

State

The Newsletter

United States Department of State

January 1992

DISABLED PASSPORT
AGENCY EMPLOYEES:

STANDING TALL IN THE BIG APPLE





THE COVER—Outside Rockefeller Center, at 49th Street and Fifth Avenue in Manhattan, from left: Yolanda Robertson, Maria Martinez, Wai Lee Gong, Carmen Cusimano, Nick Massi, Kity Gonzalez, Terri Herman, Sidney Rosofsky, Russell Alvarez. (Photo by Fred Lombardi)

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State, 2201 C Street N.W., Washington, D.C. 20520, to acquaint its officers and employees, at home and abroad, with developments that may affect operations or personnel. The magazine also extends limited coverage to overseas operations of the U.S. and Foreign Commercial Service of the Commerce Department and the Foreign Agricultural Service and the Animal and Plant Health Inspection Service of the Agriculture Department.

There are 11 monthly issues (none in June). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Black-and-white, glossy-print photos reproduce best, but some color photos are acceptable. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, PER/ER/SMG, SA-6, fourth floor. The office telephone number is (703) 516-1667. The fax number is (703) 516-1678. Contributions may also be dropped off in Room 3811 Main State.

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Assistant editor Barbara Quirk
Staff Assistant Kim Banks □



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Letters to the Editor

The Beirut embassy bombings

WASHINGTON

DEAR EDITOR:

I read with considerable interest the feature article on security in the November issue commemorating the 75th anniversary of security at State. I was the director for combatting terrorism and emergency planning from 1981 through 1984. I was also chairman of the committee that coordinated security within the Department, as well as chairman of the Interdepartmental Group on Terrorism.

So I found the article of great interest, especially the observations on the effect on security policy and organization of the bombings of the American embassy in

Beirut. I sent the investigating team to Beirut headed by Ambassador Francis Meehan to investigate the first bombing. As a result of that investigation and other factors, President Reagan issued a directive, drafted by Oliver North of the national security adviser's staff, with my assistance. The interdepartmental group was instructed to come up with a revised security policy and program that covered not only the offices and installations of the United States overseas (except military) but also the protection against terrorism of installations in the United States. I had the help of the group's vice chairman from the Justice Department, Jay Stevens, who is

—(Continued on Page 39)

Consular Operations

LIKE A LOT of Americans today, Nick Massi knows what it means to be out of work. Before he found a job at the New York Passport Agency, he made the rounds of employment agencies for three years, after being laid off at a psychological testing firm. But unlike many others struggling to find work, his search was compounded by the fact that he is disabled. A neurological condition had left him with limited use of his right arm and with recurring dizzy spells.

Mr. Massi says: "I was walking the streets of New York, knocking on doors at stores—anyplace where I might find a job. They'd always tell me the same thing: 'No openings.' I was collecting unemployment and living with my mother, and I hated that feeling of being idle.

"Finally I contacted the New York State Office of Vocational Rehabilitation, and one day my vocational counselor called me and said: 'I've got good news. There's an opening for a mail clerk at the Department of State passport office in Manhattan.

"I remember the day I got my acceptance letter: May 7, 1987. It was two years to the day after my mother had died. I like to think that she was watching out for me."

Mr. Massi is one of several disabled employees at the New York agency's Northeast Passport Processing Center in Greenwich Village. They open hundreds of passport applications each day, enter data on computers and assemble passport books. Five are deaf; others have limited motor skills; a few have emotional conditions controlled by medication; still others have slight impairments like speech impediments or limps. The office is a bustling scene where over 7,000 passports a week are produced.

The handicapped workers were hired by Eugene Briggs, director of the passport agency until he was reassigned to the Bureau of Consular Affairs' Field Coordination Staff in Washington last November. In an interview with STATE, he explained why he thinks hiring the disabled makes good sense.

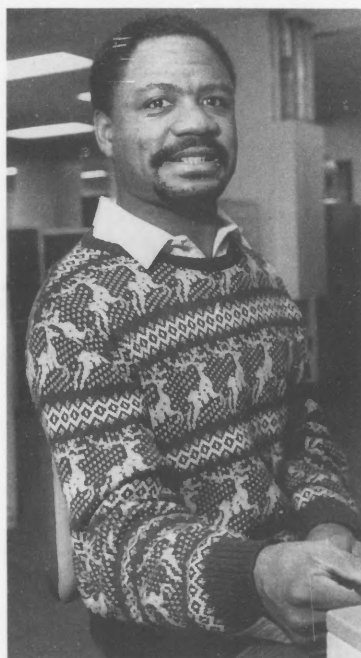
"It was impossible to recruit clerical employees at the New York agency in 1986," Mr. Briggs says. "We were competing for workers with the New York state government, the city government and the private sector. Out of all of them, we paid the least. Our employment registers were empty. Even after the U.S. Office of Personnel Management gave us a higher pay rate for clerical workers, it was difficult to keep anyone. Morale was bad, and tardiness and absenteeism were problems.

"I started hiring the handicapped quite

DISABLED PASSPORT AGENCY EMPLOYEES:

STANDING TALL IN THE BIG APPLE

By Barbara Quirk



Mail clerk Russell Alvarez entering passport into an optical scanner.

(Photos by Fred Lombardi)

by accident. Myra Shiplett, who's since left the Department, suggested I contact a nonprofit organization that works with the Office of Vocational Rehabilitation to train and find jobs for the disabled. They sent us some people who could open and file mail.

"Then I attended a seminar on hiring the handicapped, where I met a counselor from another nonprofit agency. She visited the office to learn what we were looking for. I told her I needed data transcribers and someone good in math who could operate a cash register. She was able to provide us with these people, and they turned out to be superior workers.

"They come to us with the skills we want, because they've been trained to meet our needs. Their counselors come in to see how they're doing and coach them with extra training if necessary.

"They also take their jobs very seriously. The job market is difficult for disabled people, so they don't have a revolving-door mentality. These employees are very loyal, and that's good for the Department."

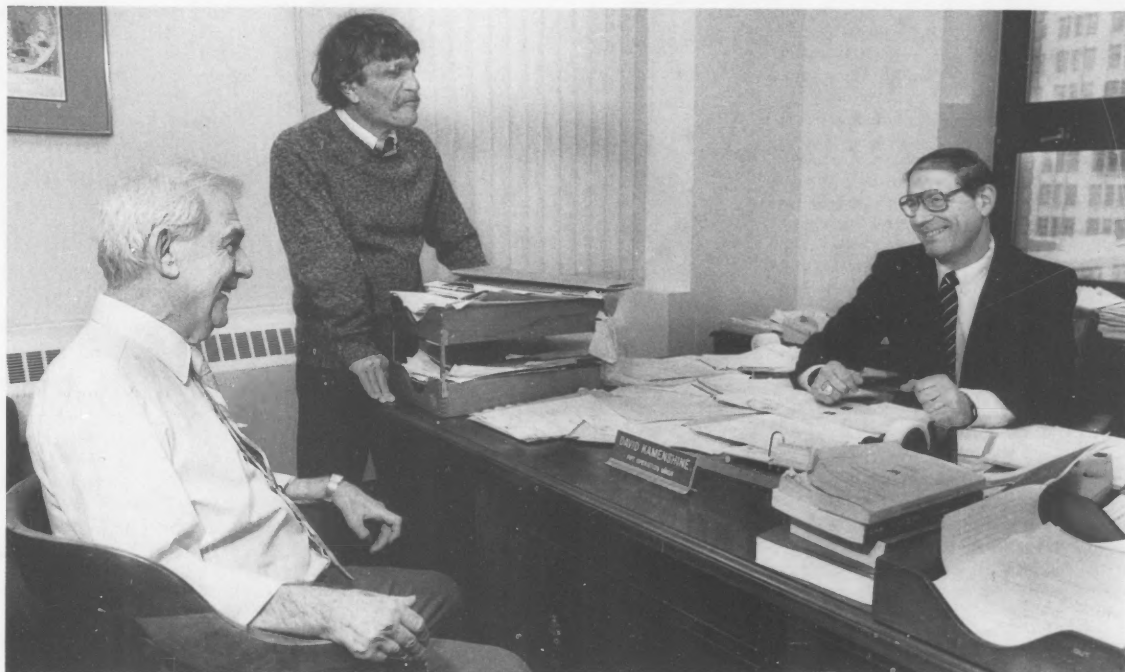
Mr. Briggs is himself slightly disabled. After stepping on a land mine in Vietnam, he spent a year in the hospital. Now he walks with a limp. Asked whether this experience had contributed to his hiring the disabled, he says: "I would have hired them regardless of my injury. I wasn't tilting at windmills or trying to be a hero. I saw an opportunity and I took advantage of it. The Department gained some good people we wouldn't otherwise have."

David Kamenshine, operations manager at the processing center, concurs. He says: "In my 23 years of Government service at State and other agencies, I've never seen this type of dedication and drive. A lot of people simply draw a paycheck. Not these people. You can depend on them. If they have to catch a bus and a subway in a snowstorm, they'll show up. They're always here, and they're always working."

Carmen Cusimano, Marta Martinez, Yolanda Robertson, Kitty Gonzalez and Wai Lee Gong are deaf data processing clerks at the center. Here are their stories:

Carmen Cusimano says: "In 1988 I was a housewife with three kids. I hadn't worked in 19 years. Before that, I was a keypunch operator for 10 years. After my last child turned 18, I wanted to get out of the house. The deaf world is very quiet, and I wanted to keep my mind occupied. I contacted the Office of Vocational Rehabilitation. They evaluated me and sent me here because of my good typing skills.

"At first it was quite confusing. It took me about five months to get adjusted. I



Clerks *Sidney Rosofsky*, left, and *Nick Massi* with operations manager *David Kamenshine*, right.



Eugene Briggs (State Department photo by *Shawn Moore*)

communicated by notes. Then Terri Herman, a coworker, learned sign language, and that was very helpful. I enjoy being productive now and independent."

Says Marta Martinez: "To be honest, I hate being deaf. It's very difficult. When I was delivered as a baby, a nerve burst which caused me to become deaf. I found



Data processing clerks *Carmen Cusimano*, left, and *Marta Martinez* communicate in sign language.

my deafness very hard to accept as I was growing up. But this job has increased my self-confidence. Before I came here, I went around to hospitals looking for a job in food service. They would always say they had no vacancies.

"Then I went to the Office of Vocational Rehabilitation, and after five weeks

of training they sent me here. At first I felt awkward. I was afraid people wouldn't understand me. I don't like writing notes. Then I taught a girl here to use sign language. I feel I've accomplished a lot, and I'm happy here."

Yolanda Robertson says: "I was born hearing, but when I was seven years old I

CONSULAR OPERATIONS

got very sick. I had a high fever and became deaf. They still don't know why.

"Before I came here I worked as a teletypist at the Social Security Administration. I had a misunderstanding with my supervisor and left. It was a sad experience, but then I came here. I have to get up at 4 a.m. every day to come here. It's worth it."

Says Kitty Gonzalez: "I managed an assembly line of people who packaged jewelry for nine years, but I didn't get along with my supervisor. He complained if I went to the bathroom or if I was sick, and there were no benefits. I'm happy that he laid me off, because it led me here.

"The management is flexible, and they're patient if we make mistakes. Three or four people have learned some sign language here. Recently, my husband had a heart attack and died. Everyone in the office was very supportive."

Wai Lee Gong says: "When I came to this country from Hong Kong with my husband in 1980, it was very difficult. I couldn't speak or sign at first because people in Hong Kong speak a different kind of sign language. But my deaf coworkers here have helped me to learn American sign.

"The hearing people here are very



Data processing clerk *Kitty Gonzalez* sorts passport applications.

nice, but communication is a problem. I would like to see more hearing people learn sign language."

Terri Herman is a nondisabled data processing employee who became close friends with her deaf coworkers after learning to sign. She says: "Deaf people here taught me numbers and letters first, then words. Sometimes we go out after work. A nonhearing person here is my best friend.

When we have meetings at the office, I'm used as an interpreter. That gives me a real feeling of accomplishment. My dream is to go back to school and become a certified interpreter and teach deaf children."

Russell Alvarez is a learning-disabled mail clerk at the center. He says: "I went to a special school when I was little, and then a regular high school. I went to the Office of Vocational Rehabilitation because I was a little slow. After three years, they sent me here. This is a good job for me. I pick up the morning mail and take the outgoing mail to the post office. I also get to use the computer.

"I like the people here. They're like my brothers and sisters. I get a lot of compliments on the way I do my job, and I like that."

Sidney Rosofsky is a cash clerk with partial hearing and limited use of both hands. He says: "I began losing my hearing in the 1940s. They don't know the cause; it may have been a virus. Then in 1960 I had a stroke which affected the use of my hands.

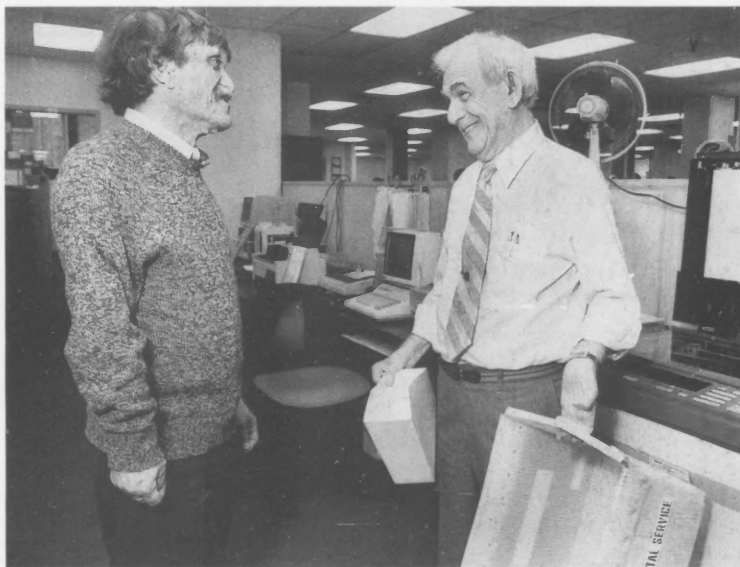
"I had been a diamond cutter since 1939. After the stroke, they told me I couldn't use my hands. I said: 'Baloney.' I went to accounting school and I also took



Data processing clerks *Carmen Cusimano*, left, *Kitty Gonzalez*, center, and *Yolanda Robertson* are saying "Northeast Passport Office" in sign language.



Yolanda Robertson, with passport applications awaiting processing.



Clerks Nick Massi, left, and Sidney Rosofsky.

up auto mechanics. Working on cars actually strengthened my hands. I do a little of everything here—typing, counting and bagging money. It all involves work with the hands.

"I'm what they call a fighter. I get annoyed when somebody says I can't do something. It's all up to me. And if I see somebody else who needs a helping hand, I'm glad to give it."

That view is echoed by Mr. Massi, who coaches Little League baseball, despite his disabilities. He says: "I played sports as a kid, and now I enjoy working with children. I had a little boy on my team with one foot shorter than another. One was deaf. Another was learning-disabled. If somebody's short, I tell him to stand tall. I try to teach kids they can do anything if they try." □

Disabled program

Sheldon Yuspeh is the manager at State of the Bureau of Personnel's Employment Disability Program. For information on the program, contact him on (703) 516-1663. ■

News Highlights

Study calls on State to strengthen economic function

Department 'may not be fully prepared,' paper says

APAPER that recommends strengthening the economic function at State, in both the Foreign Service and Civil Service, has been released by the Bureau of Personnel. The study, "Economic Personnel Needs to the Year 2000," sounds a warning in its opening statement: "If we are in fact entering an era which will see a shift in emphasis from the political/military to the economic, State may not be fully prepared for it."

To meet what is foreseen as accelerated economic and commercial demands on Department officers at home and abroad, the paper urges the Department to:

—Intensify recruitment of candidates with strong economic credentials.

—Expand intake in the Foreign Service Institute's 36-week economic course, by up to 50%.

—Increase the number of officers sent annually to advanced university economic training.

—Establish a new course at the institute on political economy, for noneconomic officers.

—Reshape economic details to make them more rewarding to the Department, the host agency and the officer so assigned.

—Improve the career path of economic officers, in part by appointing them in more equitable numbers as ambassadors.

—Create a career path for Civil Service economists.

The study comes at a time when top officials in the Department have been calling for a stronger emphasis on economic/commercial skills. Deputy Secretary Lawrence Eagleburger told STATE: "There's no question we are entering a new era of intense economic and commercial competition." Asked about criticism that the Department "gave away" its commercial function to the Department of Commerce, he replied: "The State Department couldn't divest itself of a vital U.S. interest like that even if it wanted to. In fact, the Foreign Commercial Service is doing a superb job, but it needs and welcomes all the help it can get. Both State and Commerce realize that you can't completely separate economic and commercial issues." He noted, as did the paper, that State is still solely responsible for commercial work in some 80 embassies abroad where the Foreign Commercial Service has no representation.

Robert B. Zoellick, under secretary for economic and agricultural affairs,

said: "Our people abroad—including ambassadors—need to maintain a high alert towards economic and commercial factors. We have the impression that they are doing so increasingly, but the competitive challenges of the future will be considerable. The Department needs to keep pace with these challenges."

Director general Edward J. Perkins, who commissioned the study, put it this way: "No Foreign Service officer today, and certainly no senior officer, can be exempt from economic/commercial responsibilities. We're going to exact a much greater degree of involvement in the U.S. economic/commercial posture abroad on the part of senior officers, and all other officers as well, regardless of their current specialities."

To illustrate what he termed the relevance of noneconomic officers in the U.S. national drive for competitiveness, Mr. Perkins added: "There are many ways in which an FS-02 administrative officer, for example, can play a role, perhaps by introducing U.S. business representatives to contacts in the foreign community; by providing U.S. business representatives with information gleaned from contacts; and by helping to ensure equitable treatment in the awarding of contracts. We hope to expose as many noneconomic officers as possible to a new political economy course which the Foreign Service Institute is now designing."

As to economic officers themselves, Eugene McAllister, assistant secretary for economic and business affairs, said: "Because of their contacts, State's economic officers overseas are especially well-placed to promote U.S. services. These days, U.S. earnings from services like aviation, shipping, banking, consultancies, franchises and insurance loom large as a positive factor in our national balance-of-payments accounts. One day our exports of services could conceivably outstrip the value of our exports of goods."

Mr. Zoellick and Mr. McAllister both stressed that sound economic recommendations to the Secretary depend on U.S. economic representatives both at home and abroad being well-grounded in the principles and analytical tools of their craft. Mr. Zoellick said: "The Department is obligated to monitor the development policies of foreign nations benefitting from U.S. aid. Those countries must meet certain criteria,

whether they receive aid bilaterally or through multilateral institutions like the World Bank. The State Department should participate in decisions regarding U.S. aid. We cannot rely solely on the analyses of other international organizations and Government agencies."

Copies of the Bureau of Personnel study are being distributed by pouch to all posts. Bureau executive directors in Washington will also receive copies. □

Information management expansion in Beltsville

The Department has opened its new Beltsville Information Management Center, a major addition at Beltsville, Md., to its data processing system that is expected to ease the load on the system and act as a backup to it. The new facility adjoins the previously existing Beltsville Communications Center and is said to achieve "a solid information management integration with both telecommunications and computers in one establishment."

The new structure adds 68,000 square feet to the original 30,000. Its centerpiece is a computer room with 17,000 square feet of space. It includes a technical library, a lounge and equipment for use in preparing food if staff members must remain on duty. □

Hotter than you'd like it

Portable heaters constitute a fire hazard and are banned from federal buildings, employees were reminded in a Department Notice of November 8. In addition, "each year the Department experiences disruptions in power due to unauthorized use of heating and cooking appliances," the notice said. It emphasized that microwaves, toaster ovens and other cooking devices are permitted in offices only if approved by the buildings manager in the Bureau of Administration. ■

State-ing the facts

By Barbara Quirk

How many Secretaries of State have also served the nation as Presidents of the United States?

How many tandem couples are there on the Department rolls?

How many times were the halls polished at Main State over the last 12 months? (Answers on Page 55) □

Appointments

President names envoys for 4 more nations

President Bush as of mid-December had announced his intention to nominate ambassadors for four more countries. The nominations he makes would require Senate confirmation. The posts and the persons named are:

—*Denmark*—Richard B. Stone, chief operating officer of Capital Bank, Washington, to succeed Keith L. Brown.

—*Finland*—John Hubert Kelly, assistant secretary for Near Eastern and South Asian affairs until recently, to succeed John G. Weinmann.

—*Guyana*—George Fleming Jones, vice president for State Department affairs at the American Foreign Service Association until recently, to succeed Theresa Tull. (This appointment has already been confirmed by the Senate.)

—*Morocco*—Frederick Vreeland, deputy assistant secretary for Near Eastern and South Asian affairs, to succeed E. Michael Ussery.

Following are biographical sketches of the persons named.

Denmark

Former Senator Richard B. Stone has been chief operating officer of Capital Bank in Washington since 1989. He began his career as an associate attorney at Williams, Solomon & Katz, Miami, in 1956. He was a partner at Stone, Bittel & Langer, 1958-68, and served as a Miami city attorney, 1966-67.

In 1967 Mr. Stone became a state senator in Florida. He was secretary of state in Florida, 1970-74, and U.S. senator from Florida, 1975-80. Next, he was a partner with Proskauer, Rose, Goetz & Mendelsohn, Washington, 1981-82. He was vice chairman and a member of the board of directors at Capital Bank, 1982-83.

In 1983 Mr. Stone was named presidential special envoy for Central American affairs and ambassador-at-large. He resumed his role as vice chairman at the bank, 1984-85. He also served as a member of the board of directors of Capital Bank, Miami, 1984-91, and vice chairman and member of the board of Capital Bank of California, 1985-91.

Mr. Stone was born in New York on September 22, 1928. He received a bachelor's from Harvard and a law degree from Columbia. His foreign languages are Spanish and French. He is a member of the U.S. Advisory Commission on Public Diplomacy; the Royal Academy of Morocco; the



Mr. Stone



Mr. Kelly



Mr. Jones



Mr. Vreeland

board of advisers of the Intercontinental Corp. and the Mexico-U.S. Institute; and chairman of the advisory board of the Arthur Spitzer Institute for Hemispheric Development. He has received the "Most Outstanding Freshman Senator" award from the state of Florida, a "Watchdog of the Treasury" award and the Senate "Golden Gavel." He is married to Marlene Lois Stone; they have two daughters and a son.

* * *

Finland

John Hubert Kelly was assistant secretary for Near Eastern and South Asian affairs until recently. He joined the Foreign Service in 1964 and became vice consul in Adana the following year. He was third secretary in Ankara, 1966-67. Next, he was politico-military officer in Bangkok, 1968-69, and consul on Songkhla, 1969-71. After studies at the Armed Forces Staff College, he was assigned to the Bureau of Intelligence and Research, 1972-73. He was detailed to the Department of Defense as an assistant for Thailand and the Southeast Asia Treaty Organization, 1973-74. He was assigned to the Bureau of Politico-Military Affairs, 1974-75.

In 1975 Mr. Kelly became a special assistant to the counselor of the Department. He went to Paris as politico-military officer in 1976. In 1980 he became director of the Secretariat Staff. He was deputy executive secretary, 1981, and senior deputy assistant secretary for public affairs, 1982-83. He became principal deputy assistant secretary for European affairs in 1983. After an assignment in the Office of Management, he became ambassador to Lebanon in 1986. He was deputy director of the Policy Planning Staff, 1988-89.

Mr. Kelly was born in Fond du Lac, Wisc., on July 20, 1939. He received a bachelor's from Emory. Before joining the Service, he taught high school in Danville, Va., and Niles, Mich. His foreign languages are Thai and French. He was a Una

Chapman Cox fellow at Georgetown, 1981-82. He holds a meritorious award from State and the Distinguished Service Award of the Department of Defense. He is a member of the American Foreign Service Association, the Council on Foreign Relations and the French Institute for International Relations. He is a member of the advisory board of the Una Chapman Cox Foundation. He is married to Helena Marita Ajo-Kelly; they have a daughter and a son.

* * *

Guyana

George Fleming Jones has been vice president for State Department affairs at the American Foreign Service Association since 1989. He began his Government career in 1955 as a junior management assistant at the International Cooperation Administration. He joined the Foreign Service the following year. After an assignment in Washington, he went to Quito in 1958. He was posted to Accra, 1961-63, and Caracas, 1963-66. He studied at Stanford, 1966-67. After an assignment in the Department, he became political adviser to the U.S. mission to the International Atomic Energy Agency in Vienna in 1971. He was political counselor in Guatemala City, 1974-77, before attending the National War College, 1977-78.

Mr. Jones served as deputy director, then director, of the Bureau of Inter-American Affairs' Office of Regional Political Programs, 1978-82. In 1982 he became deputy chief of mission in San Jose. He was deputy chief of mission in Santiago, 1985-89, then was assigned to the Bureau of Inter-American Affairs, 1989.

Mr. Jones was born in San Angelo, Tex., on June 27, 1935. He holds degrees from Stanford, Wabash and the Fletcher School of Law and Diplomacy. His foreign languages are German and French. He has received a Superior and a Meritorious Honor Award and figured in a group Superior and group Meritorious Honor Award. He has written a monthly column for the

APPOINTMENTS

Foreign Service Journal, as well as articles for "Afsa News." He is married to the former Maria Rosario Correa.

* * *

Morocco

Frederick Vreeland has been deputy assistant secretary for Near Eastern and South Asian affairs since last year. He served at the Central Intelligence Agency, 1951-85. He was director of the Aspen Institute in Rome, 1985-87, and a contributing editor of *Condé Nast Traveler*, 1988-90. He was vice president of John Cabot University in Rome, 1989-90.

Mr. Vreeland was born in Danbury, Conn., on June 24, 1927. He received a bachelor's from Yale, and served in the U.S. Naval Reserve, 1945-47. His foreign languages are French, Italian and German. He is the author of "Rome Access," Access Press, New York, 1987. He has two sons. □

3 new deans at Foreign Service Institute

The Foreign Service Institute has three new deans—Richard Lee Jackson, former deputy chief of mission in Rabat, dean of area studies; Mark C. Lissfelt, who was deputy chief of mission in Paris, dean of language studies; and Dennis Kux, formerly a senior fellow at the National Defense University, director of the Center for the Study of Foreign Affairs.

Mr. Jackson joined the Foreign Service in 1965 and was first assigned to Somalia. After tours in Tripoli and Washington, he went to Thessaloniki in 1972. He was commercial attaché in Athens, 1975-77, then special assistant to the under secretary for political affairs, 1978-80. In 1980 he became political adviser to the U.S. mission to the United Nations in New York. After receiving a sabbatical grant from the Una Chapman Cox Foundation, he went to Rabat as political counselor in 1983. He became consul general in Casablanca in 1986 and deputy chief of mission in Rabat three years later.

Mr. Lissfelt joined the Service in 1960. After serving as a staff assistant to the deputy under secretary for political affairs, he went to London as administrative officer in 1962. He was political officer in Tel Aviv, 1965-67, and economic officer in Bamako, 1967-69. After serving in the Bureau of Near Eastern and East Asian Affairs and the Bureau of Intelligence and Research, he went to Brussels with Nato in 1973. Next, he was a special assistant and economic and commercial officer at the



FOREIGN SERVICE INSTITUTE—New faculty deans, left to right: Mark Lissfelt, Dennis Kux, Richard Jackson.

Department, 1976-80, then political officer in Bonn, 1980-83. In 1983 he became deputy chief of mission in Berlin. After an assignment in the Bureau of European and Canadian Affairs, he went to Paris in 1987. His foreign languages are German and French.

Mr. Kux joined the Service in 1955. After an assignment in the Department, he went to Karachi as economic officer in 1955. He was commercial officer and vice consul in Madras, 1960-62. After serving in the Bureau of Near Eastern and East Asian Affairs and the Bureau of Administration, 1962-66, he became political officer in Bonn in 1966. He was posted to Islamabad, then returned to Near Eastern and East Asian Affairs in 1972. In 1975 Mr. Kux

became country director for India, Nepal and Sri Lanka. He went to Ankara as political officer in 1978. Then he was assigned to the Bureau of Intelligence of Research, where he became deputy assistant secretary for coordination in 1982. He was deputy director of management operations at the Department, 1984-86, before becoming chief of mission in Abidjan in 1986. He went to the defense university in 1989. □

People at State

John Kenneth Blackwell has been accorded the rank of ambassador during his tenure as U.S. representative on the Human Rights Commission of the UN Economic and Social Council. ■

Honors and Awards

McCumber, Kuligowski: ace communicators

George L. McCumber, communications program officer in Monrovia, is this year's winner of the Thomas Morrison Communicator Award. He will receive \$5,000 and a certificate from Secretary Baker. Michael N. Kuligowski, support communications officer in Riyadh, was named runner-up. An award panel recommended that he receive a Meritorious Honor Award and \$2,000.

