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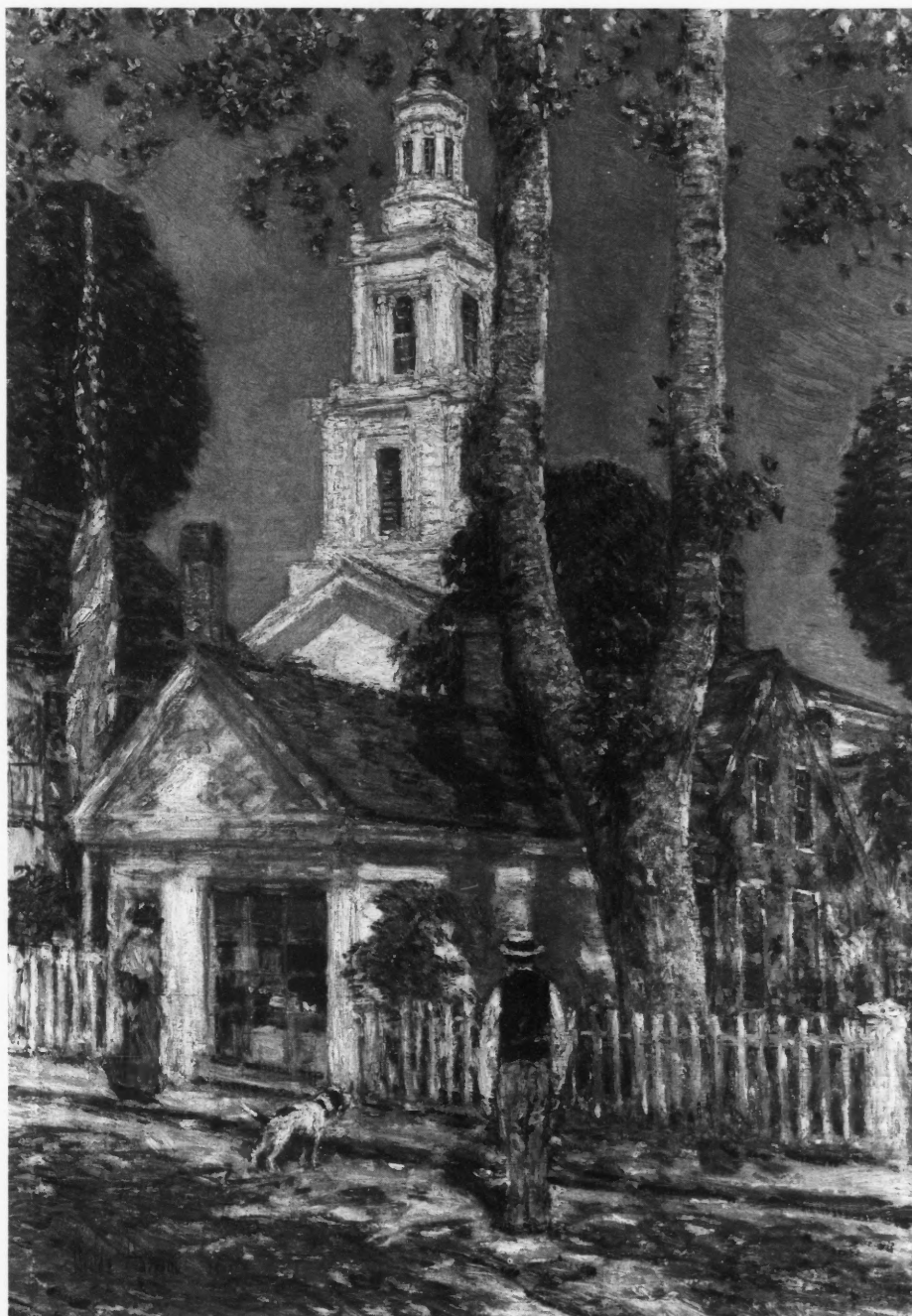
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UNITED STATES DEPARTMENT OF STATE

MAY 1995





L E T T E R S

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

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Deputy editor Barbara Quirk
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This is a representation of an oil painting, "Streets of Provincetown," by Child Hassam (1859-1935), that has been contributed to the art collection in the Diplomatic Reception Rooms by an anonymous donor. See Pages 6 and 36.

No kneecap? No problem!

WASHINGTON

DEAR EDITOR:

After I was injured in an automobile accident last January, the Office of Inspector General not only sent kind and cheering messages but also took steps to



Ms. Leopold

make continued work by me possible while I recovered at home. What ensued was a telecommuting arrangement in my home that provided fingertip access to the office. The surgery that resulted from the accident required that my shattered kneecap be removed. The months of immobilization, followed by slow and arduous rehabilitation and physical therapy, required extended time away from the office, a circumstance that could have impeded the progress of my work assignments.

However, within days of my injury, Office of Inspector General management people agreed to allow me to continue to work from my home and, at first, provided a laptop computer for this purpose. Soon after, the technical staff created a modem hookup, allowing staff members to communicate with me through the computer and by telephone.

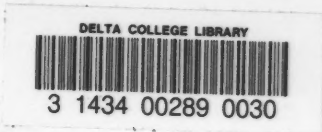
My work on current reviews, performance appraisals, recommendation-resolution analyses and correspondence

adapted well to this arrangement. In addition, I was working on a review that was in the report-writing stage, and I made sedentary but steady progress. When some staffers traveled overseas on an audit, telephone communications kept me up to date, and allowed me to direct their work, even at a distance.

When team consultation was necessary, the staff members enjoyed working with me at home. Casual attire was suitable, and fast-food lunches at the kitchen table created an informal esprit de corps. Naturally, we kept the coffee pot filled and hot. With the stairs looming as the most formidable obstacle, my dining room was designated as the home office. Although the Federal Emergency Management Administration might have declared my home a disaster area—with electrical wires everywhere and telephone wires stretching from the kitchen—this new use

—(Continued on Page 55)

State



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NEWS H I G H L I G H T S

Secretary sets goals for State as he calls town hall meeting

Against a background of shrinking resources, Secretary Christopher called a town hall meeting of employees on March 20 and, in a packed Dean Acheson Auditorium, he outlined his goals for the Department. That changes are on the way on several fronts was strongly implied in his speech.

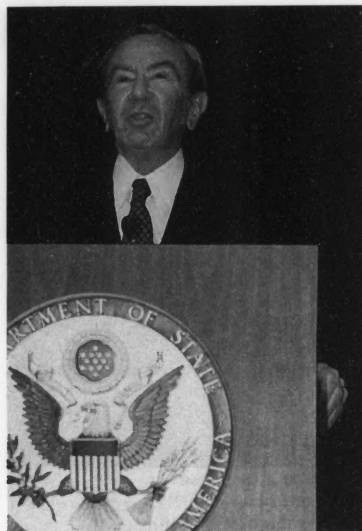
"Let me describe my vision in just three simple sentences," he said. "I want the State Department to serve the President and American citizens with imagination, dedication, and efficiency. I want us to lead the U.S. Government in the formulation and implementations of U.S. foreign policy. I want us to hire the best people, to treat them fairly, to train them well and to give them direction and the resources they need to do their job.

"That's the simple vision I have, and that is what is the foundation and background for the recommendations I'm making."

Quality of life

His recommendations involved his naming of task forces in seven areas, some of them headed by ambassadors who were recalled from overseas. He said he expected "substantial results" from them "no later than April 15." But before he identified the groups and had their leaders introduced to the audience, he zeroed in again on the people of the Department and their working environment, asserting: "Even as we reduce the size of the Department, I feel strongly that we must provide good working and living conditions for our people. We must give you all the tools you need, the facilities, the equipment, the training, and the support to do your job and to do it as well as you possibly can. For example, I will continue to push hard for modern information systems, and for the investment that we need to do our jobs well ...

"We must also ensure that we do not, in the name of cost-cutting, threaten the safety or compromise the living conditions of our people and their families overseas. We must recognize that our



Secretary Christopher in the Dean Acheson Auditorium. (State Department photos by Shawn Moore.)

overseas colleagues often find Department policies on such things as security, travel, housing and locality pay to be just demoralizingly inflexible, illogical or worse."

The groups; their leaders

The quality-of-life working group, assigned the name "diplomatic preparedness," is to try among other things "to ensure a decent standard of living for Foreign Service officers overseas and their families," according to a staff paper. Its chairman is Mark Johnson, ambassador to Senegal.

The other groups and their leaders are:

—"Team building inter and intra agency," Ken Quinn, special projects officer in the East Asia bureau.

—"Domestic restructuring, delayering and reengineering," John Wolf, ambassador to Malaysia.

—"Management area streamlining," Jeff Davidow, ambassador to Venezuela.

—"Enhanced accountability for sixth and seventh-floor staffs," Elizabeth Jones, former executive assistant to the Secretary.

—"Overseas presence and representation," Stapleton Roy, ambassador to China.

—"Reporting," Phyllis Oakley, assistant secretary for population, refugees and migration affairs.

5 priorities

Explaining what he wanted from these groups, Mr. Christopher said: "Now, with this background of my deep concern for our people, I've identified five areas where I've concluded we should change the way the State Department does its business.

"First, we must make better use of teams to formulate American foreign policy and to implement it. Second, we must reduce the distance between action officers and decision-makers, and increase the accountability of all concerned by further delayering. Third, we must improve administrative efficiency. Fourth, we must align our overseas presence with our priorities. And fifth, we must refocus our reporting and analysis ...

Teams

"First, a little discussion on teams. I'm a strong believer in the team concept ... The country team approach has worked very well in our embassies overseas ... The result of these team efforts should be a more forceful foreign policy developed and implemented without the labored lateral clearances that usually produce only an artificial consensus."

Delayering

The Secretary continued: "I've concluded that the Department will benefit from further delayering so as to push responsibility downward and to reduce the reviews and handoffs of papers going from the drafters to me or some other decision-maker in the Department. Our goal should be to focus responsibility, not to diffuse it. I strongly believe that for people to take pride in their work, they must have and take ownership of it.

"Let me give you a horrible example. Just before I left on my most recent trip to the Middle East, I received for signature a simple thank-you note in connection with an event that I had headed in January. Now, this thank-you note had been cleared by seven people in four bureaus. No wonder it took from January until March to reach me. [Laughter]

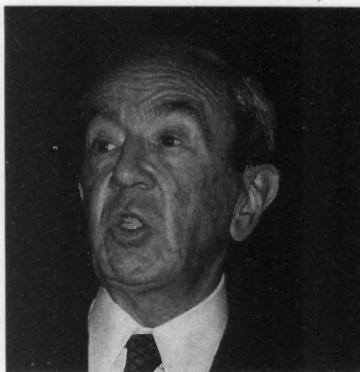
"I'm told that, in some instances, there are as many as 11 layers of review within our Department. So I want to establish a new standard here and now. Even the most important policy recommendations should not have to go through more than four layers of review before they reach me. Four is the maximum. Hopefully, it will be fewer. Routine papers need no more than one layer between the drafter and the signer.

"I'm asking a working group to make recommendations on delaying, including a further reduction in deputy assistant secretaries ... This group will also take a critical look at the deputy assistant and deputy office director positions, many of which I think serve only a duplicative purpose. It will also pay attention to ways to minimize duplication of work within the Department. I've not set a specific goal for further reducing the number of bureaus except for the one that we're already committed to, but I want everyone to know that none of them is off limits and, if the working group can find that a merger will enhance our effectiveness and efficiency, we'll go down that road.

"This working group should also look at what might be called horizontal delaying—the overlap between regional and functional bureaus. Genuine differences of perspective should obviously be factored in, either through teams or through necessary clearances. But lateral clearances now are so extensive—and I see them frequently in papers coming to me—they are so extensive that they dilute accountability, as well as diluting sharpness and interfering very much with the timeliness of the recommendations I receive.

Red tape

"The National Performance Review has taken particular aim at what are called 'checkers,' people whose main job is to check or clear the work of others. A separate working group will look at a particularly visible concentration of checkers, those that exist on the sixth and seventh-floor staffs, including the Secretariat ... If we're serious about cutting red tape, and reducing layers that separate the drafter from the decision-maker, the seventh floor and the other front offices must join the parade, and I insist that they do so."



On administrative overhead, he said: "By this I mean reducing those who focus on budget, administrative or other management matters—(there are) specialists in those areas who are necessary, but of which there are too many. Under Secretary Dick Moose will make a cut of at least a further 10% in the administrative overhead; that is, in this fiscal year 1996. And I want to emphasize that much of these cuts will be earmarked for improving working and living conditions of our Foreign Service personnel, both here and overseas."

Overseas presence

The Secretary continued: "Our presence overseas in embassies in nearly every capital in the world is one of our great diplomatic strengths. My determina-



Secretary Christopher greets working group members after his talk. From left: Assistant Secretary Phyllis Oakley; John Wolf, ambassador to Malaysia; Mark Johnson, ambassador to Senegal.

tion is to maintain this universality with only the very rarest exceptions. But at the same time, I emphasize that not all embassies need to be full-service operations. Indeed, the size of our embassies and consulates bears in many instances more relation to history than it does to current needs, and we must change this ...

