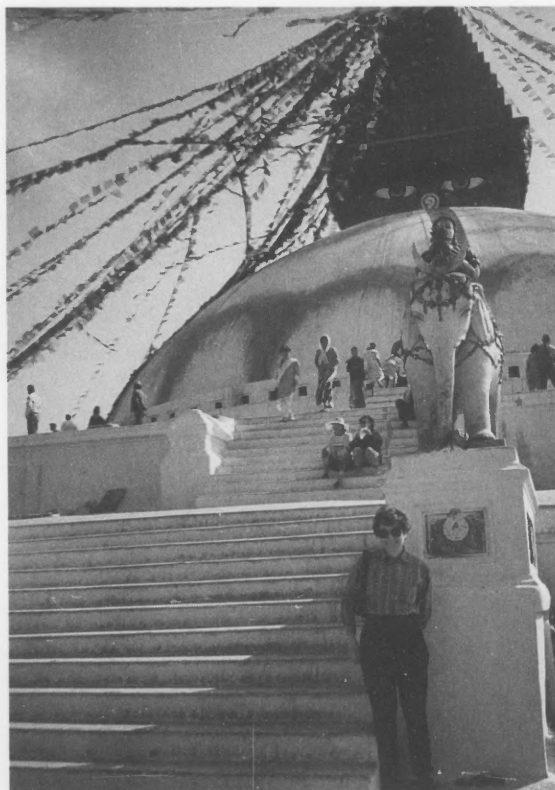
Tom Ryan, community liaison officer *Anne Killea* and husband *Fat Donovan*, regional security officer.



Communications assistant *James Keller* and his wife, secretary *Patti Keller*, wash while on a rafting trip.



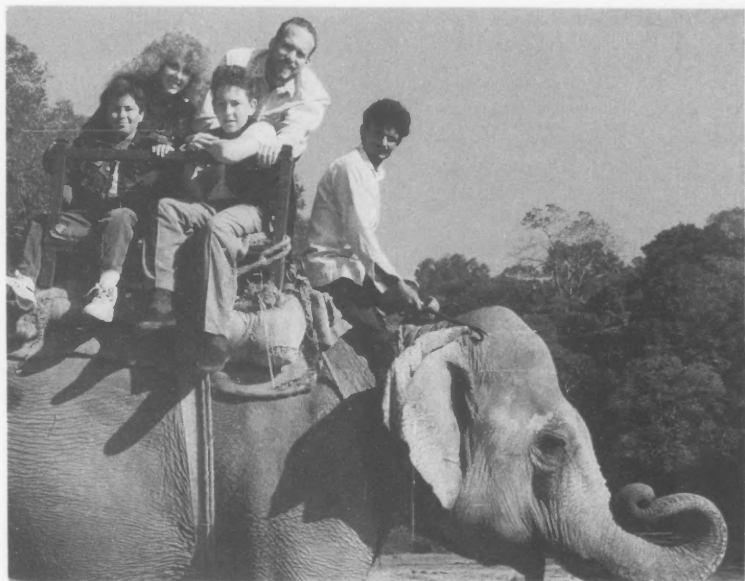
A man and his son at a festival.



Secretary *Marilynne Bonner* at Bodhanath Stupa.



Community liaison officer *Anne Killea* at an elephant polo tournament.



On elephant: political and economic officer *George Sibley*, wife *Lee-Alison* and sons *Gabriel* and *Benjamin*.



Regional security officer *Pat Donovan* at an elephant polo tournament.



A shrine is raised at a festival.



Trekking in the Himalayas, from left: *Tom Hand*, A.I.D.; political and economic officer *Todd Greentree*; regional medical officer *John Triplett*; A.I.D. director *Kelly Kammerer*; *Julia Thompson Greentree*, wife of the political and economic officer.



Tom Hand and Kelly Kammerer, A.I.D.s climb at Naya Kanga.



Secretary Jo Ann Davis and Aletha Dunn, wife of the defense attaché, on an elephant at Royal Chitwan National Park.



Ambassador Julia Chang Bloch, with Marines, from left: Archie Simmons, Mario Zarate, Chris Voit, Scott Price.



Peace Corps director *Will Newman* at tug-of-war between Peace Corps and embassy staffers.

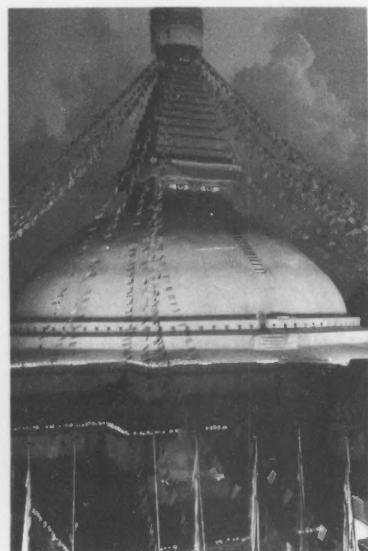


Defense attaché *James Dunn* and wife *Aletha* on an elephant at Royal Chitwan National Park.

At American Women of Nepal benefit, from left: *Karen Malinowski*, wife of the deputy chief of mission; secretary *Marilynne Bonner*, members *Karen Shimada* and *Ethel Metzler*.



Secretary Marilynne Bonner and Nepali friends at "Bhai Tikka," a celebration in which sisters worship their brothers.

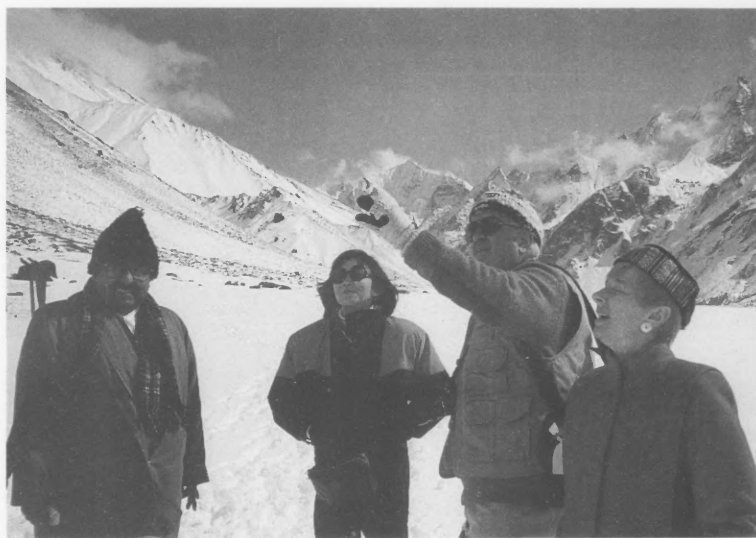


Bodhanath Stupa, the largest shrine in the Kathmandu valley.



In a boat made of yak skin, on a trip to Tibet: public affairs officer Janey Cole; Amy Roeder, American Mission Association; politi-

cal and economic officer George Sibley; wife Lee-Alison and son Gabriel.



In the Himalayas, from left: Nepali official *Dama Dhungana*, Ambassador *Julia Chang Bloch*, *Tom Korologos* of U.S.I.A., public affairs officer *Janey Cole*.



A Nepali bride.



At a rafting trip on the Trisuli River. ■

FOREIGN SERVICE PERSONNEL

Appointments

- Ahmed, Joan S., Paris
 Baker, Grace D., Bonn
 Balazs, Kathleen, Frankfurt
 Beam, David A., Pre-Assignment Training
 Blake, Fred J., Bangkok
 Blakeney, Drew G., Pre-Assignment Training
 Blatti, Sandra J., Bonn
 Blome, Donald A., Pre-Assignment Training
 Booth, Danielle L., Frankfurt
 Breeland, Benjamin, Casablanca
 Brunner, Michael G., St. Petersburg
 Bryan, George Lawrence, New Delhi
 Byrne, Pdraig P.D., Pre-Assignment Training
 Carter, Rosie Mae, Guatemala
 Cullinan, Kathleen, Frankfurt
 Dillon, Marianne U., Warsaw
 Druzak, Stephen A., Pre-Assignment Training
 Dulisse, Judith A., Specialist Intake
 Earl, Mary Eileen, Pre-Assignment Training
 Ellenberger, Joan, Managua
 Elvikis, Ruta D., Pre-Assignment Training
 Esposito, David R., Santiago
 Eule, Margo Grimm, Pre-Assignment Training
 Fieser, James Edward, Specialist Intake
 Fossan, Stephanie J., Pre-Assignment Training
 Frymyer, Arthur F.G., Nicosia
 Gerlach, Jeffrey R., Pre-Assignment Training
 Harville, Susan L., Bonn
 Hash, Bonnie, La Paz
 Hegadorn, Christophe S., Pre-Assignment Training
 Hooper, Nadine, Manila
 Jackson-Mandel, Jill, Gaborone
 Kamian, Harry R., Pre-Assignment Training
 Karb, Karyn A., Bonn
 Kealey, Marta F., Asuncion
 Kem, Deborah K., San Jose
 Knapper, Marc E., Pre-Assignment Training
 Kohn, Susan M., Pre-Assignment Training
 Labarge, Blair L., Pre-Assignment Training
 Laidlaw, William S., Pre-Assignment Training
 Lawrence, Norman B., Specialist Intake
 Lentz, Georgetta Lee, Helsinki
- Link, Bernard E., Pre-Assignment Training
 Lumley, Rebecca L., Rabat
 MacTaggart, Lee, Pre-Assignment Training
 Marshall, William M., Specialist Intake
 Mashuda, Frank C., Specialist Intake
 McCall, Jean L., Pre-Assignment Training
 McCumber, Hannelore B., Nouakchott
 McMahan, Joan T., Brasilia
 McNaught, James A., Pre-Assignment Training
 Miles, Barbara J., Djibouti
 Miller, Eleni, Paris
 Mohmed, Ronald J., Bonn
 Montgomery, Neala, San Jose
 Moore Jr., Harry H., Mexico City
 Moran, Eamon H., Pre-Assignment Training
 Morrissery, Karen R., Pre-Assignment Training
 Nasri, Fares Zaki, Algiers
 Nootbaar, Thomas Taylor, Buenos Aires
 Pape, Wanda M., Majuro
 Pennell, Robert W., Specialist Intake
 Peterson, Christopher, Bonn
 Petree, Cecilia O., Brussels
 Pforr, Nina P., Berlin
 Powers, Aubrey, Bangkok
 Prior, James B., Pre-Assignment Training
 Rainey, Patricia Alexandra, Belgrade
 Reagan, Daniel L., Specialist Intake
 Reyes, Ann M., Tegucigalpa
 Rysssdal, Kai, Pre-Assignment Training
 Sabonis, Diane M., Vienna
 Scharpf, Norman T., Pre-Assignment Training
 Schilperoort, Signe J., Manila
 Schools, Jennifer L., Pre-Assignment Training
 Schultz, Paul F., Pre-Assignment Training
 Sheehan, Donald M., Pre-Assignment Training
 Shippy, John D., Mid-Level Recruitment Complement
 Siberell, Justin H., Pre-Assignment Training
 Smith, Alice Sein Nyunt, Brasilia
 Smith, Daisy, La Paz
 Snead, Beverly L., Bangkok
 Starr, Kathleen, Bissau
 Stephenson, Kimberly K., Shanghai
- Strom, Andrew, Moscow
 Syrett, Anthony, Pre-Assignment Training
 Terri, Lynn Bugg, New Delhi
 Thompson, Susan Mary, Brasilia
 Tousignant, Alan R., Nuclear Risk Reduction Center
 Traub, Herbert S. III, Pre-Assignment Training
 Varner, Cynthia L., The Hague
 Vela, Arnaldo, Pre-Assignment Training
 Walsh, James R., Pre-Assignment Training
 Walsh, Thomas J., Pre-Assignment Training
 Weber, Benjamin, Pre-Assignment Training
 Whitehorn, Jacque I., Lisbon
 Wickham, Victoria Irene, Nicosia
 Williams, Allison C., Accra
 Williams, Phyllis A., Shanghai
 Wooten, Anita Sharon, Dakar
 Wright, Lauren A., Pre-Assignment Training
 Young, David K., Pre-Assignment Training
 Zotter, Darby A., Pre-Assignment Training
- Crowe, James M., Paris to Sanaa
 Cutright, Jacqueline N., Inter-American Affairs to Bureau of Personnel, Office of Career Development and Assignments
 Daris, Charles L., Secretariat, Board of Examiners to Intelligence and Research
 Davis, Jeannette E., Barcelona to Jeddah
 Dieffenderfer, Elizabeth J., Bureau of Personnel, Senior Officer Division to Bureau of Administration, Communications Center
 Doan, Kathryn, Belgrade to Helsinki
 Dorris, C. Eugene, Near Eastern and South Asian Affairs to Jerusalem
 Dowdy, Felix A., Mazatlan to Kuwait
 Dunbar Jr., Charles F., Human Rights and Humanitarian Affairs to International Organization Affairs
 Eckert, Jeffrey Lynn, Bureau of Administration, Information Management, Foreign Operations to Domestic Operations
 Ferguson-Augustus, Rhonda, Brasilia to Southern European Affairs
 Gecas, Vida M., Diplomatic Security, Washington Field Office to Mobile Security Division
 Gudjonsson, Mary T., Ponta Delgada to Mbabane
 Haines, Mary A., Executive Secretariat to London
 Hall, Tracy Alan, Pre-Assignment Training to Port-of-Spain
 Hanzlik, David, Oslo to Intelligence and Research
 Harbison, Jeanne, Bonn to Santiago
 Heffron, Kathleen Marian, Panamanian Affairs to Bureau of Personnel, Office of Retirement and Career Transition
 Henderson, Ruth Miles, Kinshasa to Johannesburg
 Henning, John N., Bureau of Administration, Information Management to Jerusalem
 Hernandez, Priscilla G., Berlin to Vienna
 Holmes, Dwight T., Copenhagen to Baku
 Jones, A. Elizabeth, Bonn to International Narcotics Matters

Transfers

- Ames, Stephen H., Dhaka to Abidjan
 Barnes, Jerald H., Paris to Accra
 Barr, Alan Whittier, East Asian and Pacific Affairs to Foreign Service Institute, Language Training
 Blackford, Peggy, Paris to Bamako
 Blystone, James J., Cairo to Riyadh
 Brindle, John C., European Affairs to Munich
 Brown, Leslie H., Bujumbura to Bureau of Administration, Information Management
 Brown, Timothy Alan, Specialist Intake to Ouagadougou
 Buerle, Sandra M., Office of Under Secretary for Management to Office of the Deputy Secretary, Office of Eurasian Assistance
 Caudill, Mark A., Near Eastern and South Asian Affairs to Kuwait
 Christensen, Casey H., Paris to La Paz
 Cross-Najafi, Rowena R., Bureau of Administration to Moroni

Kepp, Elizabeth Jane, Kinshasa to Pretoria

Lao, Cynthia Z., East Asian and Pacific Affairs to Hong Kong

Leonard, Mary Beth, Windhoek to Operations Center

Lester, Cheryl S., Pre-Assignment Training to Kaduna

Lester, Jerry W., Tokyo to Abidjan

Lockwood Jr., Walter B., London to Bureau of Personnel, Career Development and Counseling

Lyons, Lynn Hacking, Foreign Service Institute, Administrative Training to Office of Foreign Service National Personnel

Malesky, Lann A., Office of Foreign Buildings, Real Estate Division to Brasilia

Marin, Margaret C., Bureau of Personnel to Islamabad

Mattingly, Nan, Bangkok to Singapore

Maxwell III, William A., Cairo to Tbilisi

Mayo III, Walter Lloyd, Peshawar to Havana

McDonald, Richard Henry, Jerusalem to Douala

McBurney, Mark J., Istanbul to Melbourne

McIsaac, Karen Jo, Moscow to European Affairs

McQueen, Calvin L., Lusaka to Yerevan

Meurs, Douglas J., Georgetown to Foreign Service Institute, Language Training

Minnehan, Mark A., Inter-American Affairs to Lima

Morris, Virginia, Florence to Foreign Service Institute, Economic-Commercial Training

Mulenex, David Wayne, Foreign Service Institute, Science and Technology University Training to Tel Aviv

Mulrean, Peter F., International Narcotics Matters to Office of the Deputy Secretary, Office of Eurasian Assistance

Myles, Marianne M., Rio de Janeiro to Brasilia

Neary, Charles, Foreign Service Institute, Language Training to Bangkok

Noble, David Adelbert, East Asian and Pacific Affairs to Managua

Noble, Wendy, Bureau of Administration, Information Management to Amman

O'Connor, Ann Michelle, Guayaquil to Montevideo

Owens, Carolyn V., East Asian and Pacific Affairs to Manila

Parker, Alan, International Organization Affairs, International Institutions Policy Staff to Tel Aviv

Pipal, Suella, Casablanca to Phnom Penh

Price, Woodward C., Athens to New Delhi

Pritchett, James R., Guadalajara to Operations Center

Proctor, Thomas C., London to Bureau of Administration, Information Management

Rafferty, Ruben Michael, Moscow to Almaty

Ragsdale, Marguerita D., Tunis to Doha

Rank, David H., Shanghai to Port Louis

Reed, Robert G., Bonn to Bamako

Sambaiew, Nancy H., Foreign Service Institute, University Training (long-term) to Language Training

Savage, Eleanor Wallace, Office of Ecology, Health and Conservation to Melbourne

Sheets, Robert A., Near Eastern and South Asian Affairs to Islamabad

Smith, Mimi, African Affairs to Addis Ababa

Spakauskas, Anthony, Bureau of Personnel, Policy Coordination Staff to Inter-American Affairs, Office of Executive Director

Specht, Linda S., Paramaribo to Port Moresby

Summers, Bradley L., Foreign Service Institute, Functional Training to Nairobi

Tucker, John C., Santo Domingo to Foreign Service Institute, Language Training

Updegrove, Brad Lee, Diplomatic Security, Physical Security Programs to Intelligence and Research, Office of Executive Director, Security Branch

Volpe, Catherine Ann, Rome to Abidjan

Wall, Philip R., Islamabad to Paris

Wallack, Matthew D., Singapore to Operations Center

Westling, Amy Patricia, Oran to



TUNIS, Tunis—At retirement ceremony, left to right: *Arbi Marzouk, Bechir Chayrat,*

Kirsti Gmati, Ambassador John T. McCarthy, Tijani Djemal, Said Ben Chaabane.