Twenty-five others were nominated for the award: Wayne Adams, Cairo; Bernard Bies, London; Brendan Burns, Karachi; Richard Carpenter, St. Petersburg; Michael Cesena, Islamabad; H. Ron Charles, Ankara; Knanikar Daly, Bujumbura; Berdette Hammitt, Manama; Jerry Hamilton, Addis Ababa; Harold Jimerson, Dhaka; Norman McKone, Tel Aviv; Paul Million, Muscat; Michael A. Monday, Beirut; David Neuser, Port-au-Prince; James Norton, Pretoria; Carl Obiden, Amman; Frank Pressley, Singapore; Millard Rollins, Rangoon; Steve



Mr. McCumber



Mr. Kuligowski

Schmidt, Office of Information Management; David Smith, Athens; George Solomon, Tegucigalpa; David Wagner, Manila; Robert Walker, Office of Information Management; Robert Wildermuth, Gaborone; and Edward Wilson, Bangkok.

The award panel, chaired by Warren L. Littrel, deputy assistant secretary for information management and systems operations, included Douglas Langan, Bureau of European and Canadian Affairs; Leo Duncan, Bureau of Personnel; and Ralph Frank and Sidney Reeves, Bureau of Diplomatic Security.

Mr. McCumber is the sixth staffer at Embassy Monrovia to win a \$5,000 award for his performance at the war-torn post since last January. The others were Lawrence Hartnett, "Security Officer of the Year"; Penny McMurtry, "Consular Officer of the Year"; Michael J. Adams, Leamon R. Hunt Award for Administrative Excellence; Sally Walker, "General Services Officer of the Year;" and Betty Frankfather, Award for Excellence in Personnel Management. In addition, Monrovia's Warren Hadley won \$2,000 as runner-up for "Security Engineering Officer of the Year," and Darlene Mann was a runner-up for "Secretary of the Year."

McCumber: 'took the initiative'

Mr. McCumber was nominated by Ambassador Peter J. de Vos for maintaining communications at Embassy Monrovia during the civil war in Liberia. Mr. de Vos said: "Battles were fought outside the embassy gates, with stray bullets and artillery rounds hitting the compound at all hours. Throughout, Mr. McCumber man-



FOREIGN SERVICE INSTITUTE—Winners of the 1991 Una Chapman Cox Award for Excellence in Language Teaching, receiving

certificates and \$5,000 cash awards, left to right: Harvie Branscomb Jr., president, Cox Foundation; Marthe Hotaling (French); Jane

Chapman Cox, foundation trustee; Souksomboun Sayasithsena (Lao); Hajime Takamizawa (Japanese).



ALEXANDRIA, Egypt—At award ceremony in this port city on the Mediterranean Sea: *El-Sayed Gomaa, Hala El Messiry, Hafez*

Hafez, Mohsen Mansour, Magdy Abdel-Aziz, Ambassador Robert Pelletreau, Samia Khalil, Yvonne Abdel Kader, Nihal Azmy, Laila

Abbassy, Nadia Nassef, Mona El-Issawy, consul general Robert Maxim.

aged a superb communications unit, without which the embassy would have had to close. He took the initiative to reroute embassy communications, shifting to a high-frequency radio circuit, which, although difficult and time-consuming, allowed us to communicate during the entire period. Even before the crisis actually broke, he arranged alternative systems of power and work schedules.

"Another remarkable accomplishment was that Mr. McCumber kept the embassy's internal telephone system—the largest on the continent—alive and functioning, even when the city lines were completely lost. This success was no mean feat, since the embassy is spread over a 17-acre compound. Anticipating that city lines would be lost, Mr. McCumber obtained a satellite station for the embassy's use in advance. This system eventually proved to be the only method of oral communication with the outside world."

Mr. McCumber was also cited for salvaging costly equipment. Mr. de Vos said: "At personal risk, he visited the looted general services office compound and retrieved large amounts of equipment and material, including a complete telephone system, saving the Department hundreds of thousands of dollars. He was also instrumental in salvaging enormous amounts of material at other agencies, ensuring that millions of dollars more of Government equipment was

recovered."

Mr. McCumber was hailed, too, for what the ambassador called a "can-do attitude and sense of teamwork." These qualities were "amply demonstrated through long and hard work on weekends and 24-hour shifts at the height of the crisis," Mr. de Vos wrote, adding: "Some three decades ago, my first duties were as a communicator. I have never encountered a more competent communications program unit than that headed by Mr. McCumber."

Kuligowski: 'shouldered the burden'

Mr. Kuligowski was cited by Ambassador Chas W. Freeman Jr. for his efforts at Embassy Riyadh during the war in the Persian Gulf. Mr. Freeman said: "Mike's arrival at post coincided with the Iraqi invasion of Kuwait on August 2. He literally went directly to the office from the airport as the communications program unit went into an around-the-clock operation. He shouldered the burden as (acting) supervisor of an understaffed communications center with consummate skill. Telegraphic volume increased threefold, and a huge volume of visits descended over Saudi Arabia for the next seven months.

"The embassy was also called upon to assist American military forces, who eventually totaled half a million personnel. The communications program unit provided

communications for the initial military traffic, installed telephones at (military) headquarters and assisted in myriad other ways. In addition, Mike established a secure voice and fax network that connected the Saudi government to the embassy and the White House. His expertise kept our heavily-taxed and aged equipment operational, winning him numerous accolades."

Mr. Kuligowski was lauded for maintaining communications during Scud attacks on Riyadh and for assisting the embassy in Kuwait. Mr. Freeman said: "The end of hostilities did little to reduce the workload. Mike played an invaluable role in providing communications support to Embassy Kuwait while it was temporarily located in Taif, and an even greater role in its reestablishment in Kuwait. The extra burden of doing both his regular job and still finding time to work on the Kuwaiti restoration shows that Mike always gives that extra mile." □

Ruth Jackson is commended

Ruth Jackson, paralegal specialist in the Bureau of Politico-Military Affairs' Office of Defense Trade Controls, has been commended by the U.S. Customs Service for her role in convicting a manufacturer who tried illegally to export satellite communications equipment. She provided documentation that aided the investigation. ■

Your Wallet

Here's an overview of your overseas allowances

The law is the law is the law

BY RUTH L. WILLOW

The author, a Foreign Service officer, is director of the Allowances Staff.

“WHY WAS our post differential reduced when our embassy was granted danger pay?”

“My father intended to accompany me to my new post, but he couldn't when dependents were barred because of civil unrest. Does he qualify for a separate maintenance allowance?”

“We've just learned that our youngest child has a severe learning disability. Can we get special instruction for him at my next post?”

You should know that the answers to these questions and others like them are in a volume called “Standardized Regulations (Government Civilians, Foreign Areas).” The book is familiar to most administrative officers, but less familiar to the rest of you in the Foreign Service.

Let's begin with the Secretary of State. He has the authority under an executive order to determine allowances for all U.S. civilian employees overseas. This is why the basic regulations governing them are

found in the “Standardized Regulations,” which is used Government-wide. Here at State, the Allowances Staff, under the deputy assistant secretary for operations in the Bureau of Administration, develops these regulations, determines the rates of payment and publishes regular updates. Our Foreign Affairs Manual (Volume 3) provides guidance on implementation of the allowances for the foreign affairs agencies. In addition, some benefits, such as rest and recreation travel and emergency visitation travel, which are generally available only to employees of the foreign affairs agencies, are treated fully in the manual and administered by other offices in the Department.

In Allowances, a professional staff of 20 Civil Service employees calculates, writes, revises and interprets the “Standardized Regulations,” under the supervision of the director, who is always a Foreign Service employee. We analysts must always keep in mind the authorizing legislation, and be alert to changes that must be made. For the 1992-93 Foreign Relations Authorization Act, for example, the Department proposed nine changes. They clarify provisions for several benefits, including evacua-

tion, transfer and cost of living allowances. Problems sometimes surface in implementation of the regulations that can be addressed only by amending the law.

Origin and purposes

There are two main categories of allowances, those intended as recruitment and retention incentives for service overseas, and those designed to reimburse, in full or in part, the extra costs of living abroad. An example of the first is the living quarters allowance (now used much more extensively by other agencies, such as the Department of Defense). An example of the second is the post (cost of living) allowance, which compares living expenses at post with those here in Washington.

As I noted above, the regulations governing allowances are based on law (Title 5 of the U.S. Code). You might be surprised at how specific this legislation can be. Can we at Allowances, for example, make an administrative determination that more than one round trip per year for educational travel should be authorized due to special circumstances at a particular post? The answer is no, because the law itself states



ALLOWANCES STAFF—Here are some of the Department people in Rosslyn, Va., who work on the allowances that you may (or may not) be entitled to. From left, front: *Gretchen*

Koenig, Abe Cheng, Bobbie Houston, Sarah Brand, Mary Ann Griffin, Juanita Stokes. Rear: Erle Curtis, staff director Ruth Willow, Karen Howard, Audrey Thurman, Tom Libera,

Articlees Palmer, Ed Snyder, Bonita Proctor, Jon Guyton. (State Department photo by Ed Anderson)

that an employee may be granted "... the travel expenses of dependents ... to and from a school in the United States to obtain an American secondary or college education, not to exceed one annual trip each way for each dependent."

But it's true that other legislative provisions are less specific. Danger pay, for example, is granted in increments up to 25% of basic pay—the maximum prescribed by law. We often call on State's Office of the Legal Adviser for assistance in interpreting legislation, as well as when changes in the law are recommended by us.

Following are brief summaries that highlight major characteristics of the benefits in the "Standardized Regulations," as of last October 1. These summaries, though, shouldn't be taken as official guidance, since many provisions of the regulations aren't included here. Each allowance will be reviewed in greater detail in future articles in STATE.

Travel per diem: foreign areas

—Designed to cover daily expenses of employees and dependents while they're in temporary travel status, on official business away from their official post of assignment.

—Since December 1, 1990, calculated in two portions: the maximum lodging amount and a portion for meals and incidental expenses.

—Based primarily on costs reported by foreign posts, at least once per year, of the most frequently used, moderately-priced hotels and restaurants.

Post (cost of living) allowance

—Intended to reimburse you for certain excess costs—exclusive of living quarters expense and dependents' education costs—which result from your being stationed in a foreign area.

—Applies to "spendable income," which is that portion of basic compensation available to you after deductions are made for U.S. income taxes, gifts and contributions, savings (including life insurance and retirement), and U.S. shelter and household utilities expenses.

—Spendable income tables that are used to implement the allowance are based on information provided by the Bureau of Labor Statistics. They appear in Chapter 200 of the "Standardized Regulations."

—Established at a post only when data submitted for that post indicate that living costs are at least 3% higher than in Washington. The Washington costs used for comparison are also based on Bureau of Labor Statistics data.

—Reviewed upon submission of the

Retail Price Schedule by approximately 180 posts each year.

Temporary lodging allowance

—Granted for the reasonable cost of temporary lodging incurred by you and your family for up to three months following your arrival at a new post, and up to one month immediately preceding your final departure from the post.

—Based on the maximum lodging amount established for the post.

—Can't be paid concurrently with the living quarters or travel per diem allowance.

Supplementary post allowance

—Assists in defraying extraordinary subsistence costs while you and your family are receiving the temporary lodging allowance.

—Paid only if you and your family are occupying temporary quarters without kitchen facilities. And paid in addition to the post allowance.

—"Extraordinary subsistence costs" are those that exceed the portion of your salary and any post allowance that would ordinarily be spent for food and housekeeping expenses while you're occupying normal housing at the post.

—Related to the maximum travel per diem allowance, which reflects restaurant meal costs.

Living quarters allowance

—Provided when a government-owned or Government-leased residence isn't available to you and your family.

—Designed to cover substantially all of the average employee's actual expenditures for rent, utilities and certain other expenses.

—There are four basic quarters allowance groups, geared to the rank of the employee. Within each group, there are separate maximum rates for employees with families and those without.

—With-family rates are set at three additional levels. Not counting the employee, two or three family members qualify for up to 10% over the appropriate maximum rate, four or five qualify for up to 20% more. Families with six or more members qualify for up to 30%.

—Quarters owned overseas by you and/or your spouse and occupied by your family during a tour of duty may qualify for an allowance. But this type of living quarters allowance has very specific conditions attached.

Foreign transfer allowance

—Composed of three elements:

—Predeparture subsistence expense, applicable to lodging, meals, laundry and dry cleaning in temporary quarters for you and your dependents for up to 10 days preceding your final departure from the United States.

—A lump-sum wardrobe expense portion, intended to offset part of your wardrobe cost for transfer between widely varying climatic zones—Iceland and Sri Lanka, for example. For this allowance, the world is divided into three zones, and Washington is in Zone 2. Only a two-zone transfer qualifies for the allowance, so transfers to or from the contiguous United States never qualify.

—A miscellaneous expense portion, to assist you with certain extraordinary costs such as disconnecting or connecting your appliances, equipment and utilities, or cutting and fitting rugs, draperies and curtains moved from your old residence to the new one.

Home service transfer allowance

—As with transfers from the United States to foreign posts or between such posts, this allowance provides similar benefits for those returning from a foreign post to the United States. It also has the same three elements. The subsistence expense portion, however, may be paid for up to 60 days, with the rate reduced for the second half of that period.

—The subsistence expense portion may be extended for an additional 60 days at the reduced rate, on determination that such an extension is necessary due to compelling reasons beyond your control.

—Because the wardrobe expense portion is payable only for transfers between widely varying climatic zones, it's not available on transfer to Washington in Zone 2.

—A miscellaneous expense portion, for certain costs incidental to your relocation.

Post differential

—Often referred to as a hardship differential, this is designed to provide additional compensation to you for service where conditions differ substantially from those in the United States, warranting additional compensation as a recruitment and retention incentive.

—Living costs, which are considered under the post (cost of living) allowance rubric, are not considered in a post differential determination. (However, difficulty in obtaining food, clothing, etc., is a factor in determining the level of any post differential.)

—125 environmental factors, reflected in 89 questions, are included in the full post differential questionnaire. The differential is reviewed every two years or, in the intervening period, at the post's request.

—Additional pay may be 10, 15, 20 or 25% of basic compensation. 25% is the maximum differential permitted under law.

—This allowance and danger pay are the only two that are subject to federal income tax. All other allowances are not subject to that tax.

Danger pay

—Initially mandated in the Foreign Service Act of 1980, this allowance provides additional compensation, up to 25%, for service in areas of civil insurrection, civil war, terrorism or wartime conditions which threaten physical harm or imminent danger to employees.

—Acts characterized chiefly as economic crime do not justify danger pay, but are included in the determination of a post differential.

—Since the post differential also credits political violence, that credit is removed from the post differential when danger pay is granted. If a post does not have any differential, or if it is less than 20%, the post differential may be increased rather than danger pay granted. If both are authorized, combined danger pay and post differential will provide at least 5% additional compensation above the post differential in effect when danger pay is authorized. If conditions at post are so adverse as to warrant it, 25% danger pay and 25% post differential may be authorized.

—As noted elsewhere, this is one of the two allowances that are subject to federal income tax.

Evacuation allowances

—These cover the authority for an advance of pay following evacuation of an overseas post, continuation of salary and allowance payments, and special allowances to partially offset certain direct added expenses incurred in an evacuation. Special allowances include:

—Travel expense allowances to and from the designated safehaven, usually the United States. Your dependents may travel to any place in the United States, while employees are authorized travel only to Washington or another duty station.

—Air freight may be authorized for both departure from and return to post. Although conditions may preclude shipments from post, shipments back to post may still be authorized.

—The subsistence expense allowance

commences on the date following arrival at the authorized safehaven, and terminates when the evacuation is ended or on the 181st day after the evacuation order is issued, whichever comes first. The rate of payment is reduced after the first 15 days, then varies according to your use of commercial or noncommercial lodging.

—Payment of an education allowance may be affected by evacuation, but the circumstances are so specific that you should refer to Section 633 of the "Standardized Regulations."

—Under educational travel, the official safehaven replaces the post as the travel destination from school, if the parent so elects.

Education allowance

—Designed to assist in providing adequate elementary and secondary education for your children overseas, in place of services normally provided without charge by the public schools in the United States. Where adequate facilities aren't available at post, the allowance assists in paying the costs of boarding school and periodic travel to the post.

—You have freedom of choice in school selection, with reimbursement up to the rate cited for your post in the "Standardized Regulations." The cost of home study courses may be reimbursed, as well.

—Funds may be advanced at the beginning of the school year, with submission of receipts and a reconciliation made before the end of the year. The full allowance may be paid up front only if the school requires full initial payment or there is a savings to the Government.

—Special grants are available for handicapped children and for some types of supplemental instruction.

Educational travel

—In contrast to the education allowance, this provides only transportation to and from a U.S. school affording secondary or college education and the post.

—For secondary education, the travel is in lieu of the education allowance.

—Legislation limits the benefit to one round trip within one 12-month period.

—Allowable expenses may include the cost of transportation, travel per diem and air freight shipment.

Separate maintenance allowance

—This allowance has two categories, involuntary and voluntary.

—Involuntary separate maintenance may be granted when State determines that adverse, dangerous or notably unhealthful

conditions warrant exclusion of your family from the area.

—The voluntary allowance may be authorized for special needs or hardship of a particular employee, for reasons that include, for example, career, health or educational considerations for a family member.

—To be considered a member of your family for the separate maintenance allowance, your parents, brothers and sisters or spouse must have resided with you in a foreign area for at least one year prior to the separation for which the allowance is requested.

—The allowance is not intended to cover all expenses for the family member not residing at post, but to assist in offsetting the additional expense of maintaining a separate household.

—Family members for whom the allowance is paid may visit your post for up to 30 days without reduction in the allowance. (Such travel would be at the expense of your family.)

—After voluntary separate maintenance is elected, only one change in status for that family member is permitted during your tour of duty, although there's an exception when an official evacuation from post is involved.

Advance of pay

—Provides you an advance of up to three months' pay when you are proceeding to or are newly-arrived at post, recognizing the extraordinary expenses you and your family may face at such times.

—For State employees, the advance is usually repaid via withholding from your paycheck over the next 18 pay periods. Other agencies' regulations may specify other repayment conditions.

Representation allowance

—This may be granted to American or Foreign Service national employees, or to adult family members acting with or on behalf of these employees, for expenses that the chief of mission determines further U.S. foreign policy interests.

—Allowable activities include entertainment of a protocolary nature, such as on the Fourth of July; entertainment by employees to promote personal relationships that are necessary to the performance of their duties; and to entertain members of the U.S. Government other than solely those who are members of the executive branch and their families.

—Only expenses incurred aboard are allowable.

—(Continued on Page 24)

From the Director General



The new Foreign Service examination process

Be an examiner, Perkins says

BY EDWARD J. PERKINS

The author is director general of the Foreign Service and the Department's director of personnel.

WE HAVE MADE CHANGES in the Foreign Service exam in recent years that, we believe, have improved our methods of assessing and hiring promising candidates. For example, we've shortened the time span from examination to appointment by making administrative alterations; we've begun scheduling the exam earlier in the year to coincide more closely with the academic year; we've designed new Assessment Center exercises to replace the oral exam, and introduced a revised written exam.

Most of the changes occurred as the result of a comprehensive job analysis completed early last year. Last November, some 3,000 officers received a 40-page questionnaire designed to tell us what Foreign Service officers do, what they should know and what kinds of skills and abilities they need. We were very pleased to receive nearly

'We've shortened the time span from examination to appointment'

2,000 responses, because a recent comprehensive job analysis is the sine qua non of a legally defensible and fair selection process.

As expected, the analysis showed that the job of a Foreign Service officer is complex and diverse. Fifteen tasks were rated important or very important by more than half of the respondents, with the protection of classified material deemed one of the most important tasks for most officers. There were no appreciable differences in answers between men and women, among racial and ethnic groups or between junior officers and supervisors.

The written examination that was administered on November 9 was developed using the knowledge areas identified by the job analysis. Knowledge about the United States and economics was viewed as being particularly important, while the more traditional Foreign Service knowledge areas were viewed as important but likely to be acquired on the job. In anticipation of the 1991 written exam, we were able to advise potential applicants of the content areas on the exam and to encourage more realistic expectations and preparation.

Applicants who pass the written exam

are invited to the Assessment Center, formerly referred to as the oral exam. Some of the modifications that have been made in this second stage flow from the job analysis as well. For example, the focus is now on the abilities rather than the knowledge component of the candidate.

Of approximately 10,000 applicants who took the exam, some 2,000 will be invited to the Assessment Center, and about 400 will proceed to the background investigation stage and final review for placement on the register of persons eligible for appointment. About 300 employees are hired (including State, U.S.I.A. and Commerce appointments), so inclusion on the register gives candidates a significant chance of being offered an appointment. Previously, we processed several hundred candidates right up to the register phase, then dropped a large number of them before they ever received an offer of employment.

The written exam required a half day and consisted of multiple-choice sections on job-related knowledge, English expression and usage, and biographic information. The job-related knowledge section included questions in the following subject areas:

—Historical antecedents of international affairs.

—World geography.

- Foreign political systems.
- Basic principles of economics.
- Major contemporary international economic and commercial issues.
- Major events, institutions and movements in U.S. history.
- History of U.S. intellectual, artistic and cultural life.
- Social, political and economic trends in the United States.
- Contemporary cultural trends in the United States.
- The U.S. political process.
- The U.S. Constitution and the structure of the Government.
- U.S. economic systems, institutions and philosophy.
- The U.S. educational system.

The English expression test evaluated knowledge of correct grammar, organization, diction, spelling and punctuation. The biographic information questionnaire measured experience, skills and achievements in school, employment and in other activities. The questionnaire is based on research on successful people in U.S. Government professional and administrative occupations. It is designed to supplement the other portions of the examination by providing an assessment of additional job-related characteristics.

—(Continued on next page)

Department of Look-Alikes



Charles Ray



Colin Powell

IF YOU'VE FOUND YOURSELF saluting Charles Ray of the State Department because, for a minute, you thought he was General Colin Powell, the chairman of the Joint Chiefs of Staff—well, at least Mr. Ray is accustomed to being saluted. For Mr. Ray, too, is—or was—a military man. He retired from the Army as a major in 1982, after 20 years, during which time he served with the 18th Airborne Corps and the Special Forces. He joined the Foreign Service that year and, since last July, has been in Rosslyn, Va.—on Gen. Powell's side of the Potomac. Mr. Ray is in the Bureau of Politico-Military Affairs, as special assistant to the director of the Office of Defense Trade Controls. □

Ask Dr. Kemp



Q. **SOUTH AMERICA**
I recently began to have cravings to eat bits of paper, chalk, wood, etc. I am embarrassed to talk to anyone about this, including my doctor. Have you ever heard of such a thing?

A.
Certainly, and you have nothing to be ashamed of. This is pica, a medical condition characterized by having an appetite for unnatural foods such as those you describe. This type of craving is most common among children, who can get lead poisoning from eating old lead-based paint chips from windowsills, etc. In adults, it is also seen sometimes during pregnancy, or when there are certain types of dietary deficiencies, such as in anemia. Pica can be diagnosed and treated successfully. See your doctor as soon as possible, and put this behind you.

Q. **WEST AFRICA**
I have heard that the American Cancer Society has specific guidelines that will protect against cancer. What are they?

A.
In 1985 the society suggested the following: (1) Eat more vegetables from the cabbage family (cruciferous), such as brussel sprouts, kale, broccoli and cauliflower. (2) Add high-fiber foods to your diet (whole grains, fruits, veggies). (3) Eat foods rich in vitamin A (carrots, peaches, squash, apricots, broccoli). (4) Eat foods rich in vitamin C (fruits and veggies). (5) Exercise, and lower calorie intake to minimize risk of obesity (check with your doctor before beginning any exercise program). (6) Trim fat from your diet. (7) Reduce salt-cured, smoked or nitrate-cured foods from your diet. (8) *Do not smoke.* (9) Go easy on alcohol. (10) Protect yourself from the sun's rays.

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

Q. **CENTRAL AMERICA**
I read recently that moderate walking can be good for painful varicose veins. I tried to begin a walking program, but it gets very painful. Do you think I should push myself?

A.
Pain is an indicator that you may be overdoing it. In general, good muscle tone, which you can acquire through moderate walking, helps the blood flow in your legs. In your case, however, moderate may mean two short (quarter-mile) walks per day, while wearing support stockings. It need not, mean four or five miles at one time. You must check with your doctor before you begin any exercise program. He or she will know your individual needs better than anyone. You may find that simply sitting with your legs elevated for 15 minutes, three times a day, is helpful.

Q. **BETHESDA, MD.**
Last year, while I was on a trip to Mexico, I bought a number of bottles of Mexican vanilla, as I had heard that it was a real bargain and not imitation stuff. On some of the bottles it was stated that they "contain no coumarin." On others, no mention was made of this at all. Upon my return, I was informed by two different individuals that they had seen reports on TV advising that Mexican vanilla could be harmful and could even cause death. I'm recently retired after a career overseas, and I'm not familiar with such reports. Is there a danger in using Mexican vanilla?

A.
We contacted a U.S. Food and Drug Administration consumer safety officer who was very knowledgeable about coumarin and its use as an additive in some Mexican vanilla. Coumarin is considered toxic, and it's found in tonka beans and extract of tonka beans, among other natural sources. Consequently, any food product, including Mexican vanilla, containing added coumarin is deemed adulterated and should not be consumed. So, obviously, if the Mexican vanilla label indicates coumarin as an additive, the product should be avoided. In products where no mention of coumarin is made, you must have faith in truth in labeling or avoid the product altogether. Since I

cannot be sure of the requirements made on labeling by the Mexican government, I recommend the latter. Toss it all. The fact that Mexican vanilla is inexpensive is a good indication that it may not be genuine anyway. Pure extract is quite costly.

Q. **WASHINGTON**
Every year I hear about the American Cancer Society's sponsorship of the "Great American Smokeout," a day when smokers are asked to give up cigarettes for a 24-hour period. As a smoker, I didn't participate this past year because I didn't see the point in quitting for such a short period of time. Was I wrong?

A.
Yes, for one simple reason. In 1990, 7.4 million (15%) of the nation's smokers refrained from smoking for the day and 11.5 million (23%) cut back. The key was that 10% still were not smoking three days later! That's a lot of people who may very well have started on a permanent life-style change which could add years to their lives. Any event or activity which increases awareness about the deadly effects of smoking is beneficial.

If you can't find something else to help you stop smoking before next year's event, then do bother to participate. Free smoking cessation classes are offered by the Office of Medical Services. Call Judy Berman, health education specialist, on 647-0133 for information. ■

From the Director General

—(Continued from preceding page)

The Assessment Center process evaluates the following dimensions:

- Written communication skills.
- Oral communication skills.
- Objectivity and integrity, as well as self-control.
- Interpersonal style.
- Informational integration and analysis.
- Planning and organizing.
- Initiative and persistence.
- Problem-solving/negotiating.
- Leadership.
- Cultural adaption.

I'm quite pleased with the improvements in our system of hiring Foreign Service officers, and I encourage eligible officers to learn more about the intricacies of the system by bidding for assignments as examiners. ■

Best Photos of 1991

HERE'S ANOTHER LOOK (no charge) at some of what you saw in STATE last year and have wanted to see again. May the harvest for 1992 be as bountiful.



APRIL—U.S. Marine in Gulf war switches dogtag to his weapon. (Photo by Chip Beck)



MAY—A guest at State is the President, who came here to thank employees for their efforts during the Gulf war. On the eighth floor, he's shaking hands with JoAnne Christian, secretary in the Office of Overseas Citizens Services. (White House photo by David Valdez)



JANUARY—A Basotho tribesman in Lesotho, the "island" nation in southeastern part of South Africa.



APRIL—U.S. Marine in newly-liberated Kuwait. (Photo by Chip Beck)



FEBRUARY—Marines arrive to defend the embassy compound in Monrovia.



NOVEMBER—Kurdish refugee camp on a mountainside in Turkey. (Photo by Scott F. Kilner)



SEPTEMBER—In Yaounde, Cameroon, Shirley A. Adams, left, receives Delevan Award for Foreign Service secretaries from Ambassador Frances D. Cook.



NOVEMBER—On the eighth floor at Main State, the John Quincy Adams State Drawing Room, featured in a recently-published book that reviews the Department's extensive art collection. (Photo by Durston Saylor, New York) ■

Grievance Actions

Strike 4: he's out in skill code case

(G-043(7))—The grievant challenged his agency's refusal to grant him a skill code change, contending first that the skill code panel erred when it considered the "narrow breadth" of his primary specialty, even though his selection board had recommended a skill code change. The board found that panel instructions permitted consideration of all aspects of an employee's performance, including the breadth of his specialty. The grievant next pointed out that his latest employee evaluation report was not before the skill code panel. The board said regulations do not require a skill code panel to ensure that it has a person's latest report but that, if it feels it necessary to review additional reports, it may; the panel in this case apparently felt it unnecessary to do so.

The grievant also complained that management had consulted with the union with respect to a skill code change recommended by his selection board, arguing that the union should not be allowed to intervene. The board found the agency's action proper, in that skill code changes are effected pursuant to a collective bargaining agreement, and the agency had a right to ascertain the union's views on that special appeal.

Finally, the grievant argued that the assignment system was flawed in that he was not assigned in a manner taking into consideration his experience and performance. The agency declared that the grievant created his own assignment pattern, bidding on and taking jobs only in specific geographic areas, to his ultimate career detriment. □

Report survives, with some criticism deleted

(G-088(4))—The grievant claimed that his employee evaluation report was vindictive and unfairly harsh, as well as erroneous and procedurally defective. He asked that it be expunged from his performance record. He alleged that the official who wrote the appraisal did not discuss his performance with him during the rating period and was not, in fact, his supervisor for performance-rating purposes. In addition, he claimed that the reviewing officer had not been in the office long enough to judge his performance. He argued that the report ignored the substantive aspects of his performance and stressed the clerical, probably as the result of his having opposed two projects favored by the rater.

The board held that the grievant had not shown that the report was flawed by procedural irregularities. It did, however, conclude that many of the substantive criticisms of the grievant's performance were unfair, and ordered them deleted. But it did not find that the errors were sufficiently serious to invalidate the entire report. □

After 10 months, it's good-bye, board agrees

(G-076(6))—The grievant had served for four years and two months in a non-career limited appointment when his agency terminated him. Three months later, the agency rehired him under its career candidate program. While his preappointment papers clearly offered him a standard, not-to-exceed-five-year limited appointment, the final personnel action form provided for an appointment not to exceed 10 months. Upon the expiration of this 10-month period, his limited appointment was terminated.

The agency contended that the Foreign Service Act of 1980 requires it to combine a grievant's candidate and noncandidate years. It demonstrated to the board that its consistent practice was to do this. The board concluded that, while it did not necessarily agree with the agency's interpretation of the act, there was nothing in the act or the agency's regulations that would prevent the agency from combining for tenure purposes the years of two kinds of limited appointments. The grievance was denied. □

On reconsideration, board extends time-in-class

(G-096(9))—The grievant, a member of the Senior Foreign Service, complained that he never received employee evaluation reports for two one-year rating periods, and that he had yet to receive his work requirements for the current rating period. His agency agreed to extend his time-in-class by two years. It denied his request for performance pay, contending that his performance record showed that such a remedy was not warranted. When the grievant appealed this decision, the grievance board agreed that the two-year extension was appropriate, and also found that he had not shown by the evidence that his performance record merited performance pay.

After the board's decision was issued, the grievant stated that he had formally grieved to his agency the third evaluation report, and the agency had agreed to expunge it but declined to extend his time-in-class for a third year. The agency argued

that it had already granted the grievant a one-year extension for the third faulty report, but would not extend his time-in-class another year for the first performance period because his complaint about that period was filed too late and was time-barred.

The grievance board acceded to the grievant's request for reconsideration of its original decision, explaining that the issue of the faulty report for the third year had not been introduced into the record before the board issued its initial decision. It directed the agency to extend the grievant's time-in-class for a third year. □

Career damage? 'Mooted' by his promotion

(G-141-(8))—The grievant entered the service at mid-career level under a special program for the handicapped. Nearing the end of a four-year assignment abroad, he requested a one-year extension, on the grounds that he was receiving unusually successful treatment for a handicapped condition from a private doctor at post. The grievant charged that he was slandered by one of the post administrative officers who, along with other officers, had discriminated against him because of his minority status, midcareer entry and handicap. This resulted in denial of his request for extension and damaged his promotion prospects. The agency contended that the request for extension beyond the normal four-year limit on overseas assignments had been thoroughly reviewed, was broadly supported by senior officers at post and, in any event, that assignments are not grievable. The agency indicated that the alleged slander was a matter between him and the other officer.

The board determined that the grievant's charges of sexual and handicap discrimination were not within its jurisdiction because they are covered under equal employment opportunity regulations. The allegation of current damage was mooted by

—(Continued on Page 24)

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, A.I.D. and U.S.I.A. The board, in issuing the summaries, has taken care to protect the identity of the grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received. □

Education and Training

Schedule of courses at the Foreign Service Institute

Program	Feb.	March	April	Length
Area studies: intensive courses				
Africa, sub-Sahara (AR 210)	3	9	—	2 weeks
East Asia (AR 220)	3	9	—	2 weeks
Latin America (AR 230)	3	9	—	2 weeks
Near East/North Africa (AR 240)	3	9	—	2 weeks
South Asia (AR 260)	3	9	—	2 weeks
Southeast Asia (AR 270)	3	9	—	2 weeks
U.S.S.R./eastern Europe (AR 280)	3	9	—	2 weeks
Western Europe (AR 290)	3	9	—	2 weeks
Area studies: advanced courses				
Andean (AR 533)	These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.			
Arabian Peninsula/gulf (AR 541)				
Balkans (AR 583)				
Benelux (Netherlands) (AR 595)				
Brazil (AR 535)				
Central America/Spanish Caribbean (AR 532)				
East Central Europe (AR 582)				
Eastern Africa (AR 511)				
Fertile Crescent (AR 542)				
Francophone Africa (AR 513)				
French-speaking Europe (AR 592)				
German-speaking Europe (AR 593)				
Greece/Cyprus (AR 589)				
Haiti (AR 536)				
Iberia (AR 591)				
Indonesia (AR 571)				
Italy (AR 594)				
Japan (AR 522)				
Korea (AR 523)				
Lusophone Africa (AR 514)				
Mainland Southeast Asia (AR 572)				
Mexico (AR 531)				
Mongolia (AR 524)				
Northern Africa (AR 515)				
Philippines (AR 574)				
China/HongKong/Taiwan (AR 521)				
Scandinavia (Nordic countries) (AR 596)				
South Asia (AR 560)				
Southern Cone (AR 534)				
Southern Africa (AR 512)				
Turkey (AR 543)				
Russia, Ukraine and republics (AR 581)				
Vietnam/Cambodia (AR 573)				
Language and advanced area courses				
Afrikaans (LAA 100)	17	—	—	23 weeks
Albanian (LAB 100)	17	—	—	23 weeks
Amharic (LAC 100)	17	—	—	23 weeks
Arabic (LAD 100)	17	—	—	23 weeks
Arabic (Egyptian) (LAE 100)	17	—	—	23 weeks
Arabic (western) (LQW 100)	17	—	—	23 weeks
Bengali (LBN 100)	17	—	—	23 weeks
Bulgarian (LBU 100)	17	—	—	23 weeks
Burmese (LBY 100)	17	—	—	23 weeks
Chinese (Cantonese) (LCC 100)	17	—	—	23 weeks
Chinese (standard) (LCM 100)	17	—	—	23 weeks
Czech (LCX 100)	17	—	—	23 weeks
Danish (LDA 100)	17	—	—	23 weeks
Dutch/Flemish (LDU 100)	17	—	—	23 weeks
Finnish (LFJ 100)	17	—	—	23 weeks
French (LFR 100)	17	23	20	24 weeks
German (LGM 100)	17	—	20	24 weeks
Greek (LGR 100)	17	—	—	23 weeks
Hebrew (LHE 100)	17	—	—	23 weeks

—(Continued on next page)

Point of view

Management training—who needs it? Well, not so much the ones who get it

BY DAVID H. SHINN

The author, a former ambassador, is a special assistant at the Foreign Service Institute, where he recently completed a study on long-term training.

Is university management training going to officers who need it least? During the 1970s the Department assigned 56 officers to this training—without exception, administrative and consular employees. Following increased emphasis on management studies in the 1980s, the number so assigned rose to 70, with all but a few administrative and consular officers. Although this training was undeniably useful to them, in my opinion they almost certainly had less need for it than most of their political and economic cone colleagues. Just as area studies isn't and shouldn't be the exclusive preserve of political and economic officers, management studies needn't be monopolized by administrative and consular officers.

Even during their early careers, administrative and consular officers routinely benefit from more on-the-job management and supervisory experience than their political and economic colleagues. This is often supplemented by a variety of short-term administrative courses at the Foreign Service Institute. By the time they become competitive for deputy chief of mission, principal officer and related positions, administrative and consular officers usually are better able to cope with the management elements of these jobs than their political and economic peers.

It's true that administrative and consular officers receive significantly fewer such assignments than political and economic officers do. This situation may be due to less area expertise, more limited language (especially nonworld) qualifications and the fact that the jobs previously performed by administrative and consular officers are less likely to come to the attention of senior personnel who make decisions on these assignments. You can make a compelling argument that deputy chief of mission and principal officer jobs should go more often to administrative and consular officers who have demonstrated strong management skills. But that is for another article.

So long as the Department assigns political and economic officers to these jobs, it should make greater effort to ensure that they are prepared for coping with the critical management responsibilities inher-

EDUCATION AND TRAINING

ent in these positions. Political and economic officers rarely develop these skills on-the-job, where they have extremely limited supervisory experience through mid-career. This situation increases the need to offer management training to those officers who have the potential for serving as deputy chiefs of mission and principal officers.

It's no secret that the careers of many promising political and economic officers have run into heavy weather during their first and only deputy chief of mission or principal officer posting. These setbacks were usually attributable to their inadequacies in the management and supervisory area. University management training wouldn't have prevented all of these failures, but it would have saved some of those officers. So mid-level political and economic officers should consider bidding on management training. Alternatively, they might do what one economic officer did recently—develop a program which combines management, public finance and area-specific courses, or some similarly appropriate blend.

Having argued that political and economic officers would benefit from a year of management training, I'm sufficiently realistic to appreciate that few Foreign Service officers in these two cones will be tempted. There are other ways, however, by which management skills lacunae of mid-level political and economic officers can be filled with a much smaller investment of time.

The institute offers a continuum of short-term, management training covering such topics as "Introduction to Management Skills," "Managing People Problems" and the "Foreign Affairs Leadership Seminar." The skills course, for example, is designed for first-time supervisors. These courses have been well-received by Department personnel. They can be taken with minimal disruption to your regular job; the courses last between 2 and 12 days each. The vast majority of persons who've taken them are administrative, consular and specialist officers. Only a tiny percentage of those benefiting from the short-term management training have been economic or, particularly, political officers.

Those political and economic officers who are selected for university area or economics training have another option. They can take one or two management courses dealing with counseling, human resources or psychology. Examples of such courses are "Planning and Setting Goals and Objectives," "Interpersonal Management Skills" and "Counseling and Listen-

—(Continued from preceding page)

Program	Feb.	March	April	Length
Hindi (LHJ 100)	17	—	—	23 weeks
Hungarian (LHU 100)	17	—	—	23 weeks
Icelandic (LJC 100)	17	—	—	23 weeks
Indonesian (LJN 100)	17	—	—	23 weeks
Italian (LJT 100)	17	—	20	24 weeks
Japanese (LJA 100)	17	—	—	23 weeks
Khmer (Cambodian) (LCA 100)	17	—	—	23 weeks
Korean (LKP 100)	17	—	—	23 weeks
Lao (LLC 100)	17	—	—	23 weeks
Malay (LML 100)	17	—	—	23 weeks
Nepali/Nepalese (LNE 100)	17	—	—	23 weeks
Norwegian (LNR 100)	17	—	—	23 weeks
Persian/Dari (Afghan) (LPG 100)	17	—	—	23 weeks
Persian/Farsi (Iranian) (LPF 100)	17	—	—	23 weeks
Polish (LPL 100)	17	—	—	23 weeks
Portuguese (Brazilian) (LPY 100)	17	—	—	24 weeks
Romanian (LRQ 100)	17	—	20	23 weeks
Russian (LRU 100)	17	—	—	23 weeks
Russian (advanced) (LRU 101)	17	—	—	23 weeks
Serbo-Croatian (LSC 100)	17	—	—	23 weeks
Singhalese (LSJ 100)	17	—	—	23 weeks
Slovak (LSK 100)	17	—	—	23 weeks
Spanish (LQB 100)	17	23	20	24 weeks
Swahili/Kiswahili (LSW 100)	17	—	—	23 weeks
Swedish (LSY 100)	17	—	—	23 weeks
Tagalog/Pilipino	17	—	—	23 weeks
Thai (LTH 100)	17	—	—	23 weeks
Turkish (LTU 100)	17	—	—	23 weeks
Ukrainian (LUK 100)	17	—	—	23 weeks
Urdu (LUR 100)	17	—	—	23 weeks
Vietnamese (LVS 100)	17	—	—	23 weeks

Familiarization and short-term (Fast) courses

Albanian (LAB 200)	—	23	—	8 weeks
Arabic (LAD 200)	17	—	—	8 weeks
Arabic (Egyptian) (LAE 200)	17	—	—	8 weeks
Arabic (North African) (LQW 200)	17	—	—	8 weeks
Bengali (LBN 200)	17	—	—	8 weeks
Bulgarian (LBU 200)	—	23	—	8 weeks
Chinese (LCM 200)	17	—	—	8 weeks
Czech (LCX 200)	—	23	—	8 weeks
Finnish (LFX 200)	17	—	—	8 weeks
French (LFR 200)	17	—	20*	8 weeks
German (LGM 200)	—	23	—	8 weeks
Hindi/Urdu (LHJ 200)	17	—	—	8 weeks
Hungarian (LHU 200)	—	23	—	8 weeks
Icelandic (LJC 200)	17	—	—	6 weeks
Indonesian (LJN 200)	17	—	—	8 weeks
Italian (LJT 200)	17	—	20	8 weeks
Japanese (LJA 200)	17	—	—	8 weeks
Malay (LML 200)	17	—	—	8 weeks
Norwegian (LNR 200)	—	—	20	6 weeks
Polish (LPL 200)	—	23	—	8 weeks
Portuguese (Brazilian) (LPY 200)	17	—	20	8 weeks
Romanian (LRQ 200)	—	23	—	8 weeks
Russian (LRU 200)	—	23	—	8 weeks
Serbo-Croatian (LSC 200)	—	23	—	8 weeks
Slovak (LSK 200)	—	23	—	8 weeks
Spanish (LQB 200)	17	—	20*	8 weeks
Thai (LTH 200)	17	—	—	8 weeks

*From this starting date, seven weeks only.

Administrative training

Budget and financial management (PA 211)	24	20		6 weeks
C.F.M.S. training (PA 150 through 155)	Classes for March—April to be announced in next issue.			

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Program	Feb.	March	April	Length
C.O.R. training for nonpersonal services contracts (PA 127)	—	2	—	3 days
Customer service (PA 143)	20	—	—	2 days
General services operations (PA 221)	3	9	6	12 weeks
	10	16	20	12 weeks
	—	23	—	12 weeks
	—	30	27	12 weeks
	12	25	—	3 days
How F.A.A.S. works at overseas posts (PA 213)				Correspondence course
How to be a certifying officer (PA 291)				Correspondence course
How to be a contracting officer's representative (PA 130)				Correspondence course
How to write a statement of work (PA 134)				25
Internal control training (PA 137)				2 days
Overseas cashier's training (PA 293)				Correspondence course
Overseas cashier's supervisor's training (PA 294)				Correspondence course
Personnel management training (PA 231)	—	2	—	7 weeks
Consular training				
ConGenRosslyn basic consular course (PC 530)				Continuous enrollment
Consular orientation program (PC 105)				26 days
Immigration law and visa operations (PC 102)				Continuous enrollment
Nationality law and consular procedures (PC 103)				6 days
Overseas citizens services (PC 104)				Correspondence course
Passport examiners (PC 110)				Correspondence course
Curriculum and staff development training				
Basic facilitation and delivery (PD 513)	12	—	—	3 days
Design and evaluation workshop (PD 511)	—	11	—	3 days
Economic training				
Export promotion (PE 125)	—	3	—	1 week
Executive development				
E.E.O. awareness for managers and supervisors (PT 107)	—	19	—	2 days
Foreign affairs leadership seminar (PT 119)	2	—	26	2.2 weeks
Introduction to management skills (PT 207)	—	16	—	4 days
Performance management seminar (PT 203)	—	—	1	2-1/2 days
Supervision for the experienced supervisor (PT 121)	—	30	—	3-1/2 days
Washington tradecraft (PT 203)	24	—	—	2 weeks
Information management training				
Advanced PC course (PS 114)	18	—	—	2 days
Information management seminar (PS 144)	—	16	—	9 weeks
Information systems operations training program (PS 108)	—	2	—	4 weeks
Introduction to Lotus 1-2-3 (PS 118)	13	—	30	2 days
Introduction to the personal computer (PS 111)	10	—	27	3 days
Introduction to WordPerfect (PS 115)	24	30	20	2 days
Office management courses				
Advanced word processing (PK 103)	18	16	13	3 days
Advanced WP Plus (PK 154)	25	—	20	2 days
Better office English (oral) (PK 226)	10	6	—	30 hours
Better office English (written) (PK 225)	—	23	—	40 hours
Civil service secretarial training for entering personnel (CS-Step) (PK 104)	18	16	27	2 weeks
Decision-processing (PK 152)	24	—	17	1 day
Drafting correspondence (PK 159)	24	—	—	1 week
Effective speaking and listening skills (PK 240)	—	2	—	2 weeks
Employee relations (PK 246)	—	—	27	2 days
Foreign Service secretarial training (PK 102)	—	—	1	2.6 weeks
Glossary (PK 151)	21	19	16	1 day
State Department knowledge, information and learning for secretaries (PK 108)	—	9	—	1 week
Supervisory studies seminar (PK 245)	—	16	—	4 days
Telephone techniques (PK 141)	—	30	—	1 day
Wang office (PK 161)	—	23	—	1 day
Writing effective letters and memos (PK 241)	—	—	6	1 week

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ing Skills." The availability of these courses will vary from university to university, but it should be possible to find at least one at each school where an officer is assigned to area or economics training. Such courses might well serve officers better than a full schedule of area-specific or economics classes. □

Schedule is announced for security seminar

The Foreign Service Institute has announced its 1992 schedule for the security overseas seminar, for employees and family members preparing to serve abroad. The course explores personal risks overseas and ways to minimize them.

Two-day sessions for adults will be on January 13-14 and 27-28, February 10-11 and 24-25, March 9-10 and 23-24, April 6-7 and 27-28, May 11-12, June 1-2, 8-9, 15-16, 22-23 and 29-30, July 13-14, 20-21 and 27-28, August 3-4, 10-11, 17-18 and 24-25, August 31-September 1, September 14-15 and 28-29, October 19-20, November 2-3 and 16-17, and December 7-8.

One-day sessions for teenagers and children who have finished the first grade will be on June 23 and 30, July 14, 21 and 28, and August 4, 11 and 18. For adults who plan to take a two-day session which meets concurrently with a one-day session for youngsters, daycare is not provided on the first day of the adult session.

Participants should enroll at least three weeks in advance. For information, call (703) 875-5353. □

'Fast-Train' is about to leave the station

The Foreign Affairs Spouses Teacher Training Program (Fast-Train) (STATE, November) is slated to begin its spring semester at George Mason University on January 6, with enrollments accepted through the first week of classes.

There will be two three-semester-hour courses, in instruction technology and education (Mondays, 6-8:40 p.m.) and teaching exceptional and multicultural students (Tuesdays, 6-8:40 p.m.). The summer session will begin April 20, concluding two months later. For information, call Carol Sutherland, Office of Overseas Schools at State, (703) 875-7939. ■

Signs of the times

In a Bangkok dry cleaning shop:
"Drop your trousers here for best results..."

—From the Bulletin of Diplomatic and Consular Officers, Retired □

EDUCATION AND TRAINING

—(Continued from preceding page)

Program	Feb.	March	April	Length
Orientation				
Department officers (PN 105)	11	10	21	2 days
Foreign Service officers (PG 101)	—	23	—	9 weeks
Foreign Service specialists (PN 106)	—	5	23	3 weeks
Designated posts (PN 111)	—	16	13	1 week
	5	—	—	3 days
	26	—	—	3 days
Overseas Briefing Center				
American studies (MQ 115)	—	2	—	2 days
Documenting our mobile experiences (MQ 701)	—	25	—	1 day
Educating the child while posted abroad	—	—	29	1 day
Employment planning (MQ 700)	—	23	—	1 week
Encouraging resilience (MQ 500)	—	—	30	1 day
English teaching seminar (MQ 107)	—	—	13	3 days
Going overseas (families, singles, couples) (MQ 200)	—	21	—	1 day
Introduction to Foreign Service life (MQ 100)	24	—	—	1 week
Life after the Foreign Service (MQ 600)	4	—	—	2 days
Marketing Foreign Service spouse talents (MQ 702)	—	26	—	1 day
Post options for employment and training (MQ 703)	—	24	—	1 day
Security overseas seminar (MQ 911)	10	9	6	2 days
	24	23	27	2 days
Protocol and representational entertaining (MQ 116)	—	4	—	1 day
Single-parenting in the Foreign Service	—	—	28	1 day
Understanding regulations, allowances and finances (MQ 104)	—	11	—	3 days
Political training				
Executive-congressional relations (PP 204)	—	—	13	1 week
Foreign affairs interdepartmental seminar (PP 101)	3	—	—	2 weeks
Intelligence and foreign policy (PP 212)	24	—	—	3 days
Multilateral diplomacy (PP 211)	10	—	—	3 days
National security and arms control (PP 203)	—	—	27	1 week
Political tradecraft (PP 202)	—	23	—	3 weeks ■

Grievance Actions

—(Continued from Page 20)

the grievant's promotion shortly after filing the grievance. The board found that the agency had given full consideration to the request for an extension of tour, and ruled that the denial of extension had not violated any law or regulation. The grievance was dismissed. □

No ruling on defamation, but costs are reimbursed

(G-125(88))—When the grievant's minor dependent joined the grievant overseas, he had no medical clearance, and efforts to obtain one a year later were unsuccessful because he needed special treatment unavailable at post. Early medical channel cables about clearance and the dependent's behavior at post, which were sent without the grievant's knowledge, contained information he claimed to be unsubstantiated rumors. The grievant and dependent returned to Washington on consultation and early transfer orders, respectively, to enroll the dependent in a counseling program. Although, again, medical personnel consid-

ered treatment necessary and had spoken with the program's director, the agency, on the ground that the dependent had no medical clearance, declined to pay costs exceeding those covered by the grievant's insurance. The grievant requested punitive action against post and agency medical personnel who had authored the early medical

channel messages, and reimbursement for what he had paid for medical and personal expenses in connection with the counseling program.

The board found that, since no violation of regulations or policy in the use of the medical channel had been alleged or proven, and that a grievance was not the proper process for dealing with defamation, it could not consider the grievant's allegations of unsubstantiated rumors or defamation of character. However, because of a regulatory provision that the agency may, in unusual circumstances, approve payment of medical expenses for those without a medical clearance and a procedures memorandum giving Medical Services discretionary authority in such cases, the board directed the agency to instruct Medical Services to reconsider its decision to deny reimbursement of medical costs. Medical Services did so, and it reimbursed the grievant the excess medical costs. ■

Your Wallet

—(Continued from page 13)

Official residence expenses

—In order to carry out the representational functions cited above, the principal representative at a post often requires housing and domestic staff that are more expensive to maintain than required for other employees at post—hence, this provision covering these extraordinary expenses.

—The Secretary of State has been given authority to designate which positions at post qualify as principal representative positions.

—Generally, the principal representative must personally pay 5% of his or her salary toward usual household expenses, on an annual basis. ■



Music at State

A singer and a pianist in the East Auditorium

From Scarlatti to 'Misty'

BY STEVEN ALAN HONLEY

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

JAKE BRIGGS' December 4 concert in the East Auditorium—the final event in the "State Of The Arts" series for 1991—ended the year's run of performances on a high note with a recital of popular/cabaret songs. The versatile artist, who accompanied himself on the piano, also plays bass and lead guitar, in addition to composing and arranging music.



Mr. Honley

After welcoming the small but enthusiastic crowd, Mr. Briggs opened his recital with a leisurely interpretation of the well-known ballad "Misty." In the softer passages, he sometimes let the piano overshadow him, but as his voice warmed up, this became less of a problem.

Mr. Briggs moved on to a more active number, "Ribbon In The Sky," which showed off not only his upper range but his facility to scat singing. He then segued smoothly into "A House Is Not A Home," which was both more melancholy and harmonically adventurous than the earlier numbers.

He introduced his next number, "It's So Hard To Say Good-bye To Yesterday," by noting that he frequently sings it at funerals. He then proceeded to demonstrate why he gets so many requests for it, giving a heartfelt, bluesy rendition. His arrange-

'Emotional ties that reach across time and space'

ment seemed to have echoes of the Cole Porter song "Night And Day" running through it; whether intentional or not, this reference enhances the song's message about emotional ties that reach across time and space.

He returned to more familiar material with "Latest Greatest Inspiration." While his accompaniment was perhaps less skillful and more obtrusive in this selection than the others, his rhythmic drive and sheer love of music-making carried him through.

For his finale, Briggs performed an



Jake Briggs in the East Auditorium.

ardent love song, "Been So Long." I can only hope that we will not have to say that before hearing him perform for us again. □

* * *

ELIZABETH CASON, a Georgetown University senior in the School of Foreign Service, presented a varied and impressive piano recital on October 30. Despite the inferior quality of the East Auditorium's piano (which this reviewer regularly bemoans), she was able to extract a pleasing sound from it by approaching it like a forte-piano rather than a modern instrument. Her program had clearly been chosen with this in mind and, apart from containing three consecutive works in the same key, was a model of its kind.

Her first selection was one of Domenico Scarlatti's many brief harpsichord sonatas (LL 396, in F minor), which showed off the artist's light, staccato touch to full advantage. The same approach worked well in Rameau's Gavotte and Variations in A minor. This work posed a number of severe technical challenges: frequent hand-crossings, "perpetual motion" sequences and, throughout, the execution of tasteful ornamentation (a necessity for authentic performance of French baroque music). Occasionally, she faltered briefly during some particularly taxing passages (which the piano's slow action did not help), but she recovered well and kept going.

The program's centerpiece (chronolog-

ically and emotionally) was Mozart's Sonata in A minor (K 310). Ms. Casey complied fully with the first movement's tempo marking, *allegro moderato*, thereby evading the common error of emphasizing speed at the expense of lyricism. Again, there were a few memory lapses, but she got back on track during the second movement, *andante*, and handled the concluding *presto* with aplomb.

Next came a Chopin mazurka (Opus 68, No. 2, also in A minor). Unlike most specimens of the genre, which tend to be energetic and very fast, this mazurka was dreamy and pensive. Ms. Casey did a good job of bringing out those qualities.

She concluded with a work which deserves to be better known than it is: "Pas De Deux" from Samuel Barber's *Souvenirs* (Opus 28). A harmonically adventurous work, it built up very nicely before subsiding with a final, almost mystical flourish near the top of the keyboard. It made a satisfying ending for a recital which demonstrated the artist's substantial potential. □

Now hear this: more music

Next performers in the "State of the Arts" series, with recitals in the East Auditorium at 12:30 p.m.:

—January 15: Brazilian clarinetist Casio Borges Mendosa.

—January 29: Young violinists Evan Bialostozky, 12, and his brother, Noah, 9. ■

Personnel: Civil Service

Promotions

GG-7

Johnson, Larry D., International Organization Affairs, Communication Section

GG-8

Fiore, Jean A., International Organization Affairs, Administrative Affairs, New York

GG-9

Smulson, Gudrun S., Foreign Service Institute, North and East European Languages

GG-12

Zaiback, Abdelnour, Foreign Service Institute, Research Evaluation and Development

GM-13

Davis, Roberta M., Diplomatic Security, Financial Management Division

Mofson, Phyllis, Office of Geographer

Stanley, James M., Miami Passport Agency

GM-14

Howdershell, Lee Ann, International Organization Affairs, Office of Technical Specialized Agencies

Montgomery, Faith Kendall, Family Liaison Office

Winton, Amy Susan, Economic & Business Affairs, Special Trade Activities Division

GM-15

Enriquez, Ruben J., Office of Inspections

Nightengale, Thomas V., Diplomatic Security, Information Security Division

Peterson, Robert B., Office of Inspections

Struck, William E., Bureau of Personnel, Policy Coordination

GS-4

Anderson, Anita Lynnette, Stamford Passport Agency

Blanks, Sherron Ali, Passport Services

Fields, Veronica, Northeast Passport Processing Center

Gatheright, Crystal L., Diplomatic Security, Chicago Field Office

Timorason, Donna Marie, Northeast Passport Processing Center

GS-5

Burley, Ann, Miami Passport

Agency

Foster, T. Glenn, Bureau of Administration

Haviland, Edward C., Office of Secretary, Office of Controller/Executive Director

Jimenez, Alicia, Miami Passport Agency

Landon, Mark A., Office of Chief Financial Officer, Payroll Operations

Myers, Bertha J., Passport Services

Swain, Durrone C., Miami Passport Agency

White, Constance L., Miami Passport Agency

Willis, Tanika, Human Rights and Humanitarian Affairs

GS-6

Brown, Alvin, Office of Chief Financial Officer, Vendor Claims

Davis, Tracy, Bureau of Administration

Grant, Cheylon Adkins, New York Passport Agency

Holmes, Hamiltynne Laurena, Bureau of Personnel, Budget Branch

Skrobisz, Margott L., Office of Chief Financial Officer, Payroll Operations

Thomas, Amanda L., Diplomatic Security, Office of Investigations, Applicant Branch

Villa, Margaret, Northeast Passport Processing Center

GS-7

Arndt, Jeffrey M., Executive Secretariat

Blake, Carole D., Office of Chief Financial Officer, Office of Banking and Foreign Currency

Brown, Verlene, West African Affairs

Chicklowski, Patricia S., Office of Chief Financial Officer, Consolidated American Payroll Division

Cooke, Delores E., Office of Foreign Service National Personnel

Crain, Maggie D., New Orleans Passport Agency

Crosby, Kimberly E., Diplomatic Security, Systems Operations

Harris, Regina, Office of Inspector General

Johnson, Crystal Ann, New Orleans Passport Agency

Johnson, Deborah T., Citizens Emergency Center

Kemp, Weaver L., Bureau of Public Affairs, Office of Public Communications

Maness, Annette K., Consular

Affairs, General Services

Rivera, Sylvia A., Bureau of Administration, Financial Management

Springsteen, Martha L., Bureau of Administration

Valli, Shireen Begum, Inter-American Affairs, Office of Executive Director

Williams, Gwendolyn C., Politico-Military Affairs

Young, Pamela R., Office of Inspector General

GS-8

Douglas, Kirk, Diplomatic Security, Information Management

Fisher, David L., Diplomatic Security, Information Management

Landymore III, Frank W., Diplomatic Security, Information Management

Lee, Mary P., Central American Affairs

Peterson, Tracey R., Diplomatic Security, Information Management

Robinson, Marie H., Diplomatic Security, Information Management

GS-9

Dilday, William E., Fisheries Affairs

Ford, Rose A., Bureau of Administration

Greene, Roy Bernhard, Diplomatic Security, Management Systems Division

Groves, Norman Scott, Office of Chief Financial Officer

Guyer, Cynthia L., Bureau of Personnel, Resource Planning and Allocation Division

Henderson, Cecelia, Diplomatic Security, Information Management

Huie, Michelle P., Office of Chief Financial Officer, Domestic Accounting

Johnson, Camero C., Bureau of Personnel, Retirement Division

Johnston, Wileva L., Bureau of Administration

McHugh, Kathleen M., Office of Foreign Missions

McShan, Ruth A., Office of Foreign Buildings

Mitchell, Linda A., Office of Legal Adviser

Scarborough, Jean Savoy, Bureau of Administration

GS-11

Bacon, Barbara Ann, Diplomatic Security, Information

Management

Boone, Anita L., Diplomatic Security, Office of Information Services, Indexing Branch

Castillo, Carlos Sosteno, Office of Foreign Missions

Clayton, Billy P., Bureau of Administration

Fleming, Carla M., Diplomatic Security, Information Management

Greene, Lisa B., Office of Chief Financial Officer

Gross, Cheryl A., Bureau of Public Affairs

Gross, Marjorie S., Equal Employment Opportunity and Civil Rights

Keeling, Gail E., Diplomatic Security, Information Management

Kershner, Stewart H., Office of Chief Financial Officer

Kowaleski, Ann C., Office of Chief Financial Officer

McKinney, Gloria T., Passport Services

Morris, James L., Office of Chief Financial Officer

Nelson, Phillip R., Office of Chief Financial Officer

Parker Jr., Ravon, Northeast Passport Processing Center

Romfn, Mary Anne, Office of Chief Financial Officer

Thompson, Guy B., Diplomatic Security, Information Management

Zagrillo, Joanne T., Diplomatic Security, Information Management

GS-12

Cohen, Bradley Michael, Politico-Military Affairs

Daniels, William F., Citizens Emergency Center

Davidson, Davida A., Consular Fraud Prevention Programs

Gilmore, Charles, Diplomatic Security, Information Management

Jones, Anthony Q., Office of Inspector General

Lewis, Colleen E., Foreign Service Institute, Office of Acquisitions

Ohta, Sharon E., Executive Secretariat, Systems Management

Pace, Jerry R., Diplomatic Security, Information

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Management
Simmons, Donna M., Diplomatic Security, Industrial Security Division
Wilkinson, Kathleen P., International Narcotics Matters

GS-13

Gvozdas, Kathleen D., Diplomatic Security, Information Management

Appointments

Ahern, Katharine, Consular Affairs, Personnel Management
Arreaga, Mary F., Inter-American Affairs, Office of Executive Director
Bayuelo, Claudia S., Office of Chief Financial Officer, Financial Systems
Bezaire-Piccata, Christina, Overseas Briefing Center
Blake, Katina D., Consular Affairs, Personnel Management
Briscoe, Roniece M., Pre-Assignment Training
Chung, Won Y., Office of Foreign Buildings
Colwell, William A., Consular Affairs, Office of Executive Director
Crawford, John P., Diplomatic Security, Information Management
Edmondson, William B., Office of Inspector General
Ferry, Edward J., Diplomatic Courier Service
Ford, Melinda M., Languages Services, European Interpreting
Fritts, Robert E., Office of Inspector General
Garcia, Angela Thomas, Visa Services
Garcia, Gloria, Mexico City
Han, Enise G., Foreign Service Institute, Asian and African Languages
Harmon, Elisabeth M., Bureau of Public Affairs, Office of Assistant Secretary
Hartranft, Christopher R., Pre-Assignment Training
Hayman, Karen Anne, International Organization Affairs, Administrative Services
Hebert, Marcus, Office of Foreign Buildings
Hoza, Mei Lian M Hall, Foreign Service Institute, School of Professional Studies
Jenkins, George C., African Affairs, Office of Executive Director
Jindal, Shiv K., Office of Foreign Buildings, Electrical Engineering
Jones, Regenia L., International

Organization Affairs, Development Assistance
Kaminski, Renate M., Office of Foreign Buildings
Keathley, Jerrell G., Office of Inspector General
Larew, Betty W., African Affairs, Office of Executive Director
Lewis, Gwendolyn, Pre-Assignment Training
Lomax, Bobbi Le Ette, Foreign Service Institute, Economic and Commercial Training
Luketich, Pamela A., Tel Aviv
Machak, Michael John, Oceans and International Environmental and Scientific Affairs
Mack, Gwendoline C., Foreign Service Institute, Asian and African Languages
Martin, Charles W., Passport Services
Martin, Timothy P., Passport Services
McCreary, Stephen R., Passport Services
McDermod, William J., Boston Passport Agency
Monroe, Andrew C., Office of Chief Financial Officer, Pre-Assignment Training
Morrison, Kimberly Lynn, European Affairs
Murray, Cheryl A., Boston Passport Agency
Natale, Vincent R., Bureau of Administration

Answers to Diplomatic Cryptic No. 2

(See December issue)

Across	Down
1. Winston	1. Winslow
4. Gertrude	2. titi
8. ostler	3. nostrum
10. negates	4. groans
11. Andrea	5. Thurgood
12. lean	6. ulna
13. Bryan	7. Ernest
14. Isadora	9. Tara
15. William	16. Iore
17. woe	17. Warren
19. David	18. Evelyn
21. Nora	20. void
22. Vera	23. Robinson
24. Greta	25. Agatha
26. Goneril	28. Nigel
27. Brenda	30. Asta
29. Catalan	32. Geoffrey
31. nudging	33. Ulysses
35. Lorna	34. Janet
36. Ronald	37. anvils
39. Cain	38. Daniel
41. Margaret	39. Clara
43. tinier	40. Omar
44. Strom	42. ewe □
45. ageless	
46. Sally	

Palmer Jr., Stephen E., Office of Inspector General
Pierce IV, James, Office of Chief Financial Officer, Pre-Assignment Training
Rinaldi, John C., Office of Foreign Buildings
Robinson, Charles Paul, Politico-Military Affairs
Roth, Sonya P., Legislative Affairs
Russell, Lawrence D., European Affairs
Schneider, Kate M., Intelligence and Research, Economic Analysis
Scott, Michele D., Office of Chief Financial Officer, Pre-Assignment Training
Shadyavichyus, Yakov, Foreign Service Institute, North and East European Languages
Shelton, Michelle Lesette, Diplomatic Security, Personnel Management
Sheppard, Frederick H., European Affairs, Post Management
Silver Jr., Ezel, Office of Foreign Buildings
Smith, Yonna Mashell, Diplomatic Security, Office of Counterintelligence Programs
Wiggins Jr., Frontis B., Office of Inspector General
Wilcox, George O., Diplomatic Security, Information Management
Winslow, Matthew W., Legislative Affairs
Woolsey Jr., Robert James, Office of Under Secretary for Security Assistance, Science and Technology

Reassignments

Fisher, Mary Ann, Office of Under Secretary for Security Assistance, Science and Technology to European Affairs
Fleming, Rosemary E., Human Rights and Humanitarian Affairs to Foreign Service Institute
Howard, Diane J., Executive Secretariat to Human Rights and Humanitarian Affairs
Hutcheson, Gail M., Pre-Assignment Training to Office of Civil Service Personnel Management
Obst, Kathie S., Pre-Assignment Training to Office of Inspector General
Owens, Romaine N., Inter-American Affairs to Refugee Programs
Stevens, Laura, Diplomatic Security, Personnel Investigation Division to Foreign Service Institute, Personnel Office

Thomas, Dorothy E., Office of Chief Financial Officer to Office of Inspector General
Wallace, William O., Bureau of Personnel, Grievance Staff to Bureau of Personnel, Policy Coordination Staff
Wood, Jean B., Citizens Consular Services to Consular Fraud Prevention Programs
Young, Michael Kent, Office of Legal Adviser to Office of Under Secretary for Economic Affairs

Resignations

Bagby, Linda G., Office of Inspector General
Cohen, Joyleen Naloni, Consular Fraud Prevention Programs
Curtis, Veronica L., East Asian and Pacific Affairs, Office of Executive Director
Galletta, John David, Intelligence and Research, Office of Executive Director
Gray, Denise N., Office of Chief Financial Officer, Consolidated American Payroll Division
Henderson, Darlene, Chicago Passport Agency
Juola, Laurel Helene, Eastern European Affairs
Lehman, Kelley Ann, Office of Inspector General
Levine, Nancy, Boston Passport Agency
McIvey, Ethel Lee, Office of Chief Financial Officer, Office of Management Systems and Programs
Messner, Patricia Boyd, European Affairs, Office of Executive Director
Murphy, Daniel J., Economic and Business Affairs, Office of Executive Director
Powell, Earl William, Passport Services
Reed Jr., Joseph V., Office of Protocol
Schroeder, William S., Office of Inspector General
Szramek, Martha V., Executive Secretariat
Tarla, Thomas R., Office of Inspector General
Torian, Shelley E., Bureau of Public Affairs, Office of Assistant Secretary
Troy, Denise Marcella, West African Affairs/Francophone
Valentine II, Thomas L., Foreign Service Institute, Language Studies

Retirements

Borum, Henrietta E., Boston
 —(Continued on Page 35)

Post of the Month: Maracaibo

THIS CONSULATE in Venezuela's second-largest city is on the northern coast of the South American continent, on the shore of Lake Maracaibo, largest lake on the land mass. U.S. Foreign Service people there are featured as part of STATE's continuing series.



From left: Principal officer *Jim Wagner*, Venezuelan governor *Oswaldo Alvarez Paz*, General *Pedro Molero Romero*.



The consulate is on the third floor of this bank building.



Security staffer *Hely Saul Vega*, left, with chauffeur *Jorge Luis Rincon*.



Basilica de la Chiquinquirá, a downtown landmark.



Ruth Wagner, wife of the principal officer, at a shop in the Andes.



Administrative assistant Ana Maria Barboza with visa assistant Ciro Bracho.

Consulate staffers, from left: Patricia Salom, Ciro Bracho, Ana Maria Barboza, Ada Ortega, Renny Bravo, Richard Adams.





James and Laura Wagner, children of principal officer Jim Wagner, at the Parque de la Marina, dedicated to U.S. seamen who fought in the Venezuelan war for independence.



General services officer Doris McBryde.

Scientist Nancy Wexler, left, and Ruth Wagner, wife of the principal officer, at a benefit. ■



Personnel: Foreign Service

Appointments

Armstrong, Sandra Shephard, Harare
 Barnes, Connie, Nairobi
 Barnes, Faye G., Mexico City
 Barrett, Leslie T., Bridgetown
 Benjaminson, Eric David, Beijing
 Berger, Barbara C., The Hague
 Black, Yvonne L., Copenhagen
 Brudvig, Lee A., Guangzhou
 Bruno, Kristen Julia, Frankfurt
 Chandler, Virginia M., Rabat
 Chang, Michael Barry, Shenyang
 Collinge, John Graham, London
 Collins, George B., European Affairs
 Coyne, Genevieve Elizabeth, Copenhagen
 Dempsey, Tracy L., Lima
 Deroche, Shirley Ann, San Salvador
 Diaz-Rodrigues, Martha Ann, Asuncion
 Dominessy, Maria Luisa, Sanaa
 Donica, Margaret E., Georgetown
 Dubai, David Donat, Amman
 Duncan, Sandra M., Karachi
 Dunford, Cathleen L., Manila
 Featherstone, Sharon K., La Paz
 Fink, Diane P., Yaounde
 Fogarty, Patrick T., Colombo
 Fowler, Debra Campbell, Muscat
 Fugit, Linda G., Islamabad
 Garcia, Kimerly N., The Hague
 Gelabert, Isabel B., Lisbon

Geveden, Sandra N., Lome
 Gifford, Theresa S., Madrid
 Gordon, Tamra Elaine, Lagos
 Grundy, Hyewon Kim, Moscow
 Guillory, Dianne M., Nicosia
 Hayes, Mary Elizabeth, Beijing
 Holgate, Felicia M., Rabat
 Howard, Helen F., Havana
 Humphrey, Peter, Pre-assignment training
 Joslin, Jwan Renee, Paris
 Keith, Janet E., Tunis
 Kile, Ruth Cardoso, Maputo
 Kuligowski, Tracie C., Riyadh
 Laurance, Peggy D., Sanaa
 Lavelle, Delia Ford, Riyadh
 Leitarte, Kim M., Manama
 Lubow, Patricia Ann, Kampala
 Macary, Kathleen M., Rabat
 McKenzie, Margaret Ann, Cotonou
 Messner, Patricia Boyd, Helsinki
 Michalak, Michael W., Beijing
 Millard, Elisabeth I. K., Helsinki
 Miller, Rebecca A., Adana
 Moore, Kana Virginia, Belgrade
 Morgret, Irene H., Islamabad
 Murphy, Connie Mae, Bogota
 Murphy, Mary Patricia, Conakry
 Nicholas, Susan B., Bonn
 Olesen, Linda Diane, Lahore
 Osborn, Michael E., Cairo
 Pray, Kathleen Fern, Brasilia
 Pryor-Lee, Ella Lena, Abidjan
 Ramey, Susan A., Paris

Rinehart, Mary Lou, Bogota
 Ryan, Maureen A., Moscow
 Sayther, Pilsieditas J., Santiago
 Schatz, Eva G., Moscow
 Sedney, David Samuel, Beijing
 Shields III, Daniel L., Beijing
 Siegwald, Peter A., Sao Paulo
 Simon, Marlinda, Buenos Aires
 Sindelar, Jocelyn M., Beijing
 Slutz, Pamela Jo H., Shanghai
 Sollenberger, Pamela A., Hong Kong
 Springmeier, Kathi Ann, Havana
 Stewart, Monica D., Dhaka
 Taylor, Celeste, Brussels
 Teel, Clara Maxine, Lagos
 Topping, Michael L., Moscow
 Tu, I-Chin J., Shenyang
 Velez, Alina Margarita, Moscow
 Walker, Julia S., Wellington
 Whitney, Linda K., Cairo
 Wolters, Sylvana K., Islamabad
 Wood, Margaret Elizabeth, Moscow
 Young, Robin, Melbourne
 Zouras, Rita, Athens

Transfers

Audi, Silvia A., Near Eastern and South Asian Affairs to Kathmandu
 Austrian, Michael I., Turkey to European Affairs
 Barrett, Terence L., Diplomatic Security, Washington Field

Office to Diplomatic Security, Passport Fraud Branch
 Beaudoin, Jacklyn, France to European Affairs
 Bennett, Charles Edward, Inter-American Affairs to Foreign Service Institute, Language Training
 Bernicat, Marcia S., Foreign Service Institute to New Delhi
 Bienia, Richard A., Liberia to Cairo
 Borg, Parker W., International Narcotics Matters to East Asian and Pacific Affairs
 Borich, Joseph J., African Affairs to Foreign Service Institute, Functional Training
 Bosken, Jerome J., Nuclear Technology and Safeguards to Office of Advance Technology
 Bravo, Paula M., Santo Domingo to Bridgetown
 Breese, Terry Alan, European Affairs to Ottawa
 Broksas, Arthur H., Kenya to Foreign Service Institute
 Brown, Eden, Sri Lanka to Near Eastern and South Asian Affairs
 Brown, Linda Marie, Visa Services to Suva
 Brown, Paul A., United Kingdom to Sao Paulo
 Brynn, Jane Cooke, Office of



NICOSIA, Cyprus—At award ceremony, from left: Panayiotis Paraskeva, Anie Symeonidou, Costas Nikandrou, Eleni

Papatheodoulou, Nicos Charalambides, Ambassador Robert E. Lamb, Huseyin Turkai, Christopher Stillman, Roger Reveza, Christos

Pourgourides, Chrystalla Varianou, Nina Tryfonides, Carolyn Huggins, George Demetriou, Michael Schoen, Gregory Engle.

Chief Financial Officer to Conakry

Buerle, Sandra M., India to Near Eastern and South Asian Affairs

Burleigh, Albert Peter, Intelligence and Research to Office of Counter-Terrorism

Carle, Glenn L., France to European Affairs

Carpenter, Michael, Switzerland to Tokyo

Cavanaugh, Carey E., Moscow to Congressional Fellowship

Charles-Parker, Nancy K., Indonesia to East Asian and Pacific Affairs

Conway, John T., Zaire to Diplomatic Security, Information Management

Cretz, Gene A., New Delhi to Tel Aviv

Cronin, Susan P., Mexico to Economic and Business Affairs

Cross, Thomas, Ghana to Brasilia

Curran, Sylvia Reed, Ottawa to Foreign Service Institute, Language Training

Daily, Grace G., Peru to Diplomatic Security, Near Eastern and South Asian Region

Danga, Karl Imants, Moroni to Johannesburg

Davey, Frances Louise, Cairo to Colombo

Doherty, Paul Martin, Legislative Affairs to Montevideo

Dunford, Cathleen L., Manila to East Asian and Pacific Affairs

Ellsbury, Alan Vincent, Cairo to Dhaka

English, Thomas Steven, Diplomatic Security to Vienna

Erickson, L. John, India to Tokyo

Erlandsen, Allan W., Poland to Inter-American Affairs, Office of Executive Director

Espejo, Dante U., Malaysia to Bureau of Personnel

Featherstone, Alexander A., Belize to Nuclear Risk Reduction Center

Fischer, Donovan G., Hungary to Office of Foreign Buildings, Construction Management

Fisher, Luis A., Australia to East Asian and Pacific Affairs

Fleming, William D., Thailand to Refugee Programs

Foster, Harold David, Dakar to Foreign Service Institute, University Training (long-term)

Fountain, Timothy Win, Austria to Beijing

Gaarder, Eduardo R., Chile to Office of Foreign Buildings, Construction Management

Gallo, F. Scott, Diplomatic Security, San Francisco Field Office, Denver Resident Office to Diplomatic Security, Secretary's Detail

Garner, John Michael, Cairo to Monrovia

Garno, David L., Nepal to Bangkok

Getze, Richard J., Diplomatic Security, Information Management to Inter-American Affairs, Regional Center, Miami, Fla.

Goff, Donald W., Bahamas to Diplomatic Security, Information Management

Goodrich, Robert E., Colombia to Diplomatic Security, Counterintelligence Programs

Gorjance, Mary A., African Affairs, Economic Policy Staff to Foreign Service Institute, Language Training

Gotoh, Kay E., Belgium to Politico-Military Affairs

Graham, Nancy L., Canada to European Affairs

Gregory, Patricia Ann, Pre-Assignment Training to Kingston

Gross Jr., Kenneth E., Nepal to Intelligence and Research

Gudjonsson, Mary T., Pre-Assignment Training to Ponta Delgada (Azores)

Hadley, Warren D., Liberia to Sofia

Haftel, Michael K., Specialist Intake to Panama

Hammit, Burdette Robert, Bahrain to Diplomatic Security, Information Management

Harris, F. Allen, Foreign Service Institute, Functional Training to African Affairs, Office of Regional Affairs

Heffron, Kathleen Marian, Cuba to Inter-American Affairs

Hickman, Elida L., Argentina to Inter-American Affairs

Hill II, William H., Foreign Service Institute, Functional Training to European Affairs

Hogan, Alice C., Zaire to East Asian and Pacific Affairs, Office of Assistant Secretary

Hopkins, Elizabeth Ann, Amman to Bridgetown

Hornbeck, Robert R., Diplomatic Security, Washington Field Office to Diplomatic Security, Visa Fraud Branch

Hudspeth, Michael J., Peru to Diplomatic Security, Miami Field Office

Inemer, Timothy P., Bogota to Inter-American Affairs

Jamison, Dennis D., Department of Commerce to East Asian and Pacific Affairs

Jennings, Hartford Terry, Office of International Conference Programs to African Affairs

John, Tania M., France to Diplomatic Security, Information Management

Johnson, Susan Rockwell, Mauritius to African Affairs

Jones, Byron L., Cairo to Diplomatic Security, Information Management

Jones, Laurence K., Seoul to Bujumbura

Jones, Ralph T., Guayaquil to Bureau of Personnel, Secretariat, Board of Examiners

Jordan, Earl D., Peru to Diplomatic Security, Overseas Operations

Joyce, John M., Diplomat-in-Residence to European Affairs

Kaplan, Sidney L., Turkey to Office of Chief Financial Officer, Office of Budget and Program Execution

Keegan, Howard Lee, United Arab Emirates to Diplomatic Security, Information Management

Kekich, Mary Ann, International Organization Affairs to Visa Services

Kindsvater, Pattie B., Germany to European Affairs

Kinkade, Jacque D., Germany to Diplomatic Security

Kircher, William B., Ghana to Diplomatic Security, Information Management

Kramer, Douglas R., African Affairs to Soviet Union Affairs

L'Heureux, David E., Foreign Service Institute, Administrative Training to Bureau of Administration

La Porta, Alphonse F., Wellington to East Asian and Pacific Affairs

Labriola, Michael J., Yugoslavia to European Affairs

Lebougeois, Julien, Jakarta to National Defense University

Limbert, John W., United Arab Emirates to National Defense University

Mallot, Frank Stephen, India to Victoria

Marin, Rafael L., Guatemala to Foreign Service Institute

McNeil, Geraldine, Kenya to African Affairs

McColl, Richard T., African Affairs to Cairo

McCumber Jr., Murrell C., Copenhagen to Oslo

McCumber, George L., Liberia to Diplomatic Security, Information Management

McGhee, Janet M., Executive Secretariat to Career Mobility Program

McKinley, Brunson, European Affairs to Refugee Programs

McLaurin, Beverly A., Mauritania to Bureau of Personnel

Mecklenburg, Clifford W., Belgium to Office of Inspector General

Mermel, John F., Cairo to Medical Services

Monico, Jolaine-Marie M., Germany to Diplomatic Security, Houston Field Office, Dallas Resident Office

Morgan, Richard H., Sudan to Fukuoka

Morgret, Peter M., European Affairs to Islamabad

Moriarty, James F., Beijing to Office of UN Political Affairs

Morrissey, Peter B., India to Brasilia

Mraz, David S., Inter-American Affairs to Beijing

Nelson, Richard W., Swaziland to Intelligence and Research

Niblock, Susan Butler, Foreign Service Institute, Language Training to Moscow

O'Bannon, Robert A., Diplomatic Security, Counterterrorism Division to Lima

Olesen, Jeffrey R., Abu Dhabi to Lahore

Pabst, Thomas Stephan, Bureau of Personnel to Intelligence and Research

Pappas, Betty F., Jakarta to Berlin

Peters, Sheila J., Dhaka to Lahore

Platt, E. Alan, Rabat to Near Eastern and South Asian Affairs

Preslaski, Mary E., Colombia to European Affairs

Primosch, William E., East Asian and Pacific Affairs to Foreign Service Institute, Language Training

Prouty, Gordon A., Near Eastern and South Asian Affairs to New Delhi

Rapp Jr., William L., Germany to European Affairs

Reynolds, Robert H., East Asian and Pacific Affairs to Foreign Service Institute, Language Training

Root, Lance E., Diplomatic Security, Washington Field Office to Diplomatic Security, Los Angeles Field Office

Schofer, Andrew J., Pre-Assignment Officer Training to Kuwait

Scott, Gail Patricia, Indonesia to East Asian and Pacific Affairs

Segal, Jack David, Tel Aviv to Foreign Service Institute, Language Training

PERSONNEL: FOREIGN SERVICE

Sendi, Andrea Rose, Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail

Shankle Jr., Arthur P., Office of Inspector General to Bureau of Personnel

Shankweiler, Raymond B., Jordan to Maseru

Shapiro, Charles S., International Narcotics Matters to Port-of-Spain

Silva, Mary Ann T., Warsaw to Brasilia

Snyder III, Joseph C., Austria to Bureau of Public Affairs

Solberg, Sarah A., United Kingdom to International Organization Affairs

Somers, Harvey Alan, East Asian and Pacific Affairs to Foreign Service Intitute, Language Training

Starnes, Robert Wayne, Guatemala to Diplomatic Security, Houston Field Office

Stegensek, Dorothy, Brussels to Alexandria

Stein, Jerry A., East Asian and Pacific Affairs to Office of Chief Financial Officer, Consolidated American Payroll Division

Stewart, John Todd, Costa Rica to Ottawa

Straub, W. David, Japan to European Affairs

Summers, Bradley L., Philippines to Diplomatic Security, Information Management

Tansey, Robert Joseph, East Asian and Pacific Affairs to Foreign Service Institute, Language Training

Thibault Jr., Albert A., Nepal to Refugee Programs

Timberman, Thomas F., Madras to Politico-Military Affairs

Trowbridge, John Russell, Economic and Business Affairs to Prague

Truchot, Gary F., Diplomatic Security, Washington Field Office to Office of Foreign Buildings, Construction Security Management

Wake, Douglas B., Soviet Union to Rangoon

Walsh, Timothy F., Diplomatic Security, Professional Development to Diplomatic Security, Overseas Operations

Walton, Sharon F., Inter-American Affairs to Karachi

Ward, Cathy L., Lusaka to African Affairs

Wardman, Linda R., United Arab Emirates to Amman

Weant, Dana M., Office of Inspector General to

Diplomatic Security, Security Technology

Weir, Gail R., Germany to Diplomatic Security, San Francisco Field Office

White, Thomas J., Liberia to Sao Paulo

Willett, Donald E., Lagos to Office of Chief Financial Officer

Willett, John Hurd, France to Bureau of Personnel

Williams Jr., Langdon P., Bureau of Administration to Economic and Business Affairs, Office of East-West Trade

Williamson, Molly, UN Political Affairs to Jerusalem

Winne, William R., Diplomatic Security, Washington Field Office to Diplomatic Security, Overseas Operations

Wollenborg, Leo R., New Delhi to Frankfurt

Word, George, Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail

Zappa, Ann V., Tanzania to Diplomatic Security, Information Management

Zeman, Joseph E., Egypt to Panama

Resignations

Alfonso, George, Bucharest

Artmont, Jeanine Michaele, Nairobi

Babylon, Perrine Bianca, Banjul

Barnes, Alma N., Santo Domingo

Berry, Judy D., Dakar

Briggs, Robert Jay, Moscow

Cashin, Sandi Michele, Brussels

Dettmer, Peter H., Office of Foreign Buildings

Gurian, Julia Mignon, Peshawar

Harley, Caroline E., Warsaw

Hunter, Barbara Marie, Conakry

Johnson, Billie I., Munich

Katz, Maurice J., International Organization Affairs

Lavake, Carolyn, Yaounde

Lipka, Matthew A., Diplomatic Security, Information Management

Liptak, Agnes, Santiago

McCarthy, Anne C., Kenya

McKenzie, Margaret Ann, Cotonou

Mills, Jerry Reid, Diplomatic Security, Information Management

Perrotta, Malinda J., Rome

Phillips, Lorie Ann, Frankfurt

Polishook, Sandra K., Moscow

Quinn, Mary Catherine C., Managua

Ross, Jane S., Rabat

Stephen, Anita, Buenos Aires

Stevens, Kathryn, Brazzaville

Sutton, Thomas David, Manila

Szczesniak, Walter M., Rabat

Waddell, R. Karen, Bridgetown

Walters, Vernon A., Bonn

Woolsey Jr., Robert James, Vienna

Retirements

Brendley, Richard E., Bangkok

Colwell, William A., Near Eastern and South Asian Affairs

Hardebeck, Marvin C., Toronto

LoConte, Fortunata M., Rome

Oslowski, Ronald S., Frankfurt

Paolozzi, Thomas F., Diplomatic Security, Information Management

Sasaki, Grace K., Muscat

Thomas, Irene Mae, New Delhi

Zietlow, Marlene G., Tokyo □

Foreign Service nominations

The Senate has confirmed the following nominations:

FOR APPOINTMENT as Foreign Service officers of class 4, consular officers and secretaries:

David Allan Alarid

Rekha Visvanathan Arness

Frederic S. Baron

Diane Reimer Bean

Duane Clemens Butcher

Alan Johnstone Carlson

John Alan Connerley

Joel Danies

Ann Michelle Deney

Angela Renee Dickey

Camille Martine Pisk Donoghue

Richard James Driscoll

Frank Jonathan Finver

Michael J. Fitzpatrick

Thomas Barry Gibbons

Steven Brookshire Groh

Steven Kashkett

Christopher A. Lambert

Theodore M. Lienhart

Alexander Martschenko

Nancy E. McEldowney

Richard M. Mills Jr.

Phillip Andrew Min

Thomas Daniel Mittnacht

Jeffrey A. Moon

Martin D. Murphy

Timothy Dalmaine Neely

Dennis Freestone Olsen

Kevin Michael O'Reilly

Anthony A. Pahigian

Francisco Daniel Sainz

Eric T. Schultz

Jeffrey C. Schwenk

Stephen David Sellers

Christopher Sibilla

Kathleen Anne Smith

Frank William Stanley

Scott D. Thomson

Janice Lynn Trickle

Gary S. Wakahiro

CONSULAR OFFICERS AND SECRETARIES:

Jake Cosmos Aller

Lisa Gail Allyn

Stephen O. Almy

Barbara L. Armstrong

Luis Edmundo Arreaga

Bama Athreya

Mary Monica Barnicle

Kevin M. Bath

Russell Alton Baum Jr.

Keith D. Bennett

Richard K. Bieler

John J. Bird

Charles Kevin Blackstone

Christopher Scott Bodde

Jeremy Beckley Brenner

Ravi S. Candadai

Frank Carrico

Markham C. Chadwell

George B. Collins

David Francis Cowhig Jr.

Kenneth A. Daigler

Kathleen A. DeLaney

Joseph DeMaria

Benjamin Beardsley Dille

Christina Dougherty

Thomas M. Duffy

Liisa Ecola

Barry M. Eisler

Oscar Rigoberto Estrada

Odalys C. Fajardo

Katherine E. Farrell

Nicholas A. Ferro

J. Andrew Figura

Elizabeth Ann Fritschle

Carol C. Fuhrman

Shelley Galbraith

Donald F. Gallagher

Lawrence Garred

Jonathan Dean Giuliano

Kira M. Glover

GeeGee C. Godfrey

Patricia D. Goode

Brian A. Googins

Elizabeth Perry Gourlay

Gregory Michael Guerin

Miriam E. Guichard

Peter D. Haas

Andrew B. Haviland

Margaret Deirdre Hawthorne

Charles F. Heidelberg

James William Herman III

Jack Hinden

Paul Alan Hollingsworth

Richard A. Holtzapple

Marilyn Hulbert

Shelley S. Jannotta

John C. Jessen III

Richard M. Kaminski

Anne Katsas

Jonathan Stuart Kessler

Kevin A. Kierce

Karin Margaret King

John C. Kmetz

Michael Kopolovsky

Marnix Robert Andre Koumans

Steven Herbert Kraft

Mary Anne Kruger
 Agota M. Kuperman
 Kamala Shirin Lakhdir
 Jeffrey D. Lancaster
 Anthony J. Lavallais
 Lisa Letendre
 Gregory D. Loose
 Donald Lu
 James P. Lynch
 Sophia Lynn
 Pamela J. Mansfield
 Dubravka Ana Maric
 William John Martin
 Carlos Medina
 Linda R. Meehan
 Alexander J. Meeroch
 James P. Merz
 Andrew Thomas Sherman Miller
 Keith W. Mines
 Gregg Morrow
 Joan B. Mower
 Edward R. Munson

Robert S. Needham
 Stacy R. Nichols
 Joseph L. Novak
 Bradley E. Offutt
 Sandra D. Offutt
 Mark A. Patrick
 Mary Catherine Phee
 Theodore Stuart Pierce
 Thomas Metzger Ramsey
 Ruslan O. Rasiak
 Whitney A. Reitz
 Scott Remington
 Stephen J. Riedel
 Sonja Kay Rix
 Timothy P. Roche
 Daniel Alan Rochman
 David C. Rosenberg II
 Nicole Dayan Rothstein
 Marie-Claude Saddy
 David A. Sahlin
 Barbara B. Schneider
 David K. Schneider

Pamela Renee Schneider
 Mark C. Schroeder
 Kristina Luise Scott
 Jo Dell Shields
 Ronald N. Slimp II
 Sandra Springler
 John Christopher Stevens
 Leilani Straw
 Mona K. Sutphen
 Alaina B. Teplitz
 James Paul Theis
 Michael D. Thomas
 Robert Tomkin
 Leslie Meredith Tsou
 Thomas L. Vajda
 Jeffrey David Wallace
 Deirdre M. Warner
 David Williams
 Sarah J. Wright
 Joseph M. Young
Secretaries:
 John Breidenstine

CAREER MEMBER of the Senior Foreign Service, class of counselor:
 Carol K. Stocker □

Civil Service

—(Continued from page 27)
 Passport Agency
 Cox, David L., Diplomatic Security, Information Management
 Goodman, Harriet L., Consular Affairs, New York Passport Agency
 Grant, Elizabeth, Consular Affairs, New York Passport Agency
 Moore, William Henry, Diplomatic Security, Information Management
 Wilcox, George O., Diplomatic Security, Information Management ■



BERLIN, Germany—At the Bureau of European and Canadian Affairs chiefs of mission conference in this reunited city, front row, from left: *H. Kenneth Hill* (Sofia), *Sally Johnson Novetzke* (Valletta), *Thomas M.T. Niles* (assistant secretary), *Lawrence Eagleburger* (deputy secretary), *Robert M. Kimmitt* (Bonn), *John C. Kornblum* (Conference on Security and Cooperation in Europe, Helsinki), *William H. Taft IV* (Nato, Brussels). Second row: *Everett E. Briggs* (Lisbon), *Roy M. Huffington* (Vienna), *Edward M. Rowell* (Luxembourg), *Bruce S. Gelb* (Brussels), *Michael Sotirhos* (Athens), *Walter J. P. Curley* (Paris), *John H. Kelly*

(ambassador-designate, Helsinki), *Shirley Temple Black* (Prague). Third row: *Robert C. Frasare* (Tallinn), *Richard C. Barkley* (Ankara), *Robert E. Lamb* (Nicosia), *Keith L. Brown* (Copenhagen), *John J. Maresca* (Confidence and Security-Building Measures, Vienna), *Charles H. Thomas II* (Budapest), *William E. Ryerson* (ambassador-designate, Tirana), *Joseph B. Gildenhorn* (Bern), *Thomas W. Simons* (Warsaw). Fourth row: *Ints Silins* (Riga), *Warren Zimmermann* (Belgrade), *Thomas P. Melady* (the Holy See), *Alan P. Larson* (Organization for Economic Cooperation and Development, Paris), *Charles E. Cobb Jr.* (Reykjavik), *Lynn Marvin*

Hansen (Conventional Forces in Europe, Vienna), *Loret M. Ruppe* (Oslo), *Richard A. Moore* (Dublin), *Peter Finley Secchia* (Rome), *Charles E. Redman* (Sweden). Fifth row: *Susan Schwab* (director general, Foreign Commercial Service), *Raymond G. H. Seitz* (London), *C. Howard Wilkins Jr.* (The Hague), *Darryl Johnson* (Vilnius), *Edward Noonan Ney* (Ottawa), *Alan Green Jr.* (Bucharest), *Joseph Zappala* (Madrid), *James F. Dobbins Jr.* (European Community, Brussels), *John F. W. Rogers* (under secretary for management), *Janet G. Mullins* (assistant secretary for legislative affairs). (U.S. Air Force photo)

PERSONNEL: FOREIGN SERVICE

Here are the 1991 Foreign Service promotion statistics

The Bureau of Personnel has prepared the following statistical summary of promotions granted on the basis of recommendations made by the 1991 selection boards. The data show the number of members who competed, the number promoted and the percentage of those who competed that were promoted. Additionally, the data give the average time-in-class and length of service of employees eligible to compete for promotion and those promoted. The data have little significance for competition groups

with relatively small numbers or very limited promotional opportunities.

The data are organized mainly by class and primary skill code (i.e., functional field for generalists and occupational category for specialists). Multifunctional promotions of generalists in classes FE-OC, 01, 02 and 03 are shown in separate groups by cone. A summary explanation of the groups at each level is provided below; detailed information may be obtained from the 1991 selection board precepts.

Competition groups	Number competed	Number promoted	% competed promoted	Average time-in-class of competed	Average time-in-class of promotees	Average length of service competed	Average length of service promotees
FECM to FECA (classwide competition of all eligible officers)							
Classwide	24	1	4.2	5.3	9.0	25.8	35.0
TOTAL	24	1	4.2	5.3	9.0	25.8	35.0
FEMC to FECM (classwide competition of all eligible officers)							
Administrative generalist	40	1	2.5	4.9	5.0	23.9	26.0
Consular	14	0	0.0	4.2	0.0	26.5	0.0
Economic	72	0	0.0	4.8	0.0	27.2	0.0
Political	144	5	3.5	5.0	8.6	28.0	24.8
Labor officers	4	0	0.0	4.8	0.0	31.0	0.0
Psychiatrist	2	0	0.0	5.0	0.0	12.5	0.0
Security officers	2	0	0.0	2.0	0.0	24.5	0.0
Medical officers	9	0	0.0	8.7	0.0	16.7	0.0
Science officers	2	0	0.0	3.5	0.0	15.0	0.0
TOTAL	289	6	2.1	5.0	8.2	26.6	25.2
Generalist FEOC to FEMC (multifunctional competition of all eligible officers and competition by cone; individuals in executive field competed in their secondary cone)							
FUNCTIONAL PROMOTIONS							
Administrative generalist	36	3	8.3	3.1	3.3	21.4	22.7
Consular	31	1	3.2	3.7	5.0	24.6	30.0
Economic	50	4	8.0	4.4	3.8	27.8	21.3
Political	85	3	3.5	3.8	3.7	28.6	24.3
Labor officers	6	1	16.7	4.7	4.0	24.0	25.0
Science officers	6	1	16.7	4.2	3.0	20.5	28.0
MULTIFUNCTIONAL PROMOTIONS							
Administrative generalist	6	2	33.3	3.0	3.5	16.8	18.5
Consular	19	3	15.8	3.3	4.3	21.3	22.0
Economic	35	11	31.4	3.3	4.1	21.7	21.5
Political	67	17	25.4	3.2	3.4	24.1	23.5
Science officers	2	0	0.0	2.5	0.0	23.0	0.0
TOTAL	247	46	18.6	3.3	3.8	22.8	22.9
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							
FS-1 to FEOC (multifunctional competition of all eligible officers and competition by cone; eligibles include only those requesting threshold review)							
FUNCTIONAL PROMOTIONS							
Administrative generalist	98	7	7.1	5.5	4.1	18.5	18.1
Consular	64	6	9.4	4.9	6.3	21.4	21.0
Economic	86	9	10.5	4.8	5.0	19.7	16.6
Political	117	9	7.7	4.8	4.9	21.4	17.2
Labor officers	4	1	25.0	6.8	7.0	16.8	21.0
Science officers	4	1	25.0	5.0	3.0	15.0	13.0
MULTIFUNCTIONAL PROMOTIONS							
Administrative generalist	23	5	21.7	4.7	3.2	15.8	14.4
Consular	34	3	8.8	4.8	4.0	18.4	20.3
Economic	41	1	2.4	5.0	6.0	20.1	20.0
Political	77	18	23.4	4.0	4.5	18.6	17.6
Labor officers	1	0	0.0	3.0	0.0	9.0	0.0
Science officers	2	0	0.0	5.0	0.0	15.5	0.0
TOTAL	400	60	15.0	4.7	4.8	18.8	17.8
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							
FS-2 to FS-1 (multifunctional competition of all eligible officers and competition by cone)							
FUNCTIONAL PROMOTIONS							
Administrative generalist	159	18	11.3	4.5	5.1	14.9	14.1
Consular	177	11	6.2	4.6	5.2	15.6	14.2

Competition groups	Number competed	Number promoted	% competed promoted	Average time-in-class of competed	Average time-in-class of promotees	Average length of service competed	Average length of service promotees
Economic	154	17	11.0	5.0	6.6	14.5	15.9
Political	218	20	9.2	4.8	4.8	15.2	12.3
Science officers*	1	1	100.0	5.0	5.0	5.0	5.0
<i>*There were five promotional opportunities for science and technology officers; only one was used.</i>							
MULTIFUNCTIONAL PROMOTIONS							
Administrative generalist	35	5	14.3	3.9	4.8	13.1	13.2
Consular	70	9	12.9	3.8	5.1	13.1	15.4
Economic	37	3	8.1	4.6	10.0	14.7	20.0
Political	84	21	25.0	4.8	7.4	14.8	17.0
TOTAL	747	105	14.1	4.5	5.9	14.3	14.8
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							
FS-3 to FS-2 (multifunctional competition of all eligible officers and competitions by cone)							
FUNCTIONAL PROMOTIONS							
Administrative generalist	120	24	20.0	4.5	4.5	10.3	9.4
Consular	128	21	16.4	4.1	5.6	10.8	10.7
Economic	119	28	23.5	3.7	5.3	8.9	10.0
Political	213	31	14.6	4.1	4.5	9.3	9.1
MULTIFUNCTIONAL PROMOTIONS							
Administrative generalist	23	3	13.0	3.4	5.7	9.3	10.7
Consular	47	9	19.1	3.7	5.9	9.7	13.8
Economic	34	2	5.9	3.9	5.5	9.4	10.0
Political	58	13	22.4	4.1	4.5	9.0	10.1
TOTAL	607	131	21.6	3.9	5.0	9.3	10.1
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							
FS-4 to FS-3 (tenured junior officers competed classwide; FP generalists competed by cone or administrative subfunction)							
Administrative generalist	116	50	43.1	3.6	4.1	5.4	6.1
Consular	96	49	51.0	3.2	3.3	4.9	5.2
Economic	90	53	58.9	3.0	3.1	4.5	4.6
Political	96	47	49.0	3.1	3.3	4.6	4.8
TOTAL	398	199	50.0	3.3	3.4	4.9	5.2
FS-4 to FS-3 (members not in junior officer program)							
Administrative generalist	1	0	0.0	2.0	0.0	10.0	0.0
Specialists FEOC to FEMC (competed by occupational category)							
Communications specialists	4	1	25.0	4.3	5.0	25.5	25.0
Diplomatic courier	1	0	0.0	2.0	0.0	35.0	0.0
Psychiatrist	1	0	0.0	2.0	0.0	7.0	0.0
Security officer	15	1	6.7	3.9	9.0	21.3	20.0
Security engineer	3	0	0.0	3.3	0.0	16.0	0.0
Construction engineer	5	0	0.0	5.4	0.0	15.6	0.0
Medical officers	8	1	12.5	6.1	7.0	10.4	11.0
Narcotics	1	0	0.0	14.0	0.0	14.0	0.0
TOTAL	38	3	7.9	4.9	7.7	18.2	19.0
FS-1 to FEOC (eligibles include only those requesting threshold review)							
Communications specialists	19	2	10.5	4.5	5.0	26.9	25.0
Diplomatic courier	2	0	0.0	2.0	0.0	29.5	0.0
Psychiatrist	1	1	100.0	3.0	3.0	3.0	3.0
Security officer	32	3	9.4	4.9	6.7	17.4	17.7
Security engineer	7	0	0.0	6.1	0.0	19.1	0.0
Systems managers	1	0	0.0	1.0	0.0	16.0	0.0
Construction engineer	6	0	0.0	4.3	0.0	6.5	0.0
Medical officers	8	3	37.5	5.0	5.0	5.0	5.0
Narcotics	1	0	0.0	6.0	0.0	6.0	0.0
TOTAL	77	9	11.7	4.8	5.3	17.8	13.4
FS-2 to FS-1							
Finance	38	2	5.3	4.3	5.0	13.0	15.5
Personnel	14	2	14.3	4.3	7.5	19.5	18.5
General services	18	1	5.6	5.8	11.0	18.6	11.0
Systems managers	3	0	0.0	1.7	0.0	5.0	0.0
Communications specialists	37	5	13.5	3.4	2.4	24.8	23.2
Communications electronics	10	1	10.0	2.1	1.0	17.4	13.0
Diplomatic courier	3	0	0.0	2.0	0.0	25.3	0.0

PERSONNEL: FOREIGN SERVICE

Competition groups	Number competed	Number promoted	% competed promoted	Average time-in-class of competed	Average time-in-class of promotees	Average length of service competed	Average length of service promotees
Security officer	143	8	5.6	4.5	6.9	14.6	15.4
Security engineer	24	1	4.2	6.0	2.0	11.1	6.0
Construction engineer	11	2	18.2	3.2	2.5	5.3	6.5
Medical technician	1	0	0.0	5.0	0.0	25.0	0.0
Nursing	6	0	0.0	6.5	0.0	21.5	0.0
Narcotics	1	0	0.0	14.0	0.0	13.0	0.0
TOTAL	309	22	7.1	4.5	5.2	15.8	16.0
FS-3 to FS-2							
Finance	17	5	29.4	3.8	3.2	12.8	12.2
Personnel	10	4	40.0	3.0	4.3	18.3	15.3
General services	40	5	12.5	5.4	8.6	15.0	20.2
Systems managers	29	10	34.5	2.6	2.4	2.8	2.9
Communications specialists	47	11	23.4	3.4	3.1	22.7	22.1
Communications electronics	51	3	5.9	5.0	6.0	14.1	0.0
Diplomatic courier	8	2	25.0	2.4	2.0	27.3	23.0
Security officer	40	20	50.0	5.3	5.5	9.9	10.0
Security engineer	26	13	50.0	2.3	2.2	5.0	5.1
Construction engineer	8	4	50.0	2.5	2.0	4.0	3.5
Medical technician	6	0	0.0	6.7	0.0	16.5	0.0
Nursing	20	1	5.0	5.1	7.0	11.5	13.0
Secretaries	7	0	0.0	3.3	0.0	25.9	0.0
Narcotics	2	1	50.0	3.0	3.0	3.0	3.0
TOTAL	311	79	25.4	4.2	4.0	13.4	11.2
FS-4 to FS-3							
Finance	6	3	50.0	3.7	3.7	6.8	4.3
Personnel	10	5	50.0	3.9	4.6	14.6	19.4
General services	50	11	22.0	3.2	3.4	7.9	8.5
Systems managers	6	3	50.0	2.0	1.3	2.3	2.7
Communications specialists	111	16	14.4	4.2	3.9	19.3	17.0
Communications electronics	44	10	22.7	4.2	4.8	6.7	7.3
Diplomatic courier	29	4	13.8	5.9	9.8	21.9	22.3
Security officer	179	70	39.1	1.7	2.0	5.3	5.5
Security engineer	31	15	48.4	2.4	2.5	4.1	4.2
Construction engineer	3	1	33.3	2.3	1.0	2.0	1.0
Medical technician	3	1	33.3	6.7	9.0	10.3	17.0
Nursing	3	1	33.3	3.0	3.0	4.3	4.0
Secretaries	16	5	31.3	8.3	6.6	27.3	23.0
TOTAL	491	145	29.5	3.3	3.2	10.7	8.5
FS-5 to FS-4							
Communications specialists	178	30	16.9	4.6	4.3	12.6	11.5
Diplomatic courier	2	1	50.0	3.0	3.0	8.5	10.0
Secretaries	151	21	13.9	5.1	5.7	18.6	18.0
TOTAL	331	52	15.7	4.8	4.9	14.9	14.2
FS-6 to FS-5							
Communications specialists	65	47	72.3	2.3	2.0	5.8	5.6
Diplomatic courier	2	0	0.0	2.0	0.0	5.5	0.0
Secretaries	228	38	16.7	5.1	5.0	11.7	11.5
TOTAL	295	85	28.8	4.0	3.4	10.4	8.2
FS-7 to FS-6							
Communications specialists	38	30	78.9	1.6	1.4	3.6	3.3
Secretaries	184	55	29.9	3.5	4.7	6.2	7.7
TOTAL	222	85	38.3	3.1	3.6	5.8	6.2

Money quiz

Q—How does market-based interest on U.S. savings bonds work?

A—Each May and November the Treasury Department determines what market rates on five-year Treasury securities have averaged during the preceding six months. The savings-bond rate is then set at 85% of the average for the following six months. When bonds are held five years or longer, owners receive the average of the semian-

nual savings-bond rates, rounded to the nearest one-quarter percent and compounded semiannually—or the minimum rate in effect at the time of purchase, if higher—from date of issue.

Q—What about U.S. savings bonds held less than five years?

A—They earn interest at a fixed, graduated rate based on the time a bond has been held. Bonds may be redeemed at any

time after being held six months.

Q—Where can my U.S. savings bonds be redeemed?

A—At most commercial banks and many savings banks.

Q—How can I find out the latest interest rate that is now being paid on U.S. savings bonds?

A—Just call toll-free 1-800-US BONDS (in metropolitan Washington, USA-8888). □

Letters to the Editor

—(Continued from Page 1)

now the U.S. attorney for the District of Columbia, and may others.

At this same time, David Fields, the deputy assistant secretary for security at the time, and I made a major effort to make substantial improvements in State security. Mr. Fields prepared an overall program, but Ron Spiers, then under secretary for management, was not prepared to consider it because of budget constraints. Dave Fields' program did, however, find its way into the interdepartmental group's overall program of \$5 billion for combatting terrorism.

The group had its program ready by July 1984, and Secretary Shultz approved it. But the United States was in the midst of a presidential convention, and then a presidential campaign, and we were not able to get the President's attention. And then the new embassy in Beirut was bombed the first week in September, which did get his attention. I had left the terrorism directorship on September 1, but I picked up the telephone and talked to Oliver North and his superior, John Poindexter. I reminded them that they had on their desk the answer to this latest catastrophe, and that it had been there since July.

Mr. Poindexter immediately took the interdepartmental group program to the

Help!

After 12 years, U.S. Foreign Service bard "ebp" is running out of rhymes. "ebp" is the creator of "Transfer Tremors" (remember those?) and currently the author of the "Anapestic Assignment" series. In a panicky letter to the editor, he deposes that he cannot for the life of him complete either of the following:

*There was a person assigned to Dakar
Who was surprised it wasn't that far,
And that the air flight
was barely overnight*

*There was a person assigned to Chiang
Mai
Who, being intrigued with ev'rything Thai,
Was delighted to go to the Far East.
For, as she said: "There, at least*

Is there a reader out there who can lend a hand? Send your rhyming lines to Editor, PER/ER/SMG, SA-6, U.S. Department of State, Washington, DC 20522-0602. Anonymous contributions will not be published. □

Anapestic Assignments

By ebp

*There was a person assigned to Denmark
Who at first through the tour would be a
lark.*

*When told how hard he'd have to
work,*

*He said duties he would not shirk,
Though this would not be a stroll in the
park! □*



*DATIPURU, Erehwon - Ambassador
Spalding Bluestone presents communicator
Luther "Zippy" Felcher with Meritorious
Recklessness Award. When his shredder
broke down, Felcher personally swallowed
85 pages of classified documents. His
stomach was later pumped and shredded.*

President; he approved the five-year, \$1.5-billion program for embassies, and sent it to Congress. The Office of Management and Budget had already passed on it because, as the interdepartmental group chairman, I had also cleared it with that office before I sent it to the White House. Congress acted immediately and, within less than two weeks, we had approval of a supplemental appropriation of over \$360 million for the first year of a major security program at U.S. embassies. Admiral Bobby Inman's group strongly endorsed the program.

The bombing of the embassy in Beirut did indeed change the nature of the security function at State and the whole approach to security and emergency planning.

Sincerely,
ROBERT M. SAYRE
Assistant secretary for management
Organization of American States □

That's entertainment?

PANAMA CITY

DEAR EDITOR:

Until I read David Shinn's article (STATE, November, "Notes taken by a chairman's chairman"), I did not realize that an important objective of a rating officer was to entertain promotion board members whose "eyes glaze" over when they see the same phrase used in several employee efficiency reports.

Mr. Shinn made many useful points in his article, particularly the need for supporting data. However, I believe that his article underscores a basic problem with review panels, which is their emphasis on enjoyable writing. An efficiency report is not a novel; it is only a means of conveying a writer's opinion, with supporting justification for that opinion. Criticism of the use of cliches, for example, is unwarranted if the meaning of the cliché is understood.

Mr. Shinn states that perfectly good words tended "to jangle nerves after they appeared in a succession of files." Is our goal preserving the nerves of panel members and promoting those lucky enough to have a graduate of a creative writing school as rating officer?

I realize that promotion board members are only human and reading hundreds of reports can be tedious, but instead of expecting us to entertain them, shouldn't they make an effort to evaluate an employee on the merits and note on the rater's writing skill?

The promotion process at State should be more an objective evaluation than it apparently is.

Sincerely,
RONALD A. HARMS

*David Shinn replies: It goes without saying that content is more important than style. But 18th-century English poet Thomas Cowper surely had the evaluation process in mind when he wrote:
A tale should be judicious, clear, succinct;
The language plain, and incidents well
link'd;*

*Tell not as new what every body knows;
And, new or old, still hasten to a close. ■*

State-ing the facts

By Barbara Quirk

How many countries has James A. Baker III visited from the time he became Secretary of State?

What was the salary of the Secretary of State in 1960?

How many building annexes does State have? (Answers on Page 55) □

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY BAKER traveled to Rome, The Hague, Tokyo, Seoul and Beijing, November 5-17. In Rome he attended the Nato ministerial. He met with European Economic Community officials and the Dutch leadership in The Hague. He attended the Asia Pacific Economic Cooperation ministerial meeting in Seoul. He met with the leadership in Tokyo and Beijing. Accompanying the Secretary and serving as members of the advance and plane teams were special assistant KAREN GROOMES and staff assistants CLAIRE GILBERT, PEGGY RILEY and MARILYN NEWMAN, the executive secretary for the Department, W. ROBERT PEARSON, and deputy executive secretary RUSSELL LAMANTIA; the executive director of the Executive Secretariat, LYNWOOD M. DENT, and trip officer MARY HAINES; Secretariat Staff officers MARSHALL HARRIS and NORA DEMPSEY and line assistant JEFFREY ARNDT (Rome advance); staff officer TOM TORRANCE and line assistant KAREN EMMERSON (The Hague advance); staff officer MARY DRAPER and line assistant SUSAN EDWARDS (Tokyo advance); staff officer JOE BARNES and line assistant PATTY GILLESPIE (Seoul advance); staff officer TODD ROBINSON and line assistant LINDA LYDA (Beijing advance); line assistant BETTY KUEHN (plane team for Rome and The Hague); line assistant Emerson (plane team for Seoul, Tokyo and Beijing); computer systems specialist LYNN SWEENEY; special assistants ANDREW CARPENDALE and STEPHEN FLANAGAN of the Policy Planning Staff; the under secretary for economic and agricultural affairs, ROBERT ZOELLICK; the under secretary for international security affairs, REGINALD BARTHOLOMEW; the assistant secretary for East Asian and Pacific affairs, RICHARD SOLOMON, and his special assistant, NICHOLAS MAUGER; the assistant secretary for European and Canadian affairs, THOMAS NILES, and MICHAEL LEKSON, director, Office of European Security and Policy Affairs; and the assistant secretary for public affairs, MARGARET TUTWILER, her deputy, GRACE MOE, and special assistant JUDY O'NEIL. □

Office of Coordinator for Refugee Affairs

Coordinator JEWEL LAFONTANT-MANKARIOUS headed the U.S. delegation to the executive committee meeting of the UN high commissioner for refugees, October 7-11, in Geneva, Switzerland. She was accompanied by special assistant MYRON WASYLYK ... On October 29 she delivered congratulatory remarks on behalf of the administration at the International Organization for Migration reception, marking that organization's 40th anniversary, at the International Club in Washington ... On October 30, on the occasion of Refugee Day, the Cuban American National Foundation hosted a breakfast in honor of Ms. Lafontant-Mankarious ... At the Department, she gave opening remarks

at the annual commemoration of Refugee Day. Highlights from the program included remarks by Joint Chiefs of Staff chairman COLIN POWELL; the secretary of State to the French minister of foreign affairs, BERNARD KOUCHNER; immigration commissioner GENE McNARY and former Senator RUDY BOSCHWITZ. Department officials participating included: Assistant Secretary JOHN BOLTON; PRINCETON LYMAN; the U.S. representative to the UN Commission on the Status of Women, JULIETTE McLENNAN; and SARAH E. MOTEN.

On November 7 Ms. Lafontant-Mankarious addressed the UN General Assembly Third Committee, regarding refugees ... On November 12 she discussed U.S. refugee policy on the Voice of America program "On the Line," hosted by director CHASE UNTERMEYER ... On November 18 she participated in the University of Chicago Center for East Asian Studies conference on "Challenges of an Asian Century," in Chicago ... On November 19 she delivered the keynote address to the annual meeting of Chicago's United Charities Legal Aid Bureau ... The director of plans and program, LUKE T. LEE, presented a paper on preventing approaches to refugee problems, at the regional meeting of the American Society of International Law at Willamette University College of Law, Salem, Ore., November 15. □

Administration

Office of Foreign Buildings Operations

The deputy assistant secretary for foreign buildings, JEROME F. TOLSON JR., met with Ambassador GLEN A. HOLDEN (Kingston) to discuss plans for development of post facilities ... Mr. Tolson conducted a briefing for newly-assigned deputy chief of mission MANUEL ROCHA (Santo Domingo), to discuss relocation of the consular services operation ... The

director for operations and post support, PATRICK R. HAYES, briefed Ambassador-designate JOHN H. KELLY (Helsinki) about post property holdings and logistical operations at the Malmi warehouse and at the embassy, which support posts in Moscow, St. Petersburg and the Baltic states. □

Office of Operations

Safety Office: STEVE URMAN and KEN STRAWBERRY addressed the Administrative Services Council, to discuss the bureau's domestic safety program and the recent Main State fire drill. ... The annual meeting of the Department's Advisory Committee on Safety and Health was held this month under the direction of Assistant Secretary ARTHUR FORT. Representatives from Foreign Buildings Operations, the Office of Operations and Medical Services discussed this year's activities and goals and objectives for next year.

Commissary and Recreation Affairs: An amendment to the Basic Authorities Act authorizing U.S.-citizen teaching staffs' access to the commissaries under certain circumstances was approved by Congress in late October. Commissary and Recreation Affairs subsequently developed an agreement with the Office of Overseas Schools that outlined the requirements and procedures to follow when posts submit requests for this privilege ... At the special one-week Regional Employees' Association training

RANGOON, Burma—Work begins on renovation of two-story building that will house the American Center and U.S.I.A. offices. Left to right: William J. Weinhold, counselor for public affairs; U Nyan Htin Soe, computer specialist; Franklin P. Huddle, chargé; U Rashid Cassim, administrative specialist; Terry R. Davidson; Dick Coleman. (Photo by U Saw Hlaing)



workshop, in Cairo, November 17-21, participants included JACKIE GOLDRICK, association vice president, Accra; ERIN BYRNE, association manager, Algiers; NABIL KHOURY SWEILLEM, commissary manager, Amman; SHARON WOLZ-FRAZIER, commissary manager, Ankara; GEORGE BILLOS, association manager, Athens; ELENA GRIGONE, association accountant, Bucharest; JEANNE LEONARD, association accountant, Dakar; SANOMA BURKE, general manager, Damascus; LINETTE GIBSON, association treasurer, Djibouti; RICHARD FISHER, Freetown; LULU CHAUDHRY, association manager, Lahore; JEANINE ARTMONT, association manager, and ELAINE SCHUNTER, administrative counselor, Nairobi; JOANN CLIFTON, board chairwoman, New Delhi; SANDRA HMAMOUCHE, association manager, and CAROLYN HESKIN, general services officer, Rabat; LINDA VERHULP, general manager, Riyadh; LINDA CHRISTENSEN, association accountant, Sanaa; NANCY SLEIGHT, administrative assistant, Tel Aviv; and RICHARD KRAMER, administrative counselor, Tunis ... The office has been encouraging associations to expand their offerings of recreational and community activities. It recommended that associations assess needs at post, develop a plan to meet those needs and utilize information collected by the office on suppliers of recreation and leisure-related equipment and supplies ... The Commissary and Recreation Affairs newsletter, published three times a year, welcomes comments, inquiries and pointers. Send submissions to A/OPR/ST/CR, SA-6, Room 600, or to fax (703) 875-6105.

Language Services: At the Madrid peace conference, the office rendered language support, staffing the interpreting booths for Arabic, English, French and Hebrew. STEPHANIE VAN REIGERSBERG served as a language support coordinator, assisted by PATRICIA ARIZU. Staff interpreters PETER AFANASENKO and GAMAL HELAL interpreted for the Secretary during bilateral meetings in Madrid, and ELIZA BURNHAM did so in Paris ... During his Asian trip, the Secretary was assisted by JAMES BROWN, VIVIAN CHANG and FRANCES SEEDS ... SIM SMILEY, GISELA MARCUSE and Ms. Burnham traveled to Rome to interpret for PRESIDENT BUSH's bilateral meetings in conjunction with the Nato summit meeting ... The state visit of the Argentine president was supported by Ms. Arizu, Ms. Van Reigersberg, LILLIAN NIGAGLIONI and MARCEL BOUQUET ... Ms. Arizu traveled to New York ... DIMITRY ZARECHNAK accompanied the under secretary of agriculture to the Soviet Union, where DIMITRI ARENSBURGER was assisting the arms control delegation ... After a brief recess, the Geneva Field Office reopened, November 18, to support the Joint Compliance and Inspection Commission ... On November 22 director HARRY OBST spoke on "Our National Language Needs and Funding to Address Them," before the American Council on the Teaching of Foreign Languages at the council's silver-anniversary convention at the Washington Convention Center ... MELINDA FORD has

joined the Interpreting Division as a clerk-typist.

The bureau has initiated a correspondence procedures seminar for drafting officers and secretaries. Four sessions were held in October and November, and over 100 bureau employees participated. LINDA RHODES, staff assistant in the bureau, initiated and organized the sessions. Guest speakers from the Executive Secretariat conducted a review of seventh-floor correspondence procedures, and a refresher course on Department style and format, for drafting officers. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary HERMAN J. COHEN hosted a luncheon in honor of the president of Benin, November 5, in the Department ... Mr. Cohen met with New York Mayor DAVID DINKINS, November 7, prior to the mayor's trip to South Africa ... On November 8 he spoke at the African-American Institute's annual conference in New York ... From November 9-22 Mr. Cohen and special assistant DWAYNE GATHERS visited Angola, Botswana, Zambia and South Africa ... In Johannesburg, Mr. Cohen was the keynote speaker at the American Chamber of Commerce of South Africa's annual Thanksgiving dinner ... He addressed the

HARARE, Zimbabwe—Political officer Harry K. Thomas Jr., receives Meritorious Honor Award and step increase for his role in negotiating the agreement to bring the Peace Corps to Zimbabwe. With him are Erica Smith-Thomas, and Casey Marie.



African Studies Association, November 25, in St. Louis ... On November 27 he hosted a luncheon in honor of the visiting Zambian foreign minister, VERNON MWAANGA.

Deputy assistant secretaries: Principal deputy assistant secretary JEFFREY DAVIDOW traveled to Havana, November 20-22, for a meeting of the Joint Commission on the New York Accords on Namibia ... Deputy assistant secretary BOB HOUDEK attended a conference of the German African Foundation, in Bonn, November 26-28 ... He traveled to Kenya, Sudan, and Ethiopia, November 29-December 11 ... Deputy assistant secretary ALISON ROSENBERG attended the African-American Institute's 22nd annual conference, November 8, in New York ... She traveled to Dakar, November 17-22, as a participant in the African Business Round Table's conference on investment in Africa. □

Consular Affairs

Front Office: On November 15 Assistant Secretary ELIZABETH M. TAMPOSI met with Romanian Ambassador VIGIL CONSTANTINESCU to discuss Romania's new adoption law. Participants included ELIZABETH ANN SWIFT, deputy assistant secretary for overseas citizens services, and DEAN DIZIKES, director, Office of Field Support and Liaison, in Visa Services ... Ms. Tamposi received MARK LENNOX-BOYD, the British under secretary of state, November 18, to review consular issues ... On November 20 she moderated a joint State/Justice Department briefing for the families of Pan-Am 103, to review the investigation into the bombing and the resulting indictments of two Libyan intelligence officers ... JAMES L. WARD, principal deputy assistant secretary, accompanied by CARMEN DiPLACIDO, director of citizens consular services, traveled to New Delhi, November 14-15, to participate in a crisis management seminar, and to Bombay, November 17-18, for consular consultations ... While in Bombay, they were directed to proceed to Wiesbaden, Germany, to join the hostage reception team, to assist a former U.S. hostage in Lebanon, THOMAS SUTHERLAND.

Visa Services: On November 4-5 JOHN H. ADAMS, deputy assistant secretary, attended an Air Transport Association conference in Vancouver, Canada ... He participated in a consular conference in Hong Kong, November 8, for China posts before traveling to Beijing and Manila for consultations ... Dean Dizikes, director, Office of Field Support and Liaison, attended a foreign adoption workshop in Grand Rapids, November 11. The workshop was organized by Democratic Senator DONALD RIEGLE's office, and it featured a panel of experts from adoption agencies, the Immigration and Naturalization Service and State, as well as U.S. couples who had adopted children abroad ... On November 19, ED ODOM, Advisory Opinions Division, traveled to New York to address a meeting of the Consular Law Society, on consular visa processing and working with the Immigration Act of 1990 ... STEPHEN FISCHER, chief, Legislation

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and Regulations Division, traveled to Los Angeles, November 21-22, for a meeting of the Practicing Law Institute, on the Immigration Act ... From November 11-26 PAUL ANDERSEN, Systems Liaison and Procedures Division, traveled to Bombay and Bangkok to assist with installation of machine-readable visa equipment ... DAVID BLOCH, director, Office of Public Inquiries, participated in a leadership seminar, October 28-November 8, in The Woods, in West Virginia, sponsored by the Foreign Service Institute ... He then traveled to Atlanta, November 21, to participate in a seminar on the Immigration Act sponsored by the Atlanta German-American Chamber of Commerce ... The Visa Office welcomed ELAYNE URBAN to the Legislation and Regulations Division and ANGELA GARCIA to the Communications and Records Division. Ms. Urban was in Guadalajara ... BARBARA PREVITI was transferred to the Office of Fraud Prevention Programs.

Passport Services: On November 18-22 the Boston Passport Agency participated in training sessions conducted by the U.S. Customs Service

OTTAWA, Canada—At meeting of principal officers from the six U.S. consulates in Canada, from left: *Michael Durkee*, Toronto; *Robert Pines*, European and Canadian Affairs; *Susan Wood*, Montreal; Ambassador *Edward N. Ney*; *William McCahill*, Quebec City; *George Lannon*, Halifax; *David Johnson*, Vancouver; *William Witting*, Calgary.

on Operation Capistrano, a joint project between State and Customs ... KAREN PALLAS, assistant regional director, Seattle Passport Agency, and JOHN CORNABY, senior examiner there, attended a Federal Executive Board presentation, November 20, in recognition of Native American Heritage Month.

Fraud Prevention Programs: On November 13 IAN RANKIN, the Canadian consul for consular affairs, and PATRICIA MCKENZIE of his staff visited Fraud Prevention Programs to review mutual efforts to prevent fraud and illegal migration ... ALLEN KONG was on temporary duty in Paramibo, starting November 15, to participate in a crisis management exercise ... From November 18-22 MARC GORELICK was in New York for consultations with fraud prevention coordinators at the New York Passport Agency and the Northeast Passport Processing Center. While there, he had discussions with staff from the Bureau of Diplomatic Security and the investigations and antismuggling units of the Immigration and Naturalization Service, on criminal fraud investigations ... Mr. Gorelick met with officials of the Departments of Justice and Health and Human Services to discuss fraud and smuggling concerns ... On November 22 he moderated a fraud conference attended by fraud program coordinators from the New York, Philadelphia and Stamford Passport Agencies ... On December 2 LAURA LIVINGSTON traveled to Artesia, N.M., for consultations on document and issuance security procedures with the New Mexico Bureau of Vital Statistics. While there, she

briefed 75 Immigration and Naturalization Service inspectors on world fraud trends, State Department document security features and counterfeit documents ... Ms. Livingston also went to the U.S. consulate in Ciudad Juarez for antifraud consultations. □

Diplomatic Security

Assistant Secretary SHELDON J. KRYS and the deputy chief of staff for plans, policies and operations, Lieutenant General HENRY C. STACKPOLE III, signed a memorandum of agreement for the Department and the U.S. Marine Corps, November 25 ... The site security committee of the olympic security support group, Atlanta committee for the 1996 olympic games, has requested the assistance of the Physical Security Division of the bureau in preparation of physical security for Olympic events. Physical security program officers have and will continue to provide a level of direction and expertise on physical and site security, said the bureau's DENNIS WILLIAMS. □

Security

Resource Management: The deputy assistant secretary for resource management, RALPH FRANK, visited Brussels, Prague, Bonn and Rome, November 3-10, to meet with Diplomatic Security and information management personnel.

System Operations: CAROLYN FRANK-





ATHENS, Greece—The chairman of the Joint Chiefs of Staff, General Colin L. Powell, presents memento flag box to the 1991 "Seabee of the Year" Dean B. Massin.

LIN-DAWSON, software branch chief, and JAMES ANDERSON of the Management Systems Division, briefed Engineering Services Center personnel in Frankfurt, Vienna and Nairobi on the property accountability management system, October 21-31.

Office of Counterterrorism Programs:

From November 10-15 antiterrorism assistance program officer GEORGE GRABOW escorted a delegation of four senior Indonesian police officials to several training sites ... From November 14-23, program officer WILLIAM H. SIMMS visited Cyprus to conduct a review of the canine explosives detection programs ... Program officer ALEX R. MOORE attended the final exercise for advanced crisis response team training for Cypriot police, at Summit Point, W. Va., November 15. He also attended their graduation ceremony at Prince George's County police headquarters. □

Information Management

Systems Operations: Communications electronics officers LARRY COLE, ALBERT DEBNAR and THOMAS BRIDGES are attending training classes at the Warrenton Training Center ... Communications electronics officer ROBERT LYNN is in Lilongwe ... Communications electronics officer-crypto LAFAYETTE

GREENFIELD assisted in the classified information handling system expansion in Panama ... Communications electronics officer-crypto RAMONA WILLIS helped resolve intelligent message handler problems in Ciudad Juarez ... Communications electronics officer/telephone SHANE KROHNE provided assistance to a telephone team in The Hague and Beijing ... JOSEPH DONAHAY, Mitel SX-2000 installation team member, is in La Paz ... HOWARD HARAGHEY has completed a V.I.P. support detail in Beijing, and is completing Regional Information Management Center (Bangkok) repair and upgrade projects ... An installation team led by WIL SAYLOR and assisted by Regional Information Management Center (Bonn), is in Geneva installing a T-I Megaswitch (a high-capacity communications wire) and an enhanced terminal ... Three installations branch contract technicians are in New Delhi to assist the Regional Information Management Center in Karachi with the installation of a Megamux and an (enhanced terminal) ... Four installations branch contract technicians are in Mexico City to assist Regional Information Management Center in Miami with the AT-1 Megaswitch installation.

Planning and Development: BRENDA ADAMS, Networking Systems Staff, attended a conference on "Document Image Management in Government," November 18-21, in Bethesda ... SUE NEHER, Office of Plans and Standards, represented the Department at the third session of the Federal Open Systems Users Committee, at the National Institute of Standards and Tech-

nology. Topics included how to make a business case for technology change. She was the only representative from the foreign affairs community ... On November 14-15 EDWIN BRAWN, JOSEPH YANCI, EDWARD COURLANG, ELIZABETH GELDERLOOS, DAVID JOHNSTON and CHUCK HUSEMAN, Office of Automation, visited Wang corporate headquarters in Lowell, Mass., on consultations. Among the topics of discussion were configuration management, Wang's Unix strategy, Tempest (signal scrambler placed in telephone and computer terminals) development and upcoming Wang products.

Information Services: The chief of historical document review, JOE CHADDIC, attended the Armed Forces Communication and Electronic Association-sponsored conference, "Milcom 91," at the Mitre Corp. The theme was "Military Communications in a Changing World." Mr. Chaddic presented a paper concerning the impact of the new East/West political and military environment, European Community 1992 initiatives and technological innovations in the field of telecommunications upon the Allied civil communication infrastructure's ability to support Nato crisis management objectives.

A seminar for bureau annuitants began on November 15 at the Diplomatic Security Training Center. ROBERT P. O'BRIEN, director, Office of Professional Development, welcomed participants to the five-day program. Attending were GEORGE BECKETT, ARTHUR BRUNETTI, JOHN DROTOS, FRANK DURFEY, MARVIN GARRETT, KENNETH KNAUF, JOSEPH LITTLE, LOUIS MARRANO, CLYDE MAY, EMMETT MYERS, WILLIAM O'ROURKE, GEORGE PAYNE, JAMES SWEENEY and JOHN SWAFORD ... The participants heard presentations on the new roles and responsibilities of security officers, the local guard program, the Marine security guard program, the Overseas Security Advisory Council, procedural security, legal issues, investigations, special investigations, passport/visa fraud, the security violation program, counterintelligence, threat analysis, transit security, memoranda of understanding, the security engineering program, emergency action planning, and technical security. In addition to the presentations at the Dunn Loring facility, the attendees traveled to the range in State Annex 7 for a physical security update and a firearms demonstration.

A group of 12 agents representing U.S. Customs, U.S.I.A., the protective detail for the commandant of the Marine Corps, and the National Gallery of Art attended the protective security operations course, November 18-22, at the Diplomatic Security Training Center, Dunn Loring, Va ... Presenting the course were training center staff instructors CHARLES CHASE, program manager; MICHAEL FOSTER, RICH OBER, HAL ORBITS and GEORGE LAMBERT ... The course consisted of classroom instruction in protective operations theory and techniques, protective security formations, counterterrorist driving theory and practical exercises using protective security formations and tactical logistics. □

East Asian and Pacific Affairs

Assistant Secretary RICHARD H. SOLOMON testified, October 30, before the Senate Foreign Relations Committee, providing an overview of security issues in East Asia and the Pacific ... On October 31 he participated in a White House briefing for Cambodian/American citizens, on the peace initiative signed on October 23 in Paris ... Accompanied by his special assistant, G. NICHOLAS MAUGER, he traveled with the Secretary to Japan, Korea (for the Asia-Pacific Economic Cooperation meeting) and China, November 8-17 ... On November 21 he met with a Vietnamese delegation in New York to discuss progress toward normalization. He was accompanied by CHRISTOPHER J. LAFLEUR, director for Vietnam, Laos, and Cambodia affairs, and FRANK LIGHT of that office; TIM CARNEY of the National Security Council staff; and Admiral MICHAEL McDEVITT, Department of Defense.

Principal deputy assistant secretary DESAIX ANDERSON attended the Asia Society annual dinner, November 12, in New York, where PRESIDENT BUSH delivered a speech on Asia ... From November 18-23, he accompanied the Secretary of Defense to Korea, to participate in the 23rd security consultative meeting, and to Japan, to consult with high-level officials. He was accompanied to Korea by the new assistant director of the Office of Korean Affairs, EUGENE D. SCHMIEL ... On November 5-6 deputy assistant secretary KENNETH QUINN testified before a Senate select committee and the subcommittee on Asian and Pacific affairs of the House Foreign Affairs Committee, on American prisoners and those missing in Southeast Asia ... On November 20 acting deputy assistant secretary JOHN BECKER testified at hearings of the Asia subcommittee of the House Foreign Affairs Committee, on U.S.-Pacific island relations ... Acting deputy assistant secretary RALPH R. MOORE and acting economic policy director

EAST ASIAN AND PACIFIC AFFAIRS—At award ceremony, from left: *Jerry Stein, Karl Wycoff, Assistant Secretary Richard Solomon, Robert Fauver, Alphonse LaPorta.*



MEDAN, Indonesia—Administrative officer *Floyd Cable* receives meritorious service increase for his performance during extended staffing gaps at post. Consul general *Bob Fitts* is with him.

JACK ANDRE served on the U.S. delegation to the ministerial meeting of the Asia Pacific economic cooperation group in Seoul, November 12-14 ... Mr. Moore proceeded to Chicago, where he was luncheon speaker at a conference sponsored by the Center for East Asian Studies at the University of Chicago.

The Office of Freely Associated State Affairs deputy director, WILLIAM BARKELL, departed, November 13, for familiarization travel to Micronesia. His itinerary included visits to military facilities on Guam and Kwajalein and the headquarters of the commander-in-chief, Pacific, in Honolulu ... The Office of Chinese and Mongolian Affairs deputy director, MARK MOHR, attended the reporting conference in Beijing in early November, and also visited Mongolia ... China/Hong Kong desk officer FERIAL ARA SAEED visited China and Hong Kong, October 13-November 5, on orientation and as a delegate to U.S.-China trade talks in Beijing ... China/Mongolia desk officer JEFF ZAISER traveled to Mongolia and China in late October.

MARSHALL ATKINS, deputy executive director, traveled to Tokyo, China, Singapore, Bangkok and Manila ... Post management officer DAVID WILLIAMS traveled to China, Mongolia and Hong Kong ... STEVEN LEACH, computer systems administrator, represented the bureau at the information management conference in Singapore ... JODI C. JENKINS, post management officer, visited Taipei, Tokyo and Seoul ... LUCY QUINN has transferred to Athens, and JERRY STEIN has moved to Financial Management. WILLIAM CHAPMAN and DAVID BUTTROSS have replaced them. □

Economic and Business Affairs

On October 31 Assistant Secretary EUGENE J. McALLISTER addressed the Turkish-U.S. Business Council, in New York, on "U.S.-Turkish Economic Ties." ... On November 5 he participated in a "Worldnet Interaction" panel with Pakistani officials in Islamabad, on "The International Investment Climate: Challenges for Pakistan." ... Mr. McAllister provided a briefing at the White House, November 6, for members of the Arab-American Business and Professional Association ... On November 8 he traveled to Chicago to address the Mid-America Committee on economic developments in the Soviet Union ... On November 9-12 he went to Moscow to help negotiate an agreement providing food credits to the Soviet Union and the republics.

Deputy assistant secretary JANICE WILLIAMS was the lead U.S. negotiator at the mid-November negotiating session of the North America free trade agreement government procurement group. She was assisted by CAROLE JACKSON, Special Trade Activities Division. Previous sessions have been held in Mexico City and in Ottawa, as well as in Washington ... She also participated in the Organization for Economic Cooperation and Development bureau meeting of the trade and competition law and policy committees, to address the interrelationships between competition and trade policy ... PAUL BLAKEBURN, director, Office of Bilateral Trade Affairs, traveled to Paris to co-chair the U.S. delegation to the meeting of the Organization for Economic Cooperation and Development trade committee, and to participate in a meeting of the experts group to draft guiding principles for managing the links between trade and the environment.

LYNNE LAMBERT, chief, Developed Country Trade Division, went to Geneva for discussions with the European Community on European subsidies to Airbus ... DONNA DIPAOLO, deputy chief, and TODD KUSHNER participated in North America free trade agreement negotiations in Ottawa and Mexico City, on services issues ... JOSEPH A. SALOOM, deputy assistant secretary for international finance and development, traveled to Paris, November 18-22, for the session of the Paris Club negotiations, at which the debts of Cote d'Ivoire and the Dominican Republic were rescheduled ...



ECONOMIC AND BUSINESS AFFAIRS—
The Office of Cocom Affairs (Coordinating Committee for Multilateral Export Controls) hosts the visit of the committee's newly-elected chairman, *Menno Goedhart*. Back row (from left): *Paul Hurley, Bill Skok, Bob Price, Mr. Goedhart, Christopher Hankin, Ron Flack*. Front row: *Bill McPherson, Casare Rosati, Nancy Nelson, Della Knox-Bennett, Time Brand*.

GAYLEATHA BROWN, Office of Development Finance, represented the Department on the U.S. delegation which negotiated an ad referendum agreement to strengthen export and aid credit disciplines in the export credit arrangement of the Organization for Economic Cooperation and Development, in Paris, October 28-31.

JEAN PRESTON, Office of Development Finance, represented the Department at a meeting of the executive committee of the interim multilateral fund for the implementation of the Montreal protocol on substances that deplete the ozone layer, in Montreal, November 18-22 ... Office of Investment Affairs director STEPHEN R. GIBSON cochaired the U.S. delegation to Sofia on bilateral investment treaty negotiations, November 18-22 ... Deputy director DANIEL FANTOZZI chaired the bilateral investment treaty talks, in Washington, with Hong Kong, November 21-22, and with Costa Rica, in San Jose, November 25-27 ... JAMES TARRANT, acting deputy assistant secretary for transportation affairs, met with GUNTHER KRAUSE, German minister of transport, November 12, and with ALGIRDAS SAKALYS, Lithuania's vice minister of transport, and JONAS MAZINTAS, Lithuania's director of civil aviation, November 14 ... He participated in the signing ceremony for the U.S.-Mexico air transport agreement, November 21, and chaired civil aviation consultations with Germany,

November 20-22, in Washington ... MEG COMISKEY, Office of Aviation Negotiations, participated.

CARL CUNDIFF, special negotiator-designate for transportation affairs, chaired civil aviation consultations with the Netherlands, November 13-15, in Washington. Ms. Comiskey participated ... GEOFFREY OGDEN, director, Office of Maritime and Land Transport, traveled to New York, November 21, to address the Maritime Law Association on the status of negotiations, in the Organization for Economic Cooperation and Development, to reach an agreement to eliminate shipbuilding subsidies ... JOAN CORBETT, director, Office of Aviation Programs and Policy, chaired the U.S. delegation to consultations with Canada in Ottawa, November 13-14, on privileges for U.S. pre-clearance personnel stationed in Canada.

BILL SKOK, chief, Security Enforcement and Licensing Division, Office of Cocom Affairs, headed the U.S. delegation to the October 28-30 meeting of Cocom's subcommittee on export controls, in Paris, to consider intra-Cocom trade issues ... The deputy assistant secretary for energy resources and food, WILLIAM C. RAMSAY, led the U.S. delegation to the fourth meeting of the energy and petrochemicals group ... The November 14-15 trilateral North American free trade energy group meeting, in Washington, was the first to be hosted by the Mexicans ... Office of Global Energy director DAVID BROWN went to Brussels November 4-5, 11-13 and 18-22, to join European energy charter delegates in their efforts to complete a declaration of political resolve to integrate East-West energy markets and establish viable foreign investment regimes, in anticipation of the European energy charter ministerial meetings that were to take place in mid-December.

LEE GRAHAM, deputy director, Office of

Food Policy and Programs, headed the U.S. delegations to the November 25-28 meetings of the International Sugar Organization, which included discussion of a successor to the current international sugar agreement, and to the November 29 semiannual meeting of the Food Aid Committee. Both of these meetings were in London ... WILLIAM WEINGARTEN, director, same office, was a member of U.S. delegations to the December 2-4 meetings of the International Wheat Council and the December 4-6 International Coffee Organization discussions of a new international coffee agreement. Both of these meetings were held in London ... ROBERT M. WATTS, same office, traveled to Geneva for Uruguay Round technical talks on agriculture, October 17-19 and 29-31.

Recent arrivals include those of LANGDON WILLIAMS, Office of East-West Trade, and SUSAN CRONIN, Office of Global Energy. □

European and Canadian Affairs

Office of Soviet Affairs, Office of Multilateral and Security Affairs: LARRY HIGDON joined the office on October 21 as an intern. He is a student at Cornell ... JEFF GARRISON discussed U.S.-Soviet relations with students from the United Kingdom's Royal Naval Staff College, who visited the Department on October 31 ... On November 1 GORDON GRAY and DOUG SILLIMAN briefed a U.S.-Israel joint politico-military group on, respectively, Soviet policy toward the Middle East and the Soviet Muslim republics ... Mr. Gray spoke to State Department interns about U.S.-Soviet relations, November 20, and briefed Kuwaiti diplomats on the Soviet Union and the Middle East, November 22 ... On the same day, JACK DEASY ad-

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THE HOLY SEE—At award ceremony, left to right: *Walter Corongiu, Joan Bebeck, Mirella Giacalone, Ambassador Thomas P. Melady, Umberto Bernardini.*

dressed the Adult Education Forum on U.S.-Soviet relations ... Mr. Garrison was in the Soviet Union, November 14-22, for consultations, and to participate in meetings of the U.S.-Soviet dangerous military activities working group. □

Family Liaison Office

Director MARYANN MINUTILLO and community liaison office support officer TERRI WILLIAMS traveled to Germany in November to attend a one-day working session with community liaison coordinators from six posts in Germany. The purpose was to strengthen relationships between the coordinators, to identify and discuss issues unique to Germany and to inform the coordinators of resources available in the Family Liaison Office. The following coordinators attended the session in Frankfurt: MARTHA NETHERTON (Berlin), MARILYN RODRIGUEZ and SONIA BERTSCH (Bonn),

NANCY WHALEY and SANDY DAGON (Frankfurt), PAT SMALL (Hamburg), BARBARA MATLOCK (Stuttgart) and LEAH SCHRODER (Munich) ... Following the meetings in Germany, Ms. Minutillo and Ms. Williams traveled to Moscow to meet the new community liaison office team and to assist in planning to meet the needs of the Moscow community. The Moscow staff includes JOYCE CLARK, PAT REPPERT, HYEWON GRUNDY, MARY SCHMEMAN and JENNY RAFFERTY. □

Foreign Missions Office

On November 13-14 director DAVID C. FIELDS and E. RICHARD ATKINSON traveled to Chicago to participate in the turnover to representatives of China of a new residence for their consul general—part of a property swap package ... Diplomatic motor vehicle program director JOSEPH WARNER attended sessions of the American Association of Motor Vehicle Administrators, in San Diego, October 17-18, and Dallas, November 16-19, and visited Office of Foreign Mission field offices in San Francisco and Chicago ... He joined representatives of the

Office of Protocol and the Diplomatic Security bureau in presenting a one-day course on diplomatic privileges and immunities, at a jointly-sponsored seminar at Andrews Air Force Base ... Executive assistant MIKE McQUADE participated in the seminar ... MARY BARRETO of the San Francisco field office visited Washington for three days during November, for orientation. □

Foreign Service Institute

BRANDON GROVE JR., director, participated in a panel discussion on "The American Ambassador," sponsored by Meridian House International and the Smithsonian Institution, November 6 ... JOHN SPROTT, deputy director, attended the semiannual meeting of the Association of Professional Schools of International Affairs, at the University of California, San Diego, November 4-5.

MARTHE HOTALING, French language and culture instructor; SOUKSOMBOUN SAYASITHSENA, Lao language and culture instructor; and HAJIME TAKAMIZAWA, Japanese senior instructor, Yokohama Field School, were the 1991 winners of the Una Chapman Cox Award for Excellence in Language Teaching ... The School of Language Studies staff and faculty attended the 25th annual meeting of the American Council for the Teaching of Foreign Languages, November 22-25, in Washington. Presenters included THEA BRUHN, JIJIS CHADRAN,

FOREIGN SERVICE INSTITUTE—Area custodial officers are presented certificates, back row, left to right: *Jack Daniels, Judy Brooks, Ellen Porter, Nancy Case, Lawrence Williams, Margaret Hansborough, Lloyd McKenzie, David Coy, Bob Kaiser, Cleveland Glenn, Mark Wheatley.* Front row: *Norma Page Rowe, Miriam Pattison, Marie Tomasi, Jane Phelps, Fran Suter, Les Crute, James Murphy, Christine Borucke, director Brandon Grove Jr., Barbara Fox, Debra Clyburn Anderson, Brenda Thompson, Clarice Minor, Linda Coble, Jayetta Oates.*





FOREIGN SERVICE INSTITUTE—*Brandon Grove Jr.*, director, examines a copy of "Where In The World Are You Going?" With him are Foreign Service children evacuated from Kinshasa, Zaire, left to right: *Lynnette Harvey* and *Whitney and Wesley Hurbert*.

WAN-LIANG CHEN, MADELINE EHRMAN, MARTA GOWLAND, LUCINDA HART-GONZALES, CHRISTINA HOFFMAN, MARIE-CHARLOTTE ISZKOWSKI, FREDERICK JACKSON, PRAWET JANTHARAT, KLAUS KOSTER, BERNARD PENNY, SIGRUN ROCKMAKER, SOUKSOMBOUN SAYASITSENA, JOSEPH WHITE and ABDELNOUR ZAIBACK.

At the Overseas Briefing Center, CHRISTINA BEZAIRE-PICCUTA has joined the staff as secretary ... The Information Center has added a second video room for viewing videotapes of various posts ... The Association of American Foreign Service Women board members received briefings on the center's goals ... A new publication, "Where In The World Are You Going?" addressing the concerns of elementary-age children preparing to go overseas with their parents, is available at the center.

The Foreign Service Youth Foundation, Family Liaison Office, Association of American Foreign Service Women, and Overseas Briefing Center contributed to the ninth annual "Getaway" for returning Foreign Service teens, November 8-10, at Coolfont, W. Va. The theme, "Foreign Service Youth—Helping Each Other," allowed participants to share accounts of life overseas, renew friendships and make new friends.

FREDERICK JACKSON, from Research, Evaluation, and Development, attended a planning meeting on priorities in Southeast Asian language-teaching, at Ford Foundation headquarters in New York, November 14 ... On November 21-22 STEPHEN ZAPPALA, chairman of the Romance Department, attended a meeting of the American Society for Testing and Materials, in Washington.

Interns DANIEL DEL CASTILLO, ERIC FORTIN, TOM HUSTED, CHEL SCHWEITZER, STACEY SOLOMONE and

MARY E. WALTON were thanked for assisting the Center for the Study of Foreign Affairs and the Schools of Area and Language Studies.

In conjunction with the Bureau of African Affairs, the Center for the Study of Foreign Affairs sponsored two roundtable discussions on conflict resolution and democratization in Africa, through conceptual and case analysis. The November 7 session, moderated by JOSEPH MONTVILLE, focused on recent initiatives in conflict resolution and resolving the conflict in Namibia. FELIX MOSHA, Africa Leadership Forum, spoke about the Conference on Security, Stability, Development and Cooperation in Africa, and Africa's future. DAYLE SPENCER, Carter Center, addressed strategies and realities in conflict resolution. CHESTER A. CROCKER, Georgetown University, focused on Namibia. Subsequent speakers were WILLIAM ZARTMAN, School of Advanced International Studies, Johns Hopkins University, and CHRISTOPHER MITCHELL, director, Institute for Conflict Analysis and Resolution, George Mason University ... F.A. HARRIS, director, African regional affairs, moderated the November 21 session. Speakers HAROLD SAUNDERS, Kettering Foundation, and WILLIAM ZARTMAN discussed concepts for a new American diplomacy. NORMAN ANDERSON, joined by speakers FRANCIS DENG, Brookings Institution; JOHN VALL, University of New Hampshire; and JOHN P. LEDERACH, Eastern Mennonite College, spoke on resolving conflict in Sudan.

The center also worked with the Bureau of European and Canadian Affairs and sponsored a roundtable discussion, November 20, focusing on independence, internal divisions and economic prospects for Ukraine. The discussion was an extension of last spring's series to examine aspects of transition in the Soviet Union. Speakers were ROMAN SZPORLUK, professor of Ukrainian history at Harvard University; FRANK SYSYN, director, Peter Jacyk Center for Ukrainian Historical Research, University of Alberta; I. S. KOROPECKYI, professor and director of the graduate program in economics at Temple University; and ADRIAN KARATNYCKY, director of research and publications at the AFL-CIO department of international affairs. □

Inspector General's Office

Inspector general SHERMAN M. FUNK traveled in November with ERIC BOSWELL, the executive director of the Bureau of Near Eastern and South Asian Affairs, to Cyprus, Beirut, Tel Aviv, Jerusalem and Cairo, to review mission operations and to discuss management and support issues, such as staffing, construction programs and examples of innovative post management ... Mr. Funk and the A.I.D. inspector general, HERBERT BECKINGTON, met with the U.S. ambassador to Egypt, ROBERT PELLETREAU, to discuss an upcoming joint inspector general review of administrative support arrangements at Embassy Cairo.

Office of Audits: FREDERICK R. GEDRICH, Departmental Support Programs Division director, has been selected to direct the inspector general's newly-designated special operations review team.

Office of Inspections: The inspection teams have begun their winter cycle reviews (STATE, December). In addition, a special team under ROBERT BARBOUR will be reviewing the Department's Office of Legislative Affairs ... The Office of Inspections welcomed a new senior inspector, RALPH T. JONES, who served recently as consul general in Guayaquil, Ecuador.

Office of Investigations: The acting assistant inspector general for investigations, ROBERT S. TERJESEN, was among law enforcement officers in the nation who participated in the dedication of the National Law Enforcement Memorial in Judiciary Square in Washington, October 14. He was one of several officials who read the rollcall of law enforcement officers killed in the line of duty. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: MARTHA MAUTNER, deputy director, addressed the Junior Statesmen of America conference, in Philadelphia, on "Changes in the Soviet Union and the Eastern Bloc," November 16 ... WAYNE LIMBERG, division chief, addressed the American Council of Life Insurance seminar on U.S.-Soviet relations, in Washington, November 25. □

Inter-American Affairs

Assistant Secretary BERNARD W. ARONSON, deputy assistant secretary PHIL McLEAN and southern cone office director ANDREW SENS joined PRESIDENT BUSH on the White House lawn for the arrival of the Argentine president, November 14 ... Mr. Aronson attended the meeting between the two presidents in the morning and, with Mr. McLean and Mr. Sens, continued the substantive discussions separately with the president in the afternoon ... Mr. Aronson attended the signing of a bilateral investment treaty with Argentina at the Department. The treaty was signed by deputy U.S. trade representative JULES KATZ and Argentine Foreign Minister GUIDO DI TELLA ... Mr. Aronson



attended the luncheon at State hosted by Deputy Secretary and Mrs. LAWRENCE EAGLEBURGER, and the state dinner at the White House that evening . . . Also during the visit, the Argentine foreign minister decorated Mr. Aronson, Mr. McLean and Mr. Sens with the Order of Merit.

On November 18 Mr. Aronson presented

BOGOTA, Colombia—Chargé **David L. Hobbs**, second from left, presents group Meritorious Honor Award to Information Systems Office staff. Others, left to right: **Sebastián Moya**, **Javier Dossman**, **Leon G. Galanos Jr.**



performance awards to four members of the Office of Central American Affairs: Superior Honor Awards to director **PETER ROMERO** and deputy director **GERALD McCULLOCH**, and Meritorious Honor Awards to deputy director **ENRIQUE PEREZ** and El Salvador desk officer **DAVID ROBINSON** . . . The assistant secretary spoke at a November 19 roundtable discussion sponsored by Freedom House, concerning Cuba . . . Mr. McLean participated in a panel on Brazil, during a November 13 program with House of Representatives members of the "Inter-American Dialogue." . . . Deputy assistant secretary

LA PAZ, Bolivia—At general services officer award ceremony, from left: **Marilyn McAfee**, **Héctor Choque**, **Keith Sanders**, **Agustín Rueda**, **Daniel Johnson**, **Nicolás Cornejo**, **Robert Goldberg**, **Juan García**, Ambassador **Charles R. Bowers**.

DAVID R. MALPASS traveled to New York, November 18, to speak at a conference sponsored by Argentine Catholic University concerning investment and privatization in Argentina. Members of the panel included Argentine Economy Minister **DOMINGO CAVALLO** . . . Mr. Sens participated in a conference on Latin America and hemispheric environmental cooperation, sponsored by the Institute for the Americas in La Jolla, Calif., November 17-19. □

International Communications and Information Policy

Coordinator **BRADLEY HOLMES** campaigned in Europe during the first part of November on behalf of the U.S. nomination for director general of the International Telecommunications Satellite Corp. (Intelsat) . . . He went to Seoul for the Asia-Pacific economic ministerial bilaterals . . . On November 16 senior deputy coordinator **KEN BLEAKLEY**, with senior counselor **DOREEN McGIRR**, traveled to Prague to head the U.S. delegation to the International Telecommunications Union's European regional development conference . . . On December 4-6 Mr. Bleakley and the counselor for Latin America, **DAN GOODSPEED**, participated in workshops and a regional task force, to prepare for the International Telecommunications Union conference for the Americas . . . Mr. Bleakley addressed the Practicing Law Institute in Washington, on international telecommunications policy and

regulation.

Senior adviser MIKE FITCH and attorney-adviser STEVE RATNER traveled to Geneva in early December to participate as U.S. experts on the International Telecommunications Union constitution and convention drafting group ... BILL JAHN, director for telecommunication policy for Mexico and Micronesia, traveled to Mexico in December to participate in bilateral meetings on radio interference issues ... Special assistant JULIE REESE participated in a meeting of the Organization for Economic Cooperation and Development's committee for information, computers and communications policy, in Paris, November 18-22 ... Special adviser WARREN CLARK was in Prague and Sofia, November 11-24, to take part in consultations and a special management seminar on telecommunications development ... On November 12 RANDOLPH EARNEST traveled to London to head the U.S. delegation to the 41st session of the International Maritime Satellite Council meeting.

On December 2-4 TIMOTHY C. FINTON, counselor for telecommunications trade, headed the U.S. delegation to a meeting of the Organization for Economic Cooperation and Development working group party on telecommunication and information services policies, in Paris ... He then headed the U.S. delegation to the Organization for Economic Cooperation and Development meeting on international telecommunication charging practices, also in Paris. □

International Narcotics Matters

Assistant Secretary MELVYN LEVITSKY delivered the U.S. statement at the 46th UN General Assembly session of the Third Committee, on agenda item 96, narcotic drugs, November 5 ... He spoke to the Capstone conference at the Department, November 6 ... On November 27 he spoke to the Senior Seminar at the Foreign Service Institute ... Accompanied by DENNIS LINSKEY, Chief of Global Support Division, Office of Transnational Issues, he represented the United States at the Dublin Group meeting with European nations, November 20 ... On November 25 he attended a conference in Panama with the U.S. ambassadors to the five Andean countries, to discuss counternarcotics programs ... On November 7 Mr. Levitsky was interviewed about international narcotics matters on the Voice of America. CHASE UNTERMAYER, director, conducted the interview for this program, "On the Line."

RAYBURN F. HESSE, senior program analyst, made a presentation, on behalf of the financial action task force, at the biannual meeting of the Southeast Asia Central Bankers Association, in Jakarta, November 19 ... He traveled to Tokyo for discussions on financial action task force business ... JOANNE M. THOMPSON, program management officer for Southwest Asia, traveled to Bangladesh, India, Nepal, Pakistan and Sri Lanka, October 20-November 14. She conferred with government, enforcement and international officials concerning regional coun-



INTERNATIONAL NARCOTICS MATTERS—Venezuela narcotics affairs section chief *Dianne H. Graham* with a police officer who explains experimental training for sniffer lions, at the Barquisimeto Dog school. (Photo by Maria Trejo)

ternarcotics efforts, and she discussed International Narcotics Matters programs and training ... Program officer MARIA A. TREJO traveled to Venezuela, Ecuador and Colombia, October 15-31, for consultations with the narcotics affairs sections and to review programs ... On November 18-22 narcotics affairs officers, narcotics specialists and Washington-based employees participated in a training program which included program contracting and procurement, budget planning, negotiation skills, personnel management and an on-site review of the interregional aviation program in Patrick Air Force Base, Fla ... ERNEST JOHNS, systems manager for the bureau, traveled to Mexico, November 19-22, to provide assistance to embassy personnel concerning automated data processing support to the office of the Mexican attorney general.

Division chief TIMOTHY HENDERSON and contract specialist LINDA GOWER traveled to Patrick Air Force Base, Satellite Beach, Fla., December 2-4, to participate in a review of the bureau's contract with Dyncorp, Inc., for operation and maintenance of the International Narcotics Matters air wing. □

International Organization Affairs

Assistant Secretary JOHN R. BOLTON addressed the University of California at Riverside executive roundtable, on the collapse of communism in Europe and on the United Nations at Indian Wells, Calif ... He traveled to Geneva, where he held consultations with the International Red Cross' Standing Commission ... He went on to Paris to head the U.S. delegation to the crime ministerial ... Principal deputy assistant secretary JOHN S. WOLF traveled to Brussels to consult with the European Community "troika" working group on the United Nations. At the Department, he hosted a reception and dinner for the American Council of Life Insurance and the Health Insurance Association, in honor of American Red Cross president ELIZABETH DOLE ... JACKIE WOLCOTT, deputy assistant secretary, traveled to Budapest to attend the 26th conference of the Red Cross Movement, scheduled from November 29-December 6. Despite cancellation of the conference, she held bilateral discussions with other delegations, as well as meetings with officials of international organizations ... She testified before the House Select Committee on Hunger's international task force, on the humanitarian situation in Iraq ... Deputy assistant secretary MELINDA L. KIMBLE attended the Food and Agriculture Organization conference in Rome.

BUREAU NOTES

November 11-28.

At the invitation of U.S.I.A., J. KENNETH BLACKWELL, U.S. representative to the UN Human Rights Commission, traveled to Copenhagen to speak on "Global Security Through the Regionalization of the Conference on Security and Cooperation in Europe Process," during an October 24 conference organized and hosted by the Danish United Nations Association ... On October 25 he spoke on "The Importance of Human Rights in the New World Order," at the Danish Center for Human Rights ... He traveled to Geneva, October 21-23, in his capacity as western group representative to the UN Human Rights Commission's working group on situations ... On November 21 PRESIDENT BUSH accorded Mr. Blackwell the rank of ambassador during his tenure as the U.S. representative to the commission ... Mr. Blackwell traveled to New York in November, to participate in the UN General Assembly deliberations on human rights.

On October 14 CHARLOTTE M. PONTICELLI, director for human rights and women's affairs, accompanied Mr. Blackwell to meetings in New York with the secretary general's special representative on Cuba, RAFAEL RIVAS POSADA, and with under secretary general JAN MARTENSON ... On October 27 she participated in a panel on human rights and U.S. foreign policy, held by the Lawyers Committee for Human Rights ... On November 1 she was keynote speaker during the Public Leadership Education Network's conference on women and international policy ... On November 26 she traveled to New York to assist Mr. Blackwell in a discussion he hosted for representatives of countries that are new members of the United Nations Human Rights Commission ... Assistant Secretary Bolton led the U.S. delegation to the UN crime ministerial, at Versailles, November 21-23 ... BEVERLY ZWEIBEN, officer-in-charge of human rights and deputy director, Office of Human Rights and Women's Affairs, participated as an adviser to the U.S. delegation.

JULIETTE CLAGETT McLENNAN, U.S. representative to the UN Commission on the Status of Women, chaired a meeting of representatives of other federal agencies and nongovernmental organizations, at State, October 16 ... Following that meeting, she traveled to New York to participate in the General Assembly deliberations on the advancement of women, October 16-22 ... She participated in a UN expert group meeting on the integration of aging and elderly women into development, October 7-11, in Vienna ... She represented the United States at the Global Assembly of Women and the Environment, in Miami, November 4-8 ... She participated in a UN seminar on violence against women, in Vienna, November 11-15 ... SHARON KOTOK, officer-in-charge of international women's programs, served as an adviser to the U.S. delegation to the General Assembly, during its deliberations on the advancement of women, October 16-22 ... On November 20 Ms. Wolcott and Mr. Blackwell traveled to New York to host a meeting of western European delegates involved in human rights issues, at the General Assembly.

People: GENEVIEVE C. MAXWELL has

retired from the Office of U.S. Budgetary Presentation and Payments. □

Legal Adviser's Office

MICHAEL J. MATHESON, principal deputy legal adviser, traveled to Geneva to discuss Iraq claims issues. He was accompanied by RONALD J. BETTAUER, assistant legal adviser for international claims and investment disputes ... PHILIP C. BOBBITT, the counselor on international law, participated in a Council on Foreign Relations seminar in New York ... MARTHA M. HILL, special assistant to the legal adviser, traveled to Miami to attend hearings in the Noriega case ... PAULA BARTON, attorney-adviser, Office of Buildings and Acquisitions, accompanied DAVID FIELDS to Chicago to complete the lease transfer of the consul general's residence to China, pursuant to the U.S.-China property exchange agreement ... JOHN R. BYERLY, assistant legal adviser, Office of African Affairs, participated in the final meeting of the Joint Commission overseeing the 1988 Namibia/Angola accords ... JO BROOKS, CLIFTON M. JOHNSON and WYNNE TEEL, attorney-advisers, Office of International Claims and Investment Disputes, conducted claims negotiations with Iranian officials in The Hague ... MIRIAM SAPIRO, attorney-adviser, Office of European and Canadian Affairs, traveled to Bonn and Stuttgart with NELSON LEDSKY, as a member of the team that reviewed the Nato status of forces agreement ... BRUCE C. RASHKOW, assistant legal adviser, Office of UN Affairs, attended the International Law Commission elections at the United Nations and met with Chinese and United Kingdom legal advisers on "Permanent 5" International Court of Justice issues.

People: Joining the bureau were FRANKLIN R. BAY, deputy legal adviser, and HOLLY T. MOORE, attorney-adviser, Office of Law Enforcement and Intelligence ... CATHERINE BROWN has been selected as assistant legal adviser, Office of Consular Affairs ... SUSAN BINIAZ has been selected as assistant legal adviser, Office of Oceans, International Environmental and Scientific Affairs ... TODD F. BUCHWALD has been appointed as acting assistant legal adviser, Office of European and Canadian Affairs ... RANDALL J. SNYDER, law librarian, and ODELL C. DEHART, associate law librarian, were presented Superior Honor Awards for their efforts to revitalize the legal adviser's law library. □

Medical Services

Dr. THOMAS VALK, assistant medical director for clinical psychiatry, returned to Medical Services in November from his regional consultation trip to Cairo, Istanbul, Ankara and Algiers ... SANDY BENNETT, new contract nurse in Nouakchott, visited Medical Services, October 24, prior to her return to Nouakchott for two years ... While on home leave from Bangkok, Foreign Service nurse practitioner ANNE MURRAY consulted in Medical Services

in November. She is to return to Bangkok for her second tour ... The deputy director of nursing, ANNE SALOOM, returned from a regional consultation/survey trip to Tel Aviv, Bucharest, Warsaw and Prague, November 12 ... On November 13 Foreign Service nurse practitioner CHARLENE BURNS accompanied a patient from New Delhi to Washington ... Dr. JERRY BIGGS consulted in Medical Services in mid-November, and returned to New Delhi after accompanying a patient to Washington ... CALY SARMIENTA, secretary in Lima's health unit, visited Medical Services, November 12.

Dr. HAL RINIER, assistant medical director for mental health services, and RITA SIEBENALER, licensed clinical social worker with the Employee Consultation Service, met with Kinshasa evacuees in mid-November ... ELIZABETH PETRIE, Peace Corps nurse and wife of Foreign Service nurse practitioner RON PETRIE, posted in Ndjamena, consulted in Medical Services, November 25, while in Washington for a Peace Corps conference ... Dr. ELMORE RIGAMER, deputy medical director, attended the seminar, "Controlling Health Care Costs with Improved Quality Management," in Boston, November 21-22. □

Oceans and International Environmental and Scientific Affairs

During October 16-19 and 23-31, principal deputy assistant secretary RICHARD J. SMITH led an interagency team to Jamaica, Chile and Bolivia to negotiate the first of the environmental framework agreements under the "Enterprise for the Americas" initiative. He was accompanied by CHARLES O. CECIL, senior adviser for environmental affairs, and CHARLES SHEEHAN, Legal Adviser's Office. The agreements with Bolivia and Jamaica were signed in Washington, November 26, by Assistant Secretary CURTIS BOHLEN.

MARTIN PROCHNIK, director, Office of Cooperative Science and Technology Programs, and CLAIRE HUBBARD, program officer, traveled to Jerusalem to participate in the board of governors meeting of the U.S./Israel Binational Industrial Research and Development Foundation. En route, they met with Turkish officials in Ankara to discuss potential science and technology cooperation.

Deputy assistant secretary ROBERT REINSTEIN, accompanied by Environment Office deputy director GARY USREY, traveled to Geneva, November 18-22, to attend a meeting of the executive body for the convention on long-range transboundary air pollution, under the auspices of the UN Economic Commission for Europe ... On November 19 Mr. Reinstein signed, as the U.S. representative, a protocol on volatile organic compounds, which is designed to reduce such emissions, a cause of urban smog ...

CAROL EBERHARD, Office of Nuclear Technology and Safeguards, organized and participated in the October 24 seminar on "International Responses to the Chernobyl Accident,"

jointly sponsored by State and the Department of Energy ... CHARLES NEWSTEAD, same office, was a member of the U.S. delegation to the November 12-15 four-party negotiations for the international thermonuclear experimental reactor in Moscow ... CHRISTIAN KESSLER, same office, chaired the annual program review meeting for the U.S. program for technical assistance to International Atomic Energy Agency safeguards, in Vienna, November 4-7 ... CARLTON STOIBER represented the United States at a meeting in Brussels, November 11-13, to draft a nuclear protocol to the European energy charter.

On November 13-16 JONATHAN MARGOLIS, program officer, Office of Cooperative Science and Technology Programs, with some 40 persons from 12 countries in South, Central and North America, attended a conference at the University of Mayaguez, Puerto Rico, to explore the possibility of establishing a hemispheric center in Puerto Rico to fund cooperative research in applied sciences and engineering.

On November 18-20 DAVID COLSON, accompanied by DAVID BALTON of the Legal Adviser's Office and GEORGE HERRFURTH of the bureau's Fisheries' Office, led a U.S. delegation to a conference in Washington on the conservation and management of pollock resource in the central Bering Sea. In attendance were delegates from China, Japan, Korea, Poland and the Soviet Union, as well as the United States. The conference was a follow-up to two previous ones, in February in Washington and in July-August, in Tokyo. □

Politico-Military Affairs

Office of Arms Control Policy for Compliance and Implementation: Director DAVID NICKELS traveled to Moscow, November 24-December 1, to participate in the demonstration and exchange of telemetry tape in connection with the strategic arms reduction treaty ... CHARLES EVANS attended the first annual implementation meeting to discuss confidence and security-building measures, in Vienna.

Office of International Security Operations: The director, Colonel JOHN PIAZZA, participated in the 100th Afghan refugee humanitarian assistance mission, November 13-19. A C-141 carried approximately 20,000 pounds of relief supplies for Afghan refugees. The aircraft departed Pakistan with 33 injured Afghans, who were headed for hospitals for specialized medical care in the U.S. and Europe, under provisions of the McCollum Program ... Lieutenant Colonel MIKE KING attended the senior officer nuclear accident course in New Mexico. The course is designed for military and other federal employees who would deal with accidents involving nuclear weapons in the United States and abroad.

Office of Strategic and Theater Policy: THOMAS CALLOW spent three weeks in Vienna participating in the open skies negotiations ... BARBARA BADEN visited Department of Energy facilities in Los Alamos, N.M., and the nuclear test site in Nevada ... SCOTT DEAN attended meetings in Geneva of the Special Ver-

ification Commission, held under the intermediate range nuclear forces treaty, and the first session of the Joint Compliance and Inspection Commission, mandated by the strategic arms reduction treaty.

Office of Defense Trade Controls: Deputy director MICHAEL T. DIXON spoke on enforcement issues at the Commerce Department-sponsored strategic and nonproliferation enforcement training course, November 8, in Falls Church, Va ... ROSE BIANCANIELLO, Arms Licensing Division chief, spoke on munitions licensing at a conference on export controls organized by Legal Studies and Services, Ltd., in London, England, November 14 ... She attended the U.S./United Kingdom bilateral meeting, November 14, to discuss amendments to the international munitions list ... Personnel from the Compliance Analysis Division and the Arms Licensing Division attended a demonstration of weapons systems at the Army proving ground, Aberdeen, Md., November 7 ... Army Major MIKE VAN ATTA, Arms Licensing Division, attended a meeting of the President's Export Council, subcommittee on export administration, November 21, in Washington ... MAL ZERDEN, chief, aerospace and ordnance branch of the division, spoke on issues in export licensing at an industry conference sponsored in Crystal City, Va., November 19 ... TERRY HUNTER and PETER DADE of the division attended a security assistance management course given by the Defense Institute of Security Assistance Management, November 19-21, in Rosslyn, Va ... KEN PEOPLES of the division gave a presentation on arms export licensing to Honeywell Corp. personnel, November 12, in Washington, and spoke at a missile technology course at the Applied Sciences Corp., November 21, in Rosslyn ... ALLAN SUCHINSKY, chief, electronics and combat systems branch, spoke on arms transfer regulations and procedures at a conference sponsored by Export Control News in San Diego, October 2; at an industrial security seminar, November 13, in Washington; and at Loral Electro Optical Systems in Pasadena, Calif., November 19-20 ... CLYDE BRYANT, chief, Compliance Analysis Division, and RUTH JACKSON, paralegal in the division, attended the strategic trade officers conference in Garmisch-Partenkirchen, Germany, November 18-22 ... ROBERT TEVENS, a U.S. Customs special agent, was detailed to the Office of Defense Trade Controls in November, to coordinate investigations of arms export violations.

Office of Defense Relations and Security Assistance: Director MICHAEL COTTER participated in bilateral meetings with Israeli defense officials, October 31-November 1 ... The deputy director for European and Central commands, DOUGLAS KINNEY, attended seminars on European military basing and on peacekeeping in Africa; met with Israeli officials in the regular joint review of politico-military issues; and participated in two off-site exercises ... PETER SCHMEELK attended the U.S.-Greek high level coordinating committee meeting ... The deputy director (Atlantic, Pacific and Southern Commands), MARC NICHOLSON, attended the

Southern Command's commanders conference in Panama City ... Lieutenant Colonel JOSEPH BOWAB and action officer SONNY BUSA also attended the conference ... Mr. Busa toured the Andean region, consulting with area governments on politico-military matters, including counter-narcotics ... Deputy director TURK MAGGI spoke to students and faculty of Texas A&M University on arms transfers and security assistance as instruments of foreign policy.

Office of Defense Trade Policy: DAVID SHAPIRO has joined the office; he attended the Defense Institute of Security Assistance Management training course at the Foreign Service Institute, November 19-21 ... MARLENE URBINA participated in bilateral negotiations in London, Bonn and Paris, November 14-20, preparing for the coordinating committee meetings on the international munitions list, scheduled for early next year ... BRIAN McCLEARY participated in the strategic trade officers conference in Garmisch, November 18-23, chairing panels on defense trade and supercomputer export policy ... ROGER SWENSON accompanied members of the Office of Defense Trade Controls to Aberdeen Proving Ground, November 7.

Special Commission Support Office: Staff member PAUL KURTZ traveled to Manama, Bahrain, to assess Special Commission field offices for inspections in Iraq. He later entered Iraq as an inspector on the sixth missile inspection team ... Coordinator JOSEPH MARTY, deputy coordinator JAMIE YOUNG, Colonel DAVID UNDERWOOD and STACY BERNARD traveled to New York to provide support to the United Nations for conducting weapons inspections in Iraq. □

Public Affairs

Office of Public Liaison: Regional program officer JENNIFER SIEGEL arranged for RICHARD KAULZLARICH, deputy assistant secretary for European and Canadian affairs, to go to Portland to address the Oregon International Council, the World Trade Center and the Oregon Economic Development Department; to meet with the Portland Oregonian editorial board; to be interviewed by the Daily Journal of Commerce; to meet with a group of Hungarian businessmen; to meet with the law firm of Gardner, Cosgrove & Gardner; and to pay a courtesy call on the mayor of Portland.

Regional program officer DARLENE KIRK arranged for CURT KAMMAN, ambassador-designate to Chile and formerly deputy assistant secretary for European and Canadian affairs, to address the North Shore Senior Center in Chicago, November 3 ... While there, Mr. Kamman attended a luncheon hosted by the Mid-America Committee for the prime ministers of Estonia, Latvia and Lithuania; met with officials of Amoco, Arthur Anderson and Ameritech International; was interviewed on WBEZ-FM, and had a luncheon meeting with the governor's liaison for foreign consulates, the state trade officer and the Hispanic Liaison ... Ms. Kirk also planned a speaking trip by Mr. Kaulzarich, to Cincinnati, November 5, to address the University of Cincin-

nati. While there, he met with the editorial board of the Cincinnati Enquirer and with the city manager ... Ms. Kirk arranged for ROBERT BARRY, special adviser to the deputy secretary for eastern European assistance, to visit Chicago to address the Council on Foreign Relations, on eastern Europe ... He met with the editorial board of the Chicago Tribune, with members of the Polish American Congress and was interviewed on WBEZ-FM ... Ms. Kirk coordinated the trip of EUGENE McALLISTER, assistant secretary for economic and business affairs, to Chicago, November 8, where he addressed the Mid-America Committee and met with the editorial board of the Tribune ... Ms. Kirk arranged for the U.S. ambassador to the United Nations, THOMAS PICKERING, to address the Cooperative Security Consortium in Boston, November 8, and Tufts University in Boston, November 20 ... She planned the trip of the assistant secretary for human rights, RICHARD SCHIFTER, to Boston, to speak at Boston University, November 19.

EILEEN MCCORMICK PLACE coordinated the fall meeting of the Council of American Ambassadors in the Department, November 19 ... Deputy Secretary LAWRENCE EAGLEBURGER addressed the ambassadors at a luncheon at the F Street Club following the meeting ... Ms. Place assisted the Office of the Director General in recognition of George Washington University's Elliott School of International Affairs. Two hundred scholars, business leaders, diplomats and senior federal officials were welcomed by the deputy secretary at dinner in the Benjamin Franklin Dining Room.

On November 7 a half-day briefing program was held in the Department for the Executives Club of Chicago. Defense Secretary DICK CHENEY and officials from the Departments of Justice, Treasury and Labor addressed club members on international issues. The program culminated in a luncheon in the Benjamin Franklin Dining Room, with a speech by Mr. Eagleburger. MARY ANN DIXON coordinated the briefing program and eighth-floor luncheon ... Ms. Dixon arranged for the deputy assistant secretary for public affairs, G. ALFRED KENNEDY, to meet with some 35 German exchange students, November 14, in the Department. He spoke on U.S.-German relations and the role of young people in the global community ... On November 19 Ms. Dixon coordinated an eighth-floor dinner for members of the Committee for Corporate Public Involvement, as part of their 1991 Washington conference. Approximately 200 presidents and chief executive officers of American corporations were welcomed by the acting assistant secretary for international organization affairs, JOHN WOLF, and heard American Red Cross president ELIZABETH DOLE speak on the importance of corporate community involvement in international humanitarian efforts.

YVONNE O'BRIEN arranged for Policy Planning Staff deputy director JOHN STREMLAU to address the Association of Black Professionals in International Affairs, at its annual Washington conference, October 25. Mr. Strelau discussed the administration's vision of

global responsibilities in the 21st century with approximately 120 association members, during a luncheon at the Grand Hyatt Hotel ... Ms. O'Brien coordinated Mr. Kennedy's address to the new class of U.S.I.A. Foreign Service officers, November 12.

JUDY CHRONISTER coordinated a variety of in-house briefing programs during the month: the Congressional Youth Leadership Council (November 6 and 20); the Jewish community leadership seminar (November 7); and the Wesley Theological Seminar (November 14).

Regional Program Officer CATHY McDERMOTT planned the trip of JOHN BOLTON, the assistant secretary for international organizations, to Indian Wells, Calif. November 15, to address a dinner sponsored by the University of California Riverside ... She arranged for the ambassador to Peru, ANTHONY QUAINTON, to travel to Los Angeles, November 17-21. He spoke at Occidental College, the Los Angeles Committee on Foreign Relations and the Channel City Club, and met with representatives of the Los Angeles Times and with the acting mayor of Los Angeles ... Ms. McDERMOTT arranged for THOMAS NILES, assistant secretary for European and Canadian affairs, to travel to Oklahoma City, November 18-19. He was hosted by the Economic Club of Oklahoma City, and he met with the governor.

Office of the Historian: JEFFREY SOUKUP served as historian at the Middle East peace conference in Madrid, October 22-November 4 ... NINA HOWLAND, NINA NORING, WILLIAM SANFORD and LOUIS SMITH carried out research at the John Fitzgerald Kennedy Library in Boston, in September and November, for the "Foreign Relations" series ... GLENN LAFANTASIE, deputy historian, attended the annual meeting of the Southern Historical Association, Fort Worth, Tex., November 13-16 ... He visited the Lyndon Baines Johnson Presidential Library, where he conferred with the staff regarding the series ... WILLIAM SLANY participated in the regular autumn meeting of the National Historical Publications and Records Commission, in Washington, October 9-11 ... He participated in a panel on the series, at the annual conference of the Society of American Archivists, in Philadelphia, September 28. □

Refugee Programs

PRINCETON N. LYMAN, bureau director, testified on Vietnamese boat people before the House Foreign Affairs Committee's subcommittee on Asian and Pacific affairs, chaired by Congressman STEPHEN J. SOLARZ (D.-N.Y.). Congressman ROBERT K. DORNAN (R.-Calif.) participated ... Mr. Lyman met with Congressman BENJAMIN A. GILMAN (R.-N.Y.) and other members of the ad hoc committee on Soviet emigration to brief them on the fiscal year 1992 Soviet refugee program ... He addressed the Congressional Staff Forum on International Development ... He met with the secretary general of the League of Red Cross and Red Cres-

cent Societies, PAR STENBACK, to discuss league activities in the Gulf, the Soviet Union, Ethiopia and Liberia. Mr. Stenback was accompanied by league refugee adviser JOHN LLOYD and American Red Cross representative MARY-LOU McCUTCHEON. Department officials attending included the deputy assistant secretary for international refugee assistance, SARAH E. MOTEN; the director, Office of International Refugee Organizations, JAMES P. KELLEY; and program officer KELLY T. CLEMENTS ... Mr. Lyman and PRISCILLA A. CLAPP, senior deputy assistant secretary, met with the Sudanese minister for refugees, ABDULRAHMAN SIR EL KHATIM, and ABDALLA AHMED ABDALLA, Sudanese ambassador to the United States ... Following a meeting with the UN Relief Works Agency commissioner general, ILTER TURKMEN, Mr. Lyman presented a tribute of appreciation to the retiring director of its liaison office in New York, JOHN MILES ... Mr. Lyman chaired a meeting with the UN high commissioner for refugees' Latin American bureau director, LEONARDO FRANCO, and Washington mission chief RENE VAN ROOYEN, to discuss development of a regional solution for the temporary safehaven of Haitian asylum seekers ... He also met with the UN coordinator for Cambodian repatriation, DARIOUSH BAYANDOR.

Ms. Clapp visited Moscow to explore the growing problem of internal refugees, to consult with U.S. embassy and Soviet officials and to monitor the U.S. resettlement program. She spoke on refugee assistance and resettlement at the American Council for Nationalities Services annual meeting in Milwaukee, and at the Council for Jewish Federations and Welfare Funds general assembly in Baltimore.

BRUNSON MCKINLEY, deputy assistant secretary for management, directed the bureau's Haitian refugee task force, chaired interagency working group meetings, and appeared before the House Judiciary Committee's, subcommittee on international law, immigration and refugees, chaired by Congressman ROMANO L. MAZZOLI (D.-Ky.) ... Ms. Moten, accompanied by ALBERT A. THIBAUT JR., director, Office of European, Near Eastern and Latin American Refugee Assistance, reviewed Gulf war-related and other refugee and conflict victims issues in Turkey, Saudi Arabia, Jordan and Israel ... Following those site visits, Ms. Moten and Mr. Thibault consulted with UN staff, the International Committee of the Red Cross and the International Organization for Migration.

Visiting the bureau were DAVID LAMBERTSON, ambassador to Thailand; FRANK MINNICK, director, Joint Voluntary Agency, Kuala Lumpur; and ALISON KRUPNICK, refugee officer, Orderly Departure Program, Bangkok, Thailand ... Ms. Krupnick did a Voice of America interview and met with voluntary agencies, mutual assistance associations and the Vietnamese community in Orange County, Calif ... ANN BRAZEAU, UN senior coordinator for Refugee Women, and NYORVAI WHANDE, UN project officer for refugee children and refugee women, briefed bureau staff members. ■

Obituaries

Ruby J. Alston, 46, who was a secretary in the State Department's Foreign Buildings Office, died of a stroke at Prince George's Hospital in Cheverly, Md., on November 10.



Ms. Alston

Ms. Alston began her career in the Department as a secretary in the Building Design and Engineering Division. This was in 1985. She became a senior secretary there in 1988, a position that she held until her death. She received two cash awards for her work in the Department.

Ms. Alston was born in Wilson, N.C., on July 28, 1945. She attended Prince George's Community College. Before coming to State, she was a chauffeur and office assistant at the Department of the Navy and a secretary at the Department of Defense. She leaves a daughter, Dahna Batts, and a son, Devin Seth; and her parents, a sister and brother. □

Kenneth B. Atkinson, 84, a retired Foreign Service officer and Civil Service employee at State, died in McLean, Va., on November 10.

Mr. Atkinson began his career in the Department in 1938. He served as a personnel administrator until 1950, when he joined the Foreign Service. He was administrative officer in Rio de Janeiro, 1950-53, then political officer in Rangoon, 1953-55. After an assignment in Washington, he became principal officer in Birmingham in 1959. He was detailed to the Department of Commerce before retiring in 1967.

Mr. Atkinson was born in Montclair, N.J., on January 2, 1907. He received a bachelor's from Princeton. After leaving the Service, he did consulting work on export promotion for the Foreign Service Institute and the Department of Commerce before retiring a second time in the late 1980s. He leaves his wife of 55 years, Eileen Damon Atkinson of McLean, two sons, a daughter and seven grandchildren. □

Marcella R. Barnes, 76, widow of retired Foreign Service officer Kyle D. Barnes, died of cancer in Silver Spring, Md., on October 29. She had accompanied her husband on postings to Port-au-Prince, 1955-60, and Sao Paulo, 1960-65. As president of an organization for embassy wives, she assisted charities, hospitals and

orphanages.

A native of Newton, Ill., Ms. Barnes worked as a congressional secretary, 1938-49. She leaves a son, Bruce D. Barnes of Silver Spring. □

Janis L. Dreyfuss, 61, widow of retired Foreign Service officer John T. Dreyfuss, died of brain cancer at the Washington Home Hospice in Washington on November 28.



Ms. Dreyfuss

Beginning in 1954, she accompanied her husband on assignments in Naples, La Paz and Washington, as well as Bridgetown and Guatemala City, where her husband was deputy chief of mission. Ms. Dreyfuss was born in Salem, Ore., on July 9, 1930. She attended Stanford. She worked as a nanny in Eugene, Ore., 1979-87, and in Washington from 1987 until her death. She leaves a son, Ricardo V. Dreyfuss of Silver Spring, Md., another son, two daughters, a sister and a brother. □

Nona L. Gardiner, 95, a retired Foreign Service officer, died at Sibley Memorial Hospital in Washington on October 22.

Ms. Gardiner joined the Foreign Service in 1929 and was assigned to Guatemala City as a clerk later that year. She became vice consul there in 1946. She served in Barranquilla, 1947-49. Next, she was consular officer in Stockholm, 1949, Oslo, 1949-51, and Copenhagen, 1951-52. She went to Tegucigalpa in 1953, where she became consul in 1956. She began her final assignment as passport and citizen officer in Mexico City in 1958. In 1959 she was named "Woman of the Year" at the post by Ambassador Robert Hill. She retired from the Department in 1961.

Ms. Gardiner was born in Sunset, La., on January 6, 1896. She leaves a niece, Harriet Estrada of Chevy Chase, Md. □

Stephen B. Jenkins, 90, a retired Foreign Service officer and husband of retired Foreign Service secretary Frances Jenkins, died in Chapel Hill, N.C., on October 17.

Mr. Jenkins joined the Service in 1942 and went to Santiago the following year. He was posted to Warsaw in 1945. After an assignment in Bern, he went to Tehran in 1953. Next, he served in Karachi, 1954-56, Tokyo, 1956-58, and Moscow, 1959. In

1960 he went to Vientiane. After a final posting to Bombay, he retired in 1965. After his retirement, he accompanied his wife on her assignments to Tegucigalpa, Brussels, Nassau and London, until 1983.

Mr. Jenkins was born on October 15, 1901. He served in the U.S. Merchant Marine in the Atlantic during World War II. Besides his wife, of Chapel Hill, he leaves two daughters, a son and a sister. □

Correction



Edwin W. Martin (1971)



Edwin M. Martin (1974)

The obituary on Edwin W. Martin (STATE, December), a retired ambassador to Burma, was accompanied by the wrong photograph. The photograph used was that of Edwin M. Martin, a retired ambassador to Argentina, who is alive and well and who now does volunteer work for the Population Crisis Committee in Washington. STATE most sincerely regrets its error, and has apologized both to Edwin M. Martin and Mrs. Edwin W. Martin. □

Joseph D. McLaughlin, a Foreign Service officer assigned to the Bureau of Finance and Management Policy, died of cancer at Alexandria Hospital in Alexandria, Va., on November 23.



Mr. McLaughlin

Mr. McLaughlin began his career at State as a clerk in 1962. He joined the Foreign Service the following year and was assigned first to Tel Aviv. After serving as consular officer in Naples, he became economic and political officer in Enugu in 1966. Next, he was trade promotion and economic and commercial officer in Milan, 1968-72. He was assigned to the Bureau of Economic and Business Affairs, 1973, and the Office of the Secretary, 1974-76. He went to Mexico City as a special assistant in 1976. He

was economic and political officer in Bridgetown, 1970-82.

In 1982, Mr. McLaughlin became deputy chief of mission in Mogadishu. He was posted to Santo Domingo, 1984-88. He served as director of the Bureau of Personnel's Office of Recruitment, Examination and Employment from 1988 until last July, when he began his final assignment in the executive office of the finance bureau. He received two Superior and two Meritorious Honor Awards for his work at State.

Mr. McLaughlin was born in Oklahoma on October 7, 1937. He held degrees from Immaculate Conception Seminary and Catholicism in Louvain. He spoke four foreign languages—Spanish, Italian, German and French. A memorial service for Mr. McLaughlin was held at St. Joseph's Catholic Church in Leavenworth, Kan., on November 27. His survivors include his wife, Anita McLaughlin, and two sons. □

Mary Ruth McDonald, 80, a retired Foreign Service secretary, died in Vincennes, Ind., on October 21.

Ms. McDonald joined the Service in 1946 and was assigned first to Frankfurt, where she aided persons displaced by World War II. She went to Reynosa as an administrative assistant in 1952. She was an economic and consular assistant in Monterey, 1954-55. After an assignment in the Department, she went to Brussels in 1957. Next, she worked for the Executive Office of the Bureau of European and Canadian Affairs, 1962-65. She served as secretary to the ambassador in Brussels before retiring in 1968.

Ms. McDonald was born in Nashville on February 3, 1911. She leaves a sister, Adaline McDonald of Vincennes. □

Gail A. Riddick, 36, a secretary in the Office of the Chief Financial Officer, died of breast cancer at Sibley Memorial Hospital in Washington on November 11.



Ms. Riddick began her career as a student aide at the Foreign Service Institute in 1972. She was assigned to the Office of Management there, 1973-75. In 1976 she became a secretarial assistant in the voucher examination branch of the Office of the Deputy Assistant Secretary for Budget and Finance. She joined the Office

of Accounting in 1977, where she was promoted to secretary in 1979. She remained there until her death. She received three performance awards for her work at State.

Ms. Riddick was born in Washington on May 24, 1955. She leaves her husband, George Riddick of Oxon Hill, Md., her parents, three sons, a sister and three brothers. □

Doris V. Ryan, 48, a secretary in the Bureau of Oceans and International Environmental and Scientific Affairs, died of an aneurysm at Montgomery General Hospital, Olney, Md., on November 4.



Ms. Ryan began her career at the Department as an information assistant in the Office of Nuclear and Energy Technology Affairs in 1974. She became a secretary in the Office of Ecology and Natural Resources in 1980, a position she held until her death. She earned four meritorious step increases and a cash award for her work at State.

Ms. Ryan was born in South Boston, Va., on April 4, 1943. She attended Montgomery College. Before beginning her career at State, she was a telephone operator and training assistant at the Chesapeake & Potomac Telephone Co. She leaves her husband, Robert Ryan of Ashton, Md., and a son. □

Sandra E. Siverson, 55, a retired Foreign Service officer, died of cancer in Arlington, Va., on November 20.



Ms. Siverson joined the Service as a secretary and went to Lagos in 1963. She served in Kampala, 1965-67, and Amman, 1967-69. In 1969 she became a communications and records officer in Accra. Next, she served in Kuala Lumpur, 1971-74, Jeddah, 1974, and Muscat, 1974-76. In 1976 she became a support communications officer in Ankara. She was a personnel assistant in Washington, 1978-81, before going to Tokyo as personnel officer in 1981. Her final overseas posting was to Pre-

toria, 1985-88. She retired in 1988, but continued to work on contract in the executive office of the Bureau of African Affairs until 1990.

Ms. Siverson was born in Minneapolis on February 13, 1936. She attended the University of Minnesota. She was a supervisor at the Northwestern Bell Co. before joining the Service. She leaves two brothers, John and Roger Siverson, both of Minneapolis. □

John D. Sinozich: Constance Sinozich, widow of Mr. Sinozich, says that the obituary article on her husband (STATE, November) was incorrect in reporting that he had died of a stroke, in that the cause of his death was unknown. The article was based on preliminary information received from the embassy in Paris, where Mr. Sinozich died on September 22. The embassy said an autopsy would be performed. STATE regrets the misstatement. □

Rufus Z. Smith, 69, a former consul general in Ottawa, died of congestive heart failure in Annandale, Va., on November 8.

Mr. Smith entered the Foreign Service in 1946 and was assigned first to Amsterdam. He was vice consul in Panama City, 1949-52. He became principal officer in Chiang Mai in 1953. After an assignment in Washington, he went to Ottawa as political counselor in 1959. He returned to Panama City as deputy chief of mission in 1964. Next, he was a supervisory international relations officer in the Bureau of European and Canadian Affairs, 1966-68. He became consul general in Ottawa in 1968. He served as deputy assistant secretary for European and Canadian affairs before retiring in 1974.

Mr. Smith was born in Toledo on December 17, 1921. He received a bachelor's from Illinois College. During World War II he served in the Army Air Force in Europe. After leaving State, he was executive director of visitor program services at Meridian House International before retiring a second time in 1983.

He was a founding member and treasurer of the Association of Canadian Studies and an amateur cellist who served on the boards of the National Cello Club and the Chamber Music Conference and Composers Forum of the East. He leaves his wife, Margherita Smith of Annandale, two sons and a granddaughter. □

Frank J. Wathen, 78, a retired Foreign Service officer, died in Dallas on November 17.

Mr. Wathen joined the Service in 1952

and went to Hong Kong as passport officer later that year. In 1957 he became passport officer and consul in Naples. After an assignment in Washington, he went to Tel Aviv in 1959. He served as security officer there before retiring in 1963.

Mr. Wathen was born in Dallas on March 10, 1913. He held a bachelor's and a law degree from Southern Methodist. Before joining the Service, he was a special agent at the Department of Agriculture. His survivors include his wife, Jeanne Wathen of Dallas. □

William C. Wild Jr., 80, a retired Foreign Service officer, died after a stroke in Athens on October 24.

Mr. Wild began his Government career at the UN Relief and Rehabilitation Agency in Greece in 1944. He joined the Service in 1948. After an assignment in Athens, he was detailed to the UN Food and Agriculture Organization in 1954. Next, he served in Cairo, 1955, Dacca, 1956-57, and Karachi, 1958-59. He went to Khartoum in 1960 and Nairobi in 1962. He was posted to Saigon, 1966-69, before serving in Monrovia, 1969-74. After a final assignment in Washington, he retired in 1976.

Mr. Wild was born in Chicago on September 11, 1911. Before beginning his Government career, he played semipro football and worked as a railroad traffic operations superintendent. He leaves his wife of 44 years, Marie Angele Ouranis Wild of Athens, a daughter, a son, a sister, six grandchildren. There were also two great-grandchildren. □

Renee M. Winn, 38, wife of the deputy principal officer in Jerusalem, David M. Winn, died of liver cancer there on November 18. Although afflicted with multiple



Ms. Winn

sclerosis since 1975, she had accompanied her husband on assignments to Amman, 1975-77, Dakar, 1981-83, Beirut, 1983-85, and Paris, 1985-89.

Ms. Winn was born in Dakar to French parents and grew up in Guinea and Paris. She received a bachelor's from American and completed two years of Arabic language studies at the Foreign Service Institute. She was active in the preservation and captive-breeding of endangered species, especially the lemurs of Madagascar. Besides her hus-

band, she leaves her parents, a sister and a brother. □

Henry C. Zimerowski Jr., 45, a Foreign Service officer assigned to the Citizens Emergency Center, died of leukemia at Georgetown University Medical Center in Washington on November 8.



Mr. Zimerowski joined the Service in 1975 and went to Ottawa the following year. He was consular officer in Krakow, 1978-80, and Paris, 1980-82. He returned to Washington as a policy analyst in the Bureau of Intelligence and Research in 1982. He was assigned to the Visa Office, 1983-85, before going to Yokohama in 1986. He was visa officer in Tokyo, 1987-90. He began his final assignment last year.

Mr. Zimerowski was born in Lynn, Mass., on June 18, 1946. He received a bachelor's from Boston College. He served in the Army, 1968-71, then spent two years in Yugoslavia on a Fulbright fellowship at the University of Zagreb. He spoke six foreign languages—Spanish, French, Polish, Russian, Serbo-Croatian and Japanese. He

leaves his mother and father, Virginia and Henry Zimerowski of Sanford, Me., and two sisters. ■

Here are the facts

(See Page 6)

—Six: Thomas Jefferson, James Madison, James Monroe, John Quincy Adams, Martin Van Buren and James Buchanan.

—There are 300 tandem couples.

—They have been polished 261 times. (See Page 39)

—62, as of last November 20: Albania, Algeria, Australia, Austria, Bahrain, Belgium, Bermuda, Brunei, Bulgaria, Canada, China, Colombia, Costa Rica, Czechoslovakia, Denmark, Egypt, Estonia, Finland, France, Germany, Greece, Guatemala, the Holy See, Hungary, Iceland, Indonesia, Iraq, Israel, Italy, Japan, Jordan, Korea, Kuwait, Latvia, Lithuania, Luxembourg, Malaysia, Malta, Mexico, Mongolia, Morocco, Namibia, Netherlands, Norway, Oman, Poland, Portugal, Romania, Saudi Arabia, Singapore, South Africa, Soviet Union, Spain, Switzerland, Syria, Tunisia, Turkey, United Arab Emirates, United Kingdom, Yemen, Yugoslavia and Zaire.

—His salary was \$25,000.

—State has 39 building annexes. □



TAISHAN, China—Consul general Dennis G. Harter and his wife, Margaret, with members

of the World War II "Flying Tigers," at dedication of a memorial.

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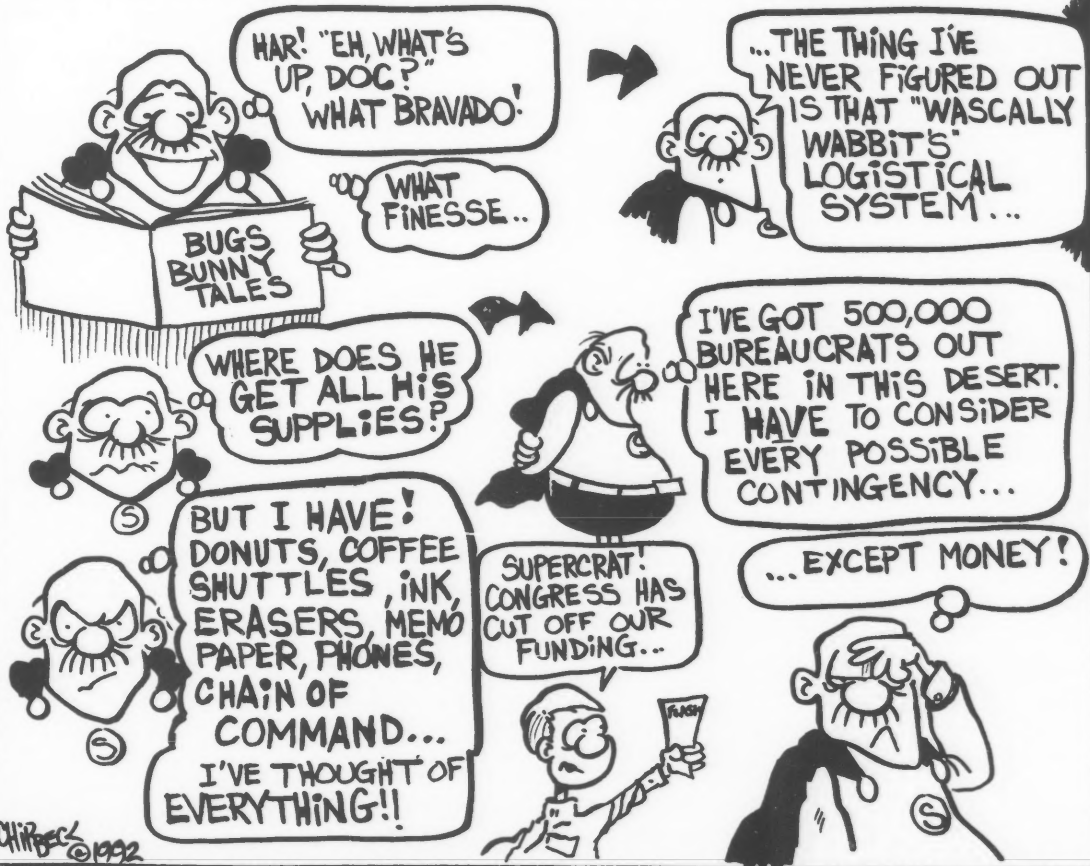


THE SHOWDOWN CONTINUES...



... IN THE
DESERT
OF
RATAN...

...ANTICIPATING THE MOTHER OF ALL BUREAUCRATIC HASSLES, SUPERCRAAT SCANS HIS VAST LIBRARY FOR GUIDANCE ON HOW TO "BEFUDDLE" THE ENEMY. HE TURNS TO THE ANTI-TYRANT GURU OF THE PAST 50 YEARS WHO WROTE THE BOOK ON FUDD.... ELMER B. FUDD* THAT IS...



CHIP BECK © 1992

*"BEFUDDLE" - TO MAKE SOMEONE LOOK AS STUPID AS ELMER B. FUDD...

(TO BE CONTINUED...)

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