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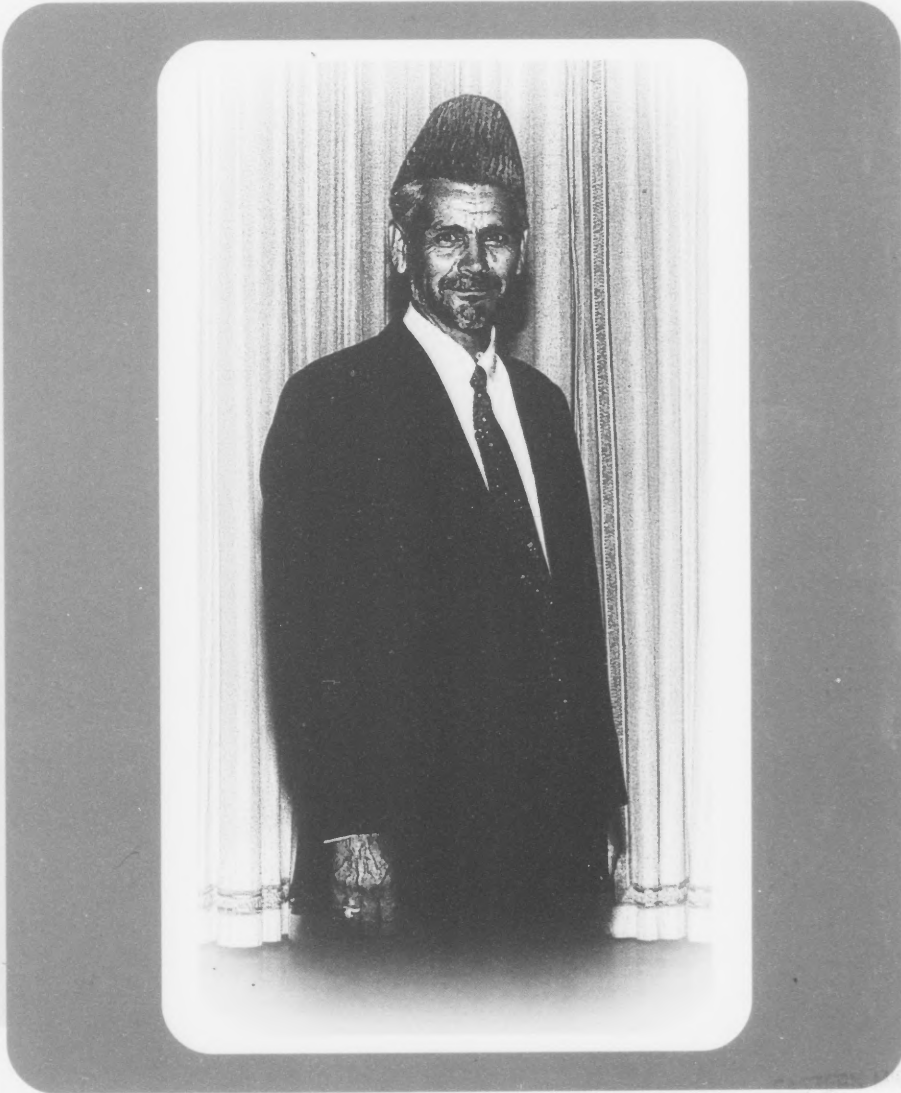
DOCUMENTS

State Magazine

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United States Department of State

September/October 1996



FSN of the Year

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State Magazine

STATE (ISSN 0278-1859) is published by the U.S. Department of State to facilitate communication between management and employees at home and abroad and to acquaint employees with developments that may affect operations or personnel.

Although intended for internal communication, State Magazine is available to the public for a fee through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (telephone 202-512-1800).

Contributions consisting of general information, feature stories (informal, first-person accounts with a personalized, anecdotal slant), fictional pieces (with some tie-in to life at State), photographs (pictures of one, two, or three persons work best—avoid large groups), drawings, and poems are welcome. *Include your telephone number or a way for the editor to reach you.*

Articles must be double-spaced and free of acronyms (spell out all office names, agencies, and organizations). Submissions containing acronyms may not be used. Photos should include typed captions identifying persons from left to right, with job titles (again, no acronyms).

Priority will be given to material sent on Apple Macintosh or IBM PC-compatible disks. This includes Microsoft Word, Word Perfect, and Wang. (Authors should submit a paper copy with the disk.) Double-spaced articles may also be sent via e-mail to the acting editor, Barbara Quirk, or faxed to (703) 812-2475. The mailing address is State Magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Contributions may also be dropped off in Room 3811, Main State.

The deadline for the next issue is November 4.

Editor (acting) **Barbara Quirk**

Graphics **Rich Florence**

Staff assistant **Kim Banks**

State
Magazine



Man of the Year

On the cover—Nawab Ali competed with 56 other employees to become the Foreign Service National of the Year. Story on page 10.



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INCORRECT ISSUE NUMBER,
SHOULD READ ISSUE 400

State

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United States Department of State

September/October 1996

No. 399



47



2



38

Feature Stories

- 10** FSN of the Year
Nawab Ali captures honors
- 30** The Edge
- 32** A Rescue at Sea
- 42** A Bicycle Ride to Combat AIDS
- 44** Bangui Notebook
- 47** A Call to Duty in Bosnia
- 49** Now: Machine-Readable Visas
- 50** I Work With My Hands

Combined Federal Campaign

- 2** CFC gets underway

Departments

- 52** Accent on Outreach
- 26** Appointments
- 29** Direct from the DG
- 53** Education & Training
- 10** Honors & Awards
- 81** Letters
- 92** Library Booklist
- 20** News Highlights
- 88** Obituaries
- 60** Personnel Lists
- 58** Safety Scene
- 86** State of the Arts

Post of the Month

- 34** Bishkek

Bureau of the Month

- 76** Foreign Service Institute
EASTERN MICHIGAN UNIVERSITY
LIBRARY

NOV 18 1996

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Making a difference: the Combined Federal Campaign

The Combined Federal Campaign drive opens at State on October 1, and you'll be contacted by a keyworker in your office to see how **you** can make a difference. Your dollars--through payroll deductions or one-time contributions--can aid over 2,600 causes. Your choices are vast--feeding hungry children, funding medical research, saving the environment, aiding the arts, to name just a few.

Last year people at State donated \$1,162,477 to the campaign, despite Government furloughs and the blizzard in Washington, which kept many employees away from their offices for over a month. Twelve bureaus and offices exceeded their goals: the Bureaus of Administration, African Affairs, Democracy, Human Rights, and Labor, East Asian and Pacific Affairs, International Narcotics and Law Enforcement Affairs, Population, Refugees, and Migration, and South Asian Affairs, and the Offices of the Inspector General, Legal Adviser, Legislative Affairs, Protocol, and the Secretary.

Legislative Affairs was the "champion," more than doubling its goal.

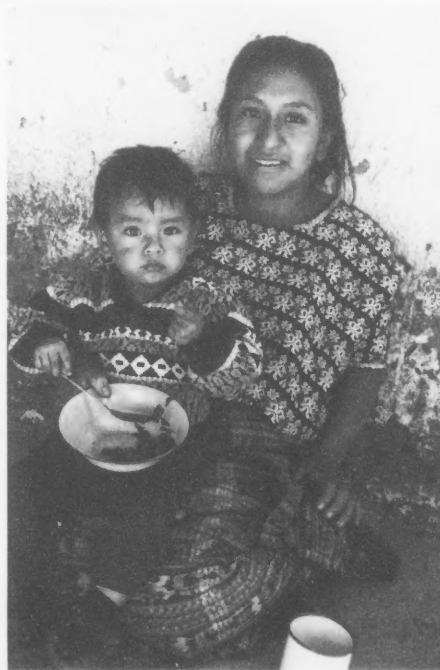
The organizations displayed here represent only a handful of the causes your dollars can aid. Your commitment can help those in your community or throughout the world.

Project Hope

Identifiable to many by the S.S. Hope, the world's first peacetime hospital ship, Project Hope now conducts land-based medical training and health care education programs on five continents. The organization provides approximately \$80 million worth of resources to 20-30 countries each year.



Project Hope health educator Hilda Sandino uses colorfully illustrated pictures to teach a Nicaraguan family about good sanitation, vaccinations, preventing diarrhea, and other life-saving skills.



A Guatemalan mother and her son enjoy a nutritious snack after a health education class taught by Project Hope.

Project Hope staffers teach farmers in Guatemala to cultivate vegetables rich in vitamin A.



Project Hope's Soledad DeLeon teaches a Guatemalan midwife to examine a pregnant mother.

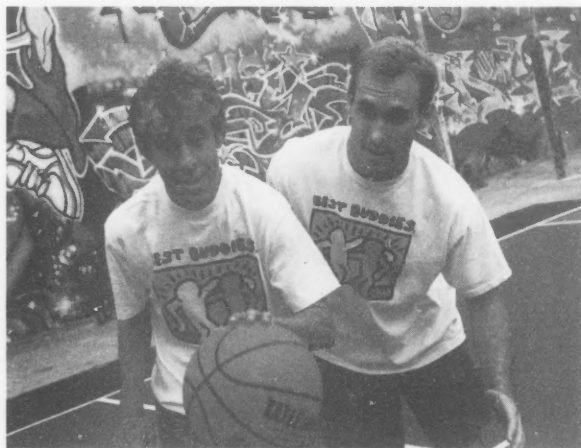
This youngster, shot in the stomach during the war in Bosnia, is treated by Project Hope staffers in Zagreb.



Combined Federal Campaign

Best Buddies International

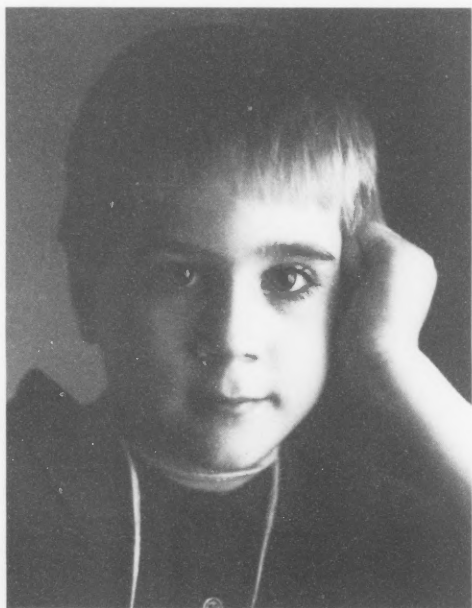
Best Buddies fosters one-on-one friendships between volunteers and retarded persons.



Best Buddies Gary Katz and Lou McDonald.



Anthony Shriver, the organization's founder, right, with his "best buddy," George Mentoda.



Make-a-Wish-Foundation

This organization fulfills the wishes of children up to the age of 18 who have terminal or life-threatening illnesses.

This 6-year-old, who recently received a kidney transplant, was granted his wish to see eagles flying in the mountains of Colorado.

American Foreign Service Association Scholarship Fund

This fund assists children of Foreign Service employees in their pursuit of a college education. This year 34 high school seniors received scholarships for academic and artistic achievement.

Erin-Elizabeth Tadie, left, receives a merit scholarship from Afsa's Judy Smith.



Diplotots, Inc.

Diplotots is a private, nonprofit organization which offers a tuition assistance program for State's long-awaited child care center, which opened at Columbia Plaza on May 6. The center serves children from six weeks old through kindergarten age year-round.



Staffer Kellye Thompson takes toddlers for a stroll.

Combined Federal Campaign

No Greater Love

This organization is committed to helping families pay tribute to a loved one lost in service to our country or by an act of terrorism through public remembrance ceremonies and memorial dedications.



Children placing roses on graves at Arlington Cemetery.



Paws with a Cause

This organization trains and places dogs with disabled persons. Dogs are taught to pull up a wheelchair, open doors, turn lights off and on, retrieve objects, and perform other daily tasks.

A lad and his "service" dog.

National Multiple Sclerosis Society

This organization is dedicated to advancing, the cure, prevention, and treatment of multiple sclerosis, and to improving the lives of those affected by the disease.

*This retired Air Force pilot, **George McAleer**, completed a 20-kilometer walk to raise money for multiple sclerosis research, despite having the disease himself.*



Habitat for Humanity International

This organization builds homes in partnership with low-income people. Homes are built using volunteers and homeowner "sweat equity." Homeowners repay a no-interest mortgage.

Crew members of the USS Tennessee submarine build the front wall of a Habitat for Humanity house in Knoxville, Tenn.

Combined Federal Campaign

March of Dimes

This organization works to improve the health of babies by preventing birth defects and infant mortality through community services, advocacy, research, and education.

A mother and her baby.



Boarder Baby Project

This project cares for abandoned, abused, and neglected infants until they can be placed in adoptive or foster families. The organization's Little Blue House in Washington offers a home-like facility for babies who are drug-addicted or developmentally delayed. (See story on page 50)



**Boarder Baby Project's
Little Blue House**

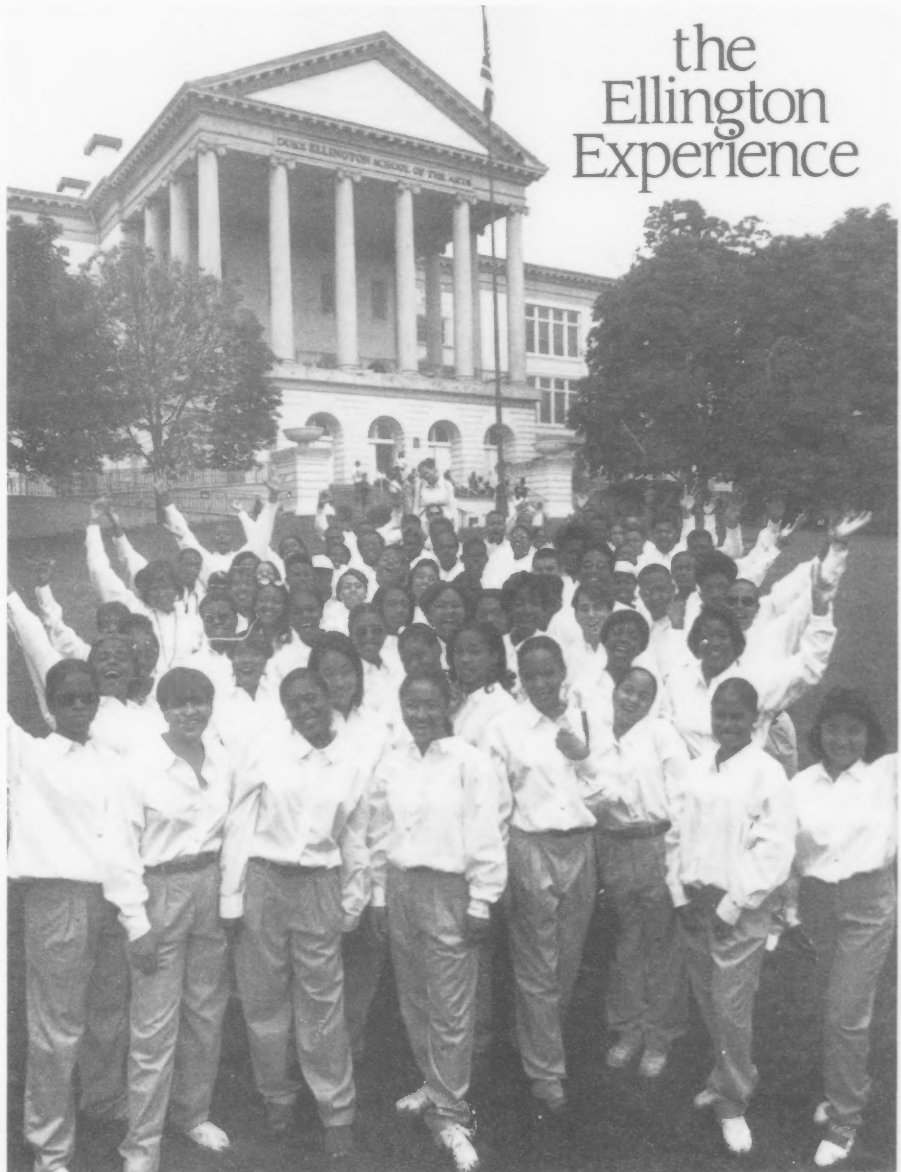


The Ellington Fund

This fund supports students and programs at the Duke Ellington

School of the Arts--Washington, D.C.'s only public high school

which provides artistic training for talented youth.



Teens at the Duke Ellington School of the Arts.

Honors & Awards

Afghanistan's Ali is named FSN of the year

Nawab Ali, the senior FSN in Kabul, has been selected as the top "Foreign Service National of the Year." Mr. Ali, who competed for the honor with 56 other national employees at posts abroad, received \$5,000 and a certificate signed by Secretary Christopher at a ceremony in the Benjamin Franklin Room. His name will be inscribed on a plaque in the Foreign Service Lounge.

In addition to Mr. Ali, the winner for South Asia, there were five other regional "champions," who came to Washington to receive \$2,500 each and a certificate at the ceremony. The five were:

Africa--Augustine Chijioko, consular investigations assistant, Lagos.

East Asia and Pacific--Heng Eam Hooi, financial specialist, Kuala Lumpur.

Europe and Canada--Sandor Galambos, administrative specialist, Zurich.

Inter-America--Maria Cristina Gomez, consular services specialist, Bogota.

Near East -- Sasson Musai, maintenance supervisor, Tel Aviv.

At the ceremony, Anthony Quainton, the director general, said: "To choose these six employees is to recognize a larger family in the Foreign Service. Our embassies could not survive--or move toward the 21st century--without the continuity, loyalty, and dedication provided by FSNs on every continent."



The Foreign Service National "champions," from left: Augustine Chijioko, Lagos; Heng Eam Hooi, Kuala Lumpur; Nawab Ali, Kabul; Maria Cristina Gomez, Bogota; Sasson Musai, Tel Aviv; Sandor Galambos, Zurich.

Ali: 'bravery'

Mr. Ali was nominated by Richard Smyth, principal officer in Peshawar, for maintaining operations in war-torn Kabul. Mr. Smyth said: "With air connections to and from Kabul terminated, Nawab became the regular courier between Kabul and Peshawar, risking his life on the overland journey by foot and donkey-back through the bandit-ridden countryside and Pakistan's fractious tribal areas. He would deliver paperwork to Peshawar, report on conditions, and receive instructions for maintenance of government property and management of the staff.

"Nawab and the rest of the staff were frequently cut off from instructions and their salary for periods up to six months. (They) have survived

while guarding American property from armed looters, performing emergency maintenance out of their own pockets, and maintaining meticulous records in a city which has been without electricity or a public water supply for almost four years, subject to almost daily artillery attacks, frequent bombing raids, cholera outbreaks, and occasional blockades preventing the entry of food or fuel.

"Nawab has taken charge, maintaining morale, directing the guard force, and supervising the general services staff as they struggle along without funds to perform repairs with scrap steel, mud, and tremendous effort to prevent further damage to the ambassador's residence (and other areas).

"In 1994 Nawab was abducted in front of the embassy and held for ransom for over a month until his family and the embassy staff impoverished themselves scraping together funds for his release. Now serving as Kabul's senior FSN, he exemplifies the virtues of fidelity, bravery, and dedication."

Chijioke: 'integrity'

Mr. Chijioke was cited by Walter Carrington, ambassador to Nigeria, for overhauling consular services in Lagos. The envoy said: "He transformed the anti-fraud unit from a one-investigator operation to a model other missions are attempting to replicate. His training program for two new investigators has elevated (their) performance to the journeyman level in less than one year. He taught them how to spot a fraudulent document and how to coax the truth out of a recalcitrant registrar. Mr. Chijioke worked to develop a computer-based planning, tracking, and reporting system. Through this automation, he has improved the productivity of all the investigators.

"In field investigations across Nigeria, Mr. Chijioke has identified himself with the United States and against Nigerian officials who collaborate in perpetuating fraud. These officials respond with disbelief when he insists on comparing a given document against the original registry. In doing so, he has put himself at risk and his reputation on the line. It is this same dedication and integrity that he nurtured in new investigators.

"In addition to being an outstanding investigator, Mr. Chijioke has been an asset to the American

citizen services unit. Not long ago there was a high-visibility arrest of an American attempting to leave the airport; the arrest was a set-up by the Nigerians in response to international pressure against business fraud. Using his own contacts and sheer persistence, Mr. Chijioke was able to locate the victim. After 10 days, he delivered a solution which saw the Nigerians release the victim.

"Another rescue occurred when an American physician (was) kidnapped by police. The physician (was) working at a hospital whose director had been soliciting donations (which were) diverted for his own use. When he threatened to blow the cover off this scam, the director hired the police to conduct an 'assisted suicide.' Contacts Mr. Chijioke gained allowed him to locate the kidnapped American and bring about his rescue. Once again, he produced a happy ending for an American citizen trapped in the labyrinth that is Nigeria."

Heng: 'untiring efforts'

Mr. Heng was hailed by John Malott, ambassador to Malaysia, for enhancing financial operations in Kuala Lumpur. Mr. Malott said: "His range of capabilities and untiring efforts toward improvement are remarkable. In Kuala Lumpur the time required to obtain vendor and check payments is now reduced by half. Heng was the original proponent for a computerized system; through his persistence he was able to convince the financial service center in Bangkok to write the program. This program (saves)

several hundred thousands of dollars annually.

"Heng has been instrumental in the recent conversion of the FSN payroll from cash payments to personal bank allotments. He represented the U.S. government at meetings with bank managers and coordinated Kuala Lumpur's requirements with Bangkok. This program faced numerous barriers, but all were resolved in the face of Heng's tenacity. The new system saved substantial staff hours by not having FSN employees lined up at the cashier's window on payday.

"Heng played a vital role in the transition involving the decentralization of fiscal activities from Kuala Lumpur to Singapore. The transfer of functions (occurred) with nary a difficulty by either post. He was tasked, too, with a major alignment of staff; he redrafted job descriptions and coordinated the changes without negative repercussion.

"Heng also has regional budget responsibility over Brunei, (and) has on numerous occasions assisted in their V.I.P. visits. And although Kuala Lumpur is no longer responsible for fiscal functions in Singapore, he has continued to play an active role (there). His quality support and personal character are highly respected and have won unstinting praise."

Galambos: 'one-man band'

Mr. Galambos was nominated by Sheldon Krebs, consul general in Zurich, for his role in closing the post there. Mr. Krebs said:

Honors & Awards

"What greater test can there be of an employee's work ethic (when there is) no possibility of future reward or even a job down the road? Sandor, during his seven-year stint as a 'one-man-admin-band,' has been a whirlwind of productivity and good humor. The events of this year, however, were enough to blow the best employees off course--the death of an ambassador, three admin officers, and to top it off, notification that our post was to close in September. What may have sent other FSNs to the depths of despair only gave Sandor more wind to rise to the challenge.

"The closing of a post is no easy task. Leases have to be terminated; furniture and equipment disposed of; travel arrangements and shipment of effects for all Americans have to be handled. All of this falls into Sandor's bailiwick. He brilliantly arranged for the (ambassador's) newly refurbished furniture to be shipped to the ambassador's residence in Tbilisi, much to the delight, I'm told, of that post.

"We have received the Department's approval to establish a consular agency in Zurich to succeed the consulate general. Sandor's previously overloaded agenda has now doubled. In essence, this required of him the ultimate sacrifice: while his colleagues have been interviewing for other jobs, Sandor has hardly



Sandor Galambos picking up pouches at the airport.

had time to breathe, let alone look after his own interests.

"Even in ordinary circumstances, he would have been a credible candidate for FSN of the year. He negotiates expertly in English and German, is our in-house computer expert, and managed the visits of highlevel, demanding officials. In my quarter-century of Foreign Service work, he is the best administrative FSN I have seen."

Gomez: 'can-do'

Ms. Gomez was cited by Myles Frechette, ambassador to Colombia, for her role in the aftermath of an air crash near Cali in December, in which 61 Americans died. The ambassador said: "Her 'can-do' energy and spirit of generosity were an inspiration to all involved. Months after the crash, we are still hearing from victims' relatives expressing their gratitude for her concern and

assistance.

"Maria Cristina flew to Cali within 24 hours of the crash, uprooting herself from her family during the holidays. For 10 days, she worked 12-16 hours daily in hot, makeshift offices on the site of a tempo-

rary morgue, consoling family members and organizing consular officers, local officials, and funeral directors to complete paperwork for the shipment of remains to the United States.

"Her organizational abilities were critical to another daunting task--creating an accurate list of U.S. citizens killed in the crash. This information was not available from the airlines, the government of Colombia or the Department's passport records. Maria Cristina eventually gathered enough evidence to produce the only comprehensive list of American victims.

"Although the airline tragedy provided visible evidence of her commitment to her job, it was only one aspect of her outstanding performance during the year. She identified and then worked closely with contacts in the Colombian judicial branch and foreign ministry to persuade them of the importance of ratifying Colombia's accession to the

Hague Convention on International Child Abduction. In (another) case, she persuaded medical personnel to provide special facilities, accept payment by credit, and keep vigil over two Americans caught in a month-long, life-or-death situation far from the embassy. And her astute advice extended to items for inclusion in the consular information sheet, which was recently revised to reflect the increasing dangers of travel for U.S. citizens to Colombia."

Musai: 'competence'

Mr. Musai was cited by Martin Indyk, ambassador to Israel, for his efforts in renovating the chancery in Tel Aviv. Mr. Indyk said: "For the past three years, the seven-story chancery has undergone a thorough renovation, including replacements of all electrical, plumbing, and air conditioning systems, resurfacing the facade, furnishings, painting, and carpentry. Throughout this difficult period, Mr. Musai provided a personal touch to the embassy staff, who occupied the building through the entire project, shifting from office to office to accommodate the construction. The work created an extraordinary amount of noise, dust, and fumes, with no air conditioning in the summer and no heat in the winter. We needed to rely on the leadership of Sasson, who brought some semblance of normalcy to a strained environment.



Mr. Musai, right, examines the chancery's air conditioning system.

"He has been the chancery's maintenance and custodial foreman for the past seven years. He reports to a facilities maintenance officer and supervises six tradesmen and seven custodians. During most of the renovation, however, Sasson worked without the benefit of an FMO, and his small char force was reduced in size because his staff was continually refused entrance into Israel following terrorist incidents. He was responsible for the relocation of the maintenance storage area, office, and workshop five times in three years to accommodate the renovation.

Through it all, Sasson maintained his composure and a positive attitude. His group maintained old building systems under the worst of conditions and simultaneously worked to learn new techniques for

state-of-the-art, computerized systems. A recent Foreign Buildings Office survey concluded that (he) needs two additional tradesmen to get the job done. Yet Sasson went through a grueling renovation with a skeleton crew and never missed a beat. And over the past four years, the crew has trimmed \$115,200 from the budget by assuming many (former) contract services. Sasson evoked the maximum effort from his staff, and they remain immensely loyal to him because of his strength, competence, and demeanor."

Honors & Awards

Fifty-one other Foreign Service nationals were nominated for the annual award

Region by region: the nominees for Foreign Service national awards

Africa

Wondwossen Gebreegziabher, financial specialist, *Addis Ababa*;
Moussa Samake, security assistant, *Bamako*;
Christine Matuturu, general services assistant, *Bujumbura*;
Bandiogou Guidiera, general services assistant, *Libreville*;
Boevi Amen Lawson, commercial/political assistant, *Lome*;
Jose Garcao, financial specialist, *Luanda*;
Cecile Cisse, voucher examiner, *Ouagadougou*;
Salouha (Sally) Debbagh, administrative assistant, *Tunis*;
Romanus Elangwe, shipping assistant, *Yaounde*.

Inter-America

Sylvia P. Diez, procurement supervisor, *Brasilia*;
Rhonda A. Rudder, computer management assistant, *Bridgetown*;
Wayne Christian, systems manager, *Kingston*;
Alfredo A. Barboza, computer management specialist, *Lima*;
Ana Escobar, special consular services assistant, *Mexico*;
Robert Gorter, economic/commercial specialist, *Montevideo*;

Damon Campbell, shipping and customs assistant, *Nassau*;
Calvin Davis, maintenance assistant, *Nassau*;
Ermitas Perez, political specialist, *Panama*;
Jose Maria Quiros, economic specialist, *San Jose*;
Ana Rina de Valdes, financial specialist, *San Salvador*.

East Asia and Pacific

Pramvadee Yontwises, visa assistant, *Bangkok*;
Sharon M. Jones, general services assistant, *Canberra*;
Yarong Van, investigative assistant, *Phnom Penh*;
Shintaro Takara, political specialist, *Naha*.

Europe

Georgia-Myrto Xipa, personnel specialist, *Athens*;
Ilgar Jafarguluzade, engineer technician, *Baku*;
Dejan Perc, budget specialist, *Belgrade*;
Arkady Divinsky, political economic assistant, *Bishkek*;
Johan Vergult, visa assistant, *Brussels*;
Noemi Koranyi, political/assistant, *Budapest*;
Stefan Galewicz, computer management specialist, *The Hague*;
Leif Sundstrom, financial specialist, *Helsinki*;
Maria Ivone da Cunha, information assistant, *Lisbon*;
John R. Beckwith, consular investigations assistant, *London*;

Thekla Kypreou, personnel assistant, *Nicosia*;
Althea Brathwaite, visa assistant, *Ottawa*;
Florence Radovic, economic assistant, *Paris*;
Daniela Mattei, financial assistant, *Rome*;
Trevor Allen Klink, security investigator, *Stockholm*;
Anu Arjut, visa clerk, *Tallinn*;
Guenther Hurt, budget analyst, *Vienna*;
Ewa Makowska, supply clerk, *Warsaw*.

Near East and South Asia

Amal M. El Dalil, protocol assistant, *Abu Dhabi*;
Tarek M. Nour, vehicle operations and maintenance specialist, *Cairo*;
Bernard J. Sengoll, motorpool supervisor, *Colombo*;
K. N. Faruk, procurement supervisor, *Dhaka*;
Ismail H. Raothor, consular assistant, *Doha*;
Zahid Kaleemullah Khan, general services assistant, *Islamabad*;
Pinhas Yousef, investigator, *Jerusalem*;
Yousef Khalil, political specialist, *Kuwait*;
Llewellyn D'Silva, shipping assistant, *New Delhi*;
Louis Salvador Rodrigues, telecommunications field engineer, *Riyadh*.

Top performers honored for achievements in their fields

The Department announced nine awards for high performers overseas and in Washington. The winners each received \$5,000.

Connelly: 'driving force'

Maura Connelly, chief of the political section in Jerusalem, won the Director General's Award for Reporting, for incisive drafting on the Israeli-Palestinian conflict, strong contacts, and analysis of events in the region as they relate to U.S. interests. Consul general Edward Abington, Jr., said: "For the past two years, Maura has been the mainstay and driving force of our political reporting. She is a quick, concise, and clear drafter who keeps her eye on the essential question: what does it mean for the United States? Her steady flow of high-quality reporting contributed enormously to the Department's ability to manage the peace process."

Two others--Thomas Graham of Moscow and Alan Misenheimer of Cairo--earned honorable mention. Mr. Graham was lauded for his analysis of the war in Chechnya, parliamentary elections and other events in Russia. Mr. Misenheimer was praised for providing Washington with an objective picture of Egypt's turbulent domestic scene.

Fulena: '50 cables a week'

Christine Fulena, assigned to the U.S. mission in Geneva, and Barbara Barrett-Spencer, Bureau of Finance and Management Policy, were named Foreign and Civil Service Secretaries

of the Year, respectively. Ms. Fulena was cited for her role in managing administrative tasks in Geneva's refugee and migration affairs section. Ambassador Daniel Spiegel said: "In any given week, Christine handled 500 telephone calls, transmitted 50 cables, drafted 10 memos, supported an official visitor, and processed \$8 million program funds; this is not an unusual week--it's her *average* workload."

Barrett-Spencer: yeoman service during furlough

Ms. Barrett-Spencer was singled out for her service as personal assistant to the chief financial officer, Richard Greene, who said: "She was the sole support staff member of the team managing the Department during the furlough. Each day she prepared and coordinated distribution of the guidance needed by posts and domestic employees to continue operations. She was in the front line of receiving phone and e-mail inquiries from thousands of people around the world who were waiting to hear whether they were still employed and whether they would be paid on time, in full, or not at all."

The Civil Service runners-up were Joanne Balzano and Syeda Chowdbury, both from the economic bureau. Ms. Balzano was highlighted for juggling administrative tasks during a period of intense activity in the Office of Trade Policy and Programs, and Ms. Chowdbury was chosen for enhancing efficiency and

morale in the Office of Bilateral Trade Affairs. Terri Lee Baker, the Foreign Service runner-up, was lauded for her role in aiding negotiators on the conflict in the former Yugoslavia.

Horsey-Barr: 'increased allocations...in a zero-growth budget'

Sarah Horsey-Barr, former deputy representative and deputy chief of mission to the Organization of American States, received the Luther Replogle Award for Management Improvement, for innovations at the U.S. mission there. Harriet Babbitt, U.S. ambassador to the organization, said: "Her negotiating skills significantly increased OAS allocations to U.S. priorities: support of democracy (by 41%), human rights (47%), trade (300%), and the environment (400%)--all within the context of a balanced, zero-growth budget."

Robert Nolan, former director of the Office of Overseas Employment, was named runner-up. He was hailed for re-engineering administrative procedures for the Foreign Service National workforce.

Boucher: 'economic ambassador'

Richard Boucher, ambassador to Cyprus, and Elizabeth Shelton, consul general in Adana, were named co-winners of the Charles Cobb Award for Initiative and Success in Trade Development. John Kornblum, the assistant secretary for European

Honors & Awards

affairs, praised Mr. Boucher for efforts led to the United States becoming the number one exporter to Cyprus. He said: "Richard Boucher typifies the 'economic ambassador' of the future: he is a tireless promoter who gets results. Until recently, most American products and services (in Cyprus) were virtually unknown. The proof of any successful commercial program is the bottom line; U.S. exports are up more than 80%."

Shelton: 'vision...and hustle'

Co-winner Shelton was cited for bolstering American business in Turkey. Marc Grossman, the envoy there, said: "She has built a thriving commercial program where none previously existed--in the southeastern region of Turkey, one of our 10 'big emerging markets.' As a result of her vision--and her hustle--the consulate's agenda is stacked full with commercial events."

Holzman: 'world-class'

Islamabad's John Holzman, winner of the Baker-Wilkins Award, took top honors among deputy chiefs of mission. Robin Raphael, the assistant secretary for South Asian affairs, said: "As an alter-ego for two active chiefs of a large U.S. mission, Mr. Holzman delivered a world-class performance. He is decisive, articulate, and engaged--attributes he uses with equal effect within the mission or with Afghan warlords or Pakistani officials." He was credited with resolving conflicts between the

embassy and consulates and convincing Pakistan's government to extradite accused terrorist Ramzi Yousef, among other achievements.

J. D. Bindenagel of Bonn and James Creagan of Rome were named runners-up. Mr. Bindenagel, who twice served as a deputy chief of mission in Germany, was lauded for his experience and contacts in the region. Mr. Creagan was cited for leading inter-agency teams and organizing planning meetings for the Bosnian peace accords, among other efforts.

De Lisi: outstanding service in Sri Lanka

Scott Le Lisi of Colombo earned the James Clement Dunn Award, for outstanding mid-level officers, for his service as chief of the political section in Sri Lanka. A. Peter Burleigh, the ambassador there, praised him for strengthening "protections for Americans in an environment of terrorism and civil war, improvements in Sri Lanka's human rights situation, and contributing to a just end to the war."

Christopher Lynch of San Salvador and Ben Fairfax of San Jose were named runners-up. Mr. Lynch was lauded for introducing new management techniques and increasing the productivity of the economic and commercial section. Mr. Fairfax was hailed for resolving trade disputes with Costa Rica and aiding the country's economy.

Mohanco: averted trade sanctions

John Mohanco of Panama City earned the Deputy Secretary's Award for Excellence in Labor Diplomacy, for strengthening labor standards there. Ambassador William Hughes said: "Galvanized by John's efforts, the government of Panama escaped trade sanctions that would have severely damaged efforts to modernize its economy."

Matthew Boyse of Warsaw and Robert Griffiths of Bangkok were the runners-up. Mr. Boyse was hailed for bolstering U.S. ties with Solidarity and for exceptional reporting on the labor situation in Poland. Mr. Griffiths was cited for working to reduce child labor, including prostitution, in Thailand, promoting workers' rights, and exposing human rights abuses associated with migrant labor.

Sanderson: efforts in Egypt

Janet Sanderson of Cairo took top honors for economic performance with the Herbert Salzman Award, for her role in promoting initiatives to bolster the Egyptian economy. Ambassador Edward Walker said: "Her efforts mobilized a powerful reform lobby that has vaulted over a largely unresponsive bureaucracy."

Scott Kilner of Paris and Pamela Weber of Moscow were named runners-up. Mr. Kilner was commended for resolving trade issues with France and for promoting U.S.

business interests there. Ms. Weber was praised for her insights into Russia's faltering economy and for her efforts to bolster free markets.

Ryan: 'unofficial mayor'

Mary Ryan, the assistant secretary for consular affairs, received the Arnie Raphael Award granted to the employee who is said to have done the most to develop others, particularly junior officers. Ms. Ryan received a group nomination from 26 Foreign and Civil Service employees who worked with her in Consular Affairs and elsewhere. Her nomination said in part: "She is the unofficial mayor of the Department, stopping constantly to lend an ear, pat a back, or simply exchange a sincere greeting. From her early days in the Service, she has dedicated herself to advancing the careers of junior officers, (working) tirelessly with bureaus in obtaining positions for (those) who showed potential."

Jim Larocco, deputy chief of mission in Tel Aviv, and Desaix Anderson, charge in Hanoi, were runners-up. Mr. Larocco was hailed for his efforts to include junior officers as "active players" at the embassy in Israel, and Mr. Anderson was recognized for fostering the development of staffers in the East Asia bureau.



Panama's John Mohanco, right, receives the Deputy Secretary's Award for Excellence in Labor Diplomacy from Deputy Secretary Strobe Talbott.

New award established for FSN information managers

Teddy Lee, the deputy systems manager in Hong Kong, has been named the first winner of the \$2,000-Marion Middlebrooks FSN Information Management Award. Funds for the award are donated from the estate of Ms. Middlebrooks, an information management officer who died last year.

Mr. Lee was lauded for his skillful utilization of scarce resources and for modernizing computer operations at his post. Consul general Richard Mueller wrote: "Teddy Lee has been a technological ribbon-cutter, inaugurating the exchange of each Wang workstation—all 248—with its PC replacement. But Teddy knows that modernization goes well beyond new computers. He has redesigned our business processes by integrating fax services at the

desktop, expanded E-mail access to nearly 90% of the staff, (created) shared Microsoft databases, and developed electronic bulletin boards, replacing traditional, paper-based practices."

There were three runners-up: Hyon Joeng Moon of Seoul, Norbert Engels of Bonn, and Leslie Haworth of Toronto. Mr. Moon was recognized for devising databases that expedited operations, including visa processing, in Korea. Mr. Engels was cited for programming financial management software and for training staffers at constituent posts in Germany, among other efforts. Ms. Haworth was hailed as the "driving force" behind a computer modernization initiative at the embassy in Canada.

Honors & Awards

Two more top employees take \$2,000 honors

Other employees were singled out as the best in their fields in personnel management and finance.

Scott: 'perseverance'

Veronica Scott, chief of the Bureau of Personnel's personnel systems development and management branch, received the Director General's Award for Excellence in Personnel Management. She was recognized for exceptional customer service and software innovations that expedite the personnel process. Describing one such effort, the bureau's Pat Popovich and Donna Stange said: "She worked with programmers to replace hard copies with an easily trackable electronic form. This automated application is used in every bureau in the Department today. Without Veronica's perseverance, we would still be handcarrying paper documents around the Department and 'across the river,' delaying personnel actions in the process."



Veronica Scott, winner of the top personnel award, with Richard Moose, the under secretary for management, left, and Anthony Quainton, director general.

newest center in Charleston, without missing a single payroll or other lapse in service."

The runners-up were Steven Wilkins of Bonn and John Rider of Vienna. Mr. Wilkins was lauded for

his role in creating an agency cost-sharing program, and Mr. Rider was hailed for providing financial expertise to three missions in Vienna and nine others in the former Soviet Union.

Miller: 'did it all'

Ronald Miller, director of the Charleston Financial Service Center, won the Chief Financial Officer's Award for Distinction in Public Finance. Mr. Miller was cited by the finance bureau's Sid Kaplan for setting up the center in South Carolina. Mr. Kaplan said: "Starting with a vacated office building, Ron did it all--from developing a transitional plan, hiring new employees, overseeing construction, and moving accounting, payroll, and disbursing from an offshore facility to our

East Asia and Pacific Affairs--Left to Right: Assistant Secretary Winston Lord presents the John Jacob Rogers Award to L. Stuart Allan on his retirement from the Foreign Service with 25 years of service.



Afsa honors dissenters

The American Foreign Service Association singled out four officers who dissented with Department policy in its annual award ceremony at State on June 21. Other honors went to a Foreign Service secretary, those who aided Afsa and their communities, and for "lifetime contributions to diplomacy."

Dennis Hays, former director of the Office of Cuban Affairs, and **John Treacy**, who was public affairs officer in Dublin, shared the Christian A. Herter Award for senior officers. Mr. Hays was hailed for dissenting with Department policy after he learned of negotiations to reverse a policy granting asylum to Cuban refugees, while Mr. Treacy was recognized for dissenting views on granting a visa to Gerry Adams, who heads the political unit of the outlawed Irish Republican Army. **James Callahan**, former consul general in Dublin, won the William A. Rivkin Award for mid-level officers, also for opposing Mr. Adams' visa and for resisting pressure to reduce the visa refusal rate at the post. **Andrew Schofer** won the W. Averell Harriman Award for junior officers, for arguing, as political officer in Bahrain, that demonstrations of unemployed youth represented a challenge to government authority and American interests there.

Elizabeth Frank of Warsaw won the Avis Bohlen Award, given to the family member who is said to have done the most to advance U.S. interests in the community. Ms. Frank founded two organizations that provide social, educational, and



Suzanne Lundin-Ross receives the M. Juanita Guess Award, from Ms. Guess' son, Jon Clements.

charitable programs at the post. **Suzanne Lundin-Ross** received the M. Juanita Guess Award, for assisting families at overseas posts. She was saluted for creating a sponsorship program and organizing cultural activities for newcomers to Almaty. **Elizabeth Slater** of Freetown earned the Delevan Award for secretaries, for revamping student orientation procedures and reviving a school construction project, among other efforts.

Afsa Achievement Awards went to two officers who were found to have done the most to achieve the organization's goals. **Randolph Marcus**, DCM and labor attache in Buenos Aires, received this year's active-duty award for his cable on the principles which should govern

official travel in an era of budget restraints. Retiree **Joseph Kemper** was singled out for forming groups for other retired FSOs in Maryland and Virginia.

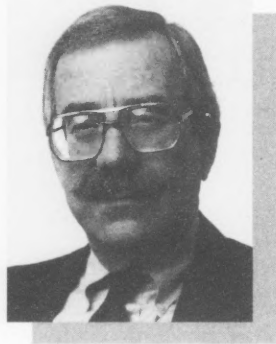
The organization honored former FSO **Frank Carlucci** with the Lifetime Contribution to Diplomacy Award for "moral and physical courage." He was cited for saving Americans from an angry mob in the Congo, bringing Portugal into the western alliance at a time when it was turning from socialism to democracy, and organizing efforts to protect shipping in the Persian Gulf from Iranian attacks during the Iran-Iraq war.

Correction: Robert P. Myers, Jr. was one of the nominees for the EEO Award; his first name was incorrectly listed in the previous issue.

News Highlights

Under secretary Moose steps down

Richard M. Moose, the under secretary for management, returned to the private sector last month to head a study on foreign policy resource needs at the Council on



Foreign Affairs, according to an announcement on August 24.

In accepting Mr. Moose's resignation, the Secretary praised his "critical contributions to the foreign policy of this administration," particularly his efforts in developing a new system for allocating overseas costs among the foreign affairs agencies and his strategic plan for the management of information technology. The Secretary added: "These initiatives will have my continuing and energetic support."

Secretary Christopher also emphasized the contribution the under secretary will make to the Council's study, noting that he and Mr. Moose "worked together for many years in a mutually supportive partnership."

Patrick Kennedy, the assistant secretary for administration, has assumed the under secretary's duties in an acting capacity.

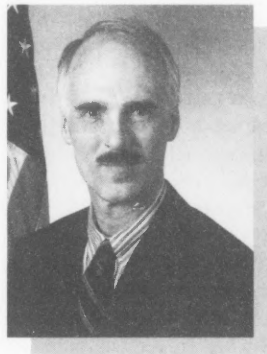
Dr. Rigamer to retire

Dr. Elmore Rigamer, the medical director at State, is leaving the Department this month. (A successor had not yet been named at the time State Magazine went to press.) This is Dr. Rigamer's final message to employees and their families.

In October I will retire after 19 years in the Foreign Service. I will always remain thankful to the Department for giving me the opportunity to lead such an interesting personal and professional life. The organization I joined in 1977 is not the one it is today. And it is good that it is not. Any organization that is to remain relevant and not become obsolete must undergo transformation at least every five years. Ours is no different. Change is stressful because it is at once a loss and a new demand. The people participating in change must know that amid all the change, the core values of the organization will remain the same. The values are there to guide the organization through the changes so that it will not lose its way. A core value of the State Department is its commitment to the well-being of its people. Its commitment is unwavering in the area of health care.

What has remained constant and what has changed in the medical program? The medical program remains firmly committed to providing quality health care. The medical staff is our most important asset and we hire only the best. They are committed, highly trained professionals who are accessible around the clock. The medical evacuation policy

and budget remain intact and unchanged. People must have the security of knowing that medical care



is available when it is needed. The Department places a high value on the sense of security that employees and their families must have about getting medical care overseas when they need it. I urge you not to doubt this.

What has changed? The allocation of medical officers is no longer the same as it was even a few short years ago. MED is committed to providing medical service in those parts of the world that need us the most. We are no longer in many posts in the developed world. Our health care professionals obviously would enjoy assignments in Paris and Rome, but the need for them in those places is not as great as it is in Kampala or Conakry. Financing the medical program has been supplemented by increased use of your personal health insurance. Wherever possible the insurance carrier is billed first; we continue to pay the balance. In previous years, of the \$2.5 million dollars advanced for hospitalization, about 20% was returned through the insurance carriers; now, collections

are approaching the 70% mark, as they should. These increased efficiencies have allowed us to improve the medical program.

Two services, one enhanced and one new, are the beneficiaries of these savings. The Quality Improvement Division has grown. Two physicians and a nurse design programs that keep the quality of medical practice high and measure medical outcomes to make sure we do what we say we do. We have also created a new Division of Medical Informatics. Over the past three years, we have revolutionized our medical information systems. There will soon be in place an electronic medical record that will give providers instant access to a single authoritative medical source of information about each patient. Expert systems will guide providers through diagnosing and managing difficult cases. For all providers, especially those practicing in small posts without the benefit of consultation, this will be a tremendous leap forward in ensuring quality.

The providers in the medical program have served the Foreign Service community with exceptional dedication over the years. The Department recognizes that good health services are essential to the well-being and morale of its people. This will not change. Everyone—providers, patients, and the Department's leadership—must participate in negotiating what must change. To accomplish this, heavy doses of goodwill and facts are essential. I am confident that my successor will continue the great tradition of service that has characterized MED over the years. I wish him or her every success in that endeavor.

Reception for disabled persons held at State



Secretary Christopher greets guests at the reception. With him are Deidre Davis, DAS for equal employment opportunity and civil rights, center, and Kalle Konkkola of Disabled Peoples International.

Secretary Christopher hosted a reception for Disabled Peoples International in the Benjamin Franklin Room on August 9. The institution, which holds consultative status with the UN Economic and Social Council and the World Health and International Labor Organizations, represents a coalition of entities for persons with various disabilities. The event was attended by over 150 officials from government and disability-rights groups worldwide.

Deidre Davis, deputy assistant secretary for equal employment opportunity and civil rights, commended Secretary Christopher for his commitment to diversity, and Kalle Konkkola, chairman of the honored group, offered welcoming remarks. International guests included Maria Rantho, of South

Africa, who works to ensure compliance with her nation's new disability rights laws, Argentina's Enrique Sarfatri, and Zohra Rajah of Mauritius. In honoring the organization, Secretary Christopher said: "There is no stopping an idea whose time has come," noting that the Americans with Disabilities Act was signed into law with the support of both political parties.

Renovations completed last year made the Diplomatic Reception Rooms more accessible to people with disabilities. This accessibility is symbolic of the Department's ongoing goal to make its facilities easier for persons with disabilities to use, affording greater opportunities for disabled persons to pursue careers in the Department.

News Highlights

Moran addresses SESers at State

Congressman James Moran (D-Va.) recently told a session of senior executives at State that this Congress was the "most destructive on foreign policy since the 1930s." He predicted further efforts at consolidation and downsizing of the foreign affairs community if the present congressional line-up continues after November. Congressman Moran's noon-time visit to the Department on July 31 resulted from an invitation by the newly formed foreign affairs agencies chapter of the Senior Executives Association. Speaking just prior to the summer congressional recess, he reviewed current legislation affecting the Civil Service and the foreign policy community from his vantage as a member on both the government reform and oversight and international relations committees. He said that the Civil Service reform legislation would put more emphasis on performance in determining layoffs and would also grant agencies greater authority to create more flexible management procedures.

The new foreign affairs chapter brings together SESers at State, AID, ACDA, USIA, and the Board of International Broadcasting. The group's officers are Stanley Riveles, president, Linda Massaro, vice president, and Peter Kimm, secretary/treasurer.



Congressman James Moran addresses the Senior Executives Association.

Council on Equality in the Workplace forms

The under secretary for management has established a Council for Equality in the Workplace to act as an executive coordinating committee for advancing the Department's equal employment opportunity and civil rights goals. The council will also support the efforts of the Office of Equal Employment Opportunity and Civil Rights, which will continue to have the central role in the EEO process.

The council, which is chaired by the under secretary, includes Anthony Quainton, the director general; Conrad Harper, legal adviser; William Burns, executive secretary of the Department; William Clarke, DAS for Diplomatic Security; Deidre Davis, DAS for EEO; Ruth Davis,

DAS for consular affairs; Fern Finley, AFGE representative; Alphonse La Porta, AFSA representative; Teresita Schaffer, director, Foreign Service Institute; and Ruth Whiteside, deputy director of the institute.

The council encourages employees who believe that barriers to advancement or imbalances in opportunity exist on the basis of gender or race to report these conditions to them, anonymously if preferred. Reports should be addressed to the council and forwarded to the director general's office in Room 6218 or to the Office of Equal Employment Opportunity and Civil Rights in Room 4216. Reports submitted by cable should be slugged for the council and sent in the "dirgen channel." The council cautions that reports to them can't serve as substitutes for filing EEO complaints or grievances.

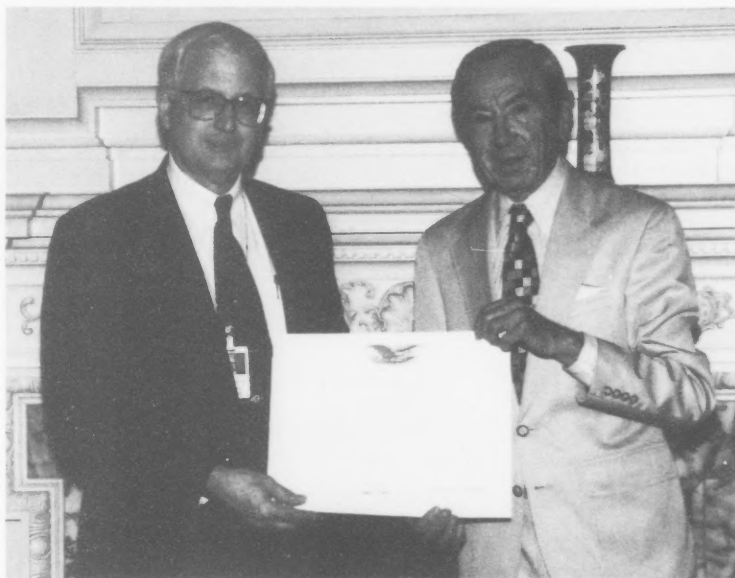
National War College honors U.S. diplomacy

Representatives of the foreign affairs agencies, led by Director General Anthony Quinton, joined faculty and students of the National

War College on June 6 to dedicate a corridor in the College's Roosevelt Hall, honoring the contributions America's diplomats have made to U.S. national security. The corridor complements similar installations in Roosevelt Hall devoted to the Army, Navy, Air Force, and Marine Corps.

It now includes a sixteen-panel exhibition entitled, "A Brief History of American Diplomacy," adapted from an exhibit at the National Foreign Affairs Training Center. Over 150 students, faculty and guests attended the ceremony.

Ambassador J. Stapleton Roy awarded highest rank in Foreign Service



Ambassador J. Stapleton Roy, left, and Secretary Christopher

J. Stapleton Roy has been awarded the personal rank of career ambassador, the highest rank in the Foreign Service. He was honored in a ceremony in the Secretary's office on June 6. The Secretary said: "It is a tribute to his many years of outstanding service that a Foreign Service selection board comprised of his peers recommended him for this appointment." Only those officers who have an established record of sustained achievement and have

demonstrated clear evidence of extraordinary abilities and potential ever reach this level.

Mr. Roy is now ambassador to Indonesia. He entered the Foreign Service in 1956 and served at numerous posts in Asia, as well as deputy assistant secretary for East Asian and Pacific affairs and as executive secretary of the Department. He served as ambassador to Singapore, 1984-86, and to China, 1991-95.

Mr. Roy joins the ranks of only 14 others awarded the personal rank of career ambassador: Alfred Atherton, Jr., Arthur Hummel, Jr., Walter Stoessel, Jr., Lawrence Eagleburger, Arthur Hartman, Thomas Pickering, Ronald Spiers, Richard Murphy, Deane Hinton, George Vest, Terence Todman, Morton Abramowitz, Herman Cohen, and Frank Wisner.

News Highlights

Secretary Christopher visits Sarajevo

Secretary Christopher was greeted with cheers of "long live the United States" as he toured Sarajevo on his June trip to Bosnia to advance the implementation of the Dayton Agreement. The Secretary visited the Old Town Market Square, located in a part of Sarajevo that dates back to the Ottoman empire, and chatted with passersby in a newer pedestrian mall nearby. He received a warm welcome from children at a playground he visited—one of 12 that were killing fields during the war, now restored with assistance from AID. The tour ended with the Secretary's visit to a memorial erected in memory of the victims of the 1992 Market Square missile attack. The Secretary left a small bouquet of flowers at the memorial and observed a moment of silence in honor of the victims.

French Brigadier General J. Heinrich greets the Secretary at the Sarajevo airport. With them is High Representative Carl Bildt.



Secretary Christopher greets children in Sarajevo.





The Secretary displays a gift of flowers from a child.



Mr. Christopher shops for fruit in the city's market square.

Appointments

President Clinton names 2 new envoys

Switzerland

Madeline Kunin has been deputy secretary of Education since 1993. She began her career in 1973 as a representative in Vermont's General Assembly. After serving in the assembly for three terms, she went on to become lieutenant governor of the state from 1979-83. She was later elected governor for three consecutive terms, from 1985-96.

During her years as governor, Ms. Kunin served as a commenta-



tor for Vermont Public Radio from 1991-92. She founded and served as president of the board of the Institute for Sustainable Communities, 1991-93. She was the first distinguished visitor in public policy at Harvard's Bunting Institute, 1991-92. Also in 1992, she was both a Montgomery fellow and a distinguished visiting fellow at Dartmouth College.

Ms. Kunin was born in Zurich, Switzerland on September 28, 1933. She graduated cum laude

with a bachelor's degree from the University of Massachusetts and later earned masters degrees from Columbia and the University of Vermont. Her foreign languages are German, French, and Swiss German dialect. Her honors include an outstanding legislator award from the Eagleton Institute of Politics, a fellowship with the American Academy of Arts and Sciences and 19 honorary degrees. She authored *Living a Political Life* and co-authored *The Big Green Book*, as well as articles in the *Washington Post* and other newspapers. Ms. Kunin has three sons and a daughter.

Saudi Arabia

Wyche Fowler has been a solo practitioner of law in Washington since 1996. He began his career in 1970 as an associate with the law firm of Smith, Cohen, Ringel, Kohler, Martin and Lower in Atlanta, Ga. During this time, he was also a member of the Atlanta City Council, serving as president from 1975-77.

In 1977 Mr. Fowler began his political career as a member of the House of Representatives from Georgia, in which he served until 1986. He was a member of the foreign affairs, intelligence, and the ways and means committees. Mr. Fowler then served in the Senate from 1987-93. He was a member of the appropriations, budget, energy, and agriculture committees. Next, after a brief stint as a Senate observer/delegate for the Federal Election Commission in 1993, he became a

partner in the Atlanta law firm of Powell, Goldstein, Frezer and Murphy, 1993-95.

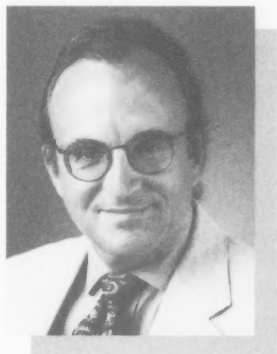


Mr. Fowler was born in Atlanta on October 6, 1940. He graduated from Davidson College with an A.B. in 1962, and from Emory School of Law in 1969. He served in the U.S. Army intelligence corps as first lieutenant, 1963-65. His honors include most effective legislator award from the Southern Governor's Association in 1988, solar man of the year award in 1987 and 1990, and numerous awards for his work on behalf of civil and human rights. His foreign language is French. He is married to Donna Fowler; they have a daughter.

New Civil Service Ombudsman

Ted Borek, the assistant legal adviser for African affairs, is now the Department's Civil Service ombudsman. Mr. Borek will retain his legal portfolio, in addition to his new duties.

He began his 24-tenure in the legal affairs' bureau in 1972 and has since served as assistant legal adviser in



several offices, including European, U.N., and Economic, Business, and Communications Affairs. He is a native of Chicago who holds a bachelor's from Georgetown and a law degree from Columbia.

Mr. Borek will report directly to the Secretary on Civil Service issues. His responsibilities include promoting greater equity in promotions, training, and other career-enhancement opportunities. The ombudsman's office, in Room 5815A, is staffed on a full-time basis by his special assistant, Rosalie Dangelo; the telephone number is (202) 647-2182.

Weaver tapped for European union

A. Vernon Weaver, the assistant to the chairman of Stephens, Inc., since 1981, has been named U.S. representative to the European Union. Mr. Weaver began his career as lieutenant in the Navy in 1946 in Guantanamo, Cuba. He later held an assignment at the Pentagon. He served as vice

president of Southern Venetian Blind Company, 1949-51, and 1953-59. During this time, Mr. Weaver was also president of Lanatan, Inc., in Miami, 1952-62. In 1962 he became manager of Hollis & Co. in Little Rock, Ark., where he also served as president of Union Life Insurance until 1977. He was then administrator of the U.S. Small Business Administration until 1981.

Mr. Weaver was born in Miami on April 16, 1922. He received a bachelor's from the U.S. Naval Academy in 1946. He is treasurer of the International Life Science Institute



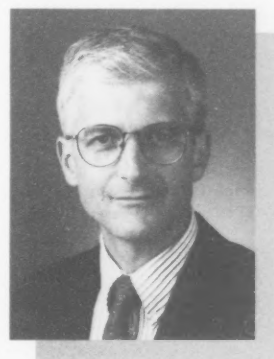
and a member of the board of visitors at the Naval Academy, the Fort Myer's Officer's Club, the National Press Club and the Army and Navy Club. His foreign language is Spanish. He is married to Joyce McCoy Weaver and has three daughters.

Larson now heads economic and business affairs

Alan P. Larson has been named assistant secretary for economic and business affairs. Mr. Larson served as principal deputy assistant secretary in the economic bureau, as well as DAS for international finance and

development, since 1993.

He is a career Foreign Service officer who began his career with State in 1973, when he was posted to Sierra Leone. After an assignment in Kinshasa and economic studies at the University of Iowa, he became deputy director of State's energy



policy office in 1978. He had a tour in Kingston before serving as an executive assistant to the under secretary for economic affairs, 1984-86.

In the latter year, Mr. Larson was named deputy assistant secretary for international energy and resources policy. He then served as principal deputy assistant secretary for economic and business affairs before becoming U.S. ambassador to the Organization for Economic Cooperation and Development in Paris in 1990.

Mr. Larson was born in Osage, Ia., on July 19, 1949. He holds a doctorate from the University of Iowa. His awards include Superior Honor, Presidential Distinguished, and performance pay awards. His foreign language is French. He is married to Nancy Larson and has a daughter and two sons.

Appointments

Davidow named for inter-American affairs

Jeffrey Davidow, until recently the principal DAS for inter-America, has been appointed assistant secretary for that bureau. Mr. Davidow entered the Foreign Service in 1969 and was posted to Guatemala City the following year. In 1972 he became political officer in



Santiago. After holding a similar position in Cape Town, he became a desk officer in the Office of Southern African Affairs in 1976.

Mr. Davidow had a stint as a congressional fellow before heading the liaison office in Harare in 1979. He later served as deputy chief of mission at the mission there until 1982. In the latter year, he became a fellow at Harvard's Center for International Affairs. Next, he served as director of the Office of Regional Affairs, 1983-85, and the Office of Southern African Affairs, 1985-86. In 1986 he was named deputy chief of mission in Caracas.

In 1990 Mr. Davidow was appointed ambassador to Zambia. He served as principal deputy assistant secretary for African affairs, 1990-93. After attending National Defense University, he returned to Venezuela as ambassador in 1993. He was named principal deputy assistant secretary earlier this year.

Mr. Davidow was born in Boston on January 26, 1944. He holds a bachelor's from the University of Massachusetts and a master's from the University of Minnesota. He has received Distinguished, Superior, and Meritorious Honor Awards, as well as a Presidential Distinguished Service Award. His foreign language is Spanish. He is the author of numerous publications on Africa and Latin America. He is married to Joan Labuzoski Davidow and has two children.

Rogers named to head fine arts committee

John F. W. Rogers, a former under secretary for management at State, has been named chairman of the Department's Fine Arts Committee.



The committee is a 75-member group of museum curators, collectors of Americana, and donors to the Diplomatic Reception Rooms, which assists the Department in carrying out its fundraising goals for maintaining the historic rooms.

Mr. Rogers, now vice president and assistant to the chairman of Goldman Sachs, has also served as a fellow at the James Baker III Institute for Public Policy, executive vice president of the Oliver Carr Co., assistant secretary of the Treasury, and assistant for management and administration at the White House. He has chaired the President's Advisory Council on Historic Preservation and holds numerous awards for his preservation efforts.

Got an unorthodox opinion about operations at State? The editor will publish your article as a separate feature, "Point of View."

Articles should be double-spaced and free of acronyms (spell out office names and titles). Include a Microsoft Word disk with your submission.

For information, call Barbara Quirk, (703) 516-1669.

Direct from the D.G.

This column was written by Anthony C.E. Quainton, director general of the Foreign Service and director of personnel.

The first of the promotion lists are out. As in recent years, they are relatively short. I know many of you who had hoped for advancement will be disappointed that you are not among the fortunate few. Without exception, the Boards that have reported their findings to me have expressed concern at the paucity of promotion opportunities. It is a concern that I share. They commented that it was not difficult to identify the stars, only that there are more stars than promotion numbers. (We will have more to report to you on the Boards' findings once they have all completed their work.)

They also made clear to me their concern at the process of identifying poor performers and the relative difficulty of finding 5% for low ranking. As in the past, very few officers have been referred to a Performance Standards Board for possible selection out. The result, of course, is that we are forced to use the time-in-class mechanism to meet our employment targets. We are losing slightly more than a hundred talented and experienced officers in classes 0-1, OC, and MC in this year alone.

As in the military, our TIC system inevitably results in careers being cut short and talent lost. Unlike the military, however, we have not been as candid or forthright with our officers about their true prospects for advance-



ment. Our system does create openings for moving talented officers into positions of greater leadership and responsibility, but it also leaves much talent behind in the process. The merit features of our current system need to be preserved. Unfortunately, we continue to suffer from rhetorical excess and hyperbole in the rating process, which impedes rather than assists differentiation between the best and the brightest and those of more mediocre achievement and potential.

In the last issue of *State Magazine*, I described the need for workforce planning. This year's promotion numbers and the recommendations of the promotion boards underscore the need for such planning. We still have too many positions which are overgraded. We still have a surplus of senior officers against real needs. We all know that the current time-in-class system at the senior threshold and beyond has many dysfunctional elements. We understand that multifunctionality is not as clearly defined as it should be. All of these issues are, or shortly will be, a part of our partnership dialogue with AFSA. Management, like

AFSA, is being bombarded with proposed solutions, ranging from the need for a RIF in the Senior Foreign Service to a drastic restructuring of the TIC system. Some suggestions would require legislative changes, others an acceptance of radical new ways of doing business. All require us to come to grips with the need for change.

Recognizing the high costs both for our employees and for the system of continuing business as usual, we in the Bureau of Personnel are committed to reform of the personnel system. At the same time, we want to make sure that the system is not the victim of the law of unintended consequences. Too often in the past, we have launched reforms only to find that the results were not what we intended. We must not let that happen again.

The fiscal year that is just beginning should be one of constructive systemic change. We will soon be in the middle of our quadrennial political transition. Whoever is elected president will need a strong, dynamic Foreign Service. It will not be strong or dynamic without fundamental changes in the personnel system designed both to create corporate solidarity and to respond flexibly and rapidly to the changing agenda of our foreign policy. Developing a consensus about the elements of change that are needed will be my priority and that of my colleagues in PER. But we cannot do it alone; we need the creativity of officers here and in the field.

The Edge

By James B. Angell

The author is a courier now assigned to Bangkok. He dedicates this article to Doug Sell and Larry Bell, fellow couriers on the African circuit, who died earlier this year.

It began as a routine trip, although the early-morning flight from Dakar was with one of the region's most notorious carriers—"Zambezi" Airways. After an airport exchange in Banjul, the flight was scheduled to continue on for exchanges in Conakry and Freetown before ending in Abidjan later that afternoon.

This 737 had to be one of the oldest in operation. But it wasn't the engines that scared me; they sounded alright on previous trips. It was the tattered state of the plane's interior that gave me a sinking feeling. The ripped aisle carpet typically tripped me as I fought for a torn seat near the front, while the overhead bins dangled precariously, unable to close. And seat belts? There weren't any. The pilots roamed the aisle during boarding, seemingly unembarrassed by the state of their aircraft. There was no safety demonstration from the dispirited flight attendant as we taxied to the runway.

Although I'd taken this plane on previous trips, it still felt like a miracle when the contraption began thundering along at a speed fast enough for takeoff. The noise of the rattling overhead bins, coupled with the banter of various languages, made it hard to concentrate on

the status of the engines as they propelled us out over the blue ocean. The trip to Banjul took only 40 minutes, and the stops downline made for short air time, except for the Abidjan leg. By that time, if past was prologue, I'd actually acquire a sliver of faith in the decrepit old craft, after several more takeoffs and landings.

We got to Banjul just fine. Once on the ground, I could see the embassy contact waiting with outgoing pouches as we taxied to the terminal. Before exiting the aircraft, I had asked the flight attendant if she could save my seat for me, explaining that I was a courier and would be flying on to Conakry. She nodded unconvincingly as I walked down the steps.

The escort and I exchanged pleasantries planeside before signing over our respective pieces. We continued to talk shop while keeping an eye on the pouches that were to be loaded in the rear hold. My pouches for Conakry and Freetown were in the unopened front compartment, so everything seemed fine. But when I got back on the plane after all my pieces were loaded and the hatch closed, I discovered that my seat had been taken. The flight was oversold.

I brought this to the attention of the attendant, who just looked down the length of the aircraft and shrugged. I offered to sit in the cockpit jumpseat—which, if I'd been able to, would have solved a lot of grief later. But on this plane that seat had been

"removed." After a few awkward moments of staring at each other, the attendant began slowly walking down the aisle, glancing at each row.

I followed obsequiously until row 27, when she spoke to a woman seated with a young boy. They argued for awhile before the woman looked angrily at me, then motioned for the boy to sit on her lap. She had the aisle seat and made no effort to let me pass. That, coupled with the fact that the seat ahead of her was fully reclined, forced me to squash the two of them in their seat. I felt so claustrophobic I didn't care if the plane lifted off or not.

But the old bird lifted into the sky like an eager fledgling, leaving the arid countryside under blossoming cumulus as we headed south along the coast. As I completed paperwork in the cramped space, the woman beside me cast dirty looks and muttered to herself. I just hoped that when we got to Guinea someone would be planeside pronto, because tactically speaking, I was in no position to be the first one off the aircraft. Conakry was one of those airports where things could disappear, and quickly.

At 25,000 feet, refreshments were served—some sort of orange drink in plastic cups. The captain came back to chat and have a drink himself. No big deal, right? But five minutes later the co-pilot came back to join his colleague in conversa-

tion and enjoy some refreshment as well. This was disquieting, even though the aircraft was obviously on autopilot.

As I sipped my mystery drink and gazed at the absurdity around me—bins dangling, woman mumbling, seats broken, pilots laughing and chatting—we hit a bad patch of turbulence. For several seconds, the plane dropped precipitously. A few passengers ended up on their neighbors' laps, but the autopilot righted the aircraft quickly. Everyone seemed to shrug the episode off with nervous laughter.

But there was a look of panic on the co-pilot's face. He stepped toward the cockpit and began tugging frantically on the door. It was locked. The bump had jarred it loose and slammed it shut. The key, if there was one, was apparently in one of their coat pockets, inside the cockpit.

So there we were, flying south over Guinea-Bissau at 500 mph, with two pilots locked out of the cockpit and 27 diplomatic pouches in the hold. The pilots pulled on the door, picked at the lock, kicked it, hit it—all to no avail. The passengers seemed remarkably calm. I, too, at first took it in stride, sighing it off as "WAWA—West Africa wins again."

But after a few minutes, the seriousness of our predicament began to sink in. Passengers began to shout advice from their seats, but the pilots waved them

off. Then a huge, burly man in a dashiki got up to offer his help. Lowering his shoulder, the man got momentum in the aisle before hitting the door hard. Refrigerator Perry had nothing on this guy. The door shuddered, and even buckled a little.

“*There we were, flying south over Guinea-Bissau at 500 mph, with two pilots locked out of the cockpit and 27 diplomatic pouches in the hold.*”

The crowd roared and shouted words of encouragement for him to try again.

On his second attempt, he tripped on the ragged carpet and went down at the feet of the two pilots. He was hurt and took awhile to get up, holding his right shoulder as the flight attendant helped him to his seat. The pilots looked like they were at a loss.

Then the captain marched sternly to the back of the plane, with a tinge of anger or embarrassment on his face. After rustling around near the toilets, he reappeared carrying an axe with a long handle. The sight of the axe startled the passengers into a frenzy. The co-pilot offered to do the dirty deed, but

the pilot waved him aside. He hefted the axe over his right shoulder, and with the entire plane in anxious silence, swung at the locked door handle. The dull edge of the axe caught just a bit of the door before narrowly missing his leg.

Nearly an hour later, still unable to break the lock, the pilots opted to slice a hole through the middle of the door. By the time they got back behind the controls, we had passed over Freetown and Monrovia and were headed south into the Atlantic, some three degrees from the equator.

After a sharp turn to the northeast, the captain came over the radio and apologized for the inconvenience. He said that, due to low fuel, there was no way we could make it back to our scheduled destinations. We would be flying on to Abidjan.

Half the plane was enraged, but I felt content just to be alive. The pouches would be delayed only a week, and, as far as I knew, there were no priority pieces. Flying in over the palm-fringed lagoons of Cote d'Ivoire, Abidjan never looked so good.

When we landed, I found my trusty embassy escort planeside with all the pouches loaded but perplexed that the Conakry and Freetown pieces were still in the mix. I raised my hand reassuringly as she began to ask the obvious and said: "You're not going to believe this one!"

Rescue at Sea: A Marine Lands in Pakistan

By Robert G. Burgess

The author is vice consul in Karachi.

It was late in the afternoon of November 29 when I took the call from Gwadar, a small fishing port on the Makran coast, some 250 miles west of Karachi. Abdul Rahman, our anti-fraud investigator, was on the other end of the scratchy line. He shouted that he had just spoken to a Marine who had fallen off his ship and been rescued and brought into port by local fishermen. Rahman was sure the man was a Marine because of his haircut. I turned to Staff Sergeant John Elliott, Karachi's security guard detachment commander, and asked if he knew of any missing Marines. He said he hadn't heard of any but ran to another telephone to contact the military commands. I kept the line from Gwadar open.

Rahman told a remarkable story he had heard earlier that day from the villagers. A local fisherman, Captain Abdul Aziz, and his crew had set out from nearby Pishukan in their 36-foot wooden boat for a week of deep sea fishing. Two days out, the captain had seen what he thought was debris floating in the distance. Moving closer to investigate, he saw a raised human hand. The crew pulled a young man from the sea who was sunburned and weak but alive. Unable to communicate with the young man, and fearing for his condition, the captain and his crew abandoned their fishing trip and returned to port at full throttle.

Rumor in the town had it that the man, who was recovering at a government rest house, might be an American. Rahman dashed to the rest

house, wheedled his way past the police guard, and spoke to him. The young man said that he was Lance Corporal Zachary R. Mayo, and that he had fallen off his ship, the aircraft carrier U.S.S. America somewhere in the Gulf of Oman. He'd kept his head above water by fashioning a flotation device from his trousers. Small fish nipped at his arms and legs but he managed to avoid any sharks. He survived 36 hours in the open sea before Captain Aziz's boat rescued him and brought him back to land.

On the face of it, the story seemed a bit improbable. Our doubts were raised further when someone commented that "Zach Mayo" was the name of Richard Gere's character in

“Just as we began to believe we'd been the victims of a pretty clever prank, the Defense Attache Office confirmed that a Marine was indeed missing.”

"An Officer and a Gentleman." Just as we began to believe that we'd been the victims of a pretty clever prank, the Defense Attache Office confirmed that a Marine was indeed missing from the U.S.S. America—and all of the particulars matched Mayo's description.

Once we realized that Mayo was indeed who he claimed to be, we began our efforts to get him out of Gwadar and back to his ship—which

proved easier said than done. To say that Gwadar is remote is an understatement. Access by road is difficult and often impossible. There is daily air service, but the schedule is erratic, the planes are small, and the seats are nearly always fully booked. And Mayo was now the "guest" of the deputy commissioner of Gwadar, who wasn't about to release his most unusual guest, who, after all, had no passport or visa for Pakistan, without the approval of his superiors.

The consular section got to work trying to find a seat on a flight, while I tried to secure official permission for Mayo to leave Gwadar. Innumerable after-hours telephone calls to officials there, Quetta (the provincial capital), and Islamabad yielded little. The deputy commissioner required instructions from the home secretary; the home secretary, traveling in remote regions, would be unavailable for three days. And the additional home secretary needed instructions from the ministry of foreign affairs. And so on.

Meanwhile, back in Gwadar, Rahman had arranged for Mayo to get to a telephone so he could call his parents. It was the middle of the night in Osburn, Idaho, when the call went through. The senior Mayos had been told that their son was missing at sea, and they didn't understand why they were getting a telephone call from Pakistan. Rahman passed the phone to Zachary, and the tearful reunion lasted about 20 minutes.

Later in the evening, Rahman got permission to take Mayo out for dinner. The deputy commissioner had been providing Mayo with food, bottled water, and Pepsi, but this was his first meal out. After a hearty seafood dinner, Mayo returned to the

rest house for the night.

The next morning, the calls to officials continued, as did the efforts to secure a plane seat. Finally, with the intercession of the embassy in Islamabad, the necessary instructions were obtained, appropriate faxes were sent, and Mayo got permission to leave Gwadar. That afternoon, with much of Gwadar turning out at the airport to send them off, Mayo and Rahman boarded a flight for Karachi.

Mayo arrived at the consulate dressed in the traditional shalwar khameez (pantaloons and long shirt) and plastic sandals, which the people of Gwadar had given him.

Although tired, he appeared remarkably fit for a man who had spent a day-and-a-half adrift at sea.

After changing his clothes and calling his superiors, Mayo agreed to hold a short press conference. When asked what he thought about while he was in the water, he said, "I thought about all the things I'd never done before, and the fact that I'd never be able to say goodbye to my parents or see my friends again. And I prayed what seemed like every minute I was in the water. I think that's what kept me going."

The next morning, Mayo left Karachi for Bahrain to be reunited with his shipmates. His week-long adventure was over. But that was not the end of the story for me. On May 22, I went to Gwadar, along with Doug Norris, Herb Stoddard, and



Captain John Fouche, right, presents a plaque from the Navy to Abdul Aziz, captain of the ship which rescued the sailor lost at sea.

Martin Wojtysiak, from the Defense Attache Office in Islamabad, Bart Bolger, representing U.S. Naval Forces Central Command, John Fouche, of the Marine Corps, and Rahman, to meet Captain Aziz and the others who had aided in Mayo's rescue.

I found Gwadar starkly beautiful. It sits on a spit of land in the Arabian Sea, with a few fishing boats in the harbor, a handful of government buildings, some mud-and-stick houses, and not much else besides the pristine beaches, which run for miles along the coast.

A large crowd of local notables turned out for the short ceremony arranged by the deputy commissioner to honor the rescuers. Mayo and his family sent silver coins,

especially minted in Idaho for the occasion, for Captain Aziz and his crew. The Navy and 5th Fleet sent letters of appreciation, commemorative plaques, and other gifts. There was also an anonymous cash gift of \$50 from someone in Idaho who'd been touched by the story of the rescue. The captain's father, Haji Shahdad, resplendent in his flowing robe and turban, shared in the glory.

Captain Aziz, in his translated remarks, said that it was truly a miracle that he saw Mayo floating in the sea and that it was his humanitarian duty to bring him back to shore.

He was proud to have taken part in the rescue, and he appreciated the recognition. And, if at all possible, perhaps the U.S. Government could see fit to provide a new marine engine—170 horsepower—for his boat!

1995 was not a good year in Karachi. Political violence left over 2,000 people dead. The consulate general was not spared: in March, two of our colleagues were killed and a third injured in a terrorist attack on a consulate shuttle; in August, an FSN was shot and killed and his son injured while waiting for a ride to work. But this small miracle—a reaffirmation of the human spirit and the kindness of strangers—seemed a strangely appropriate way to end the year. It was nice, for a change, to work on a story with a happy ending.

Post of the Month

Bishkek

This embassy is located in the capital of Kyrgyzstan, the smallest of the newly independent Central Asian states. The nation, which is about the size of South Dakota, borders China in the southeast and Kazakhstan, Uzbekistan, and Tajikistan in the north, west, and southwest. Kyrgyzstan a mountainous country, containing two of the world's 10 highest mountains, is sometimes called "the Switzerland of Central Asia." The country's climate is cold in the winter and desert-like hot in the summer.

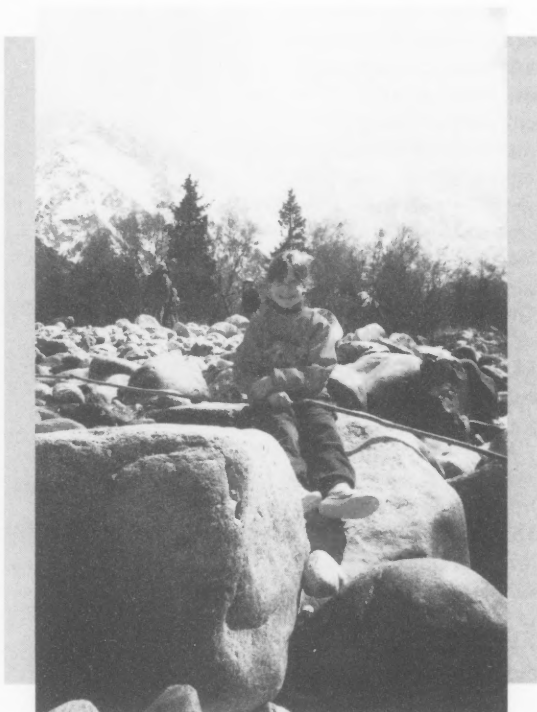
Kyrgyzstan's population of 4.5 million is 60% Kyrgyz, 16% Russian, 14% Uzbek, 2% Ukrainian, 1% German, and 7% other nationalities. Kyrgyz and Russian are the most widely spoken languages.

Agriculture dominates the economy, accounting for more than 50% of the nation's gross national product. The Kyrgyz historically were a nomadic people, and about 85% of the land is used for sheep, cattle, and horse grazing. Crops include fruits, vegetables, and sugar. Most of the country's industry is located in Bishkek; products include electronic motors, livestock equipment, and textiles. Abundant supplies of hydroelectric power, gold, and rare-earth metals offer significant potential for development.

The country's president, Askar Akayev, is the only president in Central Asia who stood for open, multi-candidate election. The

government has endorsed a program of multi-party democracy and conversion to a free-market economy and seeks to strengthen Kyrgyz national identity while simultaneously protecting the rights of the country's minorities.

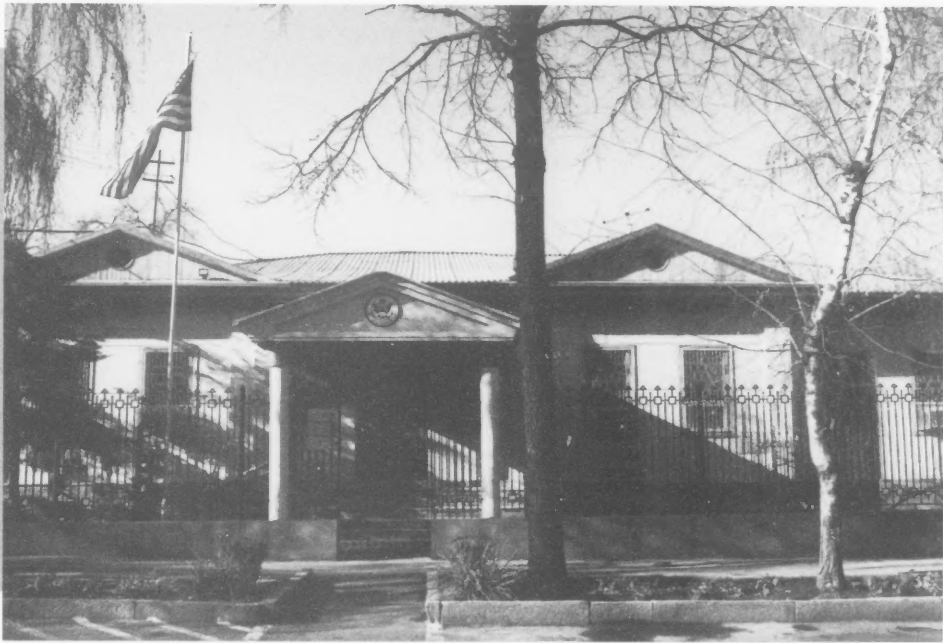
The republic's cultural life stresses epic poems, horse competitions, tales, and folk songs. The Kyrgyz excel in wood carving, rug weaving, and jewelry making. Embassy staffers there are featured as part of *State's* continuing series.



Christina McLachlin, daughter of the ambassador, in the mountains.



A woman plays the kymuss.



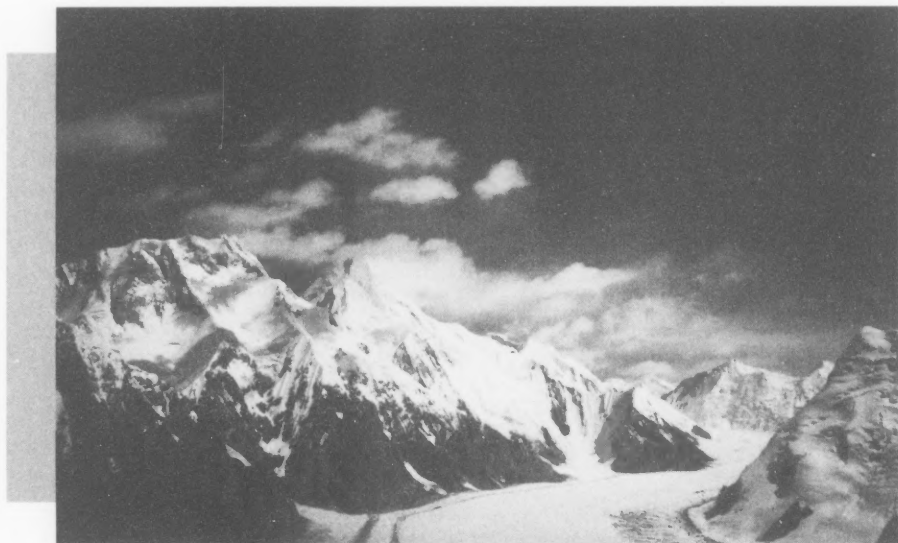
Embassy Bishkek.

A woman in native dress displays medals from World War II.



FSN Victor Kalinyuk plays the accordion, while Irina Tsikalov, wife of embassy driver Anatoly Tsikalov, sings.

Post of the Month: Bishkek



Tien Shan, or "Celestial Mountains," along the border with China.



Raisin sellers in the city of Osh.



Political and economic officer Necia Quast and her husband, Tim Collins, in a mountain valley.



The world's largest yurt, a tentlike dwelling native to the region.

Post of the Month: Bishkek



A young musician plays the komuz.



*Personnel clerk
Lena Zakharova on
her way to work in
the snow.*



A view of a mountain valley.



Ambassador Eileen Malloy, left, with Kyrgyz President Askar Akayev and his wife and women in native dress.

Post of the Month: Bishkek



Christina McLachlin, daughter of the ambassador, center, with a Kyrgyz dance group.



A Kyrgyz girl with a ring of dandelions.



*At the first Marine Ball in Central Asia, first row, from left: administrative officer **Ann Wright**, political-economic officer **Nadia Quast**, Ambassador **Eileen Malloy**, consular officer **Shawn Dorman**, TDYer **Uta Schmidt**. Back row: **Jim McLachlin**, husband of the ambassador, general services officer **Mark Cameron**, assistant general services officer **Jimmy Carr**, Ms. Dorman's husband, **Shawn McKenzie**, and Ms. Quast's husband, **Tim Collins**.*

A Bicycle Ride to Combat AIDS

By Ted Osius

For three days this summer, I was one of more than 2,000 bicyclists who rode 250 miles from Philadelphia to Washington to publicize the fight against AIDS. Collectively, we raised \$4.5 million for AIDS services agencies in Washington and Philadelphia. Eight of the riders and two members of the support crew work for State.

Each of us had to raise at least \$1,400 in pledges. Many received help from their colleagues in the Department. Carol Lopez-Bethel (rider #1567) raised over \$3,000 in eight weeks, including three weeks while she was on TDY. Employees provided moral support, too. Carol says: "When I went to pick up a check from someone I'd never met—a stranger who worked on another floor—I found out that he was a biking enthusiast who'd just returned from a week-long bike tour in Ireland. He offered me a training run—my first run over 65 miles—and gave me tips which helped me pace myself during the three-day ride."

Jack Markey (rider #172) pooled his pledge with two others in his office. When Danny Hall (rider #226) took a three-hour acquisitions exam the day before the ride, one of his classmates announced what Danny was about to do and then collected contributions from the class. Danny departed for post (Ljubljana, Slovenia) three days after

the ride. My Vietnamese language classmate, Jeannette Pina, hosted a party in May to help me raise pledges. Another colleague, Lee Carlson, decided to make the ride after attending the party, becoming rider #1637.

Riders had to devote dozens of hours to training in the months before the ride. Vikie Lopatkiewicz (rider #117), a member of the training team, emphasized practicing on hills. She motivated us by reminding us that "anyone with a rudimentary knowledge of U.S. geography knows that when you head west from Philadelphia, the terrain is not exactly flat."

The ride proved difficult. Pennsylvania's Amish country has some of America's most beautiful scenery—but many hills. On the first day, we rode 100 mostly hilly miles. The second day, when we covered 85 miles, was virtually *all* hills. Temperatures in the 90s with high humidity added to our woes. "Some of those hills were brutal and unforgiving," Vikie remembers, but adds: "The memory of the friends I had lost to AIDS was what kept me going."

Volunteers, including Georgia Rogers, bolstered our spirits whenever they began to flag. Every 20 miles or so, we stopped to eat fruit and granola bars, refill our water bottles, and slather on sunscreen. Mechanical, medical, and massage



Lee Carlson, center, rider #1637.

teams were on hand, and hot food and showers were available at every campsite.

The final day was easier, as we coasted into Washington. City residents lined the streets, cheering and clapping or honking and waving from their cars. Some brought us cups of cold water or sprayed us with hoses. Overwhelmed by this reception, one biker shouted, "It's hard to watch for potholes with tears in my eyes!" As she rode down 13th Street, Grace Michaud (rider #171) heard two kids on a curb say, "Look, the 'bike people' are here!"

Thousands of people turned out to greet us near the Washington monument. Ida Marie Giusti volunteered to create the emotional

The author, "rider #1," is a political officer in Hanoi.

homecoming that capped the event. Actor James Earl Jones urged the audience to remember "all those who won't be a part of this triumphant victory." As he spoke, five men and women pushed a riderless bicycle toward the stage, in a ritual that is enacted at each AIDS Ride in memory of those lost to AIDS. Then the riders came in three abreast. When we saw an elderly woman cross the finish line, those of us who'd curse the hills and complained of aches and pains suddenly fell silent. Henry Ford's words rang true: "If you think you can or if you think you can't, you're right."

Within three years, AIDS Rides have become the world's highest-grossing AIDS-related fundraisers. The rides originated in 1994, when Harvard graduate Dan Pallotta decided he would try to persuade 250 people to ride 500 miles from San Francisco to Los Angeles to raise money for HIV and AIDS services. He succeeded beyond his expectations, convincing 500 people to ride and raising \$1.5 million. He also found a corporate sponsor, Tanqueray, to underwrite some of the ride's costs. The UK-based company has sponsored all AIDS Rides ever since. Last year, nearly 2,000 California riders raised \$5.5 million for AIDS services agencies in San Francisco and Los Angeles, and 3,200 east coast riders raised \$7 million for agencies in Boston and New York.



Riders Jay Coburn, John Guerra, and Ted Osius celebrate finishing the 250-mile ride.

This year, in five rides around the United States, over 12,000 cyclists will raise more than \$25 million so that people with HIV and AIDS can help from 28 agencies. The money raised by Washington riders has been donated to two AIDS agencies in the District. Food and Friends prepares and delivers meals for homebound people, while the Whitman-Walker Clinic provides

medical care, housing, and legal services, as well as educational programs and clinical trials to help scientists develop a vaccine.

On the first day of the ride, as I ate lunch with John Guerra (rider #960) and others from State, a man approached us outside Parkesburg, about 50 miles west of Philadelphia. "Can I ask you a favor?" he said. "Will you take my brother on the ride? He would have wanted to go with you." He handed me an envelope containing a photograph and a neatly folded obituary of a 35-year old elementary school teacher who died of AIDS last year. When I turned to tell him that I would be honored, the man was already gone. I carried the envelope with me all the way to Washington.

At the closing ceremony, AIDS Ride executive director Dan Pallotta said he believed a five-year campaign to wipe out AIDS could succeed, adding: "People may say we're dreamers. Make no mistake about it—we are."

If you're interested in participating in an AIDS Ride, call 800-825-1000.

Bangui Notebook

By Ron Capps

The author is a first-tour general services officer assigned to Yaounde.

Bangui erupted into chaos on May 18, when government troops mutinied against the Central African Republic's President Patasse. Patasse and his presidential guard were supported by French paratroopers and armor. The U.S. ambassador, Mosina Jordan, ordered the evacuation of all American citizens. The 22nd Marine Expeditionary Unit and the 2nd Marine Aircraft Wing, already evacuating Monrovia, were called in. Yaounde was named the haven for the evacuees, and Consular Affairs asked us to send a consular officer to Bangui to aid in the evacuation. I volunteered and spent eight days and nights living and working with the Marines at Mpoko Airfield in Bangui. What follows are some of the highlights from my time on the airfield.

"OK, tonight we'll make a combat approach on Mpoko Airfield from the southeast. There's a ridgeline running along the southern edge of the field. We got a report from last night's crew of small arms fire coming off of the ridge. Port side keep a close watch. There has also been some fighting just to the northwest of the field. We'll arrive just at dusk, so look for muzzle flashes. We don't expect surface-to-air missiles, but we'll have countermeasures armed just in case. I want everyone in a bulletproof vest... Someone find one for Mr. Capps—there should be plenty of extra gear back there. Once we're on the approach, stay up on the intercom. Let me know what's happening. If

you think I need to know something, I probably do. Don't be afraid to jump up on the net. Any questions? OK, let's go."

At this point, I must admit, I was a bit unsure if I had made the right decision. I was still in Yaounde, standing next to a Marine KC-130 on the tarmac at Nsimalen Airport. The aircraft commander had just finished briefing his crew and frightening the hell out of me. We were loading the aircraft. My pack was already on the plane. So, when the crew chief handed me a bulletproof vest, I sat down and buckled in.

Just as promised, we arrived at Mpoko Airfield at dusk. I would like to report that I was manning a post on the port side scanning the ridge for small arms fire, but I wasn't. I was lying on the ramp, napping. One of the crew members woke me and told me to buckle in for landing. I guess I showed them how calm I was, eh? Actually, it was an unbelievably smooth flight. But once I realized we were on our approach to Bangui, I became a little more, shall we say, alert.

We landed and taxied towards the terminal. As soon as we stopped, one of the Marines jumped out and set up a small satellite communications system. No one was there to meet us. I had no idea where my regional security officer, Mike Ross, was. And I had no idea where to find the American citizens I was told were waiting for us.

Suddenly, the Marine communicator pointed the handset at me and told me that my RSO was on the line. "Good man, I thought, 'he found us.' I found out we were talking across a satellite when we were less than 500 meters apart.

The evacuees were staged in a garage just off of the military side of the airfield. I later learned this garage was office and home to the Marines, our evacuees, and me. In the dark, I explained to the RSO and Marine First Sergeant Allan Slater that I had to process the evacuation paperwork for all of our passengers before the plane left. I watched their shoulders sag.

I had to tell the evacuees: "There are four sheets of paper; each sheet is exactly alike and, yes, you must fill out each one. Please leave your bags with Corporal Jones and bring me your papers and passport as soon as you're finished." Hundreds of questions later, we began loading. Our first planeload of evacuees lifted off 3 1/2 hours after I began the briefing.

Mike, Allan, and I sat down later that night to fine-tune the procedure. After a short review, we set things up for the next load of evacuees, who were due the following morning. I heard gunfire in the distance as we settled into sleep that night. I was glad it seemed far away.

Mike went to the embassy the next morning, transported by a French armored vehicle. Before he left, he introduced me to his contacts and showed me the reception center where evacuees were processed into the camp where they waited for transportation to France or other countries in Africa.

The Americans were staying with us in the garage. There were about a dozen missionaries who didn't want to go to Yaounde; they were trying to get to posts scattered all over central Africa. Some were

waiting for their children to be evacuated from distant missions; others were with their kids and waiting for husbands or wives. Most of these missionaries had years, even decades of experience in Africa. They knew the other evacuees we were trying to get out and, more importantly, how to contact them. We spent hours on the radio trying to reach people far in the interior. As they came up, one by one on the net, we relayed instructions and then asked our hosts for help in getting them out.

Our hosts were the French military. Without them, we might not have had a roof over our heads. The airfield, which usually held about 400 troops, was more than a little overcrowded, with 2,500 French paratroopers, Marines, and Foreign Legionnaires. That they'd found us a space at all was miraculous. They also used their aircraft and armored vehicles to find Peace Corps volunteers, missionaries, and even a pair of American hunters who chose a bad time to try to kill antelope.

We processed evacuees for two flights a day; in all, 400 people from 21 countries. Many cases were simple: evacuees who just needed to get away from the fighting. Some were a little tougher. Several times refugees from other African horrors showed up asking for transportation. You could see in their eyes that they just wanted to be somewhere else—anywhere else. We couldn't evacuate refugees. A few were left behind simply because they had no documentation to prove who they were. The British

and Canadian high commissioners, and the Israeli and Japanese ambassadors all called to vouch for their citizens. We took everyone that we could.

We shared our space for four days with the Canadian

“*Each time we loaded a flight, I would count the passengers. Many would mouth “thank you” against the roar of the engines.*”

consul, Daniel Tremblay. Daniel is a retired military officer who seemed right at home on the airfield. He was a great help in many ways, and he let us use his international maritime satellite connection. I hope that once he gets the bill he remains as good-natured as he was in Bangui.

After the first night's debacle, we improved our system until we could fill a plane with evacuees and have it off the ground 30 minutes after it touched down. It was a great feeling watching the evacuees load onto the aircraft. Each time we loaded a flight, I would stand on the edge of the ramp and count the passengers. Many of the passengers would look at me and mouth the words “thank you” against the roar of the engines.

One group of evacuees was the most memorable. One of the French consuls came to the garage to tell me that a group of 21 nuns needed transportation to Yaounde. “Sure,” I said, “we'll make room for them.” Proving that no good deed goes unpunished, they showed up with 45 other evacuees who also needed transportation. We processed all of them with the help of one of the nuns, a sister from South Africa. She got all 66 people to sit quietly (a feat) and explained to them the procedures for completing the documentation. Then she ably organized them into groups for processing and tasked one of the groups to go and get combat rations from the French. (I think they preferred French rations to our U.S. MREs—meals-ready-to-eat.) And then she had a group clean up the area. I really missed that sister when she left.

Our contact with the embassy was somewhat tenuous. We used our handheld radios—as long as we could keep them charged. We did our best to stay off their one net; the Marines guarding the embassy, all the remaining embassy staff, and the airport team were using the same net.

As the flights came in, we would often get small packages from Yaounde filled with fruit or snacks, but we were hoping for real meals. I visited the airfield commander and asked him if he would allow the Marines and me to eat dinner in the dining facility. He either didn't understand my French (which is entirely possible) or was trying to say no graciously. He told me I could get some fruit

Bangui notebook

and vegetables from the cooks if I went over immediately. His adjutant later explained that the dining hall was operating at 300% capacity. They simply couldn't feed anyone else. In the first five days of the evacuation, the French evacuated 4,000 people. A British reporter told me that the expatriate population of the Central African Republic dropped by 90% in five days.

After a few days, the fighting in town subsided a bit, and so did the flow of evacuees. We began to send out one flight a day instead of two. That gave us more time on our hands. The Marines were very creative and found lots of things to play with in the garage. Kids who were staying with us on the compound came by to challenge the Marines at one of these games, which appeared to be a cross between horseshoes and Calvin-ball. I never really caught on to the rules.

On what turned out to be our last day, the French adjutant came by to invite us to join him in the dining hall for dinner. Afterward, the adjutant asked if he and his colleague could pay us a visit at the garage. That evening, with the Southern Cross shining down on us, Marine First Lieutenant John Gabbard and I sat on the apron of the airfield with our hosts and shared their last bottle of champagne.

Late that evening, some of the helicopter pilots who had ferried out the volunteers from the interior invited us to join them in their unit club. One of the French flyers had a guitar, and we all

took turns singing our favorite songs. It was an interesting mix of French music, the Rolling Stones, and Little Feat. The last songs we sang were "La Marseillaise" and the "Star Spangled Banner." It was a magnificent evening.

Overall, the experience was unforgettable. But one face stays with me more than any other. Late in the week, a group of Cameroonians arrived at the garage seeking transportation to Yaounde. One was a young man who had only the clothes on his back. He had no passport or national identity card, no student ID or driver's license—just a birth certificate that said he was Cameroonian. During our interview, he told me that he was 15 years old and an orphan. He described how soldiers came into his house and pulled his parents out into the road. He told me how he hid in the bushes while the soldiers murdered his mother and then his father and then burned their house. He never cried. He seemed to be beyond tears.

The boy made it onto the flight that night. As he walked up the ramp, he avoided my gaze. He seemed afraid that I might change my mind and keep him in Bangui. I saw that he had a new T-shirt. On the back of the shirt was printed "Devil Dog, 22nd MEU, Camp Lejeune, North Carolina."

All the Mornings Of the World

The bow's drawn; a voice That knew *Le Roi* and *La Gloire*. A plaintive word: sorrow.

Morning. Quiet. Crows. Counterpoint of CNN: Death's muted break-in.

Piled reminders on The dusty coffeetable: Newsprint, silent, screams.

Iced imaginings: The cozy hum, blast, fall, This time someone else.

The body count grows; Talking heads tally it up, Maddeningly slow.

Rage demands replies, But gets only the humming Of clocks, and the crows.

Crows among the trees Mock sunbathers on the lawn, Pronounce judgement, leave.

Rented video: Ancient music whispers of Deep loss, long ago.

It's just not enough. Time and plagues moved slowly then. Today life's abrupt.

Those storied sound-bites Channel-surf themselves away, Slam-dunk the moment,

And horror moves on To await its next stage-cue, Leaving just the crows

And the strings' lament For whatever old sorrows We've inherited.

Kelley Dupuis

(Author's note: this poem is cast in 12 haikus, one for each minute TWA flight 800 was in the air.)

A Call to Duty in Bosnia

By Mark Johnson

The author is general services officer in Hong Kong.

"Pursuant to presidential executive order..." read the unexpected fax recalling me to active military duty. My boss, administrative counselor Bob MacCallum, reacted stoically and my colleagues even threw a party. Jeanine, my wife, fellow FSO and Army reservist, helped me pack with only a tear or two.

I traveled from Hong Kong to the European headquarters of the Defense Logistics Agency, where I was to serve in Germany as a logistics staff officer in support of Operation Joint Endeavor in Bosnia. A month later I was asked to assume command of the agency's activities in Bosnia. I was surprised, since all of the staff were career military, but jumped at the offer.

Wearing a flak vest, helmet, gas mask, and pistol, I joined a convoy at Taszar Air Base in Hungary, where U.S. Air Force planes and MIGs share the runway. Entering Croatia, we were joined by escort vehicles with manned machine-guns on top. Every child I saw waved, and so did many of the old people; the same would be true in Bosnia. At the Sava River separating the two countries, we were stopped by worn-out, muddy GIs with machine guns and tanks. A sign warned us to keep a 120-meter interval on the war-damaged bridge or it might collapse. Both sides of the approach were roped off with red triangular signs indicating mines. In Brcko, on the southern bank of the Sava, most buildings were scarred or reduced to rubble. In the nearby countryside a village that appeared to have had about a dozen buildings had none left

standing. Convoy traffic was heavy, with mostly Americans but Russians and Swedes as well. The landscape was pleasant, dotted by horse carts and women working the fields.



The author points to a "sign to Hong Kong" at his base camp in Lukavac.

The attractive countryside made the first sight of my new home in Lukavac all the more stark. Driving into the compound was like entering hell—the U.S. base is located inside an old coal-processing plant. The ground consists of black mud, and large pipes arch over the roads looking like the back of a refrigerator. Smokestacks tower above the compound and huge conveyer belts reach heights of ten stories. Every empty space of the plant's decrepit infrastructure is jammed with military

vehicles. The run-down office building is protected by steel shipping containers to keep unwanted vehicles outdoors. My unit's offices are dismal—there are no desks or drawers, just plywood tables and chairs that might be refused by a junkyard.

The computers and communications, however, are first rate, and so are my colleagues. I have two Air Force lieutenant colonels as deputies and a staff representing all of the services. One group works miracles to expedite repair parts through the wholesale supply system; others scramble for food and clothing, while another handles hazardous waste and confiscated weapons and the largest administers a huge services contract.

And I was impressed by the soldiers my unit supports; many expressed a sense of job satisfaction. Without it their 14-hour days would be hard to tolerate. Most of them left home in December and probably won't be back for Christmas. (I felt lucky to be on only a six-month tour.) I was also glad no one was shooting at us. At least that's how it appeared when I first arrived. Then one night I heard machine-gun fire on the west side of the compound. Another night

three men drove by the gate, fired several shots, and disappeared. Recently, I finished flossing my teeth while lying on the floor because of shooting outside my window.

Although the sound of gunfire became routine, the day we received three credible terrorist threats was not. Everyone headed for shelters or fighting positions. Two infantry platoons were flown in to reinforce the perimeter and helicopter gunships

circled overhead bristling with rockets and chain guns. The infantry remained for several days and the gunships maintained a show of force by circling Lukavac.

And then came the "mortar attack." That's what many experienced soldiers thought happened after the chain-reaction explosions of gasoline-fueled cook stoves. At 2:30 a.m., a stove blew up in the face of an Army cook. An MP sergeant rushed in and carried her away during the explosions, which tore through the roof. My staff and I evacuated the barracks and watched Army Reserve firefighters from Ohio and Kansas work alongside a fire company from Lukavac. Contractors moved water to the pump trucks in 5,000-gallon tankers. U.S. and Swedish medical teams were at the site within minutes and medevac helicopters arrived shortly thereafter. The two soldiers were evacuated to the burn center at Fort Sam Houston, Texas. Sadly, the sergeant later died. A task force commander flew in that evening to share cold MREs (meals ready to eat).

“Without warning the bucolic landscape changed to rubble, bringing home the savagery of ethnic war.”

Thirty-six hours after their mess hall burned to the ground, the grieving food-service folks managed to serve a steak dinner for 1,100.

A requirement to travel in convoys with at least four vehicles and a crew-served weapon, such as a machine-gun, makes it hard to travel, but I

still manage to get around. One of my first trips was to the U.S.

headquarters at Tuzla Air Base. After taking care of business there, I visited the PX—the largest in Bosnia. It's in a metal warehouse building about the size of a tennis

court. When the Dayton Accords were signed, Russia was determined to be a player, but the idea of being under NATO command was anathema to them. So instead, everyone agreed that the Russians would come under direct American command; it's a new world. In the small PX, this translates into Russian paratroopers and American GIs, all uniformed and armed, thumbing through the same month-old magazines, standing in the same lines to pay for their junk food and Sony TVs, and doing it all with U.S. dollars.

I've found that flying is the easiest way to travel in Bosnia. One trip I took was an aerial reconnaissance flight before the opening of a new float bridge near Slavonski Brod, Croatia. We saw beautiful countryside, flying fast at an altitude of 200 feet, with an Apache gunship flying cover. Without warning, the bucolic landscape changed to shattered farm buildings and villages turned to rubble, bringing home the savagery of ethnic war. The bridge we inspected crosses the Sava River, dividing Croatia and Bosnia. Built in Russia, it was installed and will be operated by Hungarian Army engi-



The author, center, with members of his team.

neers. Mines were cleared from the approaches by Finnish soldiers. Security for the bridge is provided by a Swedish mechanized infantry platoon with fire support from half a battery of U.S. artillery. The area is controlled by a Scandinavian/Polish brigade. There's lots of unexpected uniforms; I even saw Ghanaians in Slavonski Brod.

When one of my section chiefs had difficulty getting authority to sell excess property in Bosnia, we helicoptered to Sarajevo and hitched a ride to the embassy, where admin officer Heather Townsend (a friend from Moscow and Vietnam) greeted us. We prepared a diplomatic note requesting sales authority and then met with the AID director to discuss donating excess tents, food, and lumber to the Humanitarian Assistance Program. After that, we had an unusual treat—dinner at a restaurant. Sarajevo seems so normal—the streets are busy with people and sidewalk cafes. I even took a brief nap in the park with my disposal chief guarding me from a bench as he watched strollers. Still, every building

A Call to Duty *continued on page 85*

Now: Machine-Readable Visas

By Tony Edson

The author is assigned to the consular bureau's executive office.

It's a long way to Perth from Santo Domingo—exactly 6 years, 11 months, 2 days, and 12 hours. That's how long it took to install the machine-readable visa (MRV) in 225 posts throughout the world (four have subsequently stopped issuing visas).

The MRV was created to provide a more secure alternative to the now-obsolete multicolored Burroughs visa. The new visa includes a computer-generated photo of the passport holder. Under the new system, names are automatically checked before visas can be issued. The software also obliges consular officers to approve each issuance before a visa can be printed. The MRV also facilitates INS processing at ports of entry into the United States by allowing inspectors to scan visa information, enhancing border security.

The program has come a long way since September 1989, when the software was first tested in Santo Domingo. A number of lessons were learned from the initial trial there, and an improved version was implemented in Kingston. Gaining from that experience, the installation team focused on the impact MRV had on the nonimmigrant visa production process.

The program was then tried in New Delhi, followed by Bogota, where a misadventure occurred.



Daniel Claffey and Vivienne Stewart process the first batch of machine-readable visas in Perth.

One night after staffers spent days getting the MRV up and running, a member of the char force plugged in her vacuum cleaner in the consular section, using two extension cords held together with masking tape. While she was vacuuming, the tape came into contact with a piece of metal office furniture, which conducted the electricity to a metal desk that held all the computers. The four MRV workstations and their connections to the Wang VS computer two floors above were blown out.

The MRV program made only incremental progress until the bombing of the World Trade Center in 1993. Concern over border security and international

terrorism led Congress to authorize collection of MRV fees in 1994, when the program really took off. Last year we completed a record 99 MRV installations.

There are currently several versions of the MRV program running on various hardware platforms around the world. The Bureau of Consular Affairs views most as temporary solutions until open-architecture systems can be installed in the field. Before the end of 1999, the bureau hopes to replace all existing systems with new applications that will address security issues and expedite the work of consular sections worldwide.

I Work With My Hands

By LeRoy G. Potts Jr.

The author is an inspector in the Office of the Inspector General. He also works with the Boarder Baby Project, a CFC-funded organization.

On Friday evenings I leave work in a hurry to get home, where I eat a light meal before rushing off to the Little Blue House, a home for abandoned infants affiliated with the Boarder Baby Project in Washington, D.C. For almost three years I have worked there as a volunteer. Like the other volunteers and staffers, I work with my hands—caring for the babies until each one is placed with an adoptive family or foster home.

I'm a single, 32-year-old African-American male with no children. No other volunteer experience has left me feeling as satisfied as I do after two hours of holding and feeding these infants. Keeping up with active babies is why I eat lightly before arriving at the house—volunteers need to be quick on their feet. I might feed a six-week-old infant, catch a toddler trying to make a break for the door, and discuss rap music with a staffer—all at the same time.

The Little Blue House is a comfortable place scattered with toys which looks much like the playthings my brothers and I were given when we were toddlers.



Baby technology appears to have changed little since I was born. The clear plastic bottles with their caramel-colored nipples are still used and sterilized in boiling pots by the staff. I'd forgotten that my mother and grandmothers had done this for all of their children. Pacifiers perform essentially the same function they always have—keeping babies quiet. I usually reach for one after I have exhausted my limited repertoire of bird noises and funny faces.

Though bottles, pacifiers, and toys have remained much the same, the world into which children are born has become more complicated. The drive from my apartment to the Little Blue House takes no longer than seven minutes. Going up Seventh Street and then Georgia Avenue, I pass countless corners where drug

dealers are as much a part of the cityscape as mailboxes and lamp-posts. Under the haze of liquor or drugs people disappear into alleys or heavily curtained houses. I've seen enough police officers searching for bullet casings in the back of my building to cast an entire season of a television cop show. It's eerie watching them walk through the alley at night, with their long

flashlights leading the way.

I no longer feel safe in this neighborhood where I've chosen to live. As a student, and now as an employee at State, I've had the fortune of traveling to many places. How can it be that I feel more threatened here than in any country I've visited?

Another volunteer and I discuss these changes as we work together at the Little Blue House on Friday nights. Harry is a graduate of the Naval Academy and Georgetown Law School who currently serves as a naval officer. Married and the father of two young girls, he enjoys coming to the house as much as I do. He likes holding the babies while sitting in the rocking chair. I prefer sitting on the floor, where I think my size is less

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intimidating to the children. Once the babies are settled in our laps, Harry and I begin to talk.

The topics of racism and violence are repeatedly covered, but we also talk about our families, our values, and our hopes for the future of America's children. We

“*Together we form a family for the children, keeping them well-fed and safe until they are taken from our watch.*”

talk about lighter subjects, too, like which movies to see and which ones to avoid. I miss Harry when he can't make it on Friday, and I expect he feels the same way when I'm not there.

We are two African-American men who have set aside part of our weekends for community service—but I'm sure that it also serves as a time for healing ourselves, too. After several days of being focused on office politics, memos, and meetings, it brings my week to a peaceful close.

Harry and I assist Paulette, Nikki, and Elaine, the Friday night staffers who provide professional care for the babies. Paulette, who immigrated from Jamaica, always thanks me in her Caribbean lilt for coming. (She doesn't need to because I leave the house

thinking the children have given me a lot of love while asking for only a little.) Nikki is a young mother who was raised by foster parents. Her drug-addicted mother abandoned her like many of the children we now care for. She knows what lies ahead for many of these babies. I can see this in her eyes when the house is quiet and we each have a child to rock. Elaine is a nun from New England, who from outward appearances seems out of place in this house on the gritty side of town. But I've seen her work wonders with a mist machine on a baby with asthma.

Together we form a family for the children, keeping them well-fed and safe until they are taken from our watch. I think it's easier on all of us if the children come and go from our house quickly. Three children—a boy named Alvin and a pair of twins—stayed for several months. When all three left, their departures were the most difficult I can remember for the staff and volunteers. We still wonder out loud how each child is doing.

Sometimes I imagine the children grown. They have reached their early 20s. What I can't see is if they have made it unscathed. Will they have a sense of humor, be bright and purposeful? Will they find Bennet College or Wellesley to their liking? Maybe the love of the outdoors will direct one to trek across the country and mark places in the evolution of the underground railroad. Or maybe, like me, someone will be drawn to

words. I hope they will acknowledge their rocky beginning but project a sense of peace.

Recently, I attended a reunion of former Boarder Babies at the National Zoo—children who once lived at the house who now have families. I was anxious to see someone I knew as a baby now grown into a little boy or girl. I saw Alvin. His hair had been cut short, and he was dressed in colorful play clothes that echoed his adoptive father's casual look. Ricardo, who had come to the house with a terrible shaking condition—a side effect of his mother's drug addiction—was in his new mother's arms, looking calm and happy. There were many others, all safely entwined in their new lives. I felt somewhat awkward, almost like an intruder.

At the end of the picnic, I peeked one last look at Alvin. He was sitting in his father's lap watching a clown brought in to entertain the children. He was clinging to his father's waist and seemed tired by the day's heat and activity. Just then he made me remember the Friday evening when I came into the Little Blue House and he ran over to me and placed his head on my lap. He smiled and looked up at me with his full lips. I patted his diaper-padded bottom and worked my hands through his curly hair. I remember how safe we made each other feel.

Accent on Outreach

The following was prepared by the Bureau of Public Affairs.

Department hosts regional media town meeting

State sponsored its first regional media town meeting in seven years in the Loy Henderson Conference Room on July 18. The conference allowed journalists around the country to interact with State officials and provided an opportunity for the Department to reach out to the American public through C-SPAN, which carried much of the proceedings. Secretary Christopher addressed over 100 attendees on the importance of U.S. leadership in foreign affairs. Other speakers included Under Secretary Joan Spero, director of policy planning Jim Steinberg, special Middle East coordinator Dennis Ross, Ambassador Craig Johnstone, Assistant Secretary Robin Raphel, and Department spokesman Nicholas Burns. Journalists interviewed State officials on the peace process in Bosnia and the Middle East, Russian elections, and arms control and environmental issues.

Beyond the beltway

Assistant Secretary Robin Raphel, Summit of the Americas coordinator Richard Brown, ACDA Director John Holum, and Under Secretary Tim Wirth led town meeting teams in Des Moines, El Paso, Kansas City, and Minneapolis-St. Paul. Seven conferences were planned in September.

With assistance from the Department, the U.S. Conference of Mayors passed resolutions on increased resources for foreign affairs agencies, most-favored nation status for China, and no further reductions in assistance to Africa.

Public Affairs set up 75 radio interviews in the past two months, which enabled the Department to reach over 500 audiences. State officials discussed the Russian elections shortly after they took place and addressed terrorism and international crime during the G-7 summit.

The bureau's regional media outreach program placed almost two dozen articles on State employees in their hometown newspapers, highlighting such achievements as receiving a medal for heroism or becoming inducted as a junior officer. The program seeks other personalized stories; submit a summary with your name, telephone number, and hometown to Helaine Klasky via POEMS e-mail or by fax (202-647-3655).

Speaker of the month

Richard Brown was selected "speaker of the month," for his role in strengthening the Department's outreach effort. The Summit of the Americas coordinator advocated economic development in the Western Hemisphere to audiences in Lexington, Des Moines, and El Paso. In El Paso, he defused protesters representing labor groups, promising to relay their concerns on the North American Free Trade Area to Administration officials. In September, he was slated to address audiences in Tulsa and Atlanta.

Historical outreach

The Department announced the release of *Foreign Relations of the United States: Emergence of the Intelligence*

Establishment, 1945-1950, at a State and CIA-sponsored ceremony at the National Archives. This volume, the first in the series on intelligence, traces the U.S. Government's efforts to develop intelligence gathering and administer covert activities during that period. William Slany, the Department's historian, chaired a symposium on "Foreign Policy and Intelligence: Documenting the Early Years."

The Office of the Historian published *Foreign Relations of the United States: American Republics, 1961-1963*. This volume is the first in the series to document covert U.S. policies in Latin America during that period.

Outreach on the web

Subscribers to America On-Line had the opportunity to ask Spokesman Nicholas Burns questions about the Russian elections; a transcript of the discussion was posted on the computer network's international channel and Russian board.

State now releases press kits for the President and the Secretary on the Department's home page as soon as information is released to the press. Press kits, speeches by the Secretary, information on the Secretary's open forum and a computerized tour of the diplomatic reception rooms are available at <http://www.state.gov>.

Web pages for the Bureau of East Asia and Pacific and Inter-American Affairs are now on-line. Regional web pages disseminate *Background Notes*, speeches, and other official information. To develop a page, ask your bureau's public affairs adviser to contact Colleen Hope at (202)647-6265, POEMS, or cahope@ix.netcom.com.

Education & Training

Courses: National Foreign Affairs Training Center

Program	Oct	Nov	Dec	Length
Intensive Area Studies				
China (AR 250)	--	--	-2	2 Weeks
East Asia (AR 220)	--	--	-2	2 Weeks
Advanced Area Studies				
Andean Republics (AR 533)	These courses are integrated with the corresponding languages and are scheduled weekly for 3 hours. Starting dates correspond to language starting dates.			
Benelux/European Union/NATO (AR 568)				
Brazil (AR 535)				
Central America (AR 539)				
France (AR 567)				
Francophone Africa (AR 513)				
German-Speaking Europe (AR 593)				
Haiti (AR 536)				
Iberia (AR 591)				
Italy (AR 594)				
Lusophone Africa (AR 514)				
Mexico (AR 531)				
Nordic Countries (AR 596)				
Northern Africa (AR 515)				
Southern Cone (AR 534)				
The Caribbean (AR 538)				
SLS, Early Morning Courses				
French (LFR300)	-7	--	--	8 Weeks
German (LGM300)	-7	--	--	8 Weeks
Italian (LJT300)	-7	--	--	8 Weeks
Portuguese (Brazilian) (LPY300)	-7	--	--	8 Weeks
Russian (LRU300)	-7	--	--	8 Weeks
Spanish (LQB300)	-7	--	--	8 Weeks
SLS, Basic Language Courses (Full Time Training)				
French (LFR100)	28	--	--	24 Weeks
German (LGM100)	28	--	--	24 Weeks
Italian (LJT100)	28	--	--	24 Weeks
Portuguese (BRAZILIAN) (LPY100)	28	--	--	24 Weeks
Spanish (LQB100)	28	--	--	24 Weeks
SLS, Familiarization & Short-Term (FAST) Language Courses				
French (LFR200)	28	--	--	8 Weeks
German (LGM200)	28	--	--	8 Weeks
Italian (LJT200)	28	--	--	8 Weeks
Portuguese (Brazilian) (LPY200)	28	--	--	8 Weeks
Russian (LRU200)	28	--	--	8 Weeks
Spanish (LQB200)	28	--	--	8 Weeks

Course offerings at the Overseas Briefing Center

The Overseas Briefing Center will offer 20 courses now through July 9:

- "Staying safe in Washington," October 2, 6:00-8:00
- "Getting around in Washington," October 5, 9:00-1:00
- "Hello, new house" (for children 6-12), October 5, 9:00-1:00
- "What is the teen scene in Washington?" (for ages 13-18), October 5, 9:00-1:00
- "Transition to Washington for foreign-born spouses," October 26, 9:00-1:00
- "Raising bilingual children," October 30, 6:00-8:30
- "Overseas health concerns," November 13, 6:00-8:30
- "Maintaining long-distance relationships" November 23, 9:00-1:00
- "Communicating across cultures," January 11, 9:00-2:00
- "Managing your rental property from overseas," January 22, 6:00-8:30
- "Post options for employment and training," February 1; June 7, 9:00-4:00
- "Going overseas—logistics for adults," February 5, 6:00-8:30

Courses: National Foreign Affairs Training Center

Program	Oct	Nov	Dec	Length
Administrative Training				
Budget & Financial Management (PA 211)	21	--	--	6 Weeks
Contracting Officer's Representative (COR) Update (PA 127)	28	--	-3	1 Day
	29	--	--	1 Day
Customer Service Training (PA 143)	--	--	12	2 Days
FSN Classification and Compensation (PA 232)	--	--	-2	2 Weeks
General Services Operation (PA 221)	15	12	-9	12 Weeks
How to Develop Job Aids (PA 166)	--	-6	--	3 Days
Property Management for Custodial Officers (PA 135)	--	--	-5	2 Days
Working with ICASS (PA 214)	-2	20	--	3 Days
Consular Training				
Basic Consular Course (PC 530) (26 Days)	Continuous Enrollment			
Consular Orientation (PC 105) (6 Days)	Continuous Enrollment			
Overseas Citizens' Services (PC 104)	Pre-Registration Required			
Passport and Nationality (PC 536)	Pre-Registration Required			
Immigration Visas (PC 537) (5 Days)	Pre-Registration Required			
Non-Immigration Visas (PC 538) (7 Days)	Pre-Registration Required			
Consular Review and Automation (PC 540) (3 Days)	Pre-Registration Required			
Consular Automation (PC 116) (5 Days)	Pre-Registration Required			
Immigration Law and Visa Operation (PC 102)	Correspondence Course			
Nationality Law and Consular Procedures (PC 103)	Correspondence Course			
Overseas Citizens' Services (PC 104) (6 Days)	Correspondence Course			
Passport Examiner's Correspondence Course (PC 110)	Correspondence Course			
Curriculum and Staff Development				
Basic Facilitation & Delivery Workshop (PD 513)	-2	--	--	3 Days
Training Design Workshop (PD 512)	--	-6	--	3 Days
New Work Habits (PD 521)	23	--	--	1 Day
Strategic Planning Performance Measure (PD 529)	22	--	-4	2 Days
Visual Aid Basics (PD 520)	18	15	--	1 Day
Visual Aid Basics (PD 520)	22	--	--	1 Day
Visual Aid Basics (PD 520)	--	--	-4	1 Day
Leadership and Management Development				
EEO/Diversity Awareness for Managers and Supervisors (PT 107)*	15	*	*	2 Days
EEO/Diversity Awareness for Managers and Supervisors (PT 107)*	24	21	-9	2 Days
EEO/Diversity Awareness for Managers and Supervisors (PT 107)*	31	--	--	2 Days
Performance Management Seminar (PP 205)	--	--	-9	3 Days
Effective Public Speaking/Speech Dynamics (PT 113)	--	-6	--	1 Day
Managing People Problems (PT 121)	10	--	--	3.5 Days
Introduction to Management Skills (PT 207)	28	--	--	5 Days
Washington Tradecraft (PT 203)	-7	--	--	10 Days
Introduction to Business Process Re-Engineering (PT 128)	--	19	--	1 Day

• "Protocol and U.S. representation abroad," February 22; June 28, 9:00-4:30

• "Personal finances and investments," March 12, 6:00-8:30

• "Going overseas," March 22; May 17, 9:00-2:00 and 1:00-3:30

• "Tax seminar," April 2, 6:00-8:30

• "Encouraging resilience in Foreign Service children," April 19, 9:00-3:30

• "Traveling with pets," April 30, 6:00-8:30

• "Legal considerations in the Foreign Service," May 28, 6:00-8:30

• "Promoting American wines overseas," July 9, 6:00-8:30.

Call (703) 302-7268 to register or receive for more information.

Coping with change

"New Work Habits for Coping With Change" will be offered at the National Foreign Affairs Training Center, October 17, 9:00 am to 4:00 pm. This class is designed to challenge assumptions about job security and what constitutes job success. Participants will be introduced to 13 new work habits. To attend, submit Form DS-775 to the FSI registrar in Room F-2210.

Education & Training

Courses: National Foreign Affairs Training Center

Program	Oct	Nov	Dec	Length
Teambuilding (PT 129)	--	19	--	1 Day
Managing Change (PT 206)	17	--	--	1 Day
* These classes are currently full. More sessions are planned and will be announced by Department Notice.				
Information Management Training*				
Access 2.0 Intermediate (PS 151)	23	--	-4	2 Days
Access 2.0 Introduction (PS 150)*	*	*	*	2 Days
Banyan Vines Administration (PS 260)	-7	--	--	1 Week
Excel 5.0 for Windows (PS 170)*	*	*	*	2 Days
	--	--	16	
Excel 5.0 for Windows Intermediate (PS 171)*	--	25	--	2 Days
PowerPoint 4.0 for Windows, Introduction (PS 140)*	*	*	23	2 Days
Internet, Concepts (PS 218)*	*	-1	13	1 Day
	18	15	--	
	--	29	--	
* Classes that are currently full are not announced during this time period.				
Introduction to Windows (PS 123)	-1	-1	-3	1 Day
	-8	-5	10	
	15	12	17	
	22	19	--	
	--	26	--	
Microsoft Project (PS 180)*	28	--	--	2 Days
MS Mail 3.5 Administration (PS 267)*	21	--	--	1 Week
NT Server 3.5 Administration (PS 265)*	--	-4	-9	1 Week
PC Survival Skills (PS 112)*	-7	-4	-2	1 Day
	21	18	16	
PowerPoint 4.0 for Windows, Intermediate (PS 141)*	28	--	--	1 Day
Windows NT 3.5 Administration (PS 264)*	*	--	-2	1 Week
Workgroups for Windows Administration (PS 262)*	15	--	--	3 Days
Word 6.0 for Windows (PS 132)*	*	-6	-4	2 Days
	*	13	11	
	*	20	18	
	*	25	--	
	28	--	--	
	30	--	--	
Word 6.0 for Windows Intermediate (PS 133)*	*	*	11	2 Days
Windows for Workgroups User Training (PS 162)*	11	12	-9	1 day
	22	19	--	
Windows Network 3.5 Administration (PS 264)*	28	--	-2	1 Week
Workgroups for Windows Administration (PS 262)*	15	--	10	3 Days
Word 6.0 for Windows (PS 132)*	17	14	11	2 Days
	31	28	25	
Word 6.0 for Windows, Advanced (PS 146)	--	11	--	1 Day

* These classes are full and since all computer classes fill quickly, please contact the Office of the Registrar (703) 302-7147, to find out about the enrollment status.

EEO for Managers

The Foreign Service Institute will hold a two-day seminar on equal employment opportunity and diversity issues for managers and supervisors, October 15-16, October 24-25, October 31-November 1, November 14-15, November 21-22, December 5-6, and December 9-10. Participants in this program will focus on: clarifying supervisory responsibilities for setting the agency's affirmative action and equal employment expectations; policies and regulations governing affirmative action and equal employment opportunities; and a problem-solving model for determining strategies for addressing diversity issues in the workplace. To attend, submit Form DS-755 to the registrar's office, National Foreign Affairs Training Center, SA-42.

State secretary publishes book on Chinese architecture

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Courses: National Foreign Affairs Training Center

Program	Oct	Nov	Dec	Length
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Administrative Training

Budget & Financial Management (PA 211)	21	--	--	6 Weeks
Contracting Officer's Representative (COR) Update (PA 127)	28	--	-3	1 Day
	29	--	--	1 Day
Customer Service Training (PA 143)	--	--	12	2 Days
FSN Classification and Compensation (PA 232)	--	--	-2	2 Weeks
General Services Operation (PA 221)	15	12	-9	12 Weeks
How to Develop Job Aids (PA 166)	--	-6	--	3 Days
Property Management for Custodial Officers (PA 135)	--	--	-5	2 Days
Working with ICASS (PA 214)	-2	20	--	3 Days

Consular Training

Basic Consular Course (PC 530) (26 Days)	Continuous Enrollment			
Consular Orientation (PC 105) (6 Days)	Continuous Enrollment			
Overseas Citizens' Services (PC 104)	Pre-Registration Required			
Passport and Nationality (PC 536)	Pre-Registration Required			
Immigration Visas (PC 537) (5 Days)	Pre-Registration Required			
Non-Immigration Visas (PC 538) (7 Days)	Pre-Registration Required			
Consular Review and Automation (PC 540) (3 Days)	Pre-Registration Required			
Consular Automation (PC 116) (5 Days)	Pre-Registration Required			
Immigration Law and Visa Operation (PC 102)	Correspondence Course			
Nationality Law and Consular Procedures (PC 103)	Correspondence Course			
Overseas Citizens' Services (PC 104) (6 Days)	Correspondence Course			
Passport Examiner's Correspondence Course (PC 110)	Correspondence Course			

Curriculum and Staff Development

Basic Facilitation & Delivery Workshop (PD 513)	-2	--	--	3 Days
Training Design Workshop (PD 512)	--	-6	--	3 Days
New Work Habits (PD 521)	23	--	--	1 Day
Strategic Planning Performance Measure (PD 529)	22	--	-4	2 Days
Visual Aid Basics (PD 520)	18	15	--	1 Day
Visual Aid Basics (PD 520)	22	--	--	1 Day
Visual Aid Basics (PD 520)	--	--	-4	1 Day

Leadership and Management Development

EEO/Diversity Awareness for Managers and Supervisors (PT 107)*	15	*	*	2 Days
EEO/Diversity Awareness for Managers and Supervisors (PT 107)*	24	21	-9	2 Days
EEO/Diversity Awareness for Managers and Supervisors (PT 107)*	31	--	--	2 Days
Performance Management Seminar (PP 205)	--	--	-9	3 Days
Effective Public Speaking/Speech Dynamics (PT 113)	--	-6	--	1 Day
Managing People Problems (PT 121)	10	--	--	3.5 Days
Introduction to Management Skills (PT 207)	28	--	--	5 Days
Washington Tradecraft (PT 203)	-7	--	--	10 Days
Introduction to Business Process Re-Engineering (PT 128)	--	19	--	1 Day

- "Protocol and U.S. representation abroad," February 22; June 28, 9:00-4:30

- "Personal finances and investments," March 12, 6:00-8:30

- "Going overseas," March 22; May 17, 9:00-2:00 and 1:00-3:30

- "Tax seminar," April 2, 6:00-8:30

- "Encouraging resilience in Foreign Service children," April 19, 9:00-3:30

- "Traveling with pets," April 30, 6:00-8:30

- "Legal considerations in the Foreign Service," May 28, 6:00-8:30

- "Promoting American wines overseas," July 9, 6:00-8:30.

Call (703) 302-7268 to register or receive for more information.

Coping with change

"New Work Habits for Coping With Change" will be offered at the National Foreign Affairs Training Center, October 17, 9:00 am to 4:00 pm. This class is designed to challenge assumptions about job security and what constitutes job success. Participants will be introduced to 13 new work habits. To attend, submit Form DS-775 to the FSI registrar in Room F-2210.

Education & Training

Courses: National Foreign Affairs Training Center

Program	Oct	Nov	Dec	Length
Teambuilding (PT 129)	--	19	--	1 Day
Managing Change (PT 206)	17	--	--	1 Day
* These classes are currently full. More sessions are planned and will be announced by Department Notice.				
Information Management Training*				
Access 2.0 Intermediate (PS 151)	23	--	-4	2 Days
Access 2.0 Introduction (PS 150)*	*	*	*	2 Days
Banyan Vines Administration (PS 260)	-7	--	--	1 Week
Excel 5.0 for Windows (PS 170)*	*	*	*	2 Days
	--	--	16	
Excel 5.0 for Windows Intermediate (PS 171)*	--	25	--	2 Days
PowerPoint 4.0 for Windows, Introduction (PS 140)*	*	*	23	2 Days
Internet, Concepts (PS 218)*	*	-1	13	1 Day
	18	15	--	
	--	29	--	
* Classes that are currently full are not announced during this time period.				
Introduction to Windows (PS 123)	-1	-1	-3	1 Day
	-8	-5	10	
	15	12	17	
	22	19	--	
	--	26	--	
Microsoft Project (PS 180)*	28	--	--	2 Days
MS Mail 3.5 Administration (PS 267)*	21	--	--	1 Week
NT Server 3.5 Administration (PS 265)*	--	-4	-9	1 Week
PC Survival Skills (PS 112)*	-7	-4	-2	1 Day
	21	18	16	
PowerPoint 4.0 for Windows, Intermediate (PS 141)*	28	--	--	1 Day
Windows NT 3.5 Administration (PS 264)*	*	--	-2	1 Week
Workgroups for Windows Administration (PS 262)*	15	--	--	3 Days
Word 6.0 for Windows (PS 132)*	*	-6	-4	2 Days
	*	13	11	
	*	20	18	
	*	25	--	
	28	--	--	
	30	--	--	
	*	*	11	
Word 6.0 for Windows Intermediate (PS 133)*				2 Days
Windows for Workgroups User Training (PS 162)*	11	12	-9	1 day
	22	19	--	
Windows Network 3.5 Administration (PS 264)*	28	--	-2	1 Week
Workgroups for Windows Administration (PS 262)*	15	--	10	3 Days
Word 6.0 for Windows (PS 132)*	17	14	11	2 Days
	31	28	25	
Word 6.0 for Windows, Advanced (PS 146)	--	11	--	1 Day

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Program	Oct	Nov	Dec	Length
Orientation Training				
Orientation for Designated Posts (PN 112)	22	--	--	4 Days
Orientation for Civil Service Employees (PN 105)	--	-6	--	3 Days
Office Management Training				
Better Office English: Written (PK 225)	--	18	18	1 Week
Better Office English: Oral (PK 226)	-7	--	-6	1 Week
Civil Service Office Staff Professional Training (PK 206)	-2	--	17	3.8 Weeks
Drafting Correspondence (PK 159)	21	--	--	1 Week
Effective Speaking and Listening Skills (PK 240)	--	--	-9	2 Weeks
Employee Relations (PK 246)	17	--	-4	2 Days
Files Management and Retirement (PK 207)	24	20	16	1 Day
Foreign Service Secretarial Training for Entry Personnel	16	--	--	2.6 Weeks
Proofreading (PK 143)	30	--	--	1 Day
Secretarial Statecraft (PK 160)	--	--	-4	2 Days
Supervisor Studies Seminar (PK 245)	28	--	--	1 Week
Travel Regulations and Travel Voucher for Secretaries (PK 205)	17	--	--	1 Day
Writing Effective Letters and Memorandums (PK 241)	15	--	--	1 Week
Political Training				
Advanced Negotiations: Solving Problems (PP 515)	--	--	--	3 Days
Arms Control—Post Cold War (PP 203)	21	--	--	1 Week
Global Issues (PP 510)	-7	--	--	3 Days
Intelligence and Foreign Policy (PP 505)	--	18	--	3 Days
Negotiation Art and Skills (PP 501)	--	--	-2	1 Week
Political Tradecraft (PP 202)	28	--	--	3 Weeks
Overseas Briefing Center (NON SOS)				
Security Overseas Seminar				
Advanced Security Overseas Seminar (MQ 912)	--	19	10	1 Day
SOS: Security Overseas Seminar (MQ 911)	--	-4	-2	2 Days
American: Different World (MQ 340)	-3	--	--	0.2 Days
American Studies (MQ 115)	--	--	12	2 Days
Connect with Kids Schedule (MQ 320)	-1	--	--	0.2 Days
DC Employment Scene (MQ 350)	-4	--	--	0.2 Days
Employment Planning (MQ 700)	28	--	--	1 Week
English Teaching Seminar (MQ 107)	--	-5	--	3 Days
Getting Around DC (MQ 300)	-5	--	--	0.5 Days
Hello, New House (MQ 304)	-5	--	--	0.5 Days
Introduction to Foreign Service Life (MQ 100)	--	18	--	1 Week
Introduction/Effective Training Skills (MQ 111)	--	--	-2	1 Week

little-known church histories, some dating from the 17th century, give insights into China's history, and the role of Western religious and missionary influence. The book can be purchased through Old China Hand Press, P.O. Box 54750, North Point P.O., Hong Kong. "God and Country" costs U.S. \$50.00, post-paid.

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Program	Oct	Nov	Dec	Length
Life after the Foreign Service (MQ 600)	15	--	--	2 Days
Long-Distance Relationships (MQ 801)	--	23	--	0.5 Days
Overseas Health Concerns (MQ 857)	--	13	--	0.2 Days
Post Options for Employment and Training Overseas (POET)	--	-1	--	1 Day
Protocol and U.S. Representation (MQ 116)	--	--	11	1 Day
Raising and Building Your Child (MQ 851)	30	--	--	0.2 Days
Staying Safe in DC (MQ 330)	-2	--	--	0.2 Days
Targeting Your Job Search (MQ 704)	29	--	--	2 Days
Teen Scene DC (MQ 301)	-5	--	--	0.5 Days
Transition to American Culture (MQ 302)	26	--	--	0.5 Days

Career Transition Center

Job Search Program (RV 102)	-7	--	--	13 Weeks
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Come to a "work, health, and family fair"

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FOREIGN SERVICE INSTITUTE--At a mid-level professional development seminar, front row, from left: **Maureen Martinek**, **Edith Tavokoli**, **Marcie Gauntlett**, **Violet Koto**, **Susan Bodak**, office director **Ginny Taylor**. Back row: **Joan Marie Francischelli**, **Joan Odean**, **Margo Flores**, **Stephanie Hutchins** instructor **Wilma Smith**.

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Safety Scene

This column is written by Stephen Urman, director of the Office of Safety/Health and Environmental Management. You may send questions to Mr. Urman, A/FBO/OPS/SAF, SA-6, Room L-300 Washington, D.C. 20522, or write to the editor. (Your privacy will be respected.) Department policy prohibits reprisal actions on employees who express concerns regarding unsafe or unhealthful working conditions.



Q.

I recently experienced problems breathing, nausea, and numbness in my arms and legs while working in an office suite where tiles were being glued to the floor. I went to a local emergency room for treatment and subsequently filed a workers' compensation claim to recover the treatment costs. A co-worker told me that I should also submit a mishap report. Is this true, since I already documented the incident by filing a workers' compensation claim? Should I report the mishap to anyone else?

Africa

A.

Yes, you should immediately report any occupational injury or illness to your supervisor and your post (or domestic) occupational safety/health officer so that actions can be taken to prevent further illnesses or injuries. Immediately after a mishap occurs, circumstances surrounding the incident can begin to change that may obscure the cause of the incident. Your supervisor's documentation of the mishap on Form DS-1663 becomes the point of reference when the mishap is investigated, so it's

important to provide a thorough account of the incident. In addition, this documentation may prove valuable if you develop a chronic illness later, which could be related to exposure to hazardous materials. The report also enables us to take action if we feel that a mishap may be indicative of a widespread problem.

Q.

I am pregnant and would like to know if there is any hazard to the fetus when I walk through metal detector units at work.

Asia

A.

Metal detectors have been in widespread use since the early 1970s, when they were introduced as part of increased security at airports and other buildings. They work by generating a pulsed magnetic field, not by any form of ionizing radiation (i.e. x-rays)—which is a common misperception. The magnetic field used to detect metallic objects will not adversely affect any health condition. Specifically, it is safe for pregnant women. Generally, the intensity of the

magnetic field is approximately the same intensity of the ambient earth magnetic field. The initial health concerns about metal detectors, including their potential disruption of pacemakers, has now been discounted.

Q.

I have plants in my office and recently noticed small bugs on their leaves. Can I bring my own spray to the office to use on these plants, or should I check with someone at post to determine if the insecticide would be suitable for this purpose?

Europe

A.

Check with your Post Occupational Safety and Health Office first. A recent incident involving an Immigration and Naturalization Service employee who brought a spray insecticide to the office to treat her plants created a building evacuation order for 1,990 people after the product's vapors entered the building's ventilation system. In this case, the insecticide was registered by the Environmental Protection Agency for outdoor use and should not have been used indoors. There are two Department directives on the selection, use, and surveillance of chemical substances (solvents, pesticides, etc.) at post—the Hazardous Chemical Management Program and the Integrated Pest Management Program, which stress the use of chemical pesticides only as a last resort.

Q.

My office really got hot a couple of times this summer, but no one would let us leave. Aren't there standards that say when employees can go home?

Washington, D.C.

A.

There are no existing temperature standards for office workers; the Office of Personnel Management rescinded its temperature scale 15 years ago. Under the current guidelines, managers can grant annual, sick, or administrative leave if, in their judgment, conditions are such to prevent working. If your job requires heavy manual labor in high temperatures, we can provide basic precautions to prevent or lessen the risk of heat-related health problems.

Ho Ho Ho!

State Magazine is soliciting articles about employees celebrating the holidays abroad for its annual Christmas issue. What's been your most unusual Christmas, Thanksgiving, Hanukkah, or other religious commemoration overseas? Have you had to overcome significant obstacles to celebrate a traditional holiday? Tell us your story on a personalized, anecdotal basis. Pictures are important and would add great interest to the story. Include a Microsoft Word disk, if possible, with your submission. Send articles to PER/ER/SMG, Room 433, Washington, D.C. 20522-0602.

The deadline is November 13. For more information, e-mail or call Barbara Quirk, (703) 516-1669.



ISLAMABAD, Pakistan—Ambassador **Thomas Simons Jr.** and his wife extinguish a fire during a training exercise under the direction of trainer **Tom Hudson**. The embassy was destroyed by a fire in 1979.

Civil Service Personnel

Promotions (August)

GS-4

Phuong, Thanh M., Seattle Passport Agency

GS-5

Blandford, Kamaria Abeo, Consular Affairs
Fuller, Felicia Y., Los Angeles Passport Agency

Rieckhoff, Jeffrey Warren, Political Military Affairs

Robinson, Melanie M., Consular Affairs
Shaw, Clarence E., Office of the Chief of Protocol

GS-6

Daniels, Thelma, New York Passport Agency

Langley, Gloria A., Consular Affairs

GS-7

Antrobus, Randolph C., New Orleans Passport Agency

Dean, Thomas G., Bureau of Personnel

Ford, Melinda M., International Narcotics and Law Enforcement Affairs

Garcia, Angela Thomas, Consular Affairs

Harris, Carol L., Administration

Herring, Kay R., International Organization Affairs

Parker, Dhyana R., African Affairs

Randolph, Regina S., San Francisco Passport Agency

Rowe, Constance B., Office of the Inspector General

Strongosky, Christopher M., San Francisco Passport Agency

Tolbert, Butrina B., Houston Passport Agency

Uzzell, Francine, Oceans Bureau

GS-8

Kern, Veronica P., Office of Information Management

GS-9

Lane, Mirinda M., Medical Services

Lazinos, Bethlehem E., Los Angeles Passport Agency

Lyles, Cheryl J., Economics and Business Affairs

Oliver, Margaret A., Consular Affairs

Pedry, Margery F., Population, Refugees and Migration

Sheppard, Suzanne M., Executive Secretariat
Sinnott, Mary Ann Ryan, Office of the Chief of Protocol

Starnes, Franchetta, Chicago Passport Agency

Wise, Sheila L., Office of the Chief Financial Officer

GS-11

Cortez, Guillermo, Inter-American Affairs
Gonzales, Mary Lou, Inter-American Affairs
Hogan Jr., David F., Oceans Bureau
Johnson, Horace, Oceans Bureau
Kazyak, Mary C., Office of the Inspector General

Lambert, Robin Denise, Office of the Chief Financial Officer

McAdams, Jeffrey J., National Passport Center

Peters, John C., National Passport Center Portsmouth

Torchia, Rita, Medical Services

Wanza, Wardell J., Office of the Chief Financial Officer

Williams, Martha K., Office of Information Management

GS-12

Carotenuto, Venetia E., East Asian and Pacific Affairs

Clemmons, Keli L., Office of the Chief Financial Officer

Etchison, Mary Ann, International Narcotics and Law Enforcement Affairs

Macias, Richard G., San Francisco Passport Agency

Moore, Cassandra E., Office of Inspector General

Ortiz, Victor M., Office of Information Management

Rankin, Mary-Katharine, International Narcotics and Law Enforcement Affairs

Walter, Frank, Bureau of Personnel

GS-13

Kosciuszko, Edward A., Consular Affairs

MacDougall, Jeanne R., Consular Affairs

Richardson, Cynthia A., Office of the Inspector General

Wickwire, Susan T., Oceans Bureau

GS-14

Boushell, Clinton Carl, Diplomatic Security

Church, Andrew, Political-Military Affairs

Green, Terry White, Chicago Passport Agency

Herschler, David H., Bureau of Public Affairs

GS-15

Pollack, Margaret Jane, Population, Refugees, and Migration

Appointments (August)

Fichera, Theresa L., Consular Affairs

Gerrald, Blanchie V., Consular Affairs

Healey, Judith K., Consular Affairs

Hodge, Carla J., Consular Affairs

Johnson, Carol E., Office of the Chief Financial Officer

Johnson, Susan E., Consular Affairs

Johnson, Uron T., Consular Affairs

King, Daphne B., Medical Services

Lopez, Jane Yu, Office of the Secretary

Odend Hal, Julianne, Administration

Washburn, Nicholas, Los Angeles Passport Agency

Waugh, Catherine A., Medical Services

Winchester, Ernestine, Consular Affairs

Reassignments (August)

Chicklowski, Patricia S., Office of the Chief Financial Officer to Political-Military Affairs

Jewell, Earl K., Political-Military Affairs to Administration

Johnson, Lynette Lee, Foreign Service Institute to Executive Secretariat

Jones, Kim Michelle, Intelligence and Research to Foreign Buildings Office

McGlinchey, Daniel C., Bureau of Personnel to Administration

Snyder, Edward T., Consular Affairs to Inter-American Affairs

Resignations (August)

Allen, Nichole C., Foreign Buildings Office
Artificio-Rogers, Mariza, Population, Refugees, and Migration

Bess, Emelda A., New Orleans Passport Agency

Bourdin, Myriam, Foreign Service Institute

Brown, Latice M., Miami Passport Agency

Chase, Ethel H., Oceans Bureau

Chicvara, Michael A., Honolulu Passport Agency

Childs-Johnson, Erica J., Bureau of Personnel

Damon, Robert John, Consular Affairs

Deocampo, Maryann D., Office of the Inspector General

Descourouez, Shawn Watts, Foreign Service Institute

Duval, Frederick Price, Office of the Chief of Protocol

Ebel, Robert D., Foreign Service Institute

Fluet, Andrew W., East Asian and Pacific Affairs

Harris, Cheryl Renee, Oceans Bureau

Hayes, Douglas S., Consular Affairs
 Justice, Esther B., Honolulu Passport Agency
 Kamal, Mohamed, Foreign Service Institute
 Lantos, Ilona, Foreign Service Institute
 Martin, Amy Lynn, Population, Refugees and Migration
 McClenney, Karen J., Miami Passport Agency
 Mobley, Juanita L., New Orleans Passport Agency
 Moran, Daniel G., San Francisco Passport Agency
 Moren, Robert C., Foreign Buildings Office
 Morgan, Margaret H., Office of the Legal Adviser
 Nelson, Trevor W., Consular Affairs
 Pyles, Diana Marie, Seattle Passport Agency
 Ratliff, Charles M., Miami Passport Agency
 Reiff Jr., George R., International Narcotics and Law Enforcement Affairs
 Schumacher, Sara, San Francisco Passport Agency
 Seybolt, Kelli Lynn, Foreign Buildings Office
 Yesayan, Meldia, Los Angeles Passport Agency

Retirements (August)

D'Antonio, Victor D., Administration
 LaRoche, David A., International Joint Commission
 Massi, Nicholas W., New York Passport Agency
 Schofield, Michael G., Administration
 Walden, Yvette Dorine, Bureau of Personnel

Promotions (September)

GS-4

Green, Simone N., Seattle Passport Agency
 Penfold Jr., Gary R., Seattle Passport Agency

GS-5

Collins, Mara J., Boston Passport Agency
 Conway, Susan M., Bureau of Personnel
 Moose Jr., George R., Consular Affairs
 Tacorda, Joslyn M., Los Angeles Passport Agency

GS-6

Jackson Jr., Roscoe, European Affairs
 Lynch, Karen Nicole, International Organization Affairs
 Witherspoon, Asenath D., Foreign Buildings Office
 Young, Kevin M., Consular Affairs

GS-7

Brooks, Ferolyn Louise, Economic and Business Affairs
 Dearborn, Ferolyn Louise, National Passport Center Portsmouth
 Freeman, Patricia Fay, Languages Services
 Manion Jr., John E., Foreign Service Institute
 Pope, Loretta A., International Organization Affairs
 Sullivan, William J., Office of Information Management
 Thompson, Bruce A., Consular Affairs

GS-8

Bohannon, Lisa R., Houston Passport Agency
 Roots, Lashan Marie, Economic and Business Affairs
 Rusch, Randall Mark, Office of Information Management
 Stewart, Linda A., Oceans Bureau

GS-9

Casebeer, Jeffery J., National Passport Center Portsmouth
 Ellis, Debora L., Economic and Business Affairs
 Garofano, Michael E., National Passport Center Portsmouth
 Genco, Margaret L., East Asian and Pacific Affairs
 Kiyak, Alexis J., Los Angeles Passport Agency
 Koutsis, Maude Georgette, Office of Allowance
 Lai, Con, Office of the Inspector General
 Strawbridge, Sheree A., Office of the Inspector General
 Thomas III, George Alvin, Office of Information Management
 Tingle, Lydia W., Office of Information Management

GS-10

Echeverria, Eloise, Office of the Under Secretary for Management

GS-11

Aguirre, Alice M., Inter-American Affairs
 Beardall, William C., Seattle Passport Agency
 Blake, Carole D., Office of the Chief Finance Officer
 Epps, Robert C., Foreign Service Institute
 Henrique, Donald J., Office of the Inspector General
 Hirshon, Helen, T., Office of Acquisitions
 Houck, Monique C., Political-Military Affairs
 Korff, Phiomena E., Consular Affairs
 Shapiro, Michelle E., Economic and Business Affairs
 Wilkinson, Lisa M., International Organization Affairs

GS-12

Delauder, Michael A., Languages Services
 Frampton, David W., Office of the Secretary
 Howard, Lyndsay C., Intelligence and Research
 Kiefel, Erik Dale, Political-Military Affairs
 Kieffer, Carolyn Anne, New Orleans Passport Agency
 McKenna, Patricia L., Office of the Chief Financial Officer
 Miller, Margaret A., Office of the Chief Financial Officer
 Rhodes, Linda L., Bureau of Personnel
 Sena, Stephen D., Consular Affairs
 Swain, William B., Bureau of Personnel

GS-13

Johnson, David, Consular Affairs
 Johs, Steven, M., Population, Refugees, and Migration
 Michaud, M. Grace, Consular Affairs

GS-14

McManus, Matthew T., Economic and Business Affairs
 Quirk, Barbara J., Bureau of Personnel
 Sheeran, Robert T., Boston Passport Agency

GS-15

McMahon, Thomas J., Diplomatic Security
 Steel, Deborah L., Office of the Chief Financial Officer

Reassignments (September)

Hart, Lori J., African Affairs to Executive Secretariat
 Herd, Beverly N., Diplomatic Security to Office of Information Management
 Hill, Jacqueline D., Bureau of Personnel to Office of the Inspector General
 Meyerson, Ellen Lou, Foreign Buildings Office to Consular Affairs

Resignations (September)

Bailly, Jean Ann Ullmer, Office of the Legal Adviser
 Bergeron, Elizabeth Webb, New Orleans Passport Agency
 Brosious, Laura L., European Affairs
 Butler, Monica A., Consular Affairs
 Campbell, Allison K., Executive Secretariat
 Cook, Frances A., Office of the Legal Adviser
 Dewindt, Rhoda H., Administration
 Donohue, John A., Office of the Deputy Secretary

Civil Service Personnel

Promotions (August)

GS-4

Phuong, Thanh, M., Seattle Passport Agency

GS-5

Blandford, Kamaria Abeo, Consular Affairs
Fuller, Felicia, Y., Los Angeles Passport Agency
Rieckhoff, Jeffrey Warren, Political Military Affairs
Robinson, Melanie M., Consular Affairs
Shaw, Clarence E., Office of the Chief of Protocol

GS-6

Daniels, Thelma, New York Passport Agency
Langley, Gloria A., Consular Affairs

GS-7

Antrobus, Randolph C., New Orleans Passport Agency
Dean, Thomas G., Bureau of Personnel
Ford, Melinda M., International Narcotics and Law Enforcement Affairs
Garcia, Angela Thomas, Consular Affairs
Harris, Carol L., Administration
Herring, Kay R., International Organization Affairs
Parker, Dhyana R., African Affairs
Randolph, Regina S., San Francisco Passport Agency
Rowe, Constance B., Office of the Inspector General
Strongosky, Christopher M., San Francisco Passport Agency
Tolbert, Butrina B., Houston Passport Agency
Uzzell, Francine, Oceans Bureau

GS-8

Kern, Veronica P., Office of Information Management

GS-9

Lane, Mirinda M., Medical Services
Lazinos, Bethlehem E., Los Angeles Passport Agency
Lyles, Cheryl J., Economics and Business Affairs
Oliver, Margaret A., Consular Affairs
Pedry, Margery F., Population, Refugees and Migration
Sheppard, Suzanne M., Executive Secretariat
Sinnott, Mary Ann Ryan, Office of the Chief of Protocol
Starnes, Franchetta, Chicago Passport Agency
Wise, Sheila L., Office of the Chief Financial Officer

GS-11

Cortez, Guillermo, Inter-American Affairs
Gonzales, Mary Lou, Inter-American Affairs
Hogan Jr., David F., Oceans Bureau
Johnson, Horace, Oceans Bureau
Kazyak, Mary C., Office of the Inspector General
Lambert, Robin Denise, Office of the Chief Financial Officer
McAdams, Jeffrey J., National Passport Center
Peters, John C., National Passport Center Portsmouth
Torchia, Rita, Medical Services
Wanza, Wardell J., Office of the Chief Financial Officer
Williams, Martha K., Office of Information Management

GS-12

Carotenuto, Venetia E., East Asian and Pacific Affairs
Clemmons, Keli L., Office of the Chief Financial Officer
Etchison, Mary Ann, International Narcotics and Law Enforcement Affairs
Macias, Richard G., San Francisco Passport Agency
Moore, Cassandra E., Office of Inspector General
Ortiz, Victor M., Office of Information Management
Rankin, Mary-Katharine, International Narcotics and Law Enforcement Affairs
Walter, Frank, Bureau of Personnel

GS-13

Kosciuszko, Edward A., Consular Affairs
MacDougall, Jeanne R., Consular Affairs
Richardson, Cynthia A., Office of the Inspector General
Wickwire, Susan T., Oceans Bureau

GS-14

Boushell, Clinton Carl, Diplomatic Security
Church, Andrew, Political-Military Affairs
Green, Terry White, Chicago Passport Agency
Herschler, David H., Bureau of Public Affairs

GS-15

Pollack, Margaret Jane, Population, Refugees, and Migration

Appointments (August)

Fichera, Theresa L., Consular Affairs
Gerrald, Blanchie V., Consular Affairs
Healey, Judith K., Consular Affairs
Hodge, Carla J., Consular Affairs
Johnson, Carol E., Office of the Chief Financial Officer
Johnson, Susan E., Consular Affairs
Johnson, Uron T., Consular Affairs
King, Daphne B., Medical Services
Lopez, Jane Yu, Office of the Secretary
Odend Hal, Julianne, Administration
Washburn, Nicholas, Los Angeles Passport Agency
Waugh, Catherine A., Medical Services
Winchester, Ernestine, Consular Affairs

Reassignments (August)

Chicklowski, Patricia S., Office of the Chief Financial Officer to Political-Military Affairs
Jewell, Earl K., Political-Military Affairs to Administration
Johnson, Lynette Lee, Foreign Service Institute to Executive Secretariat
Jones, Kim Michelle, Intelligence and Research to Foreign Buildings Office
McGlinchey, Daniel C., Bureau of Personnel to Administration
Snyder, Edward T., Consular Affairs to Inter-American Affairs

Resignations (August)

Allen, Nichole C., Foreign Buildings Office
Artificio-Rogers, Mariza, Population, Refugees, and Migration
Bess, Emelda A., New Orleans Passport Agency
Bourdin, Myriam, Foreign Service Institute
Brown, Latice M., Miami Passport Agency
Chase, Ethel H., Oceans Bureau
Chicvara, Michael A., Honolulu Passport Agency
Childs-Johnson, Erica J., Bureau of Personnel
Damon, Robert John, Consular Affairs
Deocampo, Maryann D., Office of the Inspector General
Descourouez, Shawn Watts, Foreign Service Institute
Duval, Frederick Price, Office of the Chief of Protocol
Ebel, Robert D., Foreign Service Institute
Fluet, Andrew W., East Asian and Pacific Affairs
Harris, Cheryl Renee, Oceans Bureau

Hayes, Douglas S., Consular Affairs
 Justice, Esther B., Honolulu Passport Agency
 Kamal, Mohamed, Foreign Service Institute
 Lantos, Ilona, Foreign Service Institute
 Martin, Amy Lynn, Population, Refugees and Migration
 McClenney, Karen J., Miami Passport Agency
 Moblely, Juanita L., New Orleans Passport Agency
 Moran, Daniel G., San Francisco Passport Agency
 Moren, Robert C., Foreign Buildings Office
 Morgan, Margaret H., Office of the Legal Adviser
 Nelson, Trevor W., Consular Affairs
 Pyles, Diana Marie, Seattle Passport Agency
 Ratliff, Charles M., Miami Passport Agency
 Reiff Jr., George R., International Narcotics and Law Enforcement Affairs
 Schumacher, Sara, San Francisco Passport Agency
 Seybolt, Kelli Lynn, Foreign Buildings Office
 Yesayan, Meldia, Los Angeles Passport Agency

Retirements (August)

D'Antonio, Victor D., Administration
 LaRoche, David A., International Joint Commission
 Massi, Nicholas W., New York Passport Agency
 Schofield, Michael G., Administration
 Walden, Yvette Dorine, Bureau of Personnel

Promotions (September)

GS-4

Green, Simone N., Seattle Passport Agency
 Penfold Jr., Gary R., Seattle Passport Agency

GS-5

Collins, Mara J., Boston Passport Agency
 Conway, Susan M., Bureau of Personnel
 Moose Jr., George R., Consular Affairs
 Tacorda, Joslyn M., Los Angeles Passport Agency

GS-6

Jackson Jr., Roscoe, European Affairs
 Lynch, Karen Nicole, International Organization Affairs
 Witherspoon, Asenath D., Foreign Buildings Office
 Young, Kevin M., Consular Affairs

GS-7

Brooks, Ferolyn Louise, Economic and Business Affairs
 Dearborn, Ferolyn Louise, National Passport Center Portsmouth
 Freeman, Patricia Fay, Languages Services
 Manion Jr., John E., Foreign Service Institute
 Pope, Loretta A., International Organization Affairs
 Sullivan, William J., Office of Information Management
 Thompson, Bruce A., Consular Affairs

GS-8

Bohannon, Lisa R., Houston Passport Agency
 Roots, Lashan Marie, Economic and Business Affairs
 Rusch, Randall Mark, Office of Information Management
 Stewart, Linda A., Oceans Bureau

GS-9

Casebeer, Jeffery J., National Passport Center Portsmouth
 Ellis, Debora L., Economic and Business Affairs
 Garofano, Michael E., National Passport Center Portsmouth
 Genco, Margaret L., East Asian and Pacific Affairs
 Kiyak, Alexis J., Los Angeles Passport Agency
 Koutsis, Maude Georgette, Office of Allowance
 Lai, Con, Office of the Inspector General
 Strawbridge, Sheree A., Office of the Inspector General
 Thomas III, George Alvin, Office of Information Management
 Tingle, Lydia W., Office of Information Management

GS-10

Echeverria, Eloise, Office of the Under Secretary for Management

GS-11

Aguirre, Alice M., Inter-American Affairs
 Beardall, William C., Seattle Passport Agency
 Blake, Carole D., Office of the Chief Finance Officer
 Epps, Robert C., Foreign Service Institute
 Henrique, Donald J., Office of the Inspector General
 Hirshon, Helen, T., Office of Acquisitions
 Houck, Monique C., Political-Military Affairs
 Korff, Phiomena E., Consular Affairs
 Shapiro, Michelle E., Economic and Business Affairs
 Wilkinson, Lisa M., International Organization Affairs

GS-12

Delauder, Michael A., Languages Services
 Frampton, David W., Office of the Secretary
 Howard, Lyndsay C., Intelligence and Research
 Kiefel, Erik Dale, Political-Military Affairs
 Kieffer, Carolyn Anne, New Orleans Passport Agency
 McKenna, Patricia L., Office of the Chief Financial Officer
 Miller, Margaret A., Office of the Chief Financial Officer
 Rhodes, Linda L., Bureau of Personnel
 Sena, Stephen D., Consular Affairs
 Swain, William B., Bureau of Personnel

GS-13

Johnson, David, Consular Affairs
 Johs, Steven, M., Population, Refugees, and Migration
 Michaud, M. Grace, Consular Affairs

GS-14

McManus, Matthew T., Economic and Business Affairs
 Quirk, Barbara J., Bureau of Personnel
 Sheeran, Robert T., Boston Passport Agency

GS-15

McMahon, Thomas J., Diplomatic Security
 Steel, Deborah L., Office of the Chief Financial Officer

Reassignments (September)

Hart, Lori J., African Affairs to Executive Secretariat
 Herd, Beverly N., Diplomatic Security to Office of Information Management
 Hill, Jacqueline D., Bureau of Personnel to Office of the Inspector General
 Meyerson, Ellen Lou, Foreign Buildings Office to Consular Affairs

Resignations (September)

Bailly, Jean Ann Ullmer, Office of the Legal Adviser
 Bergeron, Elizabeth Webb, New Orleans Passport Agency
 Brosious, Laura L., European Affairs
 Butler, Monica A., Consular Affairs
 Campbell, Allison K., Executive Secretariat
 Cook, Frances A., Office of the Legal Adviser
 Dewindt, Rhoda H., Administration
 Donohue, John A., Office of the Deputy Secretary

Civil Service Personnel

Ehlers, Arthur H., Bureau of Personnel
 Fonseca, Aderito H., Foreign Service Institute
 Guthrie, Laura W., Office of the Legal Adviser
 Hickson, Alvin, Diplomatic Security
 Howard, Karen Leigh, Office of Allowances
 Humble, Michele Inez, Consular Affairs
 Ibarra, Alexandra, Houston Passport Agency
 Jernow, Allison L., Office of the Legal Adviser
 Johnson, Mark D., Consular Affairs
 Krass, Caroline D., Office of the Legal Adviser
 Lassiter, Immy Rose N., Consular Affairs
 Leites, Justin, Office of the Deputy Secretary of State
 Lockamy, Yolonda D., Office of the Inspector General
 Mandel, D. Elise, Office of the Secretary
 McCleary, Brian I., Office of the Secretary
 Meads, Tere' Niche', Consular Affairs
 Mickey, Tonya D., Diplomatic Security
 Nixon, Pamela D., East Asian and Pacific Affairs
 Nossel, Suzanne F., Office of the Legal Adviser
 Park-Enemark, Suzan, Diplomatic Security
 Pitcher, Dawn B., New Orleans Passport Agency
 Price, Marshay A., Office of the Legal Adviser
 Robertson, Renee R., Administration

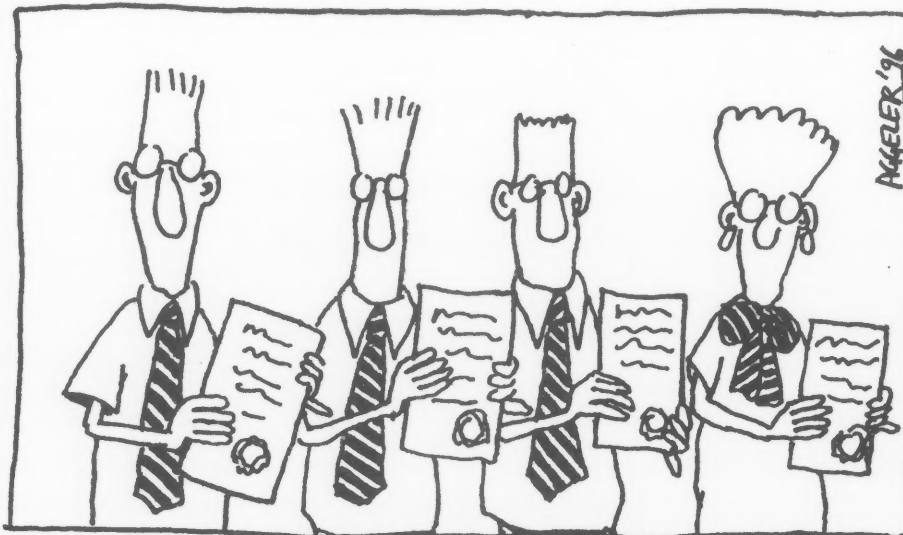
Roland, Marguerite C., Office of the Chief Financial Officer
 Rosemond, Doreen Annette, Administration
 Small, Stacy Naomi, International Organization Affairs
 Snyder, Michelle K., Chief of Protocol
 Socall, Kristine M., Oceans Bureau
 Tindell, Cynthia A., Near Eastern Affairs
 Vesper, Linda K., Languages Services
 Weinberger, Paul C., Office of the Legal Adviser
 Wilson, Robert B., Foreign Service Institute
 Youhouse, Ronald A., San Francisco Passport Agency
 Zolkower, Galit, Office of the Deputy Secretary of State

Retirements (September)

Hassan, Tatyana, Foreign Service Institute
 Trum, James G., Foreign Buildings Office

Appointments (September)

Carter, April D., Consular Affairs
 Cigtay, Olcay S., Medical Services
 Crowley, Anne H., Office of Information Management
 Dooley, Ryan M., Consular Affairs
 Eddy, Randolph P., International Organization Affairs
 Fernandez, Victoria, Miami Passport Agency
 Hamilton, Michele C., Office of the Legal Adviser
 Hindman, Philip W., Miami Passport Agency
 Mellenger, Cynthia L., Consular Affairs
 Papp, John T., Languages Services
 Peries, Kumar A., Consular Affairs
 Prosser, Kathy Lynn, International Joint Commission
 Quarels, Janet E., Political-Military Affairs



OFFICE OF COUNTER-INDIVIDUALISM: AT AWARDS CEREMONY, FRANK ROY LYNN, ROY LYNN FRANK, FRANKLIN ROY AND LYNNE ROY-FRANK



OFFICE OF THE SECRETARY-- **Lee Ernest Young** right, receives the Meritorious Honor Award from Deputy Secretary **Strobe Talbott** for his service as Mr. Talbott's chauffeur.



ADMINISTRATION—**Tijuana Thomas-Jackson**, center, receives a Meritorious Honor Award for her contributions to the Department's recycling program, including directing recycling proceeds to State's child care tuition assistance program. With her are the bureau's **Ralph Frank**, left, and **Richard Iselin**.

Foreign Service Personnel

Appointments (August)

Amirthanayagam, Indran, Abidjan
Bazan, Daniel, Monterey
Bent, William David, Kingston
Crabb, Thomas R., Manila
Fietz, Patricia L., Bogota
Giacobbe Jr., Nicholas J., Tegucigalpa
Graze, Deborah E., Nicosia
Guy, Patricia H. H., Minsk
Huser, Victor J., Sao Paulo
Palmer, Christopher G., Port-au-Prince
Patrick, Gregory C., Rio De Janeiro
Ram, Vangala S., Seoul
Soraghan, Ann G., Warsaw
Stapleton, Anthony E., Manila
Stern, Frederic W., Bombay
Tuttle Jr., Stewart D., Madras
Walsh, Susan M., Mexico City
Weissman, William J., Santo Domingo
Zimmerman, Robert A., Port-au-Prince

Transfers (August)

Adams, Sarah K., Amman to Near Easter Affairs
Ahern, Brian James, New Delhi to Bureau of Personnel
Alley, James J., Diplomatic Security to Bangkok
Andersen, Paul John, Valletta to Skopje
Andrusyszyn, Walter E., Bonn to Stockholm
Ash, Pamela Irene, Executive Secretariat to Yaounde
Bailey, Stephen M., Foreign Service Institute to Ashgabat
Barna, William Julius, Beirut to Bonn
Barnhart, William E., Foreign Service Specialist Intake to Montevideo
Barr, Joyce A., East Asian and Pacific Affairs to Operations Center
Barrass, Deborah Jean, Bogota to Inter-American Affairs
Bass, John W., African Affairs to Nairobi
Bassett, Leslie Ann, National Security Council to Legislative Affairs
Bellegarde, Daniel P., Rio de Janeiro to European Affairs
Bender-Klosson, Bonita L., The Hague to African Affairs
Bentz, Patrick W., Gaborone to Milan
Beu, Donald H., Mexico to Madras
Blome, Donald A., Riyadh to Amman
Boyer, Debra F., Port-au-Prince to East Asian and Pacific Affairs
Brajevich, Nikki May, Foreign Service Institute to Political-Military Affairs
Brill, Kenneth C., Foreign Service Institute to European Affairs
Brudvig, Lee A., Johannesburg to Pretoria
Buchmiller, Jane B., Near Eastern Affairs to Foreign Service Institute
Buck, Christopher L., Bombay to Berlin

Buncher, Judith, European Affairs to Bureau of Personnel
Capen, James M., Kuwait City to Foreign Buildings Office
Carter, Jacqueline F., Hong Kong to Bureau of Personnel
Casella, Anne Marie, Montreal to Kingston
Castiglione, Diane Lydia F., Economic and Business Affairs to Bureau of Personnel
Catipon, Lauren W., Almaty to East Asian and Pacific Affairs
Chiplis, William V., Mexico City to Budapest
Chung, Foon C., FBO-Thailand to Singapore
Coleman, Maryruth, Office of the Secretary-Undersecretary for Economic, Business and Agricultural Affairs to Foreign Service Institute
Colon Cifredo, Ricardo, Diplomatic Security to Mexico City
Dehart, James P., Istanbul to Melbourne
Dickman, Shirley J., Khartoum to Amman
Dieterich, Mariko E., Operations Center to European Affairs
Doherty, Kathleen A., Foreign Service Institute to Economic and Business Affairs
Dowdy, Felix A., Foreign Service Institute to Economic and Business Affairs
Dulisse, Judith A., San Salvador to Sarajevo
Eichelis, Janis I., Office of Information Management to Frankfurt
Errion, Lisa Catherine, Foreign Service Institute to Jakarta
Farnsworth, Laura Ann, Ankara to Operations Center
Fedenisn, Aurelia Louise, Abidjan to Diplomatic Security
Fisher, Gordon C., Diplomatic Security to Moscow
Fort, Martha Carmichael, Medical Services to Bern
Franco, Judith A., Lahore to Toronto
Frese, John Herbert, Monrovia to Diplomatic Security
Gagne, Clement Raymond, Pre-Assignment Training to Port-au-Prince
Gamble, Lisa A., Vancouver to Praia
Goldberger, Thomas H., Economic and Business Affairs to Paris
Goldrich, Ethan Aaron, Tunis to Kuwait
Goodwin, Steven Arthur, Adana to Political-Military Affairs
Gray, Bruce N., Leave-Without-Pay Faculty Advisor to East Asian and Pacific Affairs
Gray, William Gary, Maputo to Jakarta
Grover, Randall Scott, St. Petersburg to Office of Information Management
Harper, Steven F., La Paz to European Affairs
Hatchell, Ray, Office of Information Management to Managua
Hayes, Patricia G., Bureau of Personnel to European Affairs

Hayward, Lavonya M., East Asian and Pacific Affairs to Seoul
Hirakawa, Marlene S., Moscow to Kigali
Jennings, Robert C., Sarajevo to Bridgetown
Johnson, Sylvia D., Khartoum to Cairo
Kane, Joan E., Madrid to Monterey
Khan, Eric, Career Mobility Program Faculty Advisor to Moscow
Kiene, Robert R., Bordeaux to Nassau
Kiuru, Aili M., Montevideo to Prague
Klecheski, Michael Stanley, Krakow to Manila
Koch, Matthew Robert, Foreign Service Institute to Abu Dhabi
Kolbe, Paul R., Moscow to European Affairs
Kozak, Larry Joseph, Canberra to Kiev
Levine, Bruce J., Foreign Service Institute to European Affairs
Lieberson, Donna P., Lisbon to Ottawa
Liptak, Lawrence H., Diplomatic Security to Rabat
Livingood, Leslie C., Maputo to Lima
McCabe, Michael V., Foreign Service Institute to Economic and Business Affairs
McCarthy, Deborah Ann Dian, Bureau of Personnel to Paris
McCloughan, Richard F., Caracas to Office of Information Management
McCrensky, Richard M., East Asian and Pacific Affairs to Sarajevo
McGlynn Jr., William Joseph, Foreign Service Institute to International Narcotics and Law Enforcement Affairs
McGrath, Judith A., Foreign Service Institute to Office of Information Management
McKinley, Brunson, Population, Refugees and Migration to Office of the Secretary
McKune, Elizabeth, Foreign Service Institute to Near Eastern Affairs
Merante, Joseph John, Foreign Service Institute to European Affairs
Mertz, Mary M., Bridgetown to Accra
Meurs, Douglas J., Foreign Service Institute to Economic and Business Affairs
Moore, Barry M., Brasilia to Belgrade
Moore, Elizabeth, Operations Center to Bureau of Personnel
Moore, William Howard, East Asian and Pacific Affairs to Bandar Seri Begawan
Morin, Erick G., Abidjan to Mexico City
Morris, Donald Paul, Tel Aviv to Diplomatic Security
Mules, Janet Elaine, New Delhi to Vienna
Nichols, Brian A., Inter-American Affairs to International Organization Affairs
Noyes, Lawrence P., Intelligence and Research to Political-Military Affairs
Ochiltree, Thomas Hunter, Foreign Service Institute to Kiev
Odlum, Geoffrey M., Policy Planning Council to Political-Military Affairs

POLITICAL-MILITARY AFFAIRS--David Passage, right, receives the Defense Distinguished Civilian Service Medal, the Defense Department's highest honor for civilians, for his service as political adviser to the U.S. Special Operations Command at MacDill Air Force Base from General Hugh Shelton. Mr. Passage also received a Superior Honor Award.



OUAGADOUGO, Burkina Faso--Secretary Carol Duffy displays a letter of appreciation for her "contributions to community morale" from Donald McConnell, the former ambassador.



PORT-AU-PRINCE, Haiti--Reviewing the progress of renovations to the consular section, from left: consul general Charles Stephan, staff aide Dianne Andruch, Ambassador William Swing, Mary Ryan, assistant secretary for consular affairs, and project director Steve Morris.

Foreign Service Personnel

- Orr Jr., William J.**, Office of the Chief Financial Officer to Minsk
- Oudkirk, Sandra Springer**, Dublin to East Asian and Pacific Affairs
- Oxley, Claire Knox**, Tunis to Amman
- Parish, Jr., Charles M.**, Beijing to Bureau of Personnel
- Passage, David D.**, Political-Military Affairs to Inter-American Affairs
- Payne, Penny K.**, Accra to African Affairs
- Peterson, Augustine**, Bonn to Bonn
- Petit, Martha A.**, Tunis to Geneva
- Pforzheimer, Ann E.**, International Organization Affairs to Inter-American Affairs
- Phillips, Virginia D.**, Doha to Oslo
- Pierce, Thomas Clarence**, Melbourne to Amman
- Pittman, Howard D.**, East Asian and Pacific Affairs to European Affairs
- Plowman, Jonathan Andrew**, Foreign Service Institute to Economic and Business Affairs
- Polaschik, Joan**, Pre-Assignment Training to Tashkent
- Polasky, Frederick**, Sanaa to European Affairs
- Presgrove, Barbara Anne**, Tunis to Cairo
- Primosch, William E.**, Bureau of Personnel to Office of the Secretary
- Proctor, Nickolas W.**, Tokyo to Diplomatic Security
- Rashkin, Daryl L.**, Diplomatic Security to Moscow
- Rathke, Jeffrey**, Berlin to Operations Center
- Ries, John Neil**, Foreign Service Institute to African Affairs
- Riley, Robert John**, Pre-Assignment Training to Tegucigalpa
- Rittenhouse, David M.**, Khartoum to Diplomatic Security
- Rivers, Harry M.**, Milan to Yerevan
- Robinson, Thomas Lee**, Bureau of Personnel to Foreign Service Institute
- Sandate, Celio Francisco**, Asmara to Calgary
- Sasahara, Karen Hideko**, Near Eastern Affairs to Office of the Secretary
- Savignano, Teresa L.**, New Delhi to Cairo
- Scanlan, Francis T.**, Inter-American Affairs to Foreign Service Institute
- Scarlett, Earle St. Aubin**, Bureau of Personnel to European Affairs
- Schmidt, Susan M.**, Foreign Service Institute to Economic and Business Affairs
- Schultz, Paul F.**, Political-Military Affairs to Belize City
- Schwartz, Stephen M.**, Bujumbura to African Affairs
- Searby, David P.**, Foreign Service Institute to Intelligence and Research
- Shea-Gallivan, Laurel M.**, Foreign Service Institute to Inter-American Affairs
- Sidhu, Apar Singh**, Bissau to Political-Military Affairs
- Silberstein, Robert**, Operations Center to Office of the Secretary
- Sirotic, Aldo J.**, Foreign Service Institute to Inter-American Affairs
- Skaltsounis Helen G.**, Inter-American Affairs to Madrid
- Smith, Scott A.**, Foreign Service Institute to Economic and Business Affairs
- Springmeier, William G.**, Diplomatic Security to Moscow
- Stefan, Adrienne M.**, Bureau of Personnel to Vienna
- Stutz, Stella P.**, Belgrade to Doha
- Suehowicz, Martin P.**, Office of Information Management to Beijing
- Thorin, Peter David**, Pre-Assignment Training to Mexico City
- Topka, Jeanne E.**, Bureau of Personnel to Ottawa
- Tuntland, Stephen E.**, New Delhi to Muscat
- Tyson, Paul H.**, Kuwait to Political-Military Affairs
- Vanderpool, James E.**, Near Eastern Affairs to Office of Information Management
- Vogel, Frederick J.**, Foreign Service Institute to Office of the Under Secretary for Management
- Vold, Harlan J.**, La Paz to Office of Information Management
- Walker, Felix, H.**, Diplomatic Security to Frankfurt
- Wall, Marc M.**, Economic and Business Affairs to East Asian and Pacific Affairs
- Waters, Russell L.**, Paris to Office of Information Management
- Weakley, Carol S.**, Bucharest to Yaounde
- Webster, Jessica**, Foreign Service Institute to Economic and Business Affairs
- Wells, Ann Mason**, Foreign Service Institute to Oceans Bureau
- Willoughby, Michele L.**, Office of Information Management to European Affairs
- Wilson, Charles E.**, Tunis to Near Eastern Affairs
- Wilson, Robert D.**, Foreign Service Institute to Intelligence and Research
- Withers II, John L.**, Office of the Secretary to Foreign Service Institute
- Witteaman, Whitney J.**, Foreign Service Institute to Economic and Business Affairs
- Wolfson, Elizabeth M.**, Foreign Service Institute to Near Eastern Affairs
- Wright, Paul Jan**, Tokyo to Moscow
- Yamamoto, Donald Y.**, Foreign Service Institute to Bureau of Personnel
- Young, William L.**, FSO-Colombia to Foreign Buildings Office
- Youth, Marta Costanzo**, Economic and Business Affairs to African Affairs
- Zimmer, Jr., Stuart A.**, Foreign Service Institute to Economic and Business Affairs
- Zimmerman, Lillian**, San Salvador to Ottawa
- Zylla, John J.**, Valletta to Office of Information Management

Resignations (August)

- Alexandre, Christina M.**, Bern
- Allen, Milicent C.**, Bombay
- Barnes, Susan E.**, Tegucigalpa
- Bartlett, Sharon, D.**, St. Petersburg
- Belt, Michael Wayne**, Gaborone
- Betzer, Evan S.**, Beijing
- Beward, Rebecca, J.**, Manama
- Blake, Donald J.**, Cairo
- Briscoe, Kevin L.**, Near Eastern Affairs
- Chinn, Brenda M.L.**, Bonn
- Chirinos, Leonarda A.**, Port-of-Spain
- Connuck, Shirley Dawson**, Kiev
- De Ramirez, Maria-Christin**, Skopje
- Delisi, Leija Claris**, Colombo
- Denison, Sue Ellen**, The Hague
- Durand, Ivonne**, Madrid
- Fort, Cynthia Louise**, Accra
- Fotopoulos, Joan Y. K.**, Hong Kong
- Friel, Frank W.**, Foreign Buildings Office
- Gabrynowicz, Jeanne M.**, Rio De Janeiro
- Glenday, Christine**, Paris
- Goodson, Cynthia L.**, Rabat
- Grasty, Eleanor L.**, Leave-Without-Pay
- Grau, Debra Lynn**, Moscow
- Greeley, Robert M.**, Diplomatic Security
- Green, Dennis M.**, San Jose
- Griffin, Jr., Thomas**, Bamako
- Gutierrez, Gloria**, Mexico City
- Hancock, Scott R.**, Economic and Business Affairs
- Harris, Lynnell Elise**, Kampala
- Harris, Tipaporn**, Frankfurt
- Herrera, Elizabeth**, Caracas
- Howes, Kelly King**, Maputo
- Hutchinson, Elena Fails**, Cotonou
- Johnson, Wayne R.**, Jerusalem
- Jones, Karyn L.**, Ulaanbaatar
- Kanne, April Samara**, International Organization Affairs
- Kazacos, Jeannine Gagne**, Gaborone
- Keaveny, Martha E. C.**, Madras
- Kete, Ann**, Paris
- Kibby, Marie Renee**, Montreal
- Kimball, Claudia J.**, Paris
- Kinane, Judy B.**, Moscow
- Klinger, Jean M.**, Warsaw
- Knutsen, Susan J.**, Athens
- Larson, Kenneth L., Sr.**, San Salvador
- Laws, Susan J.**, Jerusalem



*RABAT, Morocco—Janitor **Lah El Boustani** left, receives a cash award for 30 years of service from Ambassador **Marc Ginsberg**.*

*LAGOS, Nigeria—Mail supervisor **Fausat Ogunsola** receives a training certificate from Ambassador **Walter Carrington**.*



Foreign Service Personnel

Lucas, Georgia H., Kathmandu
Malcik, Susan H., Abidjan
Mancini, Juliet C., Jakarta
Martin, Darlene J., Frankfurt
Matthews, Suzanne M., Istanbul
McClendon, Phil D., Office of Information Management
Miller, Eleni, Paris
Mitchell, Sondra R., Kamapala
Monico, Jolaine-Mari M., Diplomatic Security
Moore, Anne Marie, Cairo
Morrow, Maureen Molloy, Harare
Moysiuk, Peggy Sue, Leave-Without-Pay
Nakpil, Victoria L., Bangkok
Nash, Lori A., Bonn
Needham, Aleksandra, Muscat
Noseworthy, Elizabeth, Pre-Assignment Training
Paolino Jr., Joseph R., Valletta
Pare, Kelly A., Nicosia
Paredes, Mark Christopher, Tel Aviv
Pennell, Eva, Islamabad
Peterson, Sally D., Lome
Quackenbush, Alicia, Warsaw
Ritchie, Naomi Frances, Montevideo
Rodriguez, Sylvia Ramon, Monterrey
Roylo, Janet A., Ankara
Santoni, Charmaine E., Harare
Smith, Christine B., Moscow
Swezy, Virginia Nga, Ashgabat
Thrasher, Debra, Moscow
Tone, Kathryn G., Yerevan
Van-De-Velde, Rebecca L., Oslo
Vittitow, Sueellen J., Paris
Wallace, William David, International Organization Affairs
Werner, Janice R., Bonn
Whitehead, Mary Elizabeth, Helsinki
Williams, Cheryl Brennan, New Delhi
Winchester, Rachel T., Bucharest
Zapata, Carlos M., Moscow

Retirements (August)

Cyr, Leo J., NATO, Brussels
Dieffenderfer, John H., International Organization Affairs
Flynn, Peter S., Moscow
Freeman, Constance Jane, African Affairs
Johnson, Barbara M., Accra
Wardlaw, Colleen, Medical Complement
Wojahn, Hilda J., Copenhagen
Yale, D.H., Hong Kong

Appointments (September)

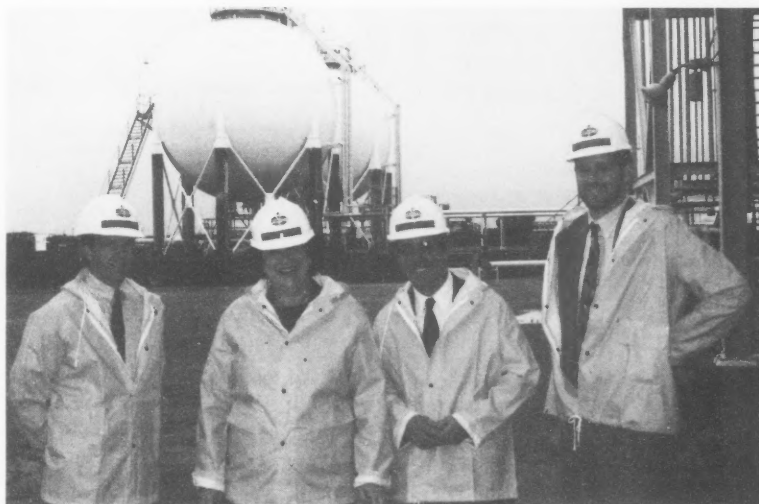
Benning, Douglass R., Pre-Assignment Training
Brooks, David C., Warsaw
Brouillette-Rodriguez, A., Pre-Assignment Training
Carroll, Thomas P., Pre-Assignment Training
Caskey, Priscilla C., Pre-Assignment Training
Conroy, Carmela A., Pre-Assignment Training
Coulson, Linda, Nairobi
Frederick, Lawrence P., Foreign Service Specialist Intake
Geveden, Paul T., Office of Information Management
Giovanniello, Anthony R., Guadalajara
Gollner-Sweet, Katharina P., Seoul
Grayon, Lois, Moscow
Greene, David J., Pre-Assignment Training
Greene, Raymond F., Pre-Assignment Training
Gregory, Ronald A., Pre-Assignment Training
Hamilton, Elizabeth, Lagos
Hein, Gary M., Foreign Service Specialist Intake
Hotchkiss, Kristina M., Pre-Assignment Training
Levesque, Charles W., Pre-Assignment Training
Loring, Pamela, Beijing
Misciagno, Christopher S., Pre-Assignment Training
Nichols, Vonda G., London
O'Connor, Burke, Pre-Assignment Training
Olszewski, Arlene C., San Salvador
Pallick, Maria E., Pre-Assignment Training
Parks, Traci, Caracas
Pifer, Jerry Dean, Foreign Service Specialist Intake
Potter, David D., Pre-Assignment Training
Rector, Andrew B., Office of Information Management
Richardson, Eric N., Pre-Assignment Training
Roach, Heather C., Pre-Assignment Training
Robb, George Andrew, Foreign Service Specialist Intake
Rogers, Jennifer Lynn, Kingston
Ruggles, Taylor V., Pre-Assignment Training
Schaefer, Paul L., Foreign Service Specialist Intake
Schmitz, Thomas L., Pre-Assignment Training
Shelby, Diane W., Jeddah
Sickler Jr., Clarence Henry, Foreign Service Specialist Intake
Smith, Heather Marie, Gungzhou
Stewart, Brian K., Pre-Assignment Training
Stuebner, Christine D., Pre-Assignment Training
Syptak, Stephanie F., Pre-Assignment Training
Tesone, Mark, Pre-Assignment Training
Tierney, M. Theresa, Hanoi

Tozer, Lyn Grandy, Zagreb
Warren, Glenn S., Pre-Assignment Training
Watts, Sonya A. Enstrom, New Delhi
Wilkins, Catherine, Foreign Service Specialist Intake
Wilson, Mark E., Pre-Assignment Training

Transfers (September)

Ahern, Donald E., Foreign Service Institute to Majuro
Aldis, John W., Medical Services to Beijing
Allen, Bernadette Mary, Foreign Service Institute to Legislative Affairs
Allen, James Beach, Political-Military Affairs to Intelligence and Research
Aller, John Cosmos, Bangkok to East Asian and Pacific Affairs
Allison, Clara Conder, African Affairs to Diplomatic Security
Alsace, Juan A., Near Eastern Affairs to European Affairs
Andrews, Theodore Howard, Foreign Service Institute to Nairobi
Antweiler, Phillip Lee, Jakarta to East Asian and Pacific Affairs
Anzalone, Paula T., San Jose to Office of Information Management
Aronis, Barbara S., Panama City to Zagreb
Arvis, Constance C., Oceans Bureau to East Asian and Pacific Affairs
Auld, Thomas E., Pretoria to Addis Ababa
Banks, Anita D., Consular Affairs to Economic and Business Affairs
Bassi, Raymond, Cairo to Tel Aviv
Batchelor, Jeffrey B., Diplomatic Security to Frankfurt
Bauman, John Kenneth, Intelligence and Research to Monrovia
Bell, Randolph M., Intelligence and Research to European Affairs
Belz, John F., Foreign Buildings Office to Zagreb
Bendsen, Christian D., Political-Military Affairs to Consular Affairs
Bendt, David C., Baku to Bissau
Blackstone, Charles Kevin, Rome to Kampala
Blair Jr., Jack A., Bonn to Frankfurt
Blocker, Darrel M., African Affairs to Dakar
Bodine, Barbara K., Foreign Service Institute to African Affairs
Booth, Gregory, Budapest to Bonn
Borg, Anna Anderson Lehel, Office of the Deputy Secretary of State to Kuala Lumpur
Boston, Joseph A., Pre-Assignment Training to Peshawar
Boud, Paula A., Pretoria to Bureau of Personnel
Bouwmeester, Alison Pentz, European Affairs to Hong Kong
Boyd, Theodore E., Pretoria to Office of Information Management

MANILA, Philippines--Tracy Schario, left, of the Community Liaison Office, receives the Meritorious Honor Award from Ambassador John Negroponte.



*SHARJAH, United Arab Emirates--At an Amoco facility, from left: **Justin Sibberell**, economic officer in Dubai, **Frances Cook**, ambassador to Oman, **David Pearce**, consul general in Dubai, and **Stephen O'Dowd**, petroleum officer in Oman.*

Foreign Service Personnel

- Bradford, Douglas R.**, Paris to Office of Information Management
- Bradley, Peggy A.**, Brasilia to Port Moresby
- Bradtke, Robert A.**, Office of the Secretary to London
- Brakel, Willem H.**, Foreign Service Institute to Brussels
- Brania, Patricia A.**, Havana to Managua
- Brock, Samuel Vincent**, Mexico City to Cotonou
- Brown, Karen H.**, Near Eastern Affairs to Moscow
- Browne, Brian L.**, Office of the Secretary to African Affairs
- Browne, Reginald M.**, Frankfurt to Diplomatic Security
- Bruno, Richard A.**, Pretoria to Bureau of Personnel
- Bruton, Robert J.**, Windhoek to African Affairs
- Bryant, James Paul**, Copenhagen to Rangoon
- Bryson, Robert C.**, International Narcotics and Law Enforcement Affairs to European Affairs
- Buck, Stephen W.**, Foreign Service Institute to Jeddah
- Burchett, Knox R.**, Foreign Buildings-Venezuela to Foreign Buildings Office
- Burghardt Jr., Raymond F.**, Manila to East Asian and Pacific Affairs
- Burkart, Stephen D.**, African Affairs to Nairobi
- Buss, David M.**, Tallinn to Vienna
- Bustamante, Anna M.**, Beijing to Bureau of Personnel
- Butcher Jr., Duane C.**, Baku to European Affairs
- Butcher, Suzanne S.**, Policy Planning Council to East Asian and Pacific Affairs
- Butler, Michael**, European Affairs to Oslo
- Callard, Robert A.**, International Organization Affairs to Foreign Service Institute
- Campbell, Piper A.**, International Organization Affairs to European Affairs
- Campbell, Sandra J.**, Port-of-Spain to Bureau of Personnel
- Carlson, Robert W.**, Lima to East Asian and Pacific Affairs
- Casse, Geraldine M.**, Ottawa to European Affairs
- Cathcart, Jennifer L.**, Zagreb to Brussels
- Cekuta, Robert Francis**, Foreign Service Institute to Tirana
- Chern, Kenneth Stephen**, Foreign Service Institute to Hong Kong
- Christensen, W. Brent**, Economic and Business Affairs to Hong Kong
- Cleverley, J. Michael**, Pretoria to Helsinki
- Core, Raymond E.**, Amman to Consular Affairs
- Cochran, Sally A.**, Yerevan to Luxembourg
- Cohen, Efraim Alan**, La Paz to International Organization Affairs
- Cohen, Jonathan Raphael**, Foreign Service Institute to Stockholm
- Collins III, Frank**, European Affairs to Foreign Service Institute
- Collins, Stefano J.**, Mexico City to Rome
- Comiskey, Tamara Gay**, Bureau of Personnel to Nicosia
- Comiskey, Thomas J.**, Diplomatic Security to Nicosia
- Constantopoulos, Alexander**, Athens to Sanaa
- Corcoran, Rita M.**, Bureau of Personnel to Ottawa
- Correia, Charles X.**, Bogota to Santiago
- Covington, Karl W.**, Paris to Diplomatic Security
- Cowing, John W.**, Office of Information Management to Cairo
- Creevy, Carolyn I.**, Geneva to European Affairs
- Crocker, Christine B.**, Near Eastern Affairs to Kuwait
- Crook-Castan, Clark Harris**, Economic and Business Affairs to Monterrey
- Crossland Jr., Maurice C.**, Office of Information Management to Seoul
- Cull, Robert D.**, Diplomatic Security to Bangkok
- Culver, Christopher D.**, Athens to St. Petersburg
- Cummings, Thomas M.**, Diplomatic Security to Pretoria
- Curry, Valerie P.**, Athens to New Delphi
- Dafler, Jeffrey Ronald**, Warsaw to Operations Center
- Daley, Paul Brennan**, Foreign Service Institute to Kathmandu
- Daly, Mary Elizabeth**, Office of the Secretary to Foreign Service Institute
- Darminto, Michael Joseph**, Belgrade to Diplomatic Security
- David, Leslie W.**, Muscat to Abidjan
- Davis, Robert Lee**, Foreign Buildings Office to Diplomatic Security
- De Lucia, Allen Joseph**, Beijing to La Paz
- Dean, Margaret M.**, Foreign Service Institute to Bureau of Personnel
- Deane, Judith Meyer**, Intelligence and Research and Economic and Business Affairs
- Decampli, Craig P.**, Diplomatic Security to Brasilia
- Dehmlow, Jay L.**, Economic and Business Affairs to Niamey
- Dickens, Charles Edward**, Foreign Service Institute to Political-Military Affairs
- Difrancesco, Paul**, East Asian and Pacific Affairs to Seoul
- Digiovanna, David G.**, Foreign Service Institute to East Asian and Pacific Affairs
- Dinger, Larry Miles**, East Asian and Pacific Affairs to Suva
- Dowling, Thomas E.**, Foreign Service Institute to Intelligence and Research
- Dress, Alice Amelia**, European Affairs to African Affairs
- Driscoll, Richard J.**, Foreign Service Institute to Warsaw
- Dunn, David B.**, African Affairs to Dar-es-Salaam
- Durnell, Kevin W.**, Sao Paulo to Diplomatic Security
- Dwyer, Maeve Siobhan**, Mexico City to Operations Center
- Eagan, Michael P.**, Khartoum to Riyadh
- Eickman, Paul W.**, Managua to Foreign Service Institute
- Eisenbraun, Stephen E.**, Bureau of Personnel to Dhaka
- Elbinger, Lewis Keith**, Ashgabat to Lahore
- Engle, Gregory W.**, Foreign Service Institute to Johannesburg
- Eppers, Laura Ann**, Career Mobility Program to Tel Aviv
- Erickson, Andrew S.E.**, Panama to Sarajevo
- Etelamaki, Mark S.**, Diplomatic Security to Singapore
- Fairchild Jr., Lon C.**, Diplomatic Security to Rome
- Farrar, Jonathan D.**, Foreign Service Institute to Montevideo
- Farrell, Katherine**, Recife to Brasilia
- Farsakh, Andrea Morel**, Foreign Service Institute to Bureau of Personnel
- Feret, Tara Elizabeth**, Economic and Business Affairs to European Affairs
- Ferrill, Arlene L.**, Foreign Service Institute Language Training to Dushanbe
- Fitzgerald, Paul Michael**, San Salvador to Melbourne
- Flemister, Zandra I.**, Bureau of Personnel to Consular Affairs
- Flores, Marguerite D.**, Bogota to Islamabad
- Floyd, Jane Miller**, Suva to Vladivostok
- Flynn, James E.**, Wellington to Port-of-Spain
- Forder, Kenneth A.**, European Affairs to Pretoria
- Forsyth, Timothy L.**, Foreign Service Institute to Dhaka
- Fort, Jane**, Almaty to European Affairs
- Fox, John Gilmore**, Nato Brussels to Tashkent
- Franks, Robert J.**, Moscow to Tokyo
- Friedman, Lara S.**, Tunis to Beirut
- Frisbie, Russell Louis**, Bonn to Santiago
- Frost, Howard B.**, Pretoria to Kinshasa
- Gagnon, James Michael**, Economic and Business Affairs to East Asian and Pacific Affairs
- Gallaher, Leo**, Medan to Bridgetown
- Gaouette, Mark J.**, Diplomatic Security to Managua
- Garro, Susan P.**, Brasilia to Foreign Service Institute
- Gauntlett, Joan M.**, Moscow to Bonn
- Genco, Gregory Earl**, Pretoria to Foreign Service Institute
- Giles, Ollie M.**, Milan to Havana
- Gilstrap, Lewis G.**, Inter-American Affairs to San Salvador
- Goff, Edward H.**, Mexico City to Panama
- Goldberg, Robert**, East Asian and Pacific Affairs to Beijing

Green IV, Wesley, Career Mobility Program to The Hague

Greene, Douglas C., Damascus to Dhahran

Greentree, Todd Richard, Inter-American Affairs to Office of the Secretary

Greulich, Laura K., Inter-American Affairs to International Organizations Affairs

Griffiths, Douglas M., African Affairs to Rabat

Haas, Martha J., Mexico City to London

Hackett, Anne M., Rome to Foreign Service Institute

Hafstad, Robert, Foreign Buildings-Thailand to Foreign Buildings Office

Han, George, European Affairs to Bangkok

Hand, Henry H., Consular Affairs to Foreign Service Institute Language Training

Hand, Henry H., Foreign Service Institute Language Training to Tallinn

Hanley, Edgar O., Foreign Building Office to Foreign Buildings Office

Hardesty, Steven A., Melbourne to Inter-American Affairs

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

Hayden, Barbara J., Kuala Lumpur to Vientiane

Hayes, Linda A., Vientiane to Bangkok

Hays, Donald S., Bonn to European Affairs

Hebron Theresa Ann, Consular Affairs to Georgetown

Hegenbarth, Holly Marie, Dar-es-Salaam to African Affairs

Helmer, Francisca Thomas, Bureau of Personnel to Foreign Service Institute

Henifin, David Edward, Legislative Affairs to East Asian and Pacific Affairs

Heman III, James William, Naha to Operations Center

Hewitt, Richard, Foreign Service Specialist Intake to Abidjan

Hinckley, Damien D., Intelligence and Research to Democracy, Human Rights and Labor

Hinson, Richard Alan, Intelligence and Research Economic and Business Affairs

Hinz, Peter S., Moscow to Legislative Affairs

Hodgson, Mark Anthony, Buenos Aires to Bogota

Hoey, Colleen Anne, Georgetown to Inter-American Affairs

Holley, Robert Michael, Foreign Service Institute to European Affairs

Holliday, Sherri Ann, Singapore to Political-Military Affairs

Holtzapfle, Richard A., Kinshasa to European Affairs

Hopper, Susan Woolley, East Asian and Pacific Affairs to Diplomatic Security

Huddle Jr., Franklin, East Asian and Pacific Affairs to Bombay

Hudson, Prudence L., Reykjavik to European Affairs

Hudson, William J., African Affairs to Paris

Huggins, Joseph, Amman to Administration, Office of Allowances

Hughes Jr., Lawrence Robert, Ottawa to International Organization Affairs

Hughes, Barbara F., Harare to Political-Military Affairs

Imwold, Dorothy S., International Organization Affairs to European Affairs

Indahl, Berne M., Diplomatic Security to Moscow

Ingersoll, Stephen J., Beijing to Office of Information Management

Ingram, Richard S., Abuja to Pretoria

Insley, M. Allison, Pre-Assignment Training to Port-au-Prince

Irvine, Ellen P., Inter-American Affairs to Brazzaville

Jennings, Monika Dietrich, Bureau of Personnel to Kathmandu

John, Eric G., Seoul to East Asian and Pacific Affairs

Johns, Jr., Edward Bernard, Moscow to Operations Center

Johnson, Nancy Edith, Algiers to Foreign Service Institute

Johnson, Seneca Elizabeth, Tunis to Near Eastern Affairs

Judge-Mitchell, Kathleen A., Paris to Office of Information Management

Kagan, Edgard Daniel, Budapest to Office of the Secretary

NICOSIA, Cyprus—Ambassador Richard Boucher honors Thekla Kypreou, the post's FSN of the Year.



Foreign Service Personnel

Kalnoky, Istvan S., Budapest to European Affairs
 Karp, Craig Mallory, Bridgetown to European Affairs
 Keene, Carolyn W., Brussels to European Affairs
 Kohoe, Melissa J., Foreign Service Institute to Political-Military Affairs
 Kepler, Jean M., Rome to Bureau of Personnel
 Kepler, Robert W., Rome to Near Eastern Affairs
 Kierscht, Cynthia A., Marseille to Operations Center
 Kim, Patricia A., Paris to International Narcotics and Law Enforcement Affairs
 Kimball, David E., Paris to Office of Information Management
 Klemp, Karen D., Zagreb to Administration
 Klemp, Stephen H., Zagreb to European Affairs
 Kolb, Kenneth H., Abidjan to Economic and Business Affairs
 Koran, Donald William, Rabat to Intelligence and Research
 Koumans, Marnix R.A., Hong Kong to Operations Center
 Lageman, Tye M., Stockholm to European Affairs
 Larocco, James A., Tel Aviv to Foreign Service Institute
 Leaf, Barbara A., Cairo to Paris

Leddoux, Thomas A., Office of Information Management to Pretoria
 Lee, Spencer N., Yokohama to Tokyo
 Leveskas, Marion Dianne, Tunis to Bureau of Personnel
 Lincoln, Ruth Ann, Madras to Consular Affairs
 Longenecker, Jane S., Islamabad to Administration
 Lyew, Naomi Emerson, European Affairs to Foreign Service Institute
 Lyman, Princeton, Bureau of Personnel to International Organization Affairs
 Lynn, Kathleen Cunningham, Amman to Near Eastern Affairs
 MacFarlane, Jackson A., Inter-American Affairs to Caracas
 Mackebon, Marlin, K., Monrovia to Accra
 Mackler, Roderick C., Bonn to Intelligence and Research
 Maher, Peter Francis, Seoul to Inter-American Affairs
 Mahoney, Howard L., Cairo to Office of Information Management
 Majewski, Gerald, Geneva to Budapest
 Malcik, Edward Paul, Abidjan to International Organization Affairs
 Martin, Cheryl Ann, Ulaanbaatar to Kolonia
 Martinez, Hilarion A., Bilbao to Sarajevo
 Massey, Mark S., New Delhi to Near Eastern Affairs

McCahill, Jr., William C., Oslo to Beijing
 McConnell, Shawn P., Diplomatic Security to Brussels
 McCormick, Suzanne Mary, Amman to Near Eastern Affairs
 McCoy, Frank Venson, Berlin to Inter-American Affairs
 McCracken, James E., Foreign Service Institute to Ulaanbaatar
 McFarland, Stephen George, Lima to Foreign Service Institute
 McGevna, Helena Nienstedt, Tegucigalpa to Bureau of Personnel
 McKinney, Kevin, Office of Information Management to Beijing
 McLaughlin, Stephen D., Department of Commerce to Inter-American Affairs
 McLean, Martin, Bureau of Personnel to Office of the Inspector General
 McMullen, Ronald Keith, Near Eastern Affairs to Cape Town
 McNally, Donald James, Foreign Service Institute to Tegucigalpa
 McNaught, James A., Port-au-Prince to Melbourne
 McPherson, William R., Economic and Business Affairs to Geneva
 McWilliams Jr., Edmund E., Foreign Service Institute to Jakarta
 Meakem III, John J., Tegucigalpa to East Asian and Pacific Affairs

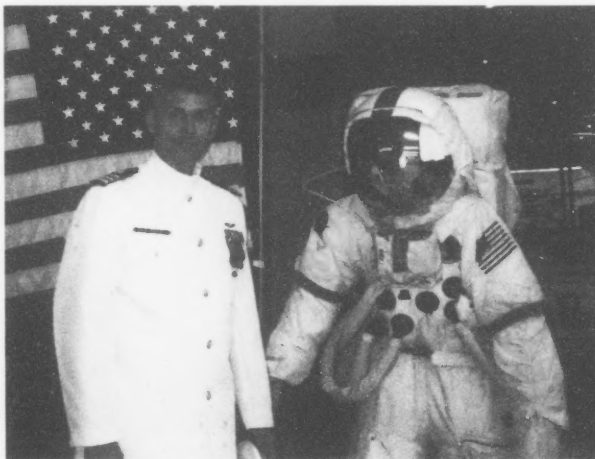
Flying High

Lee Miller Morin, son of retired Foreign Service officer Laurent E. (Lonnie) Morin, was sworn in as an astronaut on August 12. Lee, who was raised in the Foreign Service, is believed to be the first astronaut associated with the Service.

His father says that his son, now a naval flight surgeon, was greatly influenced by the Marines at the embassy in Baghdad, which may explain his military bent. The security detachment there organized hiking and camping trips for youngsters at the post. Lee also accompanied his parents on postings to Paris, Kobe-Osaka, and Algiers. He is scheduled to undergo a year of intensive training, after which he will be assigned to a shuttle.

Lee's mother is Ann Miller Morin, an author on Foreign Service women. Her

book on female ambassadors, *Her Excellency*, was published last year.



Lee Miller Morin embarks on his astronaut training.

Mellott, William I., Diplomatic Security to Tel Aviv

Merrell, William J., Political-Military Affairs to Intelligence and Research

Messner, Kenneth Alan, Administration to Operations Center

Metelits, Michael D., Foreign Service Institute to Oceans Bureau

Mikulak, Robert P., ACDA to Bureau of Personnel

Miller, Clifton L., Antananarivo to African Affairs

Miller, Gina L., International Narcotics and Law Enforcement Affairs to Singapore

Miller, Isobel Francis, Antananarivo to Cape Town

Mills Jr., Richard M., Legislative Affairs to Executive Secretariat

Minahan, Sharon Louie, Mexico City to Moscow

Minton, Mark C., Seoul to East Asian and Pacific Affairs

Moller, Patricia N., Foreign Service Institute to Belgrade

Monhanan, Timothy Michael, Ankara to Operations Center

Monroe, William T., Beijing to Singapore

Montgomery, Robert A., Yokohama to Tokyo

Mooney, Diane Gilligan, Lagos to Nato, Brussels

Moore, Roderick W., Foreign Service Institute to Zagreb

Morgan, Thomas J., Foreign Service Institute to Political-Military Affairs

Morrow, Michael Kent, Foreign Service Institute to Warsaw

Moseley, James R., Diplomatic Security to Canberra

Moser, William H., Foreign Service Institute to Almaty

Munn, Lynn Elizabeth, Bureau of Personnel to Foreign Service Institute

Mushingi, Tulinabo Salama, Maputo to Intelligence and Research

Napoliello, Steven G., Jakarta to Foreign Buildings Office

Nelson, Nancy J., Managua to Economic and Business Affairs

Nixon, Warren P., European Affairs to Bonn

Norman, Robert L., European Affairs to Belgrade

Nottingham, Roger C., Office of the Chief Financial Officer to Lisbon

Noyes, Jr., Nicholas, Foreign Service Institute to Political-Military Affairs

O'Brien, Geraldine H., Office of the Under Secretary for Management to Operations Center

O'Connor, Mark Brendan, Manila to Paris

O'Friel, Paul Christopher, Foreign Service Institute to Tunis

O'Grady, Daniel J., European Affairs to Foreign Service Institute

O'Keefe, John M., Foreign Service Institute to Moscow

O'Neill, Kevin T., Diplomatic Security to Tallinn

O'Shea, Gerald A., Near Eastern Affairs to New Delhi

Oba, Gary Glenn, Taipei to Kaohsiung

Odell, Deborah M., Intelligence and Research to African Affairs

Offutt, Denison Kyle, Office of Information Management to Mexico City

Ogg, Frederick Eli, Panama to Zagreb

Olson Jr., Richard Gustave, Operations Center to Near Eastern Affairs

Orr, David W., Diplomatic Security to Sarajevo

Owen, Chris A., Office of Information Management to Belgrade

Owen, Michael S., African Affairs to Colombo

Pahigian, Anthony A., Rome to Bratislava

Paravonian, James W., Bonn to European Affairs

Parish, Frances C., Bonn to Sarajevo

Parker, Donald Edward, International Organization Affairs to Bureau of Personnel

Parker, Frank S., Riyadh to Belize City

Parmly, Michael Eleazar, Luxembourg to Sarajevo

Patterson Jr., Robert E., Yerevan to Kiev

Pease, Charles R., Office of Information Management to Frankfurt

Pelphrey, James D., Foreign Service Institute to Minsk

Penner, Gary Dean, Warsaw to Almaty

Pero, Janice Bywaters, Foreign Service Institute to Guatemala City

Pero, Mark J., Office of Information Management to Guatemala City

Peterson, Paul T., Hong Kong to Diplomatic Security

Pierce, William Allen, Foreign Service Institute to Surabaya

Porter, Christine, Lagos to African Affairs

Porter, Jeffery W., Lagos to African Affairs

Prahar, Peter Alan, Foreign Service Institute to Kinshasa

Price, Richard C., Santo Domingo to Muscat

Purnell, Jon R., European Affairs to Foreign Service Institute

Quinn, Andrew J., Yokohama to Tokyo

Quinn, Patricia Sheehan, Managua to Beijing

Rafferty, Anne Louise, European Affairs to Bureau of Personnel

Ramirez, Louise C., Phnom Penh to Jakarta

Randall, Christopher J., Ciudad Juarez to Buenos Aires

Rankin, Haywood, Intelligence and Research to Abidjan

Rath, John Thomas, Consular Affairs to Inter-American Affairs

Rath, Martin J., Geneva to Diplomatic Security

Razer, J. Kelley, Office of Information Management to Frankfurt

Read, Daniel C., Office of Information Management to Seoul

Reade, Evan G., Operations Center to Near Eastern Affairs

Rector, Henry M., European Affairs to Berlin

Reddick, Eunice S., East Asian and Pacific Affairs to International Organization Affairs

Reed-Row, Helen Patricia, Bureau of Personnel to Foreign Service Institute

Regan, William R., European Affairs to Brussels

Reynard, Garace A., Antananarivo to Niemy

Rice, Gregory M., Tunis to Bureau of Personnel

Rice, Jonathan D., Nicosia to Damascus

Richardson, Karl S., Seoul to Office of Information Management

Riegg, Nicholas H., Colombo to Economic and Business Affairs

Riley, Stephen W., Istanbul to Department of Commerce

Riner, Jeffrey S., Islamabad to Diplomatic Security

Ritchie, Sheila M., Monrovia to Abuja

Robilotta, Thomas A., Moscow to Inter-American Affairs

Rodearmel, David, Tel Aviv to European Affairs

Rodley, Carol, European Affairs to Foreign Service Institute

Rodman Jr., George F., Diplomatic Security to Port-of-Spain

Rodriguez, Miguel A., Inter-American Affairs to La Paz

Roecks, Alan L., New Delhi to Office of Information Management

Root, William G., Diplomatic Security to Zagreb

Ross, Roberta Sueann, Luxembourg to Copenhagen

Rothin, Loyce M., Addis Ababa to Mbabane

Rothstein, Nicole Dayan, Tel Aviv to Near Eastern Affairs

Rueter, Eric J., European Affairs to London

Running, Eric William, East Asian and Pacific Affairs to Bangkok

Saarnio, Sue Ellen, Tunis to Jerusalem

Sacks, Richard, Hanoi to Hanoi

Saeed, Ferial Ara, Yokohama to Tokyo

Sagurton Jr., Edwin C., Economic and Business Affairs to East Asian and Pacific Affairs

Salazar, Edward J., European Affairs to Foreign Service Institute

Salvucci, Paula B., Bangkok to Brussels

Sams, Duane E., East Asian and Pacific Affairs to Economic and Business Affairs

Sauer, David M., Manila to Inter-American Affairs

Foreign Service Personnel

Savastuk, David J., Intelligence and Research to Bridgetown
Schmadel, Fredericka Ann, Krakow to Yokohama
Schools, Jennifer L., Lima to Abidjan
Schoonover, Brenda B., Brussels to Foreign Service Institute
Schreiber, Joseph B., San Salvador to Administration
Segal, Jack David, Office of the Secretary to European Affairs
Seibel, Mark Wayne, Guadalajara to Naha
Seldowitz, Stuart M., International Organization Affairs to Mexico City
Semere, Linda M., Brussels to European Affairs
Senko, Michael James, Bureau of Personnel to Inter-American Affairs
Serwer, Daniel P., European Affairs to Intelligence and Research
Shearer, Edward M., Ankara to Bureau of Personnel
Sheehan, Donald M., Krakow to Tunis
Shields III, Daniel L., Yokohama to Nagoya
Shippy, John D., Lima to Kingston
Sibilla, Christopher A., European Affairs to Foreign Service Institute
Siewers, Marc J., Foreign Service Institute to Ankara
Silkworth, William R., Foreign Service Institute to Ashgabat
Sittel, Jan N., Career Mobility Program to Islamabad
Sjue, Gordon A., Diplomatic Security to Manila
Smith, Rebecca J., Career Mobility Program to Niamey
Smith, Thomas, Office of Information Management to Kuwait
Sperling, Gilbert J., Foreign Service Institute to Belgarde
Stader Jr., Donald E., Consular Affairs to Intelligence and Research
Steinhoff, Lena R., Maputo to Bogota
Stephenson, Barbara Jean, Pretoria to Under Secretary for Political Affairs
Strance, Sheryl Lynne, Santo Domingo to Bandar Seri Begawan
Straub, W. David, Tokyo to East Asian and Pacific Affairs
Strotz, Judith A., Foreign Service Institute to International Narcotics and Law Enforcement Affairs
Sullivan, Margot A., Amman to Office of the Secretary
Tadie, Eugene Phillip, European Affairs to International Organization Affairs
Tanner, David Lynn, FBO-Kuwait to Diplomatic Security
Tefft, John F., Foreign Service Institute to Moscow

Teitelbaum, Donald Gene, Tunis to Beirut
Thompson, Elizabeth D., Foreign Buildings Office to Rangoon
Ticknor, Scott Brian, Foreign Service Institute to Managua
Tighe, Thomas C., Bogota to Bureau of Personnel
Trivelli, Paul Arthur, Foreign Service Institute to Inter-American Affairs
Van Haften, Susan M., Bonn to European Affairs
Van Laanen, Peter G., Diplomatic Security to Algiers
Vankkoughnett, Hale Colburn, Paris to Santo Domingo
Vickers, Lisa A., Suva to Helsinki
Voytko Jr., Leo F., Buenos Aires to Bureau of Personnel
Wagner, Jimmie E., Inter-American Affairs to Lima
Wallis, Jacob, Office of the Under Secretary for Economic, Business and Agricultural Affairs to Jerusalem
Wanger, Joanne, Pre-Assignment Training to Krakow
Wanner, Marilyn M., Diplomatic Security to Bucharest
Washington, Gilder, Career Mobility Program to Dakar
Washington, Wanda M., Bureau of Personnel to Lagos
Wayne, Earl A., Brussels to European Affairs
Weber, Thomas A., Foreign Buildings Office to Foreign Buildings-Tirana
Weisberg, Robert I., Foreign Service Institute to Warsaw
West, Terrence, Hong Kong to Bangkok
Weston, Thomas Gary, to Ottawa
Wheeler, Abbie J., Kingston to Seoul
Whigham, Robert J., Diplomatic Security to Budapest
Whitehead, David Richard, Helsinki to Diplomatic Security
Williams, George E., Medical Complement to Office of Information Management
Williams, John P., Moscow to European Affairs
Williams, Valorie N., Moscow to Seoul
Winter, Andrew Jan, International Narcotics and Law Enforcement Affairs to Inter-American Affairs
Wolf, John Stern, Office of the Secretary to East Asian and Pacific Affairs
Wong, Yvette Marie, European Affairs to International Organization Affairs
Woo, Brian C., Hong Kong to Office of the Under Secretary for Political Affairs
Young, Michael L., Bangkok to Frankfurt
Zeya, Uzra S., Cairo to Damascus
Zimmerman, Daryl P., Diplomatic Security to Pretoria
Zupan, Mike S., Diplomatic Security to Lagos

Resignations (September)

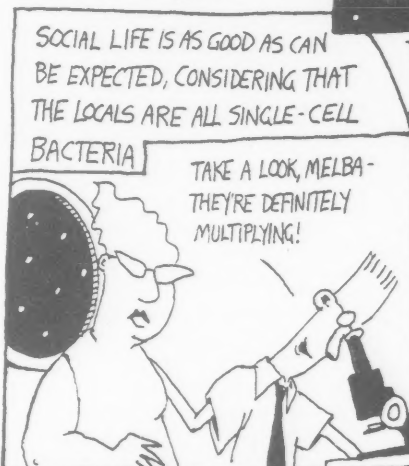
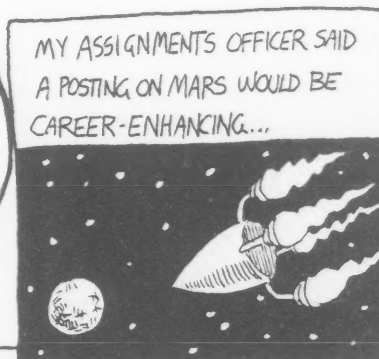
Aronhime, Maren A.L., Manama
Arreguin, Lucy M., Caracas
Bennett, Michelle A., Sofia
Billingsley, Patricia Jean, Lilongwe
Blanchard, James J., Ottawa
Boohaker, Tacla R., Abu Dhabi
Bowles, Susan, Kuwait
Brozowski, Hyang Ja, Beijing
Burley, John D., European Affairs
Calland, Jan M., Mexico City
Capps, Maureen E., Yaounde
Carlson, Liliana E., Lima
Chamberlin, Cheryl R., Leave-without pay
Coates, Gilbert W., Pretoria
Dochin, Charlene S., Bangkok
Doran, Pamela D., Budapest
Eggerman, Karen Aileen, Monterrey
El-Khatib, Eiden, Moscow
Goertz, Robin Walters, Leave-without pay
Greenly, Joy Dawn, Bucharest
Grover, Elisabeth J., St. Petersburg
Hartley, Charles E., Lome
Horsham, Carl E., Moscow
Jeffries, James E., Moscow
Katsas, Anne, Brussels
Lawrence, William G., Manama
Ley, Audrey J., Accra
Liddle, Pamela A., Tunis
Luehrs, Anne M., Seoul
Lynn, Sophia, Bureau of Personnel
Lyons, Rita Miller, Muscat
Marro, Kelly L., Paramaribo
Martin, William, Auckland
Maynard, Cathleen E., Bureau of Personnel
McDonald, James A., Mexico City
McManaway, Theresa Louise, Yaounde
McNeil, Geraldine, East Asian and Pacific Affairs
Miley, Stephanie, Legislative Affairs
Mital, Yadira, Chiang Mai
Moore, Rosana, Port-of-Spain
Morris, Lorraine E., Kuala Lumpur
Mowatt-Larsen, Roswitha, Zurich
Nelson, Maria S., Guangzhou
Nichols, Stacy Rene, London
Olivo, Luisa Martin, Tijuana
Orchowski, Maryann, Tokyo
Palmer, Bob L., New Delhi
Payne, Elman C., Accra
Pike, Judy Ann, Dakar
Pizarro, Jaime P., Hong Kong
Polnick, Susan E., Frankfurt
Porrazzo Tousignant, Jeanne, Cotonou
Press, Isis Inoa, Santo Domingo
Profant, Alene M., Diplomatic Security
Quigley, Rachel M., Dakar
Ray, Myung W., Freetown

Rubino, Claire, Dhahran
 Sanders, Monica P., Diplomatic Security
 Schroeder, Dianne J., Buenos Aires
 Seel, Kathleen, Sanaa
 Serna, Josephine, Mexico City
 Shipman, Kevin J., Bonn
 Shollenbarger, Janet L., Rabat
 Sierra, Arnold, La Paz
 Sims, Christie L., Bangkok
 Smith, Denise Ellisa, Wellington
 Sorenson, Lesley Ann, Belgrade
 Stafford, Virginia L., Gaborone
 Stuart, Sarah Jayne, Nassau
 Tarlach, Gemma M., Moscow
 Tengg, Sue J.C., Dar-es-Salaam
 Tyson, Susan G., Kuwait
 Vance, Julianne H., Shanghai
 Walker, Lynn M., Dhaka
 Watts, Dorothy N., Kuala Lumpur
 Weingard, Herbert, Brasilia
 Weinhold, Mary Jo, Johannesburg
 Williams, Cynthia Susan, Santiago
 Williamson, Kathleen Ruth, Freetown
 Wisell, Laurie A., The Hague
 Wyllie, Andrew Thomas, Nouakchott

Retirements (September)

Babin, Virginia T., Guatemala City
 Casse III, Marshall L., Ottawa
 Collings, Helen M., Calcutta
 Constable, Elinor G., Smithsonian Institute
 Ellington, Herman, Office of Information Management
 Finkelstein, Phyllis Ann, Near Eastern Affairs
 Gagen, John P., Office of Information Management
 Gonzalez, Adela, Ottawa
 Herrin, Audrey Beverly, Near Eastern Affairs
 Hester, Joseph F., St. Petersburg
 Hope, John E., International Organization Affairs
 Kleiman, Joel, Bonn
 Kula, Jo Ann, Asuncion
 Leverette, Sue Anne, Kathmandu
 Macias, Arturo S., Beijing
 Middleton, George Innes, Office of the Chief Financial Officer
 Morton, Carole L., Zagreb
 Mulvey, Mark E., Department of Interior
 Naya, Mary C., Cairo
 Redman, Charles E., Bonn
 Rosdahl, Lyle H., New Delhi
 Sargent, Walter H., Manila
 Seigel, Sarah See, Foreign Service Institute
 Seung, N. Janet, Tegucigalpa
 Strasser, Daniel Anton, National Democratic Institute for International Affairs
 Tom, Margaret S., Population, Refugees, and Migration

**LIFE FOUND
 IN EMBASSY
 MARS!**



Bureau of the Month

The Foreign Service Institute

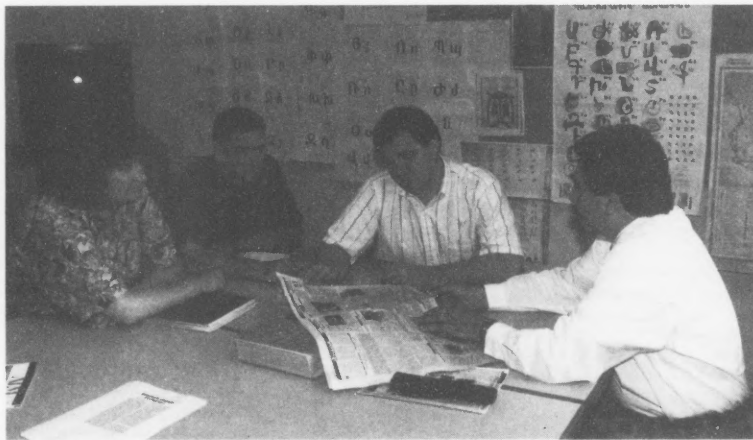
By Catherine Russell

The author is the institute's executive director.

The Foreign Service Institute is planning a series of events to commemorate its golden anniversary. The Institute will broadcast its celebratory activities throughout the year and invites employees to help us "stay fit at 50" by participating in a number of scholarly, serious, and fun events.

The Foreign Service Institute was first proposed as an in-service, graduate-level training institute for State employees and others in the Foreign Service. Its early sponsors envisioned a reinvigorated postwar Service. Legislation establishing the Institute was signed by the President on August 13, 1946, and on that basis, the Secretary established the Institute the following year.

Fifty years later, the Institute continues its effort to provide quality training for the foreign affairs community. Our curriculum runs the gamut from foreign languages to functional training, and the institution prides itself on its ability to keep its courses current, initiating programs that keep pace with changes in the world and in government. For example, Tajik and Uzbek were added to our language programs after the emergence of the newly independent states, and classes on global issues, such as the environment, terrorism, and human rights, are an important part of the curriculum.



Instructor Arutyun Petrosyan with Armenian language students.

The Institute is committed to helping people at State cope with today's changing office environment, including advances in information resource management and other technologies. To meet the demands of this new era, we are providing courses to develop new competencies—strategic planning, performance measurement, business process reengineering, team building, diversity, leadership, and managing change.

FSI took a major step into the future when the doors of the National Foreign Affairs Training Center opened in 1993 to reveal technology that had previously been unavailable at State—broadcast video throughout the building, network wiring, multimedia labs, recording studios, and a library with more data in digital than book form. This investment underscores the value the Department places on developing its workforce and allows

us to explore distance learning and alternate delivery mechanisms—including the use of technology that will lead to more teaching beyond classrooms. For instance, through the use of a video hook-up or CD-ROM, an employee could undergo training without ever leaving post.

The Institute has an ethnically diverse staff who are proud of the institution's multi-cultural background. Each year we present our own Black History Awareness celebration featuring readings and performances by our singers and musicians. Our belief in the value of diversity leads us to demonstrate that to teach, we must first lead by example.

Students are our secret to "staying young," or topical. Our student body of foreign affairs professionals expects a high level of quality, and they enrich our programs by sharing their stories and experi-

ences, as well as their feedback and criticisms. With this in mind, we are planning an exhibit featuring three themes, on which we'd like input from former staffers and students. Those themes are "What I Learned and How it Made a Difference," "A Historical Perspective on the Foreign Service Institute," and "Funniest Training Moments." Please send your comments by January 30 via e-mail, office mail, or fax to the attention of the Foreign Service Institute, Audio Visual Facility, Room F1320, SA-40, or to the National Foreign Affairs Training Center, 4000 Arlington Boulevard, Arlington, Va. 22204-1500 (fax 703-302-7121, attention: Thomas Bash). We're looking forward to providing at least 50 more years of training services for the foreign affairs community.

History of FSI's Facilities

1947-1957—2115 C Street
(This building was razed for the new State Department building.)

1957-1966—Arlington Towers

1966-1993—1400 Key Boulevard and 1800 North Kent Street

1993-present—the National Foreign Affairs Training Center

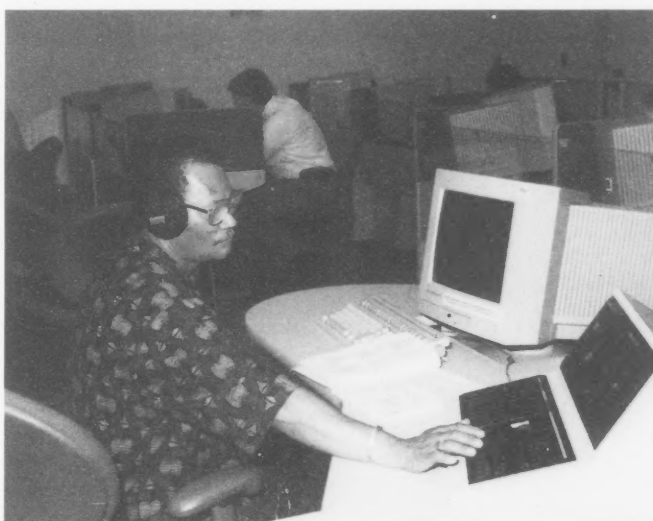
Instructor Aristide Pereira at a French class in one of the center's multimedia labs.



The symbolism of the FSI crest

Also used in the Great Seal and the national flag, the white stars on the blue background allude to the United States and are said to stand for light and guidance. The wavy rays represent tongues of flames and refer to the many tongues or languages taught at the Institute and, by using a part for the whole, to the peoples and lands where they are spoken. The chevron, represent-

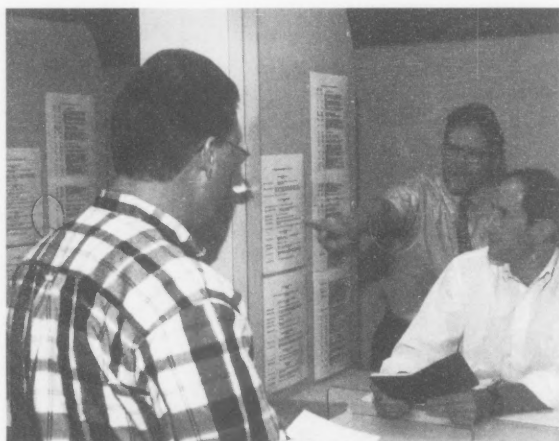
ing a roof-tree, stands for the Institute. The lamp refers to the enlightenment the Institute seeks to provide and the globe to the worldwide scope of its study. The eagle, our national emblem, indicates that the organization is a governmental agency. The torch, for illumination or knowledge, denotes that FSI is an educational institution.



Bureau of the Month

Most wanted

What was the most popular course at FSI last year? Introduction to Windows, with 651 enrollments. Runner up: the Security Overseas Seminar, taken by 637 people.



Tim Sandusky, center, instructs students in passport procedures.



Statue of Benjamin Franklin adorned as "Doctor Ben" for a health fair at the National Foreign Affairs Training Center.

Then	FSI and	Now
30 courses		300 courses
4 schools		3 schools and 3 centers
Basic Officer		Professional and Area Studies
Advanced Officer		Language Studies
Management and Administrative		Applied Information Technology
Language		Senior Seminar
		Overseas Briefing Center
		Career Transition Center
36 Languages		61 Languages
2,280 enrollments		17,476 enrollments
Predominant languages taught		Predominant languages taught
(largest category first)		
French		Russian
German		Spanish
Russian		French
Spanish		German
Arabic		Arabic

Interested in becoming
a Bureau of the Month?
Call the deputy editor,
Barbara Quirk,
for details,
(703)516-1669.

Commendations for Performance Rating Reports

These employees were commended for the quality of the performance rating reports they prepared for the 1995 rating cycle:

Barry Aikin	Jeffrey R. Cellars	Peter Gurvin	Jacquelyn Lilly
Sally Allen	James Chapman	George Haines	Joanne Lishman
Mirta Alvarez	Vincent Chaverini	Brian S. Hallman	Christine Liu
Betsy Anderson	Roberta L. Chew	Cynthia Halprin-Andreotta	Robert Lloyd
David Appleton	Dan Clemmer	David Halsted	Wayne Logsdon
William Armor	Nellie Clemons-Green	Hugh Hamilton	Ronald Lorton
Sedat Asar	Margueritte Coffey	Anne Harrington	Thomas Lowe
Anthony Aurilia	Lucinda Conger	Kumiah Harrison	William Lowell
Lawrence Baer	William Cook	Jean Hartung	Paula Lynch
P. K. Bagchi	Andrew Corsun	Timothy Healy	Joyce Mabray
Larry Banks	Edward Courlang	Tim Henderson	Frank Machak
Wanda Barnett	Dan Cushman	Kathy Henry	Annie Maddux
Ann Barrett	Alex De La Garza	Lawrence Hess	Robert Maggi
Shirley Beard	Diane DeVivo	Donald E. Hibbard	Michael Margeson
Vernell Bellamy	Catharin Dalpino	Paul Hilburn	James Marino Jr.
Regina Belt	Richard Davis	Teresa Hobgood	Harry Marinos
Renee Bemish	Cynthia Dearing	Cheryl Hodge	Paul Martin
Anthony Benesch	Robert Denny	Marilyn Holmes	Charles Mason
Karen Benjamin	William E. Dilday	Margaret Soo Hoo	Richard Massey
Gregory L. Berry	John Dinger	Natalie Howard	Mary Matzen
Lawrence Biro	Carmen A. Diplacido	Lynn Hudson	Gregory Mayberry
Sharon Bisdee	Clark Dittmer	Douglas R. Hunter	Audrey P. Mayo
John Blaney	Michael Dixon	Judy Ikel	Charles B. Mays
John Blanton	Ken Doolan	Richard Iselin	Caron McConnon
Steve Blodgett	Charlotte Dudley	Aaron Jackson	Frederick McGoldrick
Gary Bobbitt	Robert Einhorn	M. Celeste Jackson	John McGuinness
Bonna Bonard	Jon Eklund	Richard L. Jackson	Margaret McKelvey
Anita L. Botti	Helen Ely	Roberta Jacobson	Brunson McKinley
Ralph L. Braibanti	Ida Engelman	William Jahn	Janet McKittrick
Julee A. Brand	Richard Esper	Edward Jeter	Robert McMahan
Frank Bregert	Flora Evon	Herbert Johnson	Clifford Mecklenburg
Frank Bright	John R. Feldmann	Peter Kaestner	Maria Melchiorre
Dorothy Brown	John Finney	Howard Kavalier	Micheal Metrinko
Robert Browning	Mark T. Fitzpatrick	Mary Kavaliunas	Brian A. Miller
James Buchanan	James Flanagan	Carol E. Kessler	Patricia Miller
Roy Buchholz	Michele Flourney	J. Christian Kessler	Richard T. Miller
Abigail Buckley	Patrick Folan	Elizabeth Kimmel	Walter Miller
Jeannie Bull	Stephen Fox	Clinton Kiser	William Mills
Pamela Bundy	Frank Friel	Edward Kloth	William Miner
Thomas F. Burke Jr.	Marsha Frost	David Kornbluth	Wanda Mitchell
Thomas Burns	Linda Gallini	Harold Kowalski	Arthur Mock Jr.
Prudence Bushnell	Stephen Gallogly	Emily K. Krantz	Joseph Modrak
Eleanor Busick	Gary Galloway	Gregory Krisanda	Patrick Moon
Larry Butcher	Paul Garcia	George Kuenbaker	Loretta Moore
Mark Butowsky	Casimir Garcynski	Barbara LaBrie	Gay Mount
John Byerly	Harold Geisel	Mary Jo Lange	Bruce Muller
Nancy Cady	Jon Gibney	Zerrin Langer	James Murphy
June Callahan	Edward Gnehm, Jr.	James Lawrence	Susan Neher
Graham Cannon	Thomas Goldberger	Natalie Lee	Brenda Nesbitt
Mario Cantu	James Goodby	Sue Lee	Steve Newberg
Eric Carroll	Dixie Goodrich	Louis Lemieux	Eric Newsom
Annie M. Carter	Connie Grechanik	Jan Lenet	David Nickels
Ellen Casey	Charles Greco	Edward P. Lewis	Hal Niebel
Peter Catricket	Jerone Griffith	Joan Lewis	John Nix
Paula Causey	Jennifer Grise	Pamela Lewis	Jean Nodzon

Commendations for Performance Rating Reports

Rob Nolan
Sandra B. O'Leary
Phyllis Oakley
John Ohta
John Osthaus
Sharon Otto
Gary Padgett
John Parker
Donald Patierno
Suzanne Payne
Fran Perros
Earl Perry
Carl Petchik
Peggy Piasecki
Kenneth Plummer
Robert Powell
Elizabeth Pratt
Frank Provyn
Jerrilyn Pudschun
Millicent Pugliese
Philip Puopolo
Ronald Rabens
Christopher Randall
Haywood Rankin
Kathleen Reck
Daniel A. Reifsnnyder
Arlene Render
Elmore Rigamer

Daniel Riley
Esther Roberts
Jacqueline Robinson
Raymond Robinson
Steven Rodriguez
Robert Rosenstock
Richard A. Roth
Mary Rucker
Norman Runkles
Theresa Rusch
Deborah Rush
Frances Saunders
Raymond Schoenberg
Marlene Schwartz
Veronica Scott
Gail Serfaty
Claudia Serwer
Thomas Sgroi
Carolyn Shaffer
Clark Shannon
John Shattack
Thomas Sheedy
Marjorie Shelton
Michael Sheridan
Stephen Shogi
Richard Shrum
Kathleen Siljegovic
John Silva

Ezel Silver
Buddy Silverman
William Slany
Ann Snuggs
Richard Sokolsky
Elizabeth Soyster
Brenda Sprague
Ronald Stalnakar
Terri Staub
Steven Steiner
Mark Steinitz
Kathleen Stemplinski
John Stever
Juanita Stokes
David Stottlemyer
Richard Stratford
Allen Suchinsky
William Sutton
John Tato
Guy B. Thompson
Thomas Thounhurst
Jerome Tolson Jr.
Joseph Toussaint
Noreen Toy-Sneddon
Laurie Tracy
Kent Trogdon
Stephen Urman
Vann Van Diepen

James R. Van Laningham
Stephanie Van Reigersberg
Toni G. Verstandig
Phyllis Villegoureux
Carol Walter
George F. Ward
Sanford Watzman
Sandra Wenner-Yeamen
Robert Whigham
Joseph White
Victor White
Ruth Whiteside
John Williams
Wesley Williams
Yvonne Williams
Terrence Wilmer
Brian Wilson
Robert Wissman
Lewis Wolkofsky
Valerie Wood
William Wood
Gerald Witt
William L. Wuensch
Thomas Young
Watt Young Jr.
Sheldon Yuspeh
Dimitry Zarechnak



MANILA, Philippines—Lennie Parala, right, receives the FSN of the Month Award from Ambassador Thomas Hubbard.

CONSULAR AFFAIRS AT THE OLYMPICS: from right to left, Stephen Fischel, chief, Division of Legislation and Regulations, Visa Services, Assistant Secretary Mary Ryan, Donna Hamilton, deputy assistant secretary, and Ron Acker, Division of Legislation and Regulations.



Letters

EEO course "psychobabble...by beltway bandits"

Dear Editor:

I recently completed the Department's two-day "EEO/Diversity Awareness for Managers" course at the National Foreign Affairs Training Center. This course is mandatory for managers, as part of the settlement of the women Foreign Service officers' class action suit against the Department.

I have very serious doubts about the ill-defined concepts of "diversity" and "affirmative action" and the Department's implementation of programs meant to further both (including, despite disclaimers, quotas in promotions and assignments). After taking this course, those doubts remain as strong as ever. My purpose here, however, is not to reopen the debate on "diversity" and "affirmative action" but to express strong objection to how Department resources (i.e., tax money) is used to provide this re-education session.

The class is given by a contractor, a "beltway bandit." Why? As far as I can tell, the Department has a large EEO office, amply staffed, and with time on its hands. I note that a chunk of the EEO office staff sat in the class during the entire course—we were told they attended as a "resource" for the trainer—and provided occasional comments. Why is it necessary to hire a contractor not familiar with the State Department to provide this course? Why can't the EEO staff do it?

At a time of severe budget constraints, downsizing, "doing more with less," and so on, it seems inappropriate

to hire someone outside of the Department to perform a function for which we already have taxpayer-supported personnel. I think Department folks can dish out 12 hours' worth of bromides and Dr. Feelgood New Age psychobabble as effectively as any contractor, and cheaper. I would like to ask management, how much did it cost to hire this contractor? How many jobs now being eliminated could that money have saved?

Sincerely,
W. Lewis Amselem
Deputy director,
International Security
and Peacekeeping Operations

And a response from management

Dear Editor:

It is imperative that in my capacity as deputy assistant secretary for equal employment opportunity and civil rights, I take exception to the August 1 letter from W. Lewis Amselem. In his correspondence to the editor, Mr. Amselem raises the question of the appropriateness of utilizing the professional services of a contractor to conduct the two-day course, "EEO and Diversity Awareness for Managers." The concern appears to be that S/EEOCR staff could conduct this same training more cost effectively.

Moreover, it is implied that the training is only to make us feel good as opposed to addressing the fundamental need to explore the management and human resources issues raised by civil litigation against the Department. Even if we were to ignore the judicial mandate of **Palmer** and the proposed requirements of **Thomas**, presenting a two-day course on "EEO and Diversity" at the National Foreign Affairs

Training Center with a trained and skilled instructor makes good sense, as well as, good "cents."

The two-day course is not just an "EEO" course or a "diversity" course, it is a "management" course. It is designed to deal with a very important aspect of management, human interaction in the workplace and all the things that make us similar and different and that frequently cause conflict. Yes! The staff of S/EEOCR are professionals; they have been trained to investigate and attempt the resolution of conflicts based on race, color, sex, national origin, religion, age, disability, and sexual orientation. However, they are not trainers, management experts, or skilled facilitators of discussions on diversity.

The current contractor, Ms. Karen Gaskins-Jones, meets this criteria. More importantly, she is a qualified professional who has had a long and fruitful training relationship with the managers and employees of the Department of State. She has extensive experience as an American living and working abroad and fully understands the function and mission of the Department.

Over the next 18 months the National Foreign Affairs Training Center must present the two-day course for managers and supervisors as frequently as twice a week. In each of those courses a staff member from S/EEOCR will be present to lead a discussion on the Departmental EEO process and to respond to specific EEO-related questions. This places an additional responsibility on the investigative and affirmative action-related resources of S/EEOCR. In order to shoulder this responsibility, I have directed that all professional staff will serve as presenters on EEO matters. The larger than

Letters

normal presence of S/EEOCR staff in the class to which Mr. Amselem refers was necessary for familiarization with the trainer and flow of the class for those S/EEOCR staff members who will participate in future classes.

I am acutely aware of the budget constraints that we face as a Department, as are all of the members of my staff. I am also aware of the enormous cost of civil litigation, administrative hearings, mediation sessions, compensatory damage awards, lost productivity, and emotional distress. These are direct outgrowths of conflict in the workplace associated with "EEO" and "diversity" issues.

As an institution and as a nation, we must be serious about the resolution of conflict between people in our workplace and in our communities. The only way that we can do that is to have the same level of commitment to understanding the management of our human resources that we have to understanding the management of our financial and material resources.

Sincerely,
Deidre A. Davis
Deputy assistant secretary

Johnstone article— "a blueprint"

Dear Editor:

I wish to commend the publication of L. Craig Johnstone's outstanding article, "Foreign policy on the cheap—you get what you pay for." Mr. Johnstone tells the tragic story of our foreign policy management woes in a most convincing manner. I suggest the piece become the blueprint for a speech that participants in the Department's public speaking program could, tailored to their own experience, deliver across America. I think such amplification of

his message would go a long way toward overcoming the Department's public relations blackout while helping to correct the misperceptions that many of our fellow citizens clearly have about the worth of the work we do and the resources we use to get it accomplished.

Sincerely,
Liam J. Humphreys
Intelligence and Research

On EEO courses: a clarification

Dear Editor:

The item entitled "EEO course: mandatory for those who supervise FSOs" which appears on page 45 of the June/July edition of *State*, is not accurate. It incorrectly states that "...lawsuits require all supervisors of FSOs in Washington to undergo diversity awareness training by August 11. Supervisors of officers overseas must attend a course at the Foreign Service Institute by February 9, or take the training video by February 11."

The item should specify: employees in Washington who were supervising FSOs on the effective date of the consent decree (February 12, 1996) are to participate in diversity awareness training within 18 months or by August 11, 1997. Employees supervising FSOs overseas on the effective date of the consent decree must participate in video diversity awareness training within 12 months or by February 11, 1997, and (not "or") in diversity awareness training at the Foreign Service Institute by February 9, 1998. Employees who have completed PT-107 (EEO/Diversity Awareness for Managers and Supervisors), PT-207 (Introduction to Management Skills), or PK 245 (Supervisory Studies Seminar) in the last 36 months are considered to

have met the requirement.

Ruth A. Whiteside
Deputy director
Foreign Service Institute

Cotopaxi: not the world's highest active volcano

Dear Editor:

Over the years, I've enjoyed reading *State Magazine*. However, I noticed an error in the April/May issue. On page 34, you feature in the Post of the Month section a photo of two men at the summit of Cotopaxi, which is described as "the world's highest active volcano." According to the 1995 issue of "*The Guinness Book of Records*," on page 160 of their paperback edition, under volcanoes, it lists: "The highest volcano regarded as active is Ojos del Salado at a height of 22,595 ft., on the frontier between Chile and Argentina." Cotopaxi is listed in the *Encyclopedia Britannica* as having an elevation of 19,347 feet above sea level.

Sincerely,
Mark A. Cole
Beijing

Hill: not the first envoy in Yugoslavia

Dear Editor:

I read with keen interest your section on ambassadorial appointments every month. However, your April/May issue took me aback regarding your statement on Christopher Hill's appointment as the "first envoy to this new nation in the former Yugoslavia." I would like to set the record straight.

I opened the U.S. liaison office in Skopje on February 27, 1994. One of my

first tasks as consular/administrative officer was to set the office up and prepare it to receive our first chief of mission, Victor D. Comras, who arrived in Skopje on April 1, 1994. Both of us planted the seeds, nurtured, and brought the first U.S. mission to fruition in little more than 2 years. We are now housed in a permanent office building (one of the best in the Balkans) at a record low cost of \$2.5 million.

Mr. Comras was appointed to serve in Skopje as "designated chief of mission" under Section 502(c) of the Foreign Service Act. These kinds of presidential appointments are made in cases where the United States wishes to establish a "diplomatic-like" presence in a country we have recognized, but not yet granted full diplomatic relations. Diplomatic relations with FYROM were withheld in order to facilitate a resolution of the FYROM-Greece dispute, not because of any reservations concerning our own bilateral friendship. Under the circumstances, JSLO Skopje functioned just like any embassy and a very close and fruitful relationship was established and maintained between our two countries.

Mr. Comras is a consummate diplomat dearly liked and respected by his staff and the government of FYROM Macedonia officials, from President Gligorov on down. Mr. Comras is the embodiment of the true public servant (he does not get home before 8 or 8:00 p.m. and weekend work at the embassy is the rule, rather than the exception). He gets his job done and he does it exceedingly well. Mr. Comras should get fully deserving recognition as the first envoy to the Former Yugoslav Republic of Macedonia as chief of mission with full ambassadorial privileges and authority (even if he didn't have the ambassadorial title).

Other administrative officers will understand the full meaning of my words: I would welcome the opportunity of working with Mr. Comras again.

Sincerely,
Adolfo A. Ramirez III
Bogota

Were you an "overseas brat"?

Dear Editor:

Americans who went to school overseas will be celebrating the 50th anniversary of the founding of U.S. schools abroad and the 10th anniversary of the founding of Overseas Brats, an organization responsible for assisting hundreds of alumni groups and finding thousands who went to school abroad. Throughout the year, we will be hosting regional get-togethers in a number of U.S. cities, including an anniversary gathering of anyone who went to school overseas since 1946 at the Beaver Run Resort in Breckenridge, Colorado, October 17-20., 1996. A number of alumni groups of overseas schools are planning their reunions in conjunction with this event.

Those interested in finding out if alumni groups exist for the overseas schools they attended or desiring information about these celebrations may send inquiries, along with a self-addressed stamped, envelope to: Overseas Brats, Inc., P.O. Box 29805, San Antonio, Texas 78229-0805. Inquiries by internet e-mail are also welcome at: <OSBPRES@aol.com> or by telephone or fax at (210) 349-1394.

Sincerely,
Joe Condrill
President, Overseas Brats, Inc

A plaque for FSNs?

Dear Editor:

Now that recognition by AFSA of another category of individuals, the Croatia crash victims, has been established (State, June/July), may one ask why similar steps are not being taken to memorialize our Foreign Service National colleagues who have given their lives in support of U.S. interests? Surely they, too, warrant a permanent memorial on the hallowed walls of the Department, and if not on the wall among the dedicated Americans, perhaps on a separate section, as was done for Mr. Brown et al.

In the same issue, Director General Quainton stressed commitment to service by saying "service in and of itself is not enough if it is not accompanied by loyalty, integrity, and a willingness to put personal ambition second, when service needs so require." His example of one such individual was not an American, but the FSN of the Year from Kabul, who was honored for his "fidelity, bravery, leadership, initiative, and dedication."

A point of departure on any effort to identify deceased FSNs should be Kabul and Beirut. The FSNs at those two posts, among many others, also exhibited some of the very same attributes as Nawab Ali—and gave their lives as well. I would be pleased to contribute toward that goal.

Sincerely,
Bernard J. Woerz
FSO (retired)
Coconut Grove, Fla.

Letters

Departmental "shooting matches"?

Dear Editor:

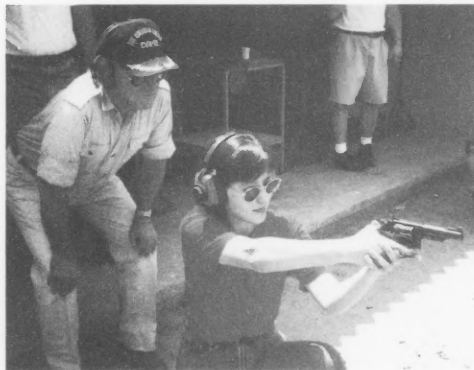
I was happily surprised to see the picture on page 63 of the June/July issue. Ambassador Wisner is to be commended for encouraging his staff to be not only comfortable with but skilled in the use of a handgun. Were more people as proficient as Ms. Fugate, we would have far less crime in our streets. I hope the New Delhi competition will be the forerunner of departmental and interpost shooting matches.

Sincerely,
Hugh McL. Woodward
FSO (retired)

Are skills "ignored" in assessing new officers?

Dear Editor:

I'd like to second many of the points offered by Wayne McDuffy in his Point of View article in the April/May issue. I received that nice little step salary boost for having my master's degree, but I knew others in my brief career in the Foreign Service who had acquired skills in previous careers or in advanced study without quite reaching the degree who were far more valuable to their section and to their colleagues than my degree



in English composition who got no credit for those skills.

There was a consul who told me that her years of editorial work in publishing were counted for nothing. As she said, it's not as if being able to write well and read critically have anything to do with our work.

A new officer, who was only a few hours short of an advanced degree in computer programming, truly, turned our Consular Section around in terms of efficiency and fraud control and taught all us CI's (Computer Illiterates) things we needed to know in order to do our work. Fortunately, with the help and approval of the CG and DCM we were able to grant her some material recognition with a Meritorious Honor Award and Meritorious Step Increase.

But why are important skills like these being ignored in assessing new officers? Mr. McDuffy's examples were also strong. Officers coming in with one, two, or three other careers behind them, today's workforce, cannot be assessed in the same manner as 25-year-olds

fresh from academe. Let's have another look at these assessment parameters.

Sincerely,
Earline M. Reid
FSO (retired)
New York

Kudos for *State*

Dear Editor:

We at the American Institute in Taiwan's Washington headquarters just received our copies of the June/July issue of *State Magazine*. In my 30 years with the Department, this issue is the best ever. Congratulations and many thanks. It's attractive and easy to read.

Sincerely,
Sara Maddux,
Executive officer

Dear Editor:

The August edition of *State Magazine* is a refreshing, lively, and welcome change in the magazine's format and style. Perhaps you have been making changes incrementally, but as a retired officer, I don't see the magazine regularly. The articles were well-chosen and attractively presented in a manner that lent itself to easy and stimulating reading. Congratulations on the way you are presenting the Foreign Service. It gives readers substance and a sense of the pride and joy in service, which is an important part of the Foreign Service tradition.

Sincerely,
Ted Curran
Executive director
American Institute for Foreign
Study Foundation

A Call to Duty *continued from page 48*

shows signs of war and military vehicles are everywhere. The next day we hitched a ride all the way back home in an old, open-top, British Army Land Rover, escorted by Greek Army security vehicles. It felt like I'd been on R&R, although the whole trip lasted only 30 hours.

Bill Nash, with whom my wife and I worked with on the country team in Saudi Arabia, is the commanding general here. Recently, recalling the V.I.P. delegations we supported, he asked me to help with a tricky visit he was facing. Several Bosnian women's groups planned a gathering on the anniversary of the fall of the UN safe area of Srebrenica, where U.S. reports hold that more than 6,000 people were killed. Swanee Hunt, the U.S. ambassador to Austria and a long-time supporter of the groups, requested logistical and security support from General Nash. She flew in to Tuzla with a European Union commissioner, several other ambassadors, and a large group from Vienna. A few minutes later, Queen Noor of Jordan arrived from Amman and gamely climbed into an armored military vehicle for the ride downtown. The event was extraordinarily moving. Six thousand women attended, including 100 uniformed American soldiers. Assisting in the preparations and meeting old Foreign Service friends like Debbie Cavin, the political officer in Vienna, and Marijana Grandits, an Austrian member of parliament, who I knew from my time as Austria desk officer, brought me back to the reality that being an FSO can be as rewarding as serving in the Army. I think I'll be ready to return to my assignment in Hong Kong soon.

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State of the Arts

State of the Arts— six performances inform and delight

By John Bentel

The author is a computer specialist in the Executive Secretariat.

The State of the Arts Cultural Series hosted classical pianist Amanda Marie Roggero's program of Bach, Chopin, and Grieg in the Dean Acheson Auditorium on June 5. A student of Robert Roux at Rice University, Ms. Roggero has won several competitions and performed with the Columbus and Fargo-Moorhead Symphonies. She is the daughter of Lt. Colonel Roggero, the military representative for the Operations Center.

Ms. Roggero began each of her selections with an explanation about the composers, their intentions, and techniques. She then presented a well-crafted performance of Bach's *Toccatina in d major, BWV 912*. She compared the mood of her second selection, Grieg's *Ballade in g minor, Op. 24*, to the changes countries experience in the aftermath of war. Her musical interpretation reflected this analogy, which helped us to better understand Grieg's techniques.

I particularly enjoyed her interpretation of Chopin's *Scherzo in b minor Op. 31, no. 2*. She described this work in terms of textures and colors. Ms. Roggero proved that she has mastered this demanding piece with lots of keyboard pyrotechnics, simulating a burst of emotions. Her seemingly effortless performance dazzled the audience.



On June 19 State of the Arts presented a lecture by Denise Gallo on "What to Listen for in Classical Music: The World of Beethoven." Ms. Gallo, who was invited back by popular demand after an earlier lecture on Mozart, is completing a doctorate in historical musicology at Catholic University. She began her lecture with a review of the principles under which classical music is composed. These principles provided the foundation for her characterization that "classical music is easy to listen to because it's symmetrically structured, with frequent and predictable stopping points." Her musical examples convinced us that this was indeed true.

Ms. Gallo described Beethoven as the "most disruptive figure in music history," noting that music historians date the beginning of Romanticism to the start of Beethoven's Third Style Period. She then elaborated on the three periods, providing examples. The questions posed by the audience gave testament to Ms. Gallo's extensive knowledge of composers and their music. The question-and-answer session generated so much interest that a smaller group discussion gathered after the lecture ended.

Pianist Vincent Craig performed on July 3, a follow-up to his February 7 salute to Black History Month. Mr. Craig, a doctoral student of Anne Schein at the Peabody Conservatory of Music, serves on the staff of the Maryland State Boys Choir and the faculty of the Baltimore Bryn Mawr School. He introduced his repertoire by Still, Walker, Gershwin, and Joplin with background on each of the composers. Mr. Craig called Still, who specialized in jazz and Dixieland, "the dean of African-American composers.

He opened with Still's *Three Visions for Piano*, his forceful technique capturing the essence of the piece. Mr. Craig then played a dramatic *Sonata No. 2 (Movements 1 & 2)*, by George Walker, the Washington-born composer who won the 1922 Pulitzer Prize in music. The highlight of Mr. Craig's performance was Gershwin's *Preludes for Piano*. I previously attended a concert at the Peabody Conservatory of Music where Mr. Craig played such heartfelt Gershwin that he received a standing ovation; he played with similar fervor here. Of equal enjoyment were works by Scott Joplin that included *The Entertainer* and *The Cascades*. It was a delight to hear these works by African-American composers performed by a pianist who conveyed all of the music's nuances.

Mary and Nick Greanias presented music of the American stage with accompanist Scott Matthias on July 17. The couple, who met and married during a 1985 production of Lerner and Lowe's *Brigadoon*, have since played opposite each other in other productions. They recently returned from Romania, where they performed a

program of Gershwin melodies. Members of the composer's family were in the audience.

Ms. Greanias, a mezzo-soprano, began with a sparkling rendition of Summertime from *Porgy and Bess*, followed by her husband, a bass-baritone, who sang "I Got Plenty O' Nuttin'" from the same musical. It was, however, the couple's performance of "One Hand, One Heart" from *West Side Story* that captivated the audience, who were eager to hear more.

The last two offerings were particularly compelling. Nick's performance of "If I Were a Rich Man" from *Fiddler on the Roof* was executed with near-perfect delivery and enunciation. The closing number, "Let's Call the Whole Thing Off," from *Shall We Dance*, left no doubt that this was a couple whose love is reflected in their music. An appreciative audience gave them a standing ovation.

Pianist Jeffrey Chappell was the featured artist on August 7, providing a stirring performance on short notice. An award-winning composer whose recent works integrate classical composition with popular music, Mr. Chappell is a member of the faculties of Catholic University, Goucher College, and the Levine School of Music and an editor of *Piano and Keyboard Magazine*. His program consisted of works by Haydn, Chopin, Scriabin, and Ravel.

Mr. Chappell's first offering, Haydn's *B-Minor Sonata*, consisted of three dramatic movements culminating in a robust ending. He segued into Chopin's *Etude Opus 25, No. 1*, which

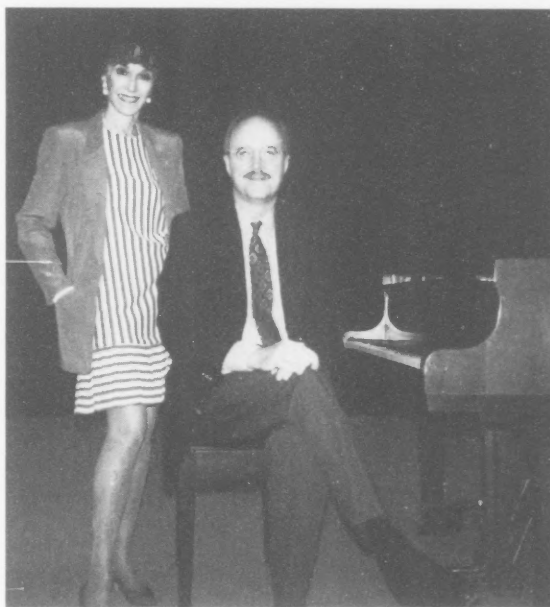
proved a good vehicle to display his virtuosity. This piece, nicknamed "Aeolian Harp", is rippling and mellifluous, as the name implies.

Mr. Chappell then presented Alexander Scriabin's *Prelude and Nocturne for Left Hand Alone, Opus 9*.

This provides a challenge for the performer, who must create a balance between melody and accompaniment playing with only one hand. My eyes confirmed that Mr. Chappell was indeed playing with only his left hand, although it sounded remarkably like both hands.

After performing Ravel's *Jeux D'Eau*, Mr. Chappell played his own jazz arrangement of "Tenderly." The audience's applause confirmed their enjoyment. For an interesting encore, he performed his own composition, *Piano Semplice*.

On August 21 pianist Scott Matthias performed a program of music from the baroque period to the 20th century. Mr. Matthias, a master's candidate in liturgical music at Catholic University and organist at the Shrine of the Most Blessed Sacrament in Washington, began with Bach's *Two-Part Invention No. 4* and *Trauern und Klagen* from



State of the Arts' Caryl Traten Fisher with pianist Jeffrey Chappell.

Capriccio. In the baroque period, music was written for the harpsichord, which amazingly, this piano mimicked.

Mendelsohn's "Op.19, No. 1" and "Op. 102, No. 2," from *Songs without Words*, sounded lilting and light. Mr. Matthias continued the serenity of the moment with Mompou's "Young Girls in the Garden," from *Scenes of Children*, followed by a relaxing rendition of Debussy's "Sarabande," from *Pour le Piano*.

Providing a contrast to the earlier, more mellow-works, Mr. Matthias then played a Rachmaninoff piece, ending his performance with an exhilarating flourish.

Obituaries

Larry Bell, 59, a diplomatic courier at State, died of a heart attack at his home in Arlington, Va., on July 15.



Mr. Bell began his 33-year career as a courier in 1966. He had served at regional offices in Manila, Bangkok, Frankfurt, and Washington. At the time of his death, he was assigned to Thai language training in preparation for a third tour in Thailand.

Mr. Bell was a native of Atlanta who earned a bachelor's from the University of Georgia. He served in the Army in Germany before joining State. His survivors include his sister, Joanne Marx, a retired Foreign Service secretary, another sister, a nephew, and a niece. Donations may be made in his name to Doctors Without Borders, 11 E. 26th St., Suite 1904, New York, N.Y. 10010.

Joseph Charette, 77, a retired Foreign Service officer, died at his home in Albuquerque on June 5. He had served with AID in Korea, Vietnam, Nicaragua, Uruguay, Guyana, and in the agency's Africa bureau before retiring in 1984. Before joining the Service, Mr. Charette earned a bachelor's from Brown and worked for Dunn & Bradstreet and Citicorp. His survivors include his wife, Elizabeth, of Albuquerque, three daughters, two sons, and two sisters.

Franklin Delano Emerine, 62, a retired budget officer at State, died during heart surgery at a hospital in Columbus, O., on June 14.



Mr. Emerine joined the Foreign Service in 1958 and was assigned to Bonn, where he worked as a communicator. He later became a budget and fiscal officer, serving in Poland, Chad, Liberia, Sri Lanka, Malaysia, New Zealand, Thailand, Egypt, Indonesia, Chile, and Madagascar.

Mr. Emerine was a native of Carey, Ohio, who graduated from Tiffin College. He served in the Army before joining State. His survivors include three daughters, a sister, and a brother. Condolences may be sent to his family at 1524 1/2 W. Third Ave., Columbus, Ohio 43212.

Matilda Peterson Long, 62, a retired Civil Service employee at the New York Passport Agency, died at her home in Elmhurst, N.Y., on February 29, *State* has learned.



Ms. Long served as a senior passport examiner before retiring in 1989. She has also served as an EEO counselor for the Office of Equal Employment Opportunity and Civil Rights, where she counseled em-

ployees and applicants on EEO and diversity issues.

Ms. Long was a native of Haverstraw, N.Y., who attended colleges in Virginia and Washington. Her survivors include her mother and father, two daughters, and a sister.

William B. Miller, 73, a retired Foreign Service officer, died of a stroke in Winter Park, Fla., on July 1st.



Mr. Miller joined the Service in 1951 and held postings in Pakistan, Germany, Ecuador, Colombia, Panama, and Brazil. He also served several assignments in Washington and had been a diplomat-in-residence at the University of Nebraska. Before State, he served in the Army during World War II and earned bachelor's, master's, and doctoral degrees from Northwestern. After retiring from the Department, he worked as a consultant on technology transfers for small businesses. He leaves his wife, Juanita, of Winter Park, a daughter, and a son.

Douglass K. Ballentine, 83, a retired Foreign Service officer, died in Oak Grove, Va., on June 13. Mr. Ballentine began government service in 1941, when he joined



the Army. After serving in Burma, China, and India, he became a Foreign Service officer in 1946. He held postings in Bolivia, Argentina, Guatemala, Australia, Norway and Mexico, specializing in economic development. He retired in 1971 as a commercial attache.

Mr. Ballentine was born in Big Flat, Ark., on April 28, 1913. He received a bachelor's in English from the Texas College of Mines and Metallurgy and a master's in government from George Washington University. He taught economics at West Virginia University, Luther Rice College, and the University of Baltimore before joining State. His survivors include his wife, Merrill; two daughters, a son, and four grandchildren.

John A. Billings, 75, a retired Foreign Service officer, died of cancer at his home in Bethesda, Md., on June 15. Mr. Billings joined the Foreign Service in 1952 and was posted to Saudi Arabia as vice consul. After serving as consular officer in Libya, and as principal officer and consul in Iraq, he became public affairs adviser to the Bureau of Near East and South Asian Affairs in Washington. In 1964 he returned to Libya as second secretary and political-military officer. He left State in 1967 to become a foreign policy analyst at the Department of Defense. Upon retiring from Defense in 1981, he received the Meritorious Civilian Service Award.

Mr. Billings was born in St. Louis, Mo., on September 8, 1920. After serving in the Army Air Force for two years, he attended Yale University, where he graduated with a bachelor's in international relations. He was awarded a Fulbright

scholarship to the University of London, where he studied Near Eastern history at the School of Oriental Studies, and then received a master's in political science and Near Eastern history from Princeton. He is survived by his wife Jeanne, a son, a daughter and two grandsons.

Bruce Buttles, 89, a retired Foreign Service officer, died of Parkinson's disease at his home in Atlantic Beach, Fla., on May 16. Mr. Buttles entered the Foreign Service in 1951 and became public affairs officer in Belgrade. After serving as chief of publishing services in Washington, he had two tours in Calcutta, where he was a founding member of the Indo-American Society, followed by an assignment in Ankara. He retired from the Service in 1966, and later joined a New York investment house.

Mr. Buttles was born in Lewiston, Mich., on August 26, 1906. He received a bachelor's from Berkeley, a master's from Columbia, and another bachelor's from the Carnegie Institute of Technology. Before State, he served in the Army Air Corps during World War II. Sent to London in 1941 as a member of the Special Observers' Group, he participated in the planning and execution of logistics for the landing of the first U.S. troops in the British Isles. Upon returning to the United States, he was named chief of propaganda, military intelligence, of



the General Staff Corps, where he aided in the establishment of the Allied Control Commission for Rumania, Bulgaria and Hungary. Following an assignment as an assistant military attache in Moscow, Mr. Buttles was promoted to the rank of colonel in 1947. He received the Bronze Star Medal and the Legion of Merit for wartime service. He is survived by his wife Virginia, a son, a daughter, and a sister.

Geraldine V. Hawkins, 57, a data systems technician at State, died at Providence Hospital in Washington on May 10. Ms. Hawkins began her career with the Department in 1962 as an assistant in the Bureau of Personnel. She then worked as a data transcriber from 1987-88. She received a Meritorious Honor Award in 1984 and a cash award in 1994. She served as a volunteer at the Free Union Baptist Church in Stony Point, Va. Ms. Hawkins was born in Philadelphia, Pa. on July 31, 1938. She is survived by her father, Frank Major Hawkins, and three brothers.



Joseph R. Jacyno, 84, a retired Foreign Service officer, died in Lynn, Mass., on June 1. Mr. Jacyno joined State in 1946 and was posted to Vienna



Obituaries

and Naples. After an assignment in Washington and Czech language study at Cornell University, he served as economic officer in Prague and then as principal officer in Poznan. He later was a charge in Nairobi and was posted to Manila before retiring from State in 1970.

Mr. Jacyno was born on April 22, 1912, in Laurence, Mass. He earned a bachelor's degree from Tufts University and served in the Marines during World War II. He is survived by two sons, a daughter, one sister, and three grandchildren.

Leon M. Johnson Jr., 61, a retired Foreign Service officer, died of respiratory failure in Falls Church, Va., on February 23, *State* has learned.



Starting in 1965, he served tours in Mexico, Poland, Haiti, Peru, Thailand, Syria, El Salvador, Venezuela, and Niger. He received Superior and Meritorious Honor Awards for his work at State. He retired in 1988.

Mr. Johnson was a native of Moorehead, Minn., who received an undergraduate degree in journalism from North Dakota State College and a master's in public administration from Colorado University. Before joining the Foreign Service, Mr. Johnson served in the Army for three years and worked as a reporter for newspapers in Fargo, Phoenix, and Denver. He also wrote for KLZ Radio/TV in Denver. He is survived by his wife Mary, a son, and a daughter.

William C. Trimble, 89, a retired Foreign Service officer who served as an ambassador and an assistant secretary, died at his home in Brooklandville, Md., on June 24.

Mr. Trimble joined the Foreign Service in 1931 and was posted to Spain, Argentina, Estonia, and France. After a tour in Mexico, he was assigned to Washington in 1942 to work on export controls in the American hemisphere.

In 1946 Mr. Trimble graduated from the National War College and was then assigned to Iceland, where he served as deputy chief of mission and later as charge d'affaires. His next tour was in London as political counselor, where he was responsible for directing initiatives under the new Marshall Plan associated with the revitalization of Europe. After serving as deputy chief of mission in The Hague, he was sent to Rio de Janeiro, with the personal rank of minister. He was assigned to Bonn as minister-counselor in 1956, before being named ambassador to Cambodia in 1959. He retired as deputy assistant secretary for African affairs in 1968.

Mr. Trimble was a native of Baltimore, Md., who graduated *cum laude* from Princeton. He was active in historical preservation organizations after his retirement, including the Baltimore County Historical Society and the Citizens Committee



for the Enactment of Historic Preservation Legislation for Baltimore County. His survivors include his wife Nancy, two sons, a daughter, a brother, and five grandchildren.

Lydia J. Wright, 86, a retired cultural affairs officer, died at a nursing home in Rockville, Md., on December 20, *State* has learned.



Ms. Wright retired in 1971 after 30 years in the Department. She served in six countries in Central and South America—Peru, Argentina, Guatemala, Paraguay, Nicaragua, and Venezuela, as well as in Washington. In 1947 she was awarded the Order of the Sun by the Peruvian government for her work in fostering cultural relations between Peru and the United States. She was responsible for implementing educational and cultural exchange programs, including the Fulbright Commission.

Ms. Wright was born in New York City on July 28, 1909, and graduated from Mt. Holyoke College. She was a member of the National Symphony Orchestra Association, the Washington Opera Guild, the Inter-American Council, the Woman's National Democratic Club, the American Association of Foreign Service Women, and the Washington Performing Arts Society. She is survived by a

nephew and a niece.

Alexander (Sandy) Peaslee, 74, a retired Foreign Service officer, died of pancreatic cancer at a hospice in Charlottesville, Va., on May 25.



Mr. Peaslee joined the Service in 1946 and became assistant agricultural officer in Shanghai. Three years later he became economic and principal officer in Porto Alegre. After an assignment in Washington, he went to Taipei as political officer in 1957. In 1960 he returned to the Department, where he was named deputy director of the educational bureau's Office of Far East Programs before going to Halifax in 1967. He served as principal officer and consul general there before retiring in 1972.

Mr. Peaslee was a native of Illinois who received a bachelor's from Miami University. He served in the Army during World War II. After his career at State, he earned a law degree from the University of Virginia and became a partner in the Charlottesville law firm, Dvoskin & Peaslee. He later operated a newspaper there for 10 years with his wife and ran unsuccessfully for the House of Representatives from Virginia's 7th Congressional District. He had also been active in volunteer efforts to aid low-income, mentally ill, and other needy persons in Charlottesville. He leaves his wife of 52 years, Kay, of Charlottesville, four daughters, a

brother, and nine grandchildren.

Franklin W. Proctor, 80, a retired administrative officer, has died, *State* has recently learned.

Mr. Proctor began his 35-year career in the Department as a messenger in 1937. After serving as a supervisor in the duplicating unit, he became an administrative intern in 1955. Following an assignment as an administrative assistant, he was promoted to employee services specialist in 1962. He held positions as a personnel and administrative officer before retiring in 1972. He earned a Meritorious Service Award, among other honors, for his work at State.

Mr. Proctor was born on part of the original estate of Mount Vernon in Fairfax County, Va., on August 1, 1915. After leaving the Department, he became a Methodist minister, serving at St. James Church in Hampton, Va., and Woodlawn Church in Alexandria. He received awards for volunteer efforts from the Boy Scouts, the District of Columbia Government, and the American Foreign Service Association. His survivors include his wife of 54 years, Amelia, of Williamsburg, Va., and two sisters.

Patricia Wacker Swierczek, 67, a retired communicator at State, died of cancer at a hospital in Culpeper, Va., on February 15, *State* has learned.

Ms. Swierczek joined the Service in 1952 and served in Paris and Belgrade before resigning in 1957 to marry her husband, Walter, a communications engineering officer. She accompanied him on postings to London, Bangkok, and Bonn, where she was active in volunteer efforts, including environmental programs, the editorship of the *Bonn Journal*, and Bonn High School's band. In

1974 she reentered the Service after Department policy changed to allow working spouses. She was posted to Bonn, Bilbao, and Melbourne before retiring in 1992.

Ms. Swierczek was a native of Milwaukee. She graduated from Milwaukee-Downer College and later arranged an exhibit of Thai art at the college. In addition to her husband, of Boston, Va., she leaves a daughter and three sons.

Louis F. Thompson, 92, a retired Foreign Service officer, died in Charlotte, N.C., on July 15. He was the father of retired Foreign Service officer James L. Thompson.

Mr. Thompson began his career with the Department in the Civil Service in the mid-1930s. In 1945 he was named director of the Office of Finance. During his 10-year tenure, he initiated modernization controls over the Department's finances, including the establishment of regional financial management centers.

In 1955 Mr. Thompson joined the Foreign Service. He served as consul in Nice, Monaco, and New Delhi. Before retiring in 1959, he was also head of budget and finance for the Intergovernmental Committee for European Migration in Geneva. After State, he worked as a volunteer on over 15 projects overseas with the International Executive Service Corps.

Mr. Thompson was a native of Detroit who earned a bachelor's from Notre Dame and a law degree from Georgetown. His survivors include his wife, Marceline, two daughters, another son, 15 grandchildren, and 18 great-grandchildren.

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Compiled by Peggy Geoghan

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