Algiers

Willems, John Leonard, Kinshasa to Accra

Wood, Joyce B., Kinshasa to Accra

Yeisley, Janet E., Bureau of Administration, Information Management to Cairo

Yeskoo, Paul D., Mexico City to Helsinki

Yoder, Michael L., Poznan to London

Young Jr., Harry E., Berlin to Rio de Janeiro

Manama

Huffington, Roy M., Vienna

Keller, Kevin B., Pre-Assignment Training

Ku, Bonhee, Moscow

Kyim, Clara E.M., Operations Center

Lackowitz, Ilyne, Rio de Janeiro

Lutz, Salvadora, Bogota

Macary, Kathleen M., Rabat

Mance, Brenda, Moscow

Mattingly, Mack F., Victoria

McCord, Marlene M., Canberra

McDermott, Donna B., Madrid

Melady, Thomas P., Vatican City

Resignations

Abram, Morris B., Geneva

Bloom, Rebeca Serena, Mexico, Regional Administrative Management Center

Callnan, Gwendolyn L., Nairobi

Capen Jr., Richard G., Madrid

Castillo, Guillermo A., Nairobi

Chudzik, Faith E., Ulaanbaatar

Cunningham, Vernell, Geneva

Desmond, M. Marlene, Damascus

Drimmer, Alan Stessin, Amman

Ewell, Philip A., St. Petersburg

Farmer, Martha Anne, Lilongwe

Fitzgerald, William Henry, Dublin

Garcia, Kimberly N., The Hague

Gibson, Linette Ann, Djibouti

Gildenhorn, Joseph B., Bern

Goodrich, Ellen G., Paris

Gregg, Donald P., Seoul

Griffin, Barbara J., Milan

Guinot Jr., Luis, San Jose

Haley, Linda Gursky, Leave-without-pay status

Harnish, Leslie Ann, Leave-without-pay status

Hecht, Jacob Chic, Nassau

Hellerstein, Dina, Geneva

Holden, Glen A., Kingston

Hostler, Charles Warren, Nuernberger, Ellen, Milan

Peterson, Otis G., London

Rodgers, Richard P., European Affairs, Office of European Security and Political Affairs

Ryan, Maureen A., Moscow

Samar, Sutanma J., New Delhi

Secchia, Peter Finley, Rome

Skaer, Peter M., Tokyo

Solomon, Richard H., Manila

Stephens, Sabiha M., Paris

Stiffler, Julie A., Managua

Stryker, Brian Jonathan, New Delhi

Swanson, Robert Stuart, Nuclear Risk Reduction Center

Swinko, Sandra, Moscow

Taylor, Kathi W., Mexico City

Teegen, Evelyn I.H., Suva

Vorce, Lynn R., Adana

Vreeland, Frederick, Rabat

Watson, Jennifer D., Inter-American Affairs

Watts III, Curtis Albert, Cairo

Williams, Marilyn M., Lagos

Zuccarini, Mary R., Accra

Retirements

Butkus, Lois A., Kuala Lumpur

Duane Jr., Paul A., Kuala Lumpur

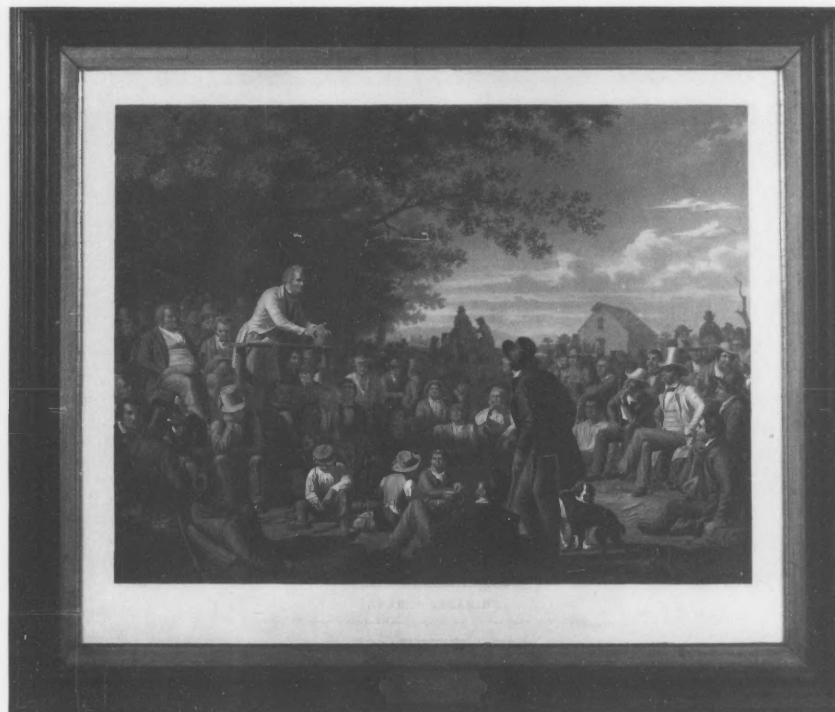
Scissors, Richard C., Bureau of Personnel ■

THE EIGHTH FLOOR

(See story on Page 23)

Gifts of funds

Anonymous, \$10,250, and Anonymous, \$100, (in honor of William Wightman Phillips and Miss Anna Phillips)
Hugh Trumbull Adams, New York, \$20,000
Mr. and Mrs. Donald C. Alexander, Washington, \$600
Mr. and Mrs. Edward H. Alexander Jr. (Goerlich Family Foundation, Inc.), Toledo, \$15,000
Mr. and Mrs. Harris C. Aller, Rosemont, Pa., \$1,000
Mr. and Mrs. Charles Anthony Jr., Livingston, N.J., \$1,000
Edwin M. Ashcraft, Washington, \$10,000
Association of American Foreign Service Women, Washington, \$500
Edward L. Bakewell Jr. Family Foundation, \$150
Mrs. E. F. Ball, Muncie, Ind., \$1,500
Mr. and Mrs. William M. Bangel, White Stone, Va., \$100
Barra Foundation, Inc., Wyndmoor, Pa. \$65,000
Mr. and Mrs. Kenneth S. Batty, Baltimore, \$14,625
S. D. Bechtel Jr. Foundation, San Francisco, \$1,000
Lawrence G. Bell, Perrysburg, O., \$500
W. Tapley Bennett and Mrs. Bennett, Washington, \$500
Berkstone Fund, Gates Mills, O. \$500
Mr. and Mrs. W. Rice Brewster, New York, \$1,000
Mrs. Henry L. Breyer, Palm Beach, Fla., \$1,000
John J. Brogan, Palm Beach, Fla., \$1,000
Fenton Brown, Essex, Conn., \$2,000
Brown-Forman Corp., Louisville, Ky. \$1,000
Broyhill Family Foundation, Inc., Lenoir, N.C. \$5,000
Mrs. Wiley T. Buchanan, Washington, \$1,390.20
Bunge Corp., St. Louis, \$7,000
Col. and Mrs. Steve A. Caine, Falls Church, Va., \$50
Mrs. James G. Campbell Jr., Princeton, N.J., \$500
Dr. Joan Challinor, Washington, \$500



Colored engraving based on the George Caleb Bingham painting, "Stump Speaking"—gift of the Edmond de Rothschild Foundation, New York. (Photos by Will Brown)

Barbara S. Chase, Winter Park, Fla., \$500
John Chapman Chester, Chapman Foundation, Washington, \$1,000
Deena Clark, Washington, \$1,000
Henry D. Clarke Jr. Foundation, Vero Beach, Fla., \$100
Coca-Cola Co., Washington, \$1,000
Mr. and Mrs. J. Harwood Cochrane, Rockville, Va. \$1,000
Mr. and Mrs. Clement E. Conger, John Jay Hopkins Foundation, Alexandria, Va., \$20,000
Mrs. Jack Coopersmith, Washington, \$500
Mrs. Howard S. Cowan, Boothbay Harbor, Me., \$1,500
Mrs. David Craven, Wilmington, Del., \$1,000
Charles Delmar Foundation, Washington, \$1,000
Debra Baldwin, McGonagle Foundation, New York, \$500
Mr. and Mrs. Clarence Dodge Jr., Washington, \$3,000
Louise I. Doyle, Leominster, Mass., \$40,000
Lawrence Dunham, Annandale, Va., \$175
Albert J. Dwoskin, McLean, Va., \$1,000
Mr. and Mrs. G. G. Meade Easby, Philadelphia, \$500
Edmond de Rothschild Foundation, New York, \$10,000
Felice Francis, New York, \$1,500
Raymond C. Firestone, Akron, \$500
Pamela H. Firman, Mentor, O., \$1,000
John H. Fitzpatrick and Mrs. Fitzpatrick (High Meadow Foundation), Stockbridge, Mass., \$1,000
Mr. and Mrs. William J. Flather, Washington, \$2,000
Mr. and Mrs. Henry N. Flynt Jr., Williamstown, Mass., \$1,000
Mrs. J. Clifford Folger (The Folger Fund), Washington, \$10,000
Christopher Forbes, New York, \$500
Mrs. C. Keith Funston, Greenwich, Conn. (IBM matching gift), \$200
Dr. and Mrs. Roger Gerry, Roslyn, N.Y., \$1,000
Mr. and Mrs. Kenneth R. Giddens, Mobile, Ala., \$5,500
John Sward Gleiber and William L. Gleiber, Washington, \$500
Col. and Mrs. Julius Goldstein, Washington, \$500
Floyd D. Gottwald Jr., Herndon Foundation, Richmond, Va. \$50,000
Mrs. Seabury S. Gould IV, Haverford, Pa., \$1,000
Mrs. Gordon Gray, Washington, \$150
Marc Grossman, Mrs. Mildred Patterson, Arlington, Va., \$500
Jane Elizabeth Grunwell, Na-

ples, Fla., \$5,000
Sybil B. Harrington, Amarillo, Tex., \$1,000
Sarah Schutt Harrison, Montchanin, Del., \$500
William Randolph Hearst Foundation, New York, \$25,000
Mrs. Benjamin Hill, Washington, \$500
Conrad N. Hilton Foundation, Reno, Nev., \$25,000
Glen A. Holden, Los Angeles, \$1,475
Mr. and Mrs. Francis M. Horton, St. Petersburg, \$500
J. Henry Hoskinson, Washington, \$1,000
Mrs. Peter D. Humleker Jr., Fond du Lac, Wis., \$1,000
Waldo Hutchins III, Glen Head, N.Y., \$1,000
John Peters Ireland, Washington, \$1,000
Dr. and Mrs. Robert G. Isbell, Tampa, Fla., \$1,000
Col. and Mrs. F. M. Johnson Jr., New Braunfels, Tex., \$200
Ms. Tracy C. Kalil, Bethesda, Md., \$500
Mrs. Eugene S. Karpus, Detroit, Mich., \$500
Mr. and Mrs. Edward W. Kay, Potomac, Md., \$500
Mrs. Charles H. Ketcham Jr., Houston, Tex., \$1,000
Henry L. Kimelman, Palm Beach Gardens, Fla., \$1,000
Mr. and Mrs. Norman V. Kinsey, Shreveport, La., \$10,000
F. M. Kirby Foundation, Inc., Morristown, N.J., \$19,000
Mr. and Mrs. William Kloepfer Jr., Bethesda, Md., \$500
Lucie Kornei, Washington, \$500
Isabel G. Kulski, Arlington, Va., \$500
Mrs. Rodney M. Layton, Mendenhall, Pa., \$500
Leah Lenney, Pelham Manor, N.Y., \$500
Friends of Barney Lester, \$25
Dr. Edward D. Levy, New Orleans, \$500
Mr. and Mrs. William C. Lickle, Montchanin, Del., \$500
Mr. and Mrs. Jerome E. Lord, Chevy Chase, Md., \$250
Mr. and Mrs. Martin F. Malarkey, Washington, \$1,000
Isabel W. Malkin, Greenwich, Conn., \$250
Chemical Banking Corp., New York, \$5,000



Sheraton marble top eglomise console table, gift/purchase of Helen Margaret Fiala, Washington.

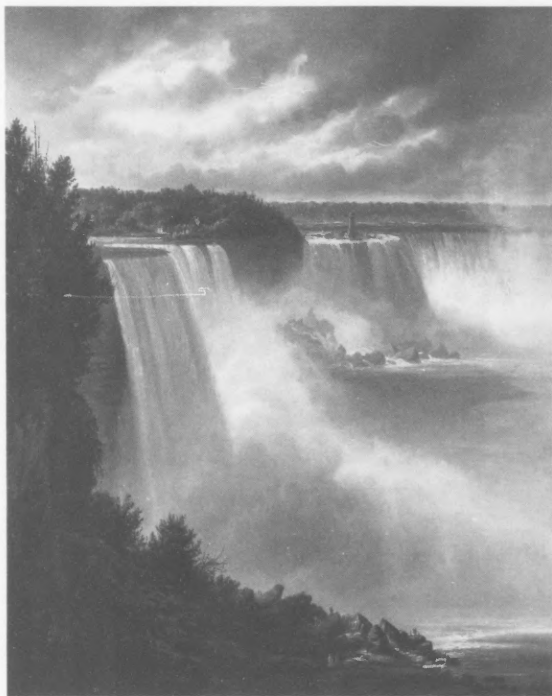
Mr. and Mrs. Robert C. Marks, Chicago, \$500
J. Willard Marriott Foundation, Washington, \$6,850
Mr. and Mrs. Robert Martin, Washington, \$500
Mary and Louis S. Myers Foundation, Akron, \$500
Margaret C. McColl, Media, Pa., \$500
John McLean, Alexandria, Va., \$100
Mrs. Henry S. McNeil, Plymouth Meeting, Pa., \$50,000
Mr. and Mrs. Franklin C. McRoberts, Mill Neck, N.Y., \$2,500
Mrs. John McShain, Philadelphia, \$10,000
Mr. and Mrs. Charles A. Meyer, Lake Forest, Ill., \$1,000
Robert R. Milam Jr., Bethesda, Md., \$50
Ms. Hope Ridings Miller, Washington, \$500
Mr. and Mrs. Wallace Owens Miller, Los Angeles, \$2,000
Mobil, New York, \$3,000
Mr. and Mrs. James R. Moore, Lafayette, Calif., \$160
Mrs. O. Ray Moore, Atlanta, \$10,000
Andrea Morgan, Middleburg, Va., \$1,000
Douglas N. Morton and Marilyn L. Brown, Englewood, Colo., \$1,000
Dr. and Mrs. Arthur J. Mourof, Alexandria, Va., \$500

\$100
Mrs. Richard C. Rockwell, Loudonville, N.Y., \$50,000
Mr. and Mrs. Daniel Rose, New York, \$500
Mr. and Mrs. Robert M. Rosenthal, Washington, \$1,000
Mrs. Edmund B. Ross, Basking Ridge, N.J., \$50
Benjamin and Roberta Russell Foundation, Alexander City, Ala., \$10,000
Ruth and Vernon Taylor Foundation (Lt. Gen. and Mrs. Daniel S. Campbell), Chevy Chase, Md., \$20,000
Salomon Brothers, Inc., New York, \$35,000
Mrs. Stanley J. Sarnoff, Bethesda, Md., \$1,000
B. Francis Saul, Chevy Chase, Md., \$1,000
Alfred M. Schlosser, Larchmont, N.Y., \$500
Elizabeth G. Schneider, Somerset, Va., \$7,000
Mr. and Mrs. John H. Schroeder, Evansville, Ind., \$1,000
Mrs. Arnold Schwartz, Arnold and Marie Schwartz Fund for Education and Health Research, Greenwich, Conn., \$35,000
Mr. and Mrs. John S. Sensenbrenner Jr., Neenah, Wis., \$500
Mr. and Mrs. Robert L. Shaw, Atlanta, \$250
Ms. Jouett Shouse, Washington, \$500
Gladys Montgomery Singer, Washington, \$700
Mr. and Mrs. Albert H. Small, Bethesda, Md., \$1,000
Mr. and Mrs. Charles O. Smith, Norcross, Ga., \$25,000
Mr. and Mrs. Charles O. Smith, Norcross, Ga., \$1,750
SmithKline Beecham, Philadelphia, \$4,000
Mr. and Mrs. A. A. Sommer Jr., Bethesda, Md., \$500
Col. and Mrs. Cyril Statum, Washington, \$1,000
Mrs. James Frederick Martin Stewart, Middleburg, Va., \$2,000
Dorothy Strelsin, New York, N.Y., \$2,000
Mrs. Donald Sullivan, Wyoming, Pa., \$1,000
Rita S. Surrey, Washington, \$100
Mr. and Mrs. William S. Mullen, Birmingham, Mich., \$1,000
Mr. and Mrs. Richard J. Muller, Alexandria, Va., \$500
Vincent J. Naimoli, Tampa, Fla., \$500
National Arts Association, Inc., Los Angeles, \$600
National Association of Home Builders, Washington, \$1,000
Wallace L. Neff, Laguna Niguel, Calif., \$500
New York Stock Exchange Foundation, Inc., New York, \$1,000
Mr. and Mrs. Bertram L. O'Neill, Oyster Bay, N.Y., \$1,000
Mr. and Mrs. George D. O'Neill, Oyster Bay, N.Y., \$1,000
Mr. and Mrs. Lambert B. Ott, Haverford, Pa., \$1,000
Ruth Paul, Washington, \$1,000
Mrs. Gerald Paul, Indianapolis, \$100
Mrs. John Howard Perkins, Bethesda, Md., \$500
Mr. and Mrs. Vernon Piper, St. Louis, \$500
Mrs. Ashley H. Priddy, Dallas, \$500
RPM, Inc., Medina, O., \$4,000
Mr. and Mrs. Benjamin J. Rabe, Redlands, Calif., \$100
Mr. and Mrs. John Shedd Reed, Lake Forest, Ill., \$600
Renah Blair Rietzke family Found., Inc., Washington, \$1,000
Frederick William Renshaw, Chicago, \$500
Peter Riddleberger, Washington,

- \$500
Mr. and Mrs. Daniel Tellep, Calabasas, Calif., \$100
Ms. Agra McKinley Thompson, Washington, \$3,000
Mr. and Mrs. Edward R. True Jr., Washington, \$1,000
Samuel M. Vauclain III, Ardmore, Pa., \$1,000
Mr. and Mrs. G. Duane Vieth, Washington, \$500
Mrs. Alexander Vietor (Acorn Foundation), New York, \$2,400
Andrew H. Weber, Cincinnati, \$1,000
Mr. and Mrs. Arnold A. Willcox, Bethesda, Md., \$1,500
Mrs. Francis O. Wilcox, Washington, \$500
Mrs. James L. Wiley, Middleburg, Va., \$1,000 □