"I'm asking a separate working group to concentrate on these overseas issues, (to) look at alternative embassy and consular models, including the establishment of what sometimes have been called micro-embassies. They'll look at downsizing large and medium-sized posts, and establishing standards for State and other agency staffing. We must consider ideas such as grouping functional administrative specialists on a regional basis. This same working group will be asked to establish criteria for closing additional posts or consulates. They must do this in order to recommend the 15 posts which are to be closed by the end of fiscal year 1996 to carry out the commitment we've made to that effect.

Reporting

"A final working group will be looking at reporting and analysis, which I believe is one of our Department's great strengths. I'm convinced that officers overseas should concentrate on analytical and interpretive reporting. They should devote less time to factual and spot reporting that so often duplicates what's available from other public sources. I must say I too often read memos and cables that are nothing more than a classified version of yesterday's newspapers or TV.

"Much of the least useful and most time-consuming reporting results from requirements imposed by our own Department, by another Government agency, or by the Congress. So I expect the working group to recommend which of these requirements can and should be either modified or, perhaps best of all, completely eliminated."

Mr. Christopher set the working group activity within the context of his Strategic Management Initiative, of which he said: "I want to assure you that the S.M.I. is not a camouflaged exercise in budget-cutting. Rather, it's an exercise in setting our priorities ... It's a process for forging a comprehensive strategy for change here at the State Department." □

Put Civil Service employees in leadership roles, ombudsman urges Secretary

The Civil Service "needs to be included in the leadership of the Department," Catherine W. Brown says in her annual report to Secretary Christopher, marking the first time that this issue has been raised by the Office of the Civil Service Ombudsman. Her report also calls for strengthening the Senior Executive Service, increasing job rotation and protecting the Civil Service in downsizing actions, and makes other recommendations as well.

Ms. Brown, who serves concurrently as an attorney in the Office of the Legal Adviser, has been the ombudsman since late 1993. In her covering letter to Mr. Christopher, she recalls that the legislation that created her office directs the Secretary to "take all appropriate steps to assure that the burden of cuts in the budget of the Department is not imposed disproportionately or inequitably on its Civil Service employees."

The report continues. "The Strategic Management Initiative (S.M.I.) and external pressures on the Department have heightened the concerns of all employees, regardless of service, about their futures as well as the future of the Department. The Civil Service is particularly threatened, however. While the Department has taken important and significant steps toward improving the position of its Civil Service employees in the last seven years, much more work remains to be done. Yet, rather than continuing that work, the Department could find its achievements to date eroded if it does not negotiate its future path of downsizing and reorganization with great care."

Leadership status

The ombudsman asserts: "My recommendations focus ... on the question of Civil Service in leadership positions for several reasons. First, shared leadership is necessary to long-term institutionalization of a working partnership between the



Catherine Brown, center with Civil Service advisory committee members Cecelia Cooper, left, director, Office of Compensation and Pension, and Andrew Winner,

special assistant to the under secretary for arms control and international security assistance. (State Department photo by Shawn Moore)

Foreign Service and the Civil Service, which I believe is critical to the Department's success in meeting the challenges that lie ahead. Second, including the Civil Service in leadership positions will in the long run ensure greater continuity in the Department's attention to Civil Service as well as Foreign Service career development and human resource management.

"Finally, leadership is an issue that must be addressed at the highest political levels of the executive branch. This administration at the beginning of its tenure made a commitment to the career Foreign Service regarding the mix of career and noncareer leadership positions. While commenting on whether that commitment has been met is beyond my responsibilities, it is appropriate for the Civil Service ombudsman to call attention to the fact that the career Civil Service needs a similar commitment ..."

In the S.M.I. restructuring of the Department, Ms. Brown says, the Civil Service should participate "not just as supporting staff but as leaders with a voice ... as true partners with the Foreign Service in the leadership of the Department, however it is organized ... The Department is still a long way from appropriate representation of the career Civil Service in leadership positions, however."

Of the 28 officers at the assistant secretary level, only 1 (chief financial officer Richard Greene) is from the Civil Service, the report points out, adding:

"Even at the deputy assistant secretary level, the appointment of a career Civil Service employee is generally regarded as an exceptional event ... The Bureau of Administration, for example, has three deputy assistant secretary positions, yet no career Civil Service deputy assistant secretary, notwithstanding that it has one of the largest bureau Civil Service populations and is heavily involved in areas that cry out for the continuity and expertise traditionally brought to bear by the career Civil Service.

"Another striking example is the Bureau of Political-Military Affairs, where the departure of Assistant Secretary (Robert) Gallucci left no career Civil Service representation in the front office notwithstanding that the bureau has five deputy assistant secretary positions and that a substantial number of its professional employees are Civil Service ...

"The absence of the career Civil Service from leadership positions is particularly relevant at present because, when the under secretaries and assistant secretaries meet as part of the S.M.I. exercise, only one of them is from the career Civil Service ... Civil Service employees are well aware that they do not have 'a voice at the table,' and are increasingly concerned as S.M.I. is taking on additional momentum."

Senior Executive Service

Urging that "opportunities for pro-

motion into the Senior Executive Service (S.E.S.) must be preserved," Ms. Brown observes: "In contrast to the Foreign Service, which has had a well-recognized surplus of senior officers, the career S.E.S. in the Department starts from a position of weakness. The Department is currently authorized to fill only 140 S.E.S. positions, representing less than 2.7% of the Department's Civil Service positions ... As a result, career Civil Service employees cannot realistically aspire to the S.E.S., and even when they are performing jobs of S.E.S. quality they may wait for years to have the job classified and filled as S.E.S. The U.S. Office of Personnel Management has nevertheless proposed significant reductions in the Department's S.E.S. allocation. The Department has appealed these reductions and as of March 6, had received no response to its appeal.

"The Department should fight for the S.E.S. allocation, notwithstanding that doing so may superficially be seen as inconsistent with the 'streamlining' imperative, because cuts in the S.E.S. could seriously weaken the career Civil Service. In the event cuts are forced on the Department, the Department should reduce the percentage of S.E.S. positions allocated to noncareer appointees, in order to protect the strength of the career Civil Service ...

"The Department has never used its S.E.S. as the mobile senior management team it is intended to be ... (It) does not move its career S.E.S. around with nearly the frequency needed to ensure effective utilization of human resources or lateral and upward mobility opportunities for the Civil Service. It does not consistently draw upon the S.E.S. to fill key jobs on a short-term basis. As a result, decisions to exclude the S.E.S. from senior management positions are often justified on the mistaken ground that, once in a position, the Civil Service employee can never be moved, when in fact the Department could regularly rotate career members of the S.E.S. into and out of ... senior policy and program management positions.

"Members of the career S.E.S. could regularly fill the senior positions in the Executive Secretariat. They could rotate in and out of the Inspector General's Office, heading audit teams just as members of the Senior Foreign Service do. They could fill bureau deputy assistant secretary positions on a rotating basis."

Job rotation

The report continues: "The Department needs to use the Civil Service more flexibly and to deepen and broaden its skills through job rotation strategies. The Department of the future will undoubtedly need a more versatile Civil Service. Already it is evident that those Civil Service employees who have moved laterally as well as vertically within the Department are able to make a greater contribution to the Department's mission. Employees who change jobs routinely develop an invaluable depth and breadth of experience. Organizations are stronger if managers can promote from a pool of employees who have functioned effectively in different jobs for different supervisors, and if employees are hired with the expectation of adaptability and growth. And, employees do not normally keep getting better at their jobs indefinitely; more likely they reach a plateau, after which they risk burning out or achieving an excessive degree of specialization, unless new challenges present themselves.

"The Department has yet to institutionalize the concept of Civil Service job rotation on a broad scale ... This means that the Civil Service has been less versatile than it could be, and is significantly less versatile than it will need to be in the future. The prevailing norm of leaving Civil Service employees in the same job indefinitely has also accentuated the differences between the Civil and Foreign Service; has discouraged utilization of long-term training opportunities by the Civil Service; and has been a major obstacle to the promotion of the Civil Service into leadership positions ...

"There are few more valued career development opportunities for highly-motivated employees than working for a year or two supporting the Department's senior leadership. Yet the Department has never used the career Civil Service to support the Seventh Floor in the same way that it uses the Foreign Service. Special assistants and staff assistants to the Seventh Floor principals have been hired predominantly from the Foreign Service, as have the officers on the 'watch' and the 'line.' The executive secretary and his two deputies are both Foreign Service, even though it would seem sensible to have at least one of these jobs filled on a rotating basis by a

member of the S.E.S. ... No matter how large or small the Seventh Floor staff, it should be a staff of Civil Service and Foreign Service employees working together to support the Department's senior leadership ...

"For years, the Department has designated certain jobs as Foreign Service and others as Civil Service. This has had a number of unfortunate effects. Perceived disparities in job classifications have fueled concerns among Civil Service employees that they were not getting equal pay for equal work—the same job, when allocated to the Foreign Service, was frequently classified at a higher level. In some bureaus, rigid job allocation has contributed to a 'glass ceiling' for the Civil Service, usually at the office director level. And, most damaging to the Department in the long run, this kind of ossification has hampered management's ability to put the best qualified person in a particular job, regardless of service.

"Both services need career ladders and opportunities, and the Foreign Service, as an 'up-or-out' promotion system, needs 'promotion platforms' in Washington as well as abroad. But it cannot be in the Department's long-term interests to allocate positions to one service or the other inflexibly. Where employees in both services are likely to have the necessary job qualifications for a position, occasionally rotating the position between the services would ensure greater Civil Service mobility and build strength and depth in both services."

Other proposals

In other recommendations, Ms. Brown proposes more overseas assignments for Civil Service people; enhanced management training aimed at building teamwork between the two services; more training for support staffers; "greater equity between the services" in the awards area; improvements in the personnel database; contracting-out work only on a showing of "real cost savings and efficiency gains"; and more outplacement services for Civil Service officers during the downsizing period.

Another section of the report reviews initiatives already taken by the Department to address some of the problems Ms. Brown cites, and it credits management with making progress in many of these areas. □

Eighth Floor gifts total more than \$1 million in '94

Tax-deductible cash gifts totaling \$1,022,904 were received by the Fine Arts Committee last year for the art treasure trove in the Diplomatic Reception Rooms, according to an announcement on April 7 by director Gail Serfaty at the 34th annual reception for donors of cash and objets d'art.

Secretary Christopher was host of the event for the benefactors, who came here from their home communities across the



Chippendale Philadelphia mahogany carved tea table, gift of Mrs. Eugene B. Casey, Potomac, Md. (Diplomatic Reception Rooms photo)

nation to examine 21 new pieces in the collection, which were contributed in addition to the gifts of funds.

"You have made these rooms a living museum," Secretary Christopher told them, expressing his gratitude. After naming the foreign heads of state whom he had received there recently, he added: "These rooms are open not only to the dignitaries of the world but to all Americans." He said the rooms receive 80,000 visitors a year.

A listing of donors and gifts begins on Page 35. □

Recognition week

The nation's public employees will be honored during Public Service Recognition Week, May 1-7. Cities in the United States, including Washington, will sponsor events honoring Government

employees. For information, call Gretchen Hakola, (202) 927-5000. □

Women's month

The Department commemorated National Women's History Month on March 24 with Senator Nancy Kassebaum (R-Kan.) as the featured speaker in the Loy Henderson Conference Room. □

Panel is formed to commemorate World War II

Employee organizations in the Department and other foreign affairs agencies have joined to form the Foreign Affairs Agencies Employees' Commemorative Community Committee, to commemorate the 50th anniversary of World War II. The Department of Defense has sanctioned the committee as a "commemorative community" to sponsor activities for the commemorative year.

Meanwhile, the Department Library is planning several programs next month to commemorate the war in the Pacific. Campaigns in the Philippines, Guadalcanal, Okinawa and Iwo Jima will be featured through discussions with retired employees of the foreign affairs agencies who served in those battles. The Asian Pacific American Federal Foreign Affairs Council has designed an exhibit focusing on the Japanese-American and Filipino-American experiences during World War II, as part of the Asian Pacific American Heritage Month activities.

The committee has representatives from the following organizations: American Legion Post 68, American Federation of Government Employees, American Foreign Service Association, Asian Pacific American Federal Foreign Affairs Council, Association of American Foreign Service Women, Department of State Library, Foreign Affairs Recreation Association, Hispanic Employees' Council, Secretary's Open Forum, Thursday Luncheon Group, Toastmasters and the Women's Action Organization.

The committee welcomes ideas and participation from all employees. For information, contact Corazon Sandoval Foley at 647-9264 or committee chairman Bill Alli, A.I.D., 647-2172. □

'Fireworks' on flute and guitar

By SHARON RICKS

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

Sparks flew in the East Auditorium on March 22 as listeners witnessed a marriage between the flute, played by Sharon Brodbelt Mello, and the guitar,



Ms. Ricks

played by her husband, Ney Mello, in the "State of the Arts" recital series.

