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UNITED STATES DEPARTMENT OF STATE JANUARY 1995

AT POSTS OVERSEAS:

**SECURITY
AWARENESS
MONTH**

Burglaries • Rape • Thefts • Carjacking • Burglaries • Rape • Thefts • Carjacking • Purse-Snatching • Murder • Robberies • Carjacking • Purse-Snatching • Muggings • Rape • Thefts • Carjacking • Purse-Snatching • Burglary • Murder • Thefts • Carjacking • Purse-Snatching • Muggings • Murder • Rape • Thefts • Purse-Snatching • Muggings • Murder • Rape • Thefts



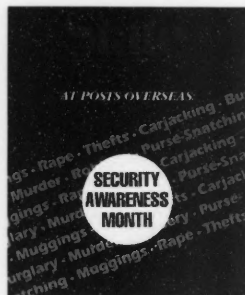
LETTERS

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

Deadline for submitting material is in the first week of each month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions (anonymous submissions will not be published) to STATE magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 812-2475. Contributions may also be dropped off in Room 3811 Main State.

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



The cover tells you why.
See Page 2 for story.

Education allowance

WASHINGTON

DEAR EDITOR:

Charles Cecil's letter to the editor in the November issue challenged the Department's implementation of a recent change to the Standardized Regulations concerning the away-from-post education allowance. The Foreign Relations Authorization Act for Fiscal Years 1994-95 amended Title 5 of the U.S. Code to allow reimbursement: "When travel from school to post is infeasible, travel may be allowed between the school attended and the home of a designated relative or family friend or to join a parent at any location, with the allowable travel expense not to exceed the cost of travel between the school and the post."

Mr. Cecil contends the Department's requirements that the authorizing officer must determine that travel back to the post is "infeasible" and that the family member must be "designated" are not in accord with the Vice President's National Performance Review. The Department's implementation of the legislative change is in compliance with the National Performance Review dictate to accord greater authority and accountability to the field and to reduce controlling strictures administered from central headquarters.

Since the new legislation contains the terminology "designated relative or family friend" and "when travel to post is infeasible," some Department official must make these determinations. The Department's implementation does exactly what the National Performance Review urges. It leaves judgment to the authorizing official in the field, since that official is closest to the facts of the individual circumstance, and can best determine the appropriateness of a designation and the infeasibility of returning the student to post.

Sincerely,
Assistant Secretary PATRICK F. KENNEDY
Bureau of Administration □

Science bureau: a retort

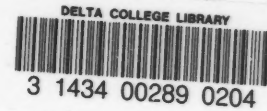
FALLS CHURCH, VA.

DEAR EDITOR:

As a recent predecessor of his as head of a (then) Policy Planning and Support Division in the Bureau of Oceans and International Environmental and Scientific Affairs, I read with interest based on experience Michael V. McCabe's well-intentioned article on the bureau in the November issue. His depiction of the substantive, intellectual and managerial challenges of many bureau jobs was quite accurate. Bureau officers deal with a fascinating admixture of intricate issues, entailing significant interagency leadership, coordination and management.

Unfortunately, Mr. McCabe's article was overly roseate about the career-enhancing nature of bureau jobs, particularly as regards multifunctionality. A political officer, I came to the bureau in 1990 at the bureau's request, and on reasonable expectation under multifunctional rules at the time of being able to derive multifunctionality from bureau service. But when I later applied for the multifunctional skill code, rules had changed and the Bureau of Personnel said no, on the sophistic contention that my bureau work did not entail sufficient "resource management" to qualify a political officer for multifunctionality. Yet, nowhere do accessible criteria exist on how much resource management or other relevant work elements suffice to qualify anyone for multifunctionality. Marooned in the bureau and unable to compete as multifunctional for promotion

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NEWS H I G H L I G H T S

As crime mounts overseas, State sponsors 'Security Awareness Month'

Concern for the personal safety of Foreign Service families abroad—against a background of a worldwide increase in crime—has prompted the Department's first "Security Awareness Month," now being observed at many posts overseas as the new year gets underway.

The Bureau of Diplomatic Security is dispatching materials to posts to enhance alertness, and in doing so it finds itself emphasizing the risks that employees would encounter in many American cities, while at the same time maintaining its focus on the perils of terrorism and the need to protect information.

"I want to talk not about the substance of diplomacy," Assistant Secretary Anthony Quainton has been saying in recent speeches, "but rather the context of violence in which it must be carried out, a context which in my view is increasingly complex and dangerous."

Veteran security officers agree that crime—ordinary crime, not the kind in which Americans alone are singled out as targets—is on the rise in most regions overseas. Russell Ross, keeper of the bureau's Composite Threat List, says the number of posts in the "critical" and "high-threat" categories has more than doubled over the last three years, soaring from 37 to 77. Ray Smith, regional director for Europe, says: "Even London has just been moved from the low to the medium-threat level."

There have been at least two notable recent cases of carjacking. In Manila, says security officer Pat O'Hanlon, an American businessman was murdered when, before turning over his car keys, he tried to remove his house keys from the ring. The impatient, edgy carjacker shot him. In Abidjan, says security officer Frank Juni, another American businessman was kidnapped with his wife and two children in broad daylight, in front of a hotel, by a man who wanted their car. The Americans were later released unharmed.

"Foreign Service people who live in nice homes in poor countries, and who are unwilling to take the proper precautions, are especially vulnerable," says Mr.



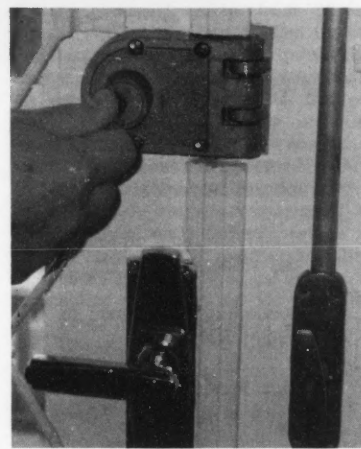
In Nuouakchott, Mauritania, a Diplomatic Security mobile training team teaches self-defense. Security officers, from left: Ed Guard, John Bray, Randy Bennett, Glenn Gershman. The women are unidentified.

O'Hanlon. Warning against apathy, security officer Chris Lyons tells about a Foreign Service family in Santo Domingo who slept through a burglary in which furniture and several thousand dollars' worth of jewelry were stolen. The guard also slept, the alarm system had been turned off and the entry door had not been locked properly.

"With all that, they came out of it personally intact, and in this they were luckier than the people in another Foreign Service house," Mr. Lyons says, "where burglars entered at night with a copy of a key provided by the maid. The husband and his wife were tortured and beaten, and forced to reveal the location of a strong-box containing a large amount of cash."

"In Cairo," says security officer John Gaddis, "street crimes such as purse-snatching and pocket-picking are becoming more and more common." Security officer John Beaudry adds: "In the whole of Africa, crimes ranging from assaults on joggers to rapes (which frequently go unreported) to carjacking are on the rise."

Assistant Secretary Quainton sees all this as essentially a matter of haves and have-nots. He said in a recent speech: "Going beyond the deterioration of politi-



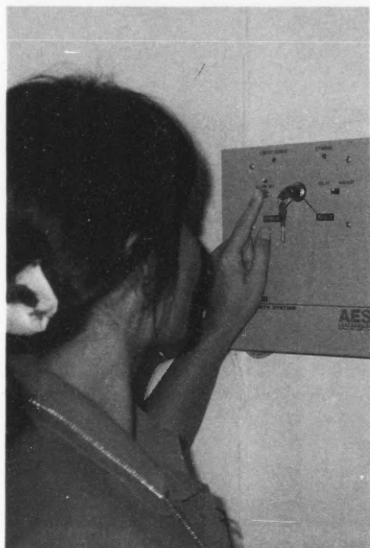
In Jakarta, Indonesia, a lock is tested.

cal and institutional structures left behind either by western colonial governments or resulting from the end of the Soviet empire, the inexorable pressure of people on resources ... is creating new and extremely difficult security problems.

"Almost everywhere in Africa, Asia and the western hemisphere, there has been a relentless migration of people from rural areas. Cities which were once highly livable are now grossly overcrowded. Lima, which only two generations ago had less than half a million inhabitants (and where Mr. Quainton had been the U.S.



In Dar es Salaam, Tanzania, security officer *Tim Haley* trains local guards in the use of the side-handle baton. On right is a Swahili interpreter.



In Jakarta, Indonesia, *Tilk Grabow*, wife of the assistant regional security officer, sets her household alarm.



Security Awareness Month poster for children.

ambassador), is now swollen to over six million. Most have no water, sewage or electricity.

"As people have flooded into cities, competing for scarce resources, land and jobs, they have brought with them increasing levels of criminal violence. No city in the third world can now be considered safe. And many in the developed world are becoming equally dangerous."

One way to counter all this, the bureau says, is through an elevated state of alertness and by making awareness a habit. Accordingly, one of the materials that is being distributed to posts during Security Awareness Month, is a listing of "Five Great Myths of Security":

(1) "It can't happen to me."

(2) "Security and diplomacy are incompatible."

(3) "Nothing I do will make a difference."

(4) "Low-threat posts are always safe."

(5) "Security isn't my job."

The listing concludes with: "Remember—myths are not true!"

"My greatest challenge," says Mr. Quinton in a video that has been dispatched to posts (on which he is interviewed by David Gergen, the former White House and State Department adviser), "is to change attitudes on the part of employees who see security as an unnecessary imposition on their freedom to live, work and do their job. We've got to establish a partnership between our security professionals and the people working at our posts—a partnership whereby our employees take appropriate measures to help themselves and use the resources at hand."

A second video on the theme of complacency has also been sent to the posts, as has a list of suggested activities that can be undertaken at each mission. Some of these activities are a luncheon featuring the local police chief as the guest speaker; a rape awareness presentation and discussion; a crime prevention day; a Marine security guard recognition week; town meetings on threats at specific posts; an essay contest for teen-agers on risk management; a children's day that features a security spelling bee so that even young children can "bee aware" and participate in the month, with bees featured on children's posters.

"Serving overseas involves risk," Mr. Quinton says. "Diplomatic Security is dedicated to the management of risk and to your security, but each member of the Foreign Service community must, ultimately, be responsible for his or her safety."

"This is a shared responsibility between this bureau and the individuals we are trying to help. Together, we can fight this thing, but there won't be success if either we security people or you fall down on the job."

"I encourage you to participate in awareness activities at your post. What you learn will give you a fighting chance against crime."

At some posts, depending on their geographic location, Security Awareness Month will be observed next month or in March. □

'Diplomats Online' is new program of Foreign Service association

The American Foreign Service Association has established a "Diplomats Online" program, which uses computer technology to provide a link between American diplomats and students of current events, geography, and history.

Through the computer service known as American Online, as well as Internet, the program is intended to enable Foreign Service officers and specialists, both retired and on duty, in the United States and abroad, to share their foreign affairs expertise and experience with teachers and students at elementary and secondary schools throughout the United States. Students will be able to dialogue with experts, gain access to an extensive database and set up their own interactions with students and teachers in other schools.

"Beyond bringing real-life experience to classroom learning and demystifying the practice of diplomacy for teachers and pupils alike," an announcement said, the program "is part of a long-term effort by (the association) to build a well-informed grassroots constituency for an activist, enlightened foreign policy and a strong, well-supported Foreign Service."

The announcement continued: "Diplomats Online has also proven to be a vibrant medium for exchanges among diplomats and other foreign affairs devotees, who have to date spontaneously established computer bulletin boards on 50 topics, ranging from Nafta to Kashmir. This feature has proven so popular that the 'space' is being expanded to accommodate 250 topics."

Although most participants are expected to be retirees, the program is open to all Foreign Service personnel. Employees in training at the National Foreign Affairs Training Center are being encouraged to participate. Those who are already members of American Online, can gain access by going to the keyword "Diplomats."

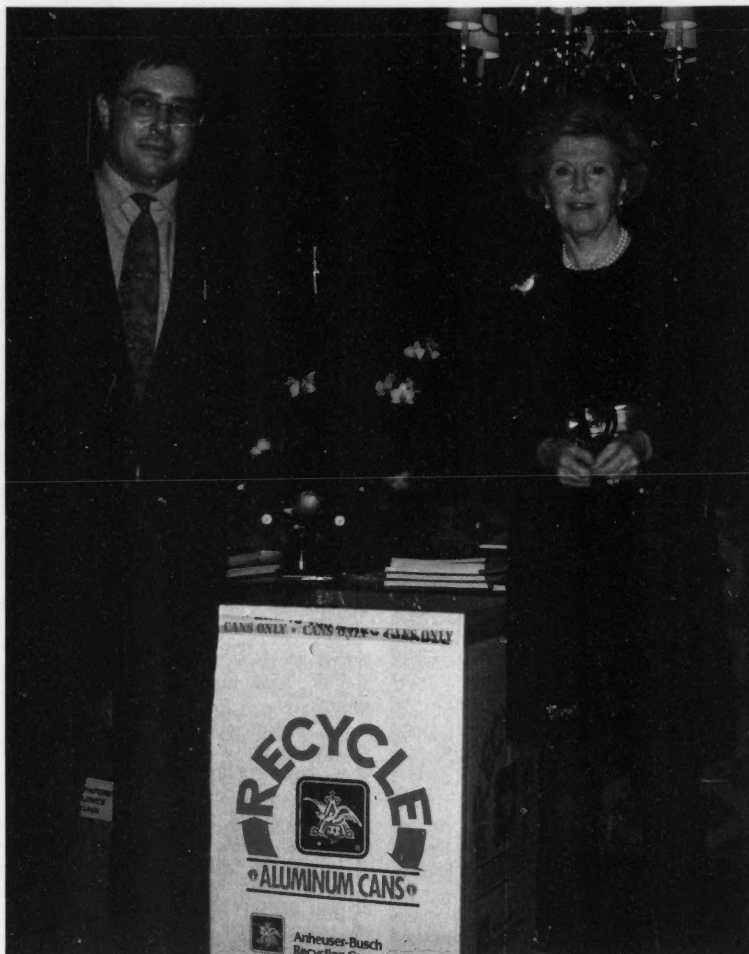
For information on how to participate in the program, contact the association's outreach director, Gil Kulick, (202) 338-4045. □

'Alumni' sessions

The American Foreign Service Association is planning a series of luncheons and dinners for persons who have served together at selected posts. The first event, for those who served in Tunis, is being arranged for later this month or next month with the cooperation of the Tunisian ambassador. For information, call Joseph Kemper, (202) 338-4045, ext. 514. □

'Difficult people'

The Department's Career Development Resource Center will offer a one-hour seminar on "Strategies for Getting Along with Difficult People," in Room 1912 at Main State, January 10, noon to 1 p.m. The presentation is the first in a series of brown-bag sessions the center will hold on coping with stress in the workplace. For information, call (202) 663-3042. ■



PARIS, France—Ambassador *Pamela Harriman* and *Jerome Peyrat*, mayor' office, inaugurate recycling program at the embassy. The program was initiated by intern

Michael Goltzman. Employees who wish to start such a program at their posts should contact the Bureau of Administration's *Richard Iselin*, (202) 647-3106.

The Spouse Speaks:

Segueing into the Service

BY PATRICIA LINDERMAN

The author is the wife of a junior political officer and the mother of a two-year-old boy.

TWO OVERSEAS-lifetimes ago, I roamed the interstates of northern Virginia as a self-confident Washington woman, with a master's degree and no kids, earning a respectable living teaching English to foreign adults. And then life changed, simply and completely, one afternoon at the Metro "Kiss-and-Ride," as my husband, Phillip, came home from his A-100 class, walking up to my black convertible with destiny in his eyes. "It's Trinidad," he said.

So theoretical and harmless it had seemed, this bidding process, as we wildly tossed the magic dice with colorful cities on each of their faces: Lagos, Karachi, Paris. And as we hungrily scanned lists of world job openings (as if they were love-match ads in the "Personals" section), imagining ourselves promiscuously into other lives. Like the girl tempted by the matchmaker's choices in "Fiddler on the Roof," I didn't take the time to consider the implications of being stuck "for good" in a new life as a Foreign Service wife.

My students and clients piled up their demands on me as I prepared for our overseas move. As I worked overtime week after week, the thought of being a stress-free house-spouse on a tropical island beckoned like a dream. Phillip dutifully brought home all sorts of information about assistance to spouses—seminars, the skills bank, Wang training. What's a Wang, I wondered idly, and stuck the information in a drawer. They don't have



The author with an iguana she found perched on a dining room chair in her Port-of-Spain home.

to worry about me, I thought. I've lived overseas before—a whole year in Germany as a graduate student. (Ahh ... but not as a dependent.) And I even have a perfect skill for an overseas career: teaching English. (Our first post was an English-speaking country—although some un-

accustomed to the Trini dialect might care to dispute that.)

Thus it happened that I stepped blithely and unconcernedly onto the conveyor belt that carried me away from my first house, my vegetable garden, my friends, family and colleagues—in fact, away from my whole sense of who I was. And thus it was a person of possibilities but no definite status—a name on an assignment cable, "Wife/Patricia"—who stepped out of an airplane that witching midnight to be assaulted and disoriented by wet-washrag humidity, a lurching embassy van on the wrong side of the road, mysterious fires illuminating dark faces, and the weirdly shrieking birds and insects of a Port-of-Spain night.

We talk of "roots" in a place. Family "ties." Business "connections." The "bonds" of friendship. These are what trailed behind me like severed electric wires, raw and sparking. In my plugged-in snugness, I had thought of myself as an independent unit, an ecosystem unto myself. Never had I considered that this vaunted Self of mine might be mostly a reflection in the eyes of others, propped up by the praise of clients, the recognition of colleagues, the acceptance of friends and family, the easy sense of belonging to a community, the unspoken comfort of successfully negotiating the details of everyday life.

So a bit like Eve, I woke up blinking at green tropical splendor, taking a bite out of a sensuously tempting mango. Marooned on an island under a lazy sun, with days to fill, I had the opportunity and the ne-

cessity to ponder deeply the things that really mattered to me, so that I could set about the task of rebuilding, reconnecting.

What I finally found were five basic elements which I need in order to feel comfortable in a place, to feel that it is worthwhile getting up in the morning. I was relieved and strengthened to find that, with a bit of effort and self-understanding, I can learn to satisfy these necessities wherever I go.

My most immediate need was *self-confidence*. I wasn't used to an almost-parental administrative office making everyday decisions for me—choosing my house, telling me when I could cash checks, dispensing my worn, bland furniture. Lacking a clearance, I couldn't even open the security door leading to my husband's office, although the local employees breezed right through. My Washington talismans—graduate degree, salary history, American Express card—didn't open doors for me any more.

At the same time, I was plunged once again into the role of "helpless and ignorant foreigner" that I remembered so well from my time in Germany. I couldn't understand the rapid, musical talk of the Trinians (and here no pocket dictionary could help me), regularly collided with them on the sidewalk (since they walked, as they drove, on the left), presented an irresistible target for being overcharged at fruit stands, and generally felt like a goggling bullfrog suddenly plopped into a tropical fish tank.

The first small step toward self-confidence for me was to give myself a break. I reminded myself that peo-



The author (second from right) in front of Embassy Port-of-Spain with husband Phillip Linderman (in suit) and Charlene

Ransom (center) and a family for whom the Lindermans held a chili night to help pay their medical bills.

ple feel so strongly about their ancestral territories that they will fight wars over them, and that exiles always look with painful longing toward their homelands. Moving to a new community, losing one's job, changing careers—these are stressful events in anyone's life, and I was facing the equivalent of several of these at once. This fact struck me again recently when the new embassy building at our current post, Santiago, was completed, and a lunchtime seminar was held to help people handle the stress of moving to the new facility. "The stress of moving to a new office! Ha!" I said to myself, with that air of superior virtue common to those who walked to school barefoot in the snow as a child.

I began next to realize that Knowledge, besides being Power, is also Self-Assurance. So I learned all I could about the twin-island nation (Trinidad and Tobago) where our post was. Learned how to ask for a "water nut" so the vendor would choose a young yellow coconut from the

back of his truck, hack it swiftly with a rusty machete and hand it to me with a smile and a straw. Learned that in the spring, you can drive down an endless dirt road through ominous, chirping brush, to a dark, windy beach where half-ton leatherback turtles emerge from the pounding surf like silent armored vehicles, to deposit their ping-pong-ball eggs in deep wells sculpted lovingly out of the damp, coarse sand. As I learned the lyrics of clever calypsoes in dialect and the names of the crayon-bright tropical birds, as I took local friends in my four-wheel-drive vehicle to places they'd never gone, my familiar sense of mastery and balance in my environment began to return.

My second necessity is *family and friendship*. The Foreign Service paradox is that extremes are common: divorces and ideal marriages; troubled

kids and model kids. The families who help each other through difficult times become stronger than ever; those where each member feels isolated may not survive the strain. But as I was surprised to find, it's not only adversity which can gnaw at familial bonds: as I excitedly attended every calypso competition, and as Phillip took healthy advantage of endless tennis weather, we had to learn to remind ourselves of the importance of spending time together.

We'll always need to work at giving each other support in order to be and remain the "model" kind of Foreign Service family. It's even more important for us now that our family includes one of that special breed, a Foreign Service child—Alexander—born in Trinidad and now speaking Spanish in Chile. Yet I welcome the sense of shared adventure, of teamwork. Serving overseas is something like an Outward Bound program for families. At our best, we can begin to feel the deep bond between people who've swung at the end of each other's ropes over the plunging sweep of a snowy mountain.

Embassy communities themselves are spiced subtly with this feeling. I love the instant intimacy, the un-self-conscious neighborliness. People are immediately friendly and helpful—or they make it clear that they don't intend to be, which I also appreciate. They air their quirks and complaints uninhibitedly, without preliminary niceties. In Chile, our sponsors had already rampaged protectively through our house before we arrived, flushing our toilets and testing our mattresses, and lovingly providing for our first days' sustenance with the most down-

to-earth of foods—a homemade meatloaf.

Yet for true reconnection, I find I must move beyond that diverse but incestuous clan, in which conversations eventually turn to housing regulations and the idiosyncracies of various officers. My Trini friends, being proud of their country, made *me* feel good about living there. They invited me backstage at the calypso finals, and let me sit in the back of their living room to watch a Hindu prayer ceremony (until they burned the ceremonial offerings indoors and I had to take my coughing fit outside). Since I left Trinidad, my friends have



The author and brother Todd Goodwin, at a waterfall deep in the Trinidad rainforest.

kept alive the piece of my heart I left in their country. As nothing else could have, my local friends have added depth and soul and permanence to my overseas experience.

The next necessity, and probably the most important of all, is a *sense of accomplishment*. It is the answer to the cocktail-party question: "But what do you *do*?" as well as to the middle-of-the-night question: "What the heck am I doing?" For the person with a "regular job," a sense of accomplishment comes from achievement and advancement at work. Nontandem Foreign Service spouses, however, can rarely follow a logical "career path." We depend upon fortuitous job openings, and most of all upon our own creativity to occupy ourselves meaningfully.

In Trinidad, I volunteered for every project in sight, and later took on the community liaison officer position. When Alex, a wakeful and colicky baby, was born (at Stanley's Maternity Clinic, where the nurses sat solicitously on my cot and began their long visa tales starting with "My brother lives in Brooklyn," and the rich homemade chicken soup came with a whole chicken foot in it, which I luckily had the self-control not to fling across the room when I dredged it up on my spoon), I felt fortunate that I was in a position to give up my job to care for him.

These days in Santiago, I spend most of my time raising a two-year-old, doing free-lance writing, working on my Spanish, editing the post newsletter, exploring the country and cooking creative meals out of local foods. Can we "dependents" derive



The author with son Alexander at Chile's National Day celebration.

the sense of accomplishment we need from this kind of life? I say yes.

Our culture places a high value on paid work. But why is answering a phone for a salary, for example, more valuable than raising strong and happy children, helping the community through volunteer work or creating works of art? Once liberated from the search for validation in taking *any* old paid job, I can feel free to finish an advanced degree, organize a community group, write a book, volunteer at an orphanage, learn quilting, or even become a master chef (remember that Julia Child started as a Foreign Service wife). I have learned to become more portable by being more self-sufficient. I care less about the external prestige of my activities, and more about their internal satisfaction.

My fourth need is for the *comfort of the familiar*, for a sense of home. Unfortunately, the time when we feel this need most strongly is when our air and sea freight are still in the air and at sea, respectively. A month into our current assignment, I was still at that awful luggage-only

stage, playing hide-and-seek behind the dull drapes of a barren house with a bored and cranky toddler. Next time I'll give myself *all* the advantages I can find: I'll mail boxes of books and toys to myself beforehand, pester my sponsor even more, invite strangers from the staff list over to play, and rent or borrow things from all possible sources. (I was never before so glad to see a certain dinosaur's purple face as when our V.C.R. and tapes finally arrived!)

The activities that traditionally punctuate our months and years provide needed continuity as well. Every time I've forced myself to celebrate a holiday overseas, even though "my heart wasn't in it," my heart surprisingly has taken the cue and gotten into it. Even melting tropical Easter egg hunts at the Marine house, or barbecue Christmases in Santiago, where December is June with the shortest nights of the year (no sense putting up lights), have helped carry me through the crises in which I felt like there was a sign around my neck proclaiming: "*I don't belong in this country.*"

Finally, *the excitement of adventure* is where our real advantages lie. This is what our friends and family are thinking about when they envy us our travels. The human mind is designed to enjoy learning and exploring, taking on new challenges. Yet

it's also tempting to turn inward, to develop a cocooned, slice-of-America lifestyle. I know I'm partly guilty of that, stocking up on commissary goodies and building my family's evenings around American movies and CNN. But I realize that trying to recreate my U.S. life will inevitably bring frustration; parts of the puzzle will always be missing.

So my standing New Post Resolution is: instead of crying over lost tortilla chips, I'll set out to discover the opportunities around me, whatever they may be. One busy two-career couple I knew joined an overnight hike near the end of their time in Trinidad, and afterwards said wistfully: "We never noticed this country was so beautiful."

Once sturdily equipped with self-confidence, human support, meaningful work and a comfortable home base, I can set out with freedom, joy and wonder to enjoy the best of Foreign Service life. A tour overseas is like another lifetime, a long and richly detailed dream or an absorbing novel. We have the privilege of sampling the best of a country in a concentrated time, experiencing it more deeply than any tourist, and then moving on again. When I dance at a traditional Hindu wedding with Trinidadian friends; am caught by surprise by the tumbling rapture of a waterfall in the deep rainforest; or listen to a Mapuche craftsman from the southern wilds of Chile explain his centuries-old woodcarving traditions, I remember best why I love the Foreign Service. Only reconnect. □

The Spouse Speaks:

Duty Officer's Wife

THE DUTY PHONE is ringing again. The little black cellular phone that accompanies my husband, John, everywhere he goes in Mexico has become a menacing sight for me. Once every four weeks he begins a two-week stint as the "duty officer," taking after-hours emergency calls regarding Americans who need help in Consulate Merida's district,



Ms. Desmond

the Yucatan Peninsula.

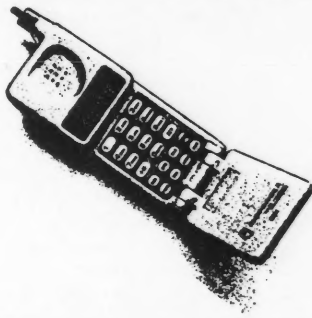
In the beginning, duty calls seemed to be just a minor annoyance, something we could joke about. Calls always seemed to come when we'd visit the local hardware store. As we'd stand among the gardening tools, John would carefully explain to the caller the procedure for replacing a lost passport, or how to report a theft to the local police. We even gave the duty phone a nickname, something not uttered in the presence

BY MARLENE DESMOND

The author is the vice consul's wife and the mother of a three-year-old girl.

of children.

But over time, the sight and sound of that cellular phone has taken on a new meaning for me. Its trill ringing now makes my heart skip a beat. The telephone calls about lost passports no longer stand out in my mind. Some of the calls have broken



'The black cellular phone has become a menacing sight'

my heart and many have left me frustrated. As the duty officer's wife, I am left to hear the remnants of a

one-sided conversation. Often I know that on the other end of the phone, a person is frightened and desperate. I've always found comfort knowing that John will help the caller, but I'm left to simply listen and take no action. My heart aches knowing that a family is frantically trying to locate a missing son, that a wife is waiting for word about her injured husband—and I can do nothing but watch and listen to my husband, the duty officer.

When my frustration level rises I recall the time I did get to offer some comfort, and I know that I will never forget February 1994. As luck would have it, John had to be the duty officer over Presidents' Day weekend. During this time of year thousands of Americans flock to the Yucatan to enjoy the sun and surf of Cancun and Cozumel. One of those fun-seekers was 40-year-old Dale Chimenti. He'd come to Cozumel with his wife, two children and a cousin, to escape the winter weather in Michigan.

On the morning of Friday, February 18, Mr. Chimenti and the cousin, Dan Carcone, rented two jet skis and left for a morning of exploring the Caribbean coastline by water. A short time later, Mr. Chimenti's jet ski

broke down. Mr. Carcone returned to shore and procured the help of another jet ski and a boat, but they could no longer find Mr. Chimenti or his jet ski. After several hours of searching the sea without success, a call was placed to Consulate Merida. I don't remember when the first call came in, but I do remember how the search for Mr. Chimenti dominated our minds and hearts for that long weekend. As John explained the details of the case to me, I could only think of Mrs. Chimenti with her two small children, waiting alone in a hotel room, wondering about the fate of her husband. I imagined her agony. I honestly felt like jumping in the car and driving the five hours it would take me to reach her. But would that be appropriate for the duty officer's wife!

That little black phone rang constantly as the search effort gathered strength. Calls from Embassy Mexico, the State Department's Operations Center, the U.S. Coast Guard and the consular agent in Cancun poured in. At times, John would be on our home phone when the cellular phone would ring, and I would answer the call. On one of these occasions I spoke to Mrs. Chimenti and told her that my thoughts and prayers were with her. This was the only way I had to offer assistance to her. I knew

'At midnight a telephone ring cut through my sleep ... The tone of his voice made my heart sink ... He asked the caller to repeat ...'

my words weren't much, but at least she knew we cared.

The Mexican navy, a private plane hired by Mrs. Chimenti and countless people up and down the Caribbean coast were looking for the missing man. The U.S. Coast Guard, at my husband's request, had issued a lookout bulletin to all ships in the area but, as the hours rushed by, hope was dimming. We went to bed Sunday night knowing that Dale Chimenti, if he hadn't reached shore, would have been in the water for 60 hours. Our conversation as we drifted off to sleep included wondering when and how to convince Mrs. Chimenti to give up the search. I thought about how emotionally drained I felt. I'd never met the Chimenti family. Two days before I hadn't even heard the name. But I ached to be able to help them. Once again, frustration overcame me.

At midnight, a telephone ring cut through my sleep. I opened my eyes just as John picked up the phone. The first words that registered in my mind were John asking where Mr. Chimenti had been found. The tone of his voice made my heart sink. He asked the caller to repeat the message, and then I heard the most won-

derful words. Dale Chimenti had been found alive, floating in life jacket, approximately 125 miles from where he had last been seen!

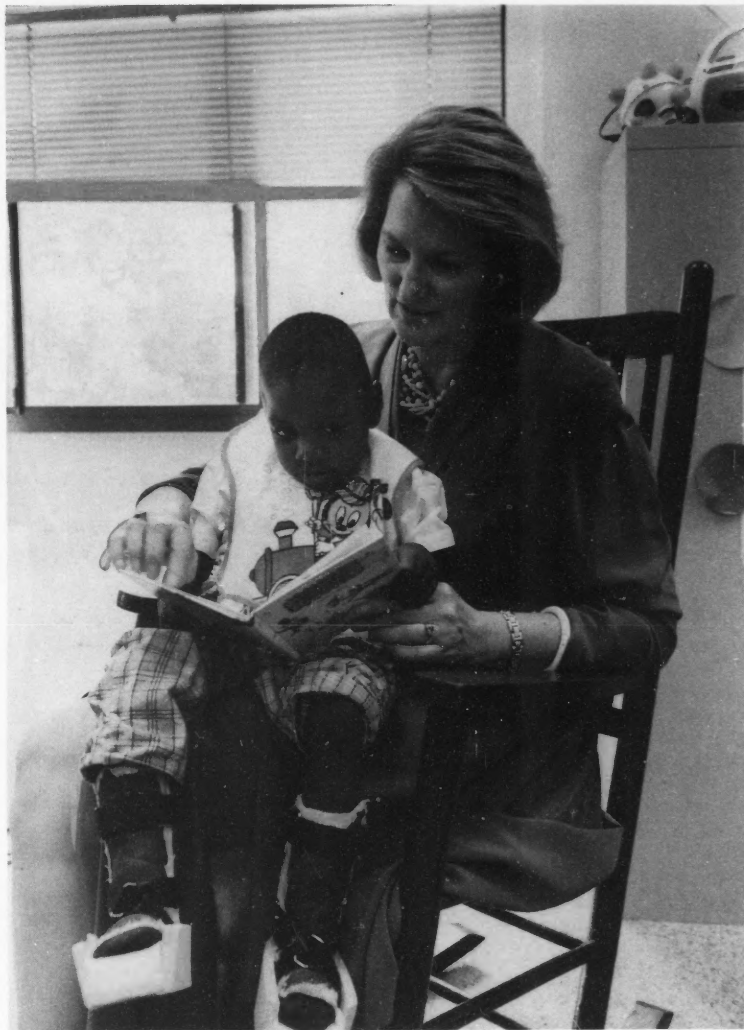
A German freighter, which had received the U.S. Coast Guard bulletin regarding the missing jet skier, had pulled him from the water. He was in good condition and being taken to Port Everglades, Fla.

I could hardly wait for John to call Mrs. Chimenti. This was one of those rare times when a consular officer gets to deliver the *good* news. I didn't need to hear both sides of the conversion to know what was being said. Positive emotions were finally radiating from the duty phone!

Several hours later, Mrs. Chimenti called our home and, once again, we spoke. Our brief conversation and her heartfelt words of thanks made me happy and proud to be the duty officer's wife. ■

BEST PHOTOS OF 1994

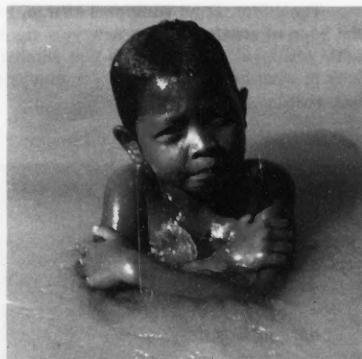
The editor, at no additional charge, in the hope of starting off the new year right with you loyal readers, gives you another look at what he has ruled that you enjoyed last year.



SEPTEMBER/OCTOBER—Director general *Genta Hawkins Holmes* during a Combined Federal Campaign visit to the National Children's Center in the District of Columbia. (State Department photo by *Shawn Moore*)



JULY—No-passing zone in the mountains of Bolivia.

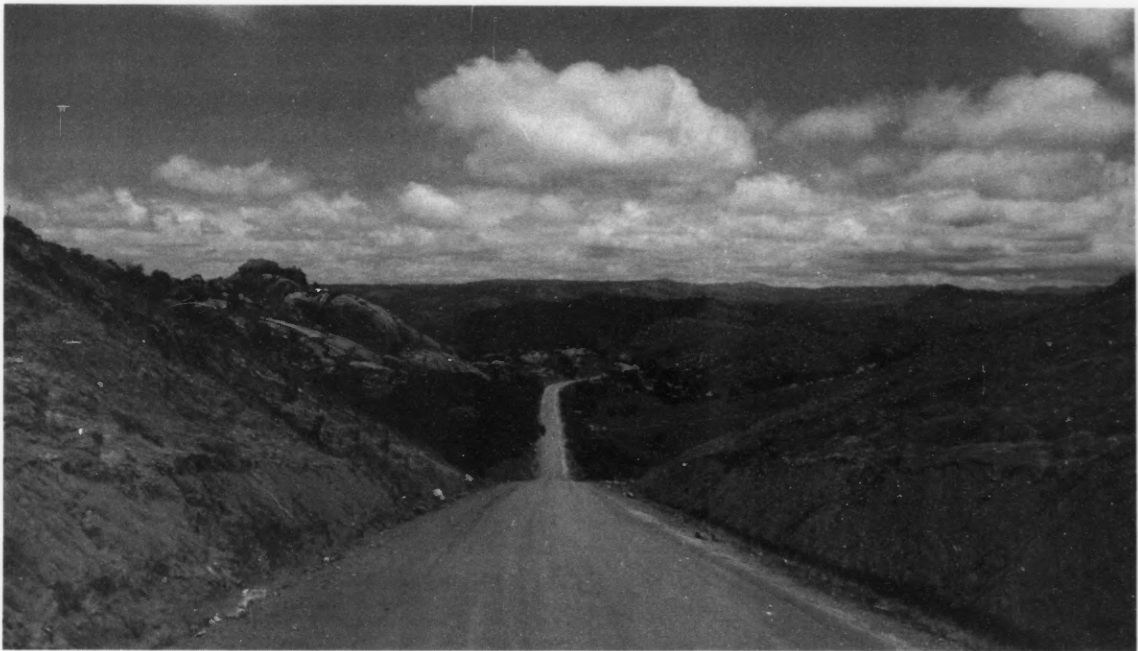


SEPTEMBER/OCTOBER—Boy in the Mekong River near Phnom Penh, Cambodia. (Photo by Mark Storella)



NOVEMBER—At the U.S. military cemetery in Margraten, the Netherlands. (Photo by A.N.P.)

HONORS & AWARDS



MARCH—In Swaziland, road leading to the Ezulwini Valley. (Photo by Kent Rogers)



JUNE—A Russian Orthodox church in Minsk, Belarus.



JUNE—In Embassy Praia's emergency-and-evacuation vessel, from right: Ambassador *Joseph Segars*, skipper *Ron Palmatier*, *Acey Johnson* and "Pop," guard of the vessel.

NOVEMBER—Running of the bulls in Pamplona, Spain.



JUNE—"Old Town" in Minsk, Belarus, restored after World War II. ■

HONORS & AWARDS

Daniel Rubenstein wins the \$5,000 Salzman award

Daniel Rubenstein, economic and commercial officer in Luanda, has been named winner of the \$5,000 Herbert Salzman Award for Excellence in International Economic Performance. In addition to the cash, he will receive a certificate signed by the Secretary. The award is financed by an endowment from the estate of Mr. Salzman, who served as ambassador to the U.S. mission to the Organization for Economic Cooperation and Development.

There were two runners-up—Ralph Anske, formerly of Mexico City, now in Karachi, and Gregory Delawie, formerly of Ankara, now in the Bureau of Economic and Business Affairs. Six others were nominated: Patrick Hughes, Budapest; Kevin Honan, Tokyo; Jean Bonilla, Seoul; Daniel Geisler, Kuala Lumpur; Harvey Lee, Belgrade; and J. Anthony Holmes, Harare.

An award panel was chaired by Daniel Tarullo, assistant secretary for economic and business affairs. Members were Alan Larson, deputy assistant secretary for international finance and development; John Malott, executive assistant to the under secretary for economic and business affairs; James Fall, deputy assistant secretary for developing nations, Department of Treasury; Melinda Kimble, deputy assistant secretary for international organization affairs; Nancy Adams, assistant U.S. trade representative; and Eric Melby, senior associate, Forum for International Policy.

Rubenstein: 'persevered'

Mr. Rubenstein was nominated by Edmund T. DeJarnette, ambassador to Angola, who wrote: "You would not think of a sub-Saharan embassy as a place to look for a Salzman award winner, particularly not in a country whose economy has been devastated by 30 years of almost continuous war and mismanagement, or at a post where the economic office is strictly a one-man show. Well, look again.

"I remember discussing with Mr. Rubenstein his work objectives. Half in jest, I said: 'There are only two reports I



Mr. Rubenstein



Mr. Anske



Mr. Delawie

want from you—a prediction of when this government will adopt meaningful reforms and a description of how those reforms are working.' I guess he took me seriously, because within weeks I began to receive reports of the brash U.S. official who was telling government ministers to 'reform the economy or lose the war.'

"He won't last long, I thought. But then I noticed that Daniel was regularly seeing the economic policymakers—the good guys, along with the culprits—not only in their offices but socially. These officials were telling me that they understood Mr. Rubenstein but that they needed a little time. Daniel said: 'No—the time for reform is now.' He developed persuasive arguments and tactical alliances to market his message. Before long, even the (Angolan) president was telling me to back off a bit, that his government would tackle the economy when the war was in better shape.

"But Mr. Rubenstein persevered and directed his campaign at the roadblocks to change. Daniel's friends have now been put at the helm of the Angolan economy, and this country has made a remarkable turnaround on the road to recovery. This couldn't be Daniel's doing, you might say. If not Mr. Rubenstein, then who else? He worked harder and smarter than any of us and more directly on the logic of economic decision-making.

"Last summer we began to call him the '\$3-million man' when he pulled a rabbit out of the Angolan government's battered hat and got repayment of a Department of Agriculture loan. It wasn't much later that we changed that title to the '\$35-million man,' when Daniel intervened at the last minute to save a major U.S. oil company from a court decision for that amount in back taxes. We can

probably start calling him the '\$2-billion man' next, because that's the amount of investment involved in a new oil concession that he recently rescued from disaster by once again, intervention with exactly the right people at the right moment. Daniel is an entrepreneur when it comes to changing a policy or making a deal. He has advanced U.S. economic interests in Angola across the board, to a degree betting people wouldn't have believed possible a year ago."

Anske: Nafta promoter

Mr. Anske was nominated by James R. Jones, ambassador to Mexico, for promoting the North American free trade agreement. Mr. Jones wrote: "Ralph's activities in support of Nafta have covered the spectrum. His reporting has been high-quality and high-volume. (One cable) provided a specific focus on how open markets will provide jobs for U.S. workers. (Another) analyzed Mexican reactions when the U.S. capability to deliver on Nafta first seriously came into question. Impressed by his grasp of the situation, I turned to Ralph to write the embassy's fallback scenario on the totality of our bilateral relations, a difficult exercise. After Nafta's passage, Ralph concisely analyzed its impact on Mexican business, showing the advantages and drawbacks each sector faces in competition with American companies.

"Ralph stepped forward and played a dynamic role in the effort to convince wavering members of Congress to support the agreement. Along with a colleague, he managed the visits to Mexico of five congressional delegations, arguing that Nafta would provide benefits to the United States by stimulating trade flows,

which would, in turn, generate jobs for Americans. To bolster the case, he developed information on scores of U.S. companies which had created jobs in the United States as a result of booming exports to Mexico. His excellent reporting detailed how U.S. investors and franchisers had transformed the Mexican marketplace. This highly-praised cable was useful not only in Mexico but also provided substance to the administration's lobbying effort. In addition, he drafted more than a dozen cables that received kudos from Washington consumers.

"He has taken the initiative to portray for Washington—and for us in the embassy—a more rounded picture of Mexico's economic policies. It is a tribute to Ralph's abilities that that we have forged a consensus on highly charged issues. He looked at those left behind in a prosperous Mexico as income distribution has become increasingly skewed and regional disparities increased. Keying into this national review, he has inquired into the economic reality underlying the Chiapas uprising and, in a brilliant series of cables extended his analysis to neighboring poor states.

"Ralph provides what the Foreign Service needs: he expresses himself without fear or favor and tells it as he sees it—in cables, to congressmen, to counterparts and to his colleagues."

Delawie: 'key player'

Mr. Delawie was nominated by Richard C. Barkley, ambassador to Turkey, who wrote: "In his June 1993 visit to Turkey, Secretary Christopher called for an 'enhanced partnership,' based more on economic ties than the military relations which dominated during the cold war. Mr. Delawie became the focal point of efforts to reinstitute a joint economic commission as the first step in building this partnership. He provided much of the commission's substance, developing themes for meetings, negotiating a proposal to provide structure for commission proceedings, preparing messages from me to senior officials regarding their participation, drafting talking points for the delegation, organizing public diplomacy activities and serving as control officer.

"The commission has proven to be an excellent organizing tool for our 'enhanced partnership.' Indeed, Prime Minister Tansu Ciller has trumpeted it in

the press. In March, we initialed a science and technology agreement with Turkey after a four-year hiatus in negotiations, and in April we will meet with the Turks in Washington to finish negotiations on a bilateral tax treaty. Mr. Delawie was the key player in promoting both of these negotiations."

On Mr. Delawie's analysis of the declining Turkish economy the ambassador commented: "His initial spot report on the crisis was vintage economic reporting, synthesizing impressions from a variety of sources and tying them neatly together in a succinct package for Washington. In later messages, he predicted correctly that in spite of the developing crisis, Madame Ciller's government would take no amelioratory action until after a key electoral test several months in the future. As the crisis deepened, Mr. Delawie gave serious thought to U.S. roles, including whether we should begin to lobby Turkey regarding an economic

adjustment package. In this and other messages, he linked the crisis directly to the economic policies of the Turkish government over the past two years and then he went on to lay the foundations for an effective dialogue with Turkish officials."

Mr. Delawie was commended for other efforts, including strengthening U.S. intellectual property rights, "filling the shoes of two officers on a shorthanded staff," and for what the ambassador termed a "lucid, inviting style." Mr. Barkley wrote: "He is a master of the 'dismal science.' Using clever titles and subheadings, together with colorful language, he leads the reader through his messages, grabbing the attention of people not normally interested in economic issues. Although they may read his cables for the puns, they absorb his analysis as well, gaining insights into issues that affect all aspects of our bilateral relationship." □

Children's office in Consular Affairs wins award for 're-invention'

Leslie Rowe, director of the consular bureau's Office of Children Issues, and her nine-person staff were honored on December 7 by Vice President Gore at a Government "re-invention" ceremony. The office was the second component of the Bureau of Consular Affairs to win such an honor. The bureau's Los Angeles Passport Agency was cited recently for service to its customers (STATE, December).

Richard M. Moose, under secretary for management, who attended the ceremony, told STATE: "Two of the most compelling issues we handle are incidents of international child abduction, prevention of abuse and neglect of U.S. children abroad, and international adoptions. One-fourth of all cases ever handled by the Department were received within the last two years. And these cases are growing both in terms of numbers and complexity.

"It was in this challenging environment that the bureau employees responded in April 1993 by recommending the establishment of an office devoted to



Leslie Rowe receives the award from Vice President Gore.

helping U.S. citizen children abroad. This recommendation represented a significant break with tradition. In the past, three offices had responsibility for different aspects of children's issues.

"Over the past year and a half, Ms. Rowe and her staff worked hard to streamline procedures and establish this new organization. Their efforts have resulted in our ability to better respond to the public on these critical issues.

"Employees of the Office of Children's Issues exemplify the highest ideals



Office of Children Issues staff, with others, at the award ceremony, front row, from left: *GINNY CARSON YOUNG, BARBARA M. DE ROSA, MAURA HARTY (consular bureau), LESLIE ROWE, Under Secretary RICHARD M. MOOSE, JAMES L. SCHULER, NANCY SOPER (consular bureau). Back row: CARMEN DI-PLACIDO (consular bureau), JULIA C. ROUSE, Assistant Secretary MARY A. RYAN, SHIRLEY LOUISON, ELIZABETH M. WADIUM, MICHAEL DOBBS, CHARISSE M.S. PHILLIPS, ANITA BANKS.*

of professionalism and commitment to public service. The office is one more example of what we're learning every day at State—that the best ideas for improving the work we do comes from the employees themselves.”

Ms. Rowe received for herself and her staff what Mr. Gore calls his Hammer Award. It's a \$6 hammer intended to symbolize the Government's commitment "to tearing down bureaucracy and rebuilding a new Government that costs less.”

The members of Ms. Rowe's staff are James L. Schuler, Elizabeth M. Wadium, Michael Dobbs, Charisse M.S. Phillips, Julia C. Rouse, Anita Banks, Ginny Carson Young, Barbara M. De Rosa, and Shirley Louison.

They were recognized for their public outreach programs with parent support groups, child welfare organizations and the legal community. Also mentioned in the award are the office's partnerships with the National Center for Missing and Exploited Children, the Departments of Justice and Health and Human Services,

state governments and other associations concerned with children's issues.

Meanwhile, in another "re-invention" presentation, State Department officer Candace Hunt served as a part of a team that won an award for the U.S. intelligence community's "Foreign Language Committee Re-Invention Laboratory." □

LOME, Togo—Ambassador Johnny Young, center, with, left to right, holding awards: *CHRISTINE STRONG, PATRICIA COLLINS, SHEILA WATERMAN.*



3 win top awards from procurement executive at State

In a three-way tie, Anjey Barancevich and Vagif Samosud of Embassy Baku's general services section and Larry Mandel of the regional procurement support office in Tokyo have been named as the recipients of the second annual Competition in

Contracting Award. Each received a certificate signed by the Department's procurement executive, Lloyd W. Pratsch, and a check for \$667.

Mr. Barancevich was credited with introducing competition to the local market for rental housing and airline ticketing service, which produced a total savings of over \$185,000. Mr. Samosud was able to find new sources of supply for warehousing, moving and transportation services, generating a savings of over \$50,000 per year, Mr. Pratsch said. He added they persevered in their efforts to break local monopolies, and were able to secure "the best return on taxpayer dollars" through the use of competition in contracting.

Mr. Mandel was a co-recipient for his efforts in achieving contract savings, implementing procurement training, and publicizing upcoming procurement actions. Through his efforts, Mr. Pratsch said, the Tokyo office has institutionalized the practice of competitive contracting, with benefits for many posts in the region.

Catherine Ebert-Gray, general services officer at Embassy Canberra, received honorable mention for her efforts in fostering procurement professionalism and achieving savings through competition. Robert Courtney of Islamabad received a runner-up certificate for finding sources of supply and managing the competitive contract for guard service.

The procurement section in Kuwait was recognized for its efforts in expanding competition in the midst of Kuwait's

rebuilding effort. Muhammad Ishaq Tahir of Riyadh received honorable mention for his efforts in negotiating savings on a wide variety of competitive contracts.

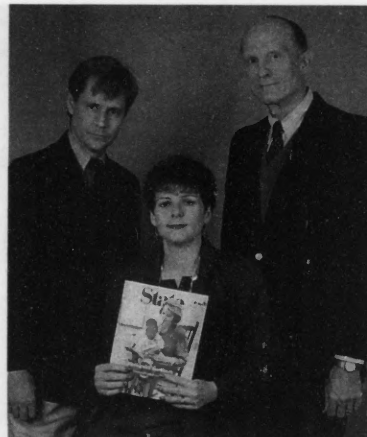
Victor A. White of the Diplomatic Telecommunications System Program Office received a runner-up certificate for his competitive-contracting efforts, which resulted, Mr. Pratsch said, in savings in the cost to the Department of leased communications circuits. □

STATE magazine wins 2 awards

STATE magazine was notified on December 9 that it has won two more awards from outside organizations.

The National Association of Government Communicators voted an honorable mention to editor Sanford (Whitey) Watzman in the "best feature story" category for his article, "Shoe-leather Management," on Embassy Brussels in the July-August 1993 issue. This marks the fifth time the magazine has been a winner in the organization's nationwide "Blue Pencil" competition for government publications at the federal, state and local levels. The magazine has also taken first and second prizes since the competition began in the 1980s.

In addition, the Combined Federal Campaign again declared STATE the winner in the "best front page coverage"



Assistant editor Barbara Quirk with photographer Shawn Moore, left, and Don Youso. (State Department photo by Eddie Anderson)

category, for its September-October cover. This was the third time in the last six years that STATE has won a silver cup. Assistant editor Barbara Quirk worked on the story that went with the cover. It appeared under the byline of Don Youso of the Office of Employee Relations. State Department photographer Shawn Moore took the cover photo. ■

SUVA, Fiji—Bruce Gray, chargé (center) presents awards to, from left: Nirmal Singh, Thomas Koi, George Florian, Kamoe Albert, Asmin Ahmed, Jone Qalikaono.



EQUAL EMPLOYMENT OPPORTUNITY

T. Miller, Covey, Flaggs share State's equal opportunity award

Thomas J. Miller and James P. (Jock) Covey, who were nominated jointly for a project they developed, and Christopher H. Flaggs, who was the subject of a separate nomination, have been named cowinners of the Department's Equal Employment Opportunity Award. The \$5,000 that usually goes with the award was split, with Mr. Miller, deputy chief of mission in Athens, and Mr. Covey, principal officer in Berlin, receiving \$1,250 each and Mr. Flaggs of the Bureau of Finance and Management Policy \$2,500.

The cash awards, accompanied by plaques that Secretary Christopher signed, were presented by the under secretary for management, Richard Moose, at a ceremony in the Treaty Room on the eighth floor on November 17.

Cecelia Cooper, also of the finance bureau, was named runner-up for the award, and she was given a plaque.

There were four other nominations—two naming individuals, a third naming two persons jointly and the fourth naming six persons as representatives of organizations that have delegates on State's Equal Opportunity Advisory Council.

The individuals are Edward C. Pope of European and Canadian Affairs and Renate Kaminski, Seattle Passport Agency. The pair were Ernestine Womack-Moses and David Frampton, both of the Bureau of Administration. The five were Lewis Cleveland, Blacks in Government; Corazon Foley, Federal Asian Pacific Council; Daniel Santos, Hispanic Employees' Council; Charles Hughes Jr., Thursday Luncheon Group; and Barbara Bowie-Whitman and Irene Lucas; Women's Action Organization. All the nominees received certificates of appreciation.

The award committee was chaired by Thomas Jefferson Jr., associate director, Office of Equal Employment Opportunity and Civil Rights. Members were Catherine Brown, ombudsman for Civil Service employees; William Camp, Consular Affairs; Susan Kakesako, Legislative Affairs; and Robert Hernandez and Nicholas



Mr. Miller



Mr. Covey



Mr. Flaggs



Ms. Cooper

Williams, both assigned to the Bureau of Personnel.

Tom Miller, Jock Covey

Mr. Miller and Mr. Covey were nominated by Robin L. Raphel, assistant secretary for South Asian affairs, for developing an outreach program with public high schools in the District of Columbia. They were both assigned to the Department at the time.

Ms. Raphel wrote: "Two years ago, Tom and Jock noted two gaps that begged to be filled: On the one hand, students in the schools had little opportunity to learn about negotiations and conflict-resolution. On the other, most Foreign Service officers pass through the District many times over their career without finding a way to contribute to the life of the city. Tom and Jock saw a model U.N. program as an ideal vehicle to bring these together.

"They put out a challenge—if a school would undertake a model in a structured way, Tom and Jock would assure class lectures and the opportunity to stage the model in the Loy Henderson Conference Room. The teachers of Cardozo High School took up the challenge, seeing it as a forum, for hands-on practice in debating, team-building and conflict-resolution, not otherwise available to their students. For Department employees, the model provided a kind of shirtsleeves interaction with inner-city students, who quickly accepted them for what they were—experts at something the students found interesting.

"Having sold the school on the program, they began recruiting colleagues, wrote a curriculum for teachers, produced publicity to spark student interest, taught classes and funded the startup out of their own pockets. From that base, they persuaded senior levels of the Department to give the program official blessing, brought 45 students to the Department for a day of

orientation and organized five months of activities to prepare the student-delegates for the model—weekly lectures and discussions by State employees at Cardozo, eventually giving way to two-hour laboratories in which the students could discuss their negotiating skills, as well as visits to their 'desk' and 'embassy' here in Washington.

"The program is back bigger and better for its second year. Tom and Jock recruited a successor generation of leadership, arranged for a means of tax-free contributions to the program and generated generous private sector support that has assured financial viability for the next several years at no Government expense.

"This program opens horizons for students and provides tools they will need to advance themselves. It provides them not only with a close look at potential careers in the Department, but whets their appetites to strive for responsibility elsewhere in Government service or public life."

Christopher Flaggs

Mr. Flaggs, managing director of domestic financial services, was nominated by Selwyn L. Brown, his staff assistant in the bureau, on behalf of his fellow employees in the domestic directorate.

Mr. Brown wrote: "We rank him as the best communicator of both programs and personnel issues that we have witnessed in the past 10 years of the bureau. Lack of communication was a serious issue when he took over the office. He took immediate steps to remove barriers, (including) conducting town hall meetings with the staff and establishing an open-door policy, which many employees have taken advantage of, to discuss workplace issues.

"He developed a human resources plan (which) included objectives in effec-

tive equal employment opportunity programs, career enhancement, communications, workplace environment and recognition of achievement. He utilized the D.C. Government's summer youth program (for the first time by the Department). This program, which assists inner-city youth with employment opportunities, saved approximately \$50,000 spent the year before on summer interns. He reinstated the financial management career program to extend opportunities to staff members in jobs with little promotion potential. Of the 18 individuals selected, all were minorities or women."

Mr. Flagg was praised for ensuring that minorities were included among applicants and on job panels, for promoting diversity at the management level and for increasing training, including on-site accounting courses. He was also cited for decreasing the number of equal employment opportunity complaints in his office.

Mr. Brown wrote: "Domestic Financial Services has been beset with (these) problems for years. Mr. Flagg has accomplished miracles in addressing these issues. Several grievances were outstanding when he assumed leadership in 1992. He aggressively pursued resolution. Success can be measured by the fact that there are now no outstanding equal employment opportunity complaints."

Cecelia Cooper

Ms. Cooper, also nominated by Mr. Brown, was hailed for her efforts on behalf of employees in the bureau's Office of Compensation and Pension, which she heads.

Mr. Brown wrote: "Ms. Cooper is an outstanding manager and an effective leader. She cares about the staff members who work for her and makes that extra effort to ensure they perform to the best of their abilities. She believes in getting involved with the training of all those she supervises, so their talents are fully developed. It's not unusual to see her sitting with employees at their desks, trying to solve a problem. And she continually challenges her personnel to learn new tasks."

Ms. Cooper was credited with increasing internal controls of accounting procedures and strengthening equal employment opportunity goals in the bureau. Mr. Brown added: "Especially noteworthy was Ms. Cooper's effort in establishing the bureau's cultural diversity

Deidre Davis heads equal opportunity office at State

Deidre A. Davis, director of Americans with Disabilities Act services at the U.S. Equal Employment Opportunity Commission until recently, has been named deputy assistant secretary for equal employment opportunity and civil rights. She succeeds Evelyn Day.



Ms. Davis

Ms. Davis served at the commission from 1991 until last year. Her assignment included a detail at the White

House Office of Presidential Personnel. Before that, she was chief of the independent living branch at the Department of Education's Rehabilitation Services Administration, 1987-91. She served as deputy director of D.I.A.L. for Independent Living, Inc., in New Jersey, 1986-87, and director of the Union, N.J., Office on the Disabled, 1983-85. She worked as an attorney at the Prudential Property & Casualty Co., 1985-86, the N.J. Department of the Public Advocate, 1981-83, and in private practice, 1983-89.

Ms. Davis is a native of Linden, N.J., who holds a bachelor's from Brandeis and a law degree from Howard. She was a visiting student at Spelman College, 1975-76. She is single. □

workshop. This workshop received tremendous positive feedback and could easily serve as a model to other parts of the Department as they strive to improve their own equal employment opportunity programs. As a member of the Women's Action Organization, Ms. Cooper addressed the committee on diversity awareness and organized the bureau's display on Diversity Day. And she has brought equity and fairness to the interviewing and selecting process by participating in over 100 interviews throughout the bureau.

"She formed a cohesive team with high morale out of a staff that had given up hope for improvements. She advocates

open communication with all levels to bridge the 'gap' between managers and staff. She identified the talents of her (employees) and reassigned individuals to other functions in order to utilize their talents.

"Through (her) mentoring and suggestions for changes on their Form 171s, staff members were able to qualify for better-suited positions throughout the Department. And her willingness to cut parts of her own organization's budget allowed for the hiring of inner-city youths for summer jobs.

"Herself a benefactor of the Department's Upward Mobility Program, Ms. Cooper works tirelessly to provide skills utilization, training and career-mobility assignments. She volunteered to sit on the Career Mobility Board to interview applicants for budget-officer positions, (and) she has addressed career-mobility participants and secretaries at orientations, to share her own experiences of making the most out of opportunities." □

Author discusses female envoys

Ann Miller Morin, author of "Her Excellency: An Oral History of American Women Ambassadors," spoke on "Lifting the Mask: The Search for the Person Behind the Public Image," in the Library's Rare Book Room, December 7. As the wife of a Foreign Service officer, Ms. Morin worked as a teacher and principal at five overseas schools and has previously written about the problems of Foreign Service children. She was joined by Jane Abell Coon, a former ambassador to Bangladesh and one of the book's subjects.

Ms. Morin interviewed 34 of the female ambassadors and ministers still living. The narratives of 14 women—seven career officers and seven political appointees—appear in her book.

Explaining the title of her talk, the author said: "Women ambassadors know how to present themselves in a favorable light and have developed excellent masks. The more well-known they are, the more firmly that mask is in place. I wanted to know their reactions to early conditioning and to successes and failures."

Describing her interview with Constance Harvey, a graduate of the Foreign Service class of 1930, Ms. Morin said:

"She was the only person who could tell me what it was like to be a female career officer in the pre-war days. What struck me from my research was how many of her male colleagues with similar backgrounds had become ambassadors. Why hadn't she? And how did she feel about it? It took me nearly two days to find out, because she could not admit that she had ever encountered discrimination. When any incident that might reflect poorly on the Foreign Service came up, she would hedge or modify her story.

"As we discussed each stage of her career, I threw out questions: 'Was a man with your rank ever assigned to that job?' Did you have the same authority in that office that your predecessor did? Why was your prized temporary assignment cancelled?"

"At first she brushed aside such queries. Then, as time passed, she began to view her life from a different perspective. By the end of the second day, she was searching her memory to find examples of discrimination, and she became pretty indignant about it.



Author Ann Miller Morin, right, with Jane Abell Coon. (State Department photo by Eddie Anderson)

"It was fascinating to watch her revise long-held beliefs. When we finally ended the interview, she was proud of her own accomplishments, but more open

about voicing her opinion of the system. With her new assessment of the past, she didn't need a mask of self-delusion. She knew her own worth."

"I was a late-blooming feminist," Ms. Coon said. "I accepted the world as it was in the '50s and '60s—that women would be excluded from many assignments. Reading Ann's accounts made me appreciate these early pioneers even more."

Ms. Morin was asked if she found similarities among the envoys she profiled. She said: "Almost all of the women thought it worked to their advantage that they were female." Ms. Coon added: "Throughout my career in Asia, I had access to both male and female sides of the room—something my male counterparts didn't have."

Asked if the Department has made real strides in promoting career opportunities for women, Ms. Morin responded: "Well, we still have only 21 female ambassadors. I believe management is trying, but there's still a long way to go." ■



Senator Claiborne Pell, left, accompanied by the U.S. ambassador to Slovakia, Theodore E. Russell, presents compensation

check to Frantisek Sporka, who was imprisoned by the communist regime for seven years because of his employment with the

U.S. Government. During that time, the Rhode Island Democrat was the U.S. vice consul in Bratislava.

THE CIVIL SERVICE SCENE

Program helps secretaries to scout for new jobs at State

Most mentoring programs are designed to aid employees as they enter the ranks of management or climb the career ladder. Now there's a mentoring program at State for secretaries.

The one-year pilot, which began last April at the Foreign Service Institute, pairs Civil Service staffers who are relatively new to State with seasoned secretaries, as well as with former secretaries who've moved on to other fields. If the pilot proves successful, the institute's Office Management Training Division hopes to offer it to secretaries throughout the Department.

The program was developed by Virginia Taylor, director of office management training, with educational specialist Sheila Urman and secretarial instructor Thomasine Hurd, who felt secretaries—in addition to substantive officers—could use a helping hand in learning the ropes at State. The program was originally intended for secretaries entering the Department but, because new hires are now scarce, it focuses on clerical staffers with only a few years at State. These employees still need one-on-one coaching to learn the ins-and-outs of a big agency, according to Ms. Hurd, who was a secretary for 16 years before becoming an instructor at the institute last year.

She says: "These secretaries may know how to do things in their own offices, but they don't have the big picture. They usually don't know much about other bureaus, or how to move around in the Department. Each bureau has its own unique culture. A secretary who's been here for 20 years can impart that kind of expertise. And former secretaries can offer guidance on how they moved out of the secretarial field."

Ms. Hurd and her colleagues selected 13 clerical employees for the pilot from among those who had taken secretarial classes at the institute, then matched them with senior secretaries, all of whom had at least 15 years in the Department and agreed to act as mentors. The mentors and their proteges attended training sessions on how to benefit from the coaching



Jackie Mayes, right, with mentor Roxanne Reed. (State Department photo by Eddie Anderson)

process, and signed contracts to honor their year-long commitments. Proteges were encouraged to call or visit their mentors at least once a week, and every three months the participants now meet as a group to discuss their progress.

Jackie Mayes, a secretary in the Bureau of Inter-American Affairs, says she's gained confidence—and a new job with a promotion—as a result of her relationship with her mentor, Roxanne Reed, a congressional relations specialist in the Bureau of Legislative Affairs. Ms. Mayes says: "I worked as a mail clerk in the Visa Office for six years. I felt that I was labeled as 'just a clerk,' and it was hard to find another job. Finally, last year, after applying twice, I got a job as an office assistant at the Foreign Service Institute."

Ms. Mayes adds that she enjoyed her tenure at the institute, where she took several courses, including computer classes, but her GS-5 position lacked promotion potential. "I wanted to use my new skills to get ahead," says Ms. Mayes, who worked in a second job, after her shift at State, to make ends meet.

She credits Ms. Reed with giving her the push she needed to move forward. She says: "I'd call Roxanne and ask: 'Are you busy?' Well, she's always busy, but she

always makes time for me. I had a lot of trouble writing my 171. I tried to work on it between my jobs, but I couldn't seem to find the time or the right words. I showed Roxanne my 171, and she gave me some helpful suggestions on how to beef up my summary of my experience. She didn't rewrite it for me—she said *you've* got to do that—but she did give me some good ideas."

Her mentor also encouraged her to apply for other jobs, Ms. Mayes says, adding: "She kept after me, even when I didn't believe in myself. She said: 'Don't worry; you can do it. And I'll be there.'"

The protege says that, when she got a call for a job interview in the inter-America bureau: "I was so excited, because that meant I'd done a good job on my 171." She was offered the job, then received a call for another job in the same bureau—one she hadn't even applied for.

"Someone must have floated my 171," Ms. Mayes explains, adding: "Now I was confused. Suddenly I had two jobs to consider. I called Roxanne and asked for her advice. She convinced me to go on the second interview. With her help, I decided to take the first job."

Ms. Mayes, who began her new position in the Office of Regional Economic Policy in November, adds: "I



In the secretarial mentor program, first row, from left: Pamela Stewart, Annette Day, Vivian Reid, Cynthia Dearing, Elizabeth Williams, Lisa Burrige, Roxanne Reed, Frances Hawkins, Josetta Hampton. Rear:

program director Virginia Taylor, Jeanette Hilleary, Cheryl Harris, Saynora Redmond, Sheila Goode, Lenora Goldring, Irish Butler, Edna Sherrill, educational specialist Sheila Urman, Meta Fitzgerald, Jackie Mayes,

Yvonne Jackson, Celia Arrington, Delores Hicks, Sharron McGlathery, instructor Thomasine Hurd.

feel I've come a long way since I was a mail clerk. Maybe if I'd had a mentor then, I wouldn't have become stuck for six years. Now I feel I can do anything I want to do. Roxanne helped me believe in my own abilities. If you've got somebody in your corner, it sure makes a big difference."

Ms. Reed says she, too, has benefited from her role as mentor. She says: "When Thomasine (Hurd) asked me to become a mentor, I said yes, because nobody really helped me when I first came to the Department. I worked in a busy office, and I was new to Government, too. Luckily, I sought out a couple of older secretaries, who gave me some guidance. But I really could have used a mentor to share my feelings with."

Ms. Reed, who worked as a secretary in two bureaus before becoming a congressional relations specialist, says: "I've made a lot of contacts over the years. I know where to go and whom to call to get things done. Now, I can pass that knowledge on to Jackie."

She adds: "I've done volunteer work for civic organizations, but I've never tried to help anyone on a one-to-one basis before. It's trial and error for both of us. We both have to take turns picking up the phone. And I can't do Jackie's job for her; I can only share what I've learned. But I've seen her blossom, and it feels good to know I've played a part in that."

—BARBARA QUIRK □

Foreign Missions Office starts mentoring program

As part of its quality productivity improvement process, the Office of Foreign Missions is implementing a new employee orientation program. It includes a mentoring program, designed to pair experienced office personnel with recently-assigned employees to ease them into the new work environment.

A quality productivity improvement team, chaired by Janice Pemberton, working closely with Rosalie Dangelo of the Civil Service ombudsman's office, focused on ways to improve and standardize the orientation program. Ms. Dangelo interviewed employees and managers who reported for duty within the past year. Regional personnel were interviewed by telephone.

The mentoring program was established in response to employee recommendations made during these interviews and meetings. A special two-hour working session of the team, conducted April 21, generated suggestions, many of which reportedly can easily be implemented by other bureaus and offices. Fifty-two suggestions were made and recorded.

Part of the orientation program is the

development of the "Office of Foreign Missions Employee Orientation Handbook" for new personnel. This publication is for federal and contract employees. The handbook includes materials on office policies and procedures, descriptions of programs, correspondence formats, available hardware and software, as well as training and a discussion of the improvement process.

Hudson (Rusty) Byrd, Philippe Gregory, Raymond Johnson, Mike Mulvin, Tim Sears, Andrea Vanzego, Cynthia Whitmire and Leslie Yambor helped to solicit mentor volunteers, who include Doris Carter, Terri Davis, Carolyn Parker, Florence Semakis, Andrea Smith and Jackie Robinson.

Two persons from Chicago and San Francisco, Tom Stillman and Cindy Griffin, and the new director of the Los Angeles office, Brendan Hanniffy, came to Washington for orientation. Each was assigned a mentor. Dede Vanzego of the diplomatic motor vehicle program volunteered to assist Beth Ann Schmitt when she arrived.