Gifts and loans

- Mrs. Edwin M. Ashcraft III**, Washington (gift), *Set of 12 silver fluted teaspoons* made by Moses Michael Hays by Paul Revere II. Each spoon with a fluted oval bowl. The downturned rounded end handles of the spoons are bright-cut engraved with the initials "MRH." Boston, circa 1787.
- Barra Foundation, Inc.**, Wyndmoor, Pa. (gift) (In honor of Clement E. Conger), *Chippendale mahogany armchair* made by Benjamin Randolph for the Loockerman family of Dover, Del. The chair has superbly carved ears, serpentine moulded arms and arm supports with scrolled arm terminals. The slip seat rests within the seat rail which is applied with a carved shell. The cabriole legs have carved knees and end in ball and claw feet. Philadelphia, circa 1760-1770.
- Florence Berryman**, Washington, D.C. (bequest), *A number of pieces of antique furniture*, to be sold and proceeds used for the rooms.
- Anne C. Bienstock**, Wallkill, New York (loan), *Very rare Queen Anne mahogany square tea table*. The convex moulded square tray top rests on a convex skirt with pendant carved shells. The sides are shaped and the legs are carved with shells and bellflowers. The elegant legs terminate in ball and claw feet. Philadelphia, circa 1745.
- Mr. and Mrs. Edward S. Croft Jr.**, Atlanta, (gift) (In honor of Steven Joseph White), *American hurricane globe* decorated on front with an etched eagle with spread wings. The top of the globe is decorated with a border of stars.
- Edmond de Rothschild Foundation**, New York, (gift), *Colored engraving* by Louis-Adophe Gautier, New York, 1856, after George Caleb Bingham's painting "Stump Speaking." The engraving deals with Missouri politics and includes numerous character studies of the citizens of Arrow Rock.
- G. Wilson Douglas, Jr.**, Winston-Salem, N.C. (gift), *Queen Anne wing chair* with arched back, scalloped side wings, and vertically scrolled arms. Rests on cabriole legs terminating in pad feet. Block and turned connecting stretchers. Massachusetts, circa 1740.
- Louise Ines Doyle**, Leomister, Mass., (gift), *American sugar basket* made for Moses Michael Hays, 1787, by Paul Revere II, Boston. The basket is oval with a swing handle and beaded borders. The rim and foot of the sugar basket are decorated with bright-cut banding. The side of the basket is engraved with the initials "MRH" and "Hays" in scrip.
- Helen Margaret Fiala**, Washington, (gift-purchase) *Sheraton marble top eglomise console table*. Serpentine-shaped grey marble top over conforming serpentine line inlaid frame centered with an eglomise panel. The turreted corners are gilded with floral designs and extend to satinwood inlaid legs ending in gilded blocked feet. Baltimore, circa 1800.
- Mr. and Mrs. Kenneth R. Giddens**, Mobile, Ala. (gift) (In honor of Clement E. Conger), *Pair of American side chairs* with shaped top rail with a moulded edge and scrolled ears above a pierced splat and stiles. The chairs have over-upholstered seats and square moulded legs connected by H. stretchers. Portsmouth, N.H., circa 1760-1785.
- Robert K. Goldman**, Bethesda, Md. (gifts) (In memory of Ruth Kogod Goldman) *Pair of Chinese Export porcelain octagonal-shaped blue and white soup plates* with borders decorated with alternating butterflies and floral springs. In the center of each is a vase with peonies. Circa 1755. *Chinese export porcelain oval-shaped deep dish* with gilt lip. The interior border is decorated in sacred bird and flower pattern. The center is decorated with assorted Mandarin figures. Circa 1810. *Small Chinese export porcelain oval platter*. White ground decorated with blue Nanking border, four large floral sprays and a large central round medallion. Circa 1810.
- F.M. Kirby Foundation Inc.**, Morristown, N.J.: (gift), *Oil painting "Niagara Falls"* by Ferdinand Richardt (1819-1895). Spectacular vertical view of Niagara Falls and Terrapin Tower from the American side. Circa 1857.
- Arthur L. Liebman**, Lake Forest, Ill., (bequest), *135 objects from Mr. Liebman's estate*. Most will be sold to benefit the collection.
- Mrs. Henry S. McNeil**, Plymouth Meeting, Pa. (gift), *Antique Chinese export porcelain part-dinner service* in the orange Fitzhugh pattern with an American eagle with "E. Pluribus Unum" on a ribbon. The set consist of 2 small plates, 1 sauceboat with underplate, 2 covered sauce tureens with underplates and 2 large dinner plates. *20-light chandelier*. Adams style with 3 tiers, 10 spear arms, cut-glass shaft with urn and cut-glass trim. One of a set of 8 chandeliers made especially for the room after the great 18th-century original English chandelier in the Thomas Jefferson Room.
- National Arts Association**, Los Angeles (gift), *Oil painting "Mount Ascutney, Vermont"* by Andrew Melrose (1836-1901). Pastoral landscape depicting a horse drawn wagon covered with hay near a stream. In the background can be seen a farmhouse, hay stacks and Mt. Ascutney.
- Kathryn Rundle**, Naples, Fla., (gift) (In honor of Clement E. Conger) *Pair of Federal brass andirons*, each with tapering finial above a hexagonal plinth. On spurred arch legs with ball feet and brass logstops.
- Elizabeth G. Schneider**, Somerset, Va. (gift), *Rare white porcelain handled cup and saucer* decorated with a gold "M" to the design of Dolley Madison. Both pieces are marked with the initials "EB," probably for the Paris firm Etienne Blancheron. France, circa 1792-1907. The original drawing of the "M" designed by Mrs. Madison accompanies the cup and saucer.
- Mrs. Arnold Schwartz**, New York (gift), *Pair of Federal giltwood and eglomise wall mirrors*. Each surmounted by a wingspread eagle on a moulded plinth with ball and wire in its beak continuing to flanking urns. The rectangular mirror plate is flanked by half-columns and surmounted by an eglomise panel with a vase of flowers in gilt and black. *18th century English brass chandelier* with a large central baluster with deeply reeded knobs above and below, supporting 6 scroll arms which terminate in circular baluster-shaped nozzles and drip pans.
- Dorothy Scott**, Baltimore (loans to become gifts), *Walnut Queen Anne lowboy* attributed to Benjamin Frothingham. The top with inverted corners extending over the base with two



Oil painting, "Niagara Falls"—gift of the F.M. Kirby Foundation, Inc., Morristown, N.J.

drawers over three short drawers. The lower central drawer has foliate carving still bearing traces of original gilt. The apron has shaped drops. The cabriole legs end in pad feet. *Massachusetts*, circa 1756. *Pair of orange Fitzhugh Chinese export porcelain dishes* decorated with an American eagle with "E. Pluribus Unum" on a ribbon. The dishes match a part-dinner service in the collection. That service was purchased and brought to Salem by Captain William Orne, owner of the ship "Essex of Salem" which returned from the Orient in 1806.

Mrs. Armstrong Strader, Winchester, Va. (gift). *Cut crystal Waterford style chandelier* with six curved arms and pear-shape drop ball. Exceptionally brilliant prisms

and swags, spiked bobeches and drip pans. Late 19th/early 20th-century.

William Told Jr., New Hope, Pa. (loan). *Four lithographs from the Quadrupeds of North America* by John James Audubon. Audubon set off with a small party on an expedition to gather and draw specimens, ascending the Missouri and traveling as far as Fort Union at the mouth of the Yellowstone, not far from the Canadian border. He returned in late 1843. These lithographs of *The Jaguar, Canada Lynx, Texian Hare and Northern Hare* are from the elephant portfolio published by J.T. Bowen, Philadelphia. They date from 1839-48.

Mrs. Alexander O. Vietor, New York, (gift) *Map of North America* drafted and published by Herman Moll, London, circa 1751.

Engraved on paper with outline hand-coloring. The geography of this map was

based primarily on the best French sources of the time. It shows California as an island—a misconception that persisted for over 100 years. On the left is a drawing of a cod factory and in the lower left are 10 small inset plans of harbors.

Mr. and Mrs. Robert Vogle, Phoenix, Md. (bequest). *Chippendale mahogany serpentine chest of drawers* with serpentine moulded top. The case with four graduated serpentine drawers with blocked ends rests on a moulded base supported by four ball and claw feet. *Massachusetts*, circa 1770. *Simon Willard mahogany tall case clock*. The moulded frame top has three plinths containing three brass spire finials and carved fret-work. The hinged door is flanked by brass inlaid side columns enclosing an enameled dial inscribed "Simon Willard, Roxbury." The case with a rectangular door is flanked by brass inlaid quarter columns. Base supported by French feet. Boston, circa 1800. *Chippendale mahogany wing chair* with upholstered serpentine crest flanked by ogival wings and out-scolled arms. The upholstered seat rests on cabriole legs ending in ball and claw feet. Circa 1780. *Mahogany Chippendale side chair*. The chair has a serpentine crest with scrolled ears and an interlacing and scrolled pierced backsplat. The overupholstered seat rests on cabriole legs with acanthus carved knees ending in ball and claw feet. Circa 1770. *Mahogany Chippendale candlestand* with circular dish top on birdcage support and turned central column ending in three cabriole legs with snake feet. Circa 1770. *Square linen sampler* made by Augusta Mary Horton, June 6, 1798. The border and upper section sewn with the alphabet

and numbers in cross-stitch. The lower section is embroidered with the name of the maker and date in an oval as well as leaves and flowers. *Hepplewhite semi-circular mahogany card table*. Demilune inlaid bordered top with large satin wood inlaid fan. The frame is supported by four Hepplewhite square tapered line and bellflower inlaid legs terminating in black painted feet. Baltimore, circa 1790-1800. *Pair of Chinese export porcelain candlesticks*. White ground decorated in orange, puce, and black with flowers, bats and a rooster. *Chinese export porcelain cider jug* (cover missing). White ground decorated in the front with an oval outlined in gilt depicting a fire truck or wagon with a man standing on the truck aiming a water hose at a burning house. On both sides of the jug are gilt circles enclosing worn initials. Applied strap handles. *A collection of Chinese export porcelain plates* decorated in the Fitzhugh pattern. Among colors represented are yellow, sepia, black (hot water dish), aubergine, orange and green. *Chinese export porcelain dish, helmet cream pitcher, and cream pot* decorated with the arms of the State of New York. *Two pairs of Chippendale brass candlesticks* each with scalloped bases and matching scalloped bobeches. Three single brass candlesticks: one taper stick, one stick with scalloped base and bobèche and one with hexagonal base and circular bobèche.

Viviane M. Warren, La Jolla, Calif. (gift) *Chinese export porcelain deep dish* decorated with underglaze blue diaper and spear border. The center is decorated with a polychrome coat of arms with the motto "pro Patria". Circa 1790. 6¼" diam. *Chinese export porcelain coffee cup* decorated with a sepia, black and polychrome landscape of ships at full sail flying flags. Circa 1790. ■

—(Continued from inside front cover)
operating expenses. Meanwhile, another article lauds the arrival of the new National Foreign Affairs Training Center, which includes such state-of-the-art amenities as a gymnasium and a swimming pool.

According to the first article, the budget document assures that, as much as possible, this administrative reduction will be applied to activities "that do not directly affect the most important foreign policy programs or critical infrastructure support investments." Apparently, athletic facilities are more essential to foreign policy programs than a competent, talented, well-utilized workforce.

Yours sincerely,
ERICA GINSBERG

Secretary, Office of Language Services

The Foreign Service Institute replies: To avoid any confusion, the pool and gymnasium are a part of a group of historic buildings on the site which the Department is required to maintain. They were constructed in the 1920s, so Department resources were not used for their construction. □

Policy on nationals

ARLINGTON, VA.

DEAR EDITOR:

The Veliotis commission's laudatory comment (STATE, December) concerning our Foreign Service national employees was both apt and overdue. Hoping that this will not prove to be comment without consequence, I would suggest one thing which might be done for the nationals.

Foreign Service nationals should be informed in writing that Department policy is that actions affecting them should be in accordance not only with Foreign Service regulations but also with the laws and customs of the host country. They should be further informed that, in cases where they feel that they have been dealt with unfairly and in contravention of host

Anapestic Assignments

BY EBP

*There was a person assigned to Minsk
Who said: "Stick me with a pinsk,
For I need to see if I'm
dreaming,
As with all my efforts and
scheming,
This means more to me than you
think."* □

No July issue

There will be no STATE magazine in July, in keeping with the schedule that calls for publication of 11 issues a year. July 6 will be the deadline for submissions to the combined July/August issue. □

country law and practice, they should feel free—without fear of retaliation—to ap-

peal the post's action beyond the chief of mission to the labor court or other appropriate host-country tribunal. They should be made aware of the fact that the question of sovereign immunity normally will not arise, since it is the Department's policy not to invoke immunity where a post has been formally called upon to defend itself in an employee relations dispute. They should also know that a number of such actions have been brought in courts in Latin America, western Europe and perhaps other areas of the world as well.

Apropos of this, STATE magazine should consider reporting the facts and resolutions of such cases—as it does so well regarding the grievances of American-citizen members of the Service. It is worth remembering that the nationals, who comprise the majority of the members of the Foreign Service, are also avid readers of STATE.

Sincerely yours,
JOHN O. GRIMES
Foreign Service officer (retired) ■



"And on the last stop we saw the eighth wonder of the world: our luggage."

—(Continued from Page 28)

Here are the facts

(See Page 25)

—It was \$7,694, less than half of the \$18,340 they earn today.

—Bucharest, Romania. □

Program	June	July	Aug.	Length
Human rights reporting (PP 506)	21	19	—	1 day
Multilateral diplomacy (PP 211)	—	—	9	3 days
Negotiating art and skills (PP 501)	21	—	—	1 week
Political tradecraft (PP 202)	7	6	23	3 weeks
Politico-military affairs (PP 505)	—	—	23	3 days
Workers rights reporting (PP 504)	14	6	9	2 days □

BUREAU NOTES



THE SEVENTH FLOOR—Secretary Christopher, second from left, hosts a reception on the occasion of the National Endowment for Democracy's fourth world con-

ference on democracy. With Mr. Christopher are, from left: Vesna Pesic, director, Center for Anti-War Action in Belgrade; the Dalai Lama; John Brademas,

chairman, National Endowment for Democracy; Gitobu Imanyara, human rights lawyer. Ms. Pesic and Mr. Gitobu are democracy award recipients.

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to Tokyo, April 12-15, to attend the meeting of the Group of Seven (G-7) foreign and finance ministers on economic reform in Russia. Accompanying him and serving as members of his advance team were staff assistants PEGGY MCGUINNESS, LIZ LINEBERRY and SUSAN EDWARDS; the deputy executive secretary of the Executive Secretariat, ROSS WILSON; the executive director of the Secretariat, LYWOOD M. DENT; Secretariat staff officer LEE O'DONNELL and line assistant DELORES HICKS (advance team); computer systems specialist LYNN SWEENEY; the under secretary for economic and agricultural affairs, JOAN EDELMAN SPERO; the assistant secretary for public affairs, THOMAS DONILON, and members of his staff, MIKE MCCURRY, MARY ELLEN GLYNN and JUDY WEBSTER; the assistant secretary for East Asian and Pacific affairs, WINSTON LORD; the assistant secretary for European and

Canadian Affairs, STEPHEN OXMAN, accompanied by CLIFF BOND of his staff; the ambassador-at-large for the new independent states, STROBE TALBOTT, accompanied by TORIA NULAND and DAN SPECKHARD; the ambassador to Tokyo, MICHAEL ARMACOST; National Security Council staff members ROBERT FAUVER and NICHOLAS BURNS; Secretary of the Treasury LLOYD BENTSEN, accompanied by LARRY SUMMERS and EDWARD KNIGHT; and Language Services translator FRANCES SEEDS.

Secretary Christopher traveled to London, Paris, Moscow, Brussels and Bonn, May 1-7, to brief the European allies on the U.S. decision concerning the crisis in Bosnia. Accompanying him were his executive assistant, ELIZABETH JONES; special assistant CARLENE ACKERMAN and staff assistants Lineberry and Edwards; deputy executive secretary MAX ROBINSON; Mr. Dent; Secretariat Staff officer MICHAEL PUCETTI and Ms. Hicks (advance team); computer systems specialist Sweeney; the special envoy for the former Yugoslavia, REGINALD BARTHOLOMEW; Mr. Talbott and Toria Nuland; Mr. Donilon and Department spokesman RICHARD BOUCHER and members of his staff, Ms. Glynn, Ms. Webster and Mr. McCurry; Mr. Oxman and

members of his staff, JANET BOGUE and MICHAEL HABIB. □

Office of the Deputy Secretary

Deputy Secretary CLIFTON R. WHARTON JR. traveled to Ankara, Turkey, April 20-21, to attend the funeral of Turkish President TURGUT OZAL. He was accompanied by his executive assistant, WILLIAM MONTGOMERY, and personal assistant, BUNNY KELLY; Executive Secretariat trip officer JAMES WILLIAMS; computer systems specialist Sweeney; protocol officer LARRY DUNHAM; and White House liaison officer JOSEPH TARVER. □

Office of the Under Secretary for Political Affairs

Under Secretary PETER TARNOFF traveled to Kyoto, April 16-17, to attend the Group of Seven (G-7) political directors meeting; to

Tokyo, April 18-20, for consultations with officials of Japan; and to Seoul, April 21-22, for consultations with officials of Korea. He was accompanied by special assistant KATHLEEN ALLEN. □

Protocol Office

Protocol officers CHRISTINE HATHAWAY, RANDY BUMGARDNER and MISSY DARWIN and press officer MARY MASSEVERINI coordinated the arrivals and departures of the presidents of Israel, Portugal, Croatia, Romania, Bulgaria, Hungary, Poland, Slovenia, the Czech Republic, Slovakia, and the prime ministers of Albania and Moldova—all in connection with the opening of the National Holocaust Memorial Museum.