Ms. Mello, who recently performed for the Vice President's birthday, began with a solo, "Syrinx," by Claude Debussy. Although her flute sounded lonely, the piece was a good warmup, as were "Au Dela" and "Improvisation on a Theme by Albert Franz Doppler," an original composition by Ms. Mello.

The fireworks started when she was joined by her husband and his acoustic guitar. The instruments beautifully played two original compositions by Mr. Mello, who has earned several award nominations. Unfortunately, "Windsweep" ended with the guitar playing solo, as though there had been an unnecessary and sudden divorce.

"Abundance," another original composition, reunited the instruments. Here the flute and the guitar alternated in taking the lead. The flute's melody was sweeter when paired with the guitar's soothing rhythm. As the guitar sang the last word, the audience erupted with applause. It was a double pleasure. □

Work pacts

The Family Liaison Office announced that bilateral work agreements have been concluded with Azerbaijan, Western Samoa and Bosnia and Herzegovina. The Department now has 48 other such agreements. ■

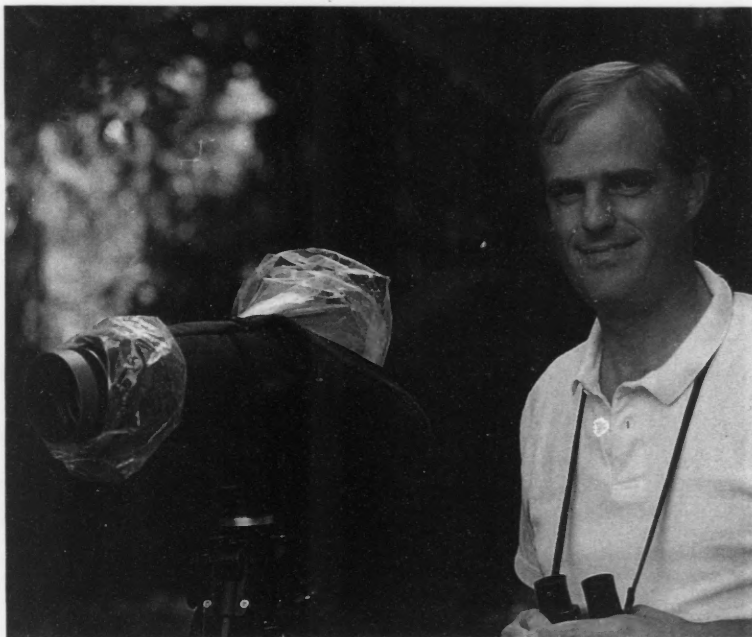
Birdman at State

BY PETER KAESTNER

The author is deputy director, in the oceans, environmental and science bureau, of the Office of Ecology and Terrestrial Conservation.

I'VE WATCHED with considerable amusement as *STATE* magazine and its readers sort out the boobies of the Galapagos Islands. First, a 200-pound tortoise was confused with this 4-pound bird (February, "Post of the Month"). Then, once this error had been exposed, the editor published a "correction" (March)—a photo of what the post (Guayaquil) had told him was a blue-footed booby. But, believe me, it *wasn't* a blue-footed booby. It was a *red-footed* booby!

How do I know this? Because, you see, I'm not your run-of-the-mill Foreign Service officer (if there is indeed such a bird among us). Behind my mild-mannered, pinstriped, polished exterior beats the heart of a totally outta-control maniac. Like Dr. Jekyll, I have an alter ego that burns with a passion—for birds. It's not that I'm a bird-lover as such; I don't even keep a parakeet at home. But I do belong to a branch of the binocular crowd that will seemingly risk anything, go anywhere, just to sight a



The author in Kuala Lumpur, where he was chief of the consular section, with his binoculars and birding telescope.

new species of bird. In short, I'm what's called a birder.

But it's important, first, to get back to the boobies—the ones with the blue feet and the ones with the red feet. There's more of a difference here than you're going to believe. You see, an amorous blue-footed booby always puts his best foot forward, proudly goose-stepping his neon-blue feet in front of the fawning female. This ritual is taken to the extreme when the bird swoops in near his intended, defying aerodynamics as he conspicuously flashes his feet while attempting to land. Even though a red-footed booby also makes good use of his crimson landing gear to impress *his* own kind, a female blue-foot would turn up her beak at a bird strutting with *red* feet, no matter how handsome he was.

Boobies are warm-water seabirds of the genus *Sula* (the gannets are their cold-clime cousins). They're

marvelously adept at deep-sea fishing. Like ballistic missiles on reentry, these fearless fishers slam into the water from as high as 100 feet above the waves, pursuing their piscine prey. One can only imagine the force on the face of the goose-sized bird when s/he smashes into the water head-first at almost 60 miles per hour!

And by the way, boobies aren't called boobies for nothing. The word is derived from the Spanish *bobo*, meaning fool. Apparently, hungry Spanish sailors thought the boobies daft for tamely alighting on the rigging of their ships and subsequently becoming the crew's next meal! To this day, the boobies of the Galapagos allow close approach—which results in fabulous photos. No more booby bouillabaisse, though.



Let's get this straight now—the magazine vows to print no more corrections. That's a blue-footed booby on the left. That's a red-footed booby on the right. Nowhere on this page is there a picture of a tortoise—right? Any questions? (Photos by Karl Overman)

As I say, I'm a birder who's seen more than just boobies. I've been able to spot at least one bird representing each of the 159 bird families populating the earth. (First comes the species, then the grouping of similar species into a genus, then the grouping of related genera into a family.) By 1993 I had sighted 6,684 different species, or more than two-thirds of the globe's known species, which total some 9,600.*

My race to accomplish all this has taken me to 94 countries, starting with my first overseas bird foray to

*Editor's note: Mr. Kaestner is in the Guinness Book of Records for having been the first person in the world to sight a member of each of the bird families. His 6,684 species sightings ranked him No. 4 in the world that year.

the Bahamas at age 10. Along the way, I've spotted by now a total of 7,053 different species. Yes, this business is competitive. The challenge, originally laid down in the 1950s by birding guru Roger Troy Peterson, was to find 500 birds just in the United States. At first, only a few pioneers of birding were able to reach that lofty goal. But by now, the American Birding Association's minimum standard for publication in its annual "life list" rankings is 550. And the longest North American list, 823 species, belongs to Benton Basham who, like his competitors, would drop everything and fly anywhere in the U.S.A. to see a new bird.

When they hear about my competitive birding, all but my very best friends awkwardly, yet discreetly, ask: "How are his sightings verified?" Which, of course, is a polite way of saying: "Who in the world would ever believe the likes of you?" Well, there's an interesting answer to that question (though I won't answer it di-

rectly). While the competition is keen and the players willing to expend incredible sums and efforts to see birds, the essential challenge is between yourself and Nature, not the other person. Therefore, there's an intense solidarity among birders, and we do all we can to help each other out.

A perfect example occurred in the fall of 1986 when I heard that a friend and competitor, Joel Abramson, had just succeeded in having sighted members of 157 families—2 short of a clean sweep. At the time, my score was 155—4 short. There were 3 families in South America and 1 in Africa I hadn't laid eyes on yet. I realized that I had to act fast if I were going to stay in the race. I "dropped by" Rwanda on my way back from an official trip to Bangkok and, with the help of East Africa's ace birder, Don Turner, found the whale-headed stork. Then I took a vacation and

flew to Suriname and Iguazu Falls, Argentina, to find my last three families. Birders Arnold Small and Robert Ridgely came to my assistance, and then it was Joel himself, who must have been disappointed to have a life's dream snatched out of his hand at the last minute, who wrote to the Guinness Book of Records to inform the scorekeepers that I had won the race—a noble act by him that saved me from having to claim the world record myself.

I've served by now in New Delhi, Port Moresby, Bogota, Kuala Lumpur and Lansing, Mich. (the latter on a Pearson assignment), and there are those who suggest that I plan my onward assignments using a checklist of the world's birds as a "bidding tool." While I wouldn't be truthful if I told you that I don't think of bird potential as I participate in the bidding process, I've never yet had to choose between birds and a good job from a career standpoint. I'm like others who might select a post for its pet animal quarantine regulations or for its schools. For me, birds are just one part of a complex equation. I'm exceedingly careful to make sure that the birds don't interfere with work, and only after I have put in my 40, 50 or 60-hour week do I start dreaming of my next "lifer," i.e., a new bird to add to my life list.

My sweetest birding dream came true in 1989 while I was coming home from an official visit to an American missionary community near Villavicencio, Colombia. Riding along a remote mountain road, I heard an unfamiliar song in a thicket. I stopped and, after slogging around for almost 30 minutes in the rain-forest underbrush trying to coax the bird into view, it finally appeared. It was



Grallaria kaestneri—the South American bird that was named for the author.

something completely new! This was like a perfect 300 bowling game, like a hole in one, like a lotto jackpot all rolled into one. A tsunami of excitement rushed over me as I realized that I was looking at a species that no one in the world had ever set eyes on! The bird was eventually caught and described in 1992 by an ornithologist in Bogota as *Grallaria kaestneri*—my very own species, named for me.

Diplomat-birders have a long tradition, especially in the British Foreign Service. For the American Foreign Service, retired Ambassador Fernando (Fred) Rondon, a career Foreign Service officer, recently pro-

posed establishing an informal network of U.S. foreign affairs birders. The primary goal will be to create our own network so that we can benefit from our varied experiences. Depending on the response, we may produce a directory of birders in the U.S. foreign affairs community and/or publish an informal newsletter. For information, contact Ambassador Rondon at 2301 Locust Ridge Court, Falls Church, Va. 22046. ■

HONORS & AWARDS

Ken Quinn wins Raphael award

Kenneth M. Quinn, former deputy assistant secretary for East Asian and Pacific affairs, is the latest winner of the \$5,000 Arnold F. Raphael Award, granted to an individual who "embodies the ability to develop the potential of his peers and subordinates." The award was named for the ambassador who died in a plane crash in Pakistan. Mr. Quinn will also receive a certificate signed by the Secretary.

A panel named two runners-up: Shaun Edward Donnelly, former director of the Office of European Union and Regional Affairs, now assigned to the economic bureau, and David Timothy Johnson, director, Office of Press Relations.

Seven others earned nominations: John Ford, Nassau; Robert Grey Jr., U.S. mission to the United Nations; Steven Mann, Colombo; Dan Mozena, African Affairs; Thomas Price, Sofia; Joseph Stafford III, Nouakchott; and Theodore Wilkinson III, Brasilia.

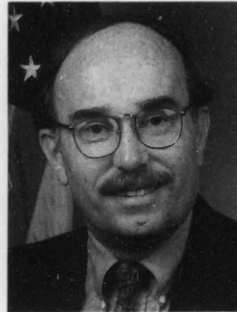
Nancy Ely-Raphel, principal deputy assistant secretary for democracy, human rights and labor, who is Mr. Raphael's widow, chaired the panel. Members were Kenneth Brill, Department executive secretary; Margaret Dean, director, Arabian Peninsula affairs; Robert Gallucci, ambassador-at-large; and Judith Kauffman, chief of the School of Professional Studies' Orientation Division, Foreign Service Institute.

Quinn: 'reached out'

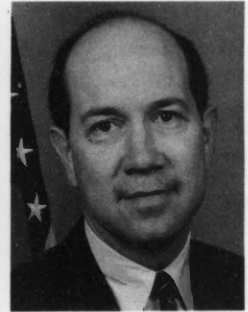
Mr. Quinn was nominated by six former colleagues in Washington and overseas, who wrote: "As a result of Ken's efforts, officers who worked for him over the past two decades can now be found on the Seventh Floor, on early promotion lists and in senior management. For example, while serving as a special assistant in the East Asia bureau, he reached out to three junior officers in relatively obscure posts to be the new bureau staff assistants. Included was the first woman to serve in that high-visibility slot. Ken expanded their opportunities, ensured they had extensive time working with the assistant secretary (including taking Ken's place on some trips), then



Mr. Quinn



Mr. Donnelly



Mr. Johnson

assisted them in getting challenging on-ward assignments. Today all three are deputy chiefs of mission.

"Ken also took steps to open opportunities for minority and Civil Service personnel. He handpicked two African-American Civil Service secretaries to take front office positions; both have moved steadily upward. He also diversified participation at international conferences, placing African-American and, for the first time, Civil Service personnel on bureau delegations. One woman who had served for over 20 years in the bureau told Ken he had fulfilled a dream she had given up on—to be able to work in a foreign policy setting outside America. Another African-American Ken reached out to was the assistant general services officer in the East Asia bureau. Ken discovered that this man, who had served for almost 30 years in the Department, could get things done quickly but was smothered by his office's hierarchy, which rarely gave him the opportunity to show what he could do. Ken broke some crockery by turning over to him the revamping of the front office phone system; in less than a week the whole office had the latest touch-tone phones.

