

# State

The Newsletter

United States Department of State

December 1987

## SEASON'S GREETINGS



Reykjavik



Chicago



Washington



Mbabane



Algiers



Dhaka



Guayaquil



Rio de Janeiro



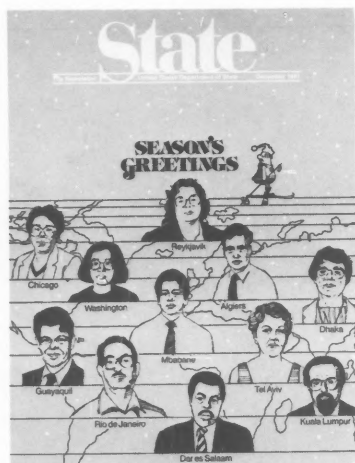
Tel Aviv



Kuala Lumpur



Dar es Salaam



THE COVER—The very best of the season to all of us, from all of us, in this great big family called State—consisting of the Foreign Service and the Civil Service, spread across our own country and some 256 posts over the globe. Your colleagues who wish you well include, in *Chicago*, computer operator SHIRLEY L. WATKINS; in *Washington*, budget analyst BETTY NG; in *Reykjavik*, consular officer FREDERICKA SCHMADEL-HEARD; in *Algiers*, security officer KEVIN P. O'NEIL; in *Dhaka*, political officer AMELIA E. SHIPPY; in *Guayaquil*, administrative officer BERNARD E. GROSS II; in *Mbabane*, communications programs officer RUDOLPH R. GARCIA; in *Tel Aviv*, secretary CATHERINE J. ELLIOTT; in *Rio de Janeiro*, consul general ALFONSO ARENALES; in *Dar es Salaam*, deputy chief of mission JOSEPH M. SEGARS; in *Kuala Lumpur*, economics officer PAUL H. BLAKEBURN; and from somewhere in the vicinity of the *North Pole*, State's own SUPERCRAT (disguised as Santa Claus). (The drawings are adapted from Department ID photos, selected at random by the editors with the help of personnel lists.)

**Letters to the Editor****School reunion**

FAIRFAX, VA.

DEAR EDITOR:

Thousands of people have attended the Taipei American School since its beginnings about 1950. I'm one, having lived in Taiwan as an AID dependent from 1955 through 1959. The school has tentative plans to hold a reunion in the spring for all alumni. It would take place in Taipei, or possibly in some more central location. If you attended the school at any time, or if you know someone who did, I'd very much like to hear from you. Please call me in the daytime at (202) 828-5470 or write to me at 3169 Eakin Park Court, Fairfax, Va. 22031.

Very truly yours,  
ROSS BANKSON □

**A de-subscriber**

HONOLULU, HAWAII

DEAR EDITOR:

Having read the sad sagas of the required cuts in State and USIA funds, I suggest that a few dollars might be saved by not sending STATE (the "Newsletter") to so many retirees.

At least, make them specifically ask for it.

Far too many of us have been away too long to know many people. The only persons I still read about are those two great soldiers, Ron Spiers and Bill Harrop. The Department really needs them and is lucky to have them.

The "Newsletter" is not really aimed at retirees, and too many of us only read the obits.

As for me, you can drop my name and save a few cents. If the economy goes the way I think it will, you will have to save a lot more.

With regards,  
JAMES T. PATTUS ■

Buy U.S. savings bonds through your Payroll Savings Plan. Take stock in America. You can't buy a better country. □

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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter,

spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

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

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At this holy season of joy and goodwill, we wish all of you in the Department of State, at home and abroad, a warm celebration abounding in happiness and hope for the New Year.

Nancy and Ronald Reagan



To each and every one of you, and  
your families at home and abroad,  
in the Civil Service and the Foreign  
Service, we wish you a good holiday  
and a good year.

O'Be and George Shultz

## Department Operations

### Sweet dreams: the fiscal crisis at State (somewhat out of focus)

Viewing it this way, you'll feel better—but then comes the dawn!

**P**SYCHOLOGICALLY, there's only one way out of the budget crisis at State. To take the "cure," go to the first floor at Main State and head down the 1300 corridor, where you'll arrive at the Office of the Comptroller. Don't ask to see Roger Feldman, who heads the office, or

Joseph Linneman, his deputy for budget and planning. Like the rest of the Department leadership, which includes Secretary Shultz, they know better than to believe in any "cure." Instead, ask to be shown to the desks where some staffers are already at work on *next year's* budget—fiscal year 1989, that is, which begins next October 1. Why so early? you might ask. Why the head start? Don't we have to concentrate on getting through *this year* first? The answer is yes, but the budget seasons overlap. All the Government agencies, State included, need this much lead time to organize the data that are needed to comply with deadlines imposed by the White House's Office of Management and Budget as it gets ready for next year's congressional hearings. Right now, as you read this, Secretary Shultz is awaiting the "passback" from the Office of Management and Budget and, as soon as he gets it, he'll share it with the bureau executive offices and the Comptroller's Office. The "passback" is the notification of the dollar amounts that the executive branch has determined State must have to finance Department operations in fiscal year 1989.

Yes, but where's the "cure"? Well, the "cure" is in the "passback" figures, which will contain both bad news and "good" news. First the bad news—State will not be getting from the Office of Management and Budget all that it has been requesting so urgently.

Now the "good" news—the "passback" figures will be more bounteous for State than the meager rations which the Department is feeding on right now, hoping to avert starvation for some of its important operations and programs in this fiscal year (1988), which began only last October 1.

Take a good look at that "passback." Savor it. What a sumptuous meal for the holiday season!—right? Take a small bite. Enjoy the aroma and the flavor. Are you beginning to feel better? *This* is the "cure," then. Now, while the effect lasts, go home and go to bed.

#### Warning

But don't wake up.

Because when you do, reality will strike hard. First, you'll realize that the "passback," far from being a final figure, is subject to amendment by the House of Representatives and the Senate, and the figures historically have tended to be much smaller by the time they're handed back down from Capitol Hill. And as the cold dawn grips you, you'll no doubt recall that, year after year, not just this year, President Reagan—as an indication of his own sense of priorities—has been asking Congress to appropriate for State *more* money than the Department was given the preceding year, even while proposing cuts for the domestic Government agencies to stay within Gramm-Rudman-Hollings deficit reduction requirements. All this will remind you, of course, that Congress, seeing the problem from another perspective, has not been agreeing with the administration that State should get more.

Second, on getting out of bed, you'll be stepping into *today's* world. Viewed from today, the "passback," even if its figures miraculously hold up, will govern a year not yet born. In the meantime, we have with us the newborn babe, fiscal year 1988, who doesn't look healthy and who'll require a lot of

nursing. And we also have with us the memory of the old gent, fiscal year 1987, who limped off the scene for good only last September 30, looking emaciated from the year-long budgeting process. Is the babe doomed to look like *that*?

All the indications so far are that, yes, without a doubt the babe is in real trouble at State. For the Department's principal account, the salaries-and-expenses account, which provides for day-to-day operations, the President last January requested \$1,860,459,000. But as of mid-November, the House had voted to appropriate only \$1,648,074,000, and the Senate \$1,632,840,000.

#### No pocket-picking

There are other accounts, of course—one for the Office of Foreign Buildings, another for international organizations and conferences, a third for refugees, a fourth for narcotics control and so forth. So the question naturally arises why State simply doesn't dip into one or more of these other accounts to pump some money into salaries and expenses, if this latter account is really hurting so badly.

It is questions such as this, quotidian, to say the least, in the cafeteria at State, in the embassy snack bars overseas and in all the other places where Department people meet, that a reporter put to Department officials who are responsible for the budget. Their answers, reflected in the paragraphs that follow, sadly demonstrated why there was no point in having taken the "cure."

To begin with, going back to that first question, it develops that most of the other accounts, like the one for salaries and expenses, have been experiencing their own shortfalls. But be that as it may, the Department isn't at liberty to juggle money at will from one account to another and back again. Congress specifies not only the amount of a Department's appropriation but also how that amount is to be apportioned—

the drawers where the dollars are to be kept until they're ready to be spent for the purposes that Congress directs. So if you're thinking in terms of a shell game, there's only one legal way to play it. It's for State, with the President's permission, to go back to Congress and to ask the lawmakers themselves to shift the money around. All the steps that are required for the enactment of a separate new law would then have to be followed. And in the meantime Congress likely would still be in the process of enacting the basic appropriation law that had set up the amounts for each category in the first place.

#### No plum in the pie

So for salaries and expenses, the battle has to be fought from the start on that relatively narrow ground. The account may be seen as breaking down into three sections. The largest, requiring slightly more than half the money, is for personnel-related costs—mostly salaries. A second portion, slightly more than one-fourth, is for what are considered uncontrollable costs. The third, slightly more than one-fifth, is for bureau operations.

In the year that ended September 30, the largest single salaries-and-expenses item was that for Foreign Service salaries, accounting for 25.3% of the whole. Foreign Service national salaries cost 10.9% and Civil Service salaries 10.4%. Post assignment travel consumed 3.8% and Foreign Service allowances, like those allotting hardship, danger and Sunday pay, used up 2.2%, bringing the total for the personnel-related section to 52.6%.

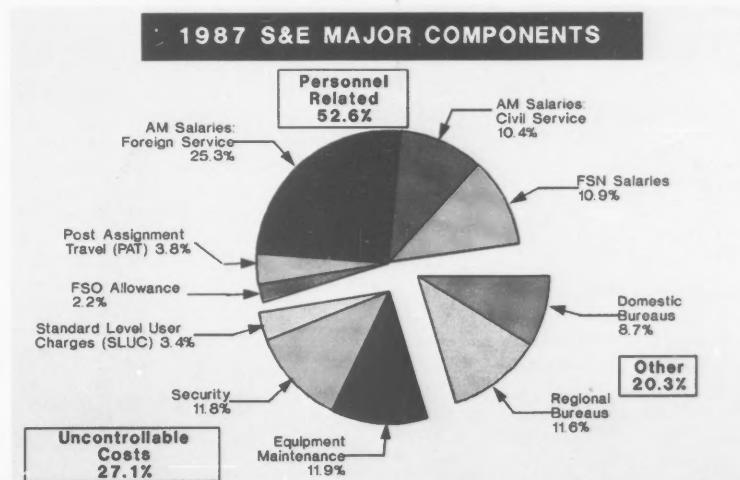
Of the 20.3% that was allocated to the bureaus, the regional bureaus got 11.6% (which included sums for domestic as well as overseas operations), and the domestic bureaus were given 8.7%. This money was spent on items such as travel, part-time employment, telephone bills, medical services, purchases of office equipment, communications and information systems, motor vehicles, and

so forth. This is the area of the salaries-and-expenses account that has been bled the most—to the point where now, officials say, it's doubtful that much more money can be drained from it, even though further attempts are being made. To drive home this point, Department leaders have taken to using a soup metaphor—soup, that is, as in chicken soup, a standard for sustenance and good health. "We can't keep thinning the

soup," you'll hear them say, so persuaded by the truth of their admonition that they don't seem to mind the words becoming trite.

#### Full strength

Hard figures, however, pack a punch more powerful than metaphors. The numbers, unlike words and phrases, don't diminish in potency with overuse—they just become more frighten-



ing. One example are the amounts of money spent recently on purchases of equipment overseas. The totals were \$43.1 million in fiscal year 1985, \$36.1 million in fiscal 1986 and, for the first nine months of the year that ended last September 30, \$2.5 (*two-point-five*, in the event you suspect a typographical error) million.

Taking it bureau by bureau, the sums for African Affairs were \$13.1 million in fiscal 1985, \$11.3 million in fiscal 1986 and \$1 million for the first nine months of fiscal 1987; for European and Canadian Affairs, \$9.7, \$5.1 and \$0.4; for Near Eastern and South Asian Affairs, \$6.8, \$8.5 and \$0.4; for East Asian and Pacific Affairs, \$6.9, \$5.5 and \$0.4; and for Inter-American Affairs, \$6.6, \$5.7 and \$0.3.

For some key posts in Europe, the same sequence of figures applies to purchases by Bonn: \$1.6 million, \$0.7 million and \$0.008 million; London: \$0.9, \$0.25 and \$0.009; Paris: \$0.5, \$0.03 and 0.42; and Rome: \$0.4, \$0.09 and \$0.078.

#### Go fight the landlord

The "uncontrollable costs" that comprise the third section of the salaries-and-expenses account in turn have three major components. The first is money for equipment maintenance—of communications facilities, computers, typewriters, furniture and so forth—which came to 11.9% of the whole in fiscal year 1987. A second component are the so-called standard-level user charges (3.4%), which includes, for example, the rents that the Department must pay to the U.S. General Services Administration for use of the Main State building. State has as little influence over its rents as most private-sector tenants have with their own landlords.

The third component (11.8%) are security costs. This doesn't include the salaries of State's own security officers but it does include the pay and other expenses of building guards who are hired from the outside, in the United States and overseas. This money also pays for their guns, their training, the barriers that they man, and so forth, to cite just a few examples of security costs.

There's a point of view in the Department that too much money, relatively, is being spent on security at a time when other vital functions are starving. This is not the point of view, however, of President Reagan, Secretary Shultz, the House and the Senate. Nor does it represent the thinking, one would suppose, of many of the Foreign Service employees who are on the firing lines overseas. Even if the President and the Secretary were to modify their views, congressional concurrence would be needed. For to shift monies within a single account, such as the salaries-and-expenses account, approval would have to be obtained from each of the appropriations committees in the House and the Senate, as well as the Senate Committee on Foreign Relations and the House Committee on Foreign Affairs. Only a few months ago, in fact, the Department asked the committees if it could borrow security funds *temporarily* to finance some other operations, with the idea of returning the cash to the security drawer as soon as Congress voted an anticipated supplemental appropriation for the Department. The reply from Congress: *No*.

#### Blame the people

Still, despite the tight hand that Congress is keeping on its purse, the view on the seventh floor is that it would be a mistake to think simplistically that State would get all the money it's "rightfully" entitled to if only the House and the Senate had a more learned feel for what constitutes a correct ordering of public priorities. Beyond Congress and, in fact, shaping the congressional will, as Department leaders are aware, is the American electorate, which has had it with the chronic deficit. Hence the Gramm-Rudman-Hollings legislation, programming a shrinkage of the deficit year by year until it disappears. No Government department, let alone State, was granted immunity from the law. It's true a case can be made—and the President has made it—that State's spending totals should be increased rather than reduced. And it's also true that, where cuts nonetheless become necessary, the Department

has a right to insist it be permitted to help guide the scalpel. But a further fact is, apart from the dispute over whether and where certain cuts ought to be made and in what amounts, there are areas over which Congress itself lacks direct control.

Illustrating this are some events that compounded the congressional cuts ordered in the last fiscal year. One was depletion of the buying-power maintenance fund. This was a kitty in which the Department deposited gains it had realized year by year from dollar exchange rates, putting them aside for those lean years when the rates might gravitate in the opposite direction. The lean years now have come. The fund is gone.

Associated with this has been the decline of the dollar, coupled with un-budgeted overseas inflation, which cost the Department \$76 million last year. Even this fiscal year, in October alone, dollar purchasing power slipped by \$6.9 million in major countries of the Organization for Economic Cooperation and Development.

In addition, the general pay raise for Government employees cost State \$11 million in fiscal 1987, rents charged by the General Services Administration went up by \$16 million, and the new retirement system for federal employees produced expenses that impacted on State to the tune of \$18 million.

To live within a salaries-and-expenses appropriation that had been reduced from the preceding year (\$1,674,000,000 in fiscal year 1986; \$1,527,000,000 last year), State slashed its spending by \$125 million—\$56.2 million in the regional bureaus, \$32.3 million in the Bureau of Administration alone, \$29.5 million in the other functional bureaus and \$7 million in the post assignment travel/American salaries category.

#### Nitty-gritty

The specific program reductions that contributed to the \$125 million were as follows (in millions of dollars):

Personnel compensation	\$12.0
Part-time employment	3.3
Travel	6.3



Transportation .....	3.8
Contractual services .....	28.6
Equipment .....	23.8
Office supplies .....	3.0
Printing .....	1.9
Domestic passport services .....	2.3
Communications equipment .....	32.5
Furniture and furnishings .....	7.8

As an example of the above, under communications equipment, the Department was forced to cut preventive maintenance operations in half. And the procurement program that was replacing 22 radio systems a year was trimmed back to six a year. Another example, under contractual services: The Bureau of Administration's foreign affairs information system project was set back four years.

#### The \$84-million question

What all this comes to, using last year's experience as a base on which to make computations and estimates for the current year, is that \$84-million shortfall this year that you've been hearing about. No one, of course, is confident that the \$84-million estimate will hold up. It could get worse. For example, it was expected that \$35 million from last year's supplemental appropriation would be available to be carried over and spent this year, but now it appears that only some \$29 million will be available from this source.

Even bigger bucks, though, are involved with the workings of the Gramm-Rudman-Hollings mechanism. As this was being written, congressional and executive leaders were trying to reach agreement on Government-wide deficit reduction this year. Officials at State were saying that, in the absence of an agreement, the \$84 million would soar to \$184 million because of automatic spending reductions that would be triggered by the law in the event of an executive-congressional impasse. With an agreement, the same officials were saying, the \$84 million still could balloon, depending on the content of the agreement. One thing was certain. It's that, even if the \$84 million does hold for this year, the Department will have to continue looking for further reductions next year—because of the progressive features of the Gramm-Rud-

man-Hollings demands.

#### Anatomy lesson

The anatomy of the \$84-million shortfall is as follows: The Department estimates it will need \$1,444,000,000 in nonsecurity-related funds this fiscal year, of which \$1,233,000,000 would be for regular operations. This leaves \$211 million for special needs. The largest single item here is \$171 million for recurring operating requests, such as annualization of costs associated with exchange-rate losses and the hiring of part-time personnel. In addition, \$12 million are needed for certain mandatory cost increases such as some that will be necessary in connection with implementation of the new immigration act; \$5 million are required for technical advancements, among them costs associated with the Department's expanding telecommunications network; and \$23 million are needed to restore cuts that were made last year that the Department was unable to absorb, mostly associated with the upkeep of high-tech equipment. Against these needs, State is figuring on receiving \$1,625,000,000 from Congress which, less \$300 million for security needs, comes to \$1,325,000,000, to which \$35 million would be added from last year's supplemental appropriation, bringing the total to \$1,360,000,000. The difference between the latter and the \$1,444,000,000 requirement is the \$84-million shortfall.

Where will the \$84 million come from? At this writing, no one really knew. Unavoidably, eyes turn to the salaries half of the salaries-and-expenses account, which so far, by and large, has remained intact. But tapping this, even if there were a will to, isn't simple.

Why shouldn't there be a will? Because, as Secretary Shultz said in his September 18 address to Department employees, the prize resource at State is its people—the "heavy cream," as Mr. Shultz put it. To lose people is to diminish resources in quantitative terms. And the prospect of possibly losing people affects morale, diminishing the same resources in qualitative terms.

But suppose worse came to worse. Could you save money this year by

slashing payroll costs? The answer is that it wouldn't be easy.

#### 3 strikes, no balls

There are three ways to trim the payroll. The first two would bring fiscal relief only over the long haul—in other words, not soon enough to substantially help the Department through this fiscal year. The first way would be to consolidate jobs in the Department, gathering together persons of a particular discipline—personnel officers, say—and grouping them in a single bureau in the Department. In this way, this theory goes, some of the officers might be found to be excess and their positions would then be terminated. But eliminating the position does not by itself eliminate the person. So the process, even if it worked, would take time.

A second way would be a reduction-in-force (RIF). The problem here, in addition to the emotional turmoil this would cause, is that a RIF might actually cost the Department money at first because of, among other factors, the severance and vacation pay that would have to be paid.

A third way would be furloughs. According to one estimate, the Department would save \$1.8 million in the salaries-and-expenses account for every day that *everyone* in the Department were furloughed. At this rate it would still take nearly 47 days to come up with \$84 million, during which time no business would be transacted by anyone. But of course a less ambitious (and more realistic) furlough plan could be ordered into effect. Though the savings would be considerably less than \$1.8 million a day, the relief that would be obtained would at least be immediate, effective in this fiscal year. This would be fine if the Department merely had a one-year problem, after which furloughing could halt. But the fact is that the problem is long-term, in keeping with the Gramm-Rudman-Hollings requirements. And furloughs, it's clear, aren't adaptable to the long term.

Question: Are you ready for the "cure"? Go to the first floor, head down the 1300 corridor...

—SANFORD WATZMAN ■

## News Highlights

### Lamb addresses security employees in Department

Assistant Secretary Robert E. Lamb defended the earmarking of funds for his Bureau of Diplomatic Security as he addressed bureau employees in the Dean Acheson Auditorium on November 6, two days after the bureau's second anniversary. "You have saved lives in the last year," he told the employees.

He added: "We cannot deny that the program has been expensive. The Department has received about \$1 billion from the Congress for security since 1986. Most of this money was to replace buildings. I cannot overemphasize the vulnerability of most of our embassy buildings to terrorism and espionage."

He continued: "The program has been successful. There has been no fatal attack against a diplomat since we began this program in 1985. But there's still much more to do. For the terrorist threat has not gone away."

The assistant secretary said:

"We have to protect our embassies against terrorists not only because we owe it to our employees and their families, but also because we owe it to our country. Our embassies are the symbols of America abroad. The terrorists know that. They don't attack American diplomats as individuals; they attack them for their symbolic value. For that reason we cannot let each ambassador decide whether he wants protection for his people. We cannot put security measures up for a popular vote. Bigger national interests are at stake. The Department, the Congress and the American people do not subscribe to the discredited fatalism that nothing can be done to protect our people."

Mr. Lamb said the bureau has grown from some 400 employees to 800, adding that "we've just gone through the largest hiring program in a single year in the Department's history."

He told the employees: "You can take great pride in what you've done in the last two years. The bureau exists for one reason, and one reason alone: to provide a secure environment for the conduct of American diplomacy." □



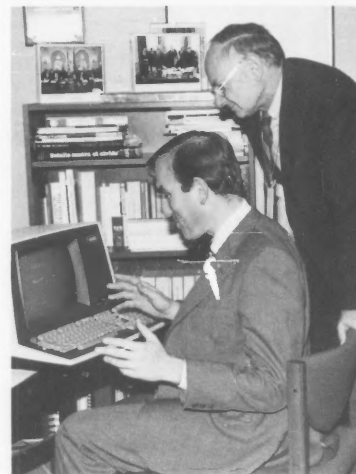
### Electronic mail system launched in Department

A new electronic mail system, launched as part of a pilot operation in the Bureau of Inter-American Affairs and in Bogota on October 9, is aimed at speeding messages between the regional bureaus and overseas posts during the next several years, when the system becomes fully developed. It is known as the Foreign Affairs Information System.

The first telegrams sent were composed, edited, transmitted and filed electronically, without paper. The new system, officials said, should increase speed and productivity and improve information management through the integration of computer and communication technologies.

The system is intended to improve management of official information, and includes security, accuracy and integrity checks to protect information in the Department. Cooperating in the development of the program are the Bureau of Administration's Information Technology Planning Staff, Information Systems Office, Office of Communications and the Foreign Affairs Information Management Center. □

BOGOTA, Colombia—Ambassador *Charles A. Gillespie*, seated, sends that post's first electronic message to the Department. Others, from left: general services officer *John Collins*, communications program officer *Fred King*, communications program unit officer *Barry Peterson*, general services officer *Carolyn Spillane*.



WASHINGTON—Assistant Secretary *Elliott Abrams*, seated, transmits the Department's first electronic mail message to Bogota. With him is Under Secretary *Ronald I. Spiers*.

## Security videotape for the kids

A Department videotape, "Are you A-OK?" ("Are You Alert Overseas Kids?"), starring comedian Chevy Chase as a State security agent, has been distributed to posts overseas. Aimed at children abroad in the kindergarten through sixth grade, it highlights basic security rules that all children should follow at home, on the street and in school.

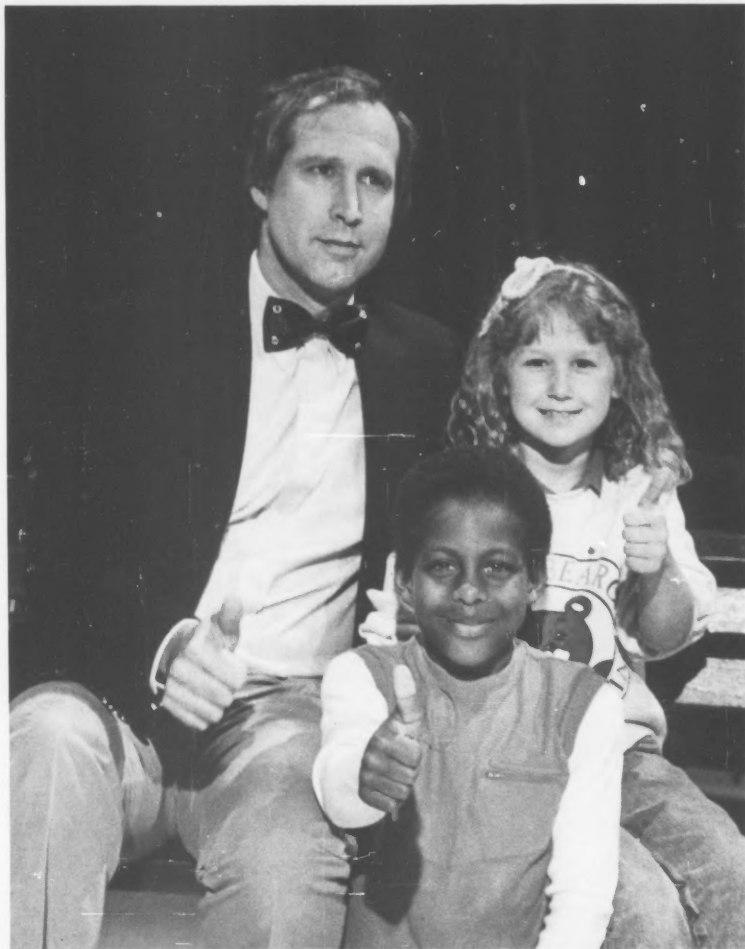
To reinforce these practices, the tape has an accompanying workbook

which reiterates points made in the film. The workbook is to be completed by every child who views the tape, after a security discussion in the classroom.

In an effort to make all of this more exciting, the Bureau of Diplomatic Security is sponsoring an overseas contest to find the best logo for the "A-OK Security Club." Each workbook has a sheet on which the student may draw his or her logo entry. Then each school, with the help of a "jury," will pick a school winner. At each embassy, a special panel will determine the country

winner. That entry will be sent to the bureau in Washington. (The Department of Defense school system will handle its contestants in the same fashion.)

All country winners will be judged by a special independent panel (made up of artists, educators and security officials), and a first prize will be awarded to the student who has drawn the best logo. The prize will be a visit for one week in the United States, with participation in security training programs and tours of State, the Department of Defense and the White House. The culmination of this week will be a very special prize to be announced later. □



Chevy Chase, star of the videotape, with two "overseas kids"—Lohren Price and Cynthia King.

## Limit is imposed on pay award for seniors

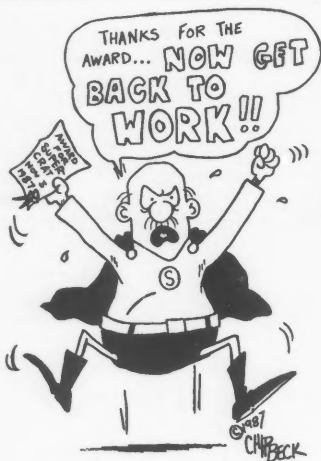
A Department Notice on October 19 announced plans to limit the number of Senior Executive Service and Senior



Foreign Service presidential and performance pay awards this fiscal year, "due to projected financial restraints and reduction in the Department's salaries and expenses appropriation." This was termed "a temporary reduction." It will affect Senior Foreign Service officers for the performance year ending last April 15, and Senior Executive Service officers for the performance year that ends next July 31. □

## Miami: regional center

The Department plans to establish a regional center in Miami, Fla., to house some of the Latin American and Caribbean regional operations being run by the Bureaus of Inter-American Affairs and Diplomatic Security and the Office of Communications in Mexico City and Panama City, among other places. Over 40 employees are expected to be assigned to Miami when the center opens next October. The Department anticipates savings from the consolidation. □



For his alleged, or maybe putative, contributions to Department morale, *Supercrat* was given a tribute of appreciation in November by George S. Vest, director general of the Foreign Service and director of personnel. The cash part of the award was promptly pocketed by a confederate of *Supercrat*, Chip Beck of the Office of Foreign Missions. Mr. Vest credited *Supercrat* (but it was really part-time cartoonist Beck) for never having missed a *STATE* magazine deadline in eight years, and for "adding a dimension of hilarity to a profession (namely, diplomacy) whose practitioners might otherwise tend to regard themselves too grimly and too seriously."

### Instructions issued for overseas mail

A Department Notice of October 16 said official indicia envelopes cannot be used for international mail. Official mail originating in the United States and bearing overseas addresses, other than that of a Foreign Service post, must be put in an envelope with a blank upper-right corner.

The office of origin may purchase stamps from the U.S. Post Office and mail such letters directly, the notice said. Or, such letters may be sent to the Department mail room, Room B528, where it would be forwarded to the U.S. embassy in the country of destination. Embassy personnel would apply local postage and mail the letter in the local post office. □

### Retired officers seek ways to help others

The Diplomatic and Consular Officers, Retired, welfare committee is seeking suggestions on how it can channel its resources and efforts to ensure benefits to those in need, members and nonmembers alike. The reorganized committee is headed by Jean Wilkowski and includes Karl Ackerman, Peggy

Barnhart, Robert Gordon and Free Matthews Jr.

The group said it will focus on assisting retirees in need of support; educational needs of dependents; helping Foreign Service national employees with emergency aid; aiding those with special medical or other problems; and widows, widowers, divorcees, singles and others in need of "a family."

Suggestions will be treated in confidence. Write to DACOR Welfare Committee, 1801 F Street N.W., Washington, D.C. 20006. □

### Martin Luther King Day

Contributions to an endowment established for observances of Martin Luther King Day were encouraged in a Department Notice issued October 30. For the national holiday next month, a "time capsule" is being prepared containing audio statements from Secretary Shultz and others on the life and legacy of the civil rights leader. For \$1, individuals can have their names laser-inscribed on a miniature Liberty Bell that will contain the "I Have a Dream" speech, the notice said. For information, call (202) 755-1005 or write to the Federal Holiday Commission, P.O. Box 44820, Washington D.C. 20410. ■



**SENIOR SEMINAR**—Members of the 30th session, which began September 8 and continues through next June 10, 1988: Seated, first row, left to right: Douglas Watson, Captain Georgia Sadler, Barbara Cooper, James R. Bullington, dean. Standing, second row: Lynn

H. Noah, James P. Rudbeck, Sheila Buckley, Richard Combs, Felix Bloch, Patricia Langford, Colonel Laurence Mitchell, Nicholas Piazzola, John Guido. Standing, third row: Larry Buendorf, David Dunford, William Harbin, Adolph Eisner, Daniel Chaij, Colonel Mi-

chael Stupka, Warren Hable, Captain Michael Grace, Colonel John Dennis, David Small, Ronald Levin, William Brew. Standing, fourth row: Joseph Daniels, assistant dean, Stephen Dawkins, James Worthen, William Twaddell, Charles Baquet. (Photo by Lloyd McKenzie)

## Vienna embassy gets art from envoy, wife

Ronald S. Lauder, departing ambassador to Austria, where he has served since April 1986, and his wife, Jo Carole Lauder, have donated a large collection of American folk art and American country-style furniture for the guest suite of the ambassadorial residence in Vienna. They also gave the carpeting, draperies, lamps, linens and other furnishings, and paid for the construction work, masonry, upholstery and electrical installations.

Valued in the tens of thousands of dollars, the gifts were announced at the first annual meeting of the Friends of Art and Preservation in Embassies, held at the Smithsonian International Center, November 3.

Commenting on the acquisitions in the multiroom suite, Lee Kimche McGrath, director of the Department's Art in Embassies Program, said: "The Lauders began furnishing the guest rooms shortly after they moved into the residence. They wanted them to be as representative of American decorative arts as possible. They were assisted by designers and art experts in rounding up important examples of Americana. Among the furnishings are antique American quilts, a 13-star American flag and a framed Lincoln's Gettysburg Address. The gifts will be on permanent display in Vienna."



"After the Party," by Andy Warhol.

The Friends of Art and Preservation is a nonprofit foundation that assists the Department in exhibiting and preserving museum-quality furnishings in U.S. embassies, including chancelleries and residences of ambassadors and deputy chiefs of mission.

In addition to the Lauder gifts, the organization received many other artworks this year. They included two signed lithographs by Alexander Calder, "L'Acier du Constructeur" and

"Cibles Variables," both donated by Roni Monell Goodman; and a signed screenprint, "After the Party," by Andy Warhol, the gift of Robert Colacello. Artists who participated in the recent Washington-Beijing photography exhibition also donated examples of their work. The photos included "Jefferson Memorial in the Snow," by Maria Somogyi, and "Lincoln Memorial at Night," by James Theisen.

—BARNETT B. LESTER ■



Examples of American decorative arts in the guest suite.

## Appointments

### President Reagan names 3 for ambassadorships



Mr. Grunwald



Ms. Glaspie



Mr. Melton

President Reagan, as of mid-November, had announced his intention to nominate three more ambassadors. The three are Henry Anatole Grunwald, editor-in-chief of Time, Inc., as envoy to Austria; April Catherine Glaspie, director of the Office of Jordan, Syria and Lebanon Affairs, as envoy to Iraq; and Richard Huntington Melton, director of the Office of Central American and Panamanian Affairs, as envoy to Nicaragua. The nominations would require Senate confirmation. Mr. Grunwald would succeed Ronald S. Lauder; Ms. Glaspie, David G. Newton. The post in Managua is vacant.

*Following are biographical sketches of the three.*

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#### Austria

Henry Anatole Grunwald has been editor-in-chief at Time, Inc., since 1979. He has been associated with that publishing firm since 1945—as staff writer, 1945–51; senior editor, 1951–61; foreign news editor, 1961–66; assistant managing editor, 1966–68; managing editor, 1968–77; and corporate editor, 1977–79. Earlier in his career he was a reporter with the Trade Union Courier, 1944–45.

Mr. Grunwald was born in Vienna on December 3, 1922. He received a bachelor's from New York University in 1944. His foreign languages are German and French. He has won honorary doctorates from New York University, 1975; Iona College, 1981; and Bennett College, 1983. He is a member of the Council on Foreign Relations, the

American-Austrian Foundation and the American Council on Germany. He belongs to the Century Club. He is the author of "Churchill: The Life Triumphant," in American Heritage magazine, and "Salinger: A Critical and Personal Portrait." He has written articles for Time, Life, Horizon and Foreign Affairs.

Mr. Grunwald is married to Louise Liberman Grunwald. They have a son, Peter, and two daughters, Madeleine and Lisa. □

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#### Iraq

April Catherine Glaspie has been director of the Office of Jordan, Syria and Lebanon Affairs since 1985. Before that, she was political officer and deputy chief of mission in Damascus, 1983–85. Joining the Foreign Service in 1966, she held assignments as political officer, first in Amman, Jordan, 1966; then in Kuwait, 1967–68.

From 1969 to 1970 she was consular officer in Stockholm and, in 1971, operations officer in the Department's Operations Center. She later took language training in Beirut, 1972–73. Following her studies, she became political officer in Cairo, serving there until 1977. Ms. Glaspie then returned to Washington in 1977 to become staff assistant in the Bureau of Near Eastern and South Asian Affairs. She was political officer in London, 1978–80, and at the U.S. mission to the United Nations, 1980–81. From 1981 to 1983 she was director of the embassy's language institute in Tunis.

Ms. Glaspie was born in Vancouver, Canada, on April 26, 1942. She received a bachelor's from Mills College in 1963 and a master's from Johns Hopkins in 1965. Her foreign languages are French and Arabic. She won the Director General's Award for Reporting in 1977, for her dispatches from Cairo. She has won the Meritorious and Superior Honor Awards. She is a member of the American Foreign Service Association. □

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#### Nicaragua

Richard Huntington Melton has been director of the Office of Central American and Panamanian Affairs since 1985. Before that, he was deputy chief of mission in Montevideo, 1982–85. He began his Government career in 1961 as a researcher in the Library of Congress' Legislative Reference Service. He then joined the Foreign Service.

After serving as a foreign affairs officer in the Department, 1961–63, he became economic/commercial officer in Managua, 1963–65. He later held assignments as economic/commercial officer in Santo Domingo, 1965–67; political officer, Recife, Brazil, 1967–69; and a student taking area studies at the University of Wisconsin, 1970–71. In recent years he was international relations officer in the Bureau of Inter-American Affairs, 1971–73; special assistant there, 1973–75; and political officer, Lisbon, 1975–78. After an assignment at the National War College, 1978–79, he became political officer in London, serving there until 1982. He then was posted to Uruguay.

Mr. Melton was born in Rockville, Md., on August 8, 1935. He received a bachelor's from Cornell in 1958, and a master's from the University of Wisconsin in 1971. His foreign languages are Spanish and Portuguese. He served in the Army, 1958–61. He won the Superior Honor Award in 1975 and the Meritorious Honor Award the following year. He is a member of the American Foreign Service Association. He is married to Margaret Anderson Melton. They have three children—Craig H., Cathleen M. and Pamela M. ■

## Women of the Foreign Service

### A gap in diplomatic history: the role of the wives

Interview project is launched; Lilla Moffat Levitt recalls World War I years

BY JEWELL FENZI

*The author, coordinator of the oral history project, is the wife of Guido C. Fenzi, retired, whose last assignment as an economics officer was to Trinidad and Tobago.*

**W**OMEN constituted the most spectacular casualty of traditional history. They have made up at least half the human race; but you could never tell that by looking at the books historians write. The forgotten man is nothing to the forgotten woman.—Arthur M. Schlesinger Jr.

No history of the Foreign Service is complete without the memories and reflections of the women who have served abroad with their husbands since

Abigail Adams followed John to Paris in 1784. Rarely have their contributions to diplomatic life been documented. Hence, the Foreign Service Family Oral History Project which, in cooperation with the



Ms. Fenzi

Association for Diplomatic Studies, is recording the experiences of women associated with the Service in the 20th century.

By means of tape-recorded conversations, project interviewers so far have preserved the remembrances of 35 persons associated with the foreign affairs agencies. The project goal is to conduct an additional 80 interviews in the next three years. The interview below, with Lilla Moffat Levitt, is the first in a series of articles based on the tape recordings. In next month's issue of STATE, there will be an interview with a woman of today's Foreign Service who is a descendant of Abigail Adams.

The tapes, transcripts and related materials, such as diaries, correspondence and memorabilia, will be housed in the

archives of the Association for Diplomatic Studies. They will eventually be installed at the new Foreign Service Institute campus at Arlington Hall Station, where they will add a new dimension to the official records. The collection, which will be available to researchers, historians, government officials and scholars, is being funded primarily by contributions from Foreign Service family members.

The project is being assisted by Mrs. Jacob Beam, Mrs. Herbert Fales, Mrs. C. Burke Elbrick, Mrs. Elbert Mathews, Mrs. Evan Wilson and Mrs. Peter Moffat, president of the Association of American Foreign Service Women, which has endorsed the project. Joan Challinor is historical adviser.

Inquiries should be directed to me at 1824 16th Street N.W., Washington, D.C. 20009, (202) 387-4024. Hope M. Meyers is my associate. Penne Laingen and Mary Louise Weiss are interviewers. The project will be financed primarily by donations. Tax-deductible contributions designated for the Association for Diplomatic Studies, Family Project, may be sent to the association, Room 1207, 1400 Key Boulevard, Arlington, Va., 22209.

#### 3 generations

Lilla Cabot Grew Moffat Levitt, this month's interviewee, is the daughter of the late Joseph C. Grew, the diplomat whose Foreign Service career spanned more than four decades, 1904-45. She's the widow of Jay Pierrepont Moffat, who was minister to Canada at the time of his death in 1943. And she's the mother of Jay P. (Peter) Moffat, who served as ambassador to Chad, 1982-85. Born in St. Petersburg (Leningrad) on November 30, 1907, she now lives in Manchester, Mass.

Mrs. Levitt is a descendant of Benjamin Franklin and of Oliver Hazard Perry of Lake Erie fame, a brother of Matthew Galbraith Perry, who opened Japan for trade with the West in 1854.

Her maternal grandmother, Lilla Cabot Perry, was an accomplished artist whose paintings hang at the newly-established National Museum of Women in the Arts, in Washington. Mrs. Levitt's initial interview with me was recorded last spring, while she was in Washington to attend the opening of the museum. A second interview was taped by me in August, at her summer home in Hancock, N.H. The questions and answers follow.

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#### World War I

**Q**—Mrs. Levitt, we hope to tape Foreign Service experiences from 1915 to 1990, and your memories may be the earliest we record. Your father was a first secretary at the embassy in Berlin in 1915. Were you there as a child during World War I?

**A**—We were in Berlin before the war. We used to visit my grandmother Grew in Manchester, Mass., and we happened to be there on home leave when World War I broke out. So my mother left my sisters, Edith, Anita and Elsie, and me there and got a rented house in Boston. My mother went back to Berlin to my father. We had our governess with us and we were settled in Boston. We spent our summers in Hancock, N.H., which has been a very great part of my life . . . Well our governess was really more than a nursemaid. Her name was Dorothy Graeme. She was an Englishwoman, and she was with us four children all through those World War I years. She had to handle everything in my mother's absence. Later, when we went to Paris, my mother engaged a French governess, and nurse Graeme entered the Dwight Morrow family. So Anne Morrow Lindbergh grew up with her after she had been with us for so many years . . . To see us children during World War I, my mother travelled eight times across the ocean, which was infested with submarines and torpedoes. Well, you wouldn't remember, but I know that there were a lot of

boats torpedoed during that period . . . and she did eight crossings.

Q—I think it's interesting that it was considered unsafe for you children to be in Berlin. Yet your mother risked her life at sea.

A—She wanted to move us children to Switzerland, but my grandmother Perry, her mother, was absolutely adamant that Mummy was not going to remove us from this country. She said: "You will take those children away over my dead body." So poor Mummy was separated from us, and she had to keep going back and forth between husband and children. It was very hard on her . . . When the ambassador (James Watson Gerard III) came back from Germany, my mother stayed in this country, and my father closed the embassy in Berlin and then went to Vienna to close that embassy before returning to the United States.

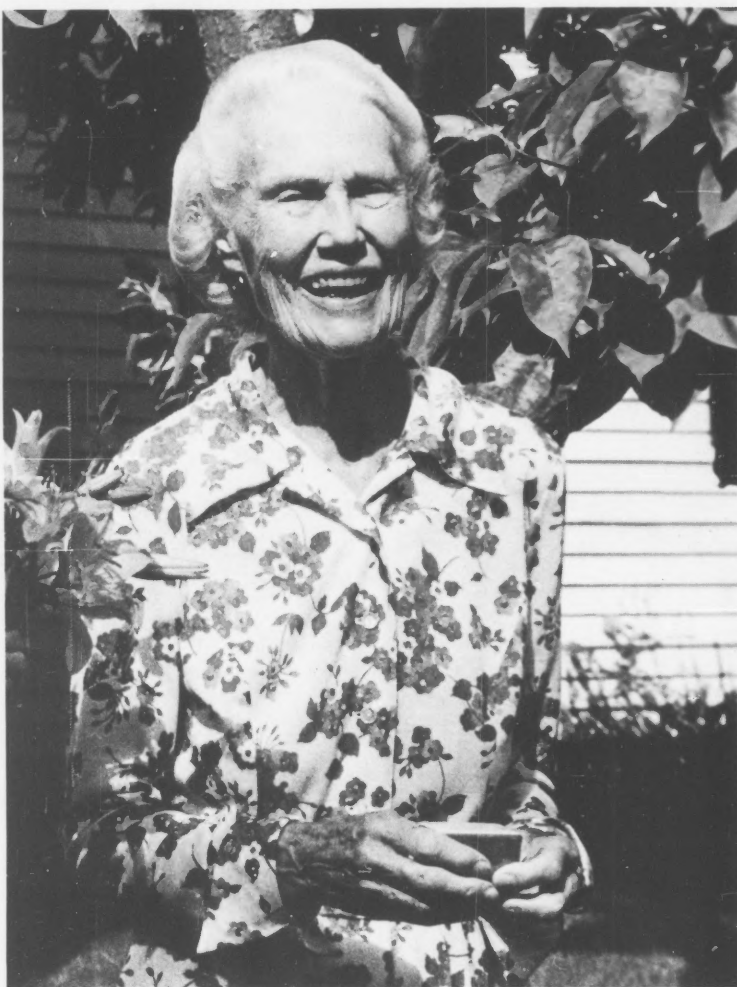
Q—So that was the first time you were really together as a family, except for holidays, for four years?

A—Yes. When my father came back from Berlin, we were together, except that he had a lot of speechmaking to do. He toured the country whipping up war fever, because we were so isolationist and cut off from any desire to be part of it. He needed to tell what was happening in Germany. We had that winter of 1917–18 in Washington, and my father was in the State Department, but he was continually going here and there to make speeches. Then he left for Paris, and we children had another winter in Boston. That spring, we went out to Paris. We were there about a year and a half, I think it was, and my father was made minister to Denmark, so we went to Copenhagen in 1920. We made a motor trip of it, and in those days, that was a tremendous undertaking. I got out my father's account of the journey for you. Shall I read some of it?

**The ol' Cadillac**

Q—Oh, please do. There is a paragraph about it in his book "Turbulent Era: A Diplomatic Record of 40 Years," by Joseph C. Grew.

A—My father loved cars, so I will read the part about the Cadillac. "The



Lilla Moffat Levitt, in her garden at Hancock, N.H., last summer. (Photo by Mary Brown

Lawrence, Stanford University Library Archives)

old Cadillac is well 'besetzt'; it contains Alice—(Alice is my mother)—Elsie and myself in front, nurse Gibson, Edith, Lilla and Anita on the back seat, and chief machinist's mate Cunningham on one of the little seats, while the rest of the car is filled to the brim with petrol cans, oil cans, golf clubs, spare tyres and coats. Two large petrol cans are strapped to one runningboard, a smaller feed can and two spare tyres to the

other, while three large tyres are fixed behind . . . Of course with the trailer and the petrol cans strapped like torpedo tubes to the foot-boards we look like a first-class battle ship. Cunningham was lent to us by Admiral Magruder, the naval attaché (in Paris), for the entire trip to Copenhagen. I shall drive all the way myself, but he is a great resource in case of pannes (flat tires). He is a breezy, slangy lad from Kansas City—





Lilla and Pierrepont Moffat, at their marriage in the same garden, six decades earlier.

slaughters the queen's English but seems to have a heart of gold and knows the old 'Cad.' "

Q—That, of course, is exactly the type of social history we hope to record. Most of the family references in your father's book are footnotes, however.

A—My mother would have liked to have had so much more of a personal nature in his book, but the editor kept saying: "No, there's no room for that." So many things were cut out that my mother thought should be in the book.

#### Royal neighbors

Q—How long were you in Copenhagen?

A—A year and a half. We children loved being there. The first summer we were by the sea at a place called Hornbaek. We swam and bicycled, and my parents would come out every week-

end. In town we lived in a *big* house, sort of a palace, right near the royal palaces in a square. There was a little garden in the back, and we could see over the wall into one of the four palaces of the royal family, the one where they entertained. If anything was going on, such as a royal wedding, we could look at it from our house. We children learned the language and made friends and didn't want to leave Denmark. But then my father was made minister to Switzerland, so my mother sent two of us ahead to a finishing school in Lausanne, and took the other two with her to Bern. While we were there, the Lausanne Conference came up for a peace with Turkey. My father had to be in Lausanne, and they lived in the Hotel Beaurivage. His book tells about that.

Q—Yes, and you and Edith went to the opening of the Lausanne Con-

ference, and I calculated that you were 15. There must have been a great parade of dignitaries, among them Mussolini. Did you remember him?

A—Of course we didn't. He didn't mean anything to us.

#### The feel of velvet

Q—Let me skip way back again to the very early years with your parents, your father's description in his book of having to get into his full dress regalia to go to a royal wedding in Berlin. It was the last gathering of the European heads of state before World War I. There is also a picture of your mother in an elegant gown and a magnificent plumed hat. Were you aware of all the pomp and circumstance and, well, glamour, you were growing up with?

A—We were too young at that time to be very much aware of it. I remember when Mummy would come and say goodnight to us children and be in her evening gowns and all that. We loved the feel of the velvet or whatever it was, but we were pretty young. My parents had a number of posts—St. Petersburg, Berlin, Vienna, in the old days—where there was a lot of that glamour, but soon after they were there everything changed.

Q—Do you remember meeting Claude Monet at his home in Giverny?

A—No, I don't. Of course my parents knew him. My grandmother spent about 10 summers in Giverny. They had a house right next door to Monet's. My parents went there for the birth of my sister, Edith. We children went to Giverny at a later time, probably 1912. I was about 5, something like that.

#### The Monet influence

Q. Do you attribute the impressionist influence in your grandmother's paintings to her friendship with Monet?

A—It wasn't only Monet, but many who flocked to Giverny to be painting at the same time with him. He was not a teacher, but if you painted with him, he'd often say things that would be helpful. He said to my grandmother: "Don't think of what you're painting. If you see a patch that is yellow, paint it. If you see something

else, paint it and the shape and the color you see. And then, at the end, the picture is there." Many things that he told her, that he found, were helpful to her. He was very careful not to do a landscape beyond the time that the light was the same. My grandmother learned many interesting things from him. They were very good friends, my grandparents and Monet.

Q—Your own education seems to have been mostly by private tutor?

A—Yes, although I went to Holton Arms on two occasions, and also to the finishing school for Scotch and English girls in Switzerland. We were finished before we were educated! When I went to Holton Arms the second time I quickly learned that I didn't have the basics. I didn't have history except for French and English history. I've had all you could wish for a French and English history. But by arranging the courses to suit what education I had had, I was able to graduate with my class. I didn't have quite enough points for it, but I had the highest mark, in the six final exams I took, of anybody in the school. So I didn't feel completely insignificant. What I mean is, you get a little inferiority complex when you're not quite up with the others.

#### Being 'different'

Q—Did you as a Foreign Service child, have a sense of being different?

A—Yes, yes. And it gave one a certain feeling of inadequacy. You long to be like the others. After Holton Arms, I went to the Corcoran Art School and became engaged to Pierrepoint Moffat. All my friends knew him, and he had a great place in the world I moved in then in Washington. And so, to become engaged ahead of any of the others, and then to *him*, took care of that feeling of inadequacy . . . We were engaged on May 22, 1927, the day Charles Lindbergh landed in Paris. I was 19. Pierrepoint was an aide at the White House. He was the first chief of protocol, though it was called something else in those days, and he had a desk in the White House. They changed the title to chief of protocol because, after Pierrepoint, they moved the job to the State

Department. There was an article in the paper, I remember, with the headline: "He Tells Them Where to Sit Down." . . . He had such a time, because after the guest lists were closed, the numbers couldn't be exceeded. Then the various officials wanted to bring family or friends and have others invited. Pierrepoint always had to say no. Such pressure was being put on him, threats and everything else, that he decided to resign from the Foreign Service. And when he got to the White House that morning, there was a message that the President wanted to see him. He thought: "Now what? This is the straw that will break the camel's back!"

Q—Was that President Coolidge?

A—Coolidge. So Pierrepoint went into the President's office, and Coolidge said: "Sit down," and went on with what he was doing. After awhile, he stopped and looked up at Pierrepoint and said: "Have you learned anything about human nature since taking on this job?" And he did the trick. Pierrepoint was perfectly happy after that. He knew he had the President's backing and understanding, and he went right on with his job.

#### Marriage and honeymoon

Q—And then you were married right here in the garden of Lilla Cabot Perry's house in Hancock, N.H., and went to Bern.

A—But first we had our honeymoon. We went out to a ranch in Wyoming, in the Tetons. It was a wonderful honeymoon, and then we were sent to Bern and had three-and-a-half years there. We were in Washington when President Roosevelt decided that diplomats should have consular training—at some point they should have a consular post, I suppose, to round them out—and we were sent to Sydney in 1935. In those days, the diplomatic corps and the consular corps were separate. Australia didn't yet have a legation and so it was like being minister, really, at that time. Pierrepoint did all the preparatory work for having an exchange of ministers, which followed after we left. But we lived in Sydney, rather than in Canberra, which was still very new and un-

comfortable . . . My father was ambassador to Japan, and the children and I had a lovely voyage from Sydney to visit them in Tokyo. A few years later, right after Pearl Harbor, my parents were interned in the embassy compound when war was declared. They weren't released until June of 1942, and then they sailed for *months* on a Japanese exchange ship which eventually took them to Lourenço Marques, where they were transferred to the *Gripsholm* to be brought home. My sister, Elsie, was assigned to Santiago at the time, and she flew to Rio when the ship docked there and took my mother to Chile. My father continued on to Washington. After that, my father was under secretary of state for the second time, and when Franklin Roosevelt died, Father stayed on for several months with President Truman. My father was very impressed with him. He would be decisive when my father brought a problem to him. President Truman listened very carefully, and then he would decide what the answer should be and he stuck to it, and that impressed my father. He'd come in so suddenly as President that my father thought he did very well to be so good at it right from the beginning.

#### Mother as model

Q—You were only 33 when Pierrepoint was appointed minister to Canada. Do you think you patterned yourself after your mother as a Foreign Service wife? I don't know, do our children grow up realizing that their mother is "a Foreign Service wife?"

A—Yes, yes, and the responsibilities and obligations and duties go with it. Oh yes, I was well trained . . . by osmosis. My mother had no easy life, but she managed it well.

Q—It must have been an enormous advantage to have grown up in the Service.

A—Well, it made you appreciate being in it. I mean, if you go out to a foreign post "green," never having any contact with the Foreign Service, it must be much more difficult. I was so used to that kind of thing that it made it easy and enjoyable. I was very happy in the Foreign Service. That was our life. ■

## Man in Charge

**A**N AMAZING THING about Foreign Service people is that, instinctively, without training at the Foreign Service Institute, they know how to role-play St. Nick. These impostors (some are unidentified) were caught at work last year. The photographs were rounded up after the fact by the Department's Family Liaison Office.



OMAN—Ambassador *G. Cranwell Montgomery* with Santa and camel.



JERUSALEM—Consul general *Morris Draper* as Santa.



N'DJAMENA, Chad—Kevin *Guile* as Santa, with *Sandra Williams* and *Erin Mensch*.



NIAMEY, Niger—At a Christmas party at the residence are, from left: *Theresa Lyso* (Santa's helper), *Dennis Panther* (Santa), *Mrs. Bogosian* and children of local employees.



ROME, Italy—George *Cleveland* (Santa) with *Kelly Rodriguez* and *Katherine Black*.

## Ask Dr. Dustin



**Q.** **SOUTHEAST ASIA**  
*When on my last home leave, I was diagnosed as having diverticulosis of the colon. My family doctor advised me to avoid eating foods with seeds or nuts. According to him, these become lodged in the bowel protrusions, become infected and cause a bowel inflammation known as diverticulitis. Since I have been assigned to this post, I've been seeing a local physician who says these dietary restrictions aren't necessary.*

**A.**  
Diverticula are pea-sized pockets protruding from the colon. Doctors often first discover diverticula on a barium enema X-ray of the large intestine. Countries where people eat high-fiber diets have a little diverticulosis; industrialized nations, where people eat a lot of refined foods, have high rates of the disease—so high that they almost seem the norm. In simple terms, fiber seems to exercise the bowels, keeping them in shape, for without fiber, the colon becomes, in a sense, flabby and out of shape, allowing diverticula to develop in weak spots. Diverticulosis, the simple and painless presence of diverticula, turns into a painful diverticulitis when one or more small pockets become infected. This condition causes fever and pain in the left lower abdomen. If hospital treatment with antibiotics isn't successful, surgery to remove the affected part of the colon is sometimes necessary. Diverticulosis is also a common cause of intestinal bleeding in middle and older-age adults. While doctors agree that a lifelong diet high in fiber helps prevent diverticula from developing, there's some disagreement about what to eat once they've formed. Small undigested seeds may give rise to inflammation if they become lodged in a diverticulum. How often this happens isn't known, and many doctors feel that a diet high in fiber (which implies undigested foods) helps people with diverticulosis. If you follow your local doctor's advice and eat foods high in fiber

such as lettuce, grain cereals, etc., but it is probably prudent to avoid nuts and seeds.

**Q.** **SOUTHEAST ASIA**  
*I'm a healthy 45-year-old man with good blood pressure. I do have a family history of heart trouble. At my last home-leave physical, the doctor suggested I take an aspirin a day as prevention against heart disease. While on home leave, I saw a lot of television commercials recommending the same thing. What is your opinion on this recommendation?*

**A.**  
Some doctors do recommend using aspirin as a preventive step; however, I stop at recommending it for everyone. Aspirin helps "thin" the blood and, for that reason, it's beneficial in people with atherosclerotic changes in the coronary arteries around the heart and the arteries leading to the brain. Studies do show that aspirin cuts the risk of heart attack in people with worsening chest pain caused by poor blood flow in the coronary arteries (angina). Other studies show that aspirin reduces the chances of stroke in people who have brief episodes of poor blood flow to the brain (transient ischemic attack, or TIA). It's certainly tempting to try aspirin *before* warning signs of stroke or heart attack develop, but so far we don't have any proof that this treatment works. It's difficult to say whether the risks of aspirin therapy—including intestinal bleeding and allergic reactions like asthma—outweigh the po-

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*This column by Eben H. Dustin, 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. Dustin directly. In either case, your privacy will be respected; your post will not be identified.*

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tential benefits when used to slow the progress of heart disease. Another undecided question is what dose of aspirin works best. Doctors have recommended doses ranging from one baby aspirin a week to one regular adult aspirin every day. At this point the most that can be said is that there's evidence that aspirin can be of benefit, and perhaps further studies will show more precisely what doses should be used.

**Q.** **WESTERN EUROPE**  
*There has been much in the media recently about breast cancer. My wife has been told that she is "high risk" for breast cancer and that has terrified me. Just what kind of risk is this?*

**A.**  
First of all, knowing who is at risk to develop breast cancer is important in terms of prevention and treatment. About one woman in 9 or 10 will develop the disease in her lifetime, but some women are more likely to develop it than others. A woman is considered at high risk if she's over 50, her mother or sister had breast cancer, or she has had cancer in one breast. Other factors may increase a woman's risk of breast cancer, but scientists aren't sure yet of their importance. A woman may be at high risk if she's never had a child, or if she had her first child after 30, or if she's overweight or eats a lot of animal fats. Continual breast problems, such as lumpy breasts, may also indicate high risk, but no one has absolutely proven that. It would seem that, if your wife falls into one of these categories, she should be closely observed by her physician. The Department now offers mammograms at the time of the biennial physical examination to all women over 40, and earlier to those who may be at risk. Further, if your wife does need yearly mammography, your private medical insurance will cover a goodly portion of the cost.

**Q.** **LATIN AMERICA**  
*What is exogenous obesity? At my last*

physical, the doctor told me that's what I have. I did put on 20 pounds on my last tour, but doesn't that mean I may have a glandular problem?

**A.**

Your doctor used the medical term for being overweight—chubby, husky, heavy-set. Those latter words sound a lot better than obesity, but it all boils down to an increase in body weight beyond the limitation of skeletal and physical requirements. Once you're overweight, it's terribly hard to lose weight and *keep it off!* I don't recommend fad diets. The secret to losing weight is to change your eating habits and to count calories. And don't forget to exercise as well. The combination of increased exercise and lower caloric intake does take off the weight, albeit slowly. It's a chore, but it works!

**Q.**

MIDDLE EAST

*I am a little annoyed; I requested a refill on my birth control pills and the regional medical officer wrote a prescription and told me to send it back to the States to a pharmacy! I KNOW they have a big supply in the health unit pharmacy, as well as all other medications. Why couldn't they have just given me a supply from their stocks?*

**A.**

Sorry, but the Department's overseas medical program doesn't provide services for *all* your needs. We have no legal authority to do so. Most health units abroad do maintain a supply of drug items that are dispensed where drugstores are unavailable and unreliable, or in emergency situations—until permanent supply sources can be established. I regret that we're unable to provide all types of prescription and nonprescription drugs that you might require in the course of a tour overseas. Check with your private insurance plan to see if it has the prescription drug supply scheme for ordering long-term medications you may need. □

## Dr. Dustin's health hints

### Holiday hazards

With the holidays approaching, here are some measures to prevent a tragedy. Children love to explore and, during the holidays, homes are filled with decorations and party favors dangerous to young lungs. Ornaments, hooks, hard candies and pieces of toys may all find their way into a child's mouth.

Choking on foreign objects kills more children under 6 than any other home accident. So:

1. Remove loose parts from toys.
2. Set a good example: Don't put pens, nails or toothpicks in your mouth.
3. Keep your purse and sewing basket out of reach.
4. Pick up loose items such as coins, paperclips, bottle tops, plastic wrappers, safety pins and batteries.
5. Take off loose jewelry before picking up a baby.

6. Remove bones and seeds from food.

7. Don't leave holiday decorations, nuts, hard candy and alcoholic beverages on low tables, within reach of infants and toddlers. □

## Barney Lester's quiz

### Department acronyms

Here's one quiz you're sure to fail—the initials are stacked against you. However, anyone who figures out even 8 of the 12 gets a free subscription to STATE (providing the U.S. Superintendent of Documents approves). Translate as many of the following as you can:

- |             |           |
|-------------|-----------|
| 1. ROCAP    | 7. S/CL   |
| 2. RAMC     | 8. S/DEL  |
| 3. H        | 9. T      |
| 4. TERP     | 10. S/ART |
| 5. CIP      | 11. IO/HW |
| 6. HA/MAHRP | 12. L/BAR |

(Answer on Page 50) □

## Department of Look-Alikes



Bernard J. Woerz



Secretary Shultz

**W**HEN MR. WOERZ shaved off his beard the other day, after 11 years, he didn't expect that persons would stop him and say: "Good morning, Mr. Secretary." He's a special assistant in the Office of the Special Coordinator for the Soviet Union and Eastern Europe. But the resemblance can't be *that* strong—because so far Mr. Woerz hasn't walked off with the Secretary's protective detail. □

## Diplomatic Couriers

**'It's a delightful life,' says one; 'It can be lonely,' says another**

*In any case, it's life at 20,000 feet*

BY JO HARBEN

*The author is a security awareness officer in the Bureau of Diplomatic Security.*

**“WE’VE REACHED 20,000 feet,”** Elaine told me matter-of-factly shortly after take off. “The pilot just eased back on the throttle.”



Ms. Harben

With less than a year of courier service under her belt, Elaine York is an expert on airplane noises. She points out the almost imperceptible sound of the wheels being drawn back up inside the plane as

we begin our journey to Frankfurt, the first leg of the Moscow route that leaves from Washington every evening.

Diplomatic couriers spend 80% of their working hours on airplanes, perennial travelers who ensure that classified pouches remain secure during transit. Fortunately, the State Department's 71 traveling couriers like to fly.

“It's a delightful way of life,” says Frankfurt regional courier officer Ernest Hohman, a 30-year veteran. “It's a lifestyle that develops your fantasies of seeing the world and experiencing different cultures.” Hohman claims couriers are the best kept secret in the Foreign Service.

### Since 1918

The State Department created the courier service in 1918, to reestablish communications among U.S. foreign posts just after World War I. Couriers came under the Bureau of Diplomatic Security's umbrella in the 1985 reorganization, and the requirements to qualify changed too.

There now exist two schools of couriers. One group has worked for 20 years or more under the old system, when being a courier was a lifelong ca-

reer. New recruits must go through special agent training, and have an option after two years of courier duty of moving on to other assignments. This division caused some apprehension, but the first jolt of change has subsided into small tremors now, and the two schools are operating smoothly as one.

Elaine is a special agent. It's

Thursday night and she's in a talkative mood as we head out over the Atlantic. This is her 15th trip for the State Department in eight months.

“It can be lonely. I think you have to be very independent, in some respects very much a loner to do this job.” She entertains herself by reading, as many couriers do.



Elaine York



Courier Carl Norberg with a pouch load.

#### 'Civilized'

The Moscow route is one of her favorites. "It's usually a smooth operation, with a good support system in place," she explains. "There are people around to help in Frankfurt. It's civilized."

Civilization is a scarce commodity on some of her routes. Washington-based couriers cover West Africa on a grueling two-week trip that takes them to remote outposts like Bamako, just a hop, skip and jump from Timbuktu.

The courier service has divided the world into three sections, with regional headquarters in Washington, Frankfurt and Bangkok. The Washington office covers all of Latin America, the Caribbean and West Africa. Frankfurt takes the rest of Africa, the Mideast and Europe, including eastern bloc nations. Bangkok is responsible for Asia, the Far

East and Australia. Worldwide, couriers deliver pouches to more than 140 foreign missions.

#### In Frankfurt

The diplomatic couriers' largest and busiest operation is in Frankfurt. This past spring, Frankfurt became even busier, thanks to the addition of the daily Moscow run made necessary when allegations of Marine espionage escalated into front-page news.

Washington couriers were called on to share the load, and that's why Elaine is taking the all-night flight from Dulles International Airport.

When we arrive in Frankfurt Friday morning, an airport van whisks us across the tarmac to a cargo-receiving area.

Two Frankfurt couriers are loading their pouches for transport to a Lufthansa Moscow flight. Elaine has brought three Moscow-bound pouches from Washington, and these are added to the checklist. Thirty minutes later, the Lufthansa jet is airborne.

This kind of coordinated teamwork takes place across the world, the handiwork of 15 courier supervisors who have the headache of keeping up with airline flight schedules and synchronizing routes to minimize transportation time.

"It's sort of like conducting an orchestra," says supervisor Ernest Hohman, a thought that coworkers apparently share. They presented him with a baton to prove the point several years ago.

We met up with Hohman at courier headquarters in the Frankfurt consulate housing section. The basement pouch room is Elaine's first stop after leaving the airport. This is a secured area at foreign posts, where pouches are weighed, sealed and logged. Elaine's remaining pouches are sorted into piles based on their destinations. Fellow couriers whose routes include those places will take them there.

Elaine's schedule calls for an afternoon off, and while she rests at her hotel, Ernest Hohman and I discuss the finer points of courier work. The job has



Courier William McGovern with a circa 1950 pouch.

changed considerably over the years.

#### Handcuffs

There was a time when diplomatic pouches contained classified documents small enough to fit inside a briefcase. Sometimes, these were handcuffed to a courier's wrist. Even when the load demanded a larger bag, the courier always carried it with him into the plane's passenger cabin.

That's not possible anymore, because pouches now include classified equipment, as well as papers. Often a forklift is needed to move the assortment of orange canvas bags and burlap-wrapped crates that makes up a pouch load today.

When it became necessary to transport diplomatic pouches in the plane's cargo hold, a last-on-first-off rule was adopted. "Couriers are the last passengers to board their aircraft, and the first ones to exit," Hohman explains. "Theoretically, the only time they are separated from their pouches is when the plane is in motion." The first rule of couriership is to keep visual contact with your pouches at all times.

When that's not possible, courier escorts help out. They weren't always in the picture. Until two years ago, couriers were on their own, dealing with airport ticket counters, immigrations/customs officials, and travel arrangements to and from airports. With the new escort support system in place, couriers rarely see the inside of an airport terminal.

Courier escorts await the arrival of flights holding pouches, standing outside the terminal gate where the plane comes to a stop. He or she watches the cargo unloading, looking for bags and crates marked "Diplomatic Pouch," until the courier has time to deplane and join him on the tarmac.

#### Paperwork

Perhaps the second most important aspect of courier duty is paperwork. "The airplane is the courier's office," says Hohman. "Quite often he's attending to his paperwork during this time." "On duty" begins in the pouch



Pouches are loaded under the watchful eye of courier Brad Lynch.

room, when a courier signs his checklist for the day. That signature means responsibility is accepted for diplomatic baggage until an embassy official or another courier signs "received." Couriers double-check their pouches and total cargo weight, since excess baggage fees must be tabulated and paid to airline agents en route. Careful attention to exact weight is important because some countries use weight restrictions to limit the size of diplomatic pouch loads, and these are strictly enforced.

It's now Saturday morning in Frankfurt and Elaine will complete the second leg of the Moscow route today with traveling partner Jack Cassidy. Couriers always travel in pairs to eastern block countries for security reasons.

From the pouch room, Elaine and Jack are driven to Frankfurt airport's cargo receiving area by consulate van. Yesterday's relay with the freshly-arrived Washington courier is repeated. He hands over his Moscow-bound pouches, as Elaine had the day before, and tomorrow he will go to Moscow.

#### Turnaround

The entire trip to Moscow takes

about six hours. When Jack and Elaine arrive in the Soviet Union, embassy officials will be waiting at the airport. Pouches will be exchanged on the tarmac. "It's just a turnaround trip," Elaine explains. You don't really get to see Moscow. You're just at the airport, and you wait for them to refuel the plane, put more cargo on, and just come back."

Once back in Frankfurt, Elaine will get a day off before returning to Washington (with pouches, of course). But even so, jet lag is a constant problem. She doesn't sleep well on planes, a common burnout factor with couriers. A rule of thumb adopted from necessity is "Do like Thomas Edison, take catnaps whenever you can."

It does take a unique individual to flourish in this line of work. It helps to have grown up in the Foreign Service, as Elaine did, because foreign travel was bred into her bones. Another strong recommendation—a spirit of adventure. But the two things absolutely essential for a successful courier career—the two things a courier cannot do without—are tarmac earplugs and lots of patience.

(Reprinted from the DS News) ■



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## Commerce/Agriculture

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### Letter from France: about wine and newspapers, old and new

Would you believe it? It's our grape they're buying!

BY JAMES MOORHOUSE  
Commercial counselor

**I**F WE HAD BEEN assigned to the United Kingdom, Ed Lollis and I probably would have tried to sell Pennsylvania coal to Newcastle. But we were in France just a few months back (I'm still here; Ed has since moved on), and our challenge was to sell American wines to the French. We tried, and we drew a standing-room-only crowd in the heart of the French wine country.

The French have long regarded foreign wines, let alone non-European ones, with distrust and, sometimes, scorn. However, American wine growers, who after all owe more than a little to the transplanting of vine stock from the old country, have decided to make converts of the French, and are playing to their taste and wallets.

As consul general at Bordeaux, Ed organized an American-wine-tasting event to commemorate the 200th anniversary of Thomas Jefferson's visit to the region. Sponsors included the Wine Institute of San Francisco, the Virginia Wineries Association and the New York Wine Institute. A Foreign Commercial Service national in Bordeaux, Henry Katzaros, coordinated logistical arrangements for the show, which attracted over 600 visitors, among them 250 industry professionals and exhibitors from the Bordeaux biennial wine fair. The sponsors donated some 1,200 bottles, making this the largest U.S. wine-tasting held in Europe, with attendees praising both the quality and price of the wines. Thanks to this event and the currently favorable dollar-franc exchange rate, U.S. wine sales in France may for the first time break the \$1-million mark.

If the French are rightly proud of their wines, for a long time they were the butt of jokes over their antiquated telephone network. Only in the 1980s have the Postes and Telecommunications reached a truly competitive technological level, and one of their most



French tourist chief Gerard Longuet with the author, left.

visible and popular achievements has been the introduction of the Minitel, part telephone and part computer, which now has near 3 million subscribers. The newspaper USA Today, whose own rapid growth has been sparked by technological adaptability and innovation, has moved to expand its French readership by presenting various features via the Minitel network.

When former Commerce official Susan Bokern, now director of sales and marketing with the Gannett Co., visited the commercial section in Paris last spring and requested assistance in launching the USA Today service, Foreign Commercial Service staff members were delighted to offer their support. French Postes and Telecommunications Minister Gerard Longuet gave his blessing to the initiative, and presided over the dedication of the service in June.

Through Minitel, already the world's largest videotext network, French users will be able to tap into 18 categories of news from the United States, including general information, finance, energy, transportation and sports reporting. With this arrangement, said Gannett's vice president for news services, Nancy J. Woodhull, Minitel subscribers will have access to a "quick, concise and entertaining sum-

mary of the USA's agenda." Minister Longuet saw this step as an historic move on the part of the U.S. publishing industry to capitalize on the booming Minitel market, which is expected to grow by 50% this year.

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A more traditional practitioner of the information sciences, the International Herald Tribune, this summer celebrated the 100th anniversary of its publication in Paris. The "Trib" marked the occasion by throwing a huge party, attended by many luminaries among its past and present contributors. To light the way to the next 100 years and sustain the spiritual fire of Franco-American friendship, Trib publisher Lee Huebner has taken the lead in raising funds to erect a scale replica of the Statue of Liberty "flame, in Paris.

Encouraged by the privatization campaign of the French government and the evolution of the exchange rate, Americans meanwhile are organizing a record number of trade missions to Paris. Commercial staff people are ready to welcome these visitors, whether with glass in hand or an eye on the Minitel and the other on the flame of freedom and enterprise. Suggestions for diversified approaches to the French customer's interests are also welcome. ■

## Selection Boards

### Adventures of a State man at Agriculture

'My first reaction: "Why me?">'

BY DAVID E. L'HEUREUX

*The author is assigned to the Office of the Director General of the Foreign Service and Director of Personnel.*

I WAS asked recently to serve as one of five members on the Foreign Agricultural Service selection board charged with deciding which Class 1 officers should be recommended for promotion over the senior threshold, to the rank of counselor. My background had been primarily in consular and administrative (management) work so I found myself entering into a different world—marked by acronyms like ATO, CPS, FASH, AIMS, IAIAS and APHIS even more obtuse than anything I'd come across at State. I was examining the files of experts on trade, marketing and world crop production—officers who analyze and negotiate multimillion dollar sales of agricultural products, and who look for new sources of supply for products we must import, such as coffee, tea and pepper.

My first reaction to all this was: "Why me?" I was brought up in Washington, D.C. Then I began to realize that many of these officers, too, are city people, but they have chosen to become highly educated in the field of international agricultural affairs. I came to realize too, that while the turf was new to me, the process of evaluation and selection, and the need to identify and recognize leadership and managerial qualities, was not.

#### Soulmate

I was consoled by the fact that the public member, Tommy Hillman, president of Winrock Farms, Inc., in Carlisle, Ark., serving on a promotion panel for the first time, had his own orientation problems. He was overcome not by the dimension of agriculture, as I was, but by the bureaucratic world of Government and selection panels. We received a good introductory briefing,



The author, second from left, with fellow board members. The others, from left: Nor-

man R. Kallemeyn, George J. Pope, Tommy Hillman, John M. Beshoar.

though, and we read through the promotion board precepts. Gradually, the new language became comprehensible for both of us. As we went through the 38 files, patterns of performance appeared, and potential for functioning as senior officers in the Foreign Agricultural Service became clear.

This is a small service. The three members of it serving on our board were of course quite familiar with each of the officers being considered. Mr. Hillman and I were not. We had to get to know those competing solely through their files, as is often the case at State.

I found that there are limited opportunities for mid-level agricultural officers to serve in significant managerial jobs, because of the size of their service and the smaller staffs they supervise. How, then, does one select those who are "capable of carrying out the very demanding and responsible duties in senior-level positions"? For Mr. Hillman and me, it meant carefully reviewing past performance, to ascertain the level and degree of managerial skills the officers possessed, based on how they handled representational respon-

sibilities, conducted negotiations and briefings, planned and organized work, dealt with peers and subordinates, and performed day-to-day tasks.

#### Sizing up the reports

A great help was that the reports were generally well-written and thorough, and accomplishments emerged from the examples of performance that were cited in the files. This was comparable to reports at State.

However, there was a challenge to our evaluative skills. The performance-evaluation forms asked only for an officer's "accomplishments." There was no space for either areas of improvement or reviewer comments. I felt that this limited our ability to evaluate performance and further, that it didn't provide the officer himself or herself with any guidance on how to improve. Because the report seemed to encourage only positive statements, it was no surprise that never have so many so consistently walked on water at Agriculture let alone State. In the two days that we needed to complete our task, I found the

—(Continued on Page 27)

# Education and Training

## Schedule of courses at the Foreign Service Institute

Program	Dec.	Jan.	Feb.	Length
<b>Area studies</b>				
Africa, sub-Sahara	—	25	—	2 weeks
East Asia	—	25	—	2 weeks
Latin America	—	25	—	2 weeks
Near East and North Africa	—	25	—	2 weeks
People's Republic of China	—	—	29	2 weeks
South Asia	—	25	—	2 weeks
Southeast Asia	—	25	—	2 weeks
USSR/eastern Europe	—	25	—	2 weeks
Western Europe	—	25	—	2 weeks
<b>Language and advanced area courses</b>				
Afrikaans	—	—	8	24 weeks
Amharic	—	—	8	24 weeks
Arabic (Egyptian and modern standard)	—	—	8	24 weeks
Arabic, formal spoken and modern standard	—	—	8	24 weeks
Arabic, North African and modern standard	—	—	8	24 weeks
Arabic, formal spoken and modern standard (advanced in Tunis)	—	—	8	47 weeks
Bengali	—	—	8	24 weeks
Bulgarian	—	—	8	24 weeks
Burmese	—	—	8	24 weeks
Chinese (Cantonese)	—	—	8	24 weeks
Chinese (standard)	—	—	8	24 weeks
Czech	—	—	8	24 weeks
Danish	—	—	8	24 weeks
Dari (Afghan Persian)	—	—	8	24 weeks
Dutch	—	—	8	24 weeks
Farsi (Iranian Persian)	—	—	8	24 weeks
Finnish	—	—	8	24 weeks
French	—	11	8	20 weeks
German	—	—	8	24 weeks
Greek	—	—	8	24 weeks
Hebrew	—	—	8	24 weeks
Hindi	—	—	8	24 weeks
Hungarian	—	—	8	24 weeks
Icelandic	—	—	8	24 weeks
Indonesian	—	—	8	24 weeks
Italian	—	—	8	24 weeks
Japanese	—	—	8	24 weeks
Japanese (advanced in Yokohama)	—	—	8	12/15 weeks
Korean	—	—	8	24 weeks
Korean (advanced in Seoul)	—	—	8	44 weeks
Lao	—	—	8	24 weeks
Malay	—	—	8	24 weeks
Nepali	—	—	8	24 weeks
Norwegian	—	—	8	24 weeks
Pilipino (Tagalog)	—	—	8	24 weeks
Polish	—	—	8	24 weeks
Portuguese	—	—	8	24 weeks
Romanian	—	—	8	24 weeks
Russian	—	—	8	24 weeks
Serbo-Croatian	—	—	8	24 weeks
Sinhalese	—	—	8	24 weeks
Spanish	—	11	8	20 weeks
Swahili	—	—	8	24 weeks
Swedish	—	—	8	24 weeks
Thai	—	—	8	24 weeks
Turkish	—	—	8	24 weeks

—(Continued on next page)

## Overseas Briefing Center opens new facility

(Photo on Page 27)

The Overseas Briefing Center recently observed its 10th anniversary with a ribbon-cutting at its new facility in State Annex 3, Rosslyn. The center, directed by Jean German, is dedicated to helping Foreign Service employees and their families to adapt to their frequent moves from post to post, including Washington.

The new facility seats 30 persons and is arranged for self-service. Slides, videotapes and printed material are available on various posts. Videotapes on subjects that include cross-cultural adaptation, living with the threat of terrorism, tips for travelers, and managing children during a crisis may be viewed at the center. Staff members are on hand to answer questions, 11 a.m.—4 p.m. □

## February 15 is deadline to apply for school aid

The American Foreign Service Association, in cooperation with the Association of American Foreign Service Women, has established February 15 as the deadline for scholarship applications for the 1988–89 academic year. To be given are \$500 merit awards for high school graduating seniors, based on academic excellence, and financial aid grants, each ranging from \$200 to \$2,000, for full-time undergraduates for study in the United States.

Students may apply for either or both. Membership in either association is not required. For applications, write to Dawn Cuthell, AFSA, 2101 E Street N.W., Washington, D.C. 20037, or call (202) 338-4046. □

## All you'd want to know about schools overseas

The Department's Office of Overseas Schools has compiled information on 505 schools that are attended by children of Government employees at posts around the world. The data include school opening and closing dates, pre-school, elementary and secondary programs, requirements for admission and

## EDUCATION AND TRAINING

graduation, course offerings, special programs and extracurricular activities.

The compilation is a companion to "User's Guide to the 1987 Microfiche Information," which lists the schools, grade levels, enrollment and availability of boarding facilities. Both lists have been distributed to overseas posts.

They may also be obtained in the Office of Overseas Schools, State Annex 6, Room 234; Foreign Service Lounge, New State, Room 1252; Family Liaison Office, Room 1216A and bureau executive offices. For information, contact Monica Greeley, 875-6220. ■

### Post Puzzle No. 3

#### Sniper attack

BY PETER JENSEN

You are a consular officer at post. At 6:30 a.m. the regional security officer calls you at home and says: "The police just told me that Jim, one of our drivers, was shot by a rooftop sniper. They found a .303 rifle and scope a block away. Jim's related to a lot of the Foreign Service nationals—I need to tell them. I'll begin with the people who work for you, first thing this morning."

At 8 a.m. your national employees, John and Kay, join you and the security officer. "John, I have bad news for you and your sister here," he says. "Your brother-in-law has been shot."

"Oh no!" gasps Kay, "Poor Jim! Is he—?"

"No, don't worry. Jim'll be all right. But perhaps you two can help me and the police. Do you know of anyone who might do such a thing?"

John ponders for a moment. Then he says: "Jim and I are very close, but many people here dislike him. He owes a lot of money to my father's brother, Mike, up in commercial. He insulted my sister Mary's husband, Tim, up in personnel. And my wife's cousin, George, in general services, has never forgiven Jim for that hunting accident. Not only that—my brother's son, Mark, and the other drivers can't stand him. Also, my sister Rose's husband, Sam, is a policeman—and he's hated Jim since

—(Continued on next page)

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Program	Dec.	Jan.	Feb.	Length
Ukrainian	—	—	8	24 weeks
Urdu	—	—	8	24 weeks
Vietnamese	—	—	8	24 weeks

#### Familiarization and short-term (FAST) courses

Arabic, Egyptian	—	—	8	6 weeks
Arabic (formal, replaces Gulf, Hijazi and Levantine)	—	—	8	6 weeks
Bengali	—	—	8	6 weeks
Chinese	—	—	8	6 weeks
French (metropolitan)	—	11	8	10 weeks
French (sub-Sahara)	—	11	—	10 weeks
German	—	11	8	8 weeks
Hindi	—	—	8	6 weeks
Icelandic	—	—	8	6 weeks
Italian	—	—	8	10 weeks
Japanese	—	—	8	6 weeks
Portuguese (Latin America)	—	—	8	10 weeks
Portuguese (Europe)	—	—	8	10 weeks
Russian	—	—	8	6 weeks
Spanish	—	11	8	10 weeks
Thai	—	—	8	6 weeks

#### Overseas Briefing Center

American studies, cross-cultural adaptation: Logistics of Foreign Service life	—	—	8	10 days
Going overseas (singles and couples, Wed. eve.)	—	27	—	1 day
Mobile Foreign Service spouse	—	—	2	4 days
Regulations, allowances and finances	—	—	24	3 days

#### Administrative training

*Budget and financial management	—	4	1	27 days
**General services operations	—	—	1	
	7	11	8	
	14	19	16	
	—	25	29	7 weeks
Personnel management training	—	4	29	25 days
***Coping with violence abroad	7-8	11-12	8-9	
	21-22	25-26	24-25	2 days

\*After the basic 27-day course, officers going to financial management center posts will be given five days' training on the financial management system and 10 on the U.S. disbursing officer's functions. Previous registration for these adjunct courses is required.

\*\*Weekly enrollment. Previous registration required.

\*\*\*No longer available on a walk-in basis. Advanced registration required. Coping-with-violence-abroad seminars are now two days.

#### Consular training

ConGen/Roslyn basic consular course	Pre-registration required for:	Continuous enrollment:	26 days
Consular functional intensive	—	4	3 weeks
Consular orientation program	Continuous enrollment:		6 days
Immigration law and visa operations	*Correspondence course		
Nationality law and consular procedure	*Correspondence course		
Overseas citizens services	*Correspondence course		
Passport examiners	*Correspondence course		

\*See Airgram A-660 (dated 7/17/84).

#### Economic and commercial training

Orientation to overseas economic functions	—	25	—	2 weeks
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#### Executive development

Foreign policy leadership seminar	—	10	—	11 days
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Program	Dec.	Jan.	Feb.	Length
Supervisory studies seminar	—	13	—	3 days
Washington tradecraft	—	—	15	10 days
<b>Political training</b>				
Foreign affairs interdepartmental seminar	—	11	—	2 weeks
Political tradecraft	—	4	—	3 weeks
Negotiation art and skills	7	—	—	1 week
<b>Orientation</b>				
Orientation for Foreign Service officers	—	—	1	8 weeks
Orientation for Foreign Service personnel	—	19	—	1 week
Orientation for Department officers	—	—	9	2 days
<b>Secretarial briefings</b>				
First-time ambassador's secretary briefing	individual or group by appt.			4-8 hours
Washington assignment (for FS secretaries)	Individual or group by appt.			4-8 hours
Refresher onward assignments (FS)	Individual or group by appt.			4-8 hours
<b>Clerical orientation</b>				
Department clerical orientation	—	11	—	7 days
<b>Communications courses</b>				
English and communication skills (oral)	—	—	17	30 hours
Effective speaking and listening skills	—	13	—	24 hours
Effective writing for Government	—	5	—	24 hours
<b>Secretarial courses</b>				
Foreign Service secretarial training	—	—	15	8 days
<b>Equal opportunity seminar</b>				
Management seminar for executives and supervisors	—	—	25	1 day
<b>Communications workshops</b>				
Introduction to word processing	Individual or group by appt.			8-12 hours
<b>Information resource management</b>				
Systems specialist training	—	4	—	12 weeks ■



OVERSEAS BRIEFING CENTER—Staff members, from left: *Wallapa Tomseth*, program assistant; *Beth Loftis*, information spe-

cialist; *Lee Lacy*, assistant coordinator; *Stephanie Turco*, workshop assistant.

—(Continued from preceding page)

they were kids. And Jim's nephew, Tom, is with the Red Youth Brigade—you know how they are."

Based on what the regional security officer heard, the police arrest a suspect in the shooting. Who is the suspect?

(Answers on Page 50) □

## Agriculture board

—(Continued from Page 24)

atmosphere more relaxed than on the boards I had served on at State. But the pressure was still there for the slow readers to keep up with the fast ones, and for those having to break for other appointments to make up for lost time. Our board room consisted of a table and chairs, in an office normally occupied by a member of the management staff. The staff people were friendly and supportive. Our support person, Becky Dagg, was present throughout the deliberations, to answer questions and obtain information for us.

### Suggestions welcomed

They encouraged suggestions from us, for ways to improve the process, and I didn't hesitate to submit mine to them. I felt as though I'd just had a brief tour in the "good old Foreign Service" (a small service where everyone knows everyone else and where a feeling of being a part of a family prevails).

Never at State have I had such an excellent crash course on the inner workings of an agency. The Foreign Agricultural Service is clearly an integral part of the Foreign Service, and its role is vital—if I never knew that, I know it now. The experience I had is one more that I'll chalk up among the better ones; what I learned made the tour very worthwhile. I commend the tour as an enriching experience involving only a matter of days, one in which we can help a fellow agency to accomplish better one of its missions. ■

Agencies supported by the Combined Federal Campaign not only help the poor, they also serve people from all parts of society. One out of three of your neighbors in the national capital area received help last year.

## Post of the Month: The Holy See

**T**HIS EMBASSY in Vatican City, inside Rome, Italy, is America's newest in western Europe—opened with the establishment of formal diplomatic relations in 1984. U.S. Foreign Service people there are featured as part of STATE's continuing series.



Vatican limousines arrive at the embassy.

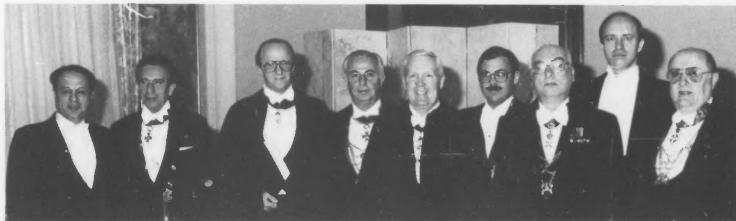


Secretary *Mary Zorn*.



Ambassador *Frank Shakespeare* presents his credentials to Pope *John Paul II*. (Photo by

*Servizio Fotografico, Arturo Mari*). (Photo courtesy of *L'Osservatore Romano*)



Ambassador *Frank Shakespeare* and his staff with the Pope's gentlemen in waiting. Public affairs officer *Frank Lattanzi* is at left; deputy chief of mission *Peter Murphy* is third from

left; Mr. Shakespeare, fifth from left; political officer *Louis J. Nigro*, sixth from left; administrative officer *Douglas Leonnig*, second from right.



Ambassador Frank Shakespeare and deputy chief of mission Peter Murphy, with Archbishop Dino Monduzzi. (Photo by Foto Felici)

Guard Luigi Colucci.



Marine guard Steve Williams is promoted to sergeant. From left: Eric Hoag, Jeff Schwartz, Luigi Colucci, Mr. Williams, Mark Ginski, Daniel McFerrin.



Political assistant June Hager.



POST OF THE MONTH: THE HOLY SEE

Marine guards *Daniel McFerrin* and *Steve Williams*, with official known as the Pope's gentleman in waiting.



*Silvano Cimarra* reconstructs a room at the embassy.



Embassy guards *Nunzio Amici*, right, and *Franco Fianza*.



Marine guards at the National Carabinieri Museum. From left: *Eric Hoag*, *Mark Ginski*, *Dirk Henry*, *Joseph Musca*, *Mauro Brusa*, *Daniel McFerrin*, *Jeff O'Donnell*, *Steve Williams*, *Jerry Ranzulli*.





Marine security guard *Daniel McFerrin* with Swiss guards.



*Albert Haag*, left, and *Pietro Fuina* take inventory.



Pasta day at the embassy. At left, from foreground: *Frank Lattanzi*, *Fredericka Shakespeare*, *Albert Haag*, *Michela Lazze*. *Silvano Cimarra* is at the head of the table. At right, from background: *Mirella Giacalone* (serving) *Anna Fiorentini*, *Donna Parkinson*, *Julie Rethmeier*.



Secretary *Julie Rethmeier*.



Secretary *Donna Parkinson*. ■

# Personnel: Civil Service

## Promotions

### GG-11

Fontana, Maurizio, Foreign Service Institute, Romance Languages

### GM-13

Miller, Stephen Maxwell, Economic and Business Affairs, Office of Maritime and Land Transport  
Stowe, Priscilla B., East Asian and Pacific Affairs, Office of Economic Policy  
Williams, Yvonne, Bureau of Personnel, Office of Management

### GM-14

Ely, Lita Jeanne, Bureau of Administration, Language Services  
McConnon, Caron, Diplomatic Security, Policy and Interagency Relations Division

### GM-15

Causey, Paul J., Intelligence and Research, Southeast Asia and Pacific Division  
Das, Anthony Anand, Bureau of Public Affairs, Office of Public Diplomacy

### GS-3

Barlow, Yvonne L., Seattle Passport Agency  
Bess, Emelda A., New Orleans Passport Agency  
Fulton, Quanda R., Seattle Passport Agency  
Hildebrandt, Terri L., Seattle Passport Agency  
Jenkins, Yvette Y., Economic and Business Affairs, Textiles Division  
Johnson, Lolita L., Office of Passport Operations, Public Issuance Division  
King, Angela M., Office of Passport Operations, Public Issuance Division  
London, Kiwanda Y., Office of Passport Operations, Public Issuance Division  
Meadows, Kelia S., Office of Passport, Operations, Public Issuance Division  
Shelton, Theran J., Diplomatic Security, Investigations Division  
Thomas, Jennette, Bureau of Consular Affairs, Automated Records Branch  
Whitten, Gloria J., Seattle Passport Agency  
Wolk, Evan L., Intelligence and Research, Office of Executive Director

### GS-4

Cook, Gertrude, Executive Secretariat  
Jacobs, Mary E., Foreign Affairs Information Management Center  
Kaeding, Darrell J., Consular Affairs, Manual Records Branch  
Lockhart Jr., Roscoe, San Francisco Passport Agency  
Spadaccini, Elise T., Diplomatic Security, Philadelphia Field Office

### GS-5

Bachrach, Bronwyn R., Legislative and Intergovernmental Affairs  
Boykin, Irish Y., Executive Secretariat, Operations Center  
Harrison, Pamela A., Economic and Business Affairs, Planning and Economic Analysis Staff  
Love, Denise Renee, Consular Affairs, Office of Program Support  
Nance, Lucretia M., Bureau of Administration  
Robinson, Alisa M., Northern European Affairs  
Thompson, Sonia Denise, New Orleans Passport Agency  
Vega, Miriam A., Diplomatic Security, Training Support Branch  
Volpe, Catherine A., Public Affairs, Special Projects Staff  
Weaver, Ralph S., Bureau of Personnel, Office of Management  
Williams, Paula Ann, Consular Affairs, Public Affairs Staff

### GS-6

Daniel, Adrian, Executive Secretariat, Information Management Section  
Griggs, Lenetta M., Office of the Comptroller  
Pollard, Susan K., Economic and Business Affairs, Energy Producer-Country Affairs  
Shiflet, Renee Verita, Bureau of Public Affairs, Office of Public Opinion Analysis  
Stovall, Angela Marie, Bureau of Personnel, Human Resources Management  
Thompson, Brenda G., Diplomatic Security, Professional Policies and Program Division  
Weill, Celia, Office of the Comptroller, Retirement Records Branch

### GS-7

Brogden, Pamela D., Consular Affairs, Public Affairs Staff  
Bromell, Wanda G., Office of the Comptroller, Travel Voucher

### Section

Dinkel, Nicholas, Bureau of Administration, Language Services  
Ellis, Tangie B., Office of Communications  
L'Heureux, Janet Lee, Career Mobility Program  
Laine, Andrew J., Diplomatic Security, Security Awareness  
Munger, Lillian N., Economic and Business Affairs, Maritime and Land Transport  
Reed, Katherine Louise, Diplomatic Security, Miami Field Office  
Van Brusselen, Dorothy L., San Francisco Passport Agency  
Washington, Doretha K., Office of the Comptroller, Payroll Operations  
Wilhelm, Deborah Chandler, Bureau of Administration, Presidential-Vice Presidential Travel Support Staff

### GS-8

Jones, Nadine S., Foreign Service Institute, Economic and Commercial Training  
Kennedy, Loretta G., Office of Communications  
Singletary, Mary Frances, Classification/Declassification Center  
Smoak, Angela M.J., Political-Military Affairs

### GS-9

Anderson, Roger William, Office of the Comptroller, Data Input and Control  
Cook, Terence L., Executive Secretariat, Information Management  
Glapion, John E., Bureau of Administration, User Support Services Staff  
Jackson Jr. Blaine C., Bureau of Personnel, Retirement Division  
Jones, William L., Office of the Comptroller, Payroll Operations  
Kieffer, Carolyn Anne, New Orleans Passport Agency  
MacDonald, Christina M., Bureau of Public Affairs, Correspondence Management  
Merrigan, Sandra E., Foreign Affairs Information Management Center  
Miles, Sandra E., Passport Operations, Public Issuance Division  
Pace, Rosa D., Foreign Affairs Information Management Center  
Robinson, Jeanette, San Francisco Passport Agency  
Russell, Susan C., Foreign Affairs Information Management Center

Womack, Ernestine Foreign Affairs Information Management Center

### GS-11

Cooper, Cecelia A., Bureau of Administration, Financial Management  
Donlon, Steven A., Consular Affairs, Written Inquiries Branch  
Hill, Janette, Intelligence and Research, Regional Analysis  
Koniuszkow, Elizabeth., Office of the Comptroller  
McClelland, Regina Kay, Safety Program  
O'Brien, Margaret Y., Office of Historian  
Sadoff, David A., Politico-Military Affairs  
White, Paulette Vera, Bureau of Administration, Acquisitions Division

### GS-12

Davis, Audrey Yvonne, Diplomatic Security, Information Systems Security  
Davis, Gregory K.O., Directives Management Staff  
Hoekaday, Inez D., International Organization Affairs, Budgetary Presentations/Payments  
Kearney, Calvin E., Beltsville Communication Center  
Murphy, Darren L., Diplomatic Security, Information Systems Security  
Novodvorsky, Nyda, Consular Affairs, Public Affairs Staff  
Oliver, Mary K., Bureau of Administration, Financial Management Division  
Stillwell, Laurena A., Diplomatic Security, Policy and Awareness Branch  
Young, Frances R., Diplomatic Security, Financial Management

### GS-13

Gawthrop, Richard C., Office of Investigations  
Von Pfeil, Helena P., Office of the Legal Adviser

### GS-14

Coo, Vicente L., Deputy Assistant Secretary for Organization and Management, Mechanical Engineering Branch

## Appointments

Aber, Tuula T., Family Liaison Office  
Abrams, Jason S., Office of the Legal Adviser

- Aggrey, O. Rudolph**, Bureau of Personnel
- Alcantara, Emilia**, Diplomatic Security, New York Field Office
- Andrew, Claudia R.**, Presidential Management Intern Program
- Baker III, Richard W.**, East Asian and Pacific Affairs, Office of Executive Director
- Bay, Norman Chuan**, Office of the Legal Adviser
- Belasco, Curtina**, Office of the Comptroller, Pre-Assignment Training
- Billings, Mary Helen**, Office of Eastern European Affairs
- Blubaugh, James K.**, Office of the Inspector General
- Bowie, William C.**, Diplomatic Security, Counterterrorism Assistance
- Boyd, Charles R.**, Office of the Inspector General
- Brodgins, Karen G.**, International Organization Affairs, Policy and Planning
- Brown, Norma E.**, Office of the Inspector General
- Buni, Catherine K.**, Paris
- Carter, Nancy O.**, Economic & Business Affairs, Marine and Polar Minerals Division
- Charles, Kathleen J.**, Office of the Inspector General
- Christensen, David P.N.**, East Asian and Pacific Affairs
- Churchill, Malcolm H.**, East Asian and Pacific Affairs, Office of Executive Director
- Coakley, Linda C.**, Northeast Passport Processing Center
- Coghill, Sacaguiwer E.**, Office of the Comptroller, Pre-Assignment Training
- Coles Jr., Roy W.**, Office of Recruitment, Exams and Employment
- Colin, Donald I.**, Office of the Inspector General
- Covell, Cynthia A.**, Office of the Inspector General
- Deering, John S.**, Office of the Inspector General
- Deremer, Kathryn A.**, African Affairs
- Dolgoff, Lawrence**, Inter-American Affairs, Office of the Executive Director
- Donahue, Mildred J.**, Office of the Legal Adviser, International Claims and Investment Disputes
- Epps, Robert C.**, Foreign Service Institute, Audio-Visual Facility
- Ervin, Andrea R.**, Consular Affairs, Manual Records Branch
- Fleming-Harrison, Shelia**, Paris
- Fontaine, Roger W.**, Inter-American Affairs
- Foster, Warren S.**, Consular Affairs, Office of Program Support
- Gardner, Richard N.**, Office of the Legal Adviser
- Garel, Robert Allen**, Economic & Business Affairs, Office of East-West Trade
- Gonzalez, Catherine M.**, Northeast Passport Processing Center
- Hanni, Margaret M.**, Manama
- Hart, William N.**, Office of Communications
- Hartman, Arthur A.**, European Affairs
- Henderson, Donna M.**, Inter-American Affairs, Central American and Panamanian Affairs
- Herdon, Nadine Lynn**, Mexico City
- Hess, Cheryl S.**, Diplomatic Security, Physical Security Programs
- Highsmith, Newell L.**, Office of the Legal Adviser, Near Eastern and South Asia Affairs
- Hughes, Jo Ann**, Tel Aviv
- Jackson, Agatha R.**, Office of Communications
- Johnson, Nellie M.**, Office of Communications
- Kaufman, Paul D.**, Office of the Inspector General
- Leacy, Suzanne L.**, Vienna
- Mack, Karen Marie**, Office of the Comptroller, Pre-Assignment Training
- Marcolivio, Michael**, Diplomatic Security, Investigations Division
- Marshall, Lessie L.**, Office of the Comptroller, Pre-Assignment Training
- Martinez, Daphne**, International Organization Affairs, Host Country Relations
- Mason, Charles V.**, Building Management Operations
- Mathias, David Stephen**, Office of the Legal Adviser, International Claims and Investment Disputes
- Mattras, Pauline M.**, Management Operations
- McCallum, George W.**, Chicago Passport Agency
- Michaud, Roger E.**, Office of the Inspector General
- Miller, Rebecca K.**, Mexico City
- Mini, Michelle A.**, Diplomatic Security, Philadelphia Field Office
- Mussmann, Garrett**, Diplomatic Security, Information Systems Security
- Niblock, Susan Butler**, African Affairs
- Overmyer, Allen R.**, International Communications and Information Policy
- Perry, Marvin**, Office of the Comptroller, Systems Development and Maintenance
- Peterson, Robert B.**, Office of the Inspector General
- Pinson, Tina Y.**, Consular Affairs, Passports and Records
- Powell, Shera F.**, Office of Communications
- Revell, Robin T.**, Consular Affairs, Automated Records Branch
- Reynolds, Sonji L.**, Consular Affairs, Communications and Records
- Richie, Lovell E.**, International Joint Commission
- Rivera, Francisco**, London
- Robertson, Deborah E.**, Office of the Comptroller, Vendor Claims
- Robinson, Elsa**, Lusaka
- Robinson, Tiffany V.**, Office of the Legal Adviser, International Claims and Investment Disputes
- Rodriguez, Steven J.**, Language Services
- Rogers, Gypsy L.**, Consular Affairs, Communications and Records Section
- Romero, Ramon V.**, Office of the Inspector General
- Rubin, Seymour J.**, Inter-American Affairs
- Schenck, Richard C.**, Consular Affairs, Office of the Executive Director
- Schroeder, William S.**, Office of the Inspector General
- Schwegel, Keith G.**, Office of the Inspector General
- Shaffer, Shanette**, Chicago Passport Agency
- Shuler, Robert Lee**, Office of the Inspector General
- Sinozich, John D.**, East Asian and Pacific Affairs, Office of Executive Director
- Smith, Louanne Irma Finkel**, Kaduna
- Sommer, Peter R.**, Valletta
- Sparkman, Tammy D.**, Pre-Assignment Training
- Spearman, Leonard H. O.**, African Affairs
- Tanner, James L.**, Office of the Comptroller
- Tarla, Thomas R.**, Office of the Inspector General
- Thompson, W. Kenneth**, International Narcotics Matters
- Toussaint, Frances C.**, Refugee Programs
- Urban, John D.**, Office of the Inspector General
- Washburn, John L.**, Policy Planning Staff
- Wells, Tiffany D.**, Pre-Assignment Training
- Whitehead, Deidra I.**, Consular Affairs, Automated Records Branch
- Whitlock Jr., James W.**, Office of the Comptroller, Pre-Assignment Training
- Williams, Kevin Fairfax.**, Language Services
- Williams, Marcia L.**, Pre-Assignment Training
- Williams, Unita E.**, Economic and Business Affairs, Developed Country Trade Division
- Williams, William Alex**, Building Management Operations

## Reassignments

- Benjamin, Sherri Ann**, Intelligence and Research, Office of Intelligence Support to Executive Secretariat, Operations Center
- Bolton, Ann D.**, Office of Counselor of the Department to Office of the Under Secretary for Security Assistance, Science and Technology
- Boykin, Irish Y.**, Pre-Assignment Training to Executive Secretariat, Operations Center
- Burrell, Rossanna V.**, Foreign Affairs Data Processing Center to Consular Affairs, Citizens Emergency Center
- Burton, Darlene**, Pre-Assignment Training to Office of Recruitment, Exams and Employment
- Clark, Susan C.**, Office of Counselor of the Department to Office of the Under Secretary for Security Assistance, Science and Technology
- Foster, Beverly E.**, Pre-Assignment Training to European Affairs
- Glunt, Carol L.**, Office of Coordinator for Refugees to Human Rights and Humanitarian Affairs
- Hughes, Harrietta**, Economic and Business Affairs, International Commodities to Economic and Business Affairs, East-West Trade
- Hunter, Lynn Lanita**, Office of the Secretary to Executive Secretariat, Operations Center
- Ivey, Christine D.**, Consular Affairs, Personnel Branch to Consular Affairs, Citizenship Appeals
- Ivey, Christine D.**, Pre-Assignment Training to Consular Affairs, Personnel Branch

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**PERSONNEL: CIVIL SERVICE**

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**Ledbetter, Kristyne D.**, Pre-Assignment Training to Diplomatic Security, Anti-Terrorism Assistance Division  
**Norton, Patrick M.**, Office of the Legal Adviser, East Asian and Pacific Affairs to Office of the Legal Adviser, Near Eastern and South Asia Affairs  
**Penny, Blanche J.**, Pre-Assignment Training to Foreign Service Institute, Office of the Registrar  
**Simpson, Diane R.**, Politico-Military Affairs to Consular Affairs, Office of the Executive Director  
**Stewart, Linda A.**, Consular Affairs, Office of Program Support to Executive Secretariat  
**Taylor, Mark Blair**, Executive Secretariat, Operations Center to Intelligence and Research, Terrorism and Narcotics Analysis  
**Thomas Joyce L.**, Economic and Business Affairs to Bureau of Personnel

**Resignations**

**Acklin, Sharon R.**, Office of Chinese Affairs  
**Adkins, Angela M.**, Los Angeles Passport Agency  
**Alvarez-Ortega, Maria C.**, Foreign Service Institute, Romance Languages  
**Andrews, Nicholas G.**, Classification/Declassification Center  
**Babroski, Elizabeth F.**, International Organization Affairs  
**Barbosa, Evelyn**, Northeast Passport Processing Center  
**Barrett, Betty A.**, Center for the Study of Foreign Affairs  
**Bednar, Georgienne M.**, Oceans and International Environmental and Scientific Affairs  
**Brennan, Daniel J.**, Los Angeles Passport Agency  
**Brown, Juedith G.**, Foreign Service Institute  
**Cauvin, Ruth Ann**, Office of the Medical Director  
**Craft, Carolyn Marie**, New Orleans Passport Agency  
**Croak, Carolyn Anne**, Foreign Affairs Information Management Center  
**Culhane, Curtis C.**, Bureau of Administration  
**Davis, Shelly G.**, Consular Affairs, Automated Records Branch  
**Dorsey, Gwendolyn**, San Francisco Passport Agency  
**Douglas, Mia D.**, Miami Passport Agency  
**Duncan, Louise E.**, New York Passport Agency

**Dunlap, Lynette O.**, Consular Affairs, Automated Records Branch  
**Edwards, Maurine V.**, Los Angeles Passport Agency  
**Frank, Bruce L.**, Despatch Agency, New York  
**Gannon, John Edward**, International Joint Commission  
**Greenberg, Michelle L.**, Classification/Declassification Center  
**Harley, Desmond Darrell**, Diplomatic Security, Management Systems  
**Harris, David L.**, Classification/Declassification Center  
**Hartland, Heather Anne**, Bureau of Administration, Personnel Management  
**Heath, Letitia Cassandra**, Consular Affairs, Automated Records Branch  
**Heilsnis, Harold**, Bureau of Public Affairs, Correspondence Management  
**Hollenbeck, Frank Thomas**, Intelligence and Research, Trade and Monetary Affairs Division  
**Hong, Penelope Lynn**, Office of the Comptroller  
**Hughes, Richard A.**, Foreign Service Institute  
**Johnson, Alicia B.**, New Orleans Passport Agency  
**Johnson, Ronetta D.**, Consular Affairs, Automated Records Branch  
**Johnson, Sheila D.**, Foreign Affairs Data Processing Center  
**Kinney, Colleen, M.**, Economic and Business Affairs  
**Kochanek, Glenn Robert**, Foreign Affairs Information Management Center  
**Krucelyak, Cynthia R.**, International Narcotics Matters  
**Linn, Sheila**, Office of Communications  
**Litt, David Geoffrey**, Office of the Legal Adviser  
**Martin, Larry B.**, Northeast Passport Processing Center  
**Minke, Robert E.**, London  
**Mizell Jr. Louis R.**, Diplomatic Security, Threat Analysis  
**Moore, Eugene W.**, Classification/Declassification Center  
**Mullin, John J.**, Classification/Declassification Center  
**Owen, Natalia G.**, Foreign Service Institute, North and East European Languages  
**Oxner, Annette**, Passport Operations, Public Issuance Division  
**Perrego, Bonnie E.**, Bureau of Administration, Systems Design and Programming Division  
**Pozon, Melita A.**, San Francisco

Passport Agency  
**Reddick, Sherri L.**, Foreign Service Institute, Audio-Visual Facility  
**Reed, Barbara Ann**, Foreign Service Institute, Communications and Clerical Skills  
**Reed, Shelisha A.**, Consular Affairs, Automated Records Branch  
**Relph Jr., James F.**, Classification/Declassification Center  
**Sampson, Anita W.**, Passport Operations, Public Issuance Division  
**Schulte, Joelle M.**, Near Eastern and South Asian Affairs  
**Smith, Gerald C.**, Stamford Passport Agency  
**Tung, Keith Robert**, Foreign Service Institute, Asian and African

Languages  
**Woodson, Pamela Rene**, Foreign Affairs Data Processing Center  
**Retirements**  
**Bouchard, Donald J.**, Bureau of Administration  
**Brown, Reuben E.**, Politico-Military Affairs  
**Dubnick, Charlotte S.**, Miami Passport Agency  
**Flemons, Damon A.**, Diplomatic Security, Investigations Division  
**Goodison, Ronald A.C.**, Foreign Service Institute, School of Language Studies  
**McClelland, Warner W.**, Office of Communications  
**Risso, Anna M.**, International Organization Affairs ■

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## Personnel: Foreign Service

### Appointments

Adamu, Kathryn Elizabeth, Kaduna

Adeniji, Pamala, Lagos

Alexander, Stuart E., Diplomatic Security

Angulo, Jacqueline A., London

Asher, Dal S., Stockholm

Backos-Variagas, Betsy, Athens

Barone, Langdon V., Nassau

Basso, James H., Pre-Assignment Specialist Training

Bayer, Michael D., Diplomatic Security

Beck, Charles Edwin, Mexico City  
Bedwell, Vonneta Patricia, Antananarivo

Bennett, Randall D., Diplomatic Security

Berls, Tatiana G., Moscow

Bezaire-Piccuta, Christina, Belgrade

Blais, Joseph A. L., Helsinki

Boettcher, Hulbert Leroy, Buenos Aires

Bort, Patricia M., Paris

Boyo, Evangeline Bonnie M., Lagos

Brattin, Maria F., Lome

Bresler, Barbara Leah D., Kinshasa

Britvec, Margaret L., London

Brown, Paul David, Diplomatic Security

Brunette, Stephen P., Diplomatic Security

Carlson, Cynthia, Milan

Carmack, William L., Pre-Assignment Specialist Training

Cassman, June Akemi, Tegucigalpa

Chavarría, Carla J., Caracas

Cohen, Burton, Pre-Assignment Specialist Training

Collins, Kenneth P., Paris

Couch, John P., Pre-Assignment Specialist Training

Crawford, Cheryl Leigh, Pretoria

Cross, Tonie Marie, Ankara

Crowell, Mei-Yueh Teresa, Shenyang

Cruz, Lisa M., Paris

Culver, Christopher D., Diplomatic Security

Culver, Jeffrey W., Diplomatic Security

Curley, Gail Diane, Abidjan

Dankers, Mark, Bonn

Darby, Martha B., Warsaw

Darlow, Laurie, L., Diplomatic Security

Davine, Robert P., Diplomatic Security

Davis, Mack R., Panama

Devilla, Dean L., Diplomatic Security

Dobson, Donna June, Mexico City

Downing, Suzanne L., Moscow

Drangstveit, Richard, Diplomatic Security

Driver, Zedra Z., Tegucigalpa

Drucker, Louise M., Rio de Janeiro

Ebireri, Oakley Patricia, Lagos

Egbert, Laure A., Nicosia

Ellickson-Brown, Deborah E., Jakarta

English, Suzanne Marie, Abidjan

Engstrom, Kenneth G., Diplomatic Security

Eppard, James C., Munich

Fedak, Janice J., Pre-Assignment Specialist Training

Fellenz, Christine Rita, Abidjan

Fernandez, Maria De Lourde, Asuncion

Fleenor, Betty L., Reykjavik

Foster, James M., Diplomatic Security

Free, Reginald Kevin, Kinshasa

Gaffney, Eileen Barbara, Moscow

García, Manuel, Mexico City

Gibson, Wilbur Guy, Pre-Assignment Specialist Training

Glasser, Marc Elliot, Diplomatic Security

Harding, Sara V., Tegucigalpa

Haskins, Dana A., Diplomatic Security

Hebert, Gabrielle A., Cairo

Henderson, Carl W., Diplomatic Security

Henriquez, Mark A., Pre-Assignment Specialist Training

Hentgen, William Curtiss, Managua

Hess, Charlene R., Diplomatic Security

Hess, Charlene R., Diplomatic Security, San Francisco Field Office

Hirst, Charles J., Guatemala

Homer, Kenneth S., Diplomatic Security, Miami Field Office

Hooten, Joseph P., Diplomatic Security

Huff, Lorraine S., Beijing

Hutcheson, Jo Ann, Leningrad

Huxtable, Margaret Mary, Jakarta

Hyndman, Kathleen, Bangkok

Ibelle, Robert Pierce, Bureau of Personnel

Ingersoll, Donna M., Budapest

Ingram, Richard J., Diplomatic Security

Jacobs, Sandra Kay, Nairobi

James, Eric K., Bureau of Personnel, Faculty Advisers

Jasak, Stephen A., Pre-Assignment Specialist Training

Jensen, Shirley K., London

Johnson, Carol Ann, Mbabane

FOREIGN SERVICE INSTITUTE—Secretarial training graduates, left to right: Maryann

Orchowski (Bern); Frances Cornelia Parrish (Buenos Aires); Mary J. Fuhrer (Lima); Sally Marie

Snow (Leningrad); Texanna Joe Stubben (Lagos); Monica K. Fieser (Guangzhou); Edith I. Tavakoli

(Brussels); Kathleen J. Alexander (El Salvador); Carolyn A. Zangari (Accra). (Photo by Lloyd McKenzie)





- curity, Miami Field Office  
**Shinske, Ira Andrew**, Diplomatic Security  
**Siegwald, Peter A.**, Lisbon  
**Small, Patricia S.**, Nicosia  
**Smith, Gentry O.**, Diplomatic Security  
**Smith, Leopoldine E.**, Luxembourg  
**Sommer, Peter R.**, Valletta  
**Sparks, Lydia M.**, La Paz  
**Starke, Virginia Lee**, Pre-Assignment Specialist Training  
**Steakley, Mark J.**, Pre-Assignment Specialist Training  
**Steinhoff, Lena R.**, Valletta  
**Streeter Jr., Alvin Henry**, Moscow  
**Strickler, Valerie G.**, Pre-Assignment Specialist Training  
**Sutton, Terri N.**, Manila  
**Thompson, Carla**, Diplomatic Security  
**Tiffany, Joy A.**, Cairo  
**Tinney, Melissa S.**, Diplomatic Security  
**Townsend, Dover J.**, Bangkok  
**Treanor, Charla B.**, Ankara  
**Trinidad, Anthony**, Rio de Janeiro  
**Tucker, John C.**, Economic and Business Affairs, Planning and Economic Analysis Staff  
**Tulloch, Jane L.**, London  
**Turner, Carol I.**, Pre-Assignment Specialist Training  
**Usher, Elizabeth A.B.**, Moscow  
**Valente, Robert F.**, Diplomatic Security  
**Valley, Rachael Ann**, Kinshasa  
**Villanueva, Penny Lu**, Tegucigalpa  
**Viss, Joanne G.**, Panama  
**Vorohieff, Christian A.**, Paris  
**Wagner, Ruth**, Cebu  
**Ward, Stephanie L.**, Dar-es-Salaam  
**Washburn, Michael D.**, Pre-Assignment Specialist Training  
**Wendeborn, Carnal W.**, Caracas  
**Wentling, Gisele N.**, Lome  
**White, Martha B.**, Stockholm  
**Widdison, Colleen**, Manila  
**Wilder, Shirley**, Ndjamena  
**Williams, John H.**, Pre-Assignment Specialist Training  
**Willis, Richard Allen**, Abidjan  
**Wood, Patricia Marie**, Jeddah  
**Wutrich, Daniel M.**, Diplomatic Security  
**Zimin, Victoria A.**, Paris  
**Zorn, Yoshie T.**, Reykjavik
- Transfers**  
**Aad, S. Kathleen**, Jordan to Bureau of Personnel  
**Acosta, Manuel F.**, Bolivia to Madrid  
**Adams, Judith K.**, Turkey to Mental Health Programs, Alcohol Awareness  
**Adams, Robert N.**, Near Eastern and South Asian Affairs to Kabul  
**Addington, Larry Keith**, Liberia to Lima  
**Alderman, J. Mikel**, Trinidad and Tobago to Kuwait  
**Arredondo, Anthony**, Inter-American Affairs to Science and Technology Affairs  
**Arriaga, Robert D.**, El Salvador to Bonn  
**Audroue, Kenneth R.**, Sudan to Naples  
**Augustenborg, Lon D.**, Venezuela to Inter-American Affairs  
**Austin, Kathleen T.**, Rwanda to Ndjamena  
**Aycock, Barbara S.**, Pre-Assignment Specialist Training to African Affairs  
**Bailey Jr., Kenneth H.**, Medical Complement to African Affairs  
**Banks, Larry**, Lome to Office of Communications  
**Barnes, Sherri L.**, Kenya to Office of Communications  
**Bassett, Leslie Ann**, Inter-American Affairs to African Affairs  
**Bauso, Philip A.**, Mauritania to African Affairs  
**Bennett, John E.**, Foreign Service Institute to Monterrey  
**Benzing, Robert A.**, Office of Pacific Island Affairs to Suva  
**Berenson, Alan W.**, France to Monrovia  
**Berg, Paul Sidney**, Belgium to Near Eastern and South Asian Affairs  
**Bieniek, Christine M.**, Ivory Coast to Bangkok  
**Biviano, Jr., Frank J.**, Diplomatic Security, New York Field Office to Diplomatic Security Secretary's Detail  
**Border, Philip A.**, Costa Rica to Inter-American Affairs  
**Bowyer, David G.**, Austria to Athens  
**Brandt, Mary Rose**, Poland to Berlin  
**Brennan, Martin G.**, Special Domestic Assignment Program to Lisbon  
**Brennan, Richard M.**, Inter-American Affairs to Freetown  
**Campbell, Ann P.**, Japan to Naples  
**Carr, Dolores Ann**, Zaire to Islamabad  
**Casper, Paul R.**, Office of Communications to Berlin  
**Castillo, Henry A.G.**, France to Bangkok  
**Caudle, Robert D.**, Tanzania to African Affairs  
**Colbert, Larry**, Foreign Service Institute, Language Training to Tijuana  
**Cole, Richard A.**, Sudan to Niamey  
**Collias, Mary M.**, European Affairs to African Affairs  
**Collins, William Lewis**, India to Inter-American Affairs  
**Condon, Robert J.**, China to Office of Communications  
**Crawford, John P.**, Office of Panamanian Affairs to Office of Pacific Island Affairs  
**Crowfoot, Arthur P.**, Mexico to Office of Communications  
**Cummings, Barbara Cecelia**, Jamaica to Consular Affairs  
**Cyr, Ann I.**, Jordan to Luxembourg  
**Cyr, Leo J.**, Jordan to Luxembourg  
**Daley, Paul Brennan**, African Affairs, Economic Policy staff to Foreign Service Institute, Language Training  
**Davila, Hector Z.**, Brazil to Office of Communications  
**Davis, Christopher Richard**, Chad to Conakry  
**Dempsey, George Timothy**, European Affairs to Special Domestic Assignment Program  
**Denitto, Gary T.**, Diplomatic Security to London  
**Denny, David Anthony**, Mexico to Hamilton  
**Derparseghian, Linda**, Indonesia to East Asian and Pacific Affairs  
**Dorris, C. Eugene**, Hong Kong to Shenyang  
**Douglas, Margie Jeanne**, Switzerland to Bujumbura  
**Dreher, David Ross**, Chile to Curacao  
**Drost, Richard J.**, Office of Communications to Algiers  
**Dubbs, Michael J.**, Inter-American Affairs to Khartoum  
**Dunn, Timothy John**, China, to Ottawa  
**Durell, Gary C.**, Djibouti to Office of Communications  
**Edens, David Roy**, Colombia to Office of Communications  
**Evans, David Meredith**, Foreign Service Institute to European Affairs  
**Feeney, John M.**, Djibouti to African Affairs  
**Felt, Walter G.**, Pre-Assignment Specialist Training to Diplomatic Security  
**Fleming, Mary Marcia**, Switzerland to European Affairs  
**Flemister, Zandra I.**, Near Eastern and South Asian Affairs to Inter-American Affairs  
**Foarde III, John J.**, Inter-American Affairs to Foreign Service Institute  
**Ford, Doris W.**, Belgium to Muscat  
**Ford, Peter D.**, Diplomatic Security to Tegucigalpa  
**Foster, Dennis A.**, Intelligence and Research to Foreign Service Institute  
**Garcia, Enrique J.V.**, Thailand to Paris  
**Garland, Elaine L.**, United Kingdom to International Communication and Information Policy  
**Gilman, Scott E.**, Uganda, to African Affairs  
**Gonz, William W.**, Sri Lanka to Yaounde  
**Gormley, James J.**, Mexico to Bangkok  
**Gouldin, Donna J.**, Australia to East Asian and Pacific Affairs  
**Grabame, Jay R.**, India to Near Eastern and South Asian Affairs  
**Graninger, Robert L.**, Bureau of Administration to Bureau of Personnel, Human Resources Management  
**Griffin, Harvey D.**, Office of Communications to Jakarta  
**Griffiths, Barbara J.**, Foreign Service Institute, Language Training to Ottawa  
**Hall Jr., Blair P.**, International Narcotics Matters to Executive Secretariat  
**Hanson, Thomas R.**, Soviet Union to Foreign Service Institute  
**Harbin, William Bruce**, International Narcotics Matters to Foreign Service Institute  
**Hasse, Elwyn R.**, Mali to Kathmandu  
**Haydt, Alan R.**, Zimbabwe to Office of Communications  
**Hayes, Joseph P.**, Switzerland to European Affairs  
**Hearney, Robert P.**, Spain to Bangkok  
**Heckman, Scott Randall**, Mexico to Mbabane  
**Hirakawa, Marlene S.**, Kuwait to Brussels  
**Hoyesen, Harald G.**, Morocco to Diplomatic Security  
**Huggins, Joseph**, Guinea to Lome  
**Humphreys, Liam J.**, Djibouti to Antananarivo  
**Hush, James A.**, Iraq to Stockholm  
**Jacob, Dale W.**, Pakistan to Bonn  
**Jenkins, Mary A.**, African Affairs to Near Eastern & South Asian Affairs  
**Jones, Ralph T.**, Foreign Service Institute, Language Training to Guayaquil  
**Jugar, Jeffrey M.**, Burma to Kuwait  
**Kelly, Everette S.**, Turkey to Diplomatic Security  
**Kiely, Susan C.**, UN Political Af-

**PERSONNEL: FOREIGN SERVICE**

- fairs to European Affairs  
**King, Stephen H.**, France to Niamey  
**Kirkconnell, Laura Jean**, Ecuador to Bogota  
**Kleckner, Dennis R.**, Liberia to Office of Communications  
**Kuehl, Craig L.M.**, Tunisia to Geneva  
**Kupke, Frederick L.**, Philippines to San Jose  
**Lange, Mary J.**, France to Office of Communications  
**Lockwood, Jr., Walter B.**, Economic & Business Affairs to Office of International Health Policy  
**Lowe, David D.**, Near Eastern and South Asian Affairs to Office of Communications  
**Ludwig, Roy S.**, Hungary to Office of Communications  
**Lupo Jr., John T.**, Thailand to Office of Communications  
**Lydon, Peter J.**, Foreign Service Institute to Special Domestic Assignment Program  
**Maffei, Victor E.**, Australia to Conakry  
**Maffia, Kenneth Robert**, European Affairs to Diplomatic Security  
**Martin, Thomas H.**, Economic & Business Affairs to East Asian and Pacific Affairs  
**Martino, Jon Joseph**, Niger to Kigali  
**Maslanka, Kay Tower**, Near Eastern and South Asian Affairs to Berlin  
**Mason, Huntington S.**, Near Eastern and South Asian Affairs to Islamabad  
**Maynard, Cathleen Eleanore**, Jakarta to Brasilia  
**Moore, Barry M.**, Diplomatic Security to Lima  
**Moore, Kathleen R.**, Iceland to Canberra  
**Morgan, Francis E.**, Tanzania to Prague  
**Morris, Virginia**, Czechoslovakia to Florence  
**Namahoe, Darlene**, Bureau of Personnel to Office of Eastern European Affairs  
**Neher, Daniel E.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Professional Policies & Program Division  
**Newland, W. Ross**, Costa Rica to Inter-American Affairs  
**Nienstedt, Helena M.**, Malta to Yaounde  
**Noble, David Adelbert**, Mexico to Bogota  
**Nugent, Nelson B.**, Maputo to Intelligence and Research  
**O'Bannon, Robert A.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Counterterrorism Section  
**O'Gara, Teresa I.**, International Narcotics Matters to Science and Technology Affairs  
**Padley, Barbara Eloise**, Denmark to Dar es Salaam  
**Page, Roy Lee**, Pakistan to Office of Communications  
**Parker, James R.**, Office of Communications to Bonn  
**Parsons, Donald K.**, Board of Examiners to Bureau of Personnel, Senior Officer Division  
**Patris, Frank N.**, Pre-Assignment Specialist Training to Diplomatic Security  
**Phillips, Charisse Melanie**, Foreign Service Institute to Madrid  
**Picard, James Clark**, Barbados to Nassau  
**Pipal, Suella**, Office of the Geographer to Refugee Programs  
**Pipkin, Stephen B.**, Yugoslavia to Bonn  
**Possanza, Louis M.**, Israel to Dubai  
**Powell, Christopher J.**, Israel to Rangoon  
**Powers, Phyllis Marie**, Career Mobility Program to Bogota  
**Rafferty, Stephen E.**, Zaire to Office of Communications  
**Rangel, Barbara J.**, Lesotho to Accra  
**Rhinehart, Frank E.**, Kuwait to Rabat  
**Rich, Marilyn A.**, Dominican Republic to Inter-American Affairs  
**Rink, Robert Brian**, Japan to Executive Secretariat, Operations Center  
**Robertson, Karl I.**, Honduras to Office of Communications  
**Robinson, Gregg A.**, Mexico to Inter-American Affairs  
**Rodgers, Maria Augusta**, African Affairs to Office of Employee Relations  
**Root, Danny B.**, Mexico to Kingston  
**Rushing, Dorothy J.**, United Kingdom to La Paz  
**Scheel, Allen F.**, Sweden to Diplomatic Security  
**Schlosser, John K.**, The Hague to Amsterdam  
**Scott, Kyle R.**, International Organization Affairs to Geneva  
**Scott, Robert L.**, Mexico to Khartoum  
**Scown, Michael John**, Mexico to Economic and Business Affairs, Office of East-West Trade  
**Sherr, Richard Kirk**, Philippines to San Salvador  
**Sise Jr., Robert J.**, African Affairs to Port Louis  
**Skelton, Leonard D.**, Colombia to Office of Communications  
**Small, Allan W.**, Thailand to Office of Communications  
**Smith III, Hampton D.**, Zaire to Foreign Service Institute  
**Smith, Stephanie A.**, Morocco to Tangier  
**Socolow Jr., Frank**, Saudi Arabia to Cairo  
**Souza, Terry Ann**, Honduras to Zurich  
**Stallings, Dennis E.**, Mexico to Inter-American Affairs  
**Streicher, Joseph O.**, United Arab Emirates to Zurich  
**Stuckey, Mary T.**, Jordan to Inter-American Affairs  
**Stuckey, Robert W.**, Jordan to Diplomatic Security  
**Suchan, Gregory Michael**, Politico-Military Affairs to Islamabad  
**Taylor, Betty C.**, Prague to European Affairs  
**Tracy, Laurie**, Executive Secretariat, Operations Center to Office of Eastern European Affairs  
**Valle Jr., Vicente**, Indonesia to Office of Panamanian Affairs  
**Van Der Meulen, Hendrik**, African Affairs to Khartoum  
**Wagoner, Ruth Dorothy**, Nigeria to Wellington  
**Wallace, Virginia M.**, Bureau of Personnel to Management Operations  
**Walsh, Ralph Claiborne**, Dominican Republic to Monterrey  
**Wang, Robert Shiao**, Japan to Hong Kong  
**Watkins, Richard G.**, Special Domestic Assignment Program to Jakarta  
**Weeks, Richard L.**, Special Domestic Assignment Program to Bureau of Personnel  
**Welker, Robin Jay**, Soviet Union to European Affairs  
**Weller, Joseph C.**, Saudi Arabia to Dhahran  
**Wilmeth, Eric**, Portugal to European Affairs  
**Wilson, Floyd L.**, African Affairs to Office of Communications, Foreign Operations Division  
**Womer, Paul D.**, Foreign Service Institute to Zagreb  
**Woolley, Douglas J.**, Paraguay to Office of Communications  
**York, Jo Ann**, Hungary to European Affairs  
**Zeigler, Marya A.**, Soviet Union to Office of Communications  
**Zuber, Helen A.**, Belgium to African Affairs  
**Zuccarini, Joseph T.**, Pre-Assignment Specialist Training to Diplomatic Security, Technology Operations

**Resignations**

- Addington, Janice L.**, Monrovia  
**Barnes, Faye G.**, Bonn  
**Benedict, Mitchell P.**, Harare  
**Bryan, Eskell L.**, Office of Communications  
**Collins, William Lewis**, Bureau of Inter-American Affairs  
**Devine, Daniel C.**, Vienna  
**Dickmeyer, Heather B.**, Sao Paulo  
**Duffy, Jennifer**, Warsaw  
**Eaton, Leanna L.**, Paris  
**Elbert, Coleen Ann**, Ankara  
**Epstein, George H.**, Bureau of Personnel  
**Fuselier, Norma Jean**, Manama  
**Grizzard, Emily A.**, Inter-American Affairs  
**Hancock, Mary Russell**, Monrovia  
**Hoganson, Barbara F.**, Bogota  
**Jennings, Hartford Terry**, International Organization Affairs  
**Landers, Katherine A.**, Seoul  
**Ledger, Dorothy Ann**, Prague  
**Liebmann, Julianne H.**, East Asian and Pacific Affairs  
**Luche, Sarah H.**, Praia  
**Mattera, Jioachino, P.**, Diplomatic Security, Philadelphia  
**Miller, Russell**, Helsinki  
**Nelson, David C.**, Diplomatic Security, Technology Operations  
**O'Hagan, Noreen Anne**, Dublin  
**Parker, Karen**, Lagos  
**Plymale, Sandra Gail**, Mogadishu  
**Ramee, Barbara E.**, Moscow  
**Randolph, Ki Suk**, Tokyo  
**Renison, William H.**, Paris  
**Robertson, Esther E.**, Lagos  
**Roll, Margaret Elizabeth**, Warsaw  
**Root, Linda M.**, Vienna  
**Rossi, Vincent A.**, Diplomatic Security, New York Field Office  
**Royle, Mariepaule**, Vienna  
**Ryerson, Suzanne S.**, Belgrade  
**Shoemaker, Christine A.**, Manila  
**Sides, Randolph C.**, Dakar  
**Starnes, Catherine R.**, Cairo  
**Straub Jr., Frank G.**, Diplomatic Security, New York Field Office  
**Tavakoli, Edith I.**, Pre-Assignment Specialist Training  
**Vannmeter, Larry A.**, Frankfurt  
**White, Janet E.**, Accra  
**Wilkes, Martha F.**, Cairo  
**Williams, David J.**, Harare  
**Williams, Joyce B.**, Monrovia  
**Wright, Norma A.**, Chiang Mai



## Retirements

**Bailey Jr., Kenneth H.**, African Affairs  
**Brown, George E.**, Brasilia  
**Burke, John R.**, Bureau of Administration Classification/Declassification Center  
**Carter, Walter Leon**, Diplomatic Security  
**Christensen, Richard A.**, Office of Recruitment, Exams and Employment  
**Churchill, Malcolm H.**, East Asian and Pacific Affairs  
**Collin, Donald I.**, Politico-Military Affairs  
**Coon, Jane Abell**, Foreign Service Institute  
**Doscher, L. Dawn**, Foreign Service Institute  
**Drexler, Robert W.**, Bureau of Personnel  
**Edminster, David K.**, Dusseldorf  
**Enlow, Sari E.**, Brasilia  
**Fleischer, Lowell R.**, Office of Policy and Program Review  
**Heatley, George W.**, Office of the Secretary, Labor Affairs  
**Height, Edward F.**, African Affairs  
**Heimann, John P.**, The Hague  
**Hewitt, Marianne B.**, Jakarta  
**Hubler Jr., John F.**, Kathmandu  
**Johnston, C. Gaynelle**, Santo Domingo  
**Junior, Lewis D.**, International Narcotics Matters  
**Kastens, Royal F.**, Ottawa  
**Keller Jr., Edward E.**, Office of Policy and Program Review  
**Killham, Edward L.**, African Affairs  
**Kriebel, P. Wesley**, International Organization Affairs  
**Kuniholm, Thor H.**, Office of Policy and Program Review  
**Lindstrom, Ralph E.**, Classification/Declassification Center  
**McCormack, Richard L.**, European Affairs  
**Miller Jr., Bradford W.**, Paris  
**Nelson, James C.**, Munich  
**Oates, Ernest D.**, Intelligence and Research, Office of Analysis for Africa  
**Paciorka Jr., Joseph J.**, Brussels  
**Parsons, Donald K.**, Bureau of Personnel, Senior Officer Division  
**Ruehle, Ernest C.**, Bureau of Personnel, Foreign Service Nationals  
**Ruser, Claus W.**, Caracas  
**Schenck, Richard C.**, Department of Transportation  
**Shuler, Robert Lee**, Office of Policy and Program Review  
**Smith II, Walter Burges**, Foreign

Service Institute  
**Tucker Jr., Frank M.**, Bureau of Personnel  
**Williams Jr., A. Joseph**, Bureau of Administration. □

## U.S. and Foreign Commercial Service

**Promotions**  
**Minister-counselor**  
**James Blow**, Ottawa  
**George Mu**, Seoul

**Counselor**  
**Keith Bovetti**, Osaka/Kobe  
**Peter Frederick**, Washington  
**Emilio Iodice**, Mexico City

**Class 1**  
**Lyn Edinger**, Hong Kong  
**Vicky Eicher**, Lagos  
**Hilbert Engelhardt**, Sydney  
**Frederick Gaynor**, Cairo  
**Ralph Griffin**, Lisbon  
**Walter Hage**, Bonn  
**George Kachmar**, Oslo  
**George Knowles**, Ankara  
**August Maffry**, Rome  
**Kenneth Moorefield**, Lima  
**Bobette Orr**, Paris  
**Dale Slaght**, Munich  
**Theodore Villinski**, Manila

**Class 2**  
**Terence Flannery**, Paris  
**Peter Noble**, Bogota  
**Thomas Rosengren**, Seoul  
**Geoffrey Walsler**, Dhahran  
**Stephen Wasyluk**, Budapest  
**William Yarmy**, Perth

**Class 3**  
**Stephen Helgesen**, The Hague  
**Charles Kestenbaum**, Baghdad  
**Dorothy Lutter**, Kuala Lumpur

**Class 4**  
**Barbara Slawewski**, Shenyang

**Class 6**  
**Joanna Bourque**, Athens  
**Dona Meisen**, Beijing

**Citations**  
**Sustained superior performance**  
**Richard Ades**, Santiago  
**Richard Benson**, Mexico City  
**Thomas Boam**, Stuttgart  
**Robert Bodden**, Bangkok  
**William Brekke**, Beijing  
**Senta Burton**, Seoul  
**John Fogarasi**, Dusseldorf  
**Robert Fraser**, Quito

**Michael Hand**, New Delhi  
**Gene Harris**, Cairo  
**Dolores Harrod**, Warsaw  
**Richard Johnston**, Beijing  
**William Joyce**, Rio de Janeiro  
**Ira Kasoff**, Shanghai  
**George Lee**, Beijing  
**James Moorehouse**, Paris  
**Richard Newquist**, Brasilia  
**Ying Price**, Hong Kong  
**Ned Quistorf**, Beijing  
**Milton Rose**, Bucharest  
**Theodore Rosen**, Cairo  
**Robert Shipley**, Monterrey  
**John Thomson**, Riyadh  
**Daniel Thompson**, Kaduna  
**Todd Thurwachter**, Tokyo  
**Edward Walls**, Mexico City

**Meritorious contributions**  
**Carmine d'Aloysio**, Milan  
**Cheryl Dustin**, Moscow  
**Dennis Barnes**, Kuala Lumpur  
**Mary Harris**, Tokyo  
**Laron Jensen**, Algiers  
**Robert Miller**, Mexico City  
**Jerry Mitchell**, Washington  
**Robert Schilke**, Melbourne  
**Paul Walters**, Jakarta  
**James Winkelman**, Karachi

**Superior performance**  
**John Bligh**, Bonn  
**Herbert Cochran**, Tokyo  
**David Lacey**, Washington  
**John Perkins**, Madrid □

## Foreign Agricultural Service

**Promotions**  
**Class 1**  
**Warren J. Child**  
**Larry L. Panasuk**  
**John J. Reddington**

**Class 2**  
**Daniel K. Berman**  
**Richard B. Helm**  
**James D. Grueff**  
**Cleveland H. Marsh**  
**Allan P. Mustard**  
**Richard K. Petges**  
**Larry M. Senger**

**Class 3**  
**Charles R. Bertsch**  
**Daryl A. Brehm**  
**Carol M. Chesley**  
**James R. Dever**  
**Ralph B. Gifford**  
**Lisa A. Hardy**  
**Patricia M. Haslach**  
**Suzanne E. Heinen**  
**James J. Higginston**  
**Stephen M. Huete**

**Paul P. Kiendl**  
**Daniel A. Martinez**  
**Grant A. Pettrie**  
**Leon H. Schmick**  
**Mark S. Sloan**

**Class 4**  
**Gregg P. Young**

**Class 6**  
**Carlene E. Taggart**

**Class 7**  
**Sandra S. Armstrong**

**Class 8**  
**Marcia L. Barnes**  
**Norajane McIntyre**

## Meritorious step increases

**Class 2**  
**Weyland M. Beeghly**  
**William L. Brant II**  
**Frank A. Coolidge**  
**Thomas A. Hamby**  
**Lloyd S. Harbert**  
**John T. Hopkins**  
**Peter O. Kurz**  
**Shackford Pitcher**  
**Thomas A. Pomeroy**  
**Mary E. Revett**  
**Francis J. Tarrant**  
**Robin A. Tilsworth**  
**Howard R. Wetzel**  
**Randolph H. Zeitner**

**Class 3**  
**Lana S. Bennett**  
**James R. Coyle**  
**Robert H. Curtis**  
**David B. Hegwood**  
**Phillip A. Letarte**  
**Marcus E. Lower**  
**Kenneth J. Roberts**  
**Susan R. Schayes**  
**David G. Salmon**  
**Margaret K. Ting**  
**Louis A. Vandergriff**  
**William W. Westman**

**Class 4**  
**Thomas J. Buhler**  
**Willie Q. Gray**  
**Holly S. Higgins**  
**Maurice W. House**  
**Jamie Rothschild**  
**Philip A. Shull**

**Class 6**  
**Ann E. Armentrout**  
**Kathleen M. Larkin-Soane**  
**Lucille Sargent**

**Class 7**  
**Darla G. Holyfield**  
**Terry E. Lange**  
**Inez S. Sadur** ■

## Honors and Awards



SANTIAGO, Chile—At retirement ceremony, Elena Benzann receives plaque from chargé George F. Jones.

MONTEVIDEO, Uruguay—Paul W. Fritz receives Meritorious Honor Award from Ambassador Malcolm R. Wilkey, right. Mr. Fritz's wife and two of his three children share in the recognition.



ISLAMABAD, Pakistan—Leigh M. Brilliant, center, is presented Superior Honor Award by

Ann Wroblewski, assistant secretary for international narcotics matters. With them is Amba-

sador Arnold L. Raphel.

# Bureau Notes

## The Seventh Floor

### Secretary's Office

SECRETARY SHULTZ traveled to Tel Aviv, Jerusalem, Jeddah, Cairo, London, Helsinki, Moscow and Brussels for bilateral and multilateral meetings, October 15-24. Advancing his trip and accompanying him were M. CHARLES HILL, executive assistant to the Secretary; EDWARD T. SMITH and MAURA HARTY, special assistants to the Secretary; staff assistants JOYCE NESMITH, JO McLENNY and ELIZABETH GASTON; DONNA DEJBAN, personal assistant to the Secretary; RICHARD W. MUELLER and B. LYNN PASCOE, deputy executive secretaries; Secretariat Staff officers MARY HAINES, STEVE DEL ROSSO, ROBYN HINSON-JONES, LIONEL JOHNSON, BLAIR HALL and KATHLEEN MURPHY; secretarial assistants WANDA KENNICOTT, DEBORAH GODFREY, JOY OLSON, MILDRED ENGRAM, JACKIE CARTER and SAADIA SARKIS; PATRICK F. KENNEDY, executive di-

rector, Executive Secretariat, and members of his staff, including JOHN BENTEL, computer systems analyst, and KENNETH MESSNER, assistant general services officer. Also accompanying the Secretary were JAMES P. TIMBIE, adviser to Deputy Secretary JOHN C. WHITEHEAD; PAUL NITZE; EDWARD ROWNY, special adviser to the Secretary; KENNETH ADELMAN, director, Arms Control and Disarmament Agency; CHARLES REDMAN, Department spokesman and assistant secretary for public affairs; the assistant secretary for European affairs, ROZANNE RIDGWAY, and deputies TOM SIMONS and CHARLES THOMAS; the assistant secretary for Eastern and South Asian affairs, RICHARD MURPHY; and H. ALLEN HOLMES, assistant secretary for politico-military affairs. □

### Office of the Deputy Secretary

Deputy Secretary JOHN C. WHITEHEAD traveled to New York, to address the Council on Foreign Relations, October 21. Accompanying him was special assistant STEPHEN KELLY ... From November 6-17, Mr. Whitehead traveled to

Zagreb, Dubrovnik, Belgrade, Bonn, West Berlin, East Berlin, Budapest and Moscow for bilateral meetings. Accompanying him were MARC GROSSMAN, executive assistant to Mr. Whitehead; special assistants STEPHEN KELLY and MARCIA BERNICAT; and personal secretary CYNTHIA LARRE; CHARLES SKELLENGER, general services officer, Executive Secretariat; the associate coordinator for counter-terrorism, ALVIN ADAMS; the deputy assistant secretary for consular affairs, MICHAEL NEWLIN; the deputy assistant secretaries for European affairs, WILLIAM BODDE and THOMAS SIMONS JR.; the assistant secretary for human rights and humanitarian affairs, RICHARD SCHIFTER; and GARY MATTHEWS, special coordinator for the Soviet Union and eastern Europe.

### Office of the Under Secretary for Economic Affairs

Under Secretary ALLEN WALLIS led U.S. delegations in meetings of the U.S.-Japan structural dialogue, subcabinet consultations and energy working group, October 13-15, in the Department. The meetings reviewed the full range of U.S.-Japan economic, trade and energy relations. U.S. participants included Under Secretary BRUCE SMART, Department of Commerce; deputy U.S. trade representative MICHAEL B. SMITH; and STEPHEN DANZANSKY, special assistant to the President and senior director of international economic affairs, National Security Council. Treasury's Assistant Secretary DAVID MULFORD cochaired the structural dialogue meeting with Mr. Wallis. Special assistant JACK CRODDY also participated ... From October 19-20 Under Secretary Wallis led the U.S. delegation to the Organization for Economic Cooperation and Development executive committee in special session ... Following meetings on economic and trade issues on October 21, at the European Commission headquarters in Brussels, Mr. Wallis and special assistant CHARLES RIES traveled to Turkey, where Mr. Wallis headed the U.S. delegation to the U.S.-Turkey high-level economic consultations, October 22-23 ... Mr. Wallis presented a speech, "Protectionism and Liberalization," to the Propeller Club of Istanbul, October 27 ... He traveled to Vancouver, British Columbia, November 6-7, to represent the United States at the first preparatory meeting for the 1988 Toronto economic summit. □

### Policy Planning Staff

Director RICHARD H. SOLOMON joined the Secretary for his travel to the Middle East and the Soviet Union, October 19-23. Subsequent to the Secretary's departure from Moscow, Mr. Solomon remained, where he was joined by a Policy Planning Staff delegation of deputy directors RICHARD D. KAUZLARICH and SHERROD McCALL, member RAYMOND F. SMITH, and STEVEN R. PIECZENIK, consultant to the director. The delegation engaged their Soviet counterparts in policy planning discussions, October 26-29 ... Member ZALMAY M. KHALILZAD gave a lecture, October 28, to a Delaware delegation participating in the "People-to People" program



SEVENTH FLOOR—Deputy Secretary John C. Whitehead, right, presents Superior Honor Award to Robert D. Bauerlein for his work on

the foreign military sales restructuring program. Mr. Bauerlein is now adviser to the deputy secretary for policy and resources.

## BUREAU NOTES

... On November 3 he gave a lecture on "U.S. Policy in the Persian Gulf," delivered at the University of Maryland's Institute for Public Policy ... On November 5, in separate forums, deputy director RICHARD KAUZLARICH addressed students from the University of Virginia, and business executives from the Brookings Institution, providing each with a foreign policy overview. □

### Office of Protocol

Protocol chief SELWA ROOSEVELT flew to Boston to greet the crown prince and crown princess of Japan on their arrival in the United States for a formal visit. She then accompanied them to Washington ... Mrs. Roosevelt greeted and escorted the president of El Salvador and his wife during their state visit to Washington, and the prime minister of India during his official working visit ... She hosted a signing ceremony on the occasion of an International Center lease agreement with Singapore, in the Treaty Room ... The deputy chief of protocol, TIMOTHY L. TOWELL, greeted and escorted the president of Zambia and his wife during their official working visit to Washington.

The visits section handled these visits during October: By the foreign minister of the Soviet Union and the crown prince of Saudi Arabia; by the prime minister of Australia, to California; by the king of Lesotho, the president of Uganda, the president of Mozambique, the president of Honduras, the deputy-prime minister of Bangladesh, the foreign ministers of Guatemala, Oman, Equatorial Guinea, Germany, Madagascar, Italy, Czechoslovakia and Tonga; the governor of Hong Kong and a Politburo member from the USSR ... Last-minute arrangements were made for the king of Spain, for a one-night stay in Washington while he waited for his aircraft to be repaired.

The ceremonial section coordinated and assisted with luncheons hosted by the Secretary and Mrs. Shultz in honor of the crown prince and crown princess of Japan and the president of El Salvador and his wife ... The Secretary hosted a lunch in honor of EDUARD SHEVARDNADZE, minister of foreign affairs of the Soviet Union ... A dinner hosted by the Secretary and Mrs. Shultz was in honor of KENNETH KAUNDA, president of Zambia ... Vice President and Mrs. Bush hosted a dinner in honor of DENG PUFANG, director-in-chief of the China Fund for the Handicapped ... The acting secretary hosted luncheons in honor of KWANG-SOO CHOI, minister of foreign affairs of Korea, and YOWERI MUSEVENI, president of Uganda ... The acting secretary hosted a reception in conjunction with the non-governmental organization leaders conference ... Mrs. Roosevelt escorted the ambassador-designates of Papua New Guinea, The Gambia, Trinidad and Tobago, Romania and Iraq to a White House credentials ceremony, October 20 ... Mr. Towell spoke to the White House fellows group, on protocol ... The assistant chief of protocol, CHUCK ANGULO, swore in JAMES MICHEL as ambassador to Guatemala ... RICHARD GOOKIN, associate chief of protocol, was a speaker at the annual meeting of the Florida consular corps, in Jacksonville, October 30. □

## Administration

### Office of Foreign Buildings

Deputy assistant secretary RICHARD N. DERTADIAN met with Ambassadors JULIAN NIEMCZYK of Prague and DARYL ARNOLD of Singapore, to discuss long-term building programs and special maintenance and repair projects planned for each of these posts ... The director for program execution, BRYCE M. GERLACH, met with Ambassador EVERITT BIERMAN of Port Moresby, to review space problems in the chancery and a possible move of the office facilities. □

### Office of Operations

**Office of Supply, Transportation and Procurement:** A U.S. despatch agent conference was held in Washington, with representatives of the Bureau of Diplomatic Security, the Office of Foreign Buildings, the Sverdrup Corp. and regional and functional bureaus ... An Office of Foreign Missions staff of three persons was to begin to share office space with the U.S. despatch agent in San Francisco, on November 1.

**Office of Overseas Schools:** Arrangements have been made for sponsored schools to become eligible to participate in the 1988 national "Mathcounts" competitions ... Information will be mailed to posts and schools concerning the University of Houston and Memphis State University doctoral fellows program, sponsored by Overseas Schools ... Discussions are being conducted with the Family Liaison Office regarding distribution to posts of learning-disabilities information packets ... The Middle States Association of Colleges and Schools has certified the following schools for accreditation: the American school at Khartoum, the

International school of Dakar, and the International school of Stockholm ... The scholastic aptitude test scores of U.S. citizens attending Overseas Schools-assisted schools remains well above the national average, the office reported.

**Allowances Staff:** Clearances of proposed revisions to Standardized Regulations, Chapters 300 to 400, Representation and Official Residence Expense, respectively, have been completed and will be forwarded to employee bargaining units.

**Office of Facilities Management and Support Services:** A representative of General Services accompanied members of the Information Systems Office and General Services Administration to Mankato, Minn., to witness the standard factory test of two of the three new diesel generator units for the Department ... Representatives of this branch and Transportation visited Middle River, Md., to inspect a warehouse.

**Office of Language Service:** Assignments coordinator WANDA TUCKER and ELIZABETH COUTS and PIERRE POLLIN, Translating Division, attended the annual conference of the American Translators Association, in Albuquerque ... Russian section chief ALEXIS OBOLENSKY and staff interpreter GALINA TUNIK left for Geneva, to assist with arms control translations ... DIMITRY ZARECHNAK, BILL HOPKINS and PETER AFANASENKO traveled to Moscow with SECRETARY SHULTZ ... Mr. Zarechnak, Peter Afanaseenko and contrac

**KRAKOW, Poland—This used to be a U.S. consulate, but look now! From left, between the two Marines: John R. Davis Jr., consul general Michael M. Hornblow, Vice President Bush.**



for IRENE FIRSOW interpreted during the Soviet foreign ministers visit to Washington the following week . . . Returning from the arms talk in Geneva, BILL HOPKINS stopped en route in London, to assist in bilateral meetings.

ZAKI ASLAN interpreted for the Secretary in Saudi Arabia . . . Other travel assignments included those of BARBARA PHILLIPS to Central America, VIVIAN CHANG to Beijing for a Drug Enforcement Agency course, and Galina Tunik to Moscow, for maritime talks . . . Conference reporter FERD KUYATT traveled to Chicago, to take the Secretary's remarks at three events . . . Romance section reviewer LAURA MYERS completed several weeks of intensive language training in Portugal. □

## African Affairs

**Front Office:** Assistant Secretary CHESTER A. CROCKER testified, October 22, before the Africa Subcommittee of the Senate Foreign Relations Committee, on U.S. policy towards South Africa . . . On November 5 he testified before the House African Affairs and International Economics and Trade Subcommittees, on the effects of the Comprehensive Anti-Apartheid Act . . . Deputy assistant secretary KENNETH L. BROWN departed, November 6, on a trip to Sudan, Ethiopia, Djibouti and Mogadishu . . . Deputy assistant secretary WILLIAM B. ROBERTSON visited Mauritania, Senegal, Mali, Benin, Cameroon, Equatorial Guinea and Nigeria. The trip commenced on November 8 . . . On October 23 Mr. Crocker presented a Superior Honor Award to secretary BARBARA A. BECKWITH, and a Meritorious Honor Award to post management officer FRANK COULTER.

**Economic Policy Staff:** Senior economist CONSTANCE FREEMAN attended the Africa regional sessions of the AID economist conference, in Williamsburg, November 5-6.

**Office of Public Affairs:** Public affairs officer MARY BOYD SWANN traveled to Portland, Ore., to meet with Department of Commerce representatives on the feasibility of and logistics for a trade and investment conference, to be held in Portland in April.

**Office of Regional Affairs:** Early in November, security adviser GREGORY H. BRADFORD visited France, the United Kingdom and Germany, on security assistance issues.

**Office of Central African Affairs:** JOHN DOBRIN, Chad desk officer, made an orientation trip to Chad, Cameroon and Gabon, October 15-November 15, which included consultations in Paris and Stuttgart . . . KEVIN BROWN, desk officer for Rwanda, Burundi and the Central African Republic, visited his posts, October 10-November 7. His trip also included consultations in Paris . . . Director ANTHONY S. DALSIMER is on a field trip to Rwanda, Burundi, Zaire and Congo, with consultations in Paris and Brussels, November 11-December 5 . . . TOM SHANNON, Gabon and Cameroon desk officer, made an orientation trip to Gabon, Cameroon and Chad, September 19-October 8 . . . JOHN BLANE, ambassador to

Chad, was in the Department on consultations during October.

**Office of East African Affairs:** JOHN S. DAVISON took over as director last August. Other new faces are J. RUSSELL TROWBRIDGE on the Sudan desk, and JOHN BERNTSEN, covering Ethiopia and Djibouti . . . ROBERT HOUDEK, ambassador to Uganda, was in the Department on consultations during October.

**Office of Southern African Affairs:** TOM FUREY attended a conference on the future of South Africa, in White Plains, N.Y., September 29-October 2. The conference attracted leading politicians and academicians. Mr. Crocker gave a keynote address, and deputy assistant secretary CHAS W. FREEMAN spoke on U.S. policy . . . MARY BELLAMY spoke on U.S. policy toward South Africa, to an audience at the Graduate School for International and Public Affairs, University of Pittsburg, October 28 . . . JOHN ORDWAY traveled to Zambia, Malawi and South Africa, October 11-November 3, for orientation and consultations . . . The following ambassadors were in the Department for consultations during October: MELISSA WELLS, Mozambique, and PAUL J. HARE, Zambia.

**Office of West African Affairs:** Director FRANCES D. COOK left Washington, October 16, for a four-week orientation trip in West Africa. Her stops included Nigeria, Cote d'Ivoire, Liberia, Senegal, Mauritania and Guinea-Bissau, with a one-day orientation in Stuttgart, Germany, on her trip back to the United States . . . ROBERT L. PUGH, ambassador to Mauritania, was in the Department on consultations during October. □

## Consular Affairs

**Front Office:** Assistant Secretary JOAN M. CLARK spoke at the Washington consular corps' monthly luncheon, October 21, on U.S. consular services . . . Senior deputy assistant secretary MICHAEL NEWLIN and JEANNE SCHULZ, deputy director of citizens consular services, traveled to Poland and Yugoslavia, in late October and early November, for consular review talks with representatives of both nations . . . RUTH VAN HEUVEN, the bureau's public affairs adviser, and NYDA NOVODVORSKY of the public affairs staff traveled to Houston, October 11-13, to participate in the African Society of Travel Agents' 57th world congress.

**Office of the Executive Director:** DIANE SIMPSON joined the staff October 13. She was assigned to the Bureau of Politico-Military Affairs . . . GENE SHUMAN, Systems Applications Staff, went to Lima, October 12-24, to install and train personnel on the immigrant visa applicant control system . . . BRIAN McNAMARA, also of Systems, preformed the same mission in Riyadh, October 9-22 . . . Another Systems staffer, JOHN F. COOK, attended the International Society of Wang Users meeting, in Boston, October 18-22.

**Overseas Citizens Services:** MONICA GAW, consular affairs officer, represented the Department at the fall meeting of the National Ad-

visory Board on Child Abuse and Neglect, in Washington, November 4-6.

**Passport Services:** HARRY L. COBURN, deputy assistant secretary for passport services, traveled to New Orleans, October 7, to present a Meritorious Honor Award to the staff of the New Orleans Passport Agency for its work during the 1987 busy season . . . Installation of the new passport issuance system at the Boston Passport Agency was completed October 9. Mr. Coburn

**OSAKA-KOBE, Japan—Se-Young Thomas works her way through a pile of passports at this consulate general, which processed over 500,000 nonimmigrant visas this past fiscal year (a total reached only by two other posts—Tokyo and London). In the adjoining photo consul general John R. Malott presents the 500,000th visa to Sumiko Kurokawa. (Photos by B.J. Benach)**



## BUREAU NOTES



**LAHORE, Pakistan**—At consular conference, front row (from left): E.A. Shami, Katayun Tengra, Brad Hanson, Syed Arifullah, Abdul Rahman, consul general Albert Thibault, Hamid Asghar, Ambassador and Mrs. Arnold Raphael, David Stewart, Baqir Ali Jaffri, Liaqat Ali, Sandra Mendyk. Rear: Nan Kennelly, Joe Salazar, Leo Wollemborg, Paul Norton, Shafqat Mahmood, Lee Peters, Ellen Goff, David Rockey, Nick Dean.

and JANET DAVIS of the Passport Office witnessed the final day of testing. Ms. Davis had worked several weeks in Boston with the contractor and members of the Systems Staff. Mr. Coburn thanked the 14 employees from 5 other passport agencies who volunteered their assistance to help the Boston agency pass the test. The employees were DIGNA CARMONA, New York; CARLA MILLER, Chicago; EVANGELINE TURNER, Chicago; FREDERICK NEAL, Miami; FLORITA WHITEHEAD, New York; HEDI MARIA PALMER, Seattle; SHARON BLACKWOOD, New York; LINDA LAZO, Seattle; ROBERT SHEERAN, Washington; LAUREN VANCE, Chicago; DEBORAH JACKSON, Chicago; DIANE KELLEY, New York; IDALIA BRAVO, New York; FRANCES FREDERICK, Washington . . . The next agency scheduled for this installation is the New York Rockefeller Center Passport Agency. □

### East Asian and Pacific Affairs

Assistant Secretary GASTON J. SIGUR addressed the U.S. National Committee for Pacific Economic Cooperation, on "Recent Political Developments in Asia and Their Implications," October 13 . . . On October 24 he addressed the Asia Foundation board of trustees, on policy developments in East Asia, in Atlanta . . . On October 28-29 he addressed members of the World Trade Center, on "Reflections on the Changing Situation in East Asia and the Pacific," in New Orleans . . . On November 8-14 he traveled to Japan and China, for bilateral consultations, accompanied by special

assistant JOSEPH SNYDER.

Principal deputy assistant secretary WILLIAM CLARK JR. traveled to Atlanta, October 23-24, to participate in the Asia Foundation fall retreat . . . On November 3 he participated in a symposium on "U.S.-Japan Relations: Growing Cooperation or Confrontation?," sponsored by the Carnegie Council on Ethics and International Affairs, at the Harvard Club, New York . . . J. STAPLETON ROY, deputy assistant secretary, traveled to New York, October 29, to participate in a conference on "The Overview of U.S.-Soviet Po-

**AUCKLAND, New Zealand**—Foreign Service nationals *Jeannette Roberts* (left) and *Su Vincent* receive meritorious step increases from consul general *Mark Platt*.



litical-Military Nexus in the Asia-Pacific Region" at the Council on Foreign Relations . . . On November 4, he traveled to Providence, to participate in an international conference on "A Decade of Reform Under Deng Xiaoping: China's Second Revolution," at Brown University. The topic of his presentation was "Deng's Reform Movement and the West: An American Perspective." . . . Deputy assistant secretary DAVID L. LAMBERTSON traveled to Kuala Lumpur, Manila, Bangkok, Rangoon and Vientiane, for consultations with embassies and host government officials, October 31-November 17 . . . He attended the Asia Society's Williamsburg Conference, in Kota Kinabalu, Malaysia, November 5-8 . . . Deputy assistant secretary WILLIAM PIEZ participated in the U.S.-Japan economic subcabinet consultations, October 13-15, in the Department.

The Indonesia, Malaysia, Brunei and Singapore affairs director, RICHARD WILSON, traveled to New York, for the UN General Assembly bilaterals, and to join the Secretary's breakfast with the Association of Southeast Asian Nations foreign ministers . . . Deputy director GENE CHRISTY visited New York, for Mr. Sigur's meetings with the foreign ministers of Singapore and Indonesia . . . Indonesia desk officer BRONSON PERCIVAL sat in on Under Secretary MICHAEL ARMACOST's meeting with the Indonesian foreign minister in New York . . . Recently-arrived Malaysia and Brunei desk officer MICHAEL BELLOWS made a familiarization trip to the posts in early October . . . In mid-October Ambassadors DARYL ARNOLD from Singapore and JOHN C. MONJO from Kuala Lumpur were in the Department on consultations . . . On October

28 the director of the Office of Philippine Affairs, CHARLES B. SALMON JR., attended a meeting of the Council on Foreign Relations, in New York ... The ambassador to the Philippines, NICHOLAS PLATT, visited Washington, October 31-November 5, for consultations. □

## Economic and Business Affairs

Assistant Secretary DOUG McMINN traveled to Brussels, Rome and Madrid for discussions on bilateral economic issues, the week of October 5 ... THOMAS J. WHITE, Office of Developing Countries and Multilateral Trade Organizations, traveled to Wilmington and Newark, Del., October 29, to discuss U.S. trade policy issues. Mr. White met with local radio stations and newspapers in Wilmington before addressing about 80 participants in the League of Women Voters program on U.S. trade policy, at the University of Delaware, in Newark.

The deputy assistant secretary for transportation affairs, JEFFREY N. SHANE, cochaired the U.S. delegation to the U.S.-Consultative Shipping Group plenary meeting, in Washington, November 4-5 ... RICHARD SCISSORS, Office of Maritime Affairs, participated in the meeting ... The Office of Aviation Negotiations director, JANICE BAY, chaired the U.S. delegation to aviation talks with the Soviets, in Washington, November 2-4 ... BILL CRANE, same office, participated in the talks ... PETER R. KELLER, deputy director, Office of Maritime and Land Transport Affairs, was a member of the U.S. delegation in Moscow, October 12-15, for the latest round of U.S.-Soviet maritime negotiations ... Following consultations in Brussels with European Commission authorities on maritime affairs, Mr. Keller was in Paris, October 19-23, as head of a delegation to meetings of the Maritime Transport Committee of the Organization for Economic Cooperation and Development ... JOEL S. SPIRO, director, Office of Aviation Programs and Policy, testified, October 15, before the House Subcommittee on Oversight and Investigations. The subject of the hearing was international air cargo. Mr. Spiro was accompanied by INGRID M. KOLLIST of his staff.

On October 13 SHAUN DONNELLY, director, Office of Development Finance, delivered the luncheon address to a seminar on "Procurement Opportunities in Asian Development Bank Projects," sponsored by the American Consulting Engineers Council ... One hundred businessmen and consultants attended the seminar, at the Vista International Hotel in Washington ... RAFAEL MARIN, Office of Development Finance, attended a two-week seminar on "Economics and Public Policy," in New York, October 26-November 6 ... ROBERT DOWNES, Office of Development Finance, represented the Department in replenishment negotiations of the African Development Fund, in The Hague, Netherlands, November 2-5 ... MARSHALL CASSE, director, Planning and Economic Analysis Staff, ac-

companied Under Secretary W. ALLEN WALLIS to Turkey for the third round of Turkey-U.S. high-level economic consultations ... On the invitation of the planning staff, JEFFREY SACHS, professor of economics at Harvard, gave a seminar on "Management of the Less-Developed-Country Debt Crisis and U.S. Foreign Policy Interests," November 3 ... The staff inaugurated its new working paper series in October with two papers: "The International Political Economy of U.S. Sugar Policy in the 1980s," by KEITH E. MASKUS, and "Can Developing Countries Outgrow Their Debt?" by STEVEN B. WEBB ... WILLIAM G. DEWALD, deputy director of the staff, traveled to Paris, October 20-21, as part of the U.S. delegation to the working party on macroeconomic policy and structural issues of the Organization for Economic Cooperation and Development's Economic Policy Committee ... On October 7 he presented a paper on "The Budgetary Importance of Either Eliminating Inflation or Accounting for It," at the annual meetings of the National Association of Business Economics, in New Orleans. The paper will be published in the Journal of Business Economics ... On October 30 he participated in a roundtable on "Academic Journals and Public Policy," at a conference sponsored by the Association for Public Policy Analysis and Management ... From October 12-14 JACK SHEERIN of the staff attended, as part of the U.S. delegation, a symposium on "Demand Analysis," sponsored by the International Energy Agency, in Paris ... WILLIAM GAVIN of the staff organized a conference on recent developments in macroeconomics, October 29-31, sponsored by the Federal Reserve Bank of Cleveland.

**People:** ROBERT A. GAREL has entered on duty in the Office of East-West Trade, and NANCY O'NEAL CARTER in the Marine and Polar Minerals Division. Both have been on detail to the bureau for some time. Mr. Garel from the Commerce Department's International Trade Administration and Ms. Carter from the National Oceanic and Atmospheric Administration. □

## European and Canadian Affairs

**Front Office:** Assistant Secretary ROZANNE L. RIDGWAY was in Brussels, October 5-7, to meet officials of the Commission of the European Communities, to plan for this month's ministerial between the United States and the European Community ... Ms. Ridgway, with deputy assistant secretaries CHARLES H. THOMAS and THOMAS W. SIMONS JR. and special assistant WALTER ANDRUSYSZYN, accompanied the Secretary to London, Helsinki, Moscow and Brussels, October 19-24 ... Ms. Ridgway, accompanied by Mr. Andrusyszyn, traveled to Berlin, October 24-27, to attend a conference sponsored by the Aspen Institute, on prospects for the 21st century ... Mr. Simons was in Yugoslavia, October 24-27, for consultations, and to give a briefing on the Secretary's trip to Moscow ... Deputy assistant secretary FRED

JONES HALL visited Toronto, October 16 and 19, for consultations.

**Office of Regional Political-Economic Affairs:** EDWARD A. CASEY JR., director, accompanied Under Secretary W. ALLEN WALLIS to the October 19-20 meeting of the executive committee in special session of the Organization for Economic Cooperation and Development, in Paris ... The week of October 5, he participated in talks in Brussels between Ms. Ridgway and officials of the Commission of the European Communities, to plan for the ministerial ... Mr. Casey took part later that week in discussions, in Rome and Madrid, between European trade officials and Assistant Secretary DOUGLAS McMINN ... ROBERT DEUTSCH, officer-in-charge of regional economic affairs, traveled to Italy, September 8-12, to participate in negotiations with the European Space Agency, concerning cooperation on the manned space station ... He took part in the follow-on multilateral negotiating sessions, in Washington, October 13-16 ... BASIL G. SCARLIS, in regional economic affairs, participated in the July 6-7 session of the Uruguay Round trade liberalization talks, in Geneva, Switzerland, where the United States presented its proposal for agricultural reform ... Mr. Scarlis participated in the September 30-October 2 discussions of agricultural reform in the Committee for Agriculture, at Organization for Economic Cooperation and Development headquarters, in Paris ... MARSHALL CARTER-TRIPP attended the second Strasbourg Conference on Democracy,

**BUCHAREST, Romania—Administrative officer James E. Robertson receives Meritorious Honor Award.**



## BUREAU NOTES

hosted by the Council of Europe, September 28-30, to assist the U.S. delegation headed by Congressman MATTHEW McHUGH (D.-N.Y.) and BEN BLAZ of Guam; parliamentary delegations from over 40 countries attended ... Ms. Carter-Tripp also served as observer at the subsequent plenary of the council's parliamentary assembly ... She later participated in the first of an annual series of seminars sponsored by Brookings and the European Institute of Public Administration, on U.S. relations with the European Community, October 19-23, in Maastricht, Netherlands ... ROBERT WINDSOR, officer-in-charge of East-West economic affairs, consulted in Vienna, September 21-October 2, with the U.S. delegation to the Conference on Security and Cooperation in Europe review conference, on "Basket II" matters ... JANET SANDERSON, desk officer for the Organization for Economic Cooperation and Development, traveled to Paris, October 19-23, to participate in the council discussion of the organization's 1988 budget.

**Office of Western European Affairs:** The Italian foreign minister returned from Brussels on the Secretary's plane, following a North Atlantic Council meeting, October 24, to receive an award that evening from the National Italian-American Foundation ... DEBORAH GRAZE, officer-in-charge for French affairs, consulted in Paris, Lyon and Marseille, October 10-17 ... Deputy French

**SALZBURG, Austria—**Consul general *Herbert S. Malin* welcomes members of the *Dance Theater of Harlem: Donna Walker-Collins, Amy Lynn, Michael Shelby and Jon Teeuwissen*, during a reception to honor American artists participating in the Salzburg Festival.

desk officer JOE RUTH carried on consultations in Paris and Bordeaux, October 20-29 ... French deputy foreign minister DIDIER BARIANI met Deputy Secretary JOHN WHITEHEAD in the Department, September 30 ... BENOIT D'ABOVILLE, deputy director for political affairs, French foreign ministry, held consultations on arms control issues, October 15-16, with Ms. Ridgway, office director AVIS T. BOHLEN and officials in the politico-military bureau and the Arms Control and Disarmament Agency ... PIERRE LELLOUCHE, deputy director, French

**ANKARA, Turkey—**At awards ceremony, Ambassador *Robert Strausz-Hupe*, right, and *Carl S. Matthews*.



Institute for International Relations, consulted in the Department, October 30.

**Office of European Security and Political Affairs:** ERIC REHFELD participated in the senior NATO logisticians conference, at NATO headquarters, the week of October 19, as a member of the U.S. delegation led by a deputy assistant secretary of defense, JOHN MITTINO, and Lieutenant General EDWARD HONOR, director of logistics for the Joint Chiefs of Staff.

**Office of Southern European Affairs:** TOWNSEND B. FRIEDMAN was named director of the office. A new deputy director, JAMES L. CLUNAN, was to assume his position in mid-November ... ALAN FLANIGAN was selected special negotiator for the Greek defense and economic cooperation agreement; the negotiating team includes CHRIS DELL (executive secretary) and BETTY TAYLOR (secretary) ... JOHN BRADY KIESLING joined the Greek desk in September ... LUCY UNCU, desk officer for Turkey, traveled to Ankara for joint economic consultation talks in mid-October ... The desk officer for Greece, ALEX KARAGIANNIS, traveled to Greece, Cyprus and Turkey, for consultations, in mid-October.

**Office of Soviet Union Affairs:** Director MARK PARRIS; the deputy director for multilateral and security affairs, BRUCE BURTON; multilateral officer NANCY McELDOWNNEY, and DARREL MARKIN accompanied the Secretary to Moscow, for his meeting with the Soviet foreign minister, October 22-23 ... Multilateral officer STEVE YOUNG traveled to Geneva, September 10-11, for U.S.-Soviet regional experts talks on Afghanistan ... JACK SEGAL traveled to London, October 28-29, for U.S.-Soviet re-





gional experts talks on Central America and the Caribbean ... The multilateral section's WILLIAM MENOLD was in Geneva, serving as State Department adviser at the strategic arms reduction talks ... The deputy director for economic affairs, ROBERT CLARKE, accompanied Soviet Politburo member VIKTOR NIKONOV and a Soviet agricultural delegation on a tour of mid-western farm states, October 8-12 ... Mr. Clarke traveled to Moscow, October 19, with an inter-agency delegation, for talks concerning Soviet textile exports to the United States, and for economic policy planning discussions with the Soviet ministry of foreign affairs ... Economic officer BRUCE CONNUCK visited Moscow, October 3-7, for semiannual consultations under the U.S.-Soviet long-term grain agreement, and for the eighth round of discussions on the disputed U.S.-Soviet maritime boundary in the Bering Sea ... Exchanges officer ED SALAZAR traveled to Moscow, October 2-9, to attend the Soviet-sponsored international space forum, and to participate in exploratory talks with the Soviets in the area of basic sciences cooperation ... Bilateral affairs officer CAREY CAVANAUGH was in New York, October 7, for consultations at the U.S. Mission to

the United Nations ... Bilateral affairs officer DAN GROSSMAN was in Vienna, at the Conference on Security and Cooperation in Europe talks ... He was to return to Washington in November ... Exchanges officer THOMAS ROBERTSON spoke before the National Conference on Soviet Jewry's leadership assembly, October 12, in Washington, on scientific contacts with the Soviet Union ... He represented the Department at the meeting of the quadripartite initiative committee on fusion, held under International Atomic Energy Agency auspices, in Vienna, October 18-19. □

### Foreign Service Institute

New employees include SHARON FLANK, School of Language Studies; GRAZYNA GERLACH, Polish; STEFAN MIHALOV, Bulgarian; ANNA BUDZINSKI, Polish; AULI HAR KONEN, Finnish; CORNELIUS KUBLER, School of Language Studies; CAROLYN CONTEE, general services office; VIRGINIA RUDDY, School of Professional Studies; FRAN-CELINE RUDD-WARD, French; DEBORAH

CUNNINGHAM, School of Professional Studies; BARBARA FOX, Center for the Study of Foreign Affairs; ROBERT MARSHALL, Data Processing Service Center; BLANCHE PENNY, Office of the Registrar; ALESIA THOMPSON, School of Professional Studies; BARBARA HUGHES, BARBARA HARVEY and ANNE KOENIG, School of Professional Studies; JAMES BARIE, Office of the Director; ROBERT EPPS, audio-visual facility; ELISABETH KOROMZAY, Dutch; JAIME PASQUIER, Spanish; WALTER VILLADAMINGO, Spanish; MALISA TRIPODI, Spanish; KOOKHEE PARK, Korean. □

### Human Rights and Humanitarian Affairs

From August 23-September 4, Assistant Secretary RICHARD SCHIFTER traveled to Moscow, Poland, Romania and Bulgaria, to engage in bilateral meetings with key foreign officials and U.S. personnel, to discuss human rights issues ... He met in Washington with Senegal's president, ABDOU DIOUF, September 8, to discuss human rights and a proposed human rights training center in Dakar ... On September 10 he gave a briefing, relating to the Commission on Security and Cooperation in Europe, to members of nongovernmental organizations at the Department ... He delivered brief remarks entitled, "We'll Never Give Up," at a rally at the west front of the Capitol, preceding the the annual meeting of the Union of Councils for Soviet Jews, September 13



**FOREIGN SERVICE INSTITUTE**—At the Foreign Service nationals' seminar, first row, from left; Niloufer Chenoy (Karachi), Gilda Rosseau (Port-au-Prince), Monika Abels (Montreal), Costas Papadopoulos (Athens), Assistant Secretary Joan Clark, Antoinette Bonifacio (Manila), Young Ai Hwang (Seoul), Nobuyuki Funabiki (Osaka-Kobe), Patricia Gras (Buenos Aires), Engelina De Vreij (Amsterdam). Second row: Maria De Hernandez (Cuidad Juarez), Lasura Zepeda (Mexico City), Marita Russ (Frankfurt), Dawn Juandoo (Georgetown), Mercedes Munoz Escudero (Tijuana), John Ratigan, Judith McFadden (Toronto), Fran Suter, Mitsuo Hori (Tokyo), Pradeep Nalkoor (Bombay), Christine Taylor (Sydney), Susan Green (London). (Photo by Lloyd McKenzie)



**FOREIGN SERVICE INSTITUTE**—At awards ceremony, first row, left to right: Shirley Lee, John Manion, Mercedes Centeno, Agustin Vilches. Standing, second row: Adele Daly, Frances Suter, Maria Pascoe, Margaret Melcher, Deborah Chambers, Christiane Jones, Marie Swanner, Jane Phelps. Standing, third row: Kyrill Borissov, Mirek Sablik, Paula Lancaster, Doris Faber, Charles Bray, Mark Wheatley, Delores Hahn-Rollins, Elisabeth DeMaynadier, John McClelland. (Photo by Lloyd McKenzie)

... Testimony on Ethiopia was delivered by him to the House Subcommittee on Human Rights and International Organizations, September 15 ... Testimony was again given to the House Subcommittee on Human Rights and International Organizations and the Subcommittee on Western Hemisphere Affairs, on El Salvador, September 29 ... On October 6 he participated in a "Tribute to Raoul Wallenberg," making a brief statement; the tribute was sponsored by the Raoul Wallenberg Committee of the United States ... Mr. Schifter attended the October 8 board of directors meeting of the U.S. Institute of Peace, of which he is a member ... "The Promise and the Limits of Glasnost," a presentation on October 10, was delivered to the leadership conference of the Washington group of the Association of Ukrainian-American Professionals ... An interview on the worldwide human rights situation was conducted with Mr. Schifter by ELAINE SCIOLINO of the New York Times, October 15 ... In Parsippany, N.J., on October 18, Mr. Schifter delivered a speech to the American Friends of Hebrew University, on emigration of Soviet Jews ... He accompanied SECRETARY SHULTZ on his visit to Moscow and Helsinki, October 19-23 ... Soviet emigration policy was the topic of the remarks the assistant secretary made at a conference of the United Jewish Appeal, in the Dean Acheson Auditorium, October 26 ... On October 28 he gave testimony to the House Judiciary Committee's Subcommittee on Immigration and Refugee Affairs regarding H.R. 2922, the "temporary safe haven" bill ... He spoke at a briefing on ethnic Albanians in Yugoslavia, before a House of Representatives human rights caucus, October 29.

PAULA DOBRIANSKY, deputy assistant secretary, traveled to Bonn, West Germany, October 12-17, to attend meetings of the American Association for the International Commission of Jurists on Human Rights ... She traveled to Minneapolis-St. Paul, October 9-11, to participate in the Institute for East-West Security Studies international conference ... DAVID BURGESS, the bureau's director of human rights programs, participated in the fifth annual world affairs conference on "American Foreign Policy and Human Rights," at Pittsburg State University, Pittsburg, Kan., November 2-4 ... He appeared on KODE-TV (ABC), KSN-TV (NBC), KOAM-TV (CBS), in Joplin, Mo., and was interviewed by the Joplin Globe, the Pittsburg Morning Sun, on KSYN-FM, KIX-FM, KSSC-AM and KIN radio stations, and spoke to the Pittsburg Kiwanis Club, on human rights issues.

**Office of Human Rights:** KATHLEEN BARMON, regional officer for Central America and Chile, visited Honduras and El Salvador, in mid-September, to speak to key figures involved in human rights, the judiciary and the armed forces ... She addressed groups in Florida, October 19-20, on the "The Role of Human Rights in the Central American Conflict." ... SHERI SPRIGG, regional officer for Africa, took an orientation trip, October 11-November 4, to Geneva, Kenya, Ethiopia, South Africa and Liberia. She discussed human rights issues in Africa with offi-

cialists from nongovernmental organizations, embassy human rights officers and host-country citizens and officials.

**New arrivals:** RICHARD AHERNE, replaced ROBERT RACKMALES as director of the Office of Human Rights ... DAVID TELLEEN replaced STANLEY IFSHIN as acting director of the Office of Multilateral Affairs ... CAROL GLUNT is in a new position as director of congressional liaison ... BRUCE DONOHUE replaced THOMAS MURPHY as regional human rights officer for East Asia and the Pacific ... SHERI SPRIGG, replaced STEPHEN MALONEY as regional human rights officer for Africa ... LEAH LERNER replaced DOUGLAS WAKE as regional human rights officer for Europe and North America ... THOMAS GOLDBERGER, has filled a long-vacant staff assistant position ... ROSEMARY PATTERSON, secretary, Office of Human Rights, has come to the bureau from the Department of the Air Force, Vandenberg, Calif. □

## Inter-American Affairs

EUGENIA W. DAVIS is Caribbean Affairs' new Netherlands Antilles desk officer; she arrived September 28 ... MICHAEL STRACHAN, Dominican Republic desk officer, has joined the Office of Public Diplomacy for Latin America and the Caribbean ... RICHARD BELT, from Port-au-Prince, was temporarily assigned as the new Dominican desk officer ... JACK FELT, Haitian desk officer, went to Key West, to address the Cuban/Caribbean symposium sponsored by the U.S. Caribbean Forces Command, on U.S. Policy in the Caribbean ... WILLIAM H. MOORE and Ambassador designate RICHARD C. HOWLAND took a side trip to Pittsburgh, October 28, to consult with Alcoa officials on their operations in Suriname ... Deputy director PAT KENNEDY, who was away, October 19-30, after becoming "involved in a small altercation with a horse," the bureau said.

Executive director EUGENE L. SCASSA

has returned from a trip with Under Secretary RONALD SPIERS and his special assistant, MARY RYAN, to Caracas, Paramaribo, Georgetown and Port-of-Spain.

**Office of Andean Affairs:** Director MICHAEL SKOL attended the Maria Moors Cabot Award ceremony, in New York, October 29 ... He traveled to La Paz, Quito and Guayaquil, November 12-25, for consultations with embassies and government officials ... PHILLIP McLEAN, Bogota, was in Washington for consultations in early November ... NANCY MASON, country officer, traveled to Colombia and Panama for consultations, September 23-October 3.

**Office of Regional Economic Policy:** Two new officers are MARGARET C. JONES, Fi-

**SANTO DOMINGO, Dominican Republic—**Chargé Joseph D. McLaughlin presents retirement certificate to C. Gaynelle Johnston, regional personnel officer.



**TEGUCIGALPA, Honduras—Chargé John Penfold opens expanded and renovated political section.** From left: Elio Viara, Todd Weston, Donna Dobson, Calvin Michael Konner, Judy Rodriguez, Commander Richard Strum, Mr. Penfold, Manuel Rocha, Donald Johnson.



nance Division, and VICENTE VALLE, Resources Division ... PETER D. WHITNEY, office director, on September 23-October 4, visited officials in San Juan, Antigua, Barbados, Grenada and Dominica ... JOHN M. HARRINGTON JR., deputy director, participated, September 11, in AID's Central American economists conference, in San Jose, Costa Rica, where he gave a presentation on Third World debt.

**Office of Central American and Panamanian Affairs:** RICHARD WYROUGH, coordinator for Panama affairs, accompanied deputy assistant secretary RICHARD N. HOLWILL to the Panama Canal Commission's quarterly board of directors meeting, October 13-16 ... He accompanied U.S. commissioner JACK SVAHN and U.S. deputy commissioner JOHN YOUNG, of the Panama Canal Alternatives Study Commission, to Panama, October 25-29, for an initial orientation visit in conjunction with the study ... PETER SECOR, Panama desk officer, accompanied recently-appointed presidential representatives to the U.S.-Panama Consultative Committee, former Congressman HENSON MOORE of Louisiana and JOEL PRITCHARD of Washington, to Panama, in September, for initial orientation briefings ... JAMES CALLAHAN, El Salvador desk officer, and ROSE LIKINS, Honduras desk officer, traveled to New York, in October, for participation in bilaterals with Salvadoran, Costa Rican and Honduran foreign ministers.

**Office of Mexican Affairs:** JOHN J. ST. JOHN, newly-appointed director for Mexican affairs, traveled to Mexico City and Monterrey in late August ... In October he, with the officer-in-charge of International Boundary and Water Commission affairs, PAUL E. STORING, led a U.S. delegation in a bilateral inspection of all bridges and crossings between the United States and Mexico, from the Gulf coast to the Pacific ... DENNIS LINSKEY, deputy director, traveled to Jackson, Miss., October 30, to speak before business and civic organizations on U.S.-Mexico relations ... DON McNALLY, economic officer, traveled to Mexico City, September 28-October 7, for consultations ... MARY SUE CONAWAY, international relations officer, traveled to Tijuana, Ciudad Juarez, Hermosillo and Monterrey, September 21-25, for orientation and consultations ... TAMIKO E. LOFTY has joined the office as secretary to the officer-in-charge of International Boundary and Water Commission affairs. □

### U.S. Mission to the Organization of American States

The organization's Inter-American Economic and Social Council held its annual meeting, October 5-7. The first day was marked by the farewell speech of Ambassador RICHARD T. McCORMACK, who was ending his tenure as president of the council's executive committee. That evening, he hosted a reception to honor the delegations to the meeting ... On October 7 he welcomed PRESIDENT REAGAN and SECRETARY SHULTZ to the meeting, for his first speech on the Central American situation since the signing of the Guatemala agreement ... On October 13 he represented the United States at a special Organization of American States ceremony, in honor of an agreement signed by the organization and AID, which authorized \$100,000 for Haiti, to assist in conducting free elections ... On October 16 he participated in a protocolary session honoring the president of El Salvador. □

### International Communications and Information Policy

DIANA LADY DOUGAN, U.S. coordinator and director of the bureau, gave an address, October 16, before "The Great International Celebration of Satellites in Space," an executive seminar sponsored by the Society of Satellite Professionals in Washington ... On October 19, she spoke before the Diplomatic Club in Geneva ... On October 26-28 she and deputy director THOMAS RAMSEY, with bureau staffers LUCY RICHARDS, RANDOLPH EARNEST and CLARK NORTON, hosted a Geneva seminar which attracted industry representatives and the telecommunications policy officers who serve at 11 posts in Europe. The seminar was held in tandem with the "Telecom '87" exposition, enabling participants to exchange views on telecommunications issues.

EARL BARBELY, director, Office of Technical Standards and Development, led the U.S. delegation to the October 12-23 meeting of four key working parties associated with Study Group III of the International Telecommunication Union's Consultative Committee for International Telegraph and Telephone. GARY FERENO,

served on the delegation, with representatives of U.S. corporations ... RANDOLPH EARNEST, director, Office of Regulatory and Treaty Affairs, led the U.S. delegation to the fifth assembly of parties of the International Maritime Satellite Organization, October 13-15, in London. Other participants included DEAN OLMSTEAD, HILARY CUNNINGHAM, and DIANE HOWARD, all of the same office ... From November 2-18 WARREN RICHARDS, Office of International Radio Communications, served in Geneva on the U.S. delegations which participated in the meetings of several study groups of the International Telecommunication Union's Consultative Committee for International Radio. □

### International Narcotics Matters

Assistant Secretary ANN WROBLESKI addressed the Third Committee of the UN General Assembly, November 2, on "Item 104," the international campaign against traffic in drugs ... On November 5 she addressed the U.S. Coast Guard Association in Washington ... During October 13-15, the second bilateral narcotics conference between the United States and China took place in Washington. The Chinese delegation was headed by Vice Minister GU YINGQI and the U.S. delegation by Ms. Wrobleski ... During the last week in October, two Bolivian subsecretaries—for alternative development (coca control), ANIBAL AGUILAR, and for social defense (narcotics enforcement), JORGE ALDERETE—were in Washington for consultations on narcotics developments in Bolivia. They met with Ms. Wrobleski and other Washington officials, accompanied by the director of the La Paz embassy narcotics assistance unit, DONALD YELLMAN, and the director of the Cochabamba office, ENRIQUE VALVERDE.

**WASHINGTON—At meeting of the new Commission on Drug Abuse of the Organization of American States, from left: Richard T. McCormack, U.S. representative to the organization; former Senator Paula Hawkins; Assistant Secretary Ann Wrobleski; secretary general Joao Baena Soares; commission chairman Alfonso Soler Mantilla; assistant secretary general Val McComie; Irvin Tragen, executive secretary.**



## BUREAU NOTES

The Office of Program Management director, CAESAR P. BERNAL, traveled to Peru and Ecuador, as chief of party for a technical herbicide team consisting of WALTER A. GENTNER and CHARLES HELLING from the Department of Agriculture/Beltsville Agriculture Research Center, and PETE W. JACOBY, Texas A&M, and JESUS IDROBO from Bogota, Colombia ... The bureau is continuing its effort to find better herbicides to suppress coca cultivation throughout the Andean countries, by experimenting with environmentally-safe licensed and registered herbicides that are used extensively against woody shrubs through different application techniques. □

## International Organization Affairs

ROGER A. BROOKS, director of the bureau's policy planning staff, traveled to Dallas, October 15-17, to participate in the reunion conference of young leaders of the Atlantic Bruecke/American Council on Germany ... KATHLEEN B. ANDERSON, officer-in-charge of international women's programs, traveled to New York, October 27-28, to provide staff support for MAUREEN REAGAN, who addressed the members of the Third Committee, October 28.

**Office of United Nations Political Affairs:** ROBERT LUACES attended a meeting of the UN experts at NATO headquarters, in Brussels, September 11 ... ANDREA FARSAKH, political officer, attended a luncheon at the United Nations in New York, October 1 ... NICHOLAS STIGLIANI, political officer, traveled to New York, October 1-2, for the Secretary's luncheon for African leaders ... MICHAEL McQUADE spent October 6-7 in New York, for consultations on host-country issues ... DENNIS HALPIN attended the UN General Assembly debate and vote on the Cambodia resolution, October 13-14 ... On November 21 LOIS AROIAN, political officer, gave the keynote address on "U.S. Policy in the Middle East," at the Human Rights Coalition meeting in Richmond, Va., on the Middle East.

**People:** In mid-September HARMON E. KIRBY was reassigned from the Bureau of Personnel as office director for UN political affairs ... JOHN BUCHE was reassigned from Refugee Programs to the Office of Technical Specialized Agencies ... PETER J. BECKER was reassigned from Grenada to the Office of Technical Specialized Agencies ... KAREN BRODGINS was reassigned from the General Accounting Office to the policy and planning staff ... SHARMAN GRESHAM was reassigned from the Bureau of Oceans and International Environmental and Scientific Affairs to the Office of United Nations Political Affairs ... DEBORAH MCCARTHY was reassigned from the Bureau of Consular Affairs to the Office of International Conference Programs ... NEREIDA VAZQUEZ was reassigned from Panama to the Office of International Conference Programs ... TERESA WOOD was reassigned from the Bureau of European and Canadian Af-

fairs to the Office of Administrative Services ... CATHY BING was reassigned from the Office of Administrative Services to the Bureau of European and Canadian Affairs ... BARBARA BRAUNER was reassigned from the Office of Administrative Services to the Bureau of Consular Affairs ... DOROTHY HOLLAND was reassigned from the Office of Human Rights and Women's Affairs to the Bureau of Administration ... TAMIKO LOFTY was reassigned from the Office of International Economic Policy to the Bureau of Inter-American Affairs ... STEPHEN MILLER was reassigned from the Office of UN Systems Budget to the Bureau of Economic and Business Affairs ... ROBIN POSEY was transferred from the Office of UN System Recruitment to the Commodity Futures Trading Commission ... TROY McCOY was reassigned from the Office of Administrative Services to the Bureau of Administration ... ROBIN McELHANEY resigned from the Office of the Assistant Secretary to go into the private sector. □

## Legal Adviser's Office

ABRAHAM D. SOFAER, the legal adviser, with MICHAEL J. MATHESON, deputy legal adviser; PATSY B. SCHAUBEL, senior staff assistant; and SEAN D. MURPHY and MELINDA P. CHANDLER, attorney-advisers for international claims and investment disputes, traveled to The Hague, to represent the United States before the Iran-U.S. Claims Tribunal ... MICHAEL G. KOZAK, deputy legal adviser, and ROBIN J. FRANK, attorney adviser for law enforcement and intelligence, traveled to Mexico for negotiations ... MARY V. MOCHARY, deputy legal adviser, traveled to New York, to attend meetings of the UN General Assembly ... DAVID A. COLSON, assistant legal adviser for inter-American affairs, traveled to Ottawa, to speak at the session of the Canadian Council on International Law ... T. MICHAEL PEAY, assistant legal adviser for European and Canadian affairs, traveled to New York, to attend the Northeast Minority Law Student Recruiting Conference ... ALAN J. KRECKZO, assistant legal adviser for oceans, international environmental and scientific affairs, traveled to Detroit, to interview applicants and meet with the dean of the law school and other professors at the University of Michigan ... JAMES G. HERGEN, assistant legal adviser for consular affairs, traveled to Warsaw and Yugoslavia, to participate in negotiations for a bilateral consular convention ... ELIZABETH J. KEEFER, assistant legal adviser for special func-

## Solution to Post Puzzle No. 3

(See Page 26)

Kay is the suspect. The security officer had stated only that her "brother-in-law" had been shot. Yet Kay spontaneously named "poor Jim" as the victim, even though Tim and Sam are also her brothers-in-law. If you named George because of the hunting accident and the .303 (hunting) rifle, credit yourself for a nice try. □

tional problems, and ROBERT K. HARRIS, attorney-adviser for inter-American affairs, traveled to San Francisco, to conduct interviews with law students at Stanford Law School ... JAMES H. THESSIN, assistant legal adviser for management, traveled to Chicago, to conduct interviews with law students at Chicago Law School ...

## Barney Lester's answers

(See Page 19)

1. Regional Office for Central American Programs.
2. Regional Administrative and Management Center.
3. Bureau of Legislative and Intergovernmental Affairs.
4. Terminal Equipment Replacement Program (in the Office of Communications).
5. Bureau of International Communications and Information Policy.
6. Bureau of Human Rights and Humanitarian Affairs, Office of Multilateral Affairs and Human Rights Programs.
7. Office of Ambassador-at-Large for Cultural Affairs.
8. Office of Negotiations on Nuclear and Space Arms with the Soviet Union.
9. Office of the Under Secretary for Security Assistance, Science and Technology.
10. Office of the Special Adviser to the President and Secretary of State on Arms Control Matters.
11. Bureau of International Organization Affairs, Office of Human Rights and Women's Affairs.
12. Office of the Legal Adviser, Board of Appellate Review. □

## Solution to Diplomatic No. 44

(See November issue)

**[Richard] Powers.** *The Life of [J.] Edgar Hoover*  
"Hoover used the margins of memos for his comments. He became irritated whenever the typist failed to leave room. Once he scrawled 'Watch the borders.' His puzzled lieutenants put the Bureau offices near Mexico and Canada on alert."

- |                |                |
|----------------|----------------|
| A. Portsmouth  | N. Ounce       |
| B. Outrode     | O. French harp |
| C. Wherewithal | P. Extradite   |
| D. Ethnos      | Q. Debacle     |
| E. Recidivist  | R. Gendarme    |
| F. Stolid      | S. Abacus      |
| G. Treason     | T. Raced       |
| H. Homicide    | U. Hitch       |
| I. Ersatz      | V. Offset      |
| J. Leavenworth | W. Oozes       |
| K. Infamous    | X. Vehement    |
| L. Fauna       | Y. Emblem      |
| M. Enemy       | Z. Relapse     |

Note: The author of Diplomatic No. 43 in the August/September issue was guest contributor Richard McDonough from Thailand, not Carol Becker. □

FRANCES A. ARMSTRONG, coordinator for the administration of justice, traveled to Guatemala, to participate in a workshop in Antigua supporting democratic development in Latin America and the Caribbean ... Attorney-advisers, RONALD W. KLEINMAN (politico-military affairs) and SAMUEL M. WITTEN (UN affairs) traveled to New York, to conduct interviews with law students at Columbia Law School ... JOHN R. ARBOGAST, Office of the Assistant Legal Adviser for Near Eastern and South Asian Affairs, and JOSE E. ALVAREZ, Office of the Assistant Legal Adviser for Economic, Business and Communication Affairs, traveled to Boston, to conduct interviews with law students at Harvard Law School.

**People:** New employees are JASON ABRAHAMS, attorney-adviser, consular affairs, and TIFFANEY ROBINSON, secretary, Office of the Assistant Legal Adviser for International Claims and Investment Disputes. □

## Management

### Office of the Under Secretary

Under Secretary RONALD I. SPIERS made a trip to South America and the Caribbean, October 18-22, with stops in Caracas, Port-of-Spain, Paramaribo and Georgetown. He discussed management and personnel issues with all levels of Embassy personnel. □

## Medical Services

Dr. DWIGHT BABCOCK visited the Office of Medical Services while on consultation in the Department. He departed Kathmandu and arrived in Vienna to start his tour there ... Visiting also were nurse practitioners MARY ANNE SCHENK, on home leave and return to Bangkok; KAY MAYFIELD, on home leave and return to Manila; and ETTA THURMOND, on rest and recreation from Karachi ... Another visitor was KAREN McGUIRE-RUGH, who was in the area for pediatric nurse practitioner boards. She returned to Monrovia, where she will be until mid-1988. □

## Near Eastern and South Asian Affairs

On October 1 press officer KENNETH DURKIN spoke to students from Chestnut Hill Academy on Middle East policy ... MARK SCHELAND, political officer, Office of Regional Affairs, addressed a continuing education group, October 9, on events in the Persian Gulf ... The director for regional affairs, JOHN WOLF, addressed the nongovernmental organizations conference, October 15, on Middle East policy ... JOHN HIRSCH, director for Israeli and Arab-Israeli affairs, spoke to a Hadassah group, October 20, on U.S.-Israeli relations ... On October 21 he addressed the Zionist Organization of Baltimore, same topic ... On October 22 he traveled to New

Jersey, to speak at Rutgers University and to B'nai B'rith on U.S. policy towards Israel.

Deputy assistant secretary PETER BURLEIGH traveled to New York, October 26, to address the Global Business Forum on Persian Gulf policy ... On the same date KENNETH DURKIN spoke to students from the University of Indiana on Middle East policy ... EDWARD DJEREJIAN, deputy assistant secretary, addressed members of the John F. Kennedy Library in Boston, October 27, on Middle East peace efforts ... On the same date public affairs adviser ARTHUR BERGER spoke to members of the NATO Defense College on Persian Gulf policy ... MARK SCHELAND spoke to students from Bowling Green State University, October 30, on Middle East Policy ... On September 11 Assistant Secretary RICHARD MURPHY was interviewed by the British Broadcasting Co. of London on U.S. policy in the Persian Gulf ... He and Mr. Berger addressed the Senior Business Executive Seminar, September 14, on Middle East policy ... Mr. Berger traveled to Nashville, September 4, to address the Kiwanis Club on Middle East policy ... He spoke to the Kiwanis Clubs of Spokane and Portland, October 15, on Persian Gulf policy.

The Director for Arabian Peninsula affairs, JOHN CRAIG, traveled to Louisville, October 15, to speak to Community Lunch on Persian Gulf policy ... Deputy assistant secretary PHILIP WILCOX addressed the Egyptian-U.S. Business Council, in Ohio, on September 17, on U.S.-Egyptian relations ... Mr. Durkin spoke at the Chevy Chase House, Washington, September 30, on Middle East Policy ... Mr. Craig, spoke about U.S. policy and the Persian Gulf, to the Armed Forces Staff College and the World Affairs Coun-

**NEAR EASTERN AND SOUTH ASIAN AFFAIRS—Elaine Beauford receives certificate of appreciation from Peter Constable, director general, Multinational Force and Observers.**



cil in Norfolk, Va., October 26 ... He spoke on the same subject to students and faculty at William and Mary College, Williamsburg, Va., October 27 ... PETER CONSTABLE, director general, Multinational Force and Observers, was in the Department for Consultations, September 9-16 ... On September 10 ELAINE BEAUFORD, secretary, Office of Multinational Force and Observers, was presented a certificate of appreciation for her performance during three years of service in the liaison office. It was presented by Mr. Constable ... ROBERT GALLUCCI, deputy director general, Multinational Force and Observers, was in the Department for consultations, October 16-27 ... During this period he and Mr. Krantz, officer-in-charge of the Office of Multinational Force and Observers, visited east coast military commands which provide military units to serve with the force in the Sinai ... GRANT SMITH, director, Office of India, Nepal and Sri Lanka Affairs, and ROBERT FLATEN, director, Office of Pakistan, Afghanistan and Bangladesh Affairs, traveled to New York, October 2, to join Mr. Murphy at a luncheon hosted by the Secretary, for foreign ministers from member countries of the South Asian Association for Regional Cooperation. □

## Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE was in Moscow, October 4-6, for maritime boundary negotiations ... On October 8 he testified before the Senate Foreign Relations Committee, on acid rain and U.S.-Canadian relations ... He testified before the Senate Commerce, Science and Transportation Committee, on the U.S.-Japan science and technology agreement, October 15 ... He led the first round of negotiations on the agreement, October 17 and 19 in Washington ... On October 29 he testified before the full House Science, Space and Technology Committee, on the recently-concluded Montreal protocol for the protection of the ozone layer ... Principal deputy assistant secretary RICHARD J. SMITH led the U.S. delegation in negotiations on the proposed space station with the Europeans, Canadians and Japanese, in Arlington, Va., October 13-16. RICHARD ELLIOT BENEDICK, senior fellow at the Conservation Foundation, spoke on the Montreal treaty on protection of the ozone layer, before the Washington International Business Council, October 9; at the environmental and energy study conference on Capitol Hill, October 14; and at the first North American conference on preparing for climate change, October 27 ... On October 20 he addressed the International Forum on Environment and Development, in New York, on implications of the Montreal accord for sustainable development ... While in New York, he had consultations on international environmental issues with MOSTAFA TOLBA, executive director, UN Environment Program, and with representatives of private foundations and organizations.

## BUREAU NOTES

During October, NANCY OSTRANDER, coordinator of population affairs, traveled to East and West Africa. She attended the conference on better health for women and children, in Nairobi, for population policymakers of the Third World ... She was an official observer at the conference on population issues and Islam, at Ibadan University, Nigeria ... She was briefed on West African regional population issues and programs, in Abidjan, where she also conferred with officials of the African Development Bank ... She met in London with population officers of the Overseas Development Administration, and with nongovernment agencies headquartered in England ... PAMELA BRIDGEWATER, deputy coordinator of population affairs, spoke, October 9, at the Foreign Service Institute's seminar on multinational diplomacy and international organizations. She presented an overview of U.S. population policy and the global impact of U.S. international family planning programs ... On October 27 she traveled to Columbia, Md., for briefings at the Westinghouse Institute for Resource Development.

On September 9, on behalf of deputy assistant secretary EDWARD E. WOLFE, LARRY SNEAD, director, Office of Fisheries Affairs, accompanied by Atlantic fisheries officer STETSON TINKHAM, briefed 21 legislators from Canadian provincial legislative assemblies on fisheries office activities of interest to Canada ... Mr. Snead gave a speech during the joint annual meeting of the American Fisheries Society and the International Association of Fish and Wildlife Agencies, in Winston-Salem, N.C., September 16. He spoke on "A U.S. Perspective on Access to Fisheries Resources." ... On September 25, he gave a speech to the third annual Southeastern seafood export conference, convened at the World Trade Center in New Orleans. The speech concerned international fishery activities of the Department, with particular reference to the changing patterns in foreign fishing activities off the United States ... He traveled to Seoul, Korea, and Tokyo, Japan, September 28-October 3, to discuss bilateral fishery issues ... He headed fisheries talks in Taipei, October 5-6, regarding Taiwan's high-seas driftnet fishing.

ROGER E. SOLES, executive director, U.S. Man and the Biosphere Program, traveled to Tucson, October 8-10, to represent the United States and participate in planning activities at meetings of the program directorate on arid lands ... THEODORE WILKINSON, director, Office of Nuclear Technology and Safeguards, participated in U.S.-Canadian discussions on nonproliferation, in Ottawa, October 27-28 ... During the first week of October, WILLIAM MURPHEY, Office of Nuclear Technology and Safeguards, lectured at Tokai Mura, Japan, at a course on state systems of accounting and control of nuclear materials ... CHARLES NEWSTEAD, Office of Nuclear Technology and Safeguards, participated in the U.S.-Soviet fusion power coordinating committee meeting, in Moscow, October 5-6 ... He attended intergovernmental meetings on fusion, in Vienna, Austria, October 18-19, and in Rome, Italy, October 21-24.

MARTIN PROCHNIK, director, Office of Cooperative Science and Technology Programs, met October 21-23 in Mexico City with officials of the ministry of foreign affairs, to discuss ways in which the U.S.-Mexico science and technology relationship could be restructured and strengthened ... PETER DE VOS, deputy assistant secretary, science and technology affairs, and DANIEL REIFSNYDER, deputy director, Office of Cooperative Science and Technology Programs, met with Japanese officials, October 1-3, and Korean officials, October 5, to discuss renewal of science and technology agreements with these countries ... Deputy Secretary JOHN WHITEHEAD and surgeon general C. EVERETT KOOP participated, October 28, in a department advisory committee meeting on the foreign policy implications of AIDS. Main points emphasized were the sensitive international dimensions of AIDS; the need for a comprehensive international strategy, including increased support to the World Health Organization and U.S. bilateral programs; and the need to focus international efforts, to assure safe blood in hospitals and clinics worldwide. This was seen as helping to minimize the adverse impact of AIDS on such activities as tourism and international business, and protecting the health of local populations.

GERALD E. WAGNER, Office of Science and Technology Support, received a Meritorious Honor Award in recognition of his developing a database of cooperative international science and technology activities. This was said to provide a new and powerful tool for policy-makers, to analyze the role of science and technology in American foreign policy ... C. DAVID TROTTER, deputy director, Office of Ecology and Natural Resources, was in New York, October 19, as an adviser to the U.S. delegation to the 42nd session of the UN General Assembly, participating in discussions on the report of the World Commission on Environment and Development ... STEPHANIE CASWELL, same office, attended the New York Rainforest Alliance Conference, "Interdependence and Responsibility," in New York, October 16-18 ... The deputy assistant secretary for environment, health and natural resources, WILLIAM NITZE, headed a U.S. delegation to the first meeting of parties to the Cartagena convention, and the fourth meeting of the action plan for the Caribbean environment program, at Guadeloupe, October 26-28. He was accompanied by ROBERT BLUMBERG, Office of Ocean Law and Policy, and NICHOLAS MACNEIL, Office of Environmental Protection. □

## Politico-Military Affairs

JOSEPH SMALDONE, chief of the Arms Licensing Division, Office of Munitions Control, briefed the American Electronics Association workshop on arms export regulations, October 7 ... He spoke to the International Law Society of California's Western School of Law, at San Diego, October 13, on administration of the Arms Export Control Act ... On October 14 and 15 he addressed the U.S. export regulation update con-

ferences in San Diego and Los Angeles ... He spoke to the Society for International Affairs, in Washington, October 27.

**People:** KENNETH CHARD has replaced RICHARD SLOTT, who retired September 30, as deputy director for munitions control ... CONSTANCE REESE has joined the staff of the Office of Munitions Control ... JAMES FOWLKES, Office of Munitions Control, retired on October 30. □

## Public Affairs

**Office of the Assistant Secretary:** On October 15 the assistant secretary and spokesman, CHARLES E. REDMAN, accompanied the Secretary to Tel Aviv, Israel; Cairo, Egypt; Riyadh, Saudi Arabia and London, England, for his consultations with government officials. They continued on to Helsinki, Finland, to prepare for the Secretary's meetings with the Soviet foreign minister in Moscow, stopping in Brussels, Belgium, to brief the NATO allies, and returning to Washington October 24.

**Office of the Executive Director:** Personnel officer PAOLA V. LUCHI spoke to a group of 35 students at Wesley College, Dover, Del., October 21, on internship programs at the Department and the bureau.

**Office of the Historian:** RITA M. BAKER, VICKI FUTSCHER and ALTHEA ROBINSON, senior technical editors in the Publications Division, transferred to the Office of the Historian on October 11.

**Office of Opinion Analysis and Plans:** N. STEPHEN KANE spoke on formulation of U.S. foreign policy, to a group of 30 representatives of the St. Louis World Affairs Council, in the Department, October 19 ... On October 29-30 DOROTHY GREGORY participated in a conference sponsored by the Washington Model 204 users group on computer performance monitoring, at the National 4-H Center, Chevy Chase, Md.

**Office of Press Relations:** Press officer BEN JUSTESEN attended the two-week "Washington Tradecraft" course, October 13-23. The course is designed for mid-level officers on their first Washington tour ... ANDY LAINE departed the Press Office, October 23, to accept a position as public affairs specialist with the Bureau of Diplomatic Security. He had served as an information assistant for the past year ... Press officer NANCY BECK accompanied Mr. Redman to Helsinki and Moscow, October 19-23, to assist with U.S. media coverage of the Secretary's visit to the Soviet Union and meetings with the Soviet leadership.

**Office of Public Communication:** COLLEEN SUSSMAN attended the "Basic Management Studies for Diplomatic Security and Civil Service Officers" course, in Hedgeville, W. Va., September 13-18 ... SHARON HAYNES attended a symposium on "Transitions from Totalitarian Regimes: Afghanistan," September 30 ... CATHERINE A. VOLPE joined the Special Projects Staff, October 26, as a public affairs specialist. She had been assigned to the Office of Recruitment ... Writer-editor CHRIS MacDONALD

attended the "Multilateral Diplomacy and International Organizations" course at the Foreign Service Institute, September 28-October 9.

**Office of Public Programs:** Organization liaison officers MARY CATHERINE KIRK and ELIZABETH GIBNEY organized a national foreign policy conference for leaders of nongovernmental organizations, October 15, in the Department. Over 200 registered for this annual meeting, which was opened by director general GEORGE VEST and addressed by the assistant secretary for European and Canadian affairs, ROZANNE RIDGWAY, and the assistant secretary for inter-American affairs, ELLIOTT ABRAMS. The senior deputy assistant secretary for public affairs, GEORGE B. HIGH, moderated the morning plenary sessions, and the conference was concluded by remarks at an eighth-floor reception hosted by Deputy Secretary JOHN WHITEHEAD. Regional programs officer CONSTANCE DUNAWAY arranged a program in New York, October 21, for Mr. Whitehead, that included an address on debt in the Third World, at the World Trade Center, under the auspices of the Council on Foreign Relations. She arranged interviews at the New York Times and Wall Street Journal. On October 27 she arranged a program for the senior deputy for Near Eastern and South Asian affairs, EDWARD DJEREJIAN, in Boston, that included on-the-record interviews with the Christian Science Monitor, the Boston Globe and WBZ-TV, and remarks at the Harvard Faculty Club and John F. Kennedy Library. More than 80 officials from the Immigration and Naturalization Service and State, with representatives of U.S. voluntary agencies, attended an Indochinese refugee program conference, in the Department, October 20-22. Topics covered included refugees and displaced persons, health screening and AIDS testing. JONATHAN MOORE, U.S. coordinator and ambassador-at-large for refugee affairs, opened the conference and briefed attendees on the Washington perspective. Deputy Secretary Whitehead addressed the group briefly, at an eighth-floor reception he hosted for conferees. JOYCE CURRIE and MARIE BLAND, Washington Programs Division, coordinated the conference and reception. □

## Refugee Programs

JONATHAN MOORE, U.S. coordinator for refugee affairs and director of the bureau, hosted the Indochinese refugee program conference, October 19-23. Conference participants included refugee coordinators from Southeast Asia (DOUGLAS K. RAMSEY, Manila; DENNIS IMWOLD, Singapore; ROBERT S. WING, Hong Kong; JOSEPH W. MOYLE, Kuala Lumpur; BRUCE A. BEARDSLEY, Bangkok), MITCHAELE CARPENTER (U.S. mission, Geneva), Immigration and Naturalization field officers, voluntary agency personnel from Southeast Asia and New York, and senior State, Immigration and Health and Human Services officials. Purpose of the conference was to review policy and procedural issues, and to develop interagency communication and cooperation. Deputy Secretary JOHN C. WHITEHEAD

addressed the participants at a reception hosted by Mr. Moore. Mr. Moore, with senior deputy assistant secretary ROBERT L. FUNSETH, DOUGLAS HUNTER (director, Office of Program and Policy Coordination), and U.S. mission in Geneva refugee officer JOHN CAMPBELL, represented the United States at the Geneva meeting of the Intergovernmental Consultative Group on Indochinese Refugees, whose members include Canada, Australia, Japan and the United States, with participation by the UN high commissioner for refugees and the United Kingdom as observers. Mr. Moore visited Hong Kong, Manila, Bangkok, Islamabad, Mogadishu and Rome, to review refugee processing, assistance and protection issues. Mr. Moore, Mr. Funseth, with the deputy assistant secretaries for international refugee assistance, KENNETH W. BLEAKLEY, and refugee admissions, JACK BURGESS, and senior bureau staff members presented the bureau's budget requests to Office of Management and Budget officials. Mr. Funseth, Mr. Burgess and bureau staff members ANN MORGAN (director, Office of Refugee Training), THERESA L. RUSCH (director, Office of Reception and Placement), ANITA L. BOTTI and KAREN L. MCCARTHY (refugee officers) represented the bureau at the state refugee coordinators conference sponsored by the Office of Refugee Resettlement, Department of Health and Human Services. This conference gathered together refugee coordinators from the 50 states plus the District of Columbia to discuss refugee resettlement issues. Mr. Funseth met with MARK LYNCH, first assistant secretary, Australian Department of Immigration and Ethnic Affairs, and EVAN ARTHUR of the Australian embassy to discuss refugee issues and programs.

After more than a year's interruption, Orderly Departure Program officials resumed interviews in Ho Chi Minh City. 1,344 persons were interviewed. This group included 515 Amerasians and their families, and 829 immigrants and refugees. MARGARET J. MCKELVEY, director, Office of African Refugee Assistance, monitored U.S.-funded refugee assistance programs in Uganda and Tanzania, and consulted with U.S. officials in Geneva.

Ms. Rusch traveled to New York to address the Lutheran Immigration and Refugee Service Conference, attended by the group's regional resettlement directors. Mr. Beardsley and SUSAN P. LIVELY, refugee affairs officer, Office of Refugee Admissions and Processing, attended the allocations meeting at the Refugee Data Center in New York, and discussed the Orderly Departure Program and first-asylum issues relating to refugees in Thailand. EDWARD W. GEIBEL, program analyst, Office of Refugee Training, monitored cultural orientation programs in Europe, and consulted with staff of the Intergovernmental Committee on Migration. Visiting the bureau were Ambassador JOHN MONJO (Malaysia), ROBERT G. HOUDEK (Uganda), consul general DONALD ANDERSON (Hong Kong), and CARL B. HARRIS (UN antipiracy officer, Thailand). Joining the bureau were CHARMIAN TOUSSAINT and BETSY A. FITZGERALD, program officers, Office of Reception

and Placement. Retired consular officer JOHN M. COOPER is assisting on a temporary-duty basis with the processing of Cuban political prisoners at the U.S. interest section in Havana. ■

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—Sanford Watzman, editor. □

## Obituaries

**Homer M. Byington Jr.**, 79, a career minister who was ambassador to Malaya, 1957-61, died after a heart attack on November 1 while aboard a cruise ship in the Atlantic Ocean.



Mr. Byington was born in Naples, where his father was a U.S. vice consul. After graduating from Yale, he joined the Foreign Service in 1930. His assignments included Havana and Naples as consular officer, Belgrade as political officer, and Rome and Madrid as counselor and deputy chief of mission. In Washington he was assistant chief of the Division of Current Information, 1943-44; U.S. political adviser to the staff of the supreme allied commander of the Mediterranean Theater, 1945-47; and director of west European affairs, 1950-53. Before retiring in 1973, he returned to Naples as consul general and principal officer.

Survivors include his wife, Jane Byington, a son, two sisters, two brothers and two grandchildren. □

**Edward F. Height**, 49, a Foreign Service officer who retired this year from the Bureau of African Affairs, died on October 28 at George Washington University Hospital.



Mr. Height was a budget and fiscal officer in Abidjan, Yaounde and Manila. He was a budget and management officer in Tunis and Islamabad. In 1982 he was assigned to Caracas as an administrative officer. From 1973-75 he was a disbursement officer in the Information Systems Office.

Mr. Height was born in Arkansas. Survivors include his wife, Mong T. Height, a son and a daughter. □

**Henry P. Daymont**, 66, a retired Foreign Service employee and the husband of Department employee Betty Daymont, died on October 24 at Arlington Hospital.

Beginning his career in 1946, Mr. Daymont was a courier in Cairo, Paris, Manila, Panama and Frankfurt. In 1957 he was assigned to the U.S. commissioner's office at the World's Fair in Brussels. He was a general services assistant in Taipei and Rome and a general services specialist in Conakry. Other assignments were to Doula as an administrative assistant, Milan as consular officer, and Rome and Frankfurt as a communications and records officer. Before retiring in 1980, he worked in the Pouch Division as a mail assistant.

Mr. Daymont was born in Neuilly-sur-Seine, France. During World War II he served in a volunteer ambulance corps and was awarded the French Croix de Guerre. From 1941-45 he served in the U.S. Marine Corps. Besides his wife, who is assigned to the Bureau of Personnel's Records Management, Regulations and Research Division, he leaves two sons, two daughters, a brother and five grandchildren. □

**Natalie Boiseau**, 81, who was a secretary and personnel assistant in the Bureau of Personnel during most of her career, died on October 21. She joined the Department in 1943 and retired in 1973. Survivors include her husband, Joseph Boiseau, and a daughter. □

**Dorothy M. Hessman**, 72, a Foreign Service secretary who retired in 1972, died of a heart ailment at George Washington University Hospital on September 17. She served in Moscow, Belgrade and Warsaw. From 1968-71 she was assigned to the Bureau of European Affairs. Survivors include a sister. □

**Charles K. Bevilacqua**, 77, who served in Asuncion as first secretary and commercial attache before retiring in 1967, died on October 9.

Joining the Foreign Service in 1946, Mr. Bevilacqua was a commer-

cial assistant in Lisbon, a consular officer in Leopoldville and Nairobi, and a first secretary in Caracas. From 1949-51 he was detailed to the Department of Commerce. He was born in Pennsylvania. During World War II he served in the Army. Survivors include his wife, Betty B. Bevilacqua, and two sons. □

**Edwin M. Wright**, 90, a Middle East expert who was an assistant dean and founder of the Foreign Service Institute, died on October 28 at his home in Wooster, Ohio.

Joining State in 1946, Mr. Wright organized the first Turkish, Persian and Arab language broadcasts on the Voice of America. Other assignments included special assistant to the director of the Bureau of Near Eastern and African Affairs, United Nations specialist, intelligence adviser, and officer-in-charge of Turkish affairs. Before retiring in 1966, he was awarded a Superior Honor Award and the Defense Department's Legion of Merit. Until a few months before his death, he was a regular lecturer on Middle East topics at universities in Ohio and at Wright-Patterson Air Force Base in Dayton.

Mr. Wright was born in Tabriz, Iran, to missionary parents. A graduate of the College of Wooster, he earned a divinity degree at McCormick Theological Seminary and a master's at Columbia. During World War I he worked with refugees in Iraq, then taught in Iran for 13 years. After working as a research analyst for the Office of Strategic Services, he served in the Army, 1942-46. Survivors include his son, Wilson P. Wright, a brother and two granddaughters. Contributions are suggested to the American Educational Trust, P.O. 53062, Washington, D.C. □

**Leo A. Supinski**, 76, who served in Tokyo as a procurement and supply specialist from 1963 until he retired in 1966, died on October 1.

His first assignment was to Bucharest as a guard, in 1946. He was a clerk in Vienna, Oslo and Bonn. Assigned to Paris, 1957-63, he was a procurement and supply assistant. Mr.



Supinski was born in Chicago. Survivors include his wife, Marion E. Supinski, and two sons. □

**Garrett H. Soulen**, 72, who was assigned to Colombo as deputy chief of mission and counselor in 1965, died of cancer on October 16 in Tempe, Ariz.

Joining the Foreign Service in 1947, Mr. Soulen was an economic officer in Moscow, executive officer in Calcutta, counselor for political affairs in Karachi, and deputy chief of mission and counselor in Reykjavik. From 1956-59 he was assigned to the Bureau of Near Eastern and African Affairs. He retired in 1969.

Mr. Soulen was born in Wisconsin. A graduate of the University of Minnesota, he earned a master's at Texas A&M. During World War II he served in the Army. Besides his wife, Josephine Soulen, he leaves two sons, a daughter and five grandchildren. □

**Harry N. Howard**, 85, a retired Foreign Service officer and the father of Department employee Norman Howard, died of Parkinson's disease at the Car-

riage Hill nursing center in Bethesda on October 22.

Joining the Department in 1942, Mr. Howard specialized in Middle Eastern and eastern European affairs. He was appointed chief of the Near Eastern branch of the Division of Research for Near Eastern and African Affairs in 1946, and became an adviser on Near Eastern and South Asian affairs in the United Nations in 1949. In 1956 he was assigned to Beirut as a representative to the UN relief agency for Palestinian refugees. After retiring in 1962, he remained in Beirut for another year as a special assistant to the UN commissioner general.

Mr. Howard was born in Excelsior Springs, Mo. A graduate of William Jewell College, he earned a master's at the University of Missouri and a Ph.D. at the University of California at Berkeley. He was an associate professor of history at Miami University in Ohio, 1930-42, and a lecturer at Cincinnati University, 1937-42. From 1963-72 he was a professor of Middle Eastern studies at American University. Besides his son, Norman, who is assigned to the

Bureau of Public Affairs, Mr. Howard leaves his wife, Virginia B. Howard, another son, a brother, a sister and four grandchildren. □

**Helen Preil Farver**, 87, who retired in 1961 after a 30-year career as a clerk and administrative assistant, died of Alzheimer's disease on September 28 at Southern Maryland Hospital Center. Ms. Farver was born in Washington. Survivors include a son, a daughter and three grandchildren. □

**Eugene M. Hinkle**, 85, whose last assignment was to Manchester as consular officer in 1952, died on August 16. He was born in New York, N.Y. After graduating from Harvard, he joined the Foreign Service in 1925. His assignments included Capetown and Lourenco Marques as vice consul, Constantinople as third secretary, Buenos Aires as second secretary, Ciudad Trujillo and Berlin as second secretary and consular officer, Havana as second secretary and Madrid as first secretary. He retired in 1954. Survivors include his wife, Sheila Hinkle. ■



**BUREAU OF PERSONNEL**—At graduation of third functional specialization class, front row, left to right: *Ingrid Stegelmann, Eleanor*

*L. Akahloun, Janet Gorbett, Marijayne Miller, Adele Pinkley.* Second row: *Jeanne R. Sprott, Joan Jungfleisch, Rodolfo Keil, director gen-*

*eral George Vest, Phyllis Powers, Nancy Holz, Janet L'Heureux, Charles Jones.*

# Library Booklist


## Southern Africa: Part III

### The Republic of South Africa


- ADAM, HERIBERT. *South Africa Without Apartheid: Dismantling Racial Domination*. Berkeley, Univ. of California Press, 1986. 315 p. DT763.A6248
- ANZOVIN, STEVEN, ed. *South Africa: Apartheid and Divestiture*. New York, H. W. Wilson, 1987. 222 p. DT763.5.S584
- GORDIMER, NADINE. *Lifetimes: Under Apartheid*. New York, Knopf, 1986. 115 p. PR9369.3.G6A6
- HANLON, JOSEPH. *Beggar Your Neighbours: Apartheid Power in Southern Africa*. Bloomington, Indiana Univ. Press, 1986. 352 p. HF1613.4.Z4A4355
- LIPTON, MERLE. *Capitalism and Apartheid, South Africa, 1910-1984*. Totowa, NJ, Rowman and Allanheld, 1985. 448 p. HC905.L56
- MATHABANE, MARK. *Kaffir Boy: The True Story of a Black Youth's Coming of Age in Apartheid South Africa*. New York, Macmillan, 1986. 354 p. DT779.95.M38A34
- MERMELSTEIN, DAVID, ed. *The Anti-Apartheid Reader: The Struggle Against White Racist Rule in South Africa*. New York, Grove Press, 1987. 538 p. (on order)
- OMOND, ROGER. *The Apartheid Handbook*. Middlesex, England, Penguin Books, 1986. 282 p. DT763.56 Ref.
- PIELAN, JOHN M. *Apartheid Media: Disinformation and Dissent in South Africa*. Westport, CT, Lawrence Hill, 1987. (on order)
- POMEROY, WILLIAM J. *Apartheid, Imperialism, and African Freedom*. New York, International Publishers, 1986. 259 p. DT771.U5P65
- Foreign relations**
- CAMPBELL, KURT M. *Soviet Policy Toward South Africa*. New York, St. Martin's Press, 1986. 223 p. DK69.4.S6C36 1986
- COKER, CHRISTOPHER. *The United States and South Africa, 1968-1985: Constructive Engagement and Its Critics*. Durham, NC, Duke Univ. Press, 1986. 327 p. DT771.U5C65
- DANAHER, KEVIN. *The Political Economy of U.S. Policy Toward South Africa*. Boulder, CO, Westview Press, 1985. 231 p. HF1456.5.S6D36
- JASTER, ROBERT S. *South Africa and Its Neighbors: The Dynamics of Regional Conflict*. London, International Institute for Strategic Studies, 1986. 78 p. UA856.J37
- KETO, C. T. *American-South African Relations 1784-1980: Review and Select Bibliography*. Athens, Ohio Univ. Press, 1985. 159 p. Z6465.U5K47 Ref.
- LOVE, JANICE. *The U.S. Anti-Apartheid Movement: Local Activism in Global Politics*. New York, Praeger, 1985. 296 p. DT763.L66
- ROSSITER, CALEB. *The Bureaucratic Struggle for Control of U.S. Foreign Aid: Diplomacy Vs. Development in Southern Africa*. Boulder, CO, Westview Press, 1985. 250 p. HC900.R67
- ROTBURG, ROBERT I., et al. *South Africa and Its Neighbors: Regional Security and Self-Interest*. Lexington, MA, Lexington Books, 1985. 174 p. UA856.S667
- Politics and government**
- BENSON, MARY. *Nelson Mandela: The Man and the Movement*. New York, W. W. Norton & Co., 1986. (on order)
- BUTLER, JEFFREY. *Democratic Liberalism in South Africa: Its History and Prospects*. Middletown, CT, Wesleyan Univ. Press, 1987. 426 p. (on order)
- BUTTS, KENT HUGHES. *The Geopolitics of Southern Africa: South Africa as Regional Superpower*. Boulder, CO, Westview Press, 1986. 193 p. HF1613.4.Z4A4353
- GASTROW, SHELAGH. *Who's Who in South African Politics*. Johannesburg, Ravan Press, 1985. 347 p. DT779.954.G37 Ref.
- GRUNDY, KENNETH W. *The Militarization of South African Politics*. Bloomington, Indiana Univ. Press, 1986. 133 p. UA856.G77
- JOSEPH, HELEN. *Side by Side: The Autobiography of Helen Joseph*. New York, Morrow, 1986. 249 p. DT779.95.J67A3 (Joseph is a white civil rights activist in South Africa.)
- LEACH, GRAHAM. *South Africa: No Easy Path to Peace*. London, Routledge & Kegan Paul, 1986. 266 p. DT779.952.L43
- LEATT, JAMES, ed. *Contending Ideologies in South Africa*. Grand Rapids, MI, W. B. Eerdmans, 1986. 318 p. JQ1911.C67
- LIPHART, AREND. *Power-Sharing in South Africa*. Berkeley, Institute of International Studies, Univ. of Calif. Press, 1985. 178 p. JQ1911.L55
- MINTER, WILLIAM. *King Solomon's Mines Revisited: Western Interests and the Burdened History of Southern Africa*. New York, Basic Books, 1986. 401 p. DT747.G7
- NEUHAUS, RICHARD J. *Dispensations: The Future of South Africa as South Africans See It*. Grand Rapids, MI, W. B. Eerdmans, 1986. 317 p. DT779.952.N48
- ORKIN, MARK. *Disinvestment, the Struggle, and the Future: What Black South Africans Really Think*. Johannesburg, Ravan Press, 1986. 78 p. HG5851.A3074
- PLATZBY, LAURINE. *The Surplus People: Forced Removals in South Africa*. Johannesburg, Ravan Press, 1985. 446 p. DT763.6.P56
- SAMPSON, ANTHONY. *Black and Gold*. New York, Pantheon Books, 1987. 280 p. DT770.S26
- SETHI, PRAKASH, ed. *The South African Quagmire: In Search of a Peaceful Path to Democratic Pluralism*. Cambridge, MA, Ballinger, 1987. 444 p. (on order)
- SWITZER, LES. *Media and Dependency in South Africa: A Case Study of the Press and the Ciskei Homeland*. Athens, Ohio University Center for International Studies, 1985. 80 p. DT846.C57S95
- WALTERS, RONALD W. *South Africa and the Bomb: Responsibility and Deterrence*. Lexington, MA, Lexington Books, 1987. 176 p. U264.W35
- WOODS, DONALD. *South African Dispatches: Letters to My Countrymen*. New York, H. Holt, 1987. 190 p. DT779.9.W66
- Social issues**
- CRAPANZANO, VINCENT. *Waiting: The Whites of South Africa*. New York, Random House, 1985. 358 p. DT764.W47C73
- DOVEY, K., ed. *Working in South Africa*. Johannesburg, Ravan Press, 1985. 397 p. HD8801.W67
- GILIOEEE, H. & SCHLEMMER, L. *Up Against the Fences: Poverty, Passes and Privilege in South Africa*. New York, St. Martins, 1985. 365 p. HB2123.4.A3U6
- GOODWIN, JUNE. *Cry Amandla: South African Women and the Question of Power*. New York, Africana Pub. Co., 1984. 253 p. HQ1800.5.G66
- GORDON, SUE. *A Talent for Tomorrow: Life Stories of South Africa Servants*. Johannesburg, Ravan Press, 1985. 294 p. HD8039.D52S656
- JORDAN, BOJANA VUYISILE. *We Will Be Heard: A South African Exile Remembers*. Boston, Quinlan Press, 1986. 207 p. DT779.8.J63A3
- LELYVELD, JOSEPH. *Move Your Shadow: South Africa, Black and White*. New York, Times Books, 1985. 390 p. DT763.L395
- MANDELA, WINNIE. *Part of My Soul Went With Him*. New York, Norton, 1985. 163 p. DT779.955.M36A35
- MARKS, SHULA. *The Ambiguities of Dependence in South Africa: Class, Nationalism, and the State in Twentieth Century Natal*. Baltimore, Johns Hopkins Univ. Press, 1986. 171 p. DT876.M37
- MEYER, CAROLYN. *Voices of South Africa: Growing Up in A Troubled Land*. San Diego, CA, Harcourt Brace Jovanovich, 1986. 244 p. HQ799.S58M49
- PEACE, JUDY BOPPELL. *The Boy Child is Dying: A South African Experience*. San Francisco, Harper & Row, 1986. 88 p. DT763.P39 1986
- PRIOR, A., ed. *Catholics in Apartheid Society*. Cape Town, D. Philip, 1982. 197 p. BX1681.C38
- ROSS, ROBERT. *Cape of Torments: Slavery and Resistance in South Africa*. London, Routledge & Kegan Paul, 1983. 160 p. HT1394.56R67
- SERGEANT, HARRIET. *Between the Lines: Conversations in South Africa*. London, Cape, 1984. 224 p. DT763.S385
- SINCLAIR, MICHAEL. *Community Development in South Africa: A Guide for American Donors*. Washington, Investor Responsibility Research Center, 1986. 102 p. HN801.Z9C664 ■

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WAIT A MINUTE!




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THAT'S TIME-CONSUMING



WHY NOT LET THE RANK-AND-FILE WEIGH-IN... AND TIE THEM UP?




BUT IT WOULD TAKE YEARS TO PUT THE IDEA INTO EFFECT...




AND YEARS MORE TO EVALUATE IT BEFORE WE COULD LET IT COUNT FOR ANYTHING.



AFTER A WHILE IT WOULD ALL BE CORRUPTED LIKE THE OTHER SYSTEMS...



AND SOMEONE WOULD SUGGEST A "NEW" SYSTEM JUST LIKE THE ONE WE USE NOW.



NAH, TOO MUCH TROUBLE. I'VE GOT TO REFUSE THIS IDEA WITHOUT SEEMING TO REJECT IT.



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