The following events were coordinated in the Ceremonial Office by APRIL GUICE, KIM TOWNSEND, DEE LILLY, RICK PAULUS and JOHNNA WRIGHT: A luncheon by the deputy secretary in honor of Southeast Asian ambassadors; a luncheon by the Secretary in honor of the president of Egypt; a dinner by the Vice President and Mrs. Gore in honor of the president of Egypt and his wife; a reception by the Secretary and his wife in honor of State Department retirees; a luncheon by the Secretary on the occasion of the dedication of the holocaust museum; a luncheon by the deputy secretary in honor of Nordic ambassadors; and a luncheon by the deputy secretary in honor of the minister of foreign affairs of Indonesia. □

ADMINISTRATION

Front Office

Acting assistant secretary JEROME F. TOLSON JR. hosted the eighth annual Presidential Distinguished Rank Award banquet in the Diplomatic Reception Rooms, April 15. At the banquet, 75 members of the Senior Executive Service from many agencies of the Government were honored ... On April 28, Mr. Tolson presented Certificates of Accomplishment to four junior high school students from three American-sponsored overseas schools. The students were scheduled to compete in the National Mathcounts competition on April 30 in Washington. The following students are the best junior high "mathletes" from the American-sponsored overseas schools: HELEN TSAI, Bangkok; URVASHI SEN, Manila; BERNARDO VOGEL, Mexico City; and JAE BOCK LEE, Manila. Present were ALICE TINLET, team coach, middle school math coordinator, American School Foundation, Mexico City; RICHARD HILL, math teacher, international school, Manila; and ERNEST MANNINO, director Office of Overseas Schools. □



NEW ORLEANS—Bureau of Administration special assistant Cecilia Elizondo, second from right, with Russell Taylor, center, of the Bureau of Personnel, and the Office of West African Affairs' Ollie Ander-

son, left, on the campus of Tulane University with two students. They were on a recruitment swing which also included presentations by them at Loyola and Southern Universities.

Executive Office

CATHIE ROBERTS, Personnel Management Division, and STEVE TAYLOR, Foreign Service Institute, teamed to present a three-day session on the performance management process, for 26 managers from the bureau. The seminar was intended to help managers understand their responsibilities in assisting subordinates to perform effectively. □

Office of Operations

Office of Safety/Health and Environmental Management: KEN STRAWBERRY visited the United Nations to assist management officials in upgrading fire safety preparedness and system integrity ... EILEEN VERITY conducted special classes for Information Management personnel, on video display terminals and repetitive motion injuries ... STEVE URMAN hosted a special meeting of the Federal Safety Directors Roundtable, to discuss

recently-introduced legislation on federal employee safety and health ... DAVID NEEDHAM conducted blood-borne pathogen training, for employees working in the Main State medical laboratory.

Office of Facilities Management and Support Services: STACEY BROWN TOUCH, SHIRLEY J. BEARD and MAUREEN RUPPERT attended managerial training courses.

Office of Real Property Management: DANIEL YOUNG visited Bangkok, Colombo, Hong Kong and Sydney to review property operations ... RONALD TATE traveled to Bonn, Germany, to conduct training on use of the Department's automated inventory system, the nonexpendable property application.

Commissary and Recreation Affairs: The European and Canadian Affairs regional employee association training conference was scheduled to be held in Athens, November 1-5, with a supplier trade show on November 3. The interactive training conference will be followed by a weeklong accounting seminar, November 8-12. Post and association represent-

atives from the Europe and Canada bureau and other bureaus are expected to attend ... MARCI JACOBSON and MIKI RANKIN presented a training session to a general services officer class at the Foreign Service Institute. The presentation provided participants information regarding the function and structure of employee associations and the services offered to them by Commissary and Recreation Affairs. The office will be participating in approximately five general service officer courses during the next year ... The spring 1993 issue of the Office of Commissary and Recreation Affairs newsletter was completed and distributed to all employee associations. The newsletter is geared to provide associations worldwide with tips and guidance on financial and operational management of an association. GARRY PROWE and LAURA MCGUIRE attended the American Logistics Association trade expo at the Dallas Convention Center, April 13-16. In addition to representatives from the military commissary agencies, 1,500 wholesale suppliers exhibited their products and services at this three-day trade show. The staff met with suppliers and military commissary representatives to discuss employee associations' procurement needs and to promote the November trade show in Athens.

Office of Allowances: As of April, the average worldwide foreign travel per diem allowance was \$140.48. This represents a 0.6% increase over the March average and a 0.1% decrease over the past 12 months ... On April 8 GRETCHEN KOENIG, cost-of-living analyst, and BONITA PROCTOR, post (hardship) differential analyst, returned to Washington after on-site reviews of allowances and differentials in Caracas and Quito ... On April 16 BOBBIE HOUSTON, cost-of-living branch chief, and FRANKLIN GARCIA, per diem branch chief, left Washington for travel to Italy, Spain, Portugal and the Azores, for on-site reviews of allowances and differentials. They answered questions from post personnel concerning allowances and benefits under the Standardized Regulations.

Office of Language Services: Director HARRY OBST spoke at Western Michigan University, Kalamazoo, and conducted 38 recruitment interviews at the Monterey Institute of International Studies, in preparation for interpreting tests conducted by STEPHANIE VAN REIGERSBERG, BARBARA PHILLIPS and former staff interpreter FRANCES SEEDS ... Ms. Seeds flew to Tokyo to assist the Secretary, and returned to Washington in time for the Japanese prime minister's visit ... PETER AFANASENKO and DIMITRY ZARECHNAK traveled to Vancouver for the presidential summit meeting ... GAMAL HELAL interpreted for the White House press conference following President HOSNI MUBARAK's meeting with PRESIDENT CLINTON ... DIMITRI ARENSBURGER, LAWRENCE BURRELL and HELEN FIELDS

returned from Geneva on completion of their five-week assignment to the Joint Compliance and Inspection Commission ... MARCEL BOUQUET, CAROL WOLTER, PATSY ARIZU, BARBARA PHILLIPS and former staffer ALEC TOUMAYAN held a training course to prepare contractors in eastern European languages for interpreting assignments in connection with the inauguration of the holocaust museum ... Mr. Bouquet, Mr. Afanassenko, Mr. Zarechnak, GALINA TUNIK and SIM SMILEY interpreted at bilateral meetings and official ceremonies ... LILLIAN NIGAGLIONI accompanied the Drug Enforcement Administration administrator to Argentina ... GISELA MARCUSE went to Fort Jackson for German staff talks ... ADOLFO MACCRAUGH, PIERRE POLLIN, RUTH CLINE and LAURA MYERS attended a performance management seminar at the Foreign Service Institute ... MILDRED CARTER completed a three-week domestic administrative officer seminar ... Procurement executive LLOYD W. PRATSCH and ROBERT LLOYD of his staff visited Language Services, April 21, for a briefing on acquisition processes and procedures in contracting for the services of freelance interpreters and translators. Approximately 2,000 private contractors provide the Department with translating and interpreting services in 60 languages, Mr. Obst said. □

Office of the Procurement Executive

ROBERT E. LLOYD became a certified professional contracts manager, based on his qualifications and his completion of an examination administered by the National Contract Management Association ... He presented a paper on "The Concept of Value in Government Contracting," at the acquisition research symposium. □

Information Management

Systems Operations: Regional technician MICHAEL BRETZ traveled to the Department to demonstrate the personal computer communications system ... Regional technician DOUG RENO has been nominated by the National Association of Business and Educational Radio as "Technician of the Year." He will receive an all-expenses-paid trip to the Mobile Communications Conference in San Antonio ... FRANK SWAIN, African affairs desk officer; ROY BUCHHOLZ, technical operations director; CARLES STOUT, facilities branch chief; and Colonel JACK TROTTER, Defense liaison officer, visited the Tobyhanna Army Depot to investigate the possibility of using mobile communications shelters as temporary post communication centers overseas.



LOME, Togo—Receiving Meritorious Honor Awards are regional information management technicians Kelley Razer, left, and Tom Geveden.

Information Services: Records analysts RON JOHNSON and AUDREY HOLTON visited Dakar, Bissau and Banjul ... Records chief KEN ROSSMAN and records analyst BETTY BATES visited Douala, Yaounde and Lagos ... Records analysts WILLIE GEE and VICTORIA COFFINEAU visited Cairo, Tel Aviv, and Jerusalem.

Planning and Development: TOM PHALEN, Office of Automation, returned to Brussels to trouble-shoot the recently-installed systems at Nato ... STEVE HOLMBERG traveled to Paris, Rome and Nato to install new telecommunications systems. □

AFRICAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary HERMAN J. COHEN met with the secretary general of the Organization of African Unity, SALIM SALIM, on March 3 ... He met with former PRESIDENT CARTER and the Secretary to discuss Somalia, March 4 ... He testified before the House Africa subcommittee hearing on Sudan, March 10 ... He accompanied Ambassador ROBERT OAKLEY to his meeting with VICE PRESIDENT GORE, March 16, to discuss Somalia ... On March 18 Mr. Cohen hosted a luncheon for South African foreign minister, PIK BOTHA ... The dean of the diplomatic corps hosted a farewell reception in honor of Mr. and Mrs. Cohen, March 23 ... Mr. Cohen participated in a panel discussion on "Africa: Sustainable Peace through Conflict Resolution," sponsored by the subcommittee on Africa, March 31 ... Later that afternoon, he testified before the same subcommittee on "Peacekeeping and Conflict Resolution in Africa" ... He relinquished his duties as assistant secretary on April 2 and was given a farewell party in the Delegate's Lounge, March 12. He will be teaching at Georgetown, and is writing a chapter on Somalia for the university's Institute for the Study of Diplomacy annual volume, "The Diplomatic Record" ... GEORGE E. MOOSE's confirmation hearings were held on March 29, and he was confirmed by the Senate as assistant secretary on March 31 ... Mr. Moose departed for Africa, April 2, to attend the Aspen Institute's Conference in Cape Town ... He continued to Kenya, Somalia, London, Paris and Brussels, returning to Washington, April 19 ... On April 22 he testified before a House Foreign Affairs subcommittee on "Democracy and Development in Africa" ... He hosted a luncheon in honor of South African Justice RICHARD GOLDSTONE, April 22 ... He met with Congressman Edward Royce, Dan Burton and Kweisi Mfume, April 27 ... Deputy Secretary CLIFTON WHARTON officiated at



ABIDJAN, Cote d'Ivoire—Careful now! Yes, that's Ambassador Hume Horan and his wife on the right, in all three dimensions. But the President and his wife are in just two dimensions. The Clinton cutouts were

Mr. Moose's swearing-in, April 27, in the Benjamin Franklin Room ... On April 29 Mr. Moose traveled to North Carolina to attend the U.S. trade and investment in Africa conference at Research Triangle Park ... On April 30 he addressed students at Clark-Atlanta University, Atlanta, and held meetings with LOUIS SULLIVAN and ANDREW YOUNG. He was later hosted at a luncheon at the Carter Center.

Office of the Deputy Assistant Secretaries: Principal deputy assistant secretary JEFFREY DAVIDOW briefed the Somalia contributors group, March 10 ... He accompanied South African Foreign Minister PIK BOTHA to his March 17 meeting with ANTHONY LAKE at the National Security Council ... Mr. Davidow briefed Senate and House staffers on Angola, March 19 ... He traveled to Abidjan for the Angola peace talks, March 23-29 ... He returned to Abidjan, April 10, as head of the U.S. observer delegation to the UN-chaired talks on Angola ... He spoke at the Center for Strategic and International Studies, on Angola, April 22 ... He addressed the World Vision luncheon, April 23 ... His last day in the front office was April 30 ... Deputy assistant secretary ROBERT HOUDEK participated in the Africa Forum meeting at the Brookings Institution, March 4 ... He traveled to New York, March 5, to meetings concerning Somalia ... Mr. Houdek traveled to Addis Ababa, March 12-21, to attend the Somalia

humanitarian and political affairs conference ... On March 26 he participated in the Brookings Africa Forum ... He addressed a meeting of the Constituency for Africa, April 15 ... Mr. Houdek's last day in the front office was April 30 ... Deputy assistant secretary JOHN BYERLY met with ERNEST SHONEKAN, head of the Nigerian federal government and chairman of the transitional council, March 23 ... He met with the Nigerian commander of the Economic Community Military Observer Group, April 1 ... On April 2 he met with the UN special envoy to Liberia, TREVOR LIVINGSTON GORDON-SOMERS.

Office of Regional Affairs: On April 19 WILLIAM J. BRENCICK, deputy director, spoke before a class on African studies at Haverford College, Philadelphia. He then met with students from Haverford and neighboring Bryn Mawr College to discuss Foreign Service careers ... On May 7-8 MELANIE J. BIXBY, program manager in the democracy unit, participated in a conference on election monitoring and democratization in Africa, at the Carter Center in Atlanta. At the conference, the bureau's regional electoral assistance program underwent a critical assessment by academic experts and implementers (the National Democratic Institute, the International Republican Institute and the African-American Institute).

Office of East African Affairs: The



LUSAKA, Zambia—Ambassador Gordon L. Streeb presents Certification of Appreciation to Abner Gumbo on his retirement after 28 years.

coordinator for Somalia, DAVID SHINN, accompanied General COLIN POWELL, chairman of the Joint Chiefs of Staff, to Somalia, April 3-5.

Office of the Executive Director: Assistant Secretary Moose hosted an awards ceremony, April 20. The following presentations were made: **Superior Honor Awards:** LOIS A. CECSARINI, country officer for Angola; she also received a cash award. JEFFREY V.S. MILLINGTON, director, U.S. liaison office in Luanda. RICHARD A. ROTH, deputy director, Office of Southern African Affairs; he also received a cash award. SHERYL STRANCE, secretary in Mogadishu. **Meritorious Honor Awards:** OLLIE ANDERSON, deputy director, Office of Anglophone and Lusophone West African Affairs. MELANIE J. BIXBY, presidential management intern; she also received a cash award. DONALD C. LIEBER, secretary, Office of Southern African Affairs; he also received a cash award. ANTHONY C. NEWTON, deputy director, U.S. liaison office in Luanda; he also got a cash award.

Office of West African Anglophone and Lusophone Affairs: ALAN McKEE, director, went to New York, March 31, for further consultations with TREVOR GORDON-SOMERS, the UN secretary general's special representative on Liberia ... Deputy director OLLIE ANDERSON addressed a conference on "Reconstruction of Postwar Liberia," May 1, in College Park, Md ... Liberia country officer CHARLES GURNEY delivered a presentation on U.S. policy to the annual meeting of the Liberian Studies Association, in Georgia, April 15-17 ... Mr. McKee, Mr. Anderson and Mr. Gurney took part in a prayer breakfast, March 20, organized by the Liberia Committee for Relief, Resettlement and Reconstruction, to honor former deputy assistant secretary

LEONARD H. ROBINSON JR... Nigeria country officer TIM ANDREWS attended the April 28-30 annual trade and investment conference at Research Triangle Park in Raleigh/Durham/Chapel Hill, N.C. □

CONSULAR AFFAIRS

Public Affairs: From April 19-May 7 the public affairs office organized briefings for congressional staff and caseworkers and international student advisers, in New York, Boston, Houston, Miami, Atlanta, Denver, Minneapolis and Chicago. Participating from the Visa Office were JOHN ADAMS, deputy assistant secretary, and LOUISE SNELL, chief, Telephone Inquiries Division. From Overseas Citizens Services were DAVID L. HOBBS, deputy assistant secretary, and CAROL SHUH and WILLIAM DANIELS, Citizens Emergency Center. From Public Affairs were NYDA BUDIG and GARY SHEAFFER. The passport regional directors and their acceptance agents coordinators assisted in organizing the briefings in the cities where they were held. Those participating included WILLIAM COLLINS, New York; ANN BARRETT, Boston; WILLIAM MALCOLMSON, Houston; JAMISS SEBERT (Miami and Atlanta); RENATE KAMINSKI (Denver and Minneapolis); and GRETCHEN SCHUSTER (Chicago), as well as members of their staffs.

Visa Services: Mr. Adams attended a meeting of the Tourism Policy Council, at the Department of Commerce, April 7 ... CORNELIUS D. SCULLY, director, Office of Legislation, Regulations and Advisory Opinions, participated on a panel at the Federal Bar Association's 14th annual immigration law seminar, in Washington, April 23.

GEORGE LANNON, director, Office of Field Support Liaison, briefed a member of Congress from California on the visa cases of Romanian orphans who were featured on a recent "20/20" program ... On April 15 he spoke at a Virginia meeting of the Joint Council on International Children's Services from North America ... On April 27 he accompanied acting assistant secretary JAMES WARD for testimony before a subcommittee of the House Judiciary Committee ... He met with the Congressional Coalition on Adoptions, April 27.

DAVID BLOCH, director, and RONALD ACKER, deputy director, Public and Diplomatic Liaison Division, met with the director and staff members of the White House Office of Agency Liaison, concerning correspondence sent to the State Department for response ... STEPHEN K. FISCHER, Director, Legislation and Regulations Division, and ED ODOM, director, Advisory Opinion Division, partici-

pated in April 28 discussions with the U.S. delegation on "temporary entry" under the North America free trade agreement ... Mr. Fischer participated in an immigration law seminar, April 23 ... DORON BARD, Advisory Opinions Division, took part in the Asian organized crime conference in Hong Kong, April 7-8 ... BARBARA GREIG, Written Inquiries Division, presented a workshop for newly-employed Immigration and Naturalization Service officers, on the visa process, in Artesia, N.M., May 5-6 ... Associate director BROOKE C. HOLMES has left the Visa Office to begin Spanish language training in preparation for his assignment as consul general in Santo Domingo ... JOYCE TURNER has resigned from the Visa Office.

Passport Services: In April SAKAE M. HAWLEY, regional director, Los Angeles Passport Agency, attended a conference on leadership for change, held by the Federal Executive Board and the College Federal Council in South Lake Tahoe ... BARBARA BROPHY, acceptance agents coordinator at Los Angeles, attended a meeting on emergency preparedness, held in Long Beach by the Federal Safety Council ... After the meeting, she visited the downtown post office in Long Beach to meet with passport acceptance agents on acceptance procedures ... On April 21-23 she traveled to Las Vegas to conduct training in acceptance procedures and on passport fraud, for acceptance agents at the Las Vegas Post Office and the Clark County clerk's office ... On April 17-18 the Los Angeles agency participated in the travel show sponsored annually at the Los Angeles Convention Center by Worldwide Expo. An information booth was manned by ELIZABETH DOYLE, ANITA WILLIAMS, GARY VALLEY and ANTHONY CHAN, supervisory passport examiners, to dispense passport information, forms and brochures.

JOE TUFO, acceptance agents coordinator, and DUNCAN MAITLAND, fraud program coordinator at the Boston Passport Agency, traveled to the Woburn, Mass., Post Office, April 20, to conduct training for postal employees on acceptance procedures and fraud awareness ... They made a separate site visit to the Fitchburg, Mass., Post Office, April 21.

Fraud Prevention Programs: KEVIN OVERSTROM visited the Seattle Passport Agency to conduct training for employees ... He attended the 15th annual International Asian Organized Crime Conference in Las Vegas ... On April 7-8 he participated in a two-day seminar at the U.S. consulate general in Hong Kong, on Chinese criminal groups ... BARBARA PREVITI trained Immigration and Naturalization Service inspectors and examiners at the Federal Law Enforcement Training Center, Glynn, Ga., April 7 ... ANNE AGUILERA traveled to Artesia to provide training to 25 Immigration and Naturalization Service journeymen examiners, on

the detection of fraudulent documents ... On April 29-30 she gave training to two classes of Immigration and Naturalization Service inspectors at the Federal Law Enforcement Training Center in Artesia.

LAURA LIVINGSTON participated in an Immigration and Naturalization Service-sponsored antismuggling conference, with representatives from the Immigration and Naturalization Service, U.S. Customs, the Border Patrol and the U.S. embassy in Santo Domingo, as well as the Canadian regional antifraud officer and immigration representatives from Grenada, the British Virgin Islands and Guyana. The conference began in San Juan, Puerto Rico, followed by a U.S./Canadian visit to the Border Patrol station in Aguadilla, Puerto Rico, and the U.S. embassy in the Dominican Republic ... KIRK KOTULA trained Immigration and Naturalization Service inspectors and examiners at the Federal Law Enforcement Training Center in Glynco, April 22 ... MARC GORELICK spoke to the Veterans of Foreign Wars at Fort Myer, April 22, on illegal immigration, fraud and alien smuggling ... On May 10 he provided training in the detection of fraudulent documents and U.S. passport and visa security features to a class of 48 Immigration and Naturalization Service inspectors, at the Federal Law Enforcement Training Center at Glynco.

Office of the Executive Director: BARRY J. KEFAUVER, executive director, visited Tokyo, Beijing, Guangzhou, Bangkok, Ho Chi Minh City and Hong Kong, March 26-April 7, for consultations with consular managers and officers. □

DIPLOMATIC SECURITY

Diplomatic Security Service: BILL GASKILL, special investigations branch chief, traveled to a medical conference in Hawaii. Representatives from the Legal Adviser's Office and Medical Services, along with Diplomatic Security, were to present guidelines for reporting child abuse from overseas posts.

Special agents JOAN ANDREWS, CHUCK HUNTER and PETER GIBBINS, from Criminal Investigations, completed the basic crime scene course in Fairfax, Va., the week of April 21 ... Special agent KIMBER DAVIDSON joined the Special Investigations Staff ... The special agent-in-charge of the Washington Field Office, STEPHEN JACOBS; his assistant, ANTHONY RICHARDS; and acting criminal unit chief DONALD CHARLSON met with representatives of the Inspector General's Office at the Department of Justice to discuss a cooperative agreement for joint investigations, April 6 ... On April 12 the same Washington Field Office representatives



SAN SALVADOR, El Salvador—*John Downward*, assistant regional security officer, right, receives meritorious service increase certificate from *Peter F. Romero*, chargé.

met with the Naval Investigative Service and, on April 13, with Prince George's County police officials, to pursue similar goals.

On April 2 special agent X.L. BEARD, Diplomatic Security Training Center, provided a four-hour, in-service refresher training course on arrest techniques and procedures ... From April 19-23 Mr. Charlson attended a criminal information seminar in Atlantic City ... Special agent VIDA GECAS transferred to the Mobile Security Division, April 18 ... Special agent VINCE GRAHAM returned from a temporary assignment in Somalia, April 23 ... Special agent JOHN STEIN became chief of the criminal unit, May 3. □

DIPLOMATIC SECURITY—The special agent-in-charge of the Los Angeles Field Office *G.L. Desalvo* (center) presents Certificates of Appreciation to members of the Los Angeles International Airport police force. Others, from left: Chief *Gilbert Sandoval*, *Michael Briseno*, Lieutenant *Joseph Wheatley*, *Jimmy Boyd*.

Children's Security Programs

BY SUSAN BEFFEL

The author is manager of the Alert Overseas Kids (A-OK) Program.

Regional security officers and community liaison officers have reported a wide variety of security awareness activities, including workshops, talks at schools and camps, special orientations for children and families and use of Alert Overseas Kids (A-OK) materials in school curricula and embassy newsletters. Some special regional security officers and community liaison officers have developed good programs, keyed to the challenges of their situations. Some outstanding examples:

Bucharest: Regional security officer PAT MOORE and community liaison officer NORIE FLOWERS held a program at the American School. All the embassy children showed up with their parents, to see a movie on pedestrian safety, to learn how to use walkie-talkies and to have pictures and fingerprints taken for "kinderpassports." These identification booklets contain the child's basic data, immunization and medical history, emergency and



BUCHAREST, Romania—In this nation in eastern Europe: community liaison officer *Norie Flowers*, regional security officer *Pat Moore*, Marine security guard *Matthew Car-*

lyle and Marine detachment commander *Sal Saroi* with children from the U.S. embassy and their "kinderpassports," for use in emergencies.

insurance data and medical and transport consent, and have a space for photos, to be updated every few years.

The embassy keeps the kinderpassports for use in an emergency, turning them over to the child when the parents transfer. My congratulations to Pat Moore, Ms. Flowers, regional security office secretary *JAN VANDERSALM*, the Marine security guard detachment and all the parents and children who pulled this innovative program together.

Dublin: In a city where the children are scattered among a number of schools, regional security officer *TODD KEIL* and community liaison officer *BONNIE HARRIS* used the Alert Overseas Kids coloring book contest as an opportunity to host a traffic safety program for Foreign Service national and American children. To kick off the contest, every child was sent a contest packet and an invitation to the traffic safety program. These were followed with notices in the embassy newsletter and a second mailing.

When 18 contest entries were received, every child appeared to deserve a reward, so Ms. Harris turned the entries into an "American Embassy Dublin Safety Coloring Book," which was distributed to all children, ages 3-12. Every child who entered was declared a winner and received a letter of congratulations,

a Certificate of Merit, a coloring book and a voucher for pizza at a popular Dublin restaurant (donated by the commissary association).

Quito: Community liaison officer *VIVIANA YAMASHITA* reported that the school is planning its own safety coloring book, and the Junior Girl Scout troop has done its own coloring book with messages on cholera, earthquakes, strangers, and crossing streets.

The results of the worldwide contest to select drawings for the Alert Overseas Kids coloring book will be announced this month. □

FOREIGN MISSIONS OFFICE

Acting director *HARRY W. PORTER III* visited New York, April 15, for consultations with regional director *ELOISE SHOUSE* ... "Quality Employee of the Month" awards for March and April were presented to *CHARLES E. BRICE* and *SHIMEL P. GUPTON* for their achievements in the information management office in support of the Office of Foreign Missions travel and tax programs.

People: *JONATHAN BABA* joined the New York Regional Office and *ROBERT LEVINE* is the new Unisys financial manager, replacing *ROGER HOUZE* ... Mr. Houze has taken a position at Unisys headquarters in Vienna, VA... *CLAY HAYS*, formerly of the Unisys Corp., became a Government employee, April 4, and is a program officer for the diplomatic motor vehicle program. □

FOREIGN SERVICE INSTITUTE

The School of Area Studies and the Association for Diplomatic Studies cosponsored a roundtable on nuclear nonproliferation in the successor states of the Soviet Union, March 10. An exercise on the issue was held at the end of March with diplomats-in-training at the institute... On April 29 Areas Studies and the School of Language Studies staged a gaming exercise on Cuba, completely in Spanish. Participants included policy-makers, analysts and academic specialists and diplomats in Spanish language training who attained a 2-2 level ... *GARY BRANA-SHUTE*, deputy chairman of Latin American and Caribbean studies, attended the 10th annual Caribbean Island Nations Security Conference, March 29-April 1, in Port-of-Spain, Trinidad and Tobago, as an observer ... *KENDALL MYERS*, coordinator of European and Canadian area studies, participated, April 17, in a panel on the future of European integration, presented by the World Affairs Council of Washington and Brown University's continuing education program ... During the week of April 19-23 *GENE BRUNS*, chairman of the Southeast Asian area courses, served as the coordinator of the Asia-Pacific orientation course at the U.S. Air Force Special Operations School, Hurlburt Field, Fla. The purpose of the course is to provide Department of Defense personnel, especially those involved in Special Forces operations, with cultural, historical and political/economic background on the Asian region ... *MADLINE EHRMAN*, director of research, evaluation and development, School of Language Studies, made a presentation at the Georgetown roundtable on languages and linguistics. Her topic was "Ego Boundaries Revisited: Toward a Model of Personality and Learning." ... *FREDERICK JACKSON*, same office, wrote a paper for the same conference, "The Ongoing Development of a Program for In-Service Teacher Education at the Foreign Service Institute."

On March 25 *LAWRENCE TAYLOR*, director of the institute, and division chiefs from the School of Professional Studies recognized newly-appointed members of the adjunct faculty. Following a welcome by *JOHN LIMBERT*, director of the Orientation Division and



FOREIGN SERVICE INSTITUTE— Adjunct faculty members in the School of Professional Studies receive certificates, front row, from left: *Harold Rinier, Jasmine Fitchett.* Second row: *Richard Shinnick, Val Wood, Edward Wilson, Jack Barnhart* (accepting for *Nathan Hibler*), *Wanda James, Manny Valdez, Rosalie Dangelo.* Back row: *Kenneth Rossman, Elmer Higgs, Mimi Hughes, Charles Davis, William Bacchus, Ray Evon, Carl Matthews, Thomas O'Herron.*

host of the ceremony, the heads of administrative training, consular training, office management training, orientation and executive development presented their candidates and described their contributions to students. Mr. Taylor then presented each a certificate of appreciation. Members of the adjunct faculty come from both the Civil and the Foreign Service. □

HUMAN RIGHTS AND HUMANITARIAN AFFAIRS

On April 15 acting assistant secretary JAMES K. BISHOP addressed several hundred members of the Constituency for Africa, on human rights and democratization in Africa ... Deputy assistant secretary NANCY ELYRAPHEL and KAREN KRUEGER, deputy director, Office of Multilateral Affairs, were in Geneva, Switzerland, April 19-30, as part of a U.S. delegation to the fourth preparatory

meeting for the World Conference on Human Rights ... Senior policy adviser GEORGE LISTER delivered two speeches on human rights policy, one at the University of Maryland, April 7, and the other at a meeting of Nonviolence International, April 13, in Washington.

The director of the Office of Bilateral Affairs, YVONNE THAYER, discussed human rights and monitoring mechanisms with Haitian businessmen, in connection with the Haiti internal situation, April 19 ... The deputy director of the Office of Multilateral Affairs, JUDITH KAUFMANN, attended the Aspen Institute conference on South Africa, in Cape Town, South Africa, April 5-11. Among the speakers were President F.W. DeKLERK; the African National Congress foreign affairs spokesman, THABO MBEKE; the foreign minister; and representatives from the African National Congress, Inkatha Freedom party, the South African Communist party and government leaders ... On April 1 CAROL JEAN SMETANA, Office of Bilateral Affairs, addressed high school juniors and seniors from Nebraska and Colorado on "Human Rights Concerns in the Countries of the Former Yugoslavia." The students were in Washington on a study tour sponsored by the United Methodist Seminar.

From April 26-29 ELIZABETH BARNETT, Office of Multilateral Affairs, participated in a preparatory meeting in Geneva, Switzerland, for a conference on how to improve implementation of international humanitarian law. Particularly in light of reported atrocities in the former Yugoslavia, the conference will focus on how to prevent war crimes ... PAUL POMETTO, Office of Multilateral Affairs, has put together the U.S. Government's seventh report to the United

Nations on war crimes in the former Yugoslavia. The latest atrocities submission was released to human rights organizations, the press and U.S. missions, April 12. □

INSPECTOR GENERAL'S OFFICE

Deputy inspector general ROSCOE S. SUDDARTH participated in the "New Leadership Orientation" seminar, April 5, joining the Department's ethics officer, JAMES THESSIN, in briefing incoming assistant secretaries on "Perks and Pitfalls: Ethical, Legal and Regulatory Constraints."

EILEEN ANGLE and ARNOLD LEE, Financial Management Division, Office of Audits, attended the 22nd annual financial management conference, "Challenging Government with Better Financial Management," sponsored by the Joint Financial Management Improvement Program ... KEN COMER, Property Management and Procurement Division, spoke on "Problems in Acquisition Overseas," to the general services officer class at the Foreign Service Institute. He also participated in a panel on acquisition issues.

Supervisory special agent MONICA REINAUD, Office of Investigations, addressed three groups of criminal justice majors at St. Anselm College, Manchester, N.H. Two lectures on careers in federal law enforcement were presented to the students. As a guest speaker at a class on women in crime, Ms. Renaud discussed the role of women in federal law enforcement ... Division director DENIS

SPELMAN traveled to the Federal Law Enforcement Training Center, Glynco, Ga., to coach a training class of new special agents of the various offices in the Office of the Inspector General ... Supervisory special agent DAVE SMITH attended a class in advanced financial fraud investigative techniques, at Glynco ... In Washington, special agent MARK PAOLELLA attended training presented by Reid Associates in interviewing techniques.

The assistant inspector general for policy, planning and management, BEVERLY C. LOVELADY, attended a symposium on "Performance Measurements" for the Office of Inspector General, on April 16. The symposium was conducted by the President's Council on Integrity and Efficiency ... Ms. Lovelady was selected to serve on the State Department task force on the Vice President's national performance review, which is slated to complete a report in early September ... Also in the Office of Policy, Planning, and Management, IRIS ROSENFELD is the new director of the plans, reports and analysis branch. □

INTELLIGENCE AND RESEARCH

Office of the Assistant Secretary: PHILIP C. WILCOX JR., acting assistant secretary, addressed the Global Business Forum at a luncheon at the United Nations, New York, on March 29.

Office of Analysis for the Near East and South Asia: Director GEORGE S. HARRIS participated in the 46th annual conference on world affairs at the University of Colorado, April 5-10. He delivered a plenum speech on the Kurds of northern Iraq, and participated in panels on Islamic fundamentalism, central Asia, the future of Iraq and Arab-Israeli peacemaking ... The analyst for Syria, CONSTANCE MAYER, visited Egypt, Syria, Israel and the occupied territories, for orientation, April 27-May 20.

Office of Terrorism and Narcotics Analysis: Narcotics analyst MARK TAYLOR attended the 15th annual international Asian organized crime conference in Las Vegas, March 28-April 1.

Office of Politico-Military Analysis: CHARLES JEFFERSON, director, and JAMES FRANCONERI, World naval/Nato analyst, attended the 1993 Nato symposium at National Defense University, April 26-27 ... GARY CROCKER, chief, Theater Military Forces Division, lectured at Jefferson High School on the historical origins of conflict in the former Soviet Union and Yugoslavia, April 22 ... FRANK JANNUZI, East Asia and Pacific analyst, appeared before a Senate select committee to discuss developments in North Korea,

March 30.

Office of Analysis for Russia, Eurasia and East Europe: MARTHA MAUTNER, acting director, addressed the Freedom Foundation forum on issues relating to the former Soviet Union, in Oklahoma City, April 8 ... She spoke on the dissolution of the Soviet Union at Coppin State College, Baltimore, April 27 ... EUGENE FISHEL, analyst, spoke at Fairview School, Fairfax, Va., on the political situation in the former Soviet Union, April 21; to the students at the Army John Fitzgerald Kennedy Special Warfare School (Fort Bragg, N.C.) on cultural factors influencing Ukrainian policy, April 23; and to the Hadassah discussion group of Silver Spring, Md., on the history of Ukrainian-Russian relations, April 25 ... JOHN WESTERN, analyst, addressed high school students from North Carolina and New Jersey on the transition in eastern Europe, April 5. □

INTER-AMERICAN AFFAIRS

Assistant Secretary BERNARD W. ARONSON participated in a conference on El Salvador sponsored by the Woodrow Wilson Center, Washington, April 2 ... On April 22 he hosted a briefing for 30 Argentine business, government and political leaders, sponsored by the Brookings Institution and the Center for International Studies from Argentina. Other speakers included DANIEL A. REIFSNYDER, director, Office of Global Change, Bureau of

Oceans, International Environmental and Scientific Affairs; and ERIC EDELMAN, deputy to the ambassador-at-large and special adviser to the Secretary on the new independent states ... On April 23 Mr. Aronson traveled to Williamsburg, Va., to speak to trustees and directors of the 20th Century Fund, a publishing and research organization, concerning the future of U.S. relations in the western hemisphere.



INTER-AMERICAN AFFAIRS—Post management officer Doris McBryde accepts Superior Honor Award from executive director John Clark.



SAN SALVADOR, El Salvador—Superior Honor Awardees in this Central American nation, from left: chargé Peter F.

Romero, Shirley DeRoche, Perry Holloway, Walter Fleming, Richard Bradley, Phillip Chicola, acting deputy chief of mission.



CARACAS, Venezuela—Ambassador **Michael M. Skol** holds a special commendation from the Secretary of State that has been presented to Embassy Caracas. He is

flanked by the deputy chief of mission, **Robert C. Felder**, left, and the president of the Foreign Service National Association, **Rafael A. Ramirez**.



TIJUANA, Mexico—At award ceremony in this consulate general near the California border, back row: **Martha Cadena**, **Clementina Leon**, **Dale Rumbarger**, **Mercedes Munoz**,

Lorenza Duarte, **Rosario Rios**, principal officer **Edwin Cubbsion**, **Leticia Najera**, **Marcia Martinez**. Front: **Ana Maria Gorrino**, **Lourdes Fernandez**, **Lupita Navarro**.

Deputy assistant secretary **ROBERT S. GELBARD** delivered the luncheon address at the April 2 Miami congressional workshop, sponsored by the Greater Miami Chamber of Commerce, the University of Miami and Florida International University ... He addressed an international business audience attending a Pan-American conference in Mexico City, April 22 ... Deputy assistant secretary **PHILIP McLEAN** traveled to San Francisco, April 6-7, to address a U.S.-Brazil business conference sponsored by the U.S. Department of Commerce, the government of Brazil and a consortium of U.S. and Brazilian companies. His trip included participation in a program with members of the Business Council for International Understanding ... On April 28 Mr. McLean made remarks on Peru at a conference sponsored by George Washington University. □

INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY

RICHARD C. BEAIRD, acting U.S. coordinator and bureau director, cochaired the U.S. Government/private sector delegation to the International Telecommunication Union's regional development conference for Asia and the Pacific, in Singapore, May 10-15. Other State members of the delegation were **WALTER MANGER**, executive director of the delegation, and **DOREEN McGIRR**, senior adviser for European development affairs ... Following the conference, Mr. Beard stayed in Singapore to deliver an address at a telecommunications policy forum on the opening day of "Asia Telecom '93," an exhibition organized by the International Telecommunication Union.