"Later, while deputy executive secretary, he again sought to identify the most promising young officers. He promoted a female second-tour officer into a senior watch officer position (almost unheard of) and entrusted her with handling the two most difficult secretarial advances of the year. She was just promoted into the Senior Foreign Service at a very early date. On the same promotion list was a male officer, whom Ken had also shepherded through the Executive Secretariat; he just completed a tour as director of the Operations Center. A third officer, an

Asian-American woman, was handpicked by Ken to coordinate the Secretary's two-week trip to the United Nations—easily the most complicated task on the line. Based on her superb performance, she too moved in the Secretary's Office and is now executive assistant to an assistant secretary.

"While deputy chief of mission in Manila, Ken took junior officers on a special retreat, during which he elicited the causes of morale problems, discussed the dynamics of a Foreign Service career and organized a coed football game. He followed up with group and individual counseling sessions and basketball games. One minority officer told Ken he had decided to leave the Service but changed his mind due to Ken's advice.

"Ken also created a 15-agency criminal justice coordinating committee, integrated the crisis alert system, carved out representation funds for secretaries (and gave his own secretary responsibility for designing the new embassy crisis management center), formed an interagency softball team, set up a talent show and coached and played on the motor pool team in the Foreign Service national basketball league, which won the embassy championship. (It was quite a sight to see Ken being carried off the court by the embassy drivers.)

"In the Department, Ken organized the 'Group of 46,' which presented the Secretary a petition signed by over 600 officers concerned about the future of the Service. More recently, he entrusted the first representation by U.S. Foreign Service personnel to an O-2 level officer in whom he had great confidence. He was also extremely supportive of his Civil Service secretary in her battle with cancer and organized a memorial service for her

in the bureau after she passed away. In his willingness to undergo risks to get the job done and his concern for the development of those around him, Ken Quinn can truly be said to have exemplified the traits of Arnie Raphael."

Donnelly: 'inclusive'

Mr. Donnelly was hailed by 15 former staffers for "defying the conventional wisdom about State's senior managers." The nominators said Mr. Donnelly demonstrated that "officials *can* be both closely involved in policy issues and make time to manage human resources effectively," adding: "Nice guys do get ahead."

The nomination continued: "Shaun arrived in the Europe bureau just as the European Community's control over economic and foreign policy had eclipsed national authority on many issues. U.S.-European differences over everything from the Uruguay Round to Bosnia to peace in the Middle East undermined U.S. goals. Shaun's approach to these highly-charged issues was not to barricade himself in the office and hog all the hot issues or dealings with the Seventh Floor. Instead, he trusted his troops, including the most junior officers, to generate ideas.

"He expects the best from his officers and generally gets it. When a major policy dispute arose regarding relations with pariah states, Shaun drew in one officer who had only peripheral involvement. He encouraged her to get involved in a brainstorming session to which she contributed ideas that became the solution. As this officer puts it: 'He saw something in me that perhaps I did not see in myself.'

"Shaun checked in with every employee each morning as his first order of business." Before getting to the latest problem, he always asked about our families, our views and any personnel issues that we wanted to talk about. He held two staff meetings every week, one of which included other-agency and Department representatives with whom we worked closely. This was one example of his inclusive approach to issues. But it also had the effect of engaging the two 'halves' of the office more closely, overcoming a traditional division. He then deliberately assigned each officer responsibilities that crossed both 'sides' of the office as a way of breaking down these

barriers.

"Shaun never failed to acknowledge our personal and professional achievements, from the engagement of our intern to the award of an M.B.A. to one of the officers. He organized a holiday party for the staff in his own home. It would be a mistake, however, to interpret his concern for individuals as indicative of any cream-puff tendencies. He could be as tough as nails when a matter of principle was involved. When the front office tried to railroad through a policy that made no sense, Shaun was a formidable opponent. He was not content to let his troops wallow in trench warfare; rather, he took the matter right back to the assistant secretary, risking the front office's irritation.

"His philosophy is straightforward: get the best person for the job, no matter what their background. This resulted in an energetic, hardworking team of admirable diversity, (including) a female deputy director from an inter-American post, a minority female lead political officer and a political officer for a budget-watching position. Shaun has given generously of his time in counseling scores of junior officers. He is known not just for sympathetic listening, but for honest advice, even when his own interests are involved. He counseled all of us on our onward assignments and has gone to bat

for numerous officers to help them obtain good jobs."

Johnson: 'gifted coach'

Mr. Johnson was nominated by 32 current and former colleagues in the Office of Press Relations, the Operations Center and the consulate general in Vancouver. The nomination said: "David has done more than anyone we know to improve the working conditions of his employees and to foster an atmosphere that encourages their personal growth. He creates opportunities for staff members to rise to their potential. He develops management skills in others by putting them in charge of entire projects and by giving them the authority to complete the assignment, rather than delegating parts of projects. While some managers might avoid the inherent risk of this practice, the benefit to staff members has been a crucial factor in developing the skills and experience they need for advancement.

"The pressure of tasking and clearing press guidance for the Secretary's approval, relaying information to a sometimes-hostile press and correcting misimpressions before they become tomorrow's headlines has translated historically into low office morale—but David changed that. He reduced the tension by not passing pressure from above on to his

DATIPURU, Erewhon-Regional Exorcist Tim Shepard
with Economic Counselor Delores Hackle and the demon
Belphegor, whom Shepard exorcised from Hackle.



HONORS AND AWARDS

staff. He crafted procedures to ensure the orderly flow of information and safeguards to insure its accuracy. He reduced the frustration level by equalizing the workload, eliminating unnecessary tasks, insuring that staff members received training, upgrading computer systems, allowing electronic distribution of information, insuring solid relationships with other offices and unfailingly expressing appreciation for a job well done or a helpful suggestion. David is keenly aware of the importance of employee evaluation ratings, particularly for junior Foreign Service officers.

"Therefore, rather than making assignments only to achieve office objectives, he takes on the added responsibility of assigning tasks with a view to increasing the skills of his staff.

"When David arrived (in Vancouver), there was a morale problem in the ranks of the foreign nationals, caused mainly by hiring and wage freezes. He improved morale by eliminating nonessential tasks and setting priorities for others. Perhaps more importantly, he convinced the nationals that they were valued as staff members and people, and that the freeze was not directed at them. When the office relocated, the Americans did the moving after hours, giving the nationals

the evening off.

"The level of anxiety skyrocketed when the consulate learned it had only three weeks to prepare for a presidential summit with Boris Yeltsin. Everyone knew their personal lives would be put on hold and that working conditions would become increasingly unbearable—but ... David created an atmosphere of inspired teamwork and purpose. Those who had experienced summits before were amazed that the increased pace and longer work days were not accompanied by increased tension and outright abuse in the rush to get the job done. This was due to David's high standards of decorum and the fact that he frequently reminded staff members to remember the courtesy our fellow human beings deserve.

"He has devoted more time than anyone we know to broadening the skills of his staff. He asked officers assigned to the consular section to do economic and political reporting; the result was that Ottawa, often silent on Vancouver's reports, remarked on their high quality. David was a tireless career counselor, regularly remaining after hours to discuss methods of dealing with problems and inviting staff members to his home to talk about strategies for building their careers. He used his gift as a coach to motivate

the staff to reach levels of performance they had not imagined.

"The (Operations Center) staff operates at a pace few other offices experience and, when David arrived, morale was low. He quickly began to rebuild it. The office has the largest number of junior officers in the Department. David became their father-confessor and friend. His calm presence and humor defused many potential problems.

"Having a strong commitment to diversity, David recruited a cadre of officers who represented all aspects of American society. He built effective five-person watch teams by balancing each member's strengths with the weaknesses of others, creating a whole greater than the sum of its parts. David encouraged officers to develop specialties, focusing on specific areas of the world where they had served; this made them eligible to staff task forces, thereby gaining further experience.

"He devised ways to develop management skills in junior officers, despite the non-management setting, regularly assigning them to tasks normally reserved for (those) more senior. His trust engendered self-confidence, inspiring the staff to levels of performance it would not otherwise have attained." ■



MOSCOW, Russia—At award ceremony, first row, from left: Shamil Sultanov, Tatiana Gfoeller-Volkoff, Boris Kotelnikov, Brad Loukas, Ambassador Thomas Pickering,

Andrei Artamonov, Corinne Thornton, Deborah K. Hinz, Kelly Mullen, Valorie N. Williams, Carol Woodward. Second row: Andrei Ivanisov, Floyd Mike Miles, Robert

Franks, Frank Finver, Tamara Fitzgerald, Vladimir Sambaiew, Alexander Natarov, Frank Bates, Kevin Copenhaver, Fyodor Karulin, Ilya Ivanov, Andrew Permyakoff.

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

New business coordinator is named

David A. Ruth, until recently a vice president at American Express, has been named the Department's senior coordinator for business affairs. He succeeds Paul



Mr. Ruth

M. Cleveland, who retired in July. His office has been transferred from the economic bureau, and he will report to the under secretary for economic, business and agricultural affairs, with George G. B. Griffin as his deputy.

Mr. Ruth served as senior vice president for public affairs and communications in Europe at American Express last year, and as senior vice president for corporate affairs, 1992-93. He began his career in 1978 as an intern at the embassy in London. The following year he joined the U.S. Council for International Business, New York, as a research analyst. He was manager for trade and labor, 1980-81, then director for international labor affairs, 1981-84. In the latter year, he became a manager at American Express, where he later served as vice president for international corporate affairs, 1988-89, and vice president



Johnny Young is the ambassador to Togo. He was identified as the former ambassador in the March post-of-the-month feature. STATE regrets the error.

for public affairs and communications in Asia and the Pacific, 1989-92.

Mr. Ruth was born in Washington on November 11, 1956. He received a bachelor's from the University of Wisconsin and a master's from Columbia, where he was a university fellow. He is married, with two children. □

Sens tapped for top post at Security Council

Andrew D. Sens, a career Foreign Service officer, has been appointed executive secretary of the National Security Council. He had served as deputy executive secretary of the Council since last year.



Mr. Sens

Mr. Sens joined the Foreign Service in 1966 and was assigned to Kampala the following year. After a posting in Bordeaux, he served as an international economist in the Bureau of Economic and Business Affairs, 1972-74, and the Bureau of European and Canadian Affairs, 1975-77. Next, he was economic and commercial officer in Oslo, 1977-79, and Tehran, 1979-80. In the latter year, he became deputy director, Office of Iranian Affairs. He served as economic officer in Islamabad, 1982-86, and Buenos Aires, 1986-87. In 1987 he was named director of the Office of Environmental Protection. He was director of the Office of Southern Cone Affairs, then a special assistant to the assistant secretary of the inter-America bureau, 1990-93. He served as an executive assistant to the under secretary for global affairs, 1993-4. □

People at State

James E. Hostetler has assumed duties as State's incentive awards officer ... Mark Stevens is now director, Office of Information Security Technology, Bureau of Diplomatic Security. ■



HAVANA, Cuba—Foreign Buildings Operations' Joseph Toussant, left, and principal officer Joseph Sullivan begin renovation of the U.S. interests office building.