On September 23 the mentors attended a training workshop provided by a consulting firm which specializes in mentoring programs. The workshop focused on mentoring techniques, including communication, listening and planning skills. For information, call Leslie Yambor, 895-3565. ■

THE EDUCATION & TRAINING

Training in the Blue Ridge that wasn't 'boring'

BY HAYWOOD RANKIN

The author, a Foreign Service officer, is deputy director of the Office of Near East and South Asia Analysis, Bureau of Intelligence and Research.

I had a pretty boring concept of training. I escaped those mid-career courses that most people yawn about, but there was one I hadn't been able to avoid, and it was indeed strong on blah-blah. A fancy consulting firm did its sociological bit. So it was with mixed emotion that I boarded the bus with 25 other new recruits of the Bureau of Intelligence and Research to go off to an isolated



Mr. Rankin

Government center on the Blue Ridge for three days of training.

The first signs weren't auspicious. Only the U.S. Government could turn what should have been a paradisiacal site with a fabulous view into one with pure sterility. The conference hall was situated atop a huge warehouse, and the food—well, it's been a while since I ate food as awful. It was obvious that my bureau was giving us training on the cheap—the cheapest possible. The sessions would no doubt have been in the Department if experience hadn't proved that there were too many work distractions in Main State to allow for effective training.

But I became a believer. Cheaper can be better. Intelligence analysis is a field out there by itself, often arcane, sometimes weird, certainly different enough from what the Department otherwise mostly does, that a training course was a good idea. The newcomers were overwhelmingly Foreign Service officers (24 out of 26), and most of us had had no in-depth previous experience with the bureau or the intelligence field. They were in contrast to the majority of officers in the bureau, who in recent years have come increasingly from the Civil Service and tend to remain in position longer than



Analysts with Assistant Secretary Toby T. Gati, seated on right. Others, from left: the author, Kristen Reider, Lowry Taylor, Thomas Fingar, Jeffrey Beller, Peter Swavely.

Foreign Service officers.

The Foreign Service/Civil Service balance is one that my bureau holds precious. It helps solidify the intelligence bureau's connection to the geographic bureaus, and to ensure the policy relevance that my bureau prides itself on—and that justifies our very existence. Thus it is a matter of regret with us that the Foreign Service/Civil Service balance has shifted further toward the Civil Service in recent years—and this regret explains in part why the bureau puts so much emphasis on training this new batch of incoming Foreign Service officers. (My own sense, however, is that the bureau's quality hasn't diminished with fewer Foreign Service officers, who come and go too rapidly; what undermines the civil servants, in my view, are the paucity of promotions and low position grading—and that the prospect is for worse to come.)

The best and brightest of our leader-



ship turned out to shepherd the effort. Tom Fingar, the deputy assistant secretary who oversees most of the bureau's written product and who had functioned as principal deputy for several months, was master of ceremonies. He was present for the entire three days. No matter that Haiti and other crises were breaking out just as the training course got under way; he was determined to make training his top priority. Several of the sharpest office directors came up to the Blue Ridge as well, participating in the entire course. Assistant Secretary Toby Gati came for an evening, addressing the group on the bureau's mission and taking two hours' worth of questions. And our other deputy assistant secretary, Jennifer Sims, came up the mountain during the other evening, to devote an equal amount of time to issues of coordination with intelligence agencies.

You can say there's no substitute for just getting down to a job and doing it, and that's the trouble with most training efforts—too much theory, too much airy-fairy, too little doing what you're actually expected to be doing. Imbued with this spirit, the bureau's attitude toward this training was: cut out the nonsense. Political-military office director Charles Jefferson sent us through a real-life exercise, the Angola crisis of 1988, using hundreds of real cables, intelligence and press items from that era. We were asked to produce written analyses and oral briefings just like the ones we actually do day in and day out.

Europe office director Bowman Mil-

ler and strategic affairs office director Gary Dietrich regaled us with uproarious vignettes and war stories on screw-ups and interagency snafus. They were merciless on our sister agencies, but also on us too, no punches held. They took some of our recent written products and tore them apart, with audience participation. Object: how to achieve conciseness and clarity from a morass of detail—fast.

It helped that the newcomers brought energy and new perspectives to the experience. There wasn't the cynicism I halfway expected, given the reputation the bureau has of being "non-career-enhancing." The majority hadn't made the bureau their first-priority bid, but most seemed glad to have wound up with the assignment. A majority were administrative and consular-cone officers seeking an opportunity to gain analytical experience and prove their ability to write. There were a number of political and economic officers as well. There was a general recognition that the pure intellect that is ambient in the bureau would offer us a more satisfying experience than the operational nitty-gritty grind of the regional bureaus—and a sense, too, that in this era of slow promotions—and punishment of those promoted too fast—there is something to be said for doing more satisfying work. □

How to serve on delegation to a disarmament conference

The Foreign Service Institute, in conjunction with the Arms Control and Disarmament Agency, will offer "How to Serve on an Arms Control Delegation," at the National Foreign Affairs Training Center, January 17-20.

Through lectures and simulations with experienced negotiators, participants will receive instruction in interagency preparation, negotiation dynamics, memorandums of conversation, cross-cultural communication and the structure and characteristics of negotiating bodies.

To register, send Form DS-755, "Request for Training," to Registrar's Office, Room F2211, State Annex 42. For information, call (703) 302-7184. □

Courses: National Foreign Affairs Training Center

Program	Jan.	Feb.	Mar.	Length
AREA STUDIES: INTENSIVE COURSES				
Africa, sub-Saharan (AR 210)	30	—	6	2 weeks
East Asia (AR 220)	30	—	6	2 weeks
Inter-American studies (AR 239)	30	—	6	2 weeks
Near East/North Africa (AR 240)	30	—	6	2 weeks
South Asia (AR 260)	30	—	6	2 weeks
Southeast Asia (AR 270)	30	—	6	2 weeks
Successor states to the Soviet Union (AR 281)	30	—	6	2 weeks
Europe (AR 291)	30	—	6	2 weeks

AREA STUDIES: ADVANCED COURSES

Andean (AR 533)				
Arabian Peninsula/Gulf (AR 541)				
Balkans (AR 583)				
Baltic states (AR 584)				
Benelux (Netherlands) (AR 595)				
Brazil (AR 535)				
The Caribbean (AR 538)				
Central America (AR 539)				
Central Asia (AR 586)				
China (AR 521)				
Eastern Africa (AR 511)				
Fertile Crescent (AR 542)				
Francophone Africa (AR 513)				
Francophone East/Central Africa (AR 517)				
Francophone West Africa (AR 516)				
French-speaking Europe (AR 592)				
German-speaking Europe (AR 593)				
Greece/Cyprus (AR 589)				
Haiti (AR 536)				
Hungary, Czechoslovakia (AR 582)				
Iberia (AR 591)				
Indonesia (AR 571)				
Italy (AR 594)				
Japan (AR 522)				
Korea (AR 523)				
Lusophone West Africa (AR 514)				
Malaysia (AR 575)				
Mexico (AR 531)				
Mongolia (AR 524)				
Netherlands (AR 595)				
Northern Africa (AR 515)				
The Philippines (AR 574)				
Poland (AR 587)				
Russia, Ukraine, Belarus (AR 581)				
Scandinavia (Nordic countries) (AR 596)				
South Asia (AR 560)				
South Caucasus (AR 585)				
Southern Cone (AR 534)				
Southern Africa (AR 512)				
Thailand, Burma, Laos (AR 572)				
Turkey (AR 543)				
Vietnam/Cambodia (AR 573)				

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



THE LIBRARY—Perdita Huston in a November 15 appearance at the Rare Book Room, where she spoke on behalf of the Global Family Project, which is sponsored by the United Nations in support of the International Year of the Family.

LANGUAGE AND ADVANCED AREA COURSES

Afrikaans (LAA 100)	—	13	—	23 weeks
Albanian (LAB 100)	—	13	—	23 weeks
Amharic (LAC 100)	—	13	—	23 weeks
Arabic (modern standard) (LAD 100)	—	13	—	23 weeks
Arabic (Egyptian) (LAE 100)	—	13	—	23 weeks
Arabic (North African) (LQW 100)	—	13	—	23 weeks
Bengali (LBN 100)	—	13	—	23 weeks

Program	Jan.	Feb.	Mar.	Length
Bulgarian (LBU 100)	—	13	—	23 weeks
Burmese (LBY 100)	—	13	—	23 weeks
Chinese (Cantonese)	—	13	—	23 weeks
Chinese (standard)	—	13	—	23 weeks
Czech (LXC 100)	—	13	—	23 weeks
Danish (LDA 100)	—	13	—	23 weeks
Dutch/Flemish (LDU 100)	—	13	—	23 weeks
Estonian (LES 100)	—	13	—	23 weeks
Finnish (LFJ 100)	—	13	—	23 weeks
French (LFR 100)	3	13	20	24 weeks
German (LGM 100)	—	13	—	24 weeks
Greek (LGR 100)	—	13	—	23 weeks
Hebrew (LHE 100)	—	13	—	23 weeks
Hindi (LHJ 100)	—	13	—	23 weeks
Hungarian (LHU 100)	—	13	—	23 weeks
Indonesian (LJN 100)	—	13	—	23 weeks
Italian (LJT 100)	—	13	—	23 weeks
Japanese (LJA 100)	—	13	—	23 weeks
Khmer (Cambodian)(LCA 100)	—	13	—	23 weeks
Korean (LKP 100)	—	13	—	23 weeks
Lao (LLC 100)	—	13	—	23 weeks
Latvian (LLE 100)	—	13	—	23 weeks
Lithuanian (LLT 100)	—	13	—	23 weeks
Malay (LML 100)	—	13	—	23 weeks
Nepali/Nepalese (LNE 100)	—	13	—	23 weeks
Norwegian (LNR 100)	—	13	—	23 weeks
Persian/Dari (Afghan) (LPG 100)	—	13	—	23 weeks
Persian/Farsi (Iranian)(LPF 100)	—	13	—	23 weeks
Polish (LPL 100)	—	13	—	23 weeks
Portuguese (Brazilian) (LPY 100)	—	13	—	24 weeks
Portuguese (European) (LPY 101)	—	13	—	24 weeks
Romanian (LRQ 100)	—	13	—	23 weeks
Russian (LRU 100)	—	13	—	23 weeks
Russian (advanced) (LRU 101)	—	13	—	23 weeks
Singhalese (LSJ 100)	—	13	—	23 weeks
Slovak (LSK 100)	—	13	—	23 weeks
Spanish (LQB 100)	3	13	20	23 weeks
Swahili/Kiswahili (LSW 100)	—	13	—	24 weeks
Swedish (LSY 100)	—	13	—	23 weeks
Tagalog/Pilipino (LTA 100)	—	13	—	23 weeks
Thai (LTH 100)	—	13	—	23 weeks
Turkish (LTU 100)	—	13	—	23 weeks
Ukranian (LUK 100)	—	13	—	23 weeks
Urdu (LUR 100)	—	13	—	23 weeks
Vietnamese (LVS 100)	—	13	—	23 weeks
FAMILIARIZATION AND SHORT-TERM (FAST) COURSES				
Albanian (LAB 200)	—	13	—	8 weeks
Amharic (LAC 200)	—	13	—	8 weeks
Arabic (modern standard) (LAD 200)	—	13	—	8 weeks
Arabic (Egyptian) (LAB 200)	—	13	—	8 weeks
Arabic (North African) (LQW 200)	—	13	—	8 weeks
Armenian (LRW 200)	—	13	—	8 weeks
Azerbaijani (LAX 200)	—	13	—	8 weeks
Bengali (LBN 200)	—	13	—	8 weeks
Bulgarian (LBU 200)	—	13	—	8 weeks
Chinese (standard) (LCM 200)	—	13	—	8 weeks
Czech (LCX 200)	—	13	—	8 weeks
Estonian (LES 200)	—	13	—	8 weeks
French (LFR 200)	—	—	20	8 weeks
Georgian (LGG 200)	—	13	—	8 weeks
German (LGM 200)	—	13	20	8 weeks
Hindi/Urdu (LHE 200)	—	13	—	8 weeks
Hungarian (LHU 200)	—	13	—	8 weeks

—(Continued on next page)

New course for aviation officers takes off at training institute

By ROBERT C. REIS JR.

The author is director of the Office of Aviation Programs and Policy.

Every summer, the Foreign Service experiences what a waggish economist might call "frictional ignorance," as newcomers struggle to accumulate the



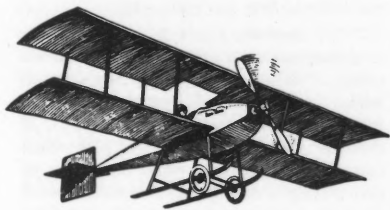
Mr. Reis

information they need to do their jobs. The rotation of people in and out of Foreign Service jobs every two years inevitably brings some disruption and loss of continuity and, without background, it's often difficult to know even what questions to ask, much less what treaties and laws are pertinent. Learning a new job is still harder when, as is usual, your predecessor was long gone when you arrived and your boss is busy with other work.

In an effort to make this process a little easier for officers with civil aviation responsibilities overseas or in Washington, the Foreign Service Institute presented, July 25-27, a course on aviation to 17 Foreign Service officers at the National Foreign Affairs Training Center at Arlington Hall. The idea for the course germinated from the President's National Airline Commission's recommendation last summer for "a strengthening of the aviation career track at the Department of State to enhance continuity and expertise in the field."

Our primary goal was to develop an alternative to the "flop-or-fly" method of learning aviation work, specifically by providing information on the legal and regulatory framework of international aviation, as well as on basic airline industry economics.

Over the course of several months, I and Chris Jones and Susan Bennett of my office learned that putting a course together is stimulating and easier than you might think. We began last winter by



drafting a brief outline for a course to introduce officers to the economics of the airline industry and to its international and domestic legal environment. We then showed the outline to Lisa Fox, director of economic and commercial studies at the training center, who was quite enthusiastic about presenting a course on aviation. She urged us to flesh out the outline. To do so, sought the suggestions of experienced aviation officers in major embassies overseas, and the comments of knowledgeable persons in airlines and industry associations in Washington. Everyone we contacted was helpful, and the course quickly took shape.

The next step was to sign up students. We drew up a list of overseas posts and offices in the Department where there is a substantial amount of aviation work. We then called the officers doing the work in those places, to persuade them to take the course. The response was encouraging: 17 officers signed up. Six have overseas assignments and 11 are working in Washington. Of the six, three came to Washington for the course, one was in the United States on R&R and two were here on home leave and transfer.

Although we didn't have much lead time, we were able to recruit excellent speakers. A prominent Washington aviation consultant gave the first presentation, which described the economics of the industry and explained what lies behind the carriers' positions on international issues. It was one of the highlights of the course. Anne Joyce, who served as the aviation attorney in the Office of the Legal Adviser, outlined the 1944 Chicago convention, which established the framework for international aviation. Three senior Department of Transportation officials spoke on the domestic laws that apply to international aviation, our aviation relations with other countries with substantial airline industries, and on the resolution of bilateral aviation problems and disputes.

—(Continued on next page)

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Program	Jan.	Feb.	Mar.	Length
Indonesian (LJN 200)	—	13	—	8 weeks
Italian (LJT 200)	—	—	20	8 weeks
Japanese (LJA 200)	—	13	—	8 weeks
Khmer (LCA 200)	—	13	—	8 weeks
Korean (LKP 200)	—	13	—	8 weeks
Latvian (LLE 200)	—	13	—	8 weeks
Lithuanian (LLT 200)	—	13	—	8 weeks
Malay (LML 200)	—	13	—	8 weeks
Polish (LPL 200)	—	13	—	8 weeks
Portuguese (Brazilian) (LPY 200)	—	—	20	8 weeks
Romanian (LRQ 200)	—	—	20	8 weeks
Russian (LRU 200)	3	—	20	8 weeks
Slovak (LSK 200)	—	13	—	8 weeks
Spanish (LQB 200)	—	—	20	8 weeks
Thai (LTH 200)	—	13	—	8 weeks
Turkish (LTU 200)	—	13	—	8 weeks
Urdu (LUR 200)	—	13	—	8 weeks
EARLY-MORNING LANGUAGE CLASSES				
Arabic (modern standard) (LAD 300)	—	—	6	17 weeks
Chinese (standard) (LCM 300)	—	—	6	17 weeks
French (LFR 300)	—	—	6	17 weeks
German (LGM 300)	—	—	6	17 weeks
Italian (LIT 300)	—	—	6	17 weeks
Japanese (LJA 300)	—	—	6	17 weeks
Portuguese (Brazilian) (LPY 300)	—	—	6	17 weeks
Russian (LRU 300)	—	—	6	17 weeks
Spanish (LQB 300)	—	—	6	17 weeks
ADMINISTRATIVE TRAINING				
Budget and financial management (PA 211)	—	21	—	6 weeks
C.F.M.S. budget execution (PA 151) (prerequisite PA 150)	23	—	—	2 days
C.F.M.S. miscellaneous obligations (PA 154) (prerequisite PA 150)	25	—	—	2 days
C.F.M.S. requisition documents (PA 153) (prerequisite PA 150)	19	—	—	2 days
C.F.M.S. system overview and orientation (PA 150)	10	—	—	1 day
	11	—	—	1 day
C.F.M.S. travel orders (PA 155) (prerequisite PA 153)	12	—	—	2 days
C.O.R. training for construction projects (PA 125)	25	—	—	3 days
C.O.R. training for nonpersonal services contracts (PA 127)	—	—	27	3 days
Customer service (PA 143)	—	—	9	2 days
Domestic administrative officers seminar (PA 160)	9	—	—	3 weeks
F.S.N. classification and compensation (PA 232)	23	—	20	2 weeks
General services operations (PA 221)	23	6	6	12 weeks
	30	13	20	12 weeks
	—	21	—	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	—	8	22	3 days
How to be a certifying officer (PA 291)				Correspondence course
How to be a contracting officer's representative (PA 130)				Correspondence course
How to write a statement of work (PA 134)				Correspondence course
Management controls workbook (PA 164)				Correspondence course

EDUCATION AND TRAINING

Program	Jan.	Feb.	Mar.	Length
Management controls workshop (PA 137)	—	22	—	2 days
Overseas cashier training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			
Payroll clerk/tech training (PA 145)	—	13	—	4 days
Personnel course (PA 231)	3	—	—	7 weeks
Property management for custodial officers (PA 135)	—	2	—	2 days
Training for overseas voucher examiners (PA 200)	Correspondence course			
CONSULAR TRAINING				
Advanced consular course (PC 532)	9	—	—	3 weeks
ConGenRoslyn basic consular course (PC 530)	Continuous enrollment			26 days
Consular orientation program (PC 105)	Continuous enrollment			6 days
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
CURRICULUM AND STAFF DEVELOPMENT TRAINING				
Basic facilitation and delivery workshop (PD 513)	25	15	—	3 days
Evaluation design workshop (PD 518)	—	—	20	2 days
Evaluation tools workshop (PD 519)	—	—	29	3 days
Training design workshop (PD 512)	—	—	1	3 days
ECONOMIC AND COMMERCIAL STUDIES TRAINING				
Economic tradecraft (PE 124)	9	—	—	2 weeks
Export promotion (PE 125)	23	—	—	1 week
EXECUTIVE DEVELOPMENT				
E.E.O./diversity awareness for managers and supervisors (PT 107)	—	—	16	2 days
Effective public speaking (PT 113)	—	15	—	1 day
Foreign affairs leadership seminar (PT 119)	29	—	—	2.2 weeks
Introduction to management skills (PT 207)	9	—	—	5 days
Managing people problems (PT 121)	13	—	—	3½ days
Performance management seminar (PT 205)	—	—	6	3 days
Washington Tradecraft (PT 203)	—	6	—	2 weeks
INFORMATION MANAGEMENT TRAINING				
Advanced Excel for Windows (PS 128)	11	13	—	2 days
Advanced P.C. skills (PS 114)	—	8	—	2 days
Advanced Word for Windows (PS 125)	18	13	13	2 days
Advanced WordPerfect for Windows (PS 131)	11	—	—	2 days
Banyan Vines Administration (PS 260)	—	13	—	1 week
Foreign affairs information systems end-user training (PS 219)	30	27	—	4 mornings
Foreign affairs information systems accelerated end-user training (PS 220)	9	6	6	2 afternoons
	18	13	13	2 afternoons
	—	22	22	2 afternoons
Information systems management (PS 215)	—	—	13	9 weeks
Introduction to Access D.B.M.S. (PS 150)	11	—	—	2 days
Introduction to Excel for Windows (PS 126)	9	6	—	2 days
	30	27	—	2 days

—(Continued on next page)

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We used the panel discussion format to demonstrate the truth of Sam Rayburn's adage: "Where you stand depends on where you sit." A panel discussion featuring representatives of major U.S. carriers clearly showed us how each carrier has a distinct view, based on its own strengths and interests. Another panel discussion brought home to us just how complicated it is for an administration to construct a coherent and coordinated U.S. position for bilateral aviation negotiations. Executives of the Air Transport Association, the National Air Carriers Association, the Airports Council International-North America and the Air Line Pilots Association of the A.F.L.-C.I.O., all of which are represented on U.S. negotiating delegations, clearly laid out their organizations' goals and their views on what the U.S. Government's negotiating objectives should be. There were obvious tensions among the various associations' interests and desires. The speakers acknowledged these tensions and recognized that the development of negotiating positions necessarily is a process of balance and accommodation.

In his presentation wrapping up the course, the assistant secretary for economic and business affairs, Daniel K. Tarullo, pointed out that, while the domestic airline industry was deregulated in 1978, the system of bilateral negotiations established by the Chicago convention means that international air transport is still regulated. Governments control and exchange rights concerning destinations, capacity, frequency and pricing. The government's allocation of economic rents through negotiations explains why carriers, airports and unions struggle for its attention and favor. Mr. Tarullo concluded that cross-border investment in airlines, and business innovations like code-sharing between U.S. and foreign airlines, have stretched and altered the bilateral system. It's a fascinating time as the international airline industry is reshaping itself and, in doing so, is compelling change in the way governments for 50 years have negotiated air rights.

We were very pleased that the students gave the course high marks. The bureau and the institute are planning to offer it again next summer, July 17-19. Lisa Fox is also interested in offering short courses on other aspects of economic work. It's a great idea. Our only advice is to target and recruit the au-

dience, make the course substantive and meaty, use the students' time efficiently and, above all, recruit interesting speakers. There are plenty of them out there. □

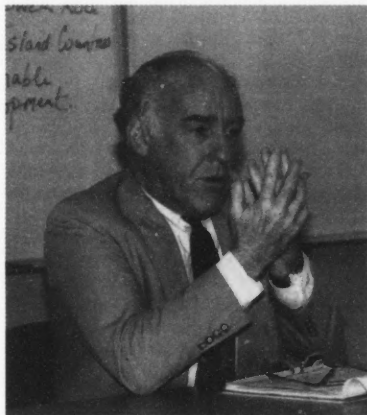
New seminar zeroes in on the small island states

BY BILL FARRAND AND ANNE E. IMAMURA

Mr. Farrand is a former ambassador to Papua New Guinea. His co-author is chairwoman of Asian area studies.

For the first time in over a decade, the Foreign Service Institute has offered a special seminar focusing primarily on the Pacific islands. Titled "Sustainable Development and Small Island States: The Pacific and the Caribbean," it resulted from the School of Area Studies' efforts to identify training needs and to incorporate global issues into the curriculum.

As part of the effort Richard L. Jackson, dean of the school, wrote to all



Bill Farrand

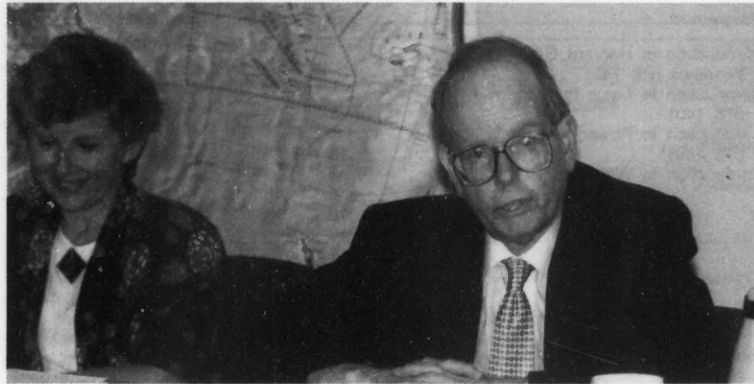
embassies to ascertain area studies training needs. In response, as the ambassador at that time in Port Moresby, Mr. Farrand urged that the course on Oceania in the Pacific be revived. He tasked the embassy's political officer, Edward Michal, a recent graduate of the University of Hawaii's master's degree program in Pacific island studies, to draft a plan and compile a reading list for a new area

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Program	Jan.	Feb.	Mar.	Length
Introduction to Harvard Graphics for Windows (PS 142)	—	27	—	2 days
Introduction to Lotus for Windows (PS 143)	23	—	20	2 days
Introduction to Powerpoint for Windows (PS 140)	18	15	—	2 days
Introduction to Windows (PS 123)	3	3	3	1 day
	6	7	7	1 day
	10	10	10	1 day
	13	14	14	1 day
	17	17	17	1 day
	20	24	20	1 day
	23	28	24	1 day
	27	—	28	1 day
	31	—	31	1 day
Introduction to Word for Windows (PS 124)	4	1	1	2 days
	11	8	8	2 days
	18	15	15	2 days
	25	22	22	2 days
Introduction to WordPerfect 5.1 for DOS (PS 115)	17	14	14	2 days
Introduction to WordPerfect for Windows (PS 130)	4	1	1	2 days
Managing information programs (PA 213)	—	13	—	4 weeks
P.C. survival skills (PS 112)	9	6	6	1 day
	20	13	13	1 day
	23	27	20	1 day
	30	—	27	1 day
Windows for workgroups administration (PS 262)	31	—	—	3 days
Windows for workgroups user training (PS 162)	4	8	8	1 day
	11	22	15	1 day
	18	27	22	1 day
	25	—	29	1 day
	30	—	—	1 day
OFFICE MANAGEMENT COURSES				
Advanced Word for Windows (PK 513)	—	28	—	2 days
Advanced WordPerfect 5.1 for DOS (PK 511)	20	13	20	1 day
Advanced WordPerfect for Windows (PK 512)	30	—	16	2 days
Better office English (written) (PK 225)	—	27	—	40 hours
Better office English (oral) (PK 226)	—	—	20	30 hours
C.S. secretarial training for entering personnel (PK 104)	13	—	—	2 weeks
Designing and your word processor program (PK 180)	—	24	—	1 day
Drafting correspondence (PK 159)	—	13	—	1 week
Employee relations (PK 246)	—	15	—	2 days
F.S. secretarial training for entering personnel (PK 102)	—	7	—	13 days
Introduction to Excel for office support personnel (PK 181)	25	—	27	1 day
Introduction to Windows for office support personnel (PK 169)	6	3	3	1 day
Introduction to Word for Windows (PK 170)	—	—	29	1 day
Introduction to WordPerfect 5.1 for DOS (PK 510)	—	22	13	2 days
Introduction to WordPerfect for Windows (PK 171)	26	16	22	2 days
Proofreading (PK 143)	30	—	—	8 hours

—(Continued from preceding page)



Anne Imamura with Paul Gardner.

studies course. This start, followed by Mr. Michal's assistance from his current position on the Pacific island affairs desk in the Department, became the foundation of the seminar. Continuing the cooperation between the school and the post, Ms.

—(Continued from preceding page)

Program	Jan.	Feb.	Mar.	Length
Secretarial training, Band 2 (PK 301)	9	—	—	3 weeks
Secretarial training, Band 3 (PK 302)	—	—	6	2 weeks
Supervisory studies seminar (PK 245)	30	—	27	5 days
T.A.T.E.L. (PK 140)	17	—	7	1 day
Travel regulations and vouchers (PK 205)	6	—	—	1 day
Writing effective letters and memos (PK 241)	—	13	—	15 hours
ORIENTATION TRAINING				
Department officers (PN 105)	10	7	7	3 days
Designated posts (PN 112)	3	—	14	4 days
	—	9	—	2 days
	—	23	—	2 days
Foreign Service officers (PG 101)	3	—	13	9 weeks
Foreign Service specialists (PN 106)	12	—	2	17 days
OVERSEAS BRIEFING CENTER				
American studies (MQ 115)	26	—	23	2 days
Documenting Foreign Service experiences (MQ 701)	—	9	—	1 day
English-teaching seminar (MQ 107)	—	14	—	3 days
Introduction to effective training skills for Foreign Service spouses (MQ 111)	—	27	—	1 week
Introduction to Foreign Service life (MQ 100)	9	—	6	1 week
Life after the Foreign Service (MQ 600)	—	7	—	2 days
Marketing Foreign Service spouse talents (MQ 702)	—	10	—	1 day
O.B.C. special evening (MQ 850)	18	22	—	4 hours
Post options for employment and training overseas (MQ 703)	—	11	—	1 day
Protocol (MQ 116)	25	—	18	1 day
Security overseas seminar (advanced) (MQ 912)	10	28	28	1 day
Security overseas seminar (MQ 911)	23	13	13	2 days
Super Saturdays (MQ 800)	7	—	—	1 day
Tax seminar (MQ 117)	—	24	14	2 hours
	—	—	22	2 hours

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Imamura cochaired the seminar with Mr. Farrand, who is now international affairs adviser at the Industrial College of the Armed Forces, Fort McNair, Washington.

The timing, and expansion of the seminar to include the Caribbean, reflected the institute's response to the Department's concern with the issue of sustainable development. Gary Brana-Shute, deputy chairman of inter-American studies and coordinator of Caribbean programs, attended the global conference on sustainable development of small-island developing states, in Bridgetown, Barbados, last April 25-30. This conference stressed the importance of meeting human physical and social needs, maintenance of biodiversity, and improvement of both the quality of life and economic use of natural resources. These issues provided the focus for the second day of the seminar at the training center.

In his opening remarks, Mr. Farrand pointed out that, during the decade since the last area studies seminar on island states, several island political entities have elevated themselves from colonial status to independence and membership in the United Nations. Thus, Oceania and the Caribbean island states together comprise some 27 independent island states, of which 20 are voting members of the United Nations.

Mr. Farrand emphasized that the vast island region of the Pacific, known as Oceania, is broadly divided into three parts: Micronesia, Polynesia and Melanesia. Most Americans, he pointed out, identify with Micronesia and Polynesia—with such exotic names as Tahiti, Samoa, Guam, Bikini Atoll—but few know about Melanesia, where 75% of Oceania's population and 90% of its land area are located. Papua New Guinea, along with Solomon Islands, Vanuatu (formerly the New Hebrides) and New Caledonia (a French territory) comprise the Melanesian chain of island clusters. (Fiji is an observer in the sub-region's "Melanesian Spearhead Group," but is not ordinarily considered to be part of Melanesia.)

The first day of the seminar focused on the Pacific. Former Ambassadors William Bodde and Paul Gardner examined the history of U.S. policy to the region. They were followed by a panel of specialists on Pacific island regional organization today. These presentations pointed out the role of the United States in such organizations, whether as a

founding member (the South Pacific Commission, founded in 1947) or as an international observer (the South Pacific Forum, founded in 1971), as well as the importance to the United States of regional organizations such as the South Pacific Regional Environmental Program. The U.S. perspective on the region was balanced by a presentation by a former ambassador from Papua New Guinea, Margaret Taylor, on the aspirations of the Pacific islanders.

The second day began with a focus on sustainable development. Experts from non-governmental organizations such as



William Bodde

the World Wildlife Fund, the Inter-American Foundation, and the U.S.-Asia Environmental Partnership covered environmental, grass-roots development and regional security issues. Among these issues was the fragility of the various national societies because they are, generally speaking, small-scale and traditional. Thus, issues that would barely cause a ripple in larger countries can do great damage in small island states. This translates into increased local importance of global fishing trends, foreign direct investment and assistance and the cultural impact of tourism (much of its adverse). It also calls for an examination of the relationship between regional security and environmental issues. In the Pacific, there is extreme sensitivity over the destruction of chemical and biological weapons by larger powers—including the United States—in parts of the region. In the Caribbean, the Regional Security System, which enjoys collaboration from the entire English-speaking Caribbean and the Dominican Republic, has on its agenda disaster relief from hurricanes and vol-

canoes, oil-spill cleanup and earthquake damage, as well as traditional military concerns. Finally, the session examined the important role of nongovernmental organizations in assisting the development of small island states. The day concluded with an examination of international interests in the Pacific and U.S. policy interests.

The seminar, we feel, was characterized by rich discussion among the participants, who included officials from several branches of the Government, representatives from embassies from the region and members of nongovernmental organizations, academic institutions and other private-sector organizations. Participants expressed the hope that this seminar would provide a catalyst for networking on island issues in the Washington area.

We believe that the seminar was successful on several counts. It provided training in an area not recently covered; it responded to global issues; it brought together representatives from a wide range of organizations with similar objectives; and it provided the foundation of a network on sustainable development and small island states. □

Overseas Briefing Center schedules special courses

The Overseas Briefing Center has scheduled the following courses:

"The Value of Portable Careers," Saturday, January 7: talk with spouses who have been able to maintain careers

despite multiple moves.

"Legal Considerations in the Foreign Service," Wednesday evening, January 18: advice on making or updating your will.

"Post Options for Employment and Training," Saturday, February 11, and Saturday, May 20: professional opportunities available at your new post.

"Managing Your Rental Property from Overseas," Wednesday evening, February 22: tips on preparing your home for the rental market.

"Protocol and U.S. Representation Abroad," Saturday, March 18: information on entertaining abroad.

"Tax Seminar," Wednesday evening, March 22: get ready for the April 15 deadline.

"Going Overseas," Saturday, April 1, and Saturday, June 10: separate workshops for singles, couples, families.

"Raising Bilingual Children," Wednesday evening, April 12: tips from successful parents.

"Adapting to Life Overseas," Saturday, April 22: special session on cross-cultural adaptation.

"Encouraging Resilience in Foreign Service Children," Saturday, April 29: understanding how mobility affects children.

"Traveling with Snoopy and Garfield," Wednesday evening, May 10: advice on traveling with pets.

"Overseas Health Concerns," Wednesday evening, June 14: taking charge of your health overseas.

"Interviewing Skills and Writing Resumes," Saturday, June 24.

"Personal Finances and Investments," Wednesday evening, July 12. □

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Program	Jan.	Feb.	Mar.	Length
Understanding regulations, allowances and finances in the F.S. context (MQ 104)	18	—	15	3 days
POLITICAL TRAINING				
Foreign affairs interdepartment seminar (PP 101)	—	6	—	2 weeks
Global issues (PP 510)	—	27	—	3 days
How to serve on arms control delegations (PP 512)	17	—	—	4 days
Intelligence and foreign policy (PP 212)	—	21	—	3 days
Multilateral diplomacy (PP 211)	—	6	—	3 days
Negotiating art and skills (PP 501)	—	—	17	1 week
Political tradecraft (PP 202)	3	—	20	3 weeks ■

—(Continued from inside front cover)

across the senior threshold, I was "windowed out" in late 1993.

The lesson here is that officers cannot assume that the bureau's nature as a functional bureau will enhance their chances at multifunctionality, or that the Bureau of Personnel reviews individuals' multifunctional applications objectively against known criteria. Some bureau positions, including my former one now held by Mr. McCabe, have at the bureau's request since been designated by the Bureau of Personnel as multifunctional. I would advise anyone contemplating coming to the science bureau, to whom acquiring multifunctionality is important, to get explicit assurance from the Bureau of Personnel in writing, that the position you are going to will qualify you for the multifunctional skill code after you have served in it the requisite time.

Absent such assurance, one comes to the science bureau at one's own career risk, which is a shame, since what the science bureau does is so important and interesting.

Sincerely,
D. THOMAS LONGO JR.
FS-1 (retired) □

Pick up your pawn

PESHAWAR, PAKISTAN

DEAR EDITOR:

While this subject is hardly of the pith and moment that characterize virtually all of the letters to STATE, I would appreciate it if you would run the following appeal.

Sometime in the past 24 months, one of our many visitors to the Northwest Frontier left a stone chess piece with a driver for the consulate, with a request that the piece be duplicated. Our driver has since misplaced the requester's name and address. Would the requester please contact post?

Sincerely,
RICHARD SMYTH
Consul □

Careless editing

FLORENCE, ORE.

DEAR EDITOR:

Quite a few of us retirees die from prostate cancer, according to obituaries in STATE. Prostate cancer clearly is what is meant.

Could it be that an electronic spelling checker built into your publishing system

Anapestic Assignments

BY EBP

*There was a person assigned to Fiji
Whose reaction was one of great glee.
As it had been more than a little
while
Since she had asked for a Pacific
isle,
She was ready to go like instantly. □*

is corrupting correctly-spelled words? Automatic spelling correction programs which turn good words into wrong words are likely to be dangerous in crisis situations.

Sincerely,
WALTER H. DREW
Internet:wdrew@holonet.net

The editor replies: The computer is innocent. We take the rap, and it won't happen again. □

More Internet addresses

HELSINKI, FINLAND

DEAR EDITOR:

Here are my electronic mail addresses for publication:
Compuserve: 71222,2441.
Internet: paulbl.ix.netcom.com
71222.2441@compuserve.com

Sincerely,
PAUL A. BIALECKI □

NASSAU, BAHAMAS

DEAR EDITOR:

My Internet address is:
cssmith@cob.edu.bs.

Sincerely,
CHARLES S. SMITH
General services officer □

WASHINGTON

DEAR EDITOR:

Please include my Internet e-mail address in your upcoming publication:
74534.761@compuserve.com.

Sincerely,
THOMAS C. PROCTOR
Information management specialist
Bureau of Administration □

DHAKA, BANGLADESH

DEAR EDITOR:

Here is my Internet e-mail address. It is long, but Internet routing to Bangladesh is a bit circuitous. As a commercial officer, I am wholly convinced of the utility of the Internet to the work of the Foreign Service, especially in communicating opportunities to U.S. business and informing the public as to the work of our service.

While "surfing the 'net'" last summer, I came across the Department of Commerce's impressive public database. Many of the documents made electronically available there are generated by Department of State officers. If it isn't being done already, I suggest that State follow the Department of Commerce's lead.

Our consular information sheets, human rights reports and other public documents could be posted to the 'net' in a similar fashion.

Now, more than ever, we need to deliver the products of our service directly to the people who pay for them, to the greatest extent possible.

Sincerely,
LARRY E. ANDRE
LARRY%PRDSHTA@CSAH.COM
(on home computer)
AmEmbassy Dhaka □

Point of view

WASHINGTON

DEAR EDITOR:

Those who think diplomacy a frivolous profession will have found ample confirmation for their view in Ambassador K. Terry Dornbush's "In Holland: a week in the life of the U.S. Ambassador" (STATE, November). By his own admission, Ambassador Dornbush spends his week doing little but rush frantically from dinners to lunches to receptions to ceremonies and back again, along the way dropping names like a big wind scattering leaves.

By Thursday our ambassador to the Netherlands does get time to take "a quick look at my desk, piled high with action memos."

One imagines that he clears them away promptly with a check to the recommended option, so as not to be late for the next ceremony or social function where he may have another "enjoyable conversation" with another big name dignitary.

stamina together with a rich fund of self-importance ...

Sincerely,
DAVID A. KORN
Foreign Service officer (retired)

The ambassador replies: The "Hollands Day Book" was written at the request of one of the leading newspapers in the Netherlands, which has subsequently received many positive comments on the important events portrayed in that article. Perhaps Mr. Korn does not understand that these "ceremonies" matter deeply to Dutch officials and local citizens as their sincere appreciation of the U.S. role in the liberation of the Netherlands 50 years ago, and that my participation supported them and helped reinforce a positive rapport between me and a wide range of senior Dutch officials. □

XYZ, etc., etc.

ACCRA, GHANA

DEAR EDITOR:

Reading through and trying to understand the latest instructions on the mission program plan has left my head reeling. I tend to think that the following is the reason why:

"The latest SOP from Washington:
"The CPS has created an MPP for you and me—we are tasked to set forth our APs which includes the HR&DWP and NPOP; it's specific on how to handle FTPs, PITs and PSCs, unless of course you're an SEP; new this year is the MPP PR to evaluate last year's HPs and LPs; all data is to be entered into our PCs on forms using the RAPP software with help from the IPC staff; if you need more help, just ask the PPS or your PMO; submission is to be "synchronized" with the FBP, followed shortly by the PRP, all of which should get to the Department PDQ (in time for 'Turkey' day) or we're likely to be SOL!

Sincerely,
EILEEN J. NESBERG
Information programs officer □

A case of forgery

NIAMEY, NIGER

DEAR EDITOR:

As a local-hire American at a relatively small and little-known embassy, I don't often have the occasion to address my Foreign Service colleagues all over the world, but I am in the middle of an

experience that I think others should know about and be wary of.

Those of us who live most of our lives overseas have to keep a bank account in the States from afar, and banking by mail has its problems, as we found out this summer when our bank statements stopped arriving and a large check we had written on our account was sent back for insufficient funds.

That was when we began a series of phone calls and fax messages to our bank, in which we learned that a person signing my name had changed the address for sending our bank statements to "Fespactown, Lagos, Nigeria"; had written two checks (accepted and paid by our bank) for \$10,000 each, checks and signature forged; and had made several unsuccessful attempts to have \$55,000 transferred to an account in Nigeria and, in addition, to Germany.

Today we learned that our bank is willing to reimburse us for the amounts stolen through this forgery, but may not even try to catch the suspects. We think it is someone in Nigeria who has a professional setup for intercepting checks in the mail, printing up new checks and forging signatures. There may even be an accomplice within the bank itself, as our address was changed on the account in a way as yet unknown to the bank.

Many friends we have talked to have heard of other cases of this. In our opinion, this should not be taken lying down by the banks, who simply write off the stolen sums as a business expense, with no attempt to track down the criminals.

I would like to ask for a brainstorming on this problem—if any other readers of STATE have had this happen to them or to an acquaintance of theirs, I'd like to know how it was handled and if they have any suggestions as to how we could stop this crime.

In the States, we usually just sign our name as a signature, whereas in the European world one more often makes a little drawing of lines and letters as one's official signature for check-signing. Maybe we should go more towards this kind of a signature, making it more difficult to copy. Maybe banks should be requested to print checks on special electronically-identifiable check paper so that forgeries are more easily identified.

Prevention in this way is one step, but catching the criminals is another. Does anyone in the U.S. Embassy at Lagos

have any ideas of how this could be carried out in Nigeria?

I have the names of two Nigerian companies that benefitted from my money ... One sent a forged check on my account to Germany to pay for an order of auto parts.

I realize that small companies like this must appear and disappear overnight in the jungle of Lagos business districts, so probably the names themselves are not much help in tracking down a criminal. I think everyone will agree with me that this kind of thing should not be allowed to continue.

So please give me your ideas on what can be done about it.

They can be sent to me, care of the embassy in Niamey, or to STATE magazine for publication, as an ongoing dialogue.

I would certainly like to save others from going through this same harrowing experience, and catch these criminals who are taking people's hard-earned cash!

DORIS DEJWAKH
Assistant general services officer □

Did you know him?

SAN FRANCISCO

DEAR EDITOR:

I am looking for someone who knew my father, Louis Joseph Gonzalez, Department of State, 1946-78, in Italy during the second World War, when he was attached to the office of Strategic Services in Caserta, Italy, research and analysis branch.

Very truly yours,
RONALD GONZALEZ
1658 Florida Street
San Francisco, Calif. 94110 □

You're from Uruguay?

FORT SILL, OKLA.

DEAR EDITOR:

We are looking for graduates/ attendees of the Uruguayan-American High School, with a goal of holding a reunion in the summer of 1996. Those who attended the school in Montevideo (years '72-'80) should contact Kate Johnson at U.A.S. Connection, 11200 Montgomery Blvd., Suite 8, Albuquerque, N.M. 87111, telephone (405) 355-6734.

Sincerely,
RITA A. HOLLAND ■

A Bow to the Credit Union

BY DAVID A. BUTTROSS

The author, a certified public accountant, is a financial management officer in the Bureau of Finance and Management Policy. He requested space to highlight credit union services.

WHEN I SPEAK with my colleagues at State about our member-owned State Department Federal Credit Union, I keep hearing



Mr. Buttross

words like "friendly" and "convenient." I don't commonly hear those words in conjunction with a financial institution, but they express what's been my perception as well, and this is what motivated me to

give my time to the credit union as a volunteer, eventually to become chairman of its board of directors.

I became a State employee in 1990, serving as financial management officer at the embassy in Dar es Salaam. I joined the credit union then, after learning about the services it offers Department employees. I'm in Washington now, and I've heard so many good stories about credit union service, that I thought I'd share some of them with you.

I believe that the credit union provides the specialized service that State employees need. I recall a Foreign Service officer who was looking to buy his first home in Virginia. He was the kind of guy who was always searching for the best deal. He was living abroad at the time, and he



Traci Patterson, keeper of the credit union vault at Main State.

wanted to lock in a good mortgage rate. He had already called several places looking for the best loan. Then he finally got his *best* offer from the credit union because we offered him a lower, owner-occupied mortgage rate, beating the bank investor rates that had been offered because he was still overseas. The credit union will also refinance employees' home mortgages when they're overseas, arranging everything by telephone.

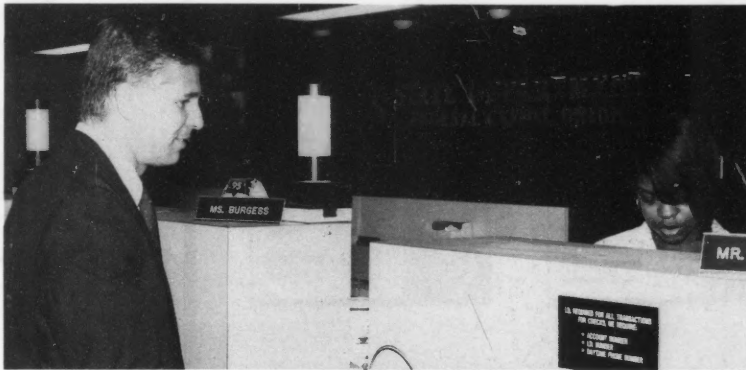
We have other services uniquely designed to meet the needs of employees. For example, we give new State Department hires a signature loan up to \$5,000 to buy personal items that can't be purchased at cer-

tain overseas posts. There's even an established network of 275 overseas liaison officers that disseminate credit union literature. And through personal experience, I found that I could transact business using State's cable system. Today, employees overseas can even fax the credit union through our electronic mail system.

The credit union serves our Foreign and Civil service people in many ways. One of the most generous ways through which we give something back to members is our annual scholarship award program. Each year the credit union contributes \$10,000 to the college education of our children. A committee of volunteers reviews applications from students and determines how to award the funds. Last year there were 130 applications for this very popular scholarship.

I was so impressed by the services and integrity of the credit union that I decided to run for its board in 1992. I became secretary of the board in 1992 and chairman in 1993—a position that I'm proud to hold.

The credit union was chartered in 1935 by eight State Department employees, and it's the largest credit union to serve employees of State in Washington, and overseas, as well as U.S.I.A. personnel and members of our immediate families. This year the credit union will be celebrating 60 years of member service. It has total assets exceeding \$325 million. The number of members has grown to over 52,000, with approximately 15% of them living overseas, 60% in the Washington area and elsewhere in the United States. The average member is about 41 years old and has belonged



William S. S. Amoroso of the Arms Control and Disarmament Agency with Alisa Burgess, member service representative.



Member service representative Hugh Turner with Beth Holmes, branch manager at Main State.

to the credit union for roughly 12.5 years.

I believe in credit unions. According to the State Department, credit unions are one of the few institutions providing a form of democracy in many third world countries. I've often thought of how unique credit unions are. They're not-for-profit institutions, owned and operated by the members who join them. Members become shareholders, and their money is pooled for loans and services. The results are lower loan

rates, better savings rates and reduced or no-cost financial services. When was the last time you heard of a truly free checking account? Well, we offer free checking with no minimum balance to maintain, and we pay dividends. Members have a say in the direction of the credit union, with a right to vote and run for the board of directors or serve on volunteer committees. Ours is a truly democratic organization.

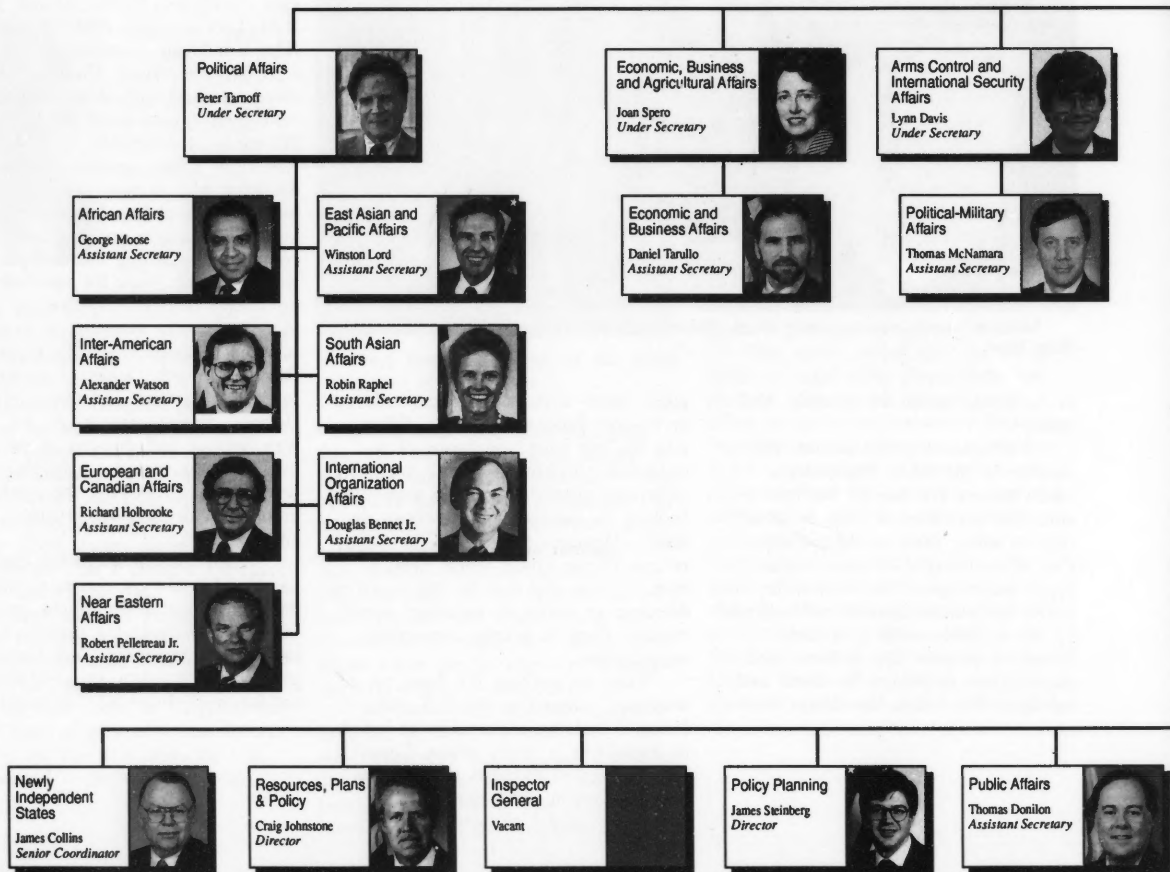
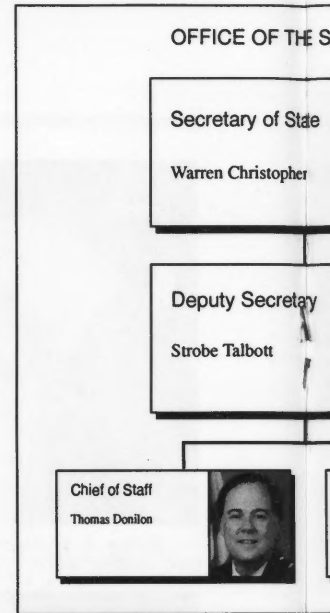
Prior to working for State, as a lieutenant colonel in the U.S. Air Force, I had the opportunity to assist in organizing a credit union. I was then convinced of what a wonderful benefit a credit union was to employees, and I enjoyed working

with the volunteers to build it. In fact, it's the volunteers who guide the credit union organization. These people give their time, energy and expertise without any compensation. We're fortunate to have dedicated professional individuals serving on our board of directors: Catherine Coleman, officer-in-charge, Telecommunications Center, Ft. McNair; Michele Truitt, executive director, Bureau of Consular Affairs; William H. Moore, regional and security policy affairs, Bureau of East Asian and Pacific Affairs; Harlan Y.M. Lee, assistant chief of protocol; John Condayan, a retired Senior Foreign Service officer; Clint A. Lauderdale, a retired ambassador our management consultant; Stanley M. Silverman, comptroller, U.S.I.A.; Robert E. Lamb, another retired ambassador who is now executive director of the American Philatelic Society.

These people are dedicated and committed to strong leadership, and I want to thank them for their contributions over the years. There are other individuals who assist us in extending services to employees. My thanks to Patrick Kennedy, assistant secretary for administration, and Genta Hawkins Holmes, director general of the Foreign Service and director of personnel, for their continuing interest and involvement in helping the credit union provide benefits to State employees.

When I think about the credit union, what always comes to mind is this winning combination of great services and dedicated people. It's these two components that foster our growth and stability as a successful not-for-profit financial institution. ■


UNITED STATES DEPARTMENT OF STATE





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Assistant Secretary for International Economic and Development



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Director



Management
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Under Secretary



Global Affairs
 Timothy Wirth
Under Secretary



Consular Affairs
 Mary Ryan
Assistant Secretary

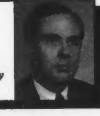

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POST OF THE MONTH

WARSAW

Over 80% of the buildings in this Polish capital were destroyed in World War II. Many have been restored. U.S. Foreign Service people at the embassy are featured as part of STATE's continuing series. (Photos by Dennis R. McCann)



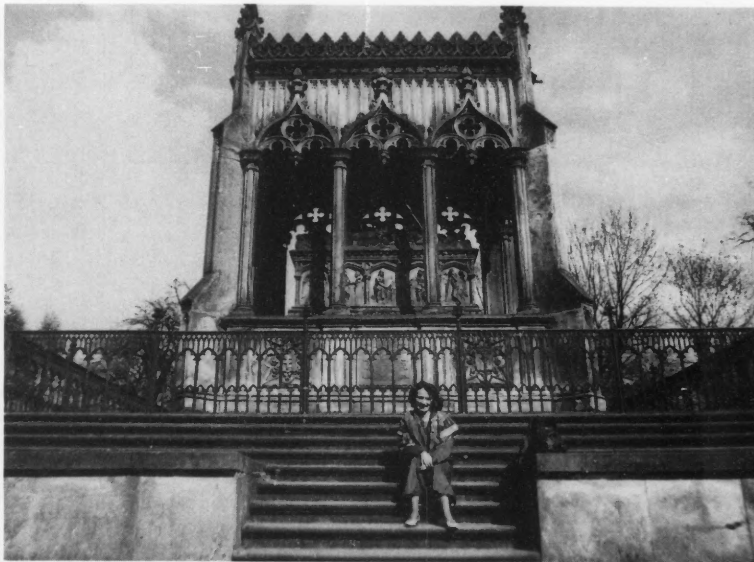
The Jewish Martyrdom and Struggle Trail, a monument to heroes of the ghetto uprising, at site of where the most heated combat with the Nazis took place.



Cultural affairs officer John Walsh with Helen Thomas, dean of the White House press corps.

The royal palace, destroyed during World War II and reconstructed in the 1970s.





Marble sculpture in one of the city parks.

Cashier *Dorota Niedziolka* outside the sarcophagus of the Potockis family, who were 17th-century landlords of a tract of land that is now a southern suburb.



Summer palace of Stanislaus August Poniatowski, Poland's last king.



Sculpture of Siren, emblem of the city since the 15th century.



Rear of the embassy.



The embassy's *Robert Morris* and *Michael Natale* at a roadside pub.



Street-corner musician.



Purchasing agent *Beata Kucinska*.



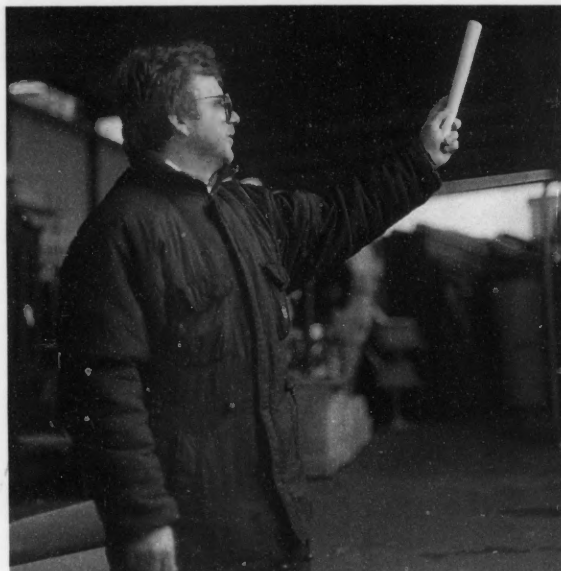
The Polish Stock Exchange and Banking Center, at the former site of the communist central committee.



Ambassador *Nicholas Rey* introduces the mission staff to the President and first lady. With them are *Secretary Christopher* and *Louisa Rey*, the ambassador's wife.



Embassy baggage handlers outside Air Force One during a presidential visit, from left: *Jerzy Wilczak, Krzysztof Mirowski, Marcin Arent, Marek Lunkiewicz.*



Supply supervisor *Henryk Piatkowski* conducts an auction of mission property.



Ian and Kevin McCann, sons of general services officer *Dennis McCann*, at monument to the "youngest Warsaw upriser" in World War II.



Fascell fellow *John Kowalski* and cashier *Jolanta Gwozdz* at Sapper's Monument, which honors a Polish contingent in the World War II Russian army.



The Umschlagplatz Wall Monument, on the site of the railway siding where residents of the Jewish ghetto were transported to Nazi extermination camps. Inscribed on the monument is the verse, "O Earth, cover not my blood and let my cry for justice find no rest."



This memorial honors Poles who were executed by a German firing squad at this place on October 17, 1943.



Secretary *Dorota Zmiejewska* and maintenance and repair supervisor *Tomasz Liniecki* bear a parting gift for *Thomas Simons*, the former ambassador.



The Peace Corps' *Eva Piszczek* outside the Palace of Culture and Science. ■

ASK DR. RIGAMER



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

Q.

MIDDLE EAST

I recently read of a tragic case in the United States where an entire family died because of carbon monoxide poisoning from a car left running in an attached garage. We don't have garages here but do burn gas or oil to keep our houses warm. Can you tell me more about this poisoning, and what we can do to protect ourselves?

A.

Your question is timely, as we are well into the coldest months of the year. Carbon monoxide or C.O. is an insidious poison that may be associated with any combustion process occurring indoors, such as home-heating, cooking, running a vehicle or running a gasoline-powered tool—particularly when ventilation is inadequate. It is a colorless, tasteless, odorless and non-irritating gas, and therefore cannot be detected.

Early symptoms of C.O. exposure are vague, and may be mistaken for symptoms of other illnesses, such as a cold or food poisoning. The symptoms may include headache, dizziness, weakness, nausea, visual disturbances and/or confusion.

If your source of heat is a non-electric space heater, it must be properly vented. The danger exists in tropical areas, as well with the use of poorly-

vented gas-flash hot-water heaters. An unvented heater or one poorly adjusted and dirty can produce deadly quantities of carbon monoxide. I recommend these rules: (1) Never sleep in a room with a heater burning. Instead, get extra blankets and turn the heater off until morning. (2) Even when you're awake, if you must use an unvented heater, keep a window partially open to prevent accumulation of carbon monoxide. (3) Never use a heater that burns with a yellow flame. These heaters aren't functioning properly, and excessive carbon monoxide is being given off. The flame should be blue, and it should burn evenly. (4) Heaters should be inspected periodically to ensure that they're adjusted properly and are clean. The danger of carbon monoxide poisoning is also associated with gas and oil-fired furnaces that are used for central heating, in addition to water heaters in homes and apartments. These units should have periodic maintenance inspections to ensure that the flame is blue and burning evenly, along with required adjustments and cleaning.



NIAMEY, Niger—Health unit nurse Patricia Gibbons-Barger has received an award for meritorious service.

Q.

SOUTH AMERICA

A shipment of foodstuffs which I recently received at post contained mothballs in the container. Since I didn't order mothballs, I presume the shipper put these in for pest protection during shipment. Canned goods and bottled goods are O.K., but flour, cereal and crackers smell strongly of mothballs, despite unbroken packages. Are they safe to eat?

A.

Probably so, but you may not want to eat them due to the persistent odor and taste of naphthalene (mothballs). High concentration of vapors or accidental ingestion can cause symptoms such as eye, nose and throat irritation to nausea, vomiting and disorientation after ingestion. Although vapors are persistent, they will dissipate appreciably over time by airing out. Spreading foodstuffs over as much surface as possible will enhance air contact. It may not be possible to completely get rid of odor and taste. Consumers will need to make this judgment.

Q.

SOUTHEAST ASIA

I've heard about the need for calcium among certain groups of women, but was wondering about others, such as men and children. Do they need as much as well?

A.

The National Institutes of Health recently reported that the current recommended daily allowance for calcium is too low, leading to weakened bones for children, adults and, as you know, especially for elderly women. Recent nutrition surveys have shown that the average diet of Americans has a calcium intake considerably below the recommended. Without proper levels of calcium, children enter adulthood with a weakened skeleton, increasing their risk later for osteoporosis. Inadequate calcium in later years worsens the problem.

New studies show that recommended levels of calcium now carried on most

—(Continued on Page 67)

LIFE IN THE FOREIGN SERVICE

Water polo wins security officer friends on force in Singapore

BY CHIP McELHATTAN

Shortly after I arrived in Singapore, I showed up at the National Water Polo Training Center. "Is there any chance that I can play tonight?" I asked. This was late in 1993. I've been a regular guest player with the Singapore national water polo team ever since.

After being named an Eastern Water Polo League all-star in the United States in 1990, and receiving a bid to try out for the Olympic Festival Team the following year, I departed for my first overseas assignment as assistant regional security officer in Beijing. In light of the political tensions between the United States and China at the time, I wasn't able to play with the world-ranked Chinese national team.

The Singapore national team, consisting of players ages 19-34, trains five times a week. Our practice schedule includes weightlifting three times a week, 2,000-meter sprints, drills and scrimmages. One of the most difficult drills is holding a 10-kilogram barbell over your head with both hands while treading water for one minute. The pain can be compared to the last three miles of a 30-mile bike race, or to sprinting up a series of stadium steps.

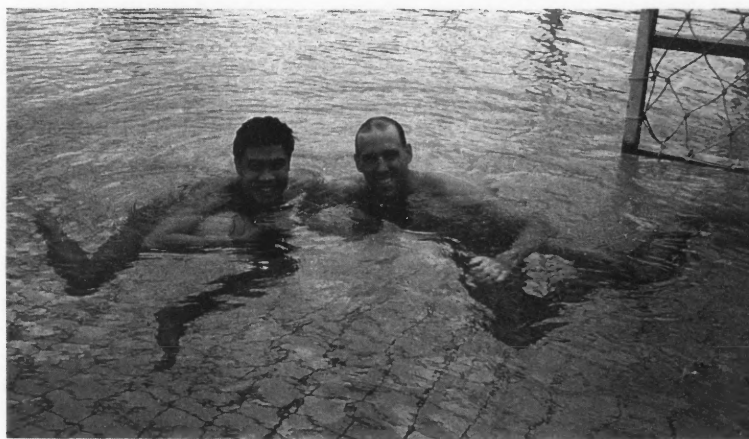


The author practices his shot.

While I can't represent Singapore in international competition, I've been able to play in some exhibition games. Last July I played in an exhibition against Canada and scored two goals in an 8-4 victory. The Singapore water polo team has been the Association of Southeast Asian Nations champion for the past 35 years.

The coaches and players appreciate my assistance in training their players. As I'm a fast swimmer (All-American at Clemson University) and have an accurate and hard shot (up to 60 miles an hour), the team plans to continue utilizing my skills to improve their players' abilities. As for me, polo training has helped me improve my swim sprinting ability and

Singapore national team player **Danny Tan** (left) treads water with author at the national training center.



has become a great outlet for work-related stress.

In addition, I've made many new friends, particularly the team captain, who is the same age as I am. Recently, I invited the entire team over to my house for a barbecue, and they gave me a plaque from the Singapore Amateur Swimming Association and an autographed water polo ball from all the players.

Interestingly, training with the water polo team has helped me in my duties as regional security officer in Singapore. Tan Eng Bok, coordinator for the national team, is the former commissioner of police in Singapore and is well-connected to the current commissioner. He has opened doors of cooperation for me in the police department that normally are closed to foreigners. The police are well aware of the dedication that polo players have and, during official calls, they always inquire as to how the team and I are doing in training. It's a great ice-breaker.

Also, my contacts with the Singaporeans through the police and the Overseas Security Advisory Council assist me in the important task of liaison here. The police constantly are acquiring new methods to improve their force, and they look to the United States first for new techniques in fighting crime. The Drug Enforcement Administration, the Immigration and Naturalization Service, Customs and I are providing assistance.

I've certainly enjoyed playing with the Singapore team. My teammates and I have an excellent relationship, and I take great pride in representing the Bureau of Diplomatic Security and the United States. It has been a rewarding experience for me. ■

FOREIGN SERVICE PERSONNEL

Appointments

Bowen, Daniel M., European Affairs
Ehrendreich, Joel, Pre-Assignment Training
Eiriz, Silvia, Pre-Assignment Training
Frazer, David K., Specialist Intake
Gallagher, Thomas, Pre-Assignment Training
Hammond, Ronald, Pre-Assignment Training
House, Christopher, Specialist Intake
Huppert, Mark P., Pre-Assignment Training
Lippeatt, John David, Pre-Assignment Training
Lively, Kathleen G., Specialist Intake
Loos, James H., Montreal
Muller, Eric F., Pre-Assignment Training
Pounds, Timothy, Pre-Assignment Training
Reinert, Susan, Pre-Assignment Training
Scott, Robert Kenneth, Pre-Assignment Training
Shimp, Eric Allan, Pre-Assignment Training
Springer, Sandra Denise, Dublin
Tracy, Lynne Marie, Pre-Assignment Training
Van Der Walde, Kurt, Pre-Assignment Training
White, Edward A., Pre-Assignment Training

Transfers

Agnew, Elizabeth Jamieson, East Asian and Pacific Affairs to Bonn
Akin, Jon C., Budapest to Muscat
Anderson, Rosalyn H., Executive Secretariat to Shenyang
Arvizu, Eunhee, Phnom Penh to European Affairs, Post Management Branch
Atnip, Cynthia Dianne, Bonn to Johannesburg
Audroue, Kenneth R., Tel Aviv to Language Training
Bailey, Eugene C., Tunis to Office of Foreign Buildings, European & Canadian Area
Baltimore III, Richard L., Budapest to Bureau of Personnel
Barker, Brent A., Diplomatic Security to Shanghai
Barks, Erica Jean, Madras to

African Affairs
Barrass, Deborah Jean, Brasilia to Bogota
Barthelemy, Beatrice Marie, Brussels to European Affairs
Battle, Vincent M., Beirut to Bureau of Personnel, Senior Officer Division
Becker, Robert W., Language Training to Athens
Benson, David J., Diplomatic Security, Office of Protection to Atlanta Resident Office
Berg, Paul Sidney, Bureau of Personnel to Mexico City
Betts, Howard H., Madrid to Guadalajara
Bimmerle, Diann M., Sao Paulo to Bissau
Boardman, Chase H., Diplomatic Security, Los Angeles Field Office to Washington Field Office
Boitano, Regina Teresa, San Jose to Bonn
Boland, Denise Anne, Asuncion to Santiago
Boone, Rudolph Frederick, Manila to Georgetown
Bopp, Steven Douglas, Guatemala to Career Mobility Program
Bowen III, Richard T., Bangui to Lisbon
Bowen, Daniel M., European Affairs to Almaty
Bowers, Leroy M., Moscow to Diplomatic Security, Los Angeles Field Office
Boyce Jr., Ralph L., Singapore to Bangkok
Bradey, Joyce B., Dar es Salaam to African Affairs
Brenner, Jeremy Beckley, Lisbon to Brasilia
Brown, David K., Rio de Janeiro to N'Djamena
Brown, Merritt C., Victoria to Banjul
Bryza, Matthew J., European Affairs to Language Training
Budden, Randall C., Caracas to Mexico City
Bunch, Phillip L., Brussels to Minsk
Bunton, Cynthia Regina, The Hague to Naples
Burns, Diane Marie, Rabat to Near Eastern Affairs
Byrnes, Shaun M., Kiev to European Affairs
Bysfield, Mark Donald, Bogota to Manila
Campbell, Christine A., East Asian and Pacific Affairs to Hong Kong
Campbell, William M., Karachi

to Helsinki
Carwile, John Leslie, Economic Commercial Training to Rome
Chace, Thomas William, Diplomatic Security to Office of Foreign Buildings, Construction Security Division
Chaddic, Joe H., Bureau of Administration, Freedom of Information to Bangkok
Chalkley, John Mark, Tegucigalpa to Kiev
Charles, Cleveland L., Singapore to Economic-Commercial Training
Cherry, Deborah H., Riyadh to Jeddah
Chin, Mary K., Rabat to Chengdu
Colbert, Larry, Madrid to Ciudad Juarez
Coontz, Steven R., Diplomatic Security, San Francisco Field Office to Ankara
Cox, Paul C., Buenos Aires to Freetown
Craft, Carol A., Bureau of Administration, Information Management to Lagos
Craig, Theodore John, Guatemala City to Gaborone
Curtin, Mary T., Assignments to Non-Governmental Organizations National Democratic Institute for International Affairs to Democracy, Human Rights and Labor
Daley, Paul T., Berlin to Sofia
Dalsimer, Anthony S., Paris to Bureau of Administration, Freedom of Information
Daly, Mary Elizabeth, Oceans bureau to Democracy, Human Rights and Labor
Davis, Gregory Edmund, Cairo to Bureau of Administration, Information Management, Office of User Services
Davis, Jeannette E., Jeddah to Ciudad Juarez
De Veyra, Maria T., Inter-American Affairs to Bureau of Personnel, Grievance Staff
De Villafranca, Richard, Congress to Language Training
Decker, Karen Bernadette, International Organization Affairs to Executive Secretariat
Dell, Christopher William, Maputo to European Affairs
Delong, Victoria Jean, Kuala Lumpur to Bonn
Dempsey, Nora B., Language Training to Office of the Secretary

Diaz-Rodriguez, Luis F., Asuncion to Kingston
Dollar, Carolyn J., Office of Under Secretary for Management to Brussels
Donegan, James Edward, Caracas to Accra
Dress, Alice Amelia, National Defense University to European Affairs
Drucker, Milton K., Economic and Business Affairs to Santo Domingo
Dumont, C. Robert, Warsaw to Foreign Service Grievance Board
Duvall, Gerald Raymond, Bogota to Lagos
Eaton, William A., Language Training to Ankara
Ebbecke, Donald J., Gaborone to Office of Foreign Buildings
Ehrnman, Robert Bruce, European Affairs to Vancouver
Einik, M. Michael, Bureau of Personnel to Language Training
English, Christopher P., International Organization Affairs to Intelligence and Research
Estell Jr., Wilson N., Addis Ababa to Bureau of Administration
Evans, John M., Prague to St. Petersburg
Farquar, Timothy Scott, Diplomatic Security, Los Angeles Field Office to San Francisco Field Office
Filby, Robert Wallace, International Organization Affairs to Ankara
Finney Jr., John D., East Asian and Pacific Affairs to Political-Military Affairs
Florence, Jane A., Rome to London
Forbord, Thomas Austin, Inter-American Affairs to Rome
Frederick, George G., Dar es Salaam to Diplomatic Security, Office of Protection
Freund, James F., Antananarivo to Accra
Friedman, Lara S., Jerusalem to Executive Secretariat
Gaffney, Michael J., Kuala Lumpur to East Asian and Pacific Affairs
Galanos Jr., Leon G., Bogota to Brasilia
Garvey, Michael, Pre-Assignment Training to Guangzhou
Gentile, Alan E., Diplomatic Security, New Haven Resident Office to Beirut

Goldberg, Mina S., Auckland to Inter-American Affairs, Office of Assistant Secretary

Gosnell, Jack L., St. Petersburg to European Affairs

Green, Candy, Tbilisi to European Affairs

Grice, Lisa D., Diplomatic Security, Los Angeles Field Office to New York Field Office

Grossman, Marc I., Executive Secretariat to Language Training

Guest, Michael E., Paris to Executive Secretariat

Gwinner, Susan C., Brussels to Karachi

Haley, William F., Addis Ababa to Bonn

Hall, James Henry, East Asian and Pacific Affairs to Hanoi

Hand, Henry H., Shanghai to Consular Affairs

Hanna, Dora Jean, Bureau of Personnel to Rabat

Hansen, Eigil V., Foreign Service Institute to Asuncion

Harries, Amy K., Department of Commerce to Quito

Harris, Daniel S., East Asian and Pacific Affairs to Hong Kong

Haviland, Andrew Bauer, Dhaka to London

Hawkins, Jeffrey J., Pre-Assignments Training to Abidjan

Herbert, Mark L., Diplomatic Security, Office of Overseas Operations to New York Field Office

Hecklinger, Richard E., Economic and Business Affairs to European Affairs, Office of Assistant Secretary

Hellwig, Gordon K., Moscow to New Delhi

Herzberg, Mark J., Executive Secretariat to Near Eastern Affairs, Office of Assistant Secretary

Hibben, Barbara A.P., Pre-Assignment Training to Cairo

Hilburn Jr., Paul W., Brussels to Office of International Labor Affairs

Hill, William R.G., Geneva to Athens

Holt, James W., Diplomatic Security to Office of Foreign Buildings, Construction Security Management

Horn, William S., Bonn to Inter-American Affairs, Regional Center, Miami

Hortland, Elka Haubold, Belize City to Victoria

Howard, Jeremiah H., Riyadh to Athens

Howell, Elinor, Gaborone to Mexico City

Hughes, Patricia Dawson, Cape Town to Copenhagen

Humphrey, Peter, Mexico City to International Organization Affairs, Office of International Development Assistance

Hunt, Susan J., Bureau of Personnel to Inter-American Affairs, Regional Center, Miami

Indahl, Berne M., Riyadh to Foreign Service Institute

Irvine, Ellen P., Paris to European Affairs

Isaacson, Diane S., Lilongwe to Language Training

Iverson, Steven W., Canberra to Diplomatic Security, Boston Field Office

Jaberg, David E., The Hague to European Affairs

Jacobson, Tracey Ann, Intelligence and Research to Inter-American Affairs, Office of Executive Director

Jarrell Jr., John A., Munich to Diplomatic Security, Office of Physical Security Programs

Jaworski, Richard E., Helsinki to Tel Aviv

Jefferson, Edward Dwaine, Specialist Intake to Monrovia

Jillson, Anne Darrohn, Economic and Business Affairs to International Organization Affairs, Office of Technical Specialized Agencies

Johnson, Kevin M., San Salvador to Helsinki

Jones Jr., Frank R., Specialist Intake to Lagos

Jones, Teresa Chin, Montreal to Ottawa

Karp, Craig Mallory, Almaty to Bridgetown

Kelly, Craig Allen, European Affairs to Paris

Kenny, Joseph A., Rome to Kuwait

Ketchem, Frederick J., Diplomatic Security to Lima

Kinney, Stephanie Smith, National Defense University to Copenhagen

Kirk, Diane, European Affairs to Kinshasa

Klemp, Stephen H., Bonn to Zagreb

Kornblum, John C., Bureau of Personnel to European Affairs, Office of Assistant Secretary

Krug Jr., William A., Language Training to Kiev

Kurtzer, Daniel Charles, Near Eastern Affairs to Intelligence and Research

Lamson, John Cotton, European Affairs, Post Management Branch to Brussels

Lange, Howard H., Economic and Business Affairs to East Asian and Pacific Affairs

Lawrence, Suzanne I., Dublin to Consular Affairs, Office of Public Affairs and Policy Coordination

Lineburger, Edward C., Manila to Berlin

Lippincott, Stephen A., Madrid to Nouakchott

Lombard, John P., Near Eastern Affairs to Rome

Long, Marbie M., Near Eastern Affairs to Eastern European Affairs

Lundberg, Eric K., Munich to Intelligence and Research

MacApinlac, Leticia P., Gaborone to Asuncion

Mackie, Nancy J., Athens to Nairobi

Malkemes, Janet R., Special Domestic Assignment Program to Bangkok

Margulies, Alexander H., Political-Military Affairs to Asuncion

Marine, Michael W., Suva to Bonn

Markey Jr., John P., Tijuana to Office of Foreign Buildings, Near East and South Asian Area

Marsh, William H., Rome to Bureau of Public Affairs, Office of Historian

Masteron, Maryanne T., Montreal to Tokyo

Matthewman, Robin Hill, University Training to European Affairs

McAteer, John Egan, Addis Ababa to Rome

McCarron, Bernadette M., Vienna to European Affairs

McCutchan, Betty Harriet, Consular Affairs to Language Training

McInturff, Richard L., Mogadishu to Kigali

McInturff, Sandra L., Mogadishu to Kigali

Melvin, S. Jean, Political-Military Affairs to Paris

Milkiewicz, John M., Tunis to Diplomatic Security, New York Field Office

Miller, Gina L., Inter-American Affairs to International Narcotics Matters

Milligan, Michael L., Bureau of Personnel to Milan

Millikan, Desiree A., Foreign Service Institute to Vladivostok

Moffitt, William A., Valletta to Office of Chief Financial Officer

Montague, John A., Addis Ababa to Guayaquil

Morrissey, Karen R., European Affairs to Warsaw

Morton, Joe D., Diplomatic Security to Abidjan

Murphy, Kimberly Michele, Krakow to Yaounde

Nichols, Patrick J., Foreign Service Institute, Functional Training to Munich

Noble, David B., Frankfurt to Diplomatic Security, Office of Security Technology

Nock Jr., Preston M., Bureau of Administration, Information Management to Karachi

Norman, Robert L., Skopje to Eastern European Affairs

Novinger, George T., Osaka-Kobe to Asuncion

Nowlan, Daniel A., Harare to Reykjavik

O'Donohue, Peter Adams, Political-Military Affairs to Yaounde

O'Leary, John, Port-au-Prince to Yaounde

Oleary, David E., Consular Training to National Visa Center, Portsmouth, N.H.

Ordal, Steven Rolf, San Salvador to Mexico City

Oristian, Thomas C., Bureau of Administration, Information Management to Karachi

Orr Jr., William J., Panamanian Affairs to Office of Chief Financial Officer, Office of Executive Director

Orr, Pittman A., Amman to Lusaka

Oxley, Claire Knox, Near Eastern Affairs to Language Training

Painter, Rodney G., Nicosia to Kingston

Parker, Peter Jay, Bureau of Administration, Information Management to Damascus

Parnell, Isiah Lenart, Monterrey to Nuevo Laredo

Patrick, Sue Ford, Bureau of

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- Patterson, Elise Thayer**, Mexico City to Guatemala
- Pelto, John A.**, Moscow to Bureau of Administration, Information Management
- Pepper, Raymond J.**, Colombo to Bureau of Personnel
- Perlow, Howard T.**, Paris to Antananarivo
- Peterson Jr., David A.**, Bureau of Personnel to International Organization Affairs, Office of International Conferences
- Peterson Jr., David A.**, Tel Aviv to Bureau of Personnel
- Peterson, Richard R.**, Ciudad Juarez to Manila
- Post, Mark A.**, European Affairs to Skopje
- Price, Woodward C.**, New Delhi to European Affairs
- Principe, Vincent Alfonse**, Bureau of Personnel to Nassau
- Puzio, Alan G.**, Mogadishu to Diplomatic Security, New York Field Office
- Quigley, Patrick R.**, Barranquilla to Bogota
- Qulram, Douglas P.**, University Training to Diplomatic Security, Washington Field Office
- Ramotowski, Edward James**, Inter-American Affairs to Language Training
- Ranneberger, Michael E.**, African Affairs to International Narcotics Matters
- Raveling, Philip C.**, Geneva to Paris
- Reitz, Whitney Anne**, Moscow to Oslo
- Rhodes, Patricia K.**, Canberra to European Affairs, Office of Executive Director
- Rich, Christopher E.**, Kingston to Democracy, Human Rights and Labor
- Rodgers, John Robert**, Bridgetown to Bureau of Personnel
- Rubin, Eric Seth**, Language Training to Kiev
- Sablal, Antonietta R.**, Mexico City to Manila
- Schamber, Maria D.**, East Asian and Pacific Affairs to Bureau of Personnel, Senior Officer Division
- Schlicher, Ronald Lewis**, Office of Counter-Terrorism to Beirut
- Schneider, Elizabeth A.**, Moscow to Bureau of Personnel, Assignments Division
- Schreiber, Joseph B.**, Luanda to San Salvador
- Schulz, Kirsten A.**, International Organization Affairs to Kinshasa
- Scott, Donna J.**, Windhoek to Ankara
- Scotti, Jennifer B.**, Tashkent to European Affairs
- Seman, Joseph E.**, Executive Secretariat to Language Training
- Serwer, Claudia H.**, Near Eastern Affairs to Representative for Trade Negotiations
- Severns, Dennis L.**, Bureau of Administration, Information Management to Beijing
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- Sheets, Robert A.**, Islamabad to Near Eastern Affairs
- Sherman, Richard Morey**, Sydney to Political-Military Affairs
- Silberstein, Robert**, San Jose to Executive Secretariat
- Singlaub, Mary Ann**, African Affairs to Nuclear Risk Reduction Center
- Skipper, Kristen B.**, Office of Foreign Buildings to European Affairs, Office of Executive Director
- Spiers, Victoria Q.**, Santo Domingo to San Salvador
- Spirnak, Madelyn E.**, Cairo to Edinburgh
- Steers, Howard J.T.**, Intelligence and Research to Language Training
- Stickney, Brian R.**, Bogota to Brussels
- Stradford, Rick Ahab**, Moscow to Diplomatic Security, Office of Security Technology
- Sullivan, Gerald N.**, Monrovia to Guatemala
- Taylor, Landon Ray Lee**, Monterrey to Abuja
- Taylor, Teddy Bernard**, Visa Services to Language Training
- Theis, James Paul**, San Salvador to San Jose
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- Tubbs, Paul S.**, Diplomatic Security to Office of Foreign Buildings, Construction Security Management
- Tucker, John C.**, Political-Military Affairs to Baku
- Turner, Carol I.**, Vienna to Bureau of Personnel
- Underwood, Thomas A.**, Executive Secretariat to Eastern European Affairs
- Verdun, Aubrey V.**, Legislative Affairs to Yaounde
- Verona, Edward S.**, Brasilia to Moscow
- Waldrop III, Neal A.**, Oceans bureau to Canberra
- Walker, John L.**, Quito to Diplomatic Security, Houston Field Office
- Walker, Sally M.**, Pretoria to Office of Foreign Buildings, East Asia and Pacific Area
- Walters, Anthony J.**, Diplomatic Security to Lima
- Whaley, Peter**, Kinshasa to Accra
- White, Robin Lane**, Bureau of Personnel to Ottawa
- Whitehead, N. Peter**, Diplomatic Security to Casablanca
- Wiener, Andrew T.**, Canberra to Career Mobility Program
- Wilcox, Wayne P.**, Beijing to Diplomatic Security, Washington Field Office
- Wilhelm, Glynn**, Cairo to Bureau of Administration, Information Management
- Wilkinson III, Theodore S.**, Mexico City to Brasilia
- Wingenter, Patricia Ann**, Moscow to Tel Aviv
- Witajewski, Robert M.**, Lima to Havana
- Wolfe, David C.**, Guatemala City to Bogota
- Wolin, Hannu A.**, Madrid to European Affairs
- Wright, Glenda**, Sofia to Bandar Seri Begawan
- Yang, Nelson C.**, Diplomatic Security, San Francisco Field Office to Office of Overseas Operations
- Zicarelli, Todd R.**, Mexico City to Diplomatic Security, Boston Field Office
- Zorick, Michael P.**, Executive Secretariat to Economic and Business Affairs, Office of Monetary Affairs
- Carey, Jan E.**, Madrid
- Caterini, Frances M.**, Calcutta
- Coker, Brenda**, Lagos
- Cole, Maria M.**, Brussels
- Cook, Robert Dennis**, Montreal
- Corn, Tony**, Leave-without-pay status
- Denton, Peggy Evelyn**, Kampala
- Donaway, Linda**, Moscow
- Douglas, Gwen**, Kuwait
- Drainville, Lisa Michele**, Bucharest
- Dunn, Mary Kathy**, Harare
- Dunn, Wanda K.**, Bonn
- Escobar, Elizabeth Jo**, Moscow
- Espinosa, Gloria Leonor**, Lagos
- Fernandez, Maria De L.**, Asuncion
- Fiffick, Kathryn**, Leave-without-pay status
- Finver, Fay, L.**, Moscow
- Furiati, Maryann L.**, Leave-without-pay status
- Gidley, Edith S.**, Sofia
- Green, Trina**, Moscow
- Grove, Catherine C.**, Moscow
- Hansen, Eric**, Moscow
- Hemmings, Wayne D.**, Accra
- Hillman, Patricia M.**, Accra
- Hoschouer, Natividad A.**, Bonn
- Houston, Kathleen M. Marquee**, Madrid
- Humphreys, Nancy L.**, Bern
- James, Erika Leslie**, Abidjan
- Jamison, Shannon Shaw**, Bucharest
- Jones, Tina Marie**, Pretoria
- Karb, Karyn A.**, Bonn
- Kazacos, Jeannie G.**, Bangui
- Kealing, Jeffrey E.**, Bangkok
- La Sor, Carol A.**, Nairobi
- Lamb, Margaret Jean**, Kampala
- Lara, Lorraine H.**, Merida
- Larson, Jane A.**, Nairobi
- Lynch-Lockwood, Linda C.**, Harare
- Lyons, Rita Miller**, Leave-without-pay status
- Mangal, Shiu P.**, Bangkok
- Mangum, Gloria**, Dar es Salaam
- McDonald, Anne Marie D.**, Leave-without-pay status
- McKeown, Lois K.**, Oslo
- Merengueli-Wright, Maribel**, Kampala
- Miller, Richard G.**, Lima
- Moore, Denise R.**, Bonn
- Morales, Monica C.**, Lahore
- Muhammad, Abdurrasheed S.**, Banjul
- Neal, Meredith Creel**, Rome
- O'Neal, Maria L.**, Sofia
- Peko, Damian**, Mexico City
- Peterson, Christopher**, Bonn
- Pistor, Michael T.F.**, African Affairs

—Continued on page 52)

Resignations

- Acosta, Olivia T.**, Oslo
- Baca, Steven Andrew**, Vancouver
- Baker, Patricia S.**, Leave-without-pay status
- Batten, Bruce**, Moscow
- Bruce, David**, Moscow

CIVIL SERVICE PERSONNEL

Promotions

GG-6

Gwinn, Eloise, Asuncion

GG-9

Garvin, Emma, International Organization Affairs, Personnel

GM-14

Frye, Darlene F., Bureau of Personnel

Johnson-Braun, Kim A., Diplomatic Security, Information Systems Security, Classified Analysis Branch

GS-4

Hall, Monica D., Payroll Operations

Hall, Richard A., Payroll Operations

GS-5

Dibona, Chris J., Bureau of Administration, Information Management

Jordan, Wayaka Marie, Passport Services

Sinceno, Yolanda W., New Orleans Passport Agency

GS-6

Blake, Regina, Bureau of Administration

Hatchett, Patrick O., Bureau of Administration, General Services

Mayes, Jacqueline E., Inter-American Affairs, Office of Regional Economic Policy

Paris, Concettina E., Bureau of Personnel

GS-7

Albright, Verna G., Office of Inspector General

Brent, Tonie G., Central African Affairs

Coghill, Sacaguwier E., Office of Chief Financial Officer, Consolidated American Payroll Division

Cordoba, Louis G., Miami Passport Agency

Dones, Felicia M., Miami Passport Agency

Dyson, Dana, Office of Chief Financial Officer, Consolidated American Payroll Division

Eng, Shirley, Office of Chief Financial Officer

Genco, Margaret L., East Asian and Pacific Affairs, Office of Executive Director

Johnson, Ardelia, Bureau of Ad-



BUREAU OF ADMINISTRATION—Finally, *Eddie Anderson* gets to join *Secretary Christopher* in front of the camera. The widely-popular State Department photographer was set to retire on January 3. (State Department photo by *Shawn Moore*)

ministration, Telecommunications Operations

Johnson, Karon Lenae, International Organization Affairs, Administrative Services

Martin, Suzanne, Office of Inspector General

Snyder, Edward T., Visa Services

Sudbrink, Thomas G., Office of Curator, Diplomatic Reception Rooms

GS-8

Cornio, Jacqueline, Legislative Affairs

Jackson, Dorothy F., Bureau of Public Affairs, Office of Public Communications

Jenkins, Yvette Y., Office of Under Secretary for Economic, Business and Agricultural Affairs

McGuire, Carol S., Diplomatic Security, Office of Field Office Management

Swiger, Gary W., Bureau of Administration, Telecommunications Operations

GS-9

Arrington, Celia D., Economic

and Business Affairs
Aulton, Annette Y., Bureau of Public Affairs

Bassle, Michel K., Office of Legal Adviser, Law Enforcement and Intelligence

Bushelle, Noel A., African Affairs, Office of Assistant Secretary

Doyle, Jason P., European Affairs, Office of Assistant Secretary

Furr, Tammy L., Office of Legal Adviser, Law Enforcement and Intelligence

Garcia, Ronald R., The Hague
Gibson, Tyania G., Medical Services

Key, Keith Andrew, Passport Services

Lebaron, Jean F., European Affairs, Office of Executive Director

McGlen, Pamela E., Bureau of Personnel

Neal, Shirley J., Executive Secretariat

Peyton, Sharon T., Medical Services

Renchard, Randolph W., Bureau of Administration, Office of Safety/Health and Environ-

mental Management
Tornavacca-Triesch, Lee W., Passport Services
Wright, Johnna M., Office of Protocol, Accreditation Section

GS-10

Carpenter, Kim A., International Organization Affairs, Administrative Services

GS-11

Buchanan, Bonnie, Medical Services

Daugherty, Reid A., Intelligence and Research

Floyd, Price Blair, Eastern European Affairs

Hainsey, Gail V., Office of Foreign Buildings, Financial Management

Hartley, Ronald R., Bureau of Administration

Hemby, Sandra J., Office of Foreign Service National Personnel

Jackson, Marjorie J., Office of Under Secretary for Management

McManus, Loretta J., Bureau of Administration, Information Management, Budget Branch

Oliver, Ollie, Bureau of Administration, Communications Programming

Reilly, Neil M., Bureau of Administration, Small Purchasing Branch

Tufo, Sara Jane, National Passport Center, Portsmouth, N.H.

Wels, Calvin Lee, National Passport Center, Portsmouth, N.H.

GS-12

Barcas, Catherine H., Bureau of Administration, Personnel Management

Collins, Mary Horne, Intelligence and Research, Office of Executive Director, Security Division

Dubose, Brenda M., Bureau of Administration, Office of Information Services, Research Branch

Gross, Cheryl A., Bureau of Public Affairs

Johnson, Cozetta D., Office of Under Secretary for Arms Control and International Security Affairs

MacEwen, Bruce E., Bureau of Administration, Information

Management, Office of Foreign Operations

- Sarkis, Saadia E.**, Executive Secretariat
- Shelton, Theran J.**, Diplomatic Security, Applicant Clearance Section
- Slatis, Mary P.**, Office of Inspector General

GS-13

- Buzby, Daniel John**, Political-Military Affairs
- Clark, Susan M.**, Political-Military Affairs
- Farnsworth, Eric P.**, Central American Affairs
- Groves, Norman Scott**, Office of Chief Financial Officer, International Financial Services Directorate
- Guyer, Cynthia L.**, Bureau of Personnel, Resource Planning and Allocation
- Jones, Carol E.**, Office of Chief Financial Officer, Accounting Requirements Division
- Posillico, Michael G.**, Diplomatic Security, Protective Intelligence Investigations
- Stickels Jr., Richard G.**, Political-Military Affairs

GS-14

- Anderson III, David**, Office of Foreign Buildings, Latin America Area
- Clark, Randy R.**, Foreign Service Institute, Administrative Services
- Lewis, Sandra J.**, Office of Inspector General

GS-15

- Oettinger, Julie Ellen**, Office of Legal Adviser, Economic, Business and Communications Affairs

WG-7

- Whitlock Jr., James W.**, Bureau of Administration, Domestic Fleet Operations

XP-10

- Richardson, Alvin B.**, Bureau of Administration, Printing Services
- Walker, Dimple McKinley**, Bureau of Administration, Printing Services

Appointments

- Belk, Peter Ivan**, Intelligence and Research, Office of Ex-

ecutive Director

- Cheris, Eddie Spero**, Passport Services
- Chirwa, Dawn M.**, Office of Legal Adviser
- Davis, Deidre Ann**, Equal Employment Opportunity and Civil Rights
- Dorosin, Joshua Loudon**, Office of Legal Adviser, International Claims and Investment Disputes
- Feinstein, Steven David**, Medical Services
- Fitzgerald, Timothy Cortez**, Bureau of Administration, Information Management, Corporate Systems Division
- Fletcher, Herbert R.**, Diplomatic Security, Office of Administration
- Gonatas, Marina R.**, Office of Legal Adviser
- Hadrick, Dennis Franklin**, Bureau of Administration, Small Purchasing Branch
- Harrell, Blanche Yvonne**, Foreign Service Institute, General Services
- Hillman, Gracia M.**, Office of Under Secretary for Global Affairs
- Kiingi, Elizabeth M.**, Office of Legal Adviser
- Kim, John Jai-Kak**, Office of Legal Adviser
- Lincoln, Beverly E.**, Bureau of Administration, Information Management, Foreign Operations
- Mercer, John W.**, Consular Affairs, Office of Executive Director
- Messner, Patricia Boyd**, Bureau of Administration, Office of Allowances
- Mico, David Jose**, Legislative Affairs
- Penn, Ronald V.**, Office of Foreign Buildings, Construction Management Division
- Pfeffer, Clarita C.**, Office of Foreign Buildings, Africa/East Asian and Pacific Area
- Salvatierra, George**, International Organization Affairs
- Snyder, Beverly**, European Affairs, Office of Assistant Secretary
- Wickstrom, Eileen A.**, Political-Military Affairs

Reassignments

- Carper, Mary Henley**, Diplomatic Security to Bureau of Personnel

- Coffey, Marguerite R.**, Diplomatic Security to Bureau of Administration, Information Management
- Daniels, Helen June**, Bureau of Administration, Information Management to Bureau of Personnel, Office of Executive Director
- Hammond, Rose M.**, Office of Chinese and Mongolian Affairs to Bureau of Personnel
- Jackson, Patricia A.**, Intelligence and Research to Bureau of Personnel
- Johns, Ernest H.**, International Narcotics Matters to Bureau of Administration, Information Management
- McKee, Graig W.**, Intelligence and Research to Bureau of Information
- Muse, Carolyn Kay**, Intelligence and Research to Bureau of Administration, Freedom of Information
- Rameriz, Susana**, Bureau of Administration to Office of Inspector General
- Rottier, Julia Marie**, Intelligence and Research to Bureau of Administration, Freedom of Information
- Sakla, Cecile Francoise**, Office of Legal Adviser to Office of Procurement Executive
- Steel, Deborah L.**, Bureau of Administration, Information Management to Office of Chief Financial Officer
- Williams III, Ned B.**, Executive Secretariat to Political-Military Affairs
- Winters, Christine D.**, Pre-Assignment Training to Political-Military Affairs

Resignations

- Aceto, Mia P.**, Bureau of Administration, Personnel Management
- Alexander, Eva**, Political-Military Affairs
- Anderson, Avery B.**, Diplomatic Security, Philadelphia Field Office
- Anderson, Clarence**, Medical Services
- Anderson, Jennifer Leigh**, European Affairs, Office of Executive Director
- Arndt, Jeffrey M.**, Executive Secretariat
- Austin, Marc T.**, International Communications and Infor-

mation Policy

- Baskin, Delores C.**, Bureau of Administration, Telecommunications Operations
- Bonin, Jane F.**, Foreign Service Institute, School of Professional Studies
- Borys, Peter**, Office of Legal Adviser, International Claims and Investment Disputes
- Bosier, Derrick S.**, Passport Services
- Boswell, Nathaniel A.**, Political-Military Affairs
- Bowman, Laura E.**, International Organization Affairs, U.N. Office, Washington
- Boyd, Terence L.**, Consular Affairs, Communications and Records Section
- Bragg, Brendan C.**, Bureau of Administration, Freedom of Information
- Casto, Sean M.**, Office of Foreign Buildings, Resource Management
- Chapman, Michael Eugene**, Legislative Affairs
- Coffey, Erika R.**, Executive Secretariat
- Cohn, Philip M.**, Inter-American Affairs, Office of Executive Director
- Cole, Judith K.**, Office of Legal Adviser
- Coleman, Sereta**, Office of Foreign Buildings, Resource Management
- Collias, Mary M.**, African Affairs, Office of Executive Director
- Connors, John Fowler**, Diplomatic Security, Personnel Management
- Cook, Amy**, Bureau of Administration
- Cook, Doris Ann**, Bureau of Administration, Building Management Operations
- Cornwell, Marian James**, Political-Military Affairs
- Daniels, Karen V.**, Bureau of Administration, Information Management Graphics and Editorial Services
- Davison, Carrie M.**, Bureau of Administration
- Dean, Clayton M.**, Political-Military Affairs
- Ellis, Clyde**, Office of Foreign Buildings, Resource Management
- Elsten, Megan A.**, Los Angeles Passport Agency
- Fautleroy, Mark L.**, Bureau of Administration, Information Management, Foreign

- Operations
Ferrao, Joaquin E., Summer College Student Intern Program
Garcia, Denise M., Summer College Student Intern Program
Garland, Deborah L., Boston Passport Agency
Garland, Lisa K., Office of Chief Financial Officer, International Financial Services Directorate
Garrett, Tracie D., Office of Foreign Buildings, Resource Management
Goodrum, Joan Bonita, Bureau of Administration, Buildings Services Branch
Hasman, Susan E., Political-Military Affairs
Heslin, Sheila N., Policy Planning Staff
Hughes, Lisa T., Passport Services
Husom, Jeffrey Lee, Political-Military Affairs
Jacobs, Joshua, Passport Services
Johnson, Ngina A., Executive Secretariat
Keary, Barbara S., Office of Foreign Buildings, Resource Management
Kim, Caroline S., Summer College Student Intern Program
Kohlenbush, Gretchen A., Political-Military Affairs
Kwiatkowski, Julia A., Bureau of Administration, Information Management, Personnel Management
Landry, Jeffrey, Bureau of Administration, Office of Allowances
Lenehan, Christopher M., Political-Military Affairs
Lester, Raymond, Intelligence and Research
Leverette, Glossepine, Language Services
Lumpkin, Michael Scott, Diplomatic Security, Personnel Management
MacAdam, Andrew C., Office of Foreign Buildings, Resource Management
MacEachron, Sonya Ann, European Affairs, Office of Executive Director
Marantz, Lois Ann, Foreign Service Institute, School of Language Studies
Martin, Thomas B., Bureau of Public Affairs, Office of Assistant Secretary
Martinsage, Robert C., Political-Military Affairs
Mayo, Gerrod Alan, Office of Foreign Buildings, Resource Management
McCoy, Joyce B., Bureau of Administration, Office of Acquisitions
McNeal, Shiaoing W., Foreign Service Institute, Asian and African Languages
Meehan, Sandra, Foreign Service Institute, Country and Regional Training Programs
Mitchell, Bernice D., Summer and Intern Programs
Monroe, Donita G., Summer and Intern Programs
Montoya, Jose A., Political-Military Affairs
Moody, Gordon Edward, Political-Military Affairs
Moran, Theodore H., Policy Planning Staff
Morgan, Michele C., Political-Military Affairs
Mullan, Erin Lee, Population, Refugees and Migration, Office of Population
Nance III, Edmund B., Political-Military Affairs
Neri, Juan A., Summer College Student Intern Program
Noss, Heather Lynn, Bureau of Administration, Building Management Operations
O'Brien, Carolyn G., Office of Legal Adviser, International Claims and Investment Disputes
Owens, Chad E., Political-Military Affairs
Owens, Eugenia D., Passport Services
Pace, Gloria J., Los Angeles Passport Agency
Pierce, Dianna A., Office of the Secretary
Pinkelman, James Thomas, Bureau of Public Affairs, Office of Public Communications
Pokowitz, Nicki, San Francisco Passport Agency
Popovich, Marc Douglas, Office of Overseas Schools
Price, Marshay A., Office of Legal Adviser, Office of Executive Director
Prince, Lashawn A., Office of Foreign Buildings, Resource Management
Read, Nathan W., Political-Military Affairs
Reynolds, Timothy, Political-Military Affairs
Richardson, Domenica, Medical Services
Richardson, Tara M., African Affairs, Office of Executive Director
Rodriguez, Raul R., International Communications Information Policy
Rodriguez, Robert C., Inter-American Affairs, Office of Assistant Secretary
Saul, Naledi M., Summer College Student Intern Program
Scales, Latoya D., African Affairs, Office of Executive Director
Sharma, Shalini, Summer College Student Intern Program
Shearin, Rosemary, Bureau of Administration, Office of Acquisitions
Smith, Karen Denise, Bureau of Administration, Office of Executive Director
Stark, Martha E., Democracy, Human Rights and Labor
Stewart, Yolanda Y., Bureau of Administration, Presidential-Vice Presidential Travel Support Staff
Stoner, Gary Michael, Diplomatic Security, Personnel Management
Swennes, Ellen F., Bureau of Administration, Office of Allowances
Thomas, Duane A., Summer and Intern Programs
Thomas, Sierra L., Summer College Student Intern Program
Thompson, Charlene Estelle, Office of Inspector General
Truss, Imani A., Population, Refugees and Migration, Office of Executive Director
Turkel, David Andrew, Political-Military Affairs
Villarruel, Jenny N., Bureau of Administration, Information Management, Correspondence Control Branch
Ware, Dennis D., Summer College Student Intern Program
Washington, Glynn D., Summer College Student Intern Program
Waters, Latrina N., Office of Foreign Buildings, Resource Management
Weden, Alexandra A., Medical Services
Williams, John A., Summer and Intern Programs
Williams, Sheketa L., Summer College Student Intern Program
Wood, Jean B., Consular Fraud Prevention Programs
Woods, Paula D., Consular Affairs, Communications and Records Section
Yalowitz, Judith G., Bureau of Administration, Office of Acquisitions

Retirements

- Avents, Charleia**, Office of Foreign Buildings, Resource Management
Bafford, Lloyd E., Executive Secretariat
Beasley, Shriley Evelyn, Diplomatic Security, Office of Security Technology
Berger, Helen Lavern, Bureau of Personnel
Bosen, Rosmary Rebecca, Office of Inspector General
Brooks, William, Bureau of Administration, Publishing Services
Brown, Dorothy F., Bureau of International Organization Affairs, U.S. Budgetary Presentation and Payments Division
Burrell, Lawrence E., Language Services, Translating Division
Cohen, Melva, Boston Passport Agency
Cole, Susie Cleora, Bureau of Personnel, Office of Employee Relations
Cosentino, Blaise P., New Orleans Passport Agency
DeConcini, Joanne, Bureau of Administration, Office of Allowances
Dioux, Robert A., Bureau of Administration, Printing Services
Dodson, William E., Bureau of Administration, Exhibits and Electronics Section
Dudack, Janice A., Bureau of Administration, Information Management, Corporate Systems Division
Ellinwood, Winifred, Bureau of Administration
Engel, Bernard, International Organization Affairs, Office of Policy, Public and Congressional Affairs
Everett, Jeanne M., Bureau of Administration
Grover, Rose, Bureau of Administration, Graphics and Editorial Services
Hall Jr., Stewart, Bureau of Administration, Building Management Operations
Hall, Gertrude D., Bureau of Administration
Hardmon, Clarence, Bureau of

PERSONNEL: CIVIL SERVICE

- Administration, Information Management
- Healey, Joan G.**, Office of Procurement Executive
- Hess, Fanny Frances**, Bureau of Public Affairs
- Hickson Sr., Lenel**, Intelligence and Research, Information Systems Division
- Hogan, Virginia D.**, Intelligence and Research, Office of Analysis for Africa
- Houchins, John R.**, Bureau of Administration, Graphics and Editorial Services
- Hughes, Harrietta**, Economic and Business Affairs, Office of Multilateral and Sectorial Trade Affairs
- Ibrisimovic, Janet L.**, Office of the Chief Financial Officer, Consolidated American Payroll Division
- Johnson, Ermine Milton**, Bureau of Administration, Exhibits and Electronics Section
- Kemp, Catherine C.**, Diplomatic Security, Marine Security Guard Division
- Kovenock, Paul Ethan**, Languages Services, Translating Division
- Litzenberger, Janet Lyon**, Oceans bureau, Administrative Management
- Marshall, Annie L.**, Intelligence and Research
- Martin, Deborah R.**, Bureau of Administration
- Mathis, Raymond E.**, Bureau of Administration, Building Management Operations
- Mills, Hester V.**, Diplomatic Security, Office of Administration
- Minshew, Howard G.**, Diplomatic Telecommunications Service
- Nash, Charles E.**, Office of Inspector General
- Nicholson, Deatrice T.**, Political-Military Affairs
- Ornburn, Russell Franklin**, Bureau of Administration, Information Management
- Parker, Santa W.**, Diplomatic Security, Personnel Management
- Parrott, Kathleen B.**, Political-Military Affairs
- Perry, Donna B.**, Intelligence and Research, Office of Intelligence Coordination
- Perry, Marvin**, Bureau of Administration, Information Management
- Peterson, John D.**, Intelligence and Research, Office of Politico-Military Analysis and Warning
- Pleasants, Rita F.**, Intelligence and Research, Office of Intelligence Liaison
- Plummer, Claire J.**, Diplomatic Security, Boston Field Office
- Prosser, Alvina A.**, Bureau of Personnel, Senior Officer Division
- Respass, Charles B.**, Bureau of Administration
- Robb, Eilene J.**, Bureau of Personnel
- Robinson, Janie O.**, Bureau of Administration, Information Management, Corporate Systems Division
- Robinson, Renay D.**, Economic and Business Affairs, Office of Executive Director
- Sewell, Bobbie June**, Bureau of Administration
- Simpson, Gwendolyn E.**, Office of Chief Financial Officer, Fiscal Operations
- Slaughter, Deloris M.**, Diplomatic Security, Office of Administration
- Smith, Hilton**, Bureau of Personnel
- Smith, Yvonne E.**, Office of Chief Financial Officer, Office of Executive Director
- Sodh, Cecilia K.**, Diplomatic Security, Personnel Management
- Spann, Carl T.**, Office of Inspector General
- Starrett, Stephanie D.D.**, Bureau of Personnel
- Stroik, John S.**, Office of Foreign Buildings, Architectural Branch
- Stuckey, Mary T.**, Office of Counter-Terrorism
- Sustek, Matthew M.**, Bureau of Administration, Building Management Operations
- Thomas, Joyce L.**, Bureau of Personnel
- Thomas, Norman I.**, Bureau of Administration, Printing Services
- Thomas, Oliver J.**, Bureau of Administration, Domestic Fleet Operations
- Vanderwalker, John George**, Office of Ecology and Terrestrial Conservation
- Wallace, Celestine L.**, Executive Secretariat, Records Management Division
- Washington, Venny Z.**, Bureau of Personnel, Information Management Division
- Watkins, Juanita Elizabeth**, Office of Foreign Buildings, Real Estate Division
- Watson, Olivia W. Houston**, Bureau of Personnel, Recruitment
- Waver-Hunter, Jessie**, Executive Secretariat, Records Management
- Wedlock Jr., Henry I.**, Intelligence and Research, Office of Analysis for Russia and Eurasia
- White, Eleanor E.**, Bureau of Administration, Communications Information Branch
- Williams, Harrison B.**, Intelligence and Research, Information Systems Division
- Williams, Helen W.**, Medical Services
- Wilson, Mary T. Z.**, International Organization Affairs, Office of International Conferences
- Yoden-Heath, Mary Ann**, Bureau of Public Affairs
- Young, James R.**, Bureau of Administration, Buildings Services ■
- Ayling, Robert S.**, Frankfurt
- Behnke, Paul E.**, Brussels
- Boynnton, Alice F.**, Lima
- Bulmash, Patricia Ann**, Jeddah
- Cabanillas, Mary S.**, Dublin
- Davis Jr., John R.**, Bucharest
- Deason, Robert G.**, Intelligence and Research, Office of Executive Director
- Fisher, Richard F.**, Kinshasa
- Grobel, Olaf**, Foreign Service Institute, School of Professional Studies
- Hampton, Denise Marie**, London
- Heller, Patricia**, Djibouti
- Hollenbeck, Gerald Donald**, Diplomatic Security, Office of Investigations and Counterintelligence
- Holte, Virginia Mary**, Warsaw
- Huff, Sarita R.**, Paris
- Jacobson, Anna Rose**, Paris
- Jagers, Jr., Russell T.**, Office of Foreign Buildings, Construction Security Management
- Kaplan, Philip S.**, Bureau of Public Affairs, Office of Historian
- Keith, Barbara E.**, Ottawa
- Keys Jr., John L.**, Office of Foreign Buildings, Construction Security Management
- Lewis, Stanley W.**, Stockholm
- Martin, Marjorie S.**, East Asian and Pacific Affairs
- Maziarz, Joseph S.**, Bureau of Administration, Information Management
- McLean, J., Phillip**, Inter-American Affairs
- Moede, Austin L.**, Pretoria
- Munsey, Ernestine C.**, Bonn
- Nugnes, Paul R.**, Diplomatic Telecommunications Service
- Peterson, Charlene M.**, London
- Postupack, Catherine Irene**, Political-Military Affairs
- Rimas, Algirdas J.**, Vilnius
- Roberts, David L.**, Office of Foreign Buildings, Construction Security Management
- Schneider, Harry J.**, Inter-American Affairs, Regional Center, Miami
- Scott, Gail Patricia**, Bureau of Personnel, Grievance Staff
- Smith, Stephanie A.**, European Affairs
- Tarby, Dorothy M.**, Lagos
- Thoms Jr., Andrew G.**, Bureau of Administration, Freedom of Information
- Velarde, Margaret E.**, Inter-American Affairs ■

Foreign Service

—(Continued from page 48)

- Poland, Gretchen D.**, Tunis
- Purinton II, Lucian B.**, San Salvador
- Read, Deborah Lynn**, Leave-without-pay status
- Remalia, Rhonda Renee**, Leave-without-pay status
- Rodriguez, Kathryn V.**, Dakar
- Samelson, Jeffrey L.**, Bogota
- Schmelzer, Kevin Charles**, Frankfurt
- Schroeder, Stephanie**, Moscow
- Singer, Robert**, Bangkok
- Small, Thomas C.**, Paris
- Smith, Glenn A.**, Addis Ababa
- Smith, Joan R.**, Leave-without-pay status
- Smith, Louanne Irma Finkel**, Lagos
- Spencer, Harriet K.**, Nicosia
- Thompson, Carla**, Diplomatic Security, Office of Investigations and Counterintelligence
- Trigg, Christine L.**, Rabat
- Walker, Cindy L.**, Quito
- Williams, Kathey J.**, Yaounde
- Young, Nancy V.**, Rio de Janeiro

Retirements

- Ahrens, Sharon N.**, Lisbon
- Alston, John E.**, Guayaquil

BUREAUNOTES

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to Brussels, Budapest, Damascus, Tel Aviv and Jerusalem for bilateral meetings, and to Miami to participate in the Summit of the Americas, November 30-December 11. Accompanying him and serving as members of his advance team were executive assistant ROBERT BRADTKE and staff assistants LIZ LINEBERRY and SUSAN EDWARDS; special adviser DAVID GERGEN; senior adviser JOHN HANNAH; special Middle East coordinator DENNIS ROSS and his senior adviser, AARON MILLER; deputy executive secretaries MICHAEL GUEST and MARISA LINO; Executive Secretariat executive director LYWOOD M. DENT JR.; Secretariat Staff officers MARK POWELL and BRIAN NICHOLS; and line assistant JENNIFER POOLE (Brussels advance); staff officer JENNIFER BONNER and line assistant COLLEEN KOZUBEK (Budapest advance); staff officer SARA ROSENBERY and line assistant Poole (Damascus advance); staff officers MIKE FITZPATRICK and DAVID BAME and line assistant PAMELA ASH (Tel Aviv and Jerusalem advance); staff officer GEETA PASI and line assistants SHARON OPER and ELIZABETH ROBERTS (Miami advance); and staff officer THEODORE ALLEGRA and line assistant DELORES HICKS (plane team); computer specialist LYNN SWEENEY; the assistant secretary for public affairs, THOMAS DONILON; Department spokesman MICHAEL McCURRY and staff members GLADYS BOGGS, MARY ELLEN GLYNN and VINCA SHOWALTER; JAMES STEINBERG, director, Policy Planning Staff; chief of protocol MOLLY RAISER; the coordinator for the new independent states, JAMES COLLINS; the under secretary for international security affairs LYNN DAVIS; the assistant secretary for European and Canadian affairs, RICHARD HOLBROOKE, and deputy JAMES B. CUNNINGHAM; the assistant secretary for Near Eastern Affairs, ROBERT PELLETREAU; WILLIAM ITOH and MARTIN INDYK from the National Security Council staff; and DANIEL W. CHRISTMAN from the Department of Defense. □

Office of the Under Secretary for Political Affairs

Under Secretary PETER TARNOFF, accompanied by special assistant DAVID HALE, traveled to Saudi Arabia, Bahrain, Qatar, Oman, the United Arab Emirates and Kuwait for consultations in November ... Mr. Tarnoff

visited Paris to consult with French government officials on Bosnia policy ... The under secretary traveled to Mexico City to consult with foreign ministry officials and sign the treaty to prohibit transborder abductions ... He addressed the Conference of Presidents of Major American Jewish Organizations, in New York, on his trip to the Gulf, and St. Bernard's School regarding PRESIDENT CLINTON's foreign policy agenda. □

Protocol Office

Blair House, the President's guest house, had as its guests NELSON MANDELA, president of South Africa, and LEONID KUCHMA, president of Ukraine on a state visit, and the prime minister of Portugal, ANIBAL CAVACO SILVA, on an official working visit ... The Vice President hosted the North Atlantic Assembly reception at the Blair House. Other events there were a luncheon in honor of the French health minister; a dinner for the minister of defense of the United Kingdom; and the Blair House Restoration Fund luncheon for 250 persons.

The Ceremonial Division coordinated the following events hosted by acting secretary STROBE TALBOTT: a luncheon in honor of MARTTI AHTISAARI, president of Finland; a luncheon in honor of GEORGIY E. MAMEDOV, deputy minister of foreign affairs of Russia; a luncheon in honor of WILLY CLAES, secretary general of the North Atlantic Treaty Organization ... A luncheon in honor of the president of Ukraine and his wife was hosted by the Vice President and Mrs. Gore ... A reception was hosted by the deputy secretary in honor of the World Affairs Council. These events were coordinated by APRIL GUICE, KIM TOWNSEND, DEE LILLY and RICK PAULUS. □

ADMINISTRATION

Office of Operations

Office of Language Services: In preparation for the Summit of the Americas, interpreting chief STEPHANIE VAN REIGERSBERG and PATSY ARIZU conducted site visits to Miami. Ms. van Reigersberg also assisted with talks in Cuba ... ERICA GINSBERG handled administrative matters regarding interpreting support. Deputy director MARY BIRD coordinated translation support, which involved the efforts of ADOLFO MACCRAGH, ELIZABETH COUTS, HUGO CALDERON, JOSEPH MAZZA, DONNA SANDIN and JIM FEENEY ... MARCEL BOUQUET accompanied Deputy Secretary STROBE TALBOTT to Africa. He also interpreted for military meetings in Rhode Island and Georgia ... BARBARA PHILLIPS and Ms. Arizu interpreted at a Veterans Day dinner hosted by VICE PRESIDENT GORE for intellectuals from Latin America ... GUILLERMO BASERVA and Ms. Phillips assisted at a follow-on conference in Annapolis ... GISELA MARCUSE traveled to San Diego for joint staff talks with Germany ... PETER AFANASENKO accompanied a delegation to Russia and the eastern republics ... CAROL WOLTER and GAMAL HELAL were in Casablanca for the Middle East economic summit ... TOM MALIONEK, JOEL STERN, BRIGITTE LENT and Mr. Mazza

BUREAU OF ADMINISTRATION—Johnny James Harris, parking attendant, Main State garage, receives Certificate of Appreciation from Shirley J. Beard, acting chief, General Services Division, and a \$100 savings bond for his finding and turning in a fraudulent parking pass.



readied 24 documents for the Ukrainian summit, leaving PAUL HOPPER to handle most other eastern European translation requests ... GLOSSIEPHINE LEVERETTE, who assisted the Interpreting Division before joining the administrative unit in 1990, resigned on November 7.

Office of Commissary and Recreation Affairs: Commissary and Recreation welcomed attorney VICKIE GIPSON, who has assumed the responsibilities of LAURA FARTHING, the attorney who previously handled the office's legal issues. In an effort to be proactive, Commissary and Recreation asked associations to bring potential and existing legal issues to Ms. Gipson's attention as soon as possible. This includes issues concerning employment, contract or tort disputes, duty-free access, theft, embezzlement and other issues that could profit from a legal perspective. Although some issues may ultimately require hiring a local attorney, early involvement by an attorney dedicated to Commissary and Recreation legal matters can offer associations an inexpensive alternative while providing a preliminary legal opinion and valuable negotiation advice, the office said, adding: "Our objective is to help associations circumvent expensive and time-consuming litigation whenever possible. For legal advice, please contact Ms. Gipson on (703) 875-6079, by fax on (703) 516-1547 or (703) 875-6105, or by e-mail under the 'Commissary and Recreation' listing."

Office of Facilities Management and Support Services: The office has consolidated its offices into Room B2A61, Main State. The area consists of approximately 15,000 square feet of previously unusable industrial basement space. This project, though modest in size, the office said, "represented a pivotal step in orchestrating a much larger and highly sensitive space realignment program throughout the Main State building associated with an agencywide reorganization effort. It also served as an opportunity to test various design standards and aesthetic features that may be applied in the larger Columbia Plaza and Main State renovation and occupancy programs." Design highlights include a unique lighting system to compensate for minimal access to windows, universal access of all workstations to the local area network, ergonomic seating and the extensive use of systems furniture to maximize space use ... Facilities Management hosted an open house, November 17, attended by Under Secretary RICHARD MOOSE, many executive directors and their staffs, representatives of the Administrative Services Council and clients, friends, and associates ... Director RICHARD ISELIN and building manager FRANK BRIGHT traveled to Jacksonville, Fla., to discuss details of the new operations and maintenance contract for maintenance, repair and incidental alterations at Main

State, Blair House and the International Chancery Center. The contract was awarded to Meridian Management, Inc., of Jacksonville. The contractor will be responsible for the physical operation of critical and sensitive facilities ... The new elevator diagnostic system for Main State is fully operational. This system is said to be unique in the Washington metropolitan area, offering real-time monitoring and reporting of the status and operation of all elevator systems, speeding response to problems and creating historic records of elevator performance to assist in preventive maintenance activities, and providing the means to prioritize and plan for essential and ongoing maintenance and repairs. The intended result is more reliable service as well as speedy response to elevators when problems occur ... Fire watch officers participated in the November 15 fire drill conducted in the Main State building, serving as floor wardens' observers and in other support capacities ... NICHOLAS FOTINOS attended a recycling seminar given by the Washington Council of Governments, to encourage recycling and the purchase of goods made from recycled products ... LEON DUNBAR, DAVID GRAHAM and JOHN DOLAN were certified in chlorofluorocarbon handling and recovery methods. Certification for those working with equipment using chlorofluorocarbons is now mandatory ... Intern KEITH REGATTS has departed. He will be working as an intern in Frankfurt, Germany, through May. □

Foreign Buildings Operations

Deputy assistant secretary JEROME F. TOLSON JR. discussed with Ambassador MARC GROSSMAN, Turkey, projects and concerns in Ankara and Istanbul ... He met with interim deputy chief of mission LEO R. WOLLEMBORG, Ukraine, to brief him on rehabilitation projects and leasing issues at post ... He conferred with Ambassador THEODORE E. RUSSELL, Slovak Republic, about the impending chancery and annex rehabilitation projects ... He reviewed with Ambassador DONALD M. BLINKEN, Hungary, the projects in progress at post; examined the need to retain but improve the space design in the existing chancery building; and discussed the recommendations of the recently-completed asset management plan ... He met with deputy principal officer VINCENT MAYER JR., Cuba, to discuss the project for the renovation of the former Moroccan chancery in Havana into a migrant processing center ... He reviewed with Ambassador MARY C. PENDLETON, Moldova, the need to complete site negotiations and verify staffing numbers before the post's housing project can be reinstated ... He

discussed with Ambassador JOSEPH E. LAKE the provision of swing space and the acquisition schedule for the chancery rehab project.

The acting director of project execution, JOSEPH T. SIKES, and the director of the Construction Management Division, JOHN D. SLIGH, traveled to Almaty, Baku, Tbilisi, Yerevan and Ankara in mid-November for a firsthand status report on the next four projects.

The director of operations and post support, LAWRENCE R. BAER, discussed with Ambassador SANDRA L. VOGELGESANG, Nepal, projects for the ambassador's residence, the post facilities plan and the asset management plan in draft ... He conferred with Ambassador JOSEPH H. TWINING JR. about the renovation project planned for post. □

CONSULAR AFFAIRS

Front Office: Assistant Secretary MARY A. RYAN traveled to Portsmouth, N.H., November 28, to welcome ANN BARRETT as the new director of the National Passport Center. She was accompanied by the deputy assistant secretary for visa services, DIANE DILLARD, and WILLIAM CAMP, associate director for passport services.

Overseas Citizens Services: The new Office of Children's Issues was the State Department's recipient of one of VICE PRESIDENT GORE's "Heroes of Re-invention" awards on December 7. The office was cited as an exemplar of creating a Government that works better and costs less.

Visa Services: CHARLES OPPENHEIM, consular officer, Immigrant Visa Control and Reporting Division, traveled to the National Visa Center, November 15-16, for consultations regarding the diversity immigrant visa program ... LOUISE SNELL, chief, Office of Public and Diplomatic Liaison, Telephone Inquiries Branch, and LAVERNE ALEXANDER, deputy, Communications and Records Division, retired from the Visa Office, December 2.

Passport Services: Deputy assistant secretary BARRY KEFAUVER visited the Los Angeles Passport Agency en route to Australia to attend an international conference on passport emerging technologies ... The Los Angeles agency saw the retirement of two long-time staff members, LEONA BURLEY, senior passport specialist, and ANTHONY CHAN, supervisory passport specialist ... On November 3 BARBARA BROPHY, acceptance agents' coordinator, conducted a full-day training seminar for postal, city clerk and military acceptance agents, on passport acceptance procedures, including documenting native and foreign-born U.S. citizens and documentation of name changes ... Fraud program coordinator GLORIA GREEN closed the seminar with a



NATIONAL PASSPORT CENTER, N.H.—Assistant Secretary *Mary A. Ryan*, left, welcomes the new director of the center, *Ann Barrett*, second from left. With them are

William Camp, associate director for passport services, and *Diane Dillard*, the Department's deputy assistant secretary for visa services.

presentation on passport fraud and the role of the acceptance agent in preventing fraud ... In November, the Los Angeles agency was visited by an evaluation team that included Mr. Camp; JOHN HOTCHNER Field Coordination Staff; and TERRY GREEN, assistant regional director, Chicago Passport Agency. The team evaluated the agency and its personnel during the workday, and spoke to management and staff members ... In November SAKAE M. HAWLEY, regional director, Los Angeles agency, represented the Department at a dinner at the Australian consulate general in Los Angeles ... On November 17 a representative of the U.S. Secret Service conducted a training session for the Los Angeles agency staff that included showing samples of counterfeit cur-

rency and a video on how to detect it.

Fraud Prevention Programs: On November 9 DOUGLAS BERRY conducted training on fraud detection of U.S. travel documents for Immigration and Naturalization Service inspectors, at the Federal Law Enforcement Training Center, Glynco, Ga... ARTHUR MILLS introduced a new training program for Immigration and Naturalization Service inspectors and examiners at the Federal Law Enforcement Training Center in Artesia, N.M., December 6-9 ... He conducted a training session for the U.S. Border Patrol at the El Paso headquarters, December 5.

Executive Director's Office: On December 8-9 deputy executive director DONNA HAMILTON, MIKE BELLOWS of Visa Serv-

ices, DAVID WILLIAMS and JIM GEIGER of the Systems Staff and DAVID WILLIAMS, Bureau of Administration, were at the National Visa Center to discuss implementation of a State/Immigration and Naturalization Service project to automate the transfer of immigrant visa data from the Immigration and Naturalization Service to the National Visa Center ... From November 11-18 PHILIP KATNER, Systems Staff, with a team of contractors, traveled to Santiago to install and field-test the local area network version of the machine-readable visa ... From November 21-December 5



CONSULAR AFFAIRS—*Allison Mothersill*, left, Foreign Service national at the consulate general in Zurich, meets with Assistant Secretary *Mary A. Ryan* during consultations in Washington.

LINDA BROWN, Systems Staff, visited Havana to install the immigrant visa applicant control system.

Public Affairs and Policy and Coordination Staff: On December 1 the office received one of the 1994 Federal Leadership Awards for its automated systems that provide public access to consular information. □



SYDNEY, Australia—Consul general *Gregorie Bujac* presents group Meritorious Honor Award to (left to right) *Sally*

Thompson, Barbara Simmons, Cheryl Koen, Raquel Mireles and Rose Teupa for their work in the consular section.

DEMOCRACY, HUMAN RIGHTS AND LABOR

The 47th anniversary of Human Rights Day was observed on December 10. This event commemorates the adoption of the Universal Declaration of Human Rights by the United Nations in 1948. Department employees at home and abroad were encouraged to observe the event.

On November 4 Assistant Secretary JOHN SHATTUCK addressed a conference held by the Center for Strategic and International Studies on the upcoming 50th anniversary of



DEMOCRACY, HUMAN RIGHTS AND LABOR—Children greet Assistant Secretary *John Shattuck* as his plane lands in rural Haiti. The boy next to him holds a toy helicopter constructed from tin cans.

the U.N. charter ... Later that same day he addressed the Center for National Security Law at the University of Virginia, on "The United Nations at 49: Post-Cold War Conflict and Human Rights Crisis." ... On November 9-11 he traveled to Haiti, and on November 16-18 to Guatemala ... On November 28 he participated in the premier of a worldwide Voice of America broadcast, "Talk to America." ... On November 30 he delivered a statement to the Third Committee of the U.N. General Assembly, on human rights accountability.

On November 16 **GEORGE LISTER**, senior policy adviser, addressed a "Democracy and Human Rights" seminar for U.S.I.A.'s 104th class of Foreign Service officers ... On October 15 special adviser **YEHUDAH MIRSKY** addressed students from Hampton College on "Democratization and Human Rights." ... On November 15 **SUSAN O'SULLIVAN**, Office of the Americas, Africa and Asia, spoke on the Department's China/human rights policy, to faculty and students at the Johns Hopkins School of Advanced International Studies. □

DIPLOMATIC SECURITY

Office of the Assistant Secretary: Assistant Secretary **ANTHONY QUAINTON** traveled to Port-au-Prince to review security operations in Haiti, November 21-22 ... He traveled to Provo, Ut., to address students from Brigham Young University on "Terrorism and

Violence in the Post-Cold War World."

Diplomatic Security Service: **ALAN BIGLER** became the new chief of the Protective Intelligence Investigations Division ... Philadelphia Resident Office special agents **PETER CATRICKES** and **BOB BRADLEY** participated in a law enforcement "career night" at the Ogontz campus of Penn State.

Countermeasures and Information Security: **LIZ WOODS**, **BYRON ARMSTRONG**, **BRAD LYNN** and **PATRICK SCHWARTZ**, Security Support Division, traveled to Miami to establish two identification units to process badges for all visitors, workers, volunteers and participants who attended the Summit of the Americas last month ... **VINCENT TAYLOR**, chief, Facilities Security Division, attended the leadership development program at the University of Maryland's National Leadership Institute, November 6-11 ... **GUY SERLE**, **BRIAN WILFOND** and **KAMAU ALI**, same division, traveled to New York to install an intrusion detection system ... Facilities Security's **TONY MOSELY** attended the Monitor Dynamics, Inc., school in California ... Facilities Security's **DANNY WILFONG** and **TERRY DONALD** traveled to the new financial center in Charleston, S.C., to attend a construction schedule meeting with the project's general contractor ... Mr. Donald attended a physical security training course in Virginia Beach, Va., the first week of November.

Executive Directorate: **KATHLEEN O'DAY**, Management Systems Division, conducted computer systems training at the National Passport Center and the National Visa Processing Center in Portsmouth, N.H., November 2-4 ... **JAMES ANDERSON**, Management Systems Division, installed the property accountability management system and conducted training on the system in Rio de Janeiro, November 29-December 3. □

ECONOMIC AND BUSINESS AFFAIRS

On November 28-29 **VONYA B. McCANN**, U.S. coordinator for international communications and information policy, chaired the first meeting of the dialogue on the information society, with the European Union. These bilaterals, held under the auspices of the Department's U.S.-European Union subcabinet talks, focused on a range of telecommunications and information technology issues. **RICHARD C. BEAIRD** and **TIMOTHY C. FINTON** participated ... On December 2-3 Ms. McCann and Mr. Finton participated in a high-level preparatory meeting in Brussels for the Group of Seven ministerial conference on the information society, that will take place February 25-26.

SHAUN DONNELLY, deputy assistant secretary for energy, sanctions and commodities, led the U.S. team from State and the Department of Energy during bilateral U.S.-Canada energy consultative mechanism talks in Ottawa, November 3-4. **DON GRABENSTETTER**, Office of International Energy Policy, participated ... Throughout November, Mr. Donnelly led an interagency (State, Energy, U.S. trade representative, Commerce and Treasury) team briefing the staffs of Congressional committees on the status of international negotiations on an energy charter treaty ... He traveled to Houston, November 9-10, to deliver a speech on the energy charter treaty to a joint meeting of the Independent Association of Drilling Contractors and the Petroleum Equipment Suppliers Association ... While in Houston, he consulted with oil, gas and

engineering companies ... He chaired the November 16 meeting in Paris of the International Energy Agency's standing group on long-term cooperation. GLEN RASE, director, International Energy Policy Office, headed the U.S. delegation to that meeting ... Mr. Donnelly was the luncheon speaker on "U.S. Government Policies on Energy and Economic Sanctions," at a December 2 meeting of the Global Business Forum in New York ... He consulted at the U.S. mission to the United Nations and with energy and commodity industry representatives in New York.

WESLEY SCHOLZ, director, Office of International Commodities, led the U.S. delegation to the inaugural meeting of the International Seabed Authority in Kingston Jamaica, Nov. 16-18. The occasion marked the entry into force of the law of the sea convention ... Deputy director STEPHEN BRUNDAGE, same office, led the U.S. delegation to the fall council session of the International Tropical Timber Organization, in Yokohama, Japan, November 6-16 ... He participated in a meeting of the working group on criteria and indicators for the sustainable management of temperate and boreal forests, in Tokyo, Japan, November 17-18 ... BILL KENDALL, same office, attended a council meeting of the international rubber study group in Kuala Lumpur, November 25-December 2 ... DAVID CHANG, same office, participated in a committee on commodities meeting in Geneva, October 31-November 4.

International energy policy officers spoke on Department advocacy for U.S. energy firms at three Department of Energy stakeholders meetings. LYNETTE POULTON spoke November 2 in Pittsburgh, MATT McMANUS November 17 in San Francisco and JIM STEELE November 28 in New Orleans ... On November 21 and 22 Ms. Poulton attended the International Energy Agency's high-level meeting on deployment and development of energy and environment technologies to address climate change ... She represented the Department at the session of the International Energy Agency's subgroup on energy conservation, November 28 and 29.

On November 4 STEPHEN GALLOGLY, division chief for energy producer-country affairs, attended the winter fuels conference of the National Association of State Energy Officials, in Herndon, Va... FREDERIC MAERKLE, division chief for energy consumer-country affairs briefed the Commerce Department's industry sector advisory committee, November 30, regarding the U.S. negotiation position on the European energy charter treaty.

G. PAUL BALABANIS, director, Office of Monetary Affairs, led the U.S. delegation to the Paris Club meeting, November 16-18, in Paris, at which creditor countries considered the treatment to be given to the official debts of the poorest, most-highly-indebted countries ... MARC WALL, chief, Developing Countries Trade Division, joined the U.S. delegation to

the meetings of the Asia Pacific Economic Cooperation forum in Jakarta, November 6-13.

CHRISTOPHER BEEDE, Office of Bilateral Trade Affairs, participated in bilateral market-access negotiations with Taiwan, in Geneva, November 14-18 ... ISHMAEL LARA, Textile Trade Policy and Agreements Division, participated in negotiations with the Dominican Republic, November 14-15, which amended and extended the bilateral textile agreement ... DAVID DIGIOVANNA, same division, took part in negotiations in Kiev, November 15-16, which obtained Ukrainian concurrence to cooperate against circumvention of U.S. textile quotas and on a new, single-category, bilateral textile agreement.

Arrivals include CELIA ARRINGTON, International Communications and Information Policy Office, and JACK GOSNELL, Coordinator for Business Affairs Office. □

FINANCE AND MANAGEMENT POLICY

On November 9 chief financial officer RICHARD L. GREENE visited the regional administrative management center in Paris to review operations and to follow up on issues raised on a trip in April. Discussed were Foreign Service national classification standards, the consolidated American payroll processing system and computer mainframe security ... On October 8-November 10 MATTIE HARMS, Office of International Financial Services, conducted a review of financial operations at Belize City, Guatemala, San Salvador, Tegucigalpa and Mexico City ... On October 17-21 TONY BARBARO, regional administrative management center, Paris, worked with the integrated financial management system transition team/Washington on a comprehensive review of the Data Bridge software.

On October 27 CHARLES KOENEMAN, Office of International Financial Services, traveled to Bangkok, Singapore and Tokyo, as part of the pilot team on the overseas-purchase credit card program ... On November 1-17 ROBERT BYRNES traveled to the regional administrative management center, Bangkok, to review operations and services ... He also performed financial management oversight at the budget and fiscal offices in Vientiane and Singapore ... In early November the Beta version of the integrated financial management system time-and-attendance software was installed in Stockholm, and was used to transmit time-and-attendance data to the regional administrative management center, Paris. The installation team included JEFFREY MOUNTS, Office of Financial Management Services; JAMES DITSWORTH, OLIVIER GRNADOU and EVELYN GABISON, regional administra-

tive center, Paris ... On November 16-18 the regional administrative management center, Mexico, director, FRED HASSANI, visited Caracas to discuss bank reconciliation issues and review remote log-on procedures. □

FOREIGN MISSIONS OFFICE

Director ERIC J. BOSWELL traveled to Brazil, November 14-17, to conclude a bilateral agreement to eliminate value-added taxes paid by the U.S. mission in Brazil ... On December 2 he presided at a retirement ceremony honoring E. RICHARD ATKINSON, in the Treaty Room ... On November 1 he presented service awards to Mr. Atkinson (35-year pin) and ANN COVINGTON, RICHARD MASSEY and KATHY McHUGH (20-year pins) ... On November 4 deputy director HARRY PORTER presented MIKE MULVIN and ELLEN WINCHESTER their 10-year pins ... PIERRE FOURNIER of the San Francisco Regional Office received a 30-year pin ... JOHN APA joined the information management staff ... PAUL CHANDLER departed. □

FOREIGN SERVICE INSTITUTE

Overseas Briefing Center: TERRI WILLIAMS, family training coordinator, and JUDEE BLOHM, Overseas Briefing Center consultant, addressed the Washington area international/multicultural special interest group of the American Society for Training and Development, on establishing client/consultant relationships ... SHERI MESTAN BOCHAN-TIN conducted survey research to gather data on the impact of work-related separations (i.e., separate maintenance or temporary-duty assignments) on couples and families in the Foreign Service, and the material was used to design and implement a special Saturday course on dealing with long-distance relationships ... In a related course, Overseas Briefing Center director RAY LEKI, with CINDY HART-GONZALEZ, School of Language Studies, presented an evening class on the Internet and its possibilities for enhancing long-distance communication ... Briefings were offered for spouses of Marine security guard detachment commanders, for Foreign Agricultural Service officers with overseas assignments and for new regional security officers.

School of Professional Studies: The 73rd Foreign Service officer orientation course (A-100) began October 17 with 33 students. The members have extensive overseas experience, including previous service with State,



FOREIGN SERVICE INSTITUTE—Winners of the 1994 Una Chapman Cox Foundation Award for Excellence in Language Teaching receive certificates and \$5,000 cash awards, left to right: *Genta Hawkins Holmes*, director general; *Stephen*

Low, president, Association for Diplomatic Studies and Training; *Farzana Farooqi* (Urdu); *Lawrence P. Taylor*, director, institute; *Kaija Wilson* (Finnish); *Harvie Branscomb Jr.*, president, and *Jane Chapman Owen*, trustee, Cox Foundation.

Commerce and Defense ... Director general GENTA HAWKINS HOLMES presided at the swearing-in, in the Treaty Room, November 18, for the 29th specialist orientation class. Most of the group will be going to information management positions ... Chief financial officer RICHARD GREENE was the keynote speaker at the December 1 swearing-in for 33 new civil servants, following the Civil Service orientation course. The under secretary for management, RICHARD MOOSE, and the director general attended, in the Ben Franklin Room.

School of Area Studies: PETER BECHTOLD, chairman for Near East/North Africa in the school, attended the annual meeting of the Middle East Studies Association, in Phoenix, November 19-22.

On December 1 the Special Programs Office of the school conducted a policy planning exercise focusing on future development in the southern Balkan region. Specialists from State, Defense, the Central Intelligence Agency and other Government offices were invited, along with diplomats in training at the Foreign Service Institute. Participants were divided into teams representing the governments of the United States, Serbia, Albania and Greece, as well as representatives of Russia and the Nato allies. The purpose of the exercise was to analyze the impact of future developments in the southern Balkan region on U.S. interests and policy. This was the latest in a

long-running series of gaming simulations organized by Special Programs, including such topics as Cuban immigration, U.N. Security Council expansion, and economic competitiveness.

Africa area studies chairman LANNON WALKER addressed the Charlottesville, Va., Committee on Foreign Relations, November 22-23, on foreign policy issues in the Africa area and in the broader global context, as well as on the management mechanism of the country team at overseas posts, in relation to national security strategy.

Area studies dean RICHARD JACKSON spoke November 18 to a symposium on North Africa, at B'nai Brith international headquarters. The theme of the session was "Jewish Threads in the Muslim Moroccan Tapestry."

School of Language Studies: MADELINE EHRMAN, director of research, evaluation and development, was sponsored by U.S.I.A. as an academic specialist for its "English as a Foreign Language" program, in Egypt, in November. During her two-and-a-half weeks in Egypt, she gave workshops and a course for Egyptian teachers of English on learning styles, the independent language learner, teacher-student relations and tolerance of ambiguity in language learning. She made presentations at the Egyptian ministry of education, at several language-focused schools and at a variety of universities, including, twice, at the American University in Cairo. □

INSPECTOR GENERAL'S OFFICE

Based on customer-service meetings with bureau executive directors, the Office of Inspector General has developed a statement of principles which outlines ways to improve recommendations and the compliance process. The statement was distributed to bureau executive directors last month ... The acting inspector general, HAROLD W. GEISEL, visited the U.S. mission to the United Nations, December 2, and traveled to Albania and Malta, December 12-15.

The Office of Security Oversight conducted an audit of emergency preparedness, from late September to early November. The team consisted of MARGIE LINN and WILLIAM BELCHER, working in Rangoon, Phnom Phenh, Islamabad, Karachi, Lahore and Peshawar, and RUTH MCILWAIN and CHRIS DESHONG, in Abidjan, N'Djamena, Brazzaville, Kinshasa and Yaounde.

In its endeavor to increase productivity and enhance customer service, the Office of Policy, Planning and Management sent 15 of its members to a one-day seminar in November on "How to Build and Implement Self-Directed Work Teams." ... In December members of the office, with other members of the Office of Inspector General, attended workshops at the National Foreign Affairs Training Center, on quality and high performance work teams and on business process re-engineering.

In the Office of Audits, BASIL TEMCHATIN has been granted the designation of certified government financial manager by the professional certification board of the Association of Government Auditors. This is a professional designation designed to recognize the skills and special knowledge required of professionals who specialize in government financial management. □

INTELLIGENCE AND RESEARCH

STEPHEN BURANT delivered a lecture, "Foreign Policy and National Identity: A Comparison of Belarus and Ukraine," to faculty members and students associated with the University of Wisconsin-Madison's Russian and East European area studies program, October 20.

Office of Analysis on East Asia and the Pacific: On November 3 Japan analyst THOMAS A. STEELE was a panelist at a National Defense University workshop on U.S.-Japan space cooperation ... In mid-November Korea analyst KEN QUINONES was part of a

U.S. delegation to North Korea, for talks on storage of spent fuel ... Senior Korea analyst JOHN MERRILL helped organize and participated in a simulation of Korean contingencies at National Defense University, November 9 ... Thailand/Burma analyst MARC NICHOLSON participated, November 23, in a briefing for congressional staff on alleged Thai links to the Khmer Rouge in Cambodia.

Office of Research and Office of Terrorism and Narcotics Analysis: The offices cosponsored a conference on "The Economics of the Narcotics Industry," November 21-22 ... In addition, they sponsored a seminar on "Russians as Ethnic Minorities," November 14, and on "Stability and Change in Russian Politics," November 16.

Office of Analysis for Inter-American Affairs: Director ROBERT O. HOMME, Middle America-Caribbean Division chief DAVID G. SMITH and analyst ANGELO S. IOFFREDDA joined Inter-American Affairs' deputy assistant secretary ARTURO VALENZUELA and academic specialists on Mexico in a luncheon discussion of the new Mexican government, November 21 ... Analyst DAVID J. SAVASTUK met with TREVOR VERNON, embassy of Belize, and CATHERINE CHRISTENSEN, new Inter-American Affairs desk officer for Belize, November 7, to review Belize-Guatemala relations ... South America Division chief RICHARD HOWARD held a luncheon meeting, November 9, with the Washington Office of the Council of the Americas, to discuss the Summit of the Americas ... He and analyst JOHN BREWER attended a Heritage Foundation Summit of the Americas seminar, November 14 ... Analyst VIVIAN H. GILLESPIE gave an update, November 15, on Nicaragua, to BRUCE DAVIDSON of the Inter-American Defense College ... Mr. Howard and analyst MONICA ADLER attended a Council of the Americas lunch for the Venezuelan director of foreign exchange controls, November 17 ... Analyst PETER J. SWAVELY met with Brazilian labor leader ANTONIO FRANCISCO, November 18 ... Mr. Smith and analyst STEPHEN VANN participated in a November 22 meeting of the Georgetown University Cuba study group to discuss the potential for Cuban economic reform ... Mr. Howard held meetings, November 25, at the Institute of Latin American Affairs, to discuss the political/economic outlook in several countries in the region.

Office of Terrorism and Narcotics Analysis: Director MARK STEINITZ lectured on international terrorism at the Inter-American Defense College, November 29 ... He participated in a panel on "Salient Issues in Terrorism," at a training course for senior analysts at the Defense Intelligence College, November 17 ... On November 17 Latin American terrorism analyst TIMOTHY STATER lectured on Peru's Shining Path insurgent group, at a graduate school seminar at American University ... In conjunction with

the Central Intelligence Agency and the bureau's External Research Staff, Narcotics Division chief ISABEL SCHELL organized a conference, November 21-22, examining the "Economics of the Narcotics Industry." In attendance were over 100 representatives of Government, academia and the banking and financial community. □

INTERNATIONAL NARCOTICS MATTERS

Front Office: Assistant Secretary ROBERT S. GELBARD traveled to New York to attend the U.N. General Assembly Third Committee meeting on narcotics, November 2 ... He traveled to Panama to discuss counter-narcotics and money-laundering with the newly-elected government, November 7-8 ... He traveled to Haiti to meet with senior U.S. and Haitian officials, and to review police training and monitoring efforts, November 14-17.

Principal deputy assistant secretary CRESCENCIO S. ARCOS traveled to Vienna, Austria, November 14-17, for a U.N. ad hoc advisory group meeting ... On his return, he stopped for one-day narcotics consultations in Madrid, Spain ... He led a delegation to the common agenda narcotics working group meeting in Tokyo, Japan, November 28, followed by a vice ministerial meeting, November 29 ... Following these meetings, he traveled to Taipei, Taiwan, for discussions with local authorities on counter-narcotics cooperation. He was accompanied to Tokyo and Taipei by program officer JOHN BRENNAN.

Deputy assistant secretary JONATHAN WINER traveled to the U.N. world ministerial conference on organized transnational crime, in Naples, Italy, November 19-23 ... He traveled to Brussels, Belgium, as part of the U.S. observer delegation to the European Union Justice Council summit, November 30-December 1 ... ROBERT SIMS, senior adviser on international criminal justice, accompanied Attorney General JANET RENO, Mr. Winer and other Department of Justice and Treasury officials to the conference on crime in Naples, November 21-23.

Office of Policy, Planning and Coordination: Policy and program analyst ROBERT GIFFORD completed emergency temporary-duty assignments at Camp Santiago, Puerto Rico, and Port-au-Prince, Haiti, to support Operation Uphold Democracy in Haiti, September 27-November 21.

Office of Program Management: Director JOHN NIX traveled to Bolivia and Peru for consultations and orientation on bilateral counter-narcotics issues, September 18-25 ... He led an interagency delegation to Panama for

consultations on money-laundering policies and legislation, October 13-15. Central America program officer ROBERT BRYSON was a member of the delegation ... Mr. Nix accompanied presidential narcotics policy adviser LEE BROWN to India and Pakistan for bilateral consultations on counter-narcotics programs and certification issues, November 9-19 ... DOUG RASMUSSEN, division chief for Asia/Africa, visited Burma, October 30-November 2, as a member of a U.S. delegation led by an East Asia and Pacific bureau deputy assistant secretary. Narcotics control was among the issues the delegation discussed with Burmese authorities ... Mr. Rasmussen subsequently visited Thailand and Laos to consult with embassy and government officials on counter-narcotics issues, and he attended an initial ad hoc meeting of the mini-Dublin group in Hanoi ... Caribbean program officer BEVERLY EIGHMY represented the bureau on a factfinding mission led by JOHN LEONARD to St. Kitts and Nevis and Dominica, in response to growing narcotics-related problems in the eastern Caribbean, November 20-23.

Office of Transnational Issues: Global support chief DAVID ROGUS and law enforcement training coordinator ART MUIRHEAD attended the graduation of Russian narcotics-detector dog-handlers, at Front Royal, Va., November 9 ... Demand reduction coordinator THOMAS BROWNE traveled to Bangkok to develop a coalition of 80 nongovernmental organization drug treatment programs from Southeast and Southwest Asia, and he developed a training plan to upgrade treatment provider skills, October 30-November 3 ... International organization program officer KATHLEEN PALA traveled to New York for the U.N. Third Committee member meeting on narcotics, October 30-November 5.

Office of International Criminal Justice: Director ROBERT M. PERITO attended a National Strategy Information Center conference in Washington on international organized crime. Members of U.S. law enforcement agencies, the German police and Scotland Yard also attended, November 21 ... He gave a luncheon speech to the U.S.-China Business Council, on crime in China, November 21 ... He traveled with Mr. Winer to Brussels as part of the U.S. observer delegation to the European Union Justice Council summit, November 30-December 1 ... He then attended the experts group meeting on crime and narcotics, in Brussels, December 2.

People: GINA MILLER, is the new secretary, Office of International Criminal Justice. □

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INTERNATIONAL ORGANIZATION AFFAIRS

Office of the Assistant Secretary: On November 21 Assistant Secretary DOUGLAS BENNETT addressed the Open Forum in an off-the-record session on "A Frank Discussion of Multilateralism and U.N. Peacekeeping in U.S. Foreign Policy." ... On November 29 he traveled to Princeton, N.J., where he spoke on "The United States and the United Nations in the Global Era." The event was cosponsored by the United Nations Association and the Woodrow Wilson School of Public and International Affairs at Princeton ... Principal deputy assistant secretary GEORGE F. WARD hosted U.S.-Canada-United Kingdom trilateral sessions on peacekeeping, at the Department, November 5, with representatives of Defense, the Joint Chiefs of Staff, the U.S. mission to the United Nations and State Department officials attending ... Mr. Ward addressed the Industrial College of the Armed Forces, on peacekeeping, November 9 ... On November 19 he addressed a conference in New York hosted by the American Council on Germany and the Goethe House-New York, on Germany's role in international organizations ... Deputy assistant secretaries MELINDA KIMBLE and HAROLD FLEMING traveled to Geneva and Rome, October 10—November 11, for consultations on U.N. reform of U.N. specialized agencies. They also discussed early warning and prevention with U.N. humanitarian assistance agencies as well as with the Red Cross ... Ms. Kimble represented State as an alternate representative on the U.S. delegation to the extraordinary session of the Food and Agriculture Organization's commission on plant genetic resources, November 7-11 ... Staff Assistant ANN-CATHERINE BLANK traveled to Jakarta, November 3-20, to assist Embassy Jakarta in its preparations for a summit conference.

Office of U.N. Political Affairs: Director JOSEPH SNYDER spoke to students at the College of William and Mary, November 9, and at George Washington and Hampton Universities, November 16, regarding U.S. participation in the United Nations ... JOHN CHAMBERLIN spoke at a model U.N. conference at Kent State University, October 21, regarding the U.N. Security Council.

Office of Peacekeeping and Humanitarian Affairs: Deputy director ROBERT LOFTIS addressed the U.S. Navy Postgraduate School on U.S. peacekeeping policy, November 3 ... He participated in the "Olympus '94" U.S. Army war games in Heidelberg, Germany, November 28-30.

Office of the Executive Director: CHRISTOPHER P. ENGLISH transferred from the Office of Technical and Specialized Agencies to the Bureau of Intelligence and Research ... DONNA L. GIGLIOTTI transferred from

the Bureau of Public Affairs to the Office of Policy, Public and Congressional Affairs ... DAVID A. PETERSON JR. transferred from Tel Aviv to the Office of International Conferences ... SHELDON YUSPEH transferred from the Bureau of Personnel to the Office of the Executive Director.

Office of U.N. System Administration: The United States won a seat on the U.N. joint inspection unit at an election in the U.N. General Assembly on November 22. The U.S. candidate, office director JOHN D. FOX, had spent two to three days a week in New York over the preceding four weeks, seeking support for the election.

Office of Policy, Public and Congressional Affairs: On November 16 LARRY ROEDER addressed the U.N. interagency working group on emergency telecommunications, in Geneva.

Office of Technical and Specialized Agencies: RAYMOND E. WANNER, deputy director, served on the U.S. delegation to the session of the International Atomic Energy Agency's technical assistance and cooperation committee, which was held in Vienna, November 29-December 1.

Office of International Development Assistance: RALPH BRESLER, director, and LISA BOBBI SCHREIBER HUGHES, Agricultural Division chief, attended a meeting in Rome, November 14-24 ... PETER HUMPHREY joined the staff on November 14, coming from Mexico City. He replaces KAREN DECKER as desk officer for the World Food Program ... CAROL FULLER assisted in New York on Third Committee issues, November 21-December 2. □

LEGAL ADVISER'S OFFICE

CONRAD K. HARPER, the legal adviser, participated in deliberations of the steering committee of the administrative council of the Permanent Court of Arbitration in The Hague. He was accompanied by RONALD J. BETTAUER, assistant legal adviser for international claims and investment disputes.

DONNA M. CATLIOTA, LISA GROSH and RICHARD SINKFIELD, attorney-advisers, and MARTHA ADAMS, secretary, Office of International Claims and Investment Disputes, examined records and interviewed witnesses at the Boston Federal Records Center and the Raytheon Corp., relating to the foreign military sales dispute with Iran ... STEPHEN D. MCCREARY, attorney-adviser, same office, assisted by REGIS RAGAN and CHRIS MUCCIARONE, traveled to the Army Missile Command in Huntsville to develop evidence for the dispute with Iran ... HALEY D. COLLUMS, attorney-adviser for international claims and investment disputes, traveled to Geneva for the latest session of the U.N. Compensation Commission on Iraq claims issues.

VANESSA A. LAIRD, attorney-adviser, Office of Oceans, International Environmental and Scientific Affairs, served as the legal adviser for the U.S. team that renegotiated the international undertaking on plant genetic resources agreement, at the in Food and Agriculture Organization in Rome.

HAROLD S. BURMAN, attorney-adviser, Office of Private International Law, met with the U.N. secretariat on commercial law matters ... EVAN T. BLOOM and ELIANA DAVIDSON, attorney-advisers, Office of U.N. Affairs, attended sessions of the Sixth Committee on Legal Affairs of the U.N. General Assembly in New York ... LINDA JACOBSON, attorney-adviser for special functional problems, attended Sixth Committee meetings on the draft convention on state immunity.

People: JAMES C. O'BRIEN, attorney-adviser, was detailed to the Washington office of the U.S. Permanent Representative to the United Nations ... CAROL SCHWAB, attorney-adviser, began a limited-term appointment with the U.N. Development Program Office ... Leaving the bureau were JANELLE F. GAMBLE, paralegal specialist; BLANCHE V. GERRALD, secretary; and ANNE F. HUNT, paralegal specialist. □

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary ROBERT H. PELLETREAU gave a luncheon speech on the Casablanca conference and economic opportunities in the Gulf, to members of the U.S.-Gulf Cooperation Council's corporate cooperation committee,



NEAR EASTERN AFFAIRS—Principal deputy assistant secretary Mark R. Parris presents Meritorious Honor Award to Patricia Weaver, Office of Maghreb Affairs.

November 8 ... On November 15 he gave a speech on U.S. policy and political developments in North Africa, at the annual meeting of the North Atlantic Assembly ... He traveled to Indianapolis, November 16, to give a keynote speech on the Middle East peace process, to members of the Indiana Council on World Affairs ... He traveled to Chicago, November 17, where he delivered a luncheon address to members of the Mid-America Committee and met with students and faculty at the University of Chicago ... He participated in the late November visit of Israeli Prime Minister YITZHAK RABIN to Washington.

Deputy assistant secretary DANIEL C. KURTZER has left the bureau to become the principal deputy assistant secretary in the Bureau of Intelligence and Research ... Deputy assistant secretary TONI VERSTANDIG traveled to Brussels, November 28-30, to attend meetings of an ad hoc liaison committee, the U.S.-Israel-Jordan trilateral economic committee and the Casablanca steering committee.

Office of Israel and Arab-Israeli Affairs: Director DON BANDLER and political-military officer JOHN FENNERTY participated in the annual U.S.-Israel joint security assistance planning meeting, in Washington, November 17 ... Deputy director RICHARD ROTH spoke to members of the Greater Southwest Hadassah chapter, November 14, on the Middle East peace process ... Economic officer ANNE BODINE traveled to Brussels, November 29-30, to participate in the ad hoc liaison committee meeting on assistance for the Palestinians ... Political-military officer JOHN FENNERTY met with members of the Plantation, Fla., chapter of Hadassah, November 1, to discuss the peace process and U.S. relations with Israel.

Office of Lebanon, Syria, Jordan and Palestinian Affairs: Syria desk officer ELIZABETH HOPKINS traveled to Damascus for consultations, October 11-18.

Office of Maghreb Affairs: Director STEPHEN BUCK addressed students at American University, November 17, on U.S. policy in North Africa, focusing on political Islam and the crisis in Algeria ... Algeria desk officer STEVE KASHKETT participated in a symposium on Algeria, at the Carnegie Endowment for International Peace, November 14 ... The ambassador to Tunisia, MARY ANN CASEY, and Tunisia desk officer KAREN SASAHARA participated in the 13th session of the U.S.-Tunisian joint military commission, at the Pentagon, November 14-16. Tunisian Defense Minister BEN DHIA headed the Tunisian delegation ... Libya desk officer DAVID FETTER traveled to the Tidewater, Va., area, October 14-15, to give lectures on careers in the Foreign Service, U.S. policy on Libya and Libya as a case study in proliferation issues. He lectured to academic audiences at places ranging from a national-award-winning middle school to the College of William and Mary.

Office of Regional Affairs: Director RICHARD LeBARON chaired a plenary ses-

sion of the Middle East peace process multilateral working group on water resources, in Athens, November 7-9 ... Just prior to that, he made a presentation on the work of the water group at the October 30-November 1 Casablanca economic summit ... He led the U.S. delegation to the annual trilateral review of the Multinational Force and Observers, in Rome, November 21-22. The officer-in-charge of the force, ROBERT KRANTZ, participated in the Rome meeting as well ... On November 30 Mr. LeBaron discussed Middle East issues with journalists participating in the United Nations' Dag Hammarskjold scholars program ... Economic officer BILL SILKWORTH represented the Department on an interagency commercial policy mission to Egypt, Israel, Jordan the West Bank and Gaza, November 2-9 ... The special assistant for science and technology, CHARLES A. LAWSON, participated in the plenary meeting of the multilateral working group on water resources, in Athens, November 7-9 ... Political officer SCOTT McGEHEE cochaired a Middle East policy review committee, at West Point's student conference on U.S. affairs, November 16-18 ... Special assistant JAKE WALLEES attended meetings of the ad hoc liaison committee, the U.S.-Israel-Jordan trilateral economic committee, and the Casablanca steering committee, in Brussels, November 28-30 ... The special assistant for arms control and nonproliferation, FREDERICK W. AXELGARD, headed the U.S. delegation to the November 8-10 "operational basket" meeting of the multilateral arms control and regional security working group, in Jordan ... Prior to this, he was a plenary speaker at a "Track 2" meeting in Athens, on the multilateral peace process, cosponsored by the University of California Institute on Global Conflict and Cooperation and the Pantheon Institute. □

OCEANS AND INTERNATIONAL AND SCIENTIFIC AFFAIRS

Assistant Secretary ELINOR G. CONSTABLE opened the three-day planning meeting for the international coral reef initiative, which was chaired by SUSAN F. DRAKE, Office of Ecology and Terrestrial Conservation. KARLA BORERI, JENNY JONES and CATHRYN ODOM of that office, with CONSTANCE ARVIS, Office of Oceans Affairs, and SUSAN HOLLY, Office of Public Affairs, assisted in preparations for the meeting.

R. TUCKER SCULLY, director, Office of Oceans Affairs, led the U.S. delegation to New York for the ad hoc meeting regarding the composition of the international tribunal, November 21-22.



OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—Assistant Secretary Elinor Constable presents Superior Honor Award to John G. VanDerwalker, who retired after 24 years of service.

STEPHANIE CASWELL, Office of Ecology and Terrestrial Conservation, led the U.S. delegation to the fifth meeting of the working group on the conservation and sustainable management of temperate and boreal forests, which met in Tokyo, November 17-19 ... She served as alternative U.S. representative to the 17th session of the International Tropical Timber Council, in Yokohama, November 6-16.

RAFE POMERANCE, deputy assistant secretary for environment and development, and DANIEL REIFSNYDER, director, Office of Global Change, participated in the second meeting of the council of the restructured global environment facility, in Washington, November 1-4 ... Mr. Reifsnnyder participated in the intergovernmental panel on climate change workshop, on Article 2 of the framework convention on climate change, in Fortaleza, Brazil, October 17-21 ... He and JONATHAN PERSHING, science officer, same office, attended a series of meetings in Nairobi, Kenya, November 7-12, returning via Jeddah and Riyadh, Saudi Arabia, November 14-15, for consultations with Saudi officials on the climate change convention.

SHARON HEMOND KRYNKOW, science officer, Office of Science, Technology and Health, participated on the U.S. delegation to the Paris A.I.D.S. summit, on World A.I.D.S. Day, December 1. All 42 participating governments accepted the Paris A.I.D.S. declaration, which describes initiatives to combat the pandemic. □

PERSONNEL

Family Liaison Office

The Evacuee Support Network, coordinated by ANN LaPORTA, is a group of Association of American Foreign Service Women volunteers who help Foreign Service people during times of crisis. Deputy director GAIL WATSON KNOWLES welcomed 21 members of this group to a December 1 training session. She gave the history of the network and an overview of its work for the last year, including its support for the five posts that were evacuated. The director of the Employee Consultation Service, ANNE WEISS, thanked the members for their past help and outlined the ways network volunteers help during medical evacuations. The video, "Crisis Work: Crisis Worker," was shown as an overview of crisis-related stress. Support services officer LINDA OLESEN explained the services the Family Liaison Office provides during evacuations and how the network helped during the last year.

Twenty-eight Foreign Service teenagers, who have lived, collectively, in over 150 countries as they accompanied their parents on assignments around the world, attended the 12th annual "Awal Getaway." Education and youth officer SYDNEE TYSON and SHERI MESTAN BOCHANTIN of the security overseas seminar planned and organized this retreat, with assistance from the Foreign Service Youth Foundation and the Association of American Foreign Service Women. Former Foreign Service teens KATHY RUMRILL and LIBBY PARKER facilitated the workshop sessions on the emotional side of moving, reverse culture shock and what it means to be a "third culture kid." Foreign Service officer MATT HARRINGTON and former Overseas Briefing Center intern CHRIS LISLE helped chaperon.

While visiting boarding schools in Massachusetts, Ms. Tyson was able to meet with Foreign Service teenagers attending Deerfield Academy, Bement and Northfield-Mount Hermon. She also visited Williston-Northampton, Eaglebrook and Stoneleigh-Burnham, before participating in the semiannual conference of the Independent Educational Consultants Association in Boston. She was able to publicize the new book, "Notes of a Traveling Childhood," an anthology of writing on the internationally-mobile child, just published by the Foreign Service Youth Foundation ... Director KENDALL MONTGOMERY, Ms. Knowles and Ms. Olesen attended the forum meeting of the Association of American Foreign Service Women. The daylong program addressed issues of Foreign Service spouses ... The staff met at the Foreign Service Institute for an offsite session to address goals and work plans for this year. The session was facilitated by ED GEIBEL of the School of Professional Studies ... Ms. Montgomery briefed JOE HUGGINS,



HARARE, Zimbabwe—At regional personnel workshop, left to right, rear: *George M. Staples, Lou H. Bickle, Violet Musopole, Mwansa Shitima, Zandile Goromonzi, Rudo Charamba, Beryl Massiya, Stephen J. Nolan.* Center row: *Granford Chulu, Faith Dube, Christine Muyawala, Roseline Tsikirayi, Jamilla Osman.* Front: *Patricia Gababu, Regis Spandhla, Molly Kennedy, Kawakata Kabongu.*

administrative officer in Amman ... The staff briefed visiting community liaison office coordinators CAROL ZALUCKY, Lahore; MARIE TOMASI, Budapest; and MARTHA KEAVENY, Madras ... Community liaison office support officer VIRGINIA CHANDLER and publications coordinator KAREN HANSEN LUNDAHL took the "Introduction to Powerpoint" course at the Foreign Service Institute ... Secretary-receptionists GISELLE CONWAY and SHARON FEATHERSTONE attended a course on time management, for people who work with the public.

Ms. Montgomery briefed career assignment personnel of A.I.D. ... Ms. Olesen participated in the security overseas seminar and the advanced security overseas seminar ... She and employment program assistant ERIN ROONEY briefed Marine security guard spouses ... Ms. Knowles presented the "Introduction to Foreign Service Life" course. □

Medical Services

Personnel consulting with Medical Services included Foreign Service nurse practitioner SUSAN HOUCK, during her home leave from



MILAN, Italy—Consul general *Richard J. Shinnick* presents Meritorious Honor Award to personnel assistant *Marina Manno.*

Tel Aviv ... Foreign Service nurse practitioner ELAINE LEACH accompanied a patient from Seoul ... Embassy nurse HILDA MORE consulted with Medical Services when she accompanied a patient from Pretoria ... Former medical director PAUL GOFF and his wife, ELLEN, visited the Department during a Washington vacation. The Goffs have retired to the state of Washington.

Medical director ELMORE RIGAMER traveled to Rome and Athens to consult with the medical staffs ... He attended a leadership conference at Harvard ... The associate director of mental health services ESTHER ROBERTS, traveled to Port-au-Prince to consult with embassy personnel ... Regional medical officer JOHN TRIPLETT and his staff attended a "First World Congress on High Altitude Medicine and Physiology," in La Paz, Bolivia. Dr. Triplett was chairman of the organizing committee. There were speakers from around the world. □

POLITICAL- MILITARY AFFAIRS

Assistant Secretary THOMAS E. MCNAMARA led the delegation to the U.S./Canada bilateral consultations on nuclear cooperation and nonproliferation issues, in Ottawa, Canada, November 2. He was accompanied by RICHARD STRATFORD, director, Office of Nuclear Energy Affairs, and officials from the U.S. Arms Control and Disarmament Agency, Department of Energy and the Nuclear Regulatory Commission ... Deputy assistant secretary MARTHA HARRIS addressed the Society of International Affairs, November 1, on the Cocom successor regime ... She chaired a bilateral review of the memorandum of understanding on strategic trade with India, November 7-9 ... She addressed a task force of the Center for International and Strategic Studies, November 17, on export controls and encryption.

Office of International Security and Peacekeeping Operations: The office welcomed REBECCA BOOTHBY, who is to provide administrative support ... Commander STEVE INGALSBE and NICOLE PEACOCK accompanied deputy assistant secretary FRANCES COOK to a panel discussion on the political aspects of complex disasters, sponsored by the Office of Foreign Disaster



Foreign Service officer *Richard Milton*, special assistant for international affairs, North American Aerospace Defense Command, and political adviser, U.S. Space Command, has retired after nearly 30 years of service.

Assistance, November 9-10 ... Colonels DAN LAYTON and TOM RESAU attended a trilateral meeting with the United Kingdom and

Canada to discuss improving the procurement and costing systems for U.N. assessed operations ... MARC MEISNER and Commander Ingalsbe attended a Peacekeeping Institute conference to promote coordination between the U.S. Government and nongovernmental organizations, November 29 ... Colonel LARRY MACHABEE and First Sergeant STEVE STEVENS (retired) celebrated the Marine Corps' 219th birthday at a ceremony in the Treaty Room, November 14, with Under Secretary LYNN DAVIS as guest of honor ... Colonels DAN LAYTON and TOM RESAU traveled to New York to attend a conference, November 2, on streamlining the process used by the United Nations to request U.S. supplies ... Lieutenant Colonel MIKE KING attended bilateral negotiations on security arrangements in Moscow, November 1-2, and later traveled to Bonn to lead security discussions at the ministry of defense, November 9-10 ... Colonel Machabee traveled to Tampa for crisis management training, November 7-10 ... ALLAN LANGLAND attended a conference of the Caricom defense chiefs and police commissioners, in Kingston, Jamaica, November 6-8.

Office of Chemical, Biological and Missile Nonproliferation: Director VANN VAN DIEPEN attended a chemical weapons non-proliferation seminar in Buenos Aires, November 15-16 ... He led the U.S. delegation, which included action officer PATRICIA KIM-SCOTT, at the Australia Group plenary in Paris, November 28 and December 1.

Office of Policy and Plans: Acting director JUNE CARTER PERRY accompanied deputy assistant secretary FRANCES COOK to the Joint Readiness Training Center exercises at Fort Polk, La. ... She represented the bureau at the Center for Strategic and International Studies' southern and South Africa working group meeting, November 8. South African deputy president F.W. DE KLERK was the guest speaker ... FRANK DAY attended the U.S. Central Command forward presence workshop, November 3, at the Center for Naval Analysis. Its focus was on the force structure and mission objectives ... HENRIETTA PHOENIX and Ms. Perry assisted the Thursday Luncheon Group/American Foreign Service Association intern program committee in efforts to develop support for deserving students.

Office of Export Control Policy: WESLEY WYCOFF has joined the office, on detail ... Director WILLIAM P. POPE, JUDITH WATERS and JOSEPH NOVAK traveled to Kazakhstan, November 13, for export control talks ... JAMES A. LEWIS led an interagency team to Berlin, November 2-10, for multilateral export control negotiations ... ANDREW CHURCH and JOHN CLARKSON attended a course on advanced conventional weapons proliferation ... CESARE ROSATI attended the "Supercomputing '94" conference in Washington ... RICHARD SHERMAN, GILBERT SPERLING, ROBERT GAREL and



POLITICAL-MILITARY AFFAIRS—Lynn Davis, under secretary for international security affairs, at a ceremony marking the 219th birthday of the U.S. Marine

Corps on November 14. At left is Colonel *Larry Machabee*, and at right First Sergeant *Steve Stevens* (retired), both of International Security and Peacekeeping Operations.

Mr. Rosati attended the arms control in the post-cold war era course at the Foreign Service Institute ... Mr. Sperling was attending a course of negotiations at the Foreign Service Institute ... Mr. Novak attended the Washington tradecraft course at the Institute, October 24-November 4.

Office of Nuclear Energy Affairs: Senior coordinator ELIZABETH VERVILLE represented the United States at G-7 nuclear safety working group meetings in Ukraine, September 26-28, to discuss the G-7 action plan for Ukraine's energy sector and Chernobyl closure ... She headed the U.S. delegation to meetings in London of the donors' assembly of the nuclear safety account at the European Bank of Reconstruction and Development, October 20; and to the G-7 nuclear safety working group session on October 21 ... She then accompanied the coordinator for the new independent states, THOMAS SIMONS, to consultations on the G-7 action plan with the European Union in Brussels, October 24-25 ... Deputy director CAROL KESSLER led the U.S. delegation to G-7 meetings in Brussels, November 7-9, to prepare for the G-7/Ukraine joint task force action to implement the G-7 action plan ... Ms. Kessler then went to Ukraine, November 10-11, to help prepare for its president's state visit to Washington, November 21-23 ... She then attended preparatory meetings in Moscow of the energy policy committee, November 14, to prepare for the December meetings of VICE PRESIDENT GORE and the Russian prime minister.

Office of Defense Trade Controls: NANCY MEYER made a presentation on defense trade compliance issues for Teledyne Industries, November 3.

Office of Defense Relations and Security Assistance: KARMA JOB traveled to the United Nations, November 2, for a conference on U.N. procurement practices.

Office of Regional Nonproliferation: JOSEPH DETHOMAS, director, represented the Department in a symposium on counterproliferation, at National Defense University, November 16-17 ... He briefed newly-assigned defense attachés on their role in U.S. missions abroad, November 10; addressed defense and industry officials on political-military issues, at a Brookings Institution seminar, November 16; and took part in a Government-public interest group meeting on nuclear materials security in the former Soviet Union, November 18 ... ROGER CRESSEY, action officer, was a member of the U.S. delegation to the arms control regional security operational basket meeting at the Dead Sea, Jordan, November 8-10. □

Peace and attended the inaugural meeting of the Rwanda operational support group ... She also met with clergy to discuss refugee and migration issues following their participation at a Secretary's Open Forum event ... BRUNSON MCKINLEY, senior deputy assistant secretary, addressed a conference in Baltimore ... He gave a presentation on refugee safehavens at an Arden House conference on migration in New York ... M. FAITH MITCHELL, coordinator for population, spoke at American University, November 10; a Planned Parenthood meeting in New York; and at the Foreign Policy Institute in Washington ... She participated in the National Academy of Sciences plenary session and, with program officer STEVE HAWKINS, attended population meetings in Brussels and Paris ... DOUGLAS HUNTER, director of policy, accompanied Ms. Oakley to the meetings in The Hague and, with program officer NANCY LEES-THOMPSON, attended subcommittee on budget and finance meetings of the International Organization for Migration, in Geneva.

Program officer DAVID KORNBLUTH attended meetings of the Justice Council of the European Union in Brussels ... ROBERT HOUSTON attended U.N. General Assembly meetings on the programs of the U.N. high commissioner for refugees, in New York ... Office of Refugee Admissions staffers ANITA BOTTI, BETSY FITZGERALD and CARLA NADEAU monitored refugee resettlement in Washington, Virginia and Maryland ... DEWEY PENDERGRASS monitored refugee programs in Thailand, Vietnam and Hong Kong ... NANCY JACKSON met with voluntary agency personnel in New York, and visited the Refugee Data Center ... DONALD SHEMANSKI, program officer, monitored refugee

POPULATION, REFUGEES AND MIGRATION

Assistant Secretary PHYLLIS E. OAKLEY attended the intergovernmental consultations on asylum, refugee and migration in The Hague ... She addressed the "Managing Chaos" conference of the U.S. Institute for

POPULATION, REFUGEES AND MIGRATION—Assistant Secretary Phyllis Oakley, center, presents Certificates of Appreciation to retiring Chauncey L. Morse and Nhu N. Duong.



programs in Croatia and Bosnia, and met with U.S. mission and international organization officials in Geneva ... RICHARD CORNELIUS, Office of Population, gave a presentation on population policy at Rice University in Houston ... The bureau sent Montreal-based consular officer JOSEPH BRACKEN to Guantanamo Bay, Cuba, to assist the military with the Cuban and Haitian refugee programs. At the end of his detail, Mr. Bracken was replaced by retired Foreign Service officer EDRIC SHERMAN. □

PUBLIC AFFAIRS

Front Office: Accompanying the Secretary on his November 30-December 9 trip to Brussels, Budapest, Damascus and Jerusalem were THOMAS DONILON, assistant secretary for public affairs; MICHAEL D. McCURRY, deputy assistant secretary for public affairs and spokesman; MARY ELLEN GLYNN, assistant spokesman; special assistant PETER BASS and JOHN HANNAH and VINCA SHOWALTER from the Speechwriters Office ... Deputy assistant secretary BENNETT FREEMAN traveled, November 2-18, to Seoul, Jakarta and Bangkok to support the Secretary at the Association of Southeast Asian Nations conference.

Office of Intergovernmental Affairs: JANICE SETTLE participated in the Council of State Governments annual convention in Pinehurst, N.C., December 4-5 ... She served as program manager for the National Conference of State Legislatures' December 15 visit to the Department. A reception in the Diplomatic Reception Rooms followed a briefing by the under secretary for economic, business and agricultural affairs, JOAN SPERO ... DONNA KREISBERG monitored the National Conference of State Legislatures' sessions outside the Department, December 15-16, and arranged for ALAN LARSON, deputy assistant secretary, Bureau of Economic and Business Affairs, to address legislators who are members of the organization's agriculture and international trade committee at a meeting December 15 at the Hyatt Hotel.

Office of Public Liaison: The Department and the Baltimore Council on Foreign Affairs cosponsored a U.S. foreign policy town meeting, December 7, at the Omni Inner Harbor Hotel. The event attracted over 500 local business executives, as well as council, academic and community members. WINSTON LORD, assistant secretary for East Asian and Pacific affairs, gave the keynote address. JAMES DOBBINS, special Haiti coordinator, and DARRYL JOHNSON, deputy coordinator of U.S. assistance to the new independent states, addressed the group ... Public affairs officer JENNIFER SIEGEL coordinated the program ... Regional program officer DARLENE KIRK traveled to Seoul Korea, November 3, to advance the Secretary's speech

before the Korea Friendship Society, on November 9.

Office of Press Relations: GLADYS BOGGS, media coordinator, accompanied the Secretary, November 30-December 9, on his trip to Brussels, Budapest, Damascus and Jerusalem ... DAVID JOHNSON, director of press relations, traveled to Miami, December 9-12, in support of the Secretary at the Summit of Americas. □

SOUTH ASIAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary ROBIN L. RAPHEL traveled to Pakistan, Afghanistan, Russia and Italy, for consultations with government officials, November 7-21 ... In Pakistan, she traveled to Karachi, Peshawar, Lahore and Islamabad, where she met with Prime Minister BENAZIR BHUTTO and President FAROOQ LEGHARI ... During her visit to Jalalabad, Afghanistan, she met with Nangarhar Governor HAJI QADIR and senior U.N. officials ... While in Rome, she met with the former king of Afghanistan, ZAHIR SHAH ... She was accompanied on the trip by her staff assistant, GEORGE N. SIBLEY ... On November 22 she attended a luncheon and dinner in honor of the visiting delegation from India's national defense university ... She traveled to New York to meet with Ambassador MAHMOUD MESTIRI, head of the U.N. special mission to Afghanistan, November 29.

Deputy assistant secretary TIMOTHY M. CARNEY and senior adviser STEPHEN A. RICKARD participated in the November 7-9 review of the 1984 memorandum of understanding on strategic trade with India, in Washington, cochaired by MARTHA HARRIS and India's joint secretary for the Americas, DILIP LAHIRI ... Mr. Carney cohosted a lunch with Ms. Harris in honor of the delegation ... On November 16 he attended a seminar on arms control issues in South Asia, led by British expert CHRIS SMITH, sponsored by the Henry L. Stimson Center ... Mr. Rickard participated in a round of meetings with the World Bank, on the Arun III hydroelectric power project in Nepal.

Office of India, Nepal, Sri Lanka, Bhutan and Maldives Affairs: Director RONALD D. LORTON, deputy director RONNIE D. WOODY and India desk officer JOHN BRADY KIESLING participated in the review of the 1984 memorandum of understanding on strategic trade with India ... Mr. Lorton attended a presentation on the global agenda by Under Secretary TIMOTHY WIRTH, at the Carnegie Endowment for International Peace, November 8 ... Mr. Woody briefed the executive committee of Russell 20-20, a group of 20 pension fund managers and 20 investment managers, November 14, and participated on an experts panel at the Russell 20-20

general membership meeting, November 15 ... Mr. Lorton attended the arms control issues presentation sponsored by the Stimson Center, November 16 ... Ambassador FRANK G. WISNER, Mr. Lorton and Mr. Kiesling attended a workshop on India conducted by the National Defense University's National Institute of Strategic Studies and India's Institute for Defense Studies and Analyses, at Fort McNair, November 22-23 ... Consulting in the Department during November were Mr. Wisner, November 21-December 1, and the ambassador to Nepal, SANDRA VOGELGESANG, November 7-18.

Office of Pakistan, Afghanistan and Bangladesh Affairs: Director LEE O. COLDREN and deputy director CHRISTOPHER W. WEBSTER briefed a congressional staff delegation, November 9, in advance of the delegation's visit to Pakistan.

Office of Regional Affairs: Director MICHAEL LEMMON and political-military officer JOHN ERATH attended a workshop on U.S.-Indian security perceptions ... Deputy director LEN SCENSNY accompanied a congressional delegation led by GARY ACKERMAN, chairman of the House Foreign Affairs subcommittee on Asia and the Pacific, on a visit to New Delhi, Kashmir and Bombay, November 11-18 ... Mr. Scensny visited posts in Lahore, Islamabad and Karachi, Pakistan, November 19-22. □

U.N. MISSION, NEW YORK

On November 24 Ambassador MADELEINE K. ALBRIGHT visited Haiti to celebrate Thanksgiving with U.S. troops, and to meet with Haitian and U.N. officials to discuss the status of the multinational force and the U.N. operation ... Secretary of Defense WILLIAM PERRY and Ms. Albright met with Haitian President JEAN-BERTRAND ARISTIDE to discuss Haiti's political and economic reconstruction ... She also met with the prime minister and a Haitian parliamentary delegation ... She joined U.S. Special Forces units in Jacmel for Thanksgiving dinner, and visited the police training center at Camp D'Application ... She was joined in Haiti by mission chief of staff ELAINE K. SHOCAS; its director of communications, JAMES P. RUBIN; senior adviser and counsel DAVID SCHEFFER and Lieutenant Colonel MICHAEL SHEEHAN, political-military affairs office director at the U.S. mission ... The ambassador accompanied PRESIDENT CLINTON to the 52-nation summit of the Conference for Security and Cooperation in Europe, December 4. She was accompanied by Mr. Rubin ... In November she held the rotating presidency of the U.N. Security Council, a position she transferred to Rwandan Ambassador MANZI BAKURAMUTSA on December 1. ■

RETIREES' CORNER

New sick leave law allows use of leave for family members

A new law allows federal employees to use sick leave to care for family members in special situations. Under the statute, an employee may take sick leave to care for a family member with special needs as a result of physical or mental illness, injury, pregnancy, childbirth or for medical, dental or optical examinations. No employee may take more than 13 days of sick leave for these reasons, and any employee who takes more than five days of sick leave for them must maintain a personal reserve of at least 10 days (80 hours) of sick leave. The new leave policy, enacted by Public Law 103-338, went into effect on December 22 and will continue as a pilot program for three years.

New policy on access to Main State

The Bureau of Diplomatic Security has announced a new policy regarding access to Main State. Effective now, retired Foreign Service and Civil Service employees no longer have to wait in line to obtain a visitor's pass. Retired employees of State who have their retirement identification cards should proceed to the building guards, who will clear their entrance to the building (during normal business hours). While in the building, Department retirees must display their identification cards in a special holder that can be obtained from the Retirement Division, Room 1251, Main State. We trust that this change will make returning to the Department a more pleasant and enjoyable experience.

New payroll service center at Main State

The Office of Compensation and Pension, Bureau of Finance and Management Policy, will soon open a new payroll service center. Employees who wish to effect routine changes (such as tax withholding, allotments or change of bank or

The material in this section is contributed by the Office of Retirement and Career Transition. Suggestions for what might be included should be addressed to the Career Transition Center, 3300 North Washington Boulevard, Suite 350, Arlington, Va. 22201. Or telephone (703) 235-4240.

allotment) are encouraged to visit the new office. Retirees who want to effect the same type of changes in their annuity payments may use this office as well. The main payroll office, called the Consolidated American Payroll Division, and the Retirement Accounts Division, both on the sixth floor of State Annex 15 in Rosslyn, will continue to provide customer service. A Department Notice on the opening is forthcoming.

Deposits, redeposits of retirement contributions

The Department is developing computer software which will make it easier for employees to obtain up-to-date accounting of the amounts they owe the retirement system. This process of computing the amounts due, called a "deposit" when no retirement deductions were withheld and a "redeposit" when retirement deductions were withheld and refunded, was made significantly more complicated by the introduction of the new retirement plans in 1987. The new software, development of which should be completed by summer, will allow the amounts due to be billed instantaneously. The Retirement Division asks all employees who are curious about the amount due, but who are not ready to make payment, to defer requests for the deposit/redeposit computations.

New system for white-collar hiring

In an effort to streamline federal hiring practices, the Office of Personnel Management announced last week that individuals looking for employment no longer will have to take a written examination to apply for most professional and administrative positions in the U.S. Government. Beginning November 20, the "Administrative Careers with America" test will no longer be required

for about 110 federal occupations, such as claims examiner and contract specialist. Under the new procedures, jobseekers will apply for specific jobs instead of taking the examination and waiting for their names to be selected from the list.

The Office of Personnel Management has indicated that 250 people were hired through "Administrative Careers with America" in 1993, while more than 35,000 people remain on central job lists awaiting referrals to agencies. Under the new system, the Office of Personnel Management will announce specific job vacancies, which applicants can find out more about by calling a central telephone number. Those seeking employment will be asked if they want to receive application material through the mail, answer a questionnaire and return it with a resume. The Office of Personnel Management would then forward the applicants' job-ranking to hiring agencies within two weeks. Individual agencies have the option of requiring an applicant to take a written exam.

Upcoming job search programs

The Career Transition Center anticipates a very large number of applicants for the July 5-October 3 job search program. The May 1-to-August 3 program, on the other hand, has a low enrollment so far. Personnel who plan to participate in the program and who feel they may need or want more individual attention from career transition counselors should take this into account. ■



DUBLIN, Ireland—Bernadette T. Collins, supervisory federal benefits specialist, retires after 44 years. With her is Ambassador Jean Kennedy Smith, left.

MUSIC AT STATE

Mother, daughter provide a 'feast' for music lovers

BY SHARON RICKS

The reviewer is an information analyst in A.I.D.'s Executive Secretariat.

On November 30, less than a week after Thanksgiving, 50 music lovers in the Dean Acheson Auditorium enjoyed a feast of free classical music, featuring Norah de Almeida Castro, pianist, and her daughter, Adriana Moura, a Brazilian mezzo-soprano.



Ms. Ricks

Ms. Castro served listeners an ample appetizer of "O Plantio do Caboclo" by Villa Lobos. Her attention to detail and precision was matched by her ability to interweave the melodies with the accompaniment. The "Three impromptus, Op. 90," by Schubert, which followed, were particularly impressive—especially the first and third pieces, which were extremely fast and difficult to play on the auditorium's rather heavy-action grand piano. Despite a couple of inconsequential note errors, the performance earned several rounds of applause.

Next, Ms. Moura served the main course: a phenomenal performance of pieces by Bach, Mozart, Schubert, Villa Lobos and Rossini. Since she sang in several languages, a written translation would have added substantially to our pleasure. Nevertheless, her stage presence,



Adriana Moura in the Dean Acheson Auditorium. (Photo by Clyde McNair)

combined with her dramatic abilities, provided a good visual translation. Muriel Hom, her accompanist, was good. The best part was a very powerful last note on the piece by Rossini, which prompted well-deserved applause and shouts of bravo. □

Piano music lures passersby into auditorium

Sounds of music by Haydn and Scriabin actually lured some employees into the Dean Acheson auditorium on December 7, to sample a taste of pure classical piano by Matthew Edwards.

The Peabody Conservatory student chose two seductive compositions to entice employees: "Sonata in E-flat Major, Hob. XVI/49" by Haydn and "Sonata No. 3 in f-Sharp minor, Op. 23" by Scriabin. Although the pieces had little in common, and forced our ears to switch from the sweet sounds of Haydn to the war-like sounds of Scriabin, they were both enjoyable.

Haydn's sonata was my favorite, because of its rhythmic quality and Mr. Edwards' precise and clean performance. He adjusted well to the extreme variations in tempo, while maintaining a relaxed and gentle approach.

In the heavily military character of Scriabin's sonata, unfortunately, Mr. Edwards' intense concentration left him with the stiff facial expression and tense arms of a battle-ready warrior. Coincidentally, the battle began in the fourth movement, and Mr. Edwards' fingers raced forcefully across the keyboard, producing heavy percussion and wonderful rhythm. The audience broke the magical hypnotic effect of the music with a burst of applause. ■

Ask Dr. Rigamer

—(Continued from Page 44)

food labels are far below what nature requires for strong bones. In the report, the panel recommended the following levels of calcium: Children and young adults, age 11 through 24: 1,200 to 1,500 milligrams (mg); women, age 25 to 50: 1,000 mg; men, age 25 and older: 1,000

mg; postmenopausal women: 1,000 to 1,500 mg; women over age 65: 1,500 mg.

For very young children, the committee endorsed the current recommended levels of 400 mg for the first half-year of life, 600 mg from age six months to one year, and 800 mg to age 10.

Q.

AFRICA

The children have received some great gifts during the holidays. The toys will need to last for a while. How can I safely maintain them throughout the year?

A.

Since toys are among the first things that a child considers his or her own, adults should encourage a youngster to assume responsibility by demonstrating how to use and care for toys. The toy manufacturers of America have some useful information I would like to pass on to you.

Spot-check toys regularly for minor damage, and urge children to let you know when toys need repair. A child does not always see significance in a small crack or tear if the toy is still in one piece. Often a spot of glue, a tightened bolt, a few drops of oil or a bit of tape will prevent further damage and a possible accident.

Do not allow toys to remain outdoors overnight. Rain, snow and dew cause rust and damage that increase the risk of accidents. A toy damaged beyond repair should be discarded or replaced promptly.

Teach children to store their toys properly in a place selected by you. Explain that putting toys where they belong after play may not only prevent them from being lost, stolen or damaged, but may also prevent younger brothers and sisters from injuring themselves on toys intended for older children. Your encouragement will help foster a sense of responsibility, and teach that care must be given to valued belongings.

The holidays are over, but birthday parties are held throughout the year. Please keep in mind that balloons pose a risk that many parents overlook. Since an uninflated balloon or piece of a broken balloon could present a choking or suffocation hazard, adults should inflate balloons and supervise their use with children under the age of six. ■

O B I T U A R I E S

Herbert Waldon Baker, 74, a retired Foreign Service officer who served as coordinator for labor affairs, died at Fairfax Hospital in Falls Church, Va., on December 4.

Mr. Baker joined the Service in 1949 and became labor economist in Bonn. He was posted to Berlin, 1951-56, and Caracas, 1956-58. After language training, he went to Karachi in 1960. The following year he became labor officer in Tel Aviv. In 1963 he was posted to Rio de Janeiro. He served as deputy director of the Office of Labor Affairs at A.I.D., 1969-72. In the latter year he returned to Bonn as labor and political officer. He served as labor and political officer in Rome, 1978-80. In 1980 he was appointed coordinator for labor affairs. He retired in 1982 but continued to work for several years as a contractor and consultant to State and other organizations.

Mr. Baker was born in Stanford, Mont., on November 24, 1920. He received a bachelor's from the University of Maryland. During World War II he served in the Army. After the war, he was a civilian employee of the military government in Germany. He leaves his wife of 41 years, Gladys, of Annandale, Va., three daughters, a son, a sister and a grandchild. □

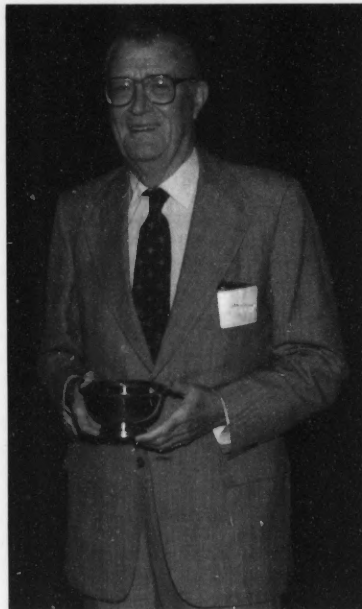
W. Tapley Bennett Jr., 77, a retired Foreign Service officer who served as ambassador to the Dominican Republic and Portugal, died at the Hospice of Washington on November 29.

Mr. Bennett began his foreign affairs career in 1941 as a junior economic analyst in the Foreign Service Auxiliary. After assignments in Ciudad Trujillo and Panama City, he became an assistant to the U.S. delegate to the U.N. conference on international organizations, in San Francisco, in 1945. His assignments in the inter-America bureau included that of director of the Office of South American Affairs, 1946-54.

After attending the National War College, Mr. Bennett was appointed a Foreign Service officer in 1955. He served as an assistant to a deputy under secretary before becoming counselor for political affairs in Vienna in 1957. Next, he was a member of a Foreign Service selection board, 1959-61, then deputy chief of mission in Athens, 1961-64. In 1964 he was named ambassador to the Dominican Republic. His tenure coincided with the



W. Tapley Bennett is sworn in as ambassador to Nato in 1977. At right is Warren Christopher, deputy secretary of the Department at that time. (State Department photo by Walter J. Booze)



W. Tapley Bennett Jr. receives the Director General's Cup on Foreign Service Day, 1991.

invasion of U.S. troops there the following year.

Mr. Bennett was appointed chief of mission in Lisbon in 1966. He served as an adviser at the Air College at Maxwell Air Force Base, 1969-71. Next, he was deputy U.S. representative to the U.N.

Security Council, 1971-73, then deputy U.S. representative to the United Nations, 1973-77. In 1977 he became U.S. representative to Nato, the first career Foreign Service officer to be appointed to that position. He served as assistant secretary for legislative affairs before retiring in 1985. His honors included the Director General's Cup and a Commendable Service Award.

Mr. Bennett was born in Griffin, Ga., on April 1, 1917. He received a bachelor's from the University of Georgia and a law degree from George Washington. He served as a lieutenant in Army Intelligence during World War II. In addition to his work at State, he had been an adjunct professor of international law at the University of Georgia and a member of numerous boards, including those of the Foreign Policy Association, the Atlantic Council and the American Academy of Diplomacy.

A memorial service was scheduled for Mr. Bennett at the Washington National Cathedral for January 6 at 2:30 p.m. He leaves his wife of 49 years, Margaret, of Washington, two daughters, three sons, his stepmother and three grandchildren. His family suggests contributions to Washington Hospice, 3720 Upton Street N.W., Washington, D.C. 20016; the Atlan-

tic Council, 910 17th Street N.W., Suite 1000, Washington 20006; or the University of Georgia, Development Office, Athens, Ga. 30602. □

Max Waldo Schmidt Bishop, 86, a former ambassador to Thailand, died in Ailey, Ga., on November 17.



Mr. Bishop (1954)

Mr. Bishop joined the Foreign Service in 1935 and was assigned to Tokyo. After serving as vice consul and political officer there, he returned to the Department in 1941. In 1944 he became consul in Colombo and consultant to the commanding general of the Southeast Asia Command. The following year he was posted to New Delhi as political officer reporting to the commanding general of U.S. forces in the China-Burma-India theater of operations. He received the Medal of Freedom for his efforts.

At the end of the war Mr. Bishop became the first Foreign Service officer to enter Tokyo in September 1945. He served as counselor of the mission and deputy chief, diplomatic section, general headquarters, Supreme Commander for the Allied Powers. He was also counselor to the U.S. member of the Allied Council for Japan. He received a certificate of merit from the President for these services, on the recommendation of General Douglas MacArthur.

In 1947 Mr. Bishop became acting chief of the Office of Northeast Asian Affairs. After attending the National War College, he served on the Policy Planning Staff, 1948-49, and the National Security Council staff, 1949-51. In the latter year he was named consul general in Dhahran. He served the operations coordinating board of the National Security Council, 1953, and as a special assistant to the under secretary for management, 1954. In 1955 he was appointed chief of mission in Bangkok. After a final assignment as an adviser at the Naval War College, he retired in 1961.

Mr. Bishop was born in Gravette, Ark., on October 30, 1908. He received a bachelor's from the University of Chicago. His survivors include his wife, Jessie M. Brewton-Bishop of Ailey, a son, three sisters and a brother. □

Thomas J. Corcoran, 74, a retired Foreign Service officer and former ambassador to Burundi, died in Washington on November 27.

Mr. Corcoran joined the Service in 1948 and was assigned to Barcelona. He was political officer in Saigon, 1950-53. After studies at Georgetown, he became principal officer in Hanoi in 1954. He returned to the Department as a supervisory international relations officer in 1956. He was detailed to the Armed Forces Staff College, 1959-60, and as political adviser to the commander-in-chief of the Pacific, 1960-62. In the latter year, he became deputy chief of mission in Ouagadougou.

After an assignment in the Department, Mr. Corcoran returned to Saigon as political officer in 1965. The following year he became principal officer and consul general in Hue. He served as an international relations officer in Washington before attending the National War College, 1967. In 1968 he became country director for Cambodia and Laos. He was a personnel officer in the Department, 1972-73. In the latter year he was named deputy chief of mission in Port-au-Prince. He served as principal officer in Quebec, 1974-75, then as deputy chief of mission in Vientiane, 1975-78. He was named ambassador to Burundi before retiring in 1980.

Mr. Corcoran was born in New York on September 9, 1920. He earned a bachelor's from St. John's University. He served as a lieutenant in the Navy during World War II.

His honors included the Superior Honor Award, a Distinguished Service Award and a Vietnam Service Award. His survivors include a brother, John, of New York. □

Lewis E. Crosson, 74, a retired Foreign Service officer, died in McKinney, Tex., on October 13.

Mr. Crosson began his career at State in 1959 as an attorney-adviser. In 1964 he joined the Foreign Service and became citizenship officer in Manila. After serving as supervisory visa officer there, he went to Nassau as deputy principal officer in 1968. He returned to Washington as an attorney-adviser in the Visa Office in 1971. In 1974 he was named consul general in Tokyo. After a final assignment in the East Asia bureau, he retired in 1977.

Mr. Crosson was born in Colorado on

October 25, 1919. He earned a bachelor's from the University of Houston and a law degree from Georgetown. He served overseas in the Army during World War II. Before State, he was an attorney in private practice and president of an insurance company. His survivors include a son, Dean, of VanAlstyne, Tex., a daughter and a stepdaughter. □

James Brendan Devine, 57, a retired Foreign Service officer who twice served as a deputy assistant secretary for oceans and international environmental scientific affairs, died of pneumonia at his home in Fernandina Beach, Fla., on October 31.

Mr. Devine began his Government career in 1961 as a management intern at the Department of Defense. He served as an assistant training officer (Vietnam), 1962-66. In the latter year, he became a political-military officer in Bangkok. Next, he was assigned to the Southeast Asia Treaty Organization, 1967-69. After studies at the National War College, he became counselor for political-military affairs in Rome in 1970. He was posted to Saigon, 1974-77.

Mr. Devine was assigned to the Nuclear Regulatory Commission in 1977, where he was named assistant director for import and export affairs before returning to the Department in 1982. He served as deputy assistant secretary for nuclear energy in the science bureau, 1982-86. In 1986 he went to London as counselor for science and technological affairs. He was appointed deputy assistant secretary again before retiring in 1992. He held the Superior and Meritorious Honor Awards.

Mr. Devine was born in New York on November 14, 1936. He received a bachelor's from Merrimack College and a master's from the University of Michigan. He served in the Army, 1959-60. His survivors include his wife, Lynda, of Fernandina Beach. □

Bryan R. Frisbie, 84, a retired Foreign Service officer, died in Kilmarnock, Va., on October 6.

Mr. Frisbie joined the Service in 1951 and was assigned to Pretoria. After a posting in Johannesburg, he served as regional minerals and petroleum attaché in La Paz, Lima and Santiago, 1956-57. In the latter year he left the service to join a gold mining corporation in South Africa. He returned to State as minerals attaché in La Paz in 1961. In 1963 he was posted to New Delhi. After a final tour in Lima, he

retired in 1968.

Mr. Frisbie was born in Oklahoma on July 14, 1910. He earned a bachelor's from Berkeley. He worked for a mining corporation and a copper company before joining the Service. He leaves his wife, Aliazon, of Kilmarnock, three sons and four grandchildren. □

George J. Feldman, 91, former ambassador to Malta and to Luxembourg, died at a nursing home in Bryn Mawr, Pa., on November 22.



Mr. Feldman (1965)

Mr. Feldman, a corporate lawyer, was appointed the first U.S. ambassador to Malta by President Johnson in 1965. He was ambassador to Luxembourg, 1967-69. He served as chief counsel to the House Select Committee on Astronautics and Outer Space, and as a member of the U.S. delegation to the U.N. General Assembly, of the U.S. delegation to the second U.N. conference on the law of the sea and of the U.S. Nato Citizens Commission. He was chairman of the finance committee of the U.S. Committee for Refugees, and a member of the U.S. board of the Atlantic Council. He wrote books on space and business law. □

Thomas Greig Henderson, 80, a retired Foreign Service officer, died at the Hospice of Northern Virginia on November 13.

Mr. Henderson began his career at State in 1951 as an administrative management specialist. Three years later he joined the Foreign Service. He was consular officer in Tripoli, 1955-58. Next, he was a supervisory budget and administrative officer in Washington, 1958-62. In 1962 he was posted to Phnom Penh. After a final assignment as budget officer in Bangkok, he retired in 1965.

Mr. Henderson was born in Pennsylvania on October 10, 1914. He earned a bachelor's from the University of Pittsburgh and a master's from Georgetown. He served in the Navy during World War II. After State, he worked for Page Communications in Vietnam, and served as a lay missionary with the Christian Missionary Alliance in Ecuador, Australia

and Hong Kong. His survivors include his wife, Rosalind, of McLean, Va., two sons and two grandchildren. □

Reppard D. Hicks, 72, a retired Foreign Service officer, died in Jacksonville, Fla., on November 5.

Mr. Hicks joined the Service in 1947 and was assigned to Baghdad. After working as an accounting assistant in Athens, he became disbursing officer in Addis Ababa in 1952. In 1954 he was posted to Ankara. After tours in Tripoli and Benghazi, he became budget, fiscal and disbursing officer in Reykjavik in 1960. Next, he was posted to Sofia, 1962-64, and Stockholm, 1964-67. In the latter year, he returned to Washington as a budget analyst. He served as budget, fiscal and disbursing officer in Wellington, 1971-73. After a final tour in Canberra, he retired in 1975.

Mr. Hicks was born in Jacksonville on April 1, 1922. He served in the Navy during World War II. His survivors include his wife, Dorothy, of Jacksonville. □

Abraham Menco (Bram) Hirsch, 67, a retired Foreign Service officer, died of heart disease at Holy Cross Hospital, Silver Spring, Md., on December 2. He was the father of Daniel Hirsch, an administrative officer in Tashkent.

Mr. Hirsch joined the Service in 1961 and was assigned to Colombo later that year. After a posting to Kabul, he became deputy program officer in Saigon in 1966. Next, he held administrative assignments in Washington and served as a lecturer at the Foreign Service Institute, 1966-75. In 1975 he became development officer in Tunisia. He was assigned to Burkina Faso, 1978-80, and Mauritania, 1980-83. After serving as managing rural development officer in Indonesia, he was detailed to the Voice of America as chief of the Dari Language Service in 1986. He served as chief of the Georgian Service before retiring in 1993.

Mr. Hirsch was born in Halberstadt, Germany, on October 10, 1927. He came to the United States in 1941, where he earned a bachelor's from the City College of New York and a master's and doctorate from Columbia. He served in the Army Air Corps, 1946-47, and later in the Army Reserve. Before joining the Foreign Service, he worked as a researcher at American University and conducted a weekly

radio program on foreign affairs on WASH-FM, Wheaton, Md. In addition to his son, he leaves his wife, Victoria, of Silver Spring, another son, two daughters, two sisters and three grandsons. □

Cornelia Baldwin Lane, 102, widow of Arthur Bliss Lane, former ambassador to Poland, died at her home in Washington on November 18.



Ms. Lane (1956)

Beginning in 1918, Ms. Lane accompanied her husband on assignments to Rome, London, Bern, Mexico City, Managua, Riga, San Jose, Bogota and Belgrade, where the Lanes survived the Nazi bombing and invasion.

In 1944 Mr. Lane was accredited as ambassador to the Polish government-in-exile. Ms. Lane became involved in efforts to rebuild Poland after the war, volunteering for organizations that aided children and the poor. She continued these efforts in the United States after her husband resigned his position to protest the Soviet occupation of Poland.

She received a number of awards, including the Honorary Gold Award of the Polish Veterans Association, the Commander's Cross and the Order of Polonia Restituta. Her survivors include a nephew, R. Gamble Baldwin. □

Frederic K. Lundy Jr., 83, a retired Civil Service employee and Foreign Service officer, died at Arlington Hospital in Arlington, Va., on November 27.

Mr. Lundy began his career at State in 1946 as a clerk. After working as an economist, he became an intelligence research specialist in 1952. In 1954 he joined the Foreign Service and became economic officer in Tripoli. He served in Benghazi, 1958-59, and Cairo, 1959-62. In 1962 he became chief of the consular section in Algiers. After a final assignment in the intelligence bureau, he retired in 1970. He held the Meritorious Honor Award.

Mr. Lundy was born in Williamsport, Pa., on October 27, 1911. He received a bachelor's from Georgetown. He served in the Army, 1932-34, and the Navy, 1942-45. He leaves his wife of 45 years, Jane, of Falls Church, Va., five sons, a

sister and two grandsons. His family suggest contributions to the American Foreign Service Association Scholarship Fund, 2101 E Street N.W., Washington, D.C. 20037, or to the Mary Riley Styles Public Library, 120 N. Virginia Avenue, Falls Church, Va. 22046. □

George R. Smith Jr., 56, a retired communicator, died in Tonawanda, N.Y., on November 4.

Mr. Smith joined the Service in 1963 and was assigned to Belgrade later that year. He was communications clerk in Bonn, 1965-68. After working as a mail and file assistant in the Office of the Secretary, he went to Moscow as communications and records assistant in 1970. Next, he was communications and records assistant in Jerusalem, 1972-74. In 1974 he became support communications officer in Pretoria. He was posted to Guatemala City, 1977-80, and Dusseldorf, 1980-82. After a tour in Panama City, he became communications specialist in Rabat in 1984. He served a final assignment in Madrid before retiring in 1991. He held the Meritorious Service Award.

Mr. Smith was born in Pennsylvania on July 19, 1938. He earned a bachelor's from the University of Pittsburgh. His survivors include his wife, Marjorie, of Kenmore, N.Y., a daughter, a son and three sisters. □

Jean R. Surena, 49, a Foreign Service officer assigned to the Office of

Foreign Buildings Operations, died at his home in Washington on December 3.



Mr. Surena

he was an administrative officer in the Bureau of Near Eastern Affairs, 1989-91. In the latter year he became an economic and commercial officer in the Bureau of Economic and Business Affairs. He began his assignment in Foreign Buildings' Africa area branch in 1993. He held the Meritorious Honor Award.

Mr. Surena was born in New York on July 29, 1945. He received a bachelor's from the City College of New York. He served in the Army 1970-71. Before State, he worked as a customs inspector for the Treasury Department. A memorial service attended by his coworkers was held at Christ the King Church, Silver Spring, Md., on December 10. His survivors include his mother, Mary, of Rome, a sister and a brother. □

Peter A. Sutherland, 61, who had been ambassador to Bahrain, died of lung

cancer at Fairfax Hospital in Falls Church, Va., on November 9. He was the husband of Rebecca Idler, a Foreign Service officer assigned to Tunis.



Mr. Sutherland

Mr. Sutherland joined the Foreign Service in 1961 and was assigned to Amman the following year. He was consular officer in Port Said, 1963-64, and economic officer in Jeddah, 1964-66. He became political officer in Jerusalem in 1967. Next, he was assigned to the Bureau of Near Eastern Affairs in 1970 and the Bureau of Personnel in 1973. The following year he became political officer in Tunis. He served as deputy chief of mission in Kuwait, 1976-80. In 1980 he was appointed ambassador to Bahrain. He retired in 1985.

Mr. Sutherland was born in Rochester, N.Y., on May 10, 1933. He received a bachelor's, master's and a law degree from Harvard. He served in the Army, 1953-56. After State, he became chief legal counsel to the Pectin Oil Co. in Damascus. In addition to his wife, he leaves two daughters, two sons, a sister, a brother, a stepmother and grandson. His family suggests contributions to the Middle East Institute, 1761 N Street N.W., Washington, D.C. 20036-2882. ■



BRUSSELS, Belgium—At cashier training course, left to right: *Jean-Pierre De Bell*, Brussels; *Helen Demidova*, Almaty; *Adam Gondek*, Warsaw; *Sophia Solovieva*, St. Petersburg; *Claudine Calo*, Paris; *Jacques*

Miard, Paris; *Danuta Gabcizak*, Poznan; *Julia Ryabushkina*, Moscow; *Velbike Altyeva*, Ashgabat; *Liga Kasparane*, Riga; *Ludmila Kouptsova*, Dushanbe; *Irina Mirtova*, Bishkek; *Jim Paravonian*, Bonn; *Uta Schmitz*,

Bonn; *Helen Khristich*, Kiev; *Nikolay Yarmov*, Sofia; *Gaby Weyand* (partially hidden), Bonn; *Vladimir Agajanov*, Tbilisi; *Rolanda Guzauskienė*, Vilnius; *Zoran Temelkovski*, Skopje; *Ron Miller*, Brussels.

LIBRARY B O O K L I S T

South Africa: a society in transition

Apartheid and beyond

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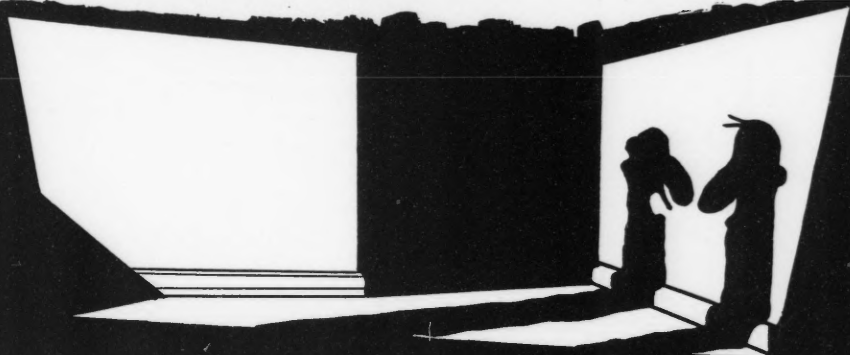
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MOVERS OF THE DEPARTMENT
by BILL GRANVILLE



THE HALLWAYS OF STATE HAVE DARKENED WITH THE DEPARTURE OF SUPERCRAAT. RUMORS ABOUND AS TO HIS WHEREABOUTS AND THE FORCES THAT DROVE HIM OUT...

I HEARD HE'S
LIVING ON A GRATE
IN ARLINGTON...

YOU'RE WAY OFF,
HE'S RUNNING A
BISTRO IN CANNES...

HE'S DODGING
THE FEDS FOR
EMBEZZLING...

FOR SOME, SUPERCRAAT WILL BE MISSED... ...FOR OTHERS, IT'S JUST PART OF... "THE PLAN..."



I CAN'T
BELIEVE
HE'S
GONE.

HE DIDN'T
SAY
GOODBYE!

HE DIDN'T
PAY UP THE
COFFEE FUND.

I CAN'T
BELIEVE
HE'S
GONE.

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PLAN
WORKED.

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FOR
ONE..

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