Deputy U.S. coordinator **MICHAEL T.N. FITCH** was the keynote speaker at the "Informatics in the Americas" conference in Miami, May 3-4. He presented a detailed discussion of U.S. policy on international value-added network services. The conference was cosponsored by State, the bureau, the Organization of American States, the U.S. Trade and Development Agency, the Department of Commerce, the National Telecommunications and Information Administration, the Institute of the Americas and Squire, Sanders & Dempsey, a law firm. **HERMAN J. ROSSI**, director for Latin American development, participated in the conference ... Mr. Fitch hosted a luncheon, April 6, for the Romanian minister of communications, to discuss cooperation in spectrum management and telecommunications sector structure. Spe-

cial adviser WARREN CLARK also attended the luncheon.

On May 19-28 WILLIAM JAHN, director for telecommunications policy for Mexico and Micronesia, led a U.S. team in negotiations with Mexico, in San Antonio, to establish new broadcasting opportunities for U.S. FM radio and wireless cable systems, and to resolve radio interference to existing stations ... JOHN GILSENAN, director of telecommunications policy for Canada, and STEVEN LETT, director for satellite and cable policy, completed their service, April 6, as chairmen of a joint industry/Government advisory committee on the development of a new, globally-available pocket satellite telephone service. After 90 days of deliberations, solutions were identified for a number of technical and international spectrum-sharing problems, with the goal of ensuring supremacy for U.S.-based companies in this new, high-technology business ... Mr. Lett participated in the 23rd annual meeting of signatories of the International Telecommunications Satellite Organization, in Mexico, April 20-23. □

INTERNATIONAL NARCOTICS MATTERS

Program officer ALBERT K. MATANO, accompanied by Inter-American affairs narcotics officer ROBERT CALLARD, traveled to Lima, Peru, to observe the counternarcotics programs, March 8-15. Mr. Matano also visited narcotics-related sites in Santa Lucia, Mazamari and Tocache.

Caribbean program officer BEVERLY EIGHMY represented the bureau at the Caribbean nations security conference in Trinidad, March 30-31, a gathering of defense force and police chiefs from the region. Observers from the United States, United Kingdom, Netherlands, Canada and Venezuela were present. Following the conference, Mrs. Eightmy visited International Narcotics Matters programs in Trinidad, Barbados, St. Lucia, Antigua and St. Kitts.

DENNIS LINSKEY, chief, Global Support Division, traveled to Austria, April 5-9, to join the U.S. delegation to the UN Commission on Narcotic Drugs meeting ... Secretary CAROL LYNCH was in Florida, April 6-7, for orientation at the International Narcotics Matters air wing facilities at Patrick Air Force Base ... JOHN McLAUGHLIN, chief, Air Wing Division, visited Panama, April 5-9, to observe eradication efforts against recently-discovered coca cultivations near the Colombian-Panamanian border ... Mr. McLaughlin returned to Panama, April 20-22, to evaluate effectiveness of the spray operation.

TERRY BRANHAM, deputy chief, Air Wing Division, came to Washington, April 6, to be debriefed by the staff of the Army's Directorate of Evaluation and Standardization, on the Guatemala aviation program ... Office director DAVID L. LYON and GERALD DAVID, Air Wing Liaison, were at Patrick Air Force Base, April 13-14, for the DynCorp program review ... Program analyst THOMAS BROWNE traveled to the Dominican Republic, April 12-15, with representatives from major league baseball and the Drug Enforcement Administration to help establish a sports-based drug prevention program that will be funded by the private sector ... Program analyst LLOYD ARMSTEAD traveled to Mexico for Pathcor training ... Program analyst RAYBURN HESSE presided over meetings of the external relations group of the financial action task force, in Paris, March 29-April 1, and participated in the Pan-Asian conference of the financial action task force in Singapore, April 19-23 ... Program analysts ARTHUR MUIRHEAD and KATHLEEN WILKINSON traveled to the central Asian states of the former Soviet Union to assess the narcotics problem and to determine the nature of appropriate U.S. assistance to the region ... Aviation liaison JAMES COX escorted a C-141 flight to Guatemala, Peru and Bolivia, April 20-23 ... Mr. Lyon traveled to Austria and Germany, April 26-30, to attend Dublin Group conferences on counternarcotics assistance to eastern Europe and the newly-independent states, and to discuss alternative development as a crop control technique ... Ms. Wilkinson attended the Dublin Group meeting in Vienna.

ROBERT PERRY, ROBERT BLAU, program analysts THOMAS BROWNE and LLOYD ARMSTEAD participated in the third annual Joint Information Coordination Center users' conference in Jamaica, April 26-30 ... Aviation logistics director ED MOWREY conducted a joint Department contractor annual inventory in Peru, April 28-May 3.

Program officers CANDIS CUNNINGHAM and LYNNE PLATT traveled to Istanbul and Ankara, April 19-23, to review the U.S.-funded counternarcotics program in Turkey. They also visited Turkey's pharmaceutical opiates factory in Bolvadin, April 21 ... LYNNE PLATT and THOMAS GITCHEL, Drug Enforcement Administration, went on to Vienna for consultations on licit-opiate import policy, with the UN International Narcotics Control Board. □

LEGISLATIVE AFFAIRS

Assistant Secretary-designate WENDY SHERMAN traveled to Kiev, Moscow, Nizhny Novgorod and St. Petersburg with House

Majority Leader RICHARD GEPHARDT, other members of the House leadership and a bipartisan delegation of House members. Accompanying her was BILL KEPPLER ... On April 2-11 congressional travel unit chief TERRY PATIN accompanied the House Armed Services Committee delegation, led by Representative DAVE McCURDY, to Italy, Turkey, Syria and Morocco.

People: New arrivals: MICHAEL E. CHAPMAN, deputy assistant secretary and senior policy adviser; MARGARET DONOVAN, senior policy adviser; and MARGO MORRIS, personal assistant to the assistant secretary-designate ... **Departures:** AMY THOMPSON, congressional correspondence unit, and MATTHEW WINSLOW, congressional research unit. □

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary EDWARD P. DJEREJIAN testified on the situation in the Middle East, before the House Foreign Affairs Committee's subcommittee on Europe and the Middle East, April 28 ... The White House received



KUWAIT CITY, Kuwait—Procurement agent Richard Nazareth, right, receives Superior Honor Award from Ambassador Edward W. Gnehm Jr.

President HOSNI MUBARAK of Egypt, who was in Washington on a private visit, April 3-8. Mr. Djerejian attended the meeting between PRESIDENT CLINTON and Mr. Mubarak, and also attended SECRETARY CHRISTOPHER's meetings with Mr. Mubarak ... Mr. Djerejian gave a "Worldnet" interview, April 8, on the peace talks and the visit of Mr. Mubarak. Posts participating in the interview were Cairo, Damascus and Amman ... Mr.

Djerejian accompanied the Secretary to the White House, March 31, for a meeting with leaders of Arab-American groups. Mr. Christopher discussed the Clinton administration's approach to the Arab-Israeli peace talks with the group ... On April 28 Mr. Djerejian spoke on the Middle East to members of the Council of American Ambassadors, who were in Washington for a daylong program ... Mr. Djerejian and the American peace team, including deputy assistant secretary DANIEL C. KURTZER, met with the parties to the Middle East peace talks prior to the ninth round of bilateral talks, which opened in Washington April 27 ... On April 14 deputy assistant secretary DAVID MACK gave a speech on the Middle East to senior executives participating in a seminar on U.S. policy-making and issues in national and international affairs. The seminar was sponsored by the Brookings Institution and the Sloan School of Management, Massachusetts Institute of Technology ... Mr. Mack delivered the keynote speech to several hundred Government and private-sector participants at the first U.S.-Gulf business conference, in Washington, April 20.

Office of the Public Affairs Adviser: Deputy public affairs adviser CALVIN A. MITCHELL III traveled to Chicago, April 5-7, with CHARLOTTE READ of the Department's recruitment office. They met with students at DePaul University, Chicago State and the University of Chicago to discuss careers in the Foreign Service, the Foreign Service exam, State Department internships and scholarship possibilities.

Office of Lebanon, Syria, Jordan, and Palestinian Affairs: Jordan desk officer HENRY ENSHER spoke on regional issues in the Middle East to students participating in American University's Washington Mission Program, April 1.

Office of Arabian Peninsula Affairs: On April 24 Kuwait desk officer ETHAN GOLDRICH addressed participants in the National Council on U.S.-Arab Relations Malcolm H. Kerr Program alumni visit to Kuwait. He spoke on U.S. relations with Kuwait.

Office of Egyptian Affairs: Director RUSSELL J. SURBER discussed U.S.-Egyptian relations with the South Regional Board of the Institute of International Education, during the board's annual meeting in Washington, April 19 ... The ambassador to Egypt, ROBERT PELLETREAU, spent 10 days in Washington in early April for President Mubarak's visit to the White House ... Cairo regional security officer ROBERT O'BRIEN visited the desk in late April to discuss security in Egypt.

Office of Israel and Arab-Israeli Affairs: Deputy director JOSEPH LIMPRECHT traveled to Orlando, Fla., April 21-22. He spoke on the Middle East to students at the University of Central Florida and Rollins College. He also met with the editorial board of the Orlando Sentinel and spoke to the Arab-American

Business Association ... Desk officer MARC SIEVERS traveled to Cherry Hill, N.J., April 15, to speak to the Cherry Hill chapter of the B'nai B'rith engineers and scientists unit on the Middle East peace talks ... Secretary DEBORAH TURCO departed the office, April 16, to begin an assignment in Ankara, Turkey.

Office of Northern Gulf Affairs: Deputy director DAVID REUTHER presented a paper on sanctions against Iraq, at a seminar on economic sanctions at Notre Dame University, April 2-3 ... He later met with a Quaker group in Washington to discuss the sanctions ... Iranian desk officer MICHELLE BERNIERTOTH spoke on the situation in Iran, at the Western Pistachio Growers Association annual meeting, April 26 ... Secretary DALE DOUGHERTY departed the office for an assignment in the Bureau of European and Canadian Affairs.

Office of Regional Affairs: Deputy director GARY USREY traveled to Maxwell Air Force Base, Montgomery, Ala., April 13, to give an address to the Air War College on U.S. policy in the Middle East ... Political officer RICHARD JARVIS spoke on the Middle East to 200 high school students in Washington, in a program sponsored by the Close-Up Foundation, April 19.

Office of the Executive Director: TIM HUNTER, personnel officer in Jeddah, Saudi Arabia, was in Washington for a temporary-duty assignment, to assist with staffing gaps in the personnel office. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

EVELYN WHEELER, Office of Ecology, Health and Conservation, accompanied a U.S. delegation to San Salvador, April 20-23, to negotiate a framework agreement for environmental and child development activities, pursuant to debt reduction agreements reached under the "Enterprise for the Americas Initiative." The delegation was headed by ALBERT NAHAS, economic counselor at the U.S. embassy in El Salvador ... RAYMOND ARNAUDO, chief, Division of Polar Affairs, led the U.S. delegation to the heads-of-delegation meeting on the Arctic environmental protection strategy, in Copenhagen, March 25-26 ... DAVID COLSON, deputy assistant secretary for oceans and fisheries affairs, led a delega-

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—Deputy assistant secretary David A. Colson (left) presents senior Pacific fisheries officer George Herrfurth a Meritorious Honor Award for securing a UN moratorium on driftnet fishing and for his efforts to conserve pollock in the central Bering Sea.



tion to Jakarta to discuss archipelagic sea lanes with Indonesian government officials. Accompanying the deputy assistant secretary were ROBERT W. SMITH, Office of Ocean Affairs, and ASHLEY ROACH, Legal Adviser's Office. Mr. Smith and Ashley Roach continued on to Canberra, to brief Australian government officials on the archipelagic talks and to discuss law-of-the-sea topics.

LINDA STAHELI, Office of Cooperative Science and Technology Programs, traveled to San Francisco, March 18-19, as a moderator for a U.S.-Japan conference on accessing Japanese science and technology information ... On April 14 she was a luncheon speaker for the Japan Access Project, addressing U.S.-Japan relations ... She traveled to Detroit, April 29-30, to assist the U.S.-Japan joint high-level advisory panel, which advises both governments on the bilateral relationship from a private-sector perspective. □

PERSONNEL

Family Liaison Office

As part of Foreign Service Youth Month, the office sponsored two lunchtime discussions for parents. The first featured the new teen reentry videotape, produced jointly with U.S.I.A. The second program featured Dr. JACK SMITH from Medical Services and SHEILA PLATT, a clinical social worker, on issues facing Foreign Service teens and their parents as they move around the world ... Activities also included electronic dialogues between Foreign Service teens in Washington and five overseas posts: Nairobi, Rome, Tel Aviv, Managua and Bangkok. During the hourlong conversations, teenagers overseas addressed questions about reentry and living in Washington to a panel of teens who participate in the "Around the World in a Lifetime"

organization for Foreign Service youth.

Employment program coordinator DAVID BALL met separately with representatives of the Czech and Slovak republics to discuss the development of bilateral work agreements ... The newly-established post internship program was announced in April. Family members selected for this program, part of the office's special employment initiatives projects, will take functional training at the Foreign Service Institute and work in bureaus prior to departure for post. Once at post, the interns will move into positions in either the consular or administrative sections.

Office director MARYANN MINUTILLO and deputy director KENDALL MONTGOMERY met with Foreign Commercial Service personnelists to discuss resources available to their Foreign Service employees and family members ... Ms. Minutillo and publications coordinator GAIL KNOWLES met with officials from the French embassy on the office's community liaison office program overseas ...



QUITO, Ecuador—At a community liaison office coordinators conference in this South American capital in the northwestern region of the continent are Family Liaison Office deputy director *Kendall Montgomery*, community liaison office support officer *Virginia Chandler*, chargé *James Mack* and

acting administrative officer *Tom Quinzio* with conference participants: *Kathy Armbruster* (Havana), *Faye Barnes* (Mexico City), *Karen Beloney* (Guayaquil), *Teresa Fleming* (San Jose), *Isabel Gates* (Lima), *Jeanne Henifin* (La Paz), *Lynne Hermanson* (Paramaribo), *Evelia Horn* (Santiago),

Klinette Kindred (Tegucigalpa), *Frances Lovaas* (San Salvador), *Judith Pulley* (Nassau), *Olga Ramirez* (Panama), *Helga Rice* (Kingston), *Mary Lou Rinehart* (Bogota), *Laura Sanchez* (Santo Domingo), *Daisy Smith* (La Paz), *Diane Todd* (Bogota) and *Viviana Yamashita* (Quito).



Other staff members briefed several groups and individuals including the security overseas seminar; the general services officer class; inspectors going to Dublin, Greece, London and Turkey; regional security officers and spouses and Marine security guard spouses. □

POLITICO-MILITARY AFFAIRS

Office of Weapons Proliferation Policy: The office said farewell to three interns—JOE FARKAS and JOHN REGAS on the missile side, and BOB BLONS, who had been working on chemical-biological issues ... Arriving from the Pentagon was SUSAN LEIBBRANDT, who will concentrate on the chemical warfare convention ... MARK PEKALA received the W. Averell Harriman Award from the American Foreign Service Association.

Office of Nuclear Weapons Proliferation: Director STEVEN AOKI assumed a new role as director for nonproliferation and export controls at the National Security Council ... GARY SAMORE, formerly a senior assistant to the Department's special adviser on Non-proliferation policy and nuclear energy affairs, is now the acting director ... He traveled to Vienna and New York to participate in considerations by the International Atomic Energy Agency board of governors and the UN

TABUK, Saudi Arabia—Foreign Service officer *Stephen P. Dawkins*, in white shirt, who serves as a political adviser, with his boss, *General Gordon R. Sullivan*, chief of staff, U.S. Army, in a Saudi training area about 40 kilometers from the Iraq border.

Security Council of North Korea's intent to withdraw from the nonproliferation treaty ... Deputy director JOE MARTY had talks in London with British government officials on the future of weapons inspections in Iraq, and afterward briefed officials attending the U.S.-British politico-military meeting ... STEVE DODSON traveled to Minsk and Almaty to conduct negotiations on U.S. provisions of export control assistance to the governments of Belarus and Kazakhstan ... JERE NICHOLS, Oak Ridge Laboratories, joined the office.

Office of Arms Control Policy for Compliance and Implementation: GUY LUNSFORD and STEVEN COSTNER represented the Department during the fifth session (March 15-April 16) of the strategic arms reduction treaty's joint compliance and inspection commission, in Geneva, Switzerland. The five-party commission (Belarus, Kazakhstan, Russia, Ukraine and the United States) is working to pave the way for entry into force of the arms treaty ... LOUIS S. MENYHERT has transferred to the Foreign Service Institute for technical training, in preparation for an assignment to Curacao ... ANDREW CHURCH, foreign affairs officer, traveled to Moscow, April 26-27, to discuss arms transfer issues with Russian officials ... DENNIS MCKEE and

JAMES RENNER joined the office.

Office of Strategic and Theater Policy: RALPH KWONG traveled to Minsk, April 28-29, to participate in discussions on safety, security and dismantlement assistance to Belarus ... PHIL ELLIS accompanied Assistant Secretary ROBERT GALLUCCI to the headquarters of the U.S. Strategic Command, Omaha, April 14-15, for briefings and consultations ... DON COLE organized the bureau's sixth multinational conference on theater missile defense, April 20-23. It was the largest such conference ever, with more than 700 attending from 18 nations.

Office of International Security Operations: FRANK RAY, deputy director, addressed the joint special operations course at Hurlburt Field, Fla., April 7 ... MIKE KING attended a military exercise planning conference, March 27-April 5, at Royal Air Force Mildenhall, United Kingdom ... He participated in a domestic military exercise, April 24-28, in Tampa ... HOWARD SIDMAN served on the U.S. delegation to bilateral political-military talks with the United Kingdom, April 25-30, in London ... KATHRYN SOLON returned from two months' temporary duty in Mogadishu ... DAVID GOWDEY visited the School of the Americas demining course, April 16, at Fort Benning, Ga ... LAURITA DENNY returned from four months' temporary duty in Geneva, as assistant to the ambassador-designate to Bosnia, VICTOR JACKOVICH ... ALEXANDER MARGULIES served on the U.S. delegation to meetings, April 8 and 21 in New York, with the UN under secretary general for

peacekeeping, dealing with the transition to UN peacekeeping forces in Somalia. □

PUBLIC AFFAIRS

Office of Public Liaison: Public affairs specialists KAREN NICHOLSON and DEBBIE FALTZ and program officer JENNIFER SIEGEL assisted the Press Office by staffing press stake-outs at Department entrances during the Middle East peace talks ... Program officer EILEEN McCORMICK PLACE managed the spring meeting of the Council of American Ambassadors, April 28. Speakers included the under secretary for political affairs, PETER TARNOFF, and the under secretary for economic, business and agricultural affairs, JOAN SPERO ... Ms. Place coordinated arrangements with the U.S. Postal Service for a stamp dedication ceremony on April 21 honoring Dean Acheson, at which SECRETARY CHRISTOPHER made remarks ... Public liaison officers assisted Protocol with arrangements for an April 21 luncheon hosted by Secretary Christopher in connection with the opening of the holocaust museum ... Program officer JUDY CHRONISTER facilitated a reception, April 23, for the Environmental Defense Fund, hosted by the Bureau of Oceans, International Environmental and Scientific Affairs, at which Environmental Protection Agency administrator CAROL BROWNER addressed participants.

Liaison officer YVONNE O'BRIEN coordinated a meeting for the Constituency for Africa, April 14. Speakers included the acting assistant administrator for Africa, JOHN HICKS, A.I.D.; the acting assistant secretary for human rights, JAMES BISHOP; and the director general of the Foreign Service, GENTA HAWKINS HOLMES ... Ms. O'Brien managed a briefing program and an eighth-floor luncheon for World Vision. Speakers included the principal deputy assistant secretary for African affairs, JEFF DAVIDOW, and the deputy assistant secretary for refugee programs, BRUNSON MCKINLEY ... Program assistant ANNETTE AULTON arranged for Public Affairs deputy assistant secretaries RICHARD BOUCHER and MICHAEL McCURRY to address the Washington journalism conference of high school students, April 23 ... Business liaison officer MARY ANN DIXON facilitated Under Secretary Spero's dinner address to the European Council of American Chambers of Commerce, April 28 ... She arranged for Ms. Spero to speak to the Valley Industry and Commerce Association, April 20.

Office of Intergovernmental Affairs: CAROLYN FLEMING assisted with the Middle East peace talks, the weeks of April 26 and May 3 ... JANICE SETTLE served as program manager for a briefing on eastern Europe and Russia for the Washington intergovernmental

community, May 10 ... DONNA KREISBERG attended the May 7 program of the National Conference of State Legislatures' State-Federal Assembly.

Office of Public Communications: Acting director COLLEEN ELLIOTT attended the interagency public access conference in Reston, Va., April 26 ... Team leader PETER KNECHT spoke on the bureau's CD-ROM product, "Foreign Affairs on CD-ROM," at a national meeting of the Special Interest Group on CD-ROM Applications and Technology, at Gaithersburg, Md., April 19 ... Public affairs specialists JIM PINKELMAN, SUSAN HOLLY and DOROTHY JACKSON, secretary, were among Public Affairs personnel who worked on the Middle East peace talks ... Public affairs specialist GLORIA BEASLEY attended the "MacAcademy Regional Learning Extravaganza" in Alexandria, Va. All facets of the MacIntosh computer system were covered ... Public affairs assistant TERRI POWELL and her daughter, TOYA ANGELINA, participated in the Ms. Foundation's "Take Our Daughters to Work" project, April 28. Thousands of girls like Toya, a student at Rabaut Junior High School, Washington, experienced a day in the working world of their parents ... Public Communications Office director ANTHONY DAS has resigned to join the Department of Commerce's Office of the Secretary. □

REFUGEE PROGRAMS

WARREN ZIMMERMANN, bureau director, attended two meetings on migration, one sponsored by the Center for Strategic International Studies in Taormina, Sicily, and a second organized under the auspices of the Council on Security and Cooperation in Europe.

Burundi Foreign Minister LIBERE BARARUNYERETSE called on PRISCILLA A. CLAPP, senior deputy assistant secretary, to obtain U.S. assistance for Burundi refugee repatriation. Mr. Bararunyeretse was accompanied by Burundi Ambassador JULIEN KAVAKURE, MARGARET J. McKELVEY, director, Office of African Refugee Assistance, attended ... JAN DE WILDE, director, Office of Asian Refugee Assistance, studied refugee-related demining in Pakistan and Cambodia ... WILLIAM D. FLEMING, deputy director, traveled to Vietnam via Bangkok to monitor reintegration assistance projects financed by the U.S. Government. He visited World Vision's projects in Haiphong, Danang and Hue, the International Catholic Migration Commission's project in Ho Chi Minh City and the consortium's projects in Can Tho and Tra Vinh ... ANN MORGAN, director, Office of Refugee Training, and EDWARD GEIBEL, program

officer, attended the national teachers of English-as-a-second-language convention in Atlanta.

ANITA L. BOITI, director, Office of Refugee Reception and Placement, spoke at the New Jersey state refugee conference with Interaction, and attended the Pennsylvania state refugee conference in Harrisburg ... BETSY A. FITZGERALD and JANIS S. FINNEY, program officer, reviewed with the Refugee Data Center in New York the implementation of allocations guidelines ... KAREN L. McCARTHY, DJUANA L. PITTMAN and CARLA T. NADEAU, program officers monitored voluntary agency affiliates' resettlement operation in New York ... DOUGLAS R. HUNTER, director, Office of Multilateral Organizations and Migration Policy, represented the bureau at the Latin American and Caribbean regional conference on population and development in Mexico City ... ANN T. KENNELLY, program officer, participated in a migration seminar in Warsaw and attended the meeting of the European Committee on Migration, at the Council of Europe, in Strasbourg, France ... DEWEY R. PENDERGRASS, deputy director, Office of Refugee Admissions and Processing, reviewed refugee admissions processing in Turkey and Saudi Arabia ... AMY B. NELSON, program officer, Office of African Refugee Assistance, reviewed the refugee situation in Burundi, Uganda and Kenya ... LUIS G. MORENO provided short-term assistance in Port-au-Prince, Haiti ... KATHERINE K. PERKINS will assist the Refugee and Migration Affairs Office at the U.S. mission in Geneva through July. □

SOUTH ASIAN AFFAIRS

On April 1 the principal deputy assistant secretary and interim director, JOHN R. MALOTT, exchanged instruments of ratification of the U.S.-Sri Lanka bilateral investment treaty, in the treaty room of the Department, bringing it into force May 1 ... He briefed students of the Pakistan Defense College, April 26, on U.S. policy toward South Asia. On April 28 he testified before the House Foreign Affairs subcommittee on Asian and Pacific affairs, on foreign aid for South Asia.

Office of India, Nepal and Sri Lanka Affairs: Deputy director TIMOTHY HAUSER and Nepal desk officer DENISE VALOIS spoke on economic reform and relations with India, at the Institutional Reform and the Informal Sector Center of the University of Maryland, March 22.

Office of Regional Affairs: Director MICHAEL LEMMON participated in meetings of the Stimson Center's South Asia nuclear policy working group, April 1. ■

O B I T U A R I E S

James H. Bahti, 69, a retired Foreign Service officer and a foreign affairs officer in the Bureau of Administration, died of a heart ailment at Fairfax Hospital in Falls Church, Va., on April 24.



Mr. Bahti

Mr. Bahti joined the Foreign Service in 1955 and went to Bonn as an aide to the ambassador later that year. He was vice consul and economic officer in Hamburg, 1958-60. In 1961 he became political officer in Cairo. Next, he was an international economist in the Department, 1964-66, and an executive fellow at the Brookings Institution, 1966-67. After an assignment in the Bureau of Near Eastern and South Asian Affairs, he attended the National War College, 1969. He served as political, economic and consular officer in Bombay, 1970-72. He was consul general and principal officer in Tehran, 1972-75.

After an assignment as a Foreign Service inspector, Mr. Bahti was detailed to the Sinai in 1978. He was an administrative officer in the Office of the Secretary, 1979-81. He became consul general and principal officer in Alexandria before retiring in 1983.

After his tenure in the Service, he joined the staff of the administration bureau's historical documents review section in 1984. He was assisting in the preparation of the "Foreign Relations of the United States" series at the time of his death. He held the Superior and Meritorious Honor Awards.

Mr. Bahti was born in Hancock, Mich., on July 10, 1923. He earned a bachelor's from the Michigan College of Mining and Technology and a master's and doctorate from the University of Michigan.

George Oswald Barraclough, 83, a retired Foreign Service officer, died of cancer in Scottsdale, Ariz., on April 22.

Mr. Barraclough joined the Service in 1951 and became budget and fiscal officer in Tokyo. He headed administrative training at the Foreign Service Institute, 1955-56. After an assignment as a career development officer, he was detailed to the Department of Commerce in 1958. He

was commercial consul in Johannesburg, 1960-62. After serving as coordinator of commercial and labor training at the Foreign Service Institute, he retired in 1964.

Mr. Barraclough was born in Los Angeles on January 24, 1910. He attended Palo Alto Junior College, Stanford and Columbia. Before joining the Service, he had been fiscal director of the Foreign Liquidation Commission in Shanghai and Manila and a budget director for the Army in Toyko. He leaves his wife, Ruth F. Barraclough, of Scottsdale. □

Claire Teresa Burgess, 72, wife of retired Foreign Service officer Roger E. Burgess, died at her home in Vienna, Va., on March 19. She was the mother of former Foreign Service officer David Burgess and Foreign Service officers Christopher T. Burgess, John F. Burgess and Roger E. Burgess Jr.

Ms. Burgess accompanied her husband to Ankara in 1963, where he was labor officer at the U.S. Operations Mission. She established English-language classes there and volunteered at a children's hospital and an orphanage. After her husband was posted to Vietnam in 1965 as an adviser to the mayor of Da Nang, she spent six years at the safehaven in Bangkok. She organized the Saigon Wives Club, which aided orphanages and helped family members cope with separations.

Ms. Burgess was a native of Holyoke, Mass., who worked as an aircraft spotter, boilermaker and welder at defense plants during World War II. After accompanying her husband overseas, she pursued volunteer pursuits in Washington. In the early 1980s she was named one of the most active volunteers of the year in Fairfax County, Va. In addition to her other survivors, she leaves a daughter, Claire T. Burgess of Melbourne, Fla., three sisters, two brothers and seven grandchildren. □

Nancy Jane Cass, 65, a retired Foreign Service secretary, died at her home in Clearwater, Fla., on March 19.

Ms. Cass joined the Service in 1952 and was assigned to Athens as a clerk-stenographer. She became a secretary in Seoul in 1954. She was posted to Rio de Janeiro, 1957-59, and Lisbon, 1959-66. She was assigned to the U.S. mission to

the United Nations, 1966-67. After a posting to Bucharest, she went to London in 1969. She was assigned to Reykjavik, 1971-73, and Saigon, 1973-75. After a final tour in Ankara, she retired in 1977.

Ms. Cass was born in Boston on May 15, 1926. She leaves a brother, Raymond J. Cass Jr., of Richardson, Tex., and a sister, Peggy Feeney of New York. □

Zeynep Nuceyle Alpman Dalton, 60, a retired Foreign Service national employee and wife of retired Foreign Service staff officer Reginald F. Dalton,



Ms. Dalton

died in Ankara on January 23 of a heart embolism, after a hip bone replacement operation resulting from a fall on January 12.

Ms. Dalton had worked as a voucher examiner and accountant for the U.S. Air Force in Turkey and at the U.S. embassy in Ankara for over 20 years before her retirement in 1984. She accompanied her husband on a tour in Brussels, 1984-86. She was a native of Ankara who earned a degree in economics from Turkey's Academy of Economics, Commercial and Administrative Sciences. In addition to her husband, she leaves four sisters and 14 nieces and nephews. □

Helen Evelyn Heimberger, 79, a retired Foreign Service secretary, died in Washington on April 11.

Ms. Heimberger joined the Service in 1946 and went to Hamburg as a clerk later that year. After a posting to Melbourne, she became a secretary in Tokyo in 1948. She served in Stockholm, 1950-54, London, 1954-56, and Tunis, 1956-59. After an assignment in Tehran, she became a secretarial assistant in Port-au-Prince in 1960. She held a similar position in Bangui, 1966-69. After a final posting to Kinshasa, she retired in 1973.

Ms. Heimberger was born in Delaware, O., on June 29, 1913. She was a cum laude graduate of Ohio Dominican College. Before State, she worked as a secretary at Ohio State University and for the Columbus Symphony Orchestra, and sang on classical music radio broadcasts in Ohio. She leaves a half-brother, Warren

Dennis of Memphis, and a half-sister, Catherine Curtis of Flint, Mich. □

Edmund H. Kellogg, 81, a retired Foreign Service officer, died after a series of strokes in Hanover, N.H., on April 9.

Mr. Kellogg began his career at State in 1940 as a special assistant to Assistant Secretary Adolph Berle. After serving in World War II, he became an assistant to the ambassador to the Allied Control Commission in Germany. He was acting officer in charge of UN economic affairs joining the Foreign Service in 1954. After an assignment as a Foreign Service inspector, he was named deputy chief of mission in Phnom Penh in 1957. He attended the Senior Seminar, 1958-59. He was deputy director of the Arms Control and Disarmament Agency, 1960-61. In 1961 he became consul general in Dusseldorf. He served as special assistant to the Secretary on world population affairs before retiring in 1969.

Mr. Kellogg was born in Morristown, N.J., on March 8, 1912. He earned a bachelor's from Princeton and a law degree from Harvard, where he was editor of the law review. He received a Bronze Star and distinguished himself by helping to decipher German codes in World II. After State, he taught population and conservation law for 15 years at Vermont Law School. He was co-author of two books on historic preservation, "Readings on Historic Preservation," and "Vermont Landscape." He leaves his wife of 54 years, Celina Robbins Kellogg, two daughters, two sons, a sister and seven grandchildren. □

Daniel V. Renda, 78, a retired Foreign Service staff officer, died in Bassano Del Grappa, Italy, on February 21.

Mr. Renda joined the Service in 1945. After serving as garage superintendent and maintenance supervisor in Rome, he went to Lisbon as a general services assistant in 1951. He was a general services officer in the Department, 1955-56. In 1956 he became general services officer in Karachi. Next, he was administrative assistant in Fukuoka, 1959-63, and assistant general services officer in Bangkok, 1963-65. He served as supervisory general services officer in Belgrade, 1965-66. He was posted to

Accra, 1966-67. After a final assignment in Rabat, he retired in 1970.

Mr. Renda was born in New York on September 14, 1914. He served in the Army during World War II. His survivors include his wife, Gina B. Renda, of Bassano Del Grappa. □

Marie E. Richardson, 82, a retired Foreign Service officer, died in Norman, Okla., on March 28.

Ms. Richardson began her career at State as an auxiliary Foreign Service officer in 1943. She was a junior economic analyst in Buenos Aires, 1943-46. She served as a Civil Service economist in the Department, 1947-55. In 1955 she reentered the Foreign Service as economic officer in Panama City. She was commercial, then economic officer, in Santiago, 1959-65. She served as transportation and commercial officer in Caracas before retiring in 1969.

Ms. Richardson was born in Little Rock on November 14, 1910. She earned a bachelor's and master's from George Washington. Before State, she worked for the Department of Commerce and the World Bank. After State, she was a guest lecturer on world affairs and geography at the University of Oklahoma. She leaves a sister, Grace Lockwood of Alexandria, Va., a brother, three nieces and a nephew. □

Cecil T. F. B. Lyon, 89, a retired ambassador to Chile and the former Ceylon (now Sri Lanka), died in Hancock, N.H., on April 6.



Mr. Lyon (1956) After serving as assistant chief of the Division of West Coast Affairs in the old Office of American Republic Affairs, he went to Cairo in 1944. He was chief of river plate affairs, 1946, then special assistant to the assistant secretary for political affairs, 1946-48.

Mr. Lyon joined the Foreign Service in 1930 and became vice consul in Havana. He held consular assignments in Hong Kong, Tokyo, Beijing and Tientsin, 1932-38. In 1938 he became third secretary in Santiago.

In 1948 Mr. Lyon became consul in Warsaw. After attending the National War College, he served as director of the Berlin element of the Office of the High Commissioner for Germany and Deputy Commandant, 1950-54. He was director of the Office of German Affairs, 1954-55. In 1955 he was named deputy assistant secretary for inter-American affairs. He served as ambassador to Chile, 1956-58. Next, he was deputy chief of mission in Paris, 1958-64. In 1964 he was appointed ambassador to Ceylon. The following year he was named ambassador to the Maldives, a position he held concurrently with the Ceylon post until 1967. After serving as a Foreign Service inspector, he retired in 1968.

Mr. Lyon was born on Staten Island, N.Y., on November 8, 1903. He earned a bachelor's from Harvard. After State, he worked for the International Rescue Committee and served on the board of the Harris Center for Conservation Education, in New Hampshire. He leaves his wife of 60 years, Elsie Grew Lyon of Hancock, two daughters and two grandsons. □

Herman Pollack, 73, a retired director of the old Bureau of International Scientific and Technological Affairs, died of sepsis after surgery for bladder cancer at Georgetown University Hospital in Washington on April 13.



Mr. Pollack began his career at State as a management analyst in 1946. He was deputy executive director, then acting executive director,

Mr. Pollack (1967) of the Bureau of European and Canadian Affairs, 1950-55. After serving as an executive assistant to the controller of the Department, he was named deputy assistant secretary for personnel in 1961. He attended the National War College, 1963-64. He was deputy director, then acting director, of the Office of International Scientific Affairs, 1964-67. In 1967 he became director of the science bureau, a position he held until his retirement in 1974.

Mr. Pollack was born in Locust Valley, N.Y., on October 22, 1919. He earned a bachelor's from City College of

New York and a master's from George Washington University. Before State, he worked for the Office of Price Administration, the War Shipping Administration and the Foreign Economic Administration. After State, he was a professor at George Washington, where he specialized in international science policy, and a consultant to numerous organizations and agencies, including the Department's advisory committee on oceans and international environmental and scientific affairs. He leaves his wife, June Pollack of Silver Spring, Md., a daughter, two sons and five grandchildren. □

Anne Scanlon, 83, wife of retired Foreign Service officer Maurice Scanlon, died of Alzheimer's disease at Rockville Nursing Home, Rockville, Md., on March 16. She had accompanied her husband on tours to Hong Kong, Rome and the Miami Regional Center.

Ms. Scanlon was born in Butte, Mont., on August 4, 1909. She received a bachelor's from Notre Dame and pursued graduate studies at the Universities of California at Berkeley and of Wisconsin. Before joining her husband overseas, she worked as a high school teacher in Milwaukee and Chicago and as a social worker in Washington. She was active in volunteer efforts to aid orphans and blind persons in Hong Kong. In addition to her husband of 59 years, she leaves a sister, a daughter, a son, seven grandchildren and a great-grandchild. □

George Stoney Springsteen Jr., 70, a former director of the Foreign Service Institute, died at his home in Scientists Cliff, Md., on April 24. He was the father of Martha Springsteen, a computer specialist in the Bureau of Administration.



Mr. Springsteen began his career at State as an international economist in 1949. He became a special assistant to the under secretary for economic affairs in 1961. In 1966 he was named deputy assistant secretary for European and Canadian affairs. He served as acting assistant secretary of the Europe

bureau, 1972-73. In 1974 he was appointed special assistant to the Secretary and executive secretary of the Department. He headed the Foreign Service Institute for four years before retiring in 1980. He held the John Jacobs Rogers Award.

Mr. Springsteen was born in New York on January 7, 1923. He earned a bachelor's from Dartmouth and two master's degrees and a doctorate from the Fletcher School of Law and Diplomacy. He served as a Navy lieutenant during World War II. In retirement, he had been a visiting lecturer in public and international affairs at Princeton and president of the board of directors for International Student House. In addition to his daughter, he leaves his wife, Rosalind Sawyer Springsteen, a son, a brother and two grandchildren. His family suggests contributions to the International Student House, 1825 R Street N.W., Washington, D.C. 20009. □

Joseph Charles Wilson, 70, a retired Foreign Service officer, died of cancer at his home in Annapolis on April 9.

Mr. Wilson began his career at State in 1949 and went to Paris as a courier the following year. After a posting to Helsinki, he served as supervisory courier in Frankfurt, 1954-55, and Panama City, 1955-56. He was regional supervisor in Cairo, 1956, and Athens, 1956-58. He headed the Diplomatic Courier Service in Washington, 1958-1960. In 1960 he became a Foreign Service officer. After a posting to Calcutta, he was detailed to the Department of Commerce in 1966. He was economic and commercial officer in Sydney, 1968-73, then commercial attaché in Wellington, 1973-76. After another detail at Commerce and a final assignment in the Department, he retired in 1982.

Mr. Wilson was born on December 1, 1922, in Newcomerstown, O. He received a bachelor's from Heidelberg College in that state. He served in the Army, in the China-Burma-India theater, during World War II. He retired from the Marine Corps Reserve as a lieutenant in 1955. He leaves his wife, Mary Ann Wilson, of Annapolis, a son and a sister. ■

Buy U.S. savings bonds through the Payroll Savings Plan. Take stock in America. Bonds now pay off at money-market rates. Interest on them is exempt from state and local taxation. □

Aftermath of Korea war is documented

The response of the Eisenhower administration to the aftermath of the Korea war is the focus of "Foreign Relations, 1955-57, Volume XXIII, Part 2," which has been released by the State Department.

The volume presents the official record of U.S. policy, drawn from documents originating in State, the White House, the Department of Defense and the Joint Chiefs of Staff. It is the last volume of the "Foreign Relations" series for the years 1955-57, completing the State program to document the triennium of the middle Eisenhower years.

The volume (Department of State Publication No. 10004; G.P.O. Stock No. 044-000-02363-6; I.S.B.N. 0-16-038253-X) may be purchased for \$26 from the Superintendent of Documents, U.S. Government Printing Office. State's Office of the Historian has prepared a summary of the volume. For information, contact Glenn W. LaFantasie, general editor of the series, (202) 663-1133. □

Child abuse alert

A packet on child-abuse prevention was sent to all posts with elementary school-age children last month by the Family Liaison Office, the Office of Medical Services and the Bureau of Diplomatic Security. It contains a book, film, and pamphlets that provide guidance for programs at post. The project was coordinated by Jo-Anne Vaughn, support services officer, Family Liaison Office. □

Books wanted

The Association of American Foreign Service Women is requesting donations now of books, stamps, coins, tapes and objets d'art for the annual Bookfair, which will be held this year October 23-31. Donations can be brought to Room 1524 Main State. Or call (202) 223-5796 to arrange for a pickup. □

MUSIC AT STATE

Rare combination: trombone, piano

BY STEVEN ALAN HONLEY

The author, a Foreign Service officer in the Bureau of African Affairs, is this magazine's regular music reviewer.

Four student ensembles from the Levine School of Music, whose colleagues had performed here so successfully February 17, presented an equally varied and pleasing program in the Dean Acheson auditorium on April 14.

The recital began with the first movement of Mendelssohn's Trio in D Minor (Opus 49). Ellen Butters, viola (who had performed in the earlier appearance), stood out, but her colleagues—Vivien Scheitzer, piano, and Dan Rosenbaum, cello—were equally faithful to the composer's "Molto allegro e agitato" marking.

Allen Strawbridge, trombone, accompanied by Jean Kellogg, then took the stage for J.E. Galliard's First Sonata. Though brief, this three-movement work is a welcome addition to the sparse repertoire for trombone and piano (or trombone and anything, for that matter). Aply accompanied by Ms. Kellogg, Mr. Strawbridge adroitly handled the work's technical demands, achieving a lovely singing tone in the lyrical opening movement.

Once they warmed up, a woodwind trio, composed of Susanna Shin, flute; Ari Lipman, clarinet; and Mark Acton, bassoon, charmed the audience with two very different, but complementary, works. Their performance of "Trio Bucolique Varie," by the early 20th-century French composer Pierre Pierne, fully lived up to the work's pastoral name. Then Mozart's Divertimento No. 2 (K. 229) brought the recital to an eminently satisfying conclusion. □

Youthful pianists: (3—count 'em—3)

As this reviewer has had occasion to note before, it is always a real challenge to review recitals given by young musi-



Allen Strawbridge and Jean Kellogg. (State Department photo)

cians, and so it was with the joint piano recital given by 14-year-old Jenny Hur, 12-year-old Risa Green, and 15-year-old Dylan Gentile in the Dean Acheson Auditorium on April 7. All three possess different combinations of flair, poise and technical skill, but had in common full dedication to their art.

Ms. Hur began with the Prelude and Fugue No. 21 in B flat Major from Bach's "Well-Tempered Clavier," Book I. The notes were all there, even at the fast tempo she took, but she completely omitted trills and other ornaments. Perhaps because of nerves, she suffered several memory lapses in Chopin's "Minute Waltz" (Opus 64, No. 1), but gamely got back on track each time, finishing with a rousing flourish.

Although she was the youngest per-

former of the three, Ms. Green was the most technically accomplished. The works she performed—"Austrian Song" by J. A. Pacher and "Fantasia" by Benjamin Lees—were not really worthy of her talents, but she plunged into them with gusto. It would be a pleasure to hear her play more substantive literature in a future recital.

Mr. Gentile closed the recital with very solid and thoughtful performances of two contrasting preludes in C sharp minor. His rendition of the famous Gershwin prelude was idiomatically jazzy, while his approach to the less well-known Rachmaninoff work (Opus 3, No. 2) was satisfyingly dramatic.

On the basis of the talent these performers showed, let us hope that all three pursue a musical career. ■

LIBRARY BOOKLIST

Conflict and ethnicity in the former Yugoslavia

Background and historical perspectives

- BATUSIC, ZORAN. "Bosnia-Herzegovina." *East European Reporter*, Mar./Apr. 1992, p. 22-24.
- BLACKWELL, KENNETH. "Status of Detention Centers in Bosnia-Herzegovina." *U.S. Department of State Dispatch*, Sept. 21, 1992, p. 717.
- "Bosnia-Herzegovina: the Slaughter Continues." *Foreign Policy Bulletin*, Sept./Oct. 1992, p. 2-21.
- "Bosnia-Herzegovina." (Secretary Christopher, Department statement, UN Security Council resolution, Ambassador Walker.) *U.S. Department of State Dispatch*, Apr. 5, 1993, p. 200-202.
- BUSH, GEORGE. "Containing the Crisis in Bosnia and the Former Yugoslavia." *U.S. Department of State Dispatch*, Aug. 10, 1992, p. 617.
- "Chronology: Developments Related to the Crisis in Bosnia, March 10-August 28, 1992." *U.S. Department of State Dispatch*, Aug. 31, 1992, pp. 676-79.
- COHEN, LENARD J. "The Disintegration of Yugoslavia." *Current History*, Nov. 1992, p. 369-375.
- DJILAS, ALEKSA. "Plunged into Slaughter: Interview with Aleksa Djilas." *Uncaptive Minds*, Summer 1992, p. 25-31.
- EAGLEBURGER, LAWRENCE S. "Detention Centers in Bosnia-Herzegovina and Serbia." *U.S. Department of State Dispatch*, Aug. 10, 1992, p. 618.
- ETZIONI, AMITAI. "The Evils of Self-Determination." *Foreign Policy*, Winter 1992-93, p. 21-35.
- "Federal Republic of Yugoslavia (Serbia and Montenegro) Sanctions Regulations." *Federal Register*, Mar. 10, 1993, p. 13199-13213.
- GOW, JAMES. "Deconstructing Yugoslavia." *Survival*, July/Aug. 1991, p. 291-311.
- HELMAN, GEORGE. "Saving Failed States." *Foreign Policy*, Winter 1992-93, p. 3-20.
- HITCHENS, CHRISTOPHER. "Letter from America." *New Statesman and Society*, Mar. 19, 1993, p. 11.
- HITCHENS, CHRISTOPHER. "Minority Report." *Nation*, Mar. 15, 1993, p. 330-331.
- JOFFE, JOSEF. "The New Europe: Yesterday's Ghosts." *Foreign Affairs*, America and the World Issue, 1992/93, p. 29-43.
- KAMINSKI, PIOTR. "Who Started the War?" *Uncaptive Minds*, Winter-Spring 1993, p. 9-13.
- KARPINSKI, JAKUB. "The Southern Slavs." *Uncaptive Minds*, Winter-Spring 1993, p. 4-8.
- LANE, CHARLES. "Survivors." *New Republic*, Jan. 25, 1993, p. 9-10.
- LAZAROV, LAZAR. "Some Questions concerning the Development of Macedonia in the Yugoslav Federation, 1944-1957." *Macedonian Review*, v. 21, no. 1-2, 1991, p. 29-42.
- "Meeting with the Prime Minister-designate of Serbia-Montenegro." *U.S. Department of State Dispatch*, Jul. 13, 1992, p. 562.
- MOORE, PATRICK. "The Widening Warfare in the Former Yugoslavia." *RFE/RL Research Report*, Jan. 1, 1993, p. 1-11.
- NELSON, DANIEL N. "Europe's Unstable East." *Foreign Policy*, Spring 1991, p. 137-158.
- NEUMANN, ROBERT G. "This Next Disorderly Half Century: Some Proposed Remedies." *Washington Quarterly*, Winter 1993, p. 33-49.
- OWEN, DAVID. "The Future of the Balkans: An Interview with David Owen." *Foreign Affairs*, Spring 1993, p. 1-9.
- "Peacemongers: Ex-Yugoslavia." *Economist*, Feb. 6, 1993, p. 52-54.
- PERKINS, EDWARD J. "U.S. Appalled by Continuing Situation in Bosnia-Herzegovina." *U.S. Department of State Dispatch*, Aug. 17, 1992, p. 651.
- PETTIFER, JAMES. "The New Macedonian Question." *International Affairs*, July 1992, p. 475-485.
- "Quiet Voices from the Balkans." *New Yorker*, Mar. 15, 1993, p. 4-5.
- RAMET, SABRINA PETRA. "War in the Balkans." *Foreign Affairs*, v. 71, no. 4, 1992, p. 79-98.
- "Rape Goes to War." *Economist*, Jan. 23, 1993, p. 46.
- "The Relentless Agony of Former Yugoslavia." *Foreign Policy Bulletin*, Jan./Apr. 1993, p. 57-91.
- STEDMAN, STEPHEN JOHN. "The New Interventionists." *Foreign Affairs*, America and the World Issue, 1992/93, p. 1-16.
- "To Bosnia's Rescue?" *Economist*, Apr. 24, 1993, p. 15-16.
- "UN Security Council Resolution on 'No-Fly' Zone Over Bosnia-Herzegovina Resolution 781 (Oct. 9, 1992)." *U.S. Department of State Dispatch*, Oct. 20, 1992, p. 777.
- "UN Security Council Resolution 780 on Bosnia-Herzegovina." *U.S. Department of State Dispatch*, Oct. 12, 1992, p. 769.
- "UN Security Council Resolution 779 on Croatia." *U.S. Department of State Dispatch*, Oct. 12, 1992, p. 768.
- "UN Security Council Resolutions 761 and 762 on Bosnia-Herzegovina." *U.S. Department of State Dispatch*, July 6, 1992,

- p. 544.
- VASSILEV, ROSSEN. "The Third Balkan War." *National Review*, Mar. 1, 1993, p. 46-48.
- "War Crimes and the Menace of Winter in Former Yugoslavia." *Foreign Policy Bulletin*, Nov./Dec. 1992, p. 49-54.
- "War Without End." *Economist*, Feb. 6, 1993, p. 53.
- WEISS, THOMAS G. "New Challenges for UN Military Operations: Implementing an Agenda for Peace." *Washington Quarterly*, Winter 1993, p. 51-66.

Foreign policy considerations

- ALBRIGHT, MADELEINE. "Current Status of U.S. Policy on Bosnia, Somalia, and UN Reform." *U.S. Department of State Dispatch*, Apr. 5, 1992, p. 207-211.
- BASORA, ADRIAN A. "Central and Eastern Europe: Imperative for Active U.S. Engagement." *Washington Quarterly*, Winter 1993, p. 67-78.
- "Boxed in in Bosnia." *National Review*, Mar. 1, 1993, p. 14-15.
- CHRISTOPHER, WARREN. "New Steps Toward Conflict Resolution in the Former Yugoslavia." (speech.) *U.S. Department of State Dispatch*, Feb. 15, 1993, p. 81-82.
- CULLEN, ROBERT. "Human Rights Quandary." *Foreign Affairs*, Winter 1992/93, p. 79-88.
- DOHERTY, CARROLL J. "Clinton on Diplomatic Tightrope with New Policy on Bosnia." *Congressional Quarterly Weekly Report*, Feb. 13, 1993, p. 322-324.
- GATI, CHARLES. "From Sarajevo to Sarajevo." *Foreign Affairs*, Fall 1992, p. 62-78.
- "Give Them the Tools." *Spectator*, Jan. 30, 1993, p. 5.
- HART, DAVID. "What Are We Fighting For." *Spectator*, Jan. 16, 1993, p. 13-14.
- KALDOR, MARY. "Protect Bosnia." *Nation*, Mar. 22, 1993, p. 364-365.
- KENNEY, GEORGE. "On Dissent: My Resignation from the Foreign Service." *Foreign Service Journal*, Oct. 1992, p. 20-22.
- LARRABEE, F. STEPHEN. "Instability and Change in the Balkans." *Survival*, Summer 1992, p. 31-49.
- MAYNES, CHARLES WILLIAM. "Containing Ethnic Conflict." *Foreign Policy*, Spring 1993, p. 3-21.
- NELSON, DANIEL N. "A Balkan Perspective." *Strategic Review*, Winter 1993, p. 26-39.
- TOWELL, PAT. "GOP Critics Begin to Question Clinton's Handling of War." *Congressional Quarterly Weekly Report*, Mar. 6, 1993, p. 530-532.
- (Photocopies of these articles will be available in the Library, Room 3239 New State, at the reference desk.)

—COMPILED BY MARGARET E. GEOGHAN ■

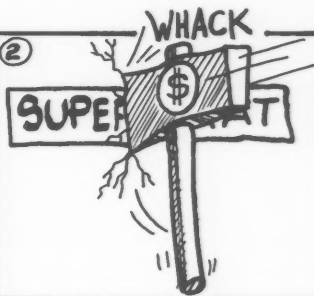
SUPERCRAAT®

THE SUPER BUREAUCRAT
by CHIP BECK ©1993

①

SUPERCRAAT

②

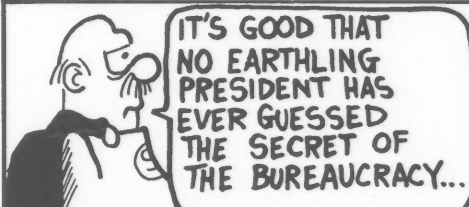


③



I SEE THE OL' BUDGET AX HAS STRUCK.

SUPERCRAAT



IT'S GOOD THAT NO EARTHLING PRESIDENT HAS EVER GUESSED THE SECRET OF THE BUREAUCRACY...



...OR WE'D ALL BE OUT OF JOBS!

BACK ON THE PLANET CARBON IF WE WANTED TO REDUCE THE DEFICIT...



...WE'D FIRE HALF THE PEOPLE...
... BURN ALL THE PAPER
... AND TAKE ON TWICE THE WORK!
IT WAS SO MUCH MORE EFFICIENT.

GUESS I'D BETTER PREPARE THE TROOPS FOR WHAT LIES AHEAD IN THIS NEW ERA OF DOWNSIZING AND LIMITED FISCAL RESOURCES.



LISTEN-UP PEOPLE.
FROM NOW ON—NO MORE PAY RAISES, BONUSES, PROMOTIONS, PERKS, NEW OFFICE EQUIPMENT, SUPPLIES, SECRETARIAL HELP OR TRAVEL MONEY...

NO ONE IN THIS OFFICE EVER GOT THEM ANYWAY.



CHIP BECK ©1993

Department of State, U.S.A.
Bureau of Personnel
Washington, D.C. 20520

Official Business
Penalty for Private Use

Second Class Mail
Postage and Fees Paid
Department of State
USPS 0278—1859

If address is incorrect
please indicate change.
Do not cover or destroy
this address label.
Mail change of address to:
PER/ER/SMG
SA 6-Room 433
Washington, D.C. 20522-0602