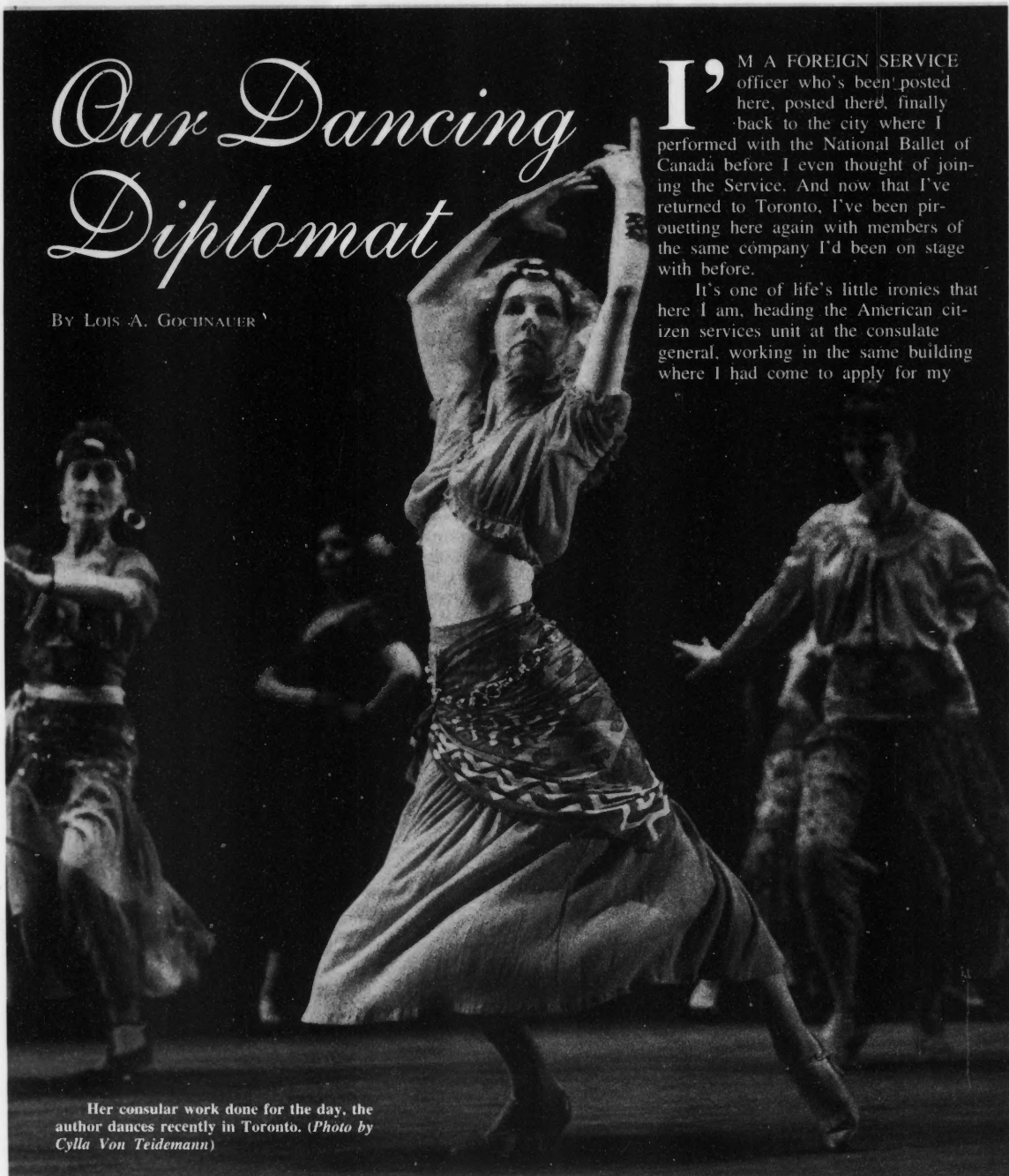
BERN, Switzerland—Karen Finer, information management specialist, brings Ambassador M. Larry Lawrence up to date on new technology developments.

Our Dancing Diplomat

BY LOIS A. GOCINAUER

I'M A FOREIGN SERVICE officer who's been posted here, posted there, finally back to the city where I performed with the National Ballet of Canada before I even thought of joining the Service. And now that I've returned to Toronto, I've been pirouetting here again with members of the same company I'd been on stage with before.

It's one of life's little ironies that here I am, heading the American citizen services unit at the consulate general, working in the same building where I had come to apply for my



Her consular work done for the day, the author dances recently in Toronto. (Photo by Cylla Von Teidemann)

first American passport. I was with this country's national ballet then, as a native-born American, and I needed a U.S. passport because we were leaving Canada to tour abroad.

I was a traveler even before I entered the Foreign Service. I was born in Coulee Dam, Wash., where my musical career began with piano lessons. I moved with my family to Idaho, then to Hungry Horse, Mont., where I began my classical ballet training. Then we moved to Lewiston, N.Y., only 90 miles from Toronto, and as a teenager I crossed the border in summers to study at the National Ballet School. Next, I ended up at Butler University in Indiana as a dance major, then crossed the continent to get my first real start with the San Francisco Ballet and the San Francisco Opera. It was after that that I returned to Toronto to dance.

So what does all this have to do with diplomacy? In my opinion, plenty. It's my fervent belief that art transcends national boundaries. It's appreciated by all peoples, regardless of their language, national experiences or system of government. Audiences often see dancers as icing on a cake. But in reality we're among the best diplomats a country can have. We speak the universal language of dance, communicating through movement, music and drama. This is understood by all. I've seen dance cross geographic boundaries, and I've found myself representing two countries at the same time. With my Canadian, British and American fellow dancers, I represented Canadian artistry abroad on many international tours. In one instance we performed in Washington, where we were treated like royalty at the White House, in the Senate and, of course, at the Canadian embassy. At the White House one of the staffers asked me if I spoke English!



Film role in Hong Kong. (Photo by Charles Wang)

I guess he thought we were all Canadians and spoke only French. I must add that the Americans then were very gracious hosts, warmly welcoming us to the United States, making me feel right at home in my own country!

I was bitten by the ballet bug at the University of Montana's summer music camp. That introduction to ballet led to countless hours of practice, not made any easier by the fact that I was a diabetic and would have to live with insulin injections the rest of my life. But perseverance paid off. Toronto gave me some of the hap-



In "Around the World in 80 Days." (Photo by Charles Wang)

piest years of my life. What young dancer wouldn't be thrilled at sharing the stage there at O'Keefe Centre with the legendary Rudolph Nureyev in "La Sylphide" in her first season with the company? Roles such as a sylph, snowflake, flower, Spanish dancer, carnival acrobat, can-can girl, even a prostitute (on stage), became my everyday life.

Art has remained a part of my life as I pursue my diplomatic career. I often say that I did a leap (or, in ballet terms, a *grande jeté*) off the stage of O'Keefe, straight into law school across the border in Buffalo. I continued to keep my hand (correction: my foot) in dance during law school, and taught ballet in Niagara Falls. I moved to Washington to practice law, and was delighted to become the lawyer to write the regulations for the Federal Arts in Education Program. Then I helped to manage that program for our U.S. Government.

My posting to Santo Domingo as chief of the American citizens services unit opened up a whole new exciting world of merengue music and dance. I was an avid fan of the merengue, and discovered that music is



Dancing with the National Ballet of Canada. (Photo by A. E. McCloud)

the best way to learn about a country and understand its people, how they think and feel. My extracurricular activity opened doors for me in unlikely places, including the highest level of the military, the police and the judiciary. While I was in the Dominican

Republic, the top general was also a noted painter and sculptor. Our many discussions of the visual arts, music and dance later paved the way for me when I had to negotiate the release of American-owned boats and aircraft held by the Dominican military.

At my next posting in Hong Kong, in the same Foreign Service role, I became an avid collector of recordings of Chinese pop singers, the Chinese orchestra, opera etc. My interest in their music, as well as my background with the ballet in Canada,

made conversation in official circles much easier. Dance became a bond with the Chinese, as was shown by the enthusiastic reception accorded the National Ballet of Canada when it performed in Hong Kong a few years ago.

My interest in drama and films also flourished in Hong Kong. I'd appeared in dance films and on television in my dance career, and always wanted to work as an actor. Not one to stand still for long, I got roles during my off hours and on weekends in films and commercials, including Jean Claude Van Damme's box-office hit, "Blood Sport"; the television miniseries, "Around the World in Eighty Days"; and films featuring such actors as Peter Ustinov, Julie Christie, David Soul and Madonna.

I've come to learn that the American community overseas, in whatever country, is proud to see fellow Americans in the forefront in the country where they reside. So on returning to Toronto, this time as an American consul, I again joined the arts community and have tried to put the consulate's best cultural foot forward.

In 1992-93 I performed with my friends in the National Ballet in a benefit called "The Dance Goes On." This consisted of two evenings honoring Canadian dance and dancers. It was held at the Premiere Dance Theatre at Toronto's picturesque Harbourfront. The performances were sold out and well-attended by staffers of the American consulate general.

Foreign Service colleagues: do let your artistic talents shine! They can only bring about better understanding and harmonious relations in this oftentimes tumultuous world we live in! ■

ASK DR. RIGAMER



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

Q. **CENTRAL AMERICA**
I was recently denied authorization for emergency visitation travel (E.V.T.) for my sister's triple-bypass surgery. It was my understanding that my agency would pay airfare to the United States for a serious illness of an immediate family member. Why was I denied E.V.T.?

A.
There are several reasons for the denial of the E.V.T. First, for E.V.T. requests, immediate family members are defined as the mother or father of the member, including stepparents or adoptive parents; the spouse of the member; or children of the member, including stepchildren, adopted children and those who are or were under legal guardianship, regardless of age; and the like relatives of the spouse. Siblings are included under the definition of an immediate family member only in the case of death. Grandparents are not included in the immediate-family-member definition in any category.

A serious illness or injury is defined for E.V.T. purposes as one in which death is imminent or likely to occur, as based on competent medical opinion, or one in which the absence of the member or eligible family member would result in great personal hardship. Medical Services recommends authorization for the

medical-based E.V.T. request. E.V.T. requests for hardship purposes should be sent directly to the employee relations office in the Bureau of Personnel.

E.V.T.s are often requested for major and/or serious surgery, but unless the surgery has a high mortality rate, travel is not approved. For example, triple-bypass surgery, while major, fortunately carries a low mortality rate and therefore is rarely approved. If serious complications occur after the E.V.T. is denied, an E.V.T. will be reconsidered, based upon the change of status.

I would like to remind employees that, in order to expedite E.V.T. requests, Medical Services asks that the post send a cable directly to us, giving the traveler's name, date of birth, employee's name, agency, social security number, post of assignment, name of the ill family member, relationship to the traveler, and the name and telephone number of the hospital, physician and a family contact.

Q. **WEST AFRICA**
I have been hearing some rumors about significant changes in the medical evacuation policy. Although we have some decent local medical care, it was reassuring to know that, if our medical condition went beyond local capabilities, a medical evacuation would be considered. Has anything changed?

A.
Let me reassure you now that the policy for medical evacuations had not changed. Your regional medical officer, nurse practitioner and the Office of Medical Services will continue to assist you if a medical evacuation is necessary. Your agency, the Department of State, will fund the medical travel and per diem to the nearest adequate facility. This may be an overseas medical evacuation center or in the United States. You may request travel to an alternate site, and pay the difference in fare and per diem from the designated medical evacuation point.

Q. **WASHINGTON**
I am still considering whether I should start taking hormones, now that I have

gone through menopause. I intend to weigh the pros and cons with my doctor. In the meantime, is there something I can do to reduce the risk of bone and heart disease?

A.
Every woman who goes through menopause has to decide whether or not she will use hormone replacement therapy. A prospective long-term study, which will provide information on alternatives to hormone replacement therapy, has just been started by the National Institutes of Health, as part of the Women's Health Initiative. Until that information is available, it is prudent to follow the general recommendations to prevent osteoporosis and cardiovascular disease. Prevention practices for both diseases include limiting alcohol and caffeine intake, smoking cessation, participation in a daily 30-minute exercise regimen, and calcium supplementation.

Q. **AFRICA**
Last summer, the heat and humidity at my post was almost intolerable. I always worry about getting sick from the heat. Besides the obvious (getting out of the sun), what can I do if I start getting sick?

A.
Yes, if possible, remove yourself from the heat. For minor types of heat-related illness, you can begin cooling-off procedures, such as spraying cool water over your skin and blowing air over yourself. If your hands, ankles or feet begin to swell, elevate the part. Prolonged standing may cause dizziness. If this is the case, preventive measures include increasing the salt in your diet and increasing fluid intake. This should be done cautiously by persons with known heart or hypertensive conditions. Salt tablets are generally not recommended to prevent heat-related illness.

Lightweight, light-colored clothing should be worn, and physical activity should be limited during the day. More serious signs, such as confusion, high temperature and rapid heartbeat, will require an evaluation by a health-care provider.

Q. **ASIA**
My mother recently fell and broke her hip. I didn't realize until now how prevalent these falls are. What steps can my elderly aunts take in order to avoid the same thing happening to them?

A.
 A fractured hip can be devastating; a high percentage of such victims never fully regain their ability to walk. If your aunts have low blood pressure, they should avoid getting up too fast after eating or resting, in order to avoid dizziness. Risk factors identified with falls are associated with a person who has an impairment in gait or balance, a lack of strength or mobility in arms or legs, or an inability to move safely from one site to another, such as from the bed to a chair. In addition, a person who is taking sedatives or tranquilizers, or using four or more prescription drugs, is more at risk for a fall.

The risks can be reduced by exercise,

physical therapy and a periodic review of medications with a physician. Often, these preventive measures mean the difference between living independently at home or becoming dependent on others.

Q. **SOUTH AMERICA**
I have been suffering with a stomach ulcer for years. Much of the suffering comes as I watch others eat spicy food, while I eat antacids and a bland diet. I heard there is a new wonder cure for this problem. Do you know anything about it?

A.
 An ulcer is a raw lesion most commonly found in the stomach or the beginning of the small intestine. All ulcers formerly were called peptic ulcers because they were assumed to be caused by stomach acid, one of which is pepsin.

For years, diet was unfairly blamed for most ulcers, and patients such as yourself were put on bland diets. Bland

diets do no particular good. Eating hot, spicy foods may make you uncomfortable and give you heartburn or indigestion but will not cause an ulcer. Of course, common sense tells you to simply avoid foods that seem to bother you.

There is growing evidence that non-steroidal anti-inflammatory drugs, such as aspirin and ibuprofen, and bacteria called *Helicobacter pylori* are additional culprits which can cause ulcers. *H. pylori* is a microbe that burrows into the stomach lining, where it can remain undetected for years. Not everyone infected with the bacterium develops ulcers.

If you are diagnosed with ulcers and *H. pylori* infection, your health-care provider may prescribe a course of antibiotics for you. The National Institutes of Health has recommended a simple two-week course of antibiotics for such patients with persistent ulcers. It has worked successfully for many long-time ulcer sufferers. Hopefully, antibiotics will be an option for you, and you can look forward to enjoying a more interesting selection of food. ■



HONG KONG—Consul general Richard W. Mueller (right) presents a Superior Honor Award to J. Michael Pate, who is the performance at this diplomatic post in Southeast Asia.

RETIREES' CORNER

More buyouts are offered

A limited opportunity for a deferred buyout was recently made available to targeted groups of Civil and Foreign Service employees who were willing to exchange a commitment to retire in one of three periods (October—December 1995, October—December 1996 and January—March 1997) for a future buyout payment, usually \$25,000. This opportunity expired on March 31. Over 200 employees applied.

On Capitol Hill

The possibility of higher retirement contributions and lower annuity benefits took a step forward when the House Rules Committee approved a controversial change to the federal retirement law. Under the latest proposal (as of mid-April), the rate of retirement contributions would increase by 2.5% of salary, phased in over a three-year period: 1.5% of pay in January 1996, .5% in January 1997 and .5% in 1998. The proposal would also amend the retirement formulas so that annuity benefits would be computed on the employee's average salary over the *five* highest consecutive years of salary, rather than the current *three*. While similar proposals have been made and rejected in almost every session of Congress, the possibility of cuts appears to be greater now than before.

Dorothy Blacker retires

Dorothy Blacker, the retirement counselor who was responsible for processing the paperwork of most Civil Service retirees retired herself on March 31. Ms. Blacker was widely credited for timely preparation of the cases of the hundreds of employees who took the buyout in 1994 and 1995. Retirement counselor Judith Smallwood will now assume responsibility for all Civil Service retirees in the Department. Ms. Blacker is heading to North Carolina, and we all wish her good health and low scores in her beloved golf game.

Insurance prepayment

In the March issue of STATE, we

failed to explain that terminally-ill employees and terminally-ill annuitants can obtain prepayment of federal life insurance benefits under a new law that goes into effect on July 25. The March article did explain, correctly, that federal employees and annuitants can assign their benefits to another individual or institution under a different law, in effect since last October 3. The article noted that assignment of benefits offers (1) potential tax benefits to some individuals, mostly those who are single and have estates valued in

excess of \$600,000; (2) potential benefits to former spouses who are seeking guarantees for payment of insurance benefits; and (3) the potential for prepayment of life insurance benefits when the benefits of a terminally-ill employee or annuitant are assigned to a specialized insurance settlement firm.

Interested employees and annuitants are encouraged to contact the Retirement Division in the Bureau of Personnel (telephone: 202-647-9300) for more information regarding benefits. ■



VIENNA, Austria—The John Jacob Rodler-Faulhaber by Ambassador Swanee Rogers Award is presented to Waltraud Hunt.

IT SEEMS MORE like a dream now. After all this time, the things that remain the clearest in my memory are the heat and the children's cries.

It has been 20 years since Saigon fell to the North Vietnamese—April 30, 1975—and 20 years since my husband, Donald, came home from the consulate general in Hong Kong on that April day, announcing that he had volunteered my services for "a project." (He was the administrative officer in Hong Kong, and we had been living there for six months.)

The consulate general had received a wire from the embassy in Saigon, asking for volunteers for a mercy mission to save some 425 orphans, whose lives would be in danger from the advancing Viet Cong. The officers at our consulate general decided that it would be nice if some American women with nursing experience "volunteered" to fly the orphans to a waiting group of adoptive parents in Seattle. Pan-American had donated a Boeing 747 jumbo jet for the project.

I must admit that I felt a noticeable lack of enthusiasm. Flying had always been very low on my list of favorite activities. And I had house guests from Switzerland and two small children to take care of.

However, "The Project" took on a life of its own. Before we knew it, 10 of us American registered nurses living in Hong Kong were at the airport to board the plane for Saigon.

It was an uneventful flight until, just as we were landing, one of the gals, who had obviously done her homework, looked out of the window and exclaimed: "Oh, look! There's the plane that crashed yesterday—it's still smoldering." She was referring to a U.S. military transport that had crashed on takeoff the day before, killing all 16 American nurses and 140 of the children on board. It was then that it finally struck me where I

MERCY MISSION

BY MARTHA A. RAU

was, and that the mission could involve some risk.

This realization was compounded as the pilot announced that we were about to land. However, we wouldn't be pulling up to the terminal because there were mobs of people at the airport trying to leave Vietnam. We would, therefore, park at the far end of the field, and the children would be brought out in trucks and buses. We'd have just one hour to load the plane and leave immediately.

As we opened the doors of the aircraft to receive the children, the heat took our breath away. It got only hotter as we started to settle the children. They were mostly Amerasian, newborn to about age 12. Some were terribly quiet, but most were in tears—as if they knew that they probably would never see their homeland again. They'd come from orphanages in Saigon and Danang, and were on their way to waiting American families in the States. Most had new adoptive parents waiting. The severely handicapped did not.

I particularly remember one little girl of about 7 or 8. She was dressed in a bright red silk cheongsam, as if



Martha and Donald Rau today, in Salinas, Calif.

going to a party. She was obviously not from the orphanage. As her mother kept trying to lift her into the plane, they were both crying. The mother pleaded: "Please take her. Please take her." So we did.

It was decided to place all the babies 1 year old and younger in the first-class section, and the older children in tourist seats. We had babies in carriers on the seats, babies under the seats and babies in the aisles. There were about 50 in all, whom we managed to step over and around.

Several hours after takeoff, we were in trouble. Diarrhea struck. It didn't take us long to figure out that the evaporated milk was too rich for these babies, that it needed some drastic watering-down.

This was only the beginning. Soon, several of the older children developed smallpox and measles, followed by meningitis. The observation deck became our isolation ward. It was rumored that a doctor was on board, but I never did see him. I can only assume that he spent the trip in the isolation ward with the most desperately-ill children.

As we neared Guam—where we planned to land and refuel—we discovered that the children were not dressed for the cool Seattle weather. A call was put in to the military base on Guam for help. We arrived to find warm clothing in all sizes and shapes waiting, as well as a much-needed supply of disposable diapers.

Almost 48 hours after leaving Hong Kong, we landed in Seattle. It was difficult to tell who was more apprehensive—the children or their new parents. But the children were met with open arms.

Saigon fell about a week later. Sometimes I wonder what has become of these children. Did they find happy, loving homes? Do they ever think of Saigon? Did they grow up and find the American dream? And, sometimes in my dreams, I still feel the heat and hear the children crying. ■

EDUCATION & TRAINING

Courses: National Foreign Affairs Training Center

Program	May	June	July	Length
AREA STUDIES: INTENSIVE COURSES				
Canada (AR 129)	—	6	—	2½ days
Africa, sub-Saharan (AR 210)	15	—	—	2 weeks
East Asia (AR 220)	15	—	—	2 weeks
Inter-America studies (AR 239)	15	—	—	2 weeks
Near East/North Africa (AR 240)	15	—	—	2 weeks
South Asia (AR 260)	15	—	—	2 weeks
Southeast Asia (AR 270)	15	—	—	2 weeks
Successor states to the Soviet Union (AR 281)	15	—	—	2 weeks
Europe (AR 291)	15	—	—	2 weeks

AREA STUDIES: ADVANCED COURSES

Andean (AR 533)
Albania (AR 563)
Arabian Peninsula/Gulf (AR 541)
Baltic states (AR 588)
Benelux/European Union/Nato (AR 568)
Brazil (AR 535)
Bulgaria (AR 564)
The Caribbean (AR 538)
Central America (AR 539)
Central Asia (AR 586)
China (AR 521)
East-Central Europe (AR 582)
Eastern Africa (AR 511)
Fertile Crescent (AR 542)
Francophone Africa (AR 513)
France (AR 567)
German-speaking Europe (AR 593)
Greece/Cyprus (AR 589)
Haiti (AR 536)
Iberia (AR 591)
Insular Southeast Asia (AR 571)
Italy (AR 594)
Japan (AR 522)
Korea (AR 523)
Lusophone Africa (AR 514)
Mexico (AR 531)
Mongolia (AR 524)
Northern Africa (AR 515)
Poland (AR 587)
Russia and Belarus (AR 566)
Scandinavia (Nordic countries) (AR 596)
South Asia (AR 560)
South Caucasus (AR 585)
Southern Cone (AR 534)
Southern Africa (AR 512)
Mainland Southeast Asia (AR 572)
Turkey (AR 543)
Ukraine (AR 565)

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



Top marks for a class in how to mediate disputes

BY ROZANNE OLIVER AND JOE PASTIC

Ms. Oliver is a management analyst in State's Office of Management Policy and Planning. Mr. Pastic is a career development adviser at A.I.D.

What was it like to take the Department's first mediation course—a pilot project in what is called alternate dispute resolution? Imagine seven student mediation teams which took over the fourth floor of Building C at the National Foreign Affairs Training Center, tackling some of the thorniest personnel issues. We

In the mediation class, from left: Bill Rau, Kathy Ransom, Rozanne Oliver, Joe Pastic, Charles Hughes. (State Department photo)

students playing the disputant role (whether complainant or respondent) shuffled between joint meetings and private individual sessions with the mediators, nervously biding our time in the hallways when the other party was alone with the mediators, who were also students.

Mediation of disputes involving office awards, performance evaluations, promotions and sexual harassment contributed to a serious atmosphere, but it was lightened occasionally by jokes to defuse the tension as the mediators worked to facilitate agreement between

LANGUAGE AND ADVANCED AREA COURSES				
French (LFR 100)	30	—	3	24 weeks
German (LGM 100)	30	—	—	24 weeks
Italian (LJT 100)	—	—	3	24 weeks
Portuguese (Brazilian) (LPY 100)	—	—	3	24 weeks
Spanish (LQB 100)	30	—	3	24 weeks

FAMILIARIZATION AND SHORT-TERM (FAST) COURSES

Albanian (LAB 200)	—	—	3	7 weeks
Amharic (LAC 200)	—	—	3	7 weeks

—(Continued on next page)

the parties. The disputants had voluntarily come to the table to try to achieve a solution to painful situations, without resorting to lengthy administrative investigations and findings. While the mediators sharpened their listening and communication skills, seeking common interests among the disputants, the disputants gave performances that seemed to us worthy of Academy awards—complete with lip-biting and angry outbursts. Taking turns as mediator and disputant, we were amazed at how the role-playing immersed us in the conflictive feelings that figured in the disputes.

While some of our colleagues—which included a lively mix of Foreign and Civil Service officers from the Department, A.I.D. and U.S.I.A.—were attracted to the mediation course because of long-term involvement in equal opportunity cases as investigators or as counselors, we two were drawn to learn skills that we believed would be useful on the job, and applicable in mediating equal-employment-opportunity and other personnel disputes. From my perspective as an A.I.D. supervisor currently in personnel work, I Joe Pastic, was interested in collaborative management styles as an alternative to autocratic styles. I, Rozanne Oliver, working with strategic management planning and other management policy issues for State's under secretary for management, wanted to develop tools for helping organizations in the Department find solutions that work for them—an increasing challenge in the stressful atmosphere of Government downsizing and streamlining.

While it was hard to meet these goals in four short days, we felt that the intensive course, short on lectures and long on practice, was largely successful. From our perspective, we learned some valuable approaches that can readily be applied in the office. In addition, we are looking forward to using the skills in mediation to help resolve disputes.

Bob Myers, the Department's dispute resolution specialist, who designed the course, had multiple objectives: (1) to introduce to a diverse group of Foreign Service and Civil Service employees the basic concepts of alternative dispute resolution; (2) to teach basic mediation skills which will be useful in our professional and personal lives; (3) to support a pilot alternative-dispute-resolution effort in the Office of Equal Employment Opportunity

—(Continued from preceding page)

Program	May	June	July	Length
Arabic (modern standard) (LAD 200)	—	—	3	7 weeks
Arabic (refresher) (LAD 201)	—	—	3	6 weeks
Arabic (Egyptian) (LAE 200)	—	—	3	7 weeks
Arabic (North African) (LQW 200)	—	—	3	7 weeks
Armenian (LRE 200)	—	—	3	7 weeks
Azerbaijani (LAX 200)	—	—	3	7 weeks
Bengali (LBN 200)	—	—	3	7 weeks
Bulgarian (LBU 200)	—	—	3	7 weeks
Burmese (LBY 200)	—	—	3	7 weeks
Chinese (LCM 200)	—	—	3	7 weeks
Chinese (refresher) (LCM 201)	—	—	3	6 weeks
Czech (LXC 200)	—	—	3	7 weeks
Estonian (LES 200)	—	—	3	7 weeks
French (LFR 200)	—	—	3	7 weeks
Georgian (LGG 200)	—	—	3	7 weeks
German (LGM 200)	—	5	—	7 weeks
Greek (LGR 200)	—	—	3	7 weeks
Hebrew (LHE 200)	—	—	3	7 weeks
Hebrew (refresher) (LHE 201)	—	—	3	6 weeks
Hindi (LHJ 200)	—	—	3	7 weeks
Hungarian (LHU 200)	—	—	3	7 weeks
Indonesian (LJN 200)	—	—	3	7 weeks
Italian (LJT 200)	—	—	3	7 weeks
Japanese (LJA 200)	—	—	3	7 weeks
Japanese (refresher) (LJA 201)	—	—	3	6 weeks
Khmer (Cambodian) (LCA 200)	—	—	3	7 weeks
Korean (LKP 200)	—	—	3	7 weeks
Korean (refresher) (LKP 201)	—	—	3	6 weeks
Lao (LLC 200)	—	—	3	7 weeks
Latvian (LLE 200)	—	—	3	7 weeks
Lithuanian (LLT 200)	—	—	3	7 weeks
Malay (LNL 200)	—	—	3	7 weeks
Polish (LPL 200)	—	—	3	7 weeks
Portuguese (Brazilian) (LPY 200)	—	—	3	7 weeks
Romanian (LRQ 200)	—	—	3	7 weeks
Russian (LRU 200)	—	5	—	7 weeks
Russian (refresher) (LRU 201)	—	—	3	6 weeks
Slovak (LSK 200)	—	—	3	7 weeks
Spanish (LQB 200)	—	—	3	7 weeks
Thai (LTH 200)	—	—	3	7 weeks
Turkish (LTU 200)	—	—	3	7 weeks
Urdu (LUR 200)	—	—	3	7 weeks
Uzbek (LUX 200)	—	—	3	7 weeks
Vietnamese (LVS 200)	—	—	3	7 weeks
Vietnamese (refresher) (LVS 201)	—	—	3	6 weeks
ADMINISTRATIVE TRAINING				
Advanced personnel management (PA 271)	—	12	—	2 weeks
Budget and financial management (PA 211)	15	—	3	6 weeks
C.F.M.S. miscellaneous obligations (PA 154) (PA 153; prerequisite)	15	—	—	2 days
C.F.M.S. requisition documents (PA 153) (PA 150; prerequisite)	11	—	—	2 days
C.F.M.S. system overview and orientation (PA 150)	9	—	—	1 day
	10	—	—	1 day
C.O.R. training for equipment procurement (PA 126)	—	12	—	1 week
Customer service (PA 143)	—	1	—	2 days
F.S.N. classification and compensation (PA 232)	15	—	17	2 weeks
General services operations (PA 221)	1	—	10	12 weeks
	8	12	17	12 weeks

Program	May	June	July	Length
	15	—	24	12 weeks
	30	—	31	12 weeks
How to develop job aids (PA 166)	15	—	—	3 days
How F.A.A.S. works at overseas posts (PA 213)	3	14	—	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Management controls workbook (PA 164)	Correspondence course			
Management control workshop (PA 137)	—	19	—	2 days
Orientation workshop for narcotics affairs officers (PA 202)	—	—	24	2 weeks
Overseas administrative officer course (PA 242)	—	12	—	2 weeks
Overseas cashier training (PA 293)	Correspondence course			
Overseas cashier's supervisor training (PA 294)	Correspondence course			
Personnel course (PA 231)	—	26	—	7 weeks
Training for overseas voucher examiners (PA 200)	Correspondence course			
CONSULAR TRAINING				
Advanced consular course (PC 532)	—	—	10	3 weeks
ConGenRosslyn basic consular course (PC 530)	Continuous enrollment			
Consular orientation program (PC 105)	Continuous enrollment			
Crisis management (PC 113)	23	—	—	2 days
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
CURRICULUM AND STAFF DEVELOPMENT TRAINING				
Basic facilitation and delivery workshop (PD 513)	—	21	—	3 days
Training design workshop (PD 512)	24	—	—	3 days
ECONOMIC AND COMMERCIAL STUDIES TRAINING				
Advanced economic review seminar (PE 501)	—	—	10	5 weeks
Applied economics for non-economic officers (PE 280)	—	—	10	6 weeks
Aviation policy and negotiations (PE 130)	—	—	17	3 days
Country data analysis (PE 504)	—	—	17	2 weeks
Economic tradecraft (PE 124)	—	—	10	2 weeks
	—	—	31	2 weeks
Energy attaché course (PE 127) (offsite in Houston)	—	—	24	1 week
Energy, the environment and U.S. economic interests (PE 128)	—	26	—	1 week
Environment, science and technology issues and American Foreign Policy (PG 562)	—	19	—	1 week
Export promotion (PE 125)	—	—	10	1 week
	—	—	24	1 week
Political/economic tradecraft	—	5	—	4 weeks
Regional resource officer training (PE 103)	—	—	31	2 weeks
Senior commercial course (PE 290)	—	26	24	2 days
Telecommunications (PE 131)	—	—	30	2 days

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and Civil Rights, where mediation will be used as an early intervention tool to resolve disputes more quickly, efficiently and equitably—resulting not only in saving the Government time and money, but producing better resolutions; (4) to serve as a practical model for future courses at the Foreign Service Institute in the dispute-resolution field; and (5) to create a corps of people who are committed to finding alternative ways of solving disputes—and who are willing to use their mediation skills to do so. Barry Wells, associate dean of professional studies, and others at the institute supported the development of the course.

The three course trainers, including Mr. Myers, brought their extensive experience and somewhat diverse mediation styles to the course. The involvement on the training team of Carol Lutz, labor relations specialist from the American Foreign Service Association, reflected the union's support for alternative approaches. Pete Swanson, head of Alternative Dispute Resolution Services at the Federal Mediation and Conciliation Service, was so interested in getting State involved in alternative dispute resolution that he provided his services free of charge.

Deputy assistant secretary Deidre Davis of State's Office of Equal Employment Opportunity and Civil Rights, who attended the course kickoff session, presented the conciliation service's certificate of accomplishment for course completion at "graduation" Friday afternoon. Special recognition was given to "Wonder," guide dog for class participant Margaret Roman, for modeling good listening skills and soulful eye contact.

The level of enthusiasm of the participants and praise for the course was high, though most of us noted that we would like more information on equal employment opportunity and ongoing training in the future to mediate effectively. Graduates of the course will be paired with experienced mediators in the Department, to offer mediation involving equal opportunity and, later, grievance complaints. We'll be working to consolidate our skills and to learn more about mediation at monthly brown-bag sessions.

Why should you choose mediation if you're involved in a personnel dispute? It is, of course, a choice—mediation is both voluntary and confidential. But it does offer complainants and respondents an

opportunity to work out a solution themselves. With the mediators acting not as judges but as impartial facilitators, the parties retain greater control of the outcome. If they're not able to reach agreement, the established complaint procedures still can be pursued. While not all cases are appropriate for mediation, mediation can often result in solutions that can build or rebuild your working relationships. It's a more human approach, and it goes more quickly. □

Economics for non-economists

The Foreign Service Institute will offer a six-week seminar, "Applied Economics for Non-Economic Officers," for mid-level political, consular and administrative officers, and Civil Service employees GS-12 and above, July 10-August 18.

Topics will include market-based and legislative approaches to environmental policy, fiscal policies in interdependent economies, tariffs, quotas and voluntary export restraints, export controls, taxes and subsidies, strategic trade literature, emerging capital markets and market innovations, International Monetary Fund and World Bank approaches to macroeconomic stabilization and transition in former centrally-planned economies.

Participants will also be taught to use Lotus 1-2-3 or Excel spreadsheets. For information, call Lisa Fox, (703) 302-7256. To register, call Steve Malott, (202) 647-3308. □

Computer training courses offered

The Foreign Service Institute will offer 19 computer courses at the National Foreign Affairs Training Center through August:

—PC survival skills, May 1, 8, 15, 22; June 5, 12, 19, 26; July 10, 17, 24, 31; August 7, 14, 21, 28. For the first-time user.

—Introduction to Windows 3.1, May 2, 5, 9, 12, 16, 19, 23, 26; June 2, 6, 9, 13, 16, 19, 23, 27, 30; July 7, 11, 14, 18, 21, 24, 28; August 1, 4, 8, 11, 15, 18, 21,

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Program	May	June	July	Length
EXECUTIVE DEVELOPMENT				
Deputy chiefs of mission (PT 102)	—	11	9	2 weeks
E.E.O./diversity awareness for managers and supervisors (PT 107)	18	—	13	2 days
Effective public speaking (PT 113)*	23	—	—	1 day
Introduction to management skills (PT 207)	8	5	—	1 week
Washington tradecraft (PT 203)	1	—	10	2 weeks
<i>*Deputy assistant secretary and equivalent only</i>				
INFORMATION MANAGEMENT TRAINING				
Advanced consular automation (PS 127)	16	27	—	4 days
Advanced Excel for Windows 4.0 (PS 128)	17	5	—	2 days
Advanced Word for Windows 2.0 (PS 125)	15	—	—	2 days
Banyan Vines Administration (PS 260)	15	—	—	1 week
C-Lan end-user training (PS 223)	—	8	13	1 day
	—	15	20	1 day
	—	22	27	1 day
	—	29	—	1 day
	—	22	—	2 days
Excel 5.0 for Windows (intermediate) (PS 171)	—	—	17	2 days
Foreign affairs information systems end-user training (PS 219)	22	26	24	4 mornings
Foreign affairs information systems accelerated end-user training (PS 220)	22	26	24	2 afternoon
	24	28	26	2 afternoon
Information management seminar (PS 217)	—	—	17	4 weeks
Access D.B.M.S. (PS 150)	8	—	12	2 days
	31	—	—	2 days
Excel 5.0 for Windows (PS 170)	1	5	10	2 days
	8	26	31	2 days
	22	—	—	2 days
Introduction to Harvard Graphics for Windows (PS 142)	—	19	—	2 days
Introduction to Lotus for Windows (PS 143)	22	—	24	2 days
Introduction to Powerpoint for Windows (PS 140)	10	14	19	2 days
Introduction to Windows 3.1 (PS 123)	2	2	7	1 day
	5	6	11	1 day
	9	9	14	1 day
	12	13	18	1 day
	16	16	21	1 day
	19	19	24	1 day
	23	23	28	1 day
	26	27	—	1 day
	—	30	—	1 day
Introduction to WordPerfect 5.1 for DOS (PS 115)	16	13	11	2 days
	—	27	18	2 days
Introduction to WordPerfect for Windows 6.0 (PS 130)	3	21	5	2 days
	24	—	—	2 days
Managing information programs (PS 213)	—	19	14	4 weeks
P.C. survival skills (PS 112)	1	5	10	1 day
	8	12	17	1 day
	15	19	24	1 day
	22	26	31	1 day
Windows for Workgroups user skills (PS 162)	1	7	12	1 day
	10	14	19	1 day
	17	21	26	1 day
	22	26	—	1 day

Program	May	June	July	Length
Word 6.0 for Windows (PS 132)	3	7	5	2 days
	10	14	12	2 days
	17	21	19	2 days
	24	28	26	2 days
	31	—	—	2 days
Word 6.0 for Windows (intermediate) (PS 133)	—*	12	17	2 days
Windows for Workgroups administration (PS 262)	2	27	—	3 days
	23	—	—	3 days
OFFICE MANAGEMENT COURSES				
Advanced Word for Windows (PK 513)	22	—	—	2 days
Advanced WordPerfect 5.1 for DOS (PK 511)	31	—	—	1 day
Advanced WordPerfect for Windows (PK 512)	—	19	—	2 days
Better office English (written) (PK 225)	1	—	31	40 hours
Better office English (oral) (PK 226)	15	—	—	30 hours
C.S. secretarial training for entering personnel (PK 104)	—	—	14	2 weeks
Designing and your word processor (PK 180)	25	29	—	1 day
Drafting correspondence (PK 159)	—	5	—	1 week
Effective speaking and listening skills (PK 240)	—	—	31	18 hours
Employee relations (PK 246)	—	—	11	2 days
Introduction to Excel for office support personnel (PK 181)	12	—	6	1 day
Introduction to Windows for office support personnel (PK 169)	5	2	7	1 day
Introduction to Word for Windows (PK 170)	18	26	—	1 day
Introduction to WordPerfect 5.1 for DOS (PK 510)	—	15	—	2 days
Introduction to WordPerfect for Windows (PK 171)	8	5	—	2 days
Mid-level professional development seminar for F.S. secretaries (PK 302)	—	5	—	2 weeks
	—	19	—	2 weeks
Proofreading (PK 143)	30	—	—	2 days
Secretarial statecraft (PK 160)	—	—	6	2 days
Senior-level professional development seminar for F.S. secretaries (PK 301)	1	—	10	3 weeks
Senior secretarial seminar (PK 111)	31	—	—	3 days
Supervisory studies seminar (PK 245)	22	—	—	5 days
T.A.T.E.L. (PK 140)	10	—	11	1 day
Writing effective letters and memos (PK 241)	—	—	31	15 hours
ORIENTATION TRAINING				
Department officers (PN 105)	31	—	11	3 days
Designated posts (PN 112)	30	—	—	4 days
Foreign Service officers (PG 101)	—	5	—	9 weeks
OVERSEAS BRIEFING CENTER				
American studies (MQ 115)	25	—	—	2 days
Deputy chief of mission principal officer spouses (MQ 110)	—	19	17	3 days
Documenting Foreign Service experiences (MQ 701)	18	—	—	1 day
English-teaching seminar (MQ 107)	30	—	—	3 days
Going overseas (families, couples with children) (MQ 210)	—	10	—	3 hours
Going overseas (singles, couples without				

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25, 29. Mouse skills, file management, customizing windows, the help function, other accessories.

—Word 6.0 for Windows, May 3-4, 10-11, 17-18, 24-25, 31-June 1; June 7-8, 14-15, 21-22, 28-29; July 5-6, 12-13, 19-20, 26-27; August 2-3, 9-10, 16-17, 23-24, 30-31. Creating, editing, formatting, printing documents; managing files.

—Word 6.0 for Windows (intermediate), June 12-13; July 17-18; August 14-15. Formatting, editing techniques; table and graphing functions. For users with Word 6.0 experience.

—Advanced Word for Windows 2.0, May 15-16. Formatting, editing, tables and graphs on this software. Not for users of Word 6.0. This is the final time this course will be offered.

—Introduction to WordPerfect 5.1 for DOS, May 16-17; June 13-14, 27-28; July 11-12, 18-19; August 1-2, 15-16, 29-30. A beginning course in this Windows-based word processing package. Experience with computer mouse required.

—Introduction to WordPerfect for Windows 6.0, May 3-4, 24-25; June 5-6; July 10-11, July 31-August 1; August 7-8, 28-29. Creating, editing, formatting, printing documents; managing files. Knowledge of Windows required.

—Excel 5.0 for Windows, May 1-2, 8-9, 22-23; June 5-6, 26-27; July 10-11, July 31-August 1; August 7-8, 28-29. Creating, editing, formatting, printing spreadsheets. Computer mouse experience required.

—Excel 5.0 for Windows (intermediate), July 17-18. Advanced spreadsheet functions. Not for Excel 4.0 users.

—Advanced Excel for Windows 4.0, June 5-6. Features of this software, for experienced Excel 4.0 users. This is the final time the course will be offered.

—Introduction to Lotus for Windows, May 22-23; July 24-25. A beginning course in this Windows-based electronic spreadsheet package. Computer mouse experience required.

—Introduction to PowerPoint for Windows, May 10-11; June 14-15; July 19-20; August 16-17. Creating, editing, printing charts. Basic knowledge of Windows required.

—Introduction to Harvard Graphics for Windows, June 19-20; August 21-22. Creating charts, using editing tools and special effects. Computer mouse experience required.

—(Continued on next page)

—Windows for workgroups user skills, May 1, 10, 17, 22; June 7, 14, 21, 26; July 12, 19, 26; August 9, 23, 28. Lan operations, including file and printer sharing and E-mail. Knowledge of Windows required.

—Introduction to C-Lan, June 8, 15, 22, 29; July 13, 20, 27; August 3, 10, 17, 31. Introduction to the specialized software on classified local area networks at many overseas posts. Knowledge of WordPerfect 5.1 required.

—Access 2.0 DBMS, May 8-9, May 31-June 1; July 12-13; August 23-24. Creating, managing, printing databases. Knowledge of Windows is required.

—Advanced PC operations, August 9-10. Complex functions of MS/DOS; advanced batch file programming and Norton Utilities.

—Banyan Vines 5.5 administration, May 15-19; August 14-18. Components of Vines software. Knowledge of MS/DOS required.

—Windows for workgroups administration, May 2-4, 23-25; June 27-29; August 1-3, 29-31. Workgroups components on this software. Knowledge of Windows required.

To register, fax DS-755 (request for training) to Registrar, Foreign Service Institute, (703) 302-6765. For information, call (703) 302-6752.

Self-taught computer classes are available in the Computer Training Center, Room 1410, Main State, 8:30 a.m.-12:30 p.m. and 2-4 p.m., Monday through Friday. For information, call (202) 647-4672. □

Interdepartmental seminar

The National Foreign Affairs Training Center is offering a foreign affairs interdepartmental seminar, May 8-19. The course features speakers from Government, universities and research and business organizations, who will discuss economics, terrorism and narcotics, as well as the interaction of agencies, lobbyists and Congress in the foreign policy process. For information, call (703) 302-7184. ■

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

—(Continued from preceding page)

Program	May	June	July	Length
children) (MQ 200)	—	10	—	3 hours
Introduction to effective training skills for Foreign Service spouses (MQ 111)	1	26	—	1 week
Introduction to Foreign Service life (MQ 100)	8	—	—	1 week
Life after the Foreign Service (MQ 600)	2	—	6	2 days
Logistics of going overseas (children) (MQ 230)	—	10	—	3 hours
Logistics of going overseas (adults) (MQ 220)	—	10	—	3 hours
Marketing Foreign Service spouse talents (MQ 702)	19	—	—	1 day
*O.B.C. special evening (MQ 850)	10	14	12	2 hours
	—	—	19	2 hours
*Post options for employment and training overseas (MQ 703)	20	—	—	1 day
Protocol (MQ 116)	24	—	—	1 day
Security overseas seminar (advanced) (MQ 912)	9	13	18	1 day
	—	27	—	1 day
Security overseas seminar (MQ 911)	22	5	10	2 days
	—	19	24	2 days
	—	24	—	1 day
Super-Saturdays (MQ 800)	—	—	—	—
Understanding regulations, allowances and finances in the F.S. context (MQ 104)	—	7	—	3 days
*O.B.C. Information Center also open on these dates.				
POLITICAL TRAINING				
Foreign affairs interdepartmental seminar (PP 101)	8	—	—	2 weeks
Labor officer functions (PL 103)	—	—	5	6 weeks
Negotiating art and skills (PP 501)	8	19	19	1 week
Political tradecraft (PP 202)	—	5	10	3 weeks
Workers' rights reporting (PP 504)	—	1	31	2 days ■



SAN JOSE, Costa Rica—At consular conference, seated, left to right: Anne Aguilera (Bridgetown), Steven Giegerich (Nassau), Gerry Fuller (Visa Office), Maura Harty (Office of Overseas Citizens Services), David Renz (Paramaribo), Karin Melka

(Havana). Standing: Michael Schimmel (Belize), Lynne Skeirik (Kingston), Charles Luoma-Overstreet (Managua), Duke Lokka (Guatemala), Katherine Brandeis (Santo Domingo), Marc Meznar (Panama), Margaret Tams (Caracas).

FOREIGN SERVICE PERSONNEL

Appointments

- Bell, Douglas Michael**, Pre-Assignment Training
Bentley, Robert Gerald, Pre-Assignment Training
Brault, Steven Frank, Pre-Assignment Training
Cohan, Eric Scott, Pre-Assignment Training
Comella, Patricia Ann, Pre-Assignment Training
Daley, Thomas Edward, Pre-Assignment Training
Draper, Mark, Pre-Assignment Training
Flohr, Eric Alan, Pre-Assignment Training
Franz, David William, Pre-Assignment Training
Friedman, Justin, Pre-Assignment Training
Gill, William, Pre-Assignment Training
Grencik, Theresa, Pre-Assignment Training
Hawkins, Richard, Pre-Assignment Training
Johannsen, Richard, Pre-Assignment Training
Judge, Erica, Pre-Assignment Training
Kelly, Kimberly, Pre-Assignment Training
Macris, Gregory Paul, Pre-Assignment Training
Maybury, Joel Forest, Pre-Assignment Training
McCormack, Sean Ian, Pre-Assignment Training
McCullough, Heather Dawn, Pre-Assignment Training
Noseworthy, Elizabeth, Pre-Assignment Training
O'Reilly, Patrick Raymond, Pre-Assignment Training
Richardson, Timothy Meade, Pre-Assignment Training
Shaheen, Mark Andrew, Pre-Assignment Training
Ureta, Horacio Antonio, Pre-Assignment Training
- Bradley Jr., Harry C.**, African Affairs to Brasilia
Brajevich, Nikkl May, Department of Commerce to Bureau of Political-Military Affairs
Brodey, Lisa, Pre-Assignment Training to Santo Domingo
Buckler, Steven Robert, Bureau of Administration to Moscow Embassy Building Control Office
Bultemeier, William W., Athens to Budapest
Busbee, Jack W., San Jose to Bureau of Administration, Unclassified Pouch and Mail
Capps, Ronald, Pre-Assignment Training to Yaounde
Cesena, Michael Allen, Port Louis to Libreville
Christenson, Dan Blane, Diplomatic Telecommunications Service to Vientiane
Conway, John J., Berlin to Diplomatic Security
Cotter, Deanna B., Guayaquil to Inter-American Affairs, Regional Center, Miami
Del Vecchio, Patrick L., Lagos to Sao Paulo
Deramus, Philippa L., African Affairs to Maputo
Dieterich, Mariko E., Mexico City to Executive Secretariat
Dietrich, Margaret L., Bureau of Personnel to Harare
Eagan, Michael P., Diplomatic Security, New York Field Office to Khartoum
Edwards, David Bryan, Economic and Business Affairs to European Affairs
Eiriz, Silvia, Pre-Assignment Training to Georgetown
Ellington, Herman, Libreville to Bureau of Administration, Information Management, Office of Foreign Operations
Ellrich, Douglas, Kiev to Intelligence and Research
Estell Jr., Wilson N., Bureau of Administration, Telecommunications Special Operations Branch to Executive Secretariat
Fisher, Gordon C., Cairo to Diplomatic Security, Office of Security Technology
Forsythe, Rosemarie C., National Security Council to Language Training
Fox, Eleanore Maury, London to Brasilia
Froman, David F., Belgrade to Bureau of Administration, Information Management
- Green III, William A.**, Paris to European Affairs
Hobin, Gary Russell, Damascus to Riyadh
Hoch, Joseph J., Phnom Penh to Zagreb
Iacobucci, Nancy, Rome to European Affairs, Post Management Branch
Inder, James O., Specialist Intake to Lagos
Itoh, William H., National Security Council to Bureau of Personnel
Kennedy, Marilyn, Jakarta to Medical Services
Knott, Robert J., London to Bureau of Administration, Information Management, Foreign Operations
Koneff, Douglas, Pre-Assignment Training to Matamoros
Ledahawsky, Frank J., Madrid to Libreville
Lennon, Edward A., Diplomatic Security, San Diego Resident Office to Mexico City
Leung, Alfred S., Tirana to Office of Foreign Buildings, Africa Area
Lippincott, Stephen A., Nouakchott to Bureau of Administration, Information Management, Foreign Operations
Lynch, Joseph, Pre-Assignment Training to Guayaquil
Maher, William J., Diplomatic Security to Beirut
Mangum, David A., Dar es Salaam to Kingston
Mansfield, Pamela Jean, Brazzaville to Libreville
McMaster, Elizabeth A., Dhaka to Bonn
Miley, Stephanie, Helsinki to Legislative Affairs
Moyer, Jacqueline R., Dakar to Mexico City
Munchmeyer, Katherine A., Krakow to Executive Secretariat
Otchych, Roman, Brasilia to Santo Domingo
Pace, Barbara R., International Narcotics to Office of Coordinator for New Independent States
Parris, Mark Robert, Near Eastern Affairs to National Security Council
Perett, William Gregory, Area Studies to European Affairs, Office of Public Affairs Adviser
Reinhardt, Frederick M., Paris to Moscow
- Rinier, Harold E.**, Paris to London
Robertson, David G., European Affairs to Zagreb
Ross, Judith Ann, Buenos Aires to Eastern European Affairs
Ryan, Shaun J., Antananarivo to Lusaka
Saunders, Edward Charles, Bonn to Johannesburg
Schrenk, Virginia M., Bureau of Administration, Information Management to Bureau of Personnel
Shoupe, Richard A., Diplomatic Security to Panama City
Sockwell, Robert E., Abidjan to Bureau of Administration, Information Management, Voice Systems
Steinberg, Donald K., National Security Council to Bureau of Personnel
Summers III, Hollis S., Pacific Island Affairs to Office of Marine Conservation
Szymanski, Christopher J., Beijing to East Asian and Pacific Affairs
Tom, Margaret S., Office of Under Secretary for Management to Population, Refugees and Migration
Toma Jr., Raymond Daniel, Naples to Krakow
Vance, Stephen P., Beijing to Shanghai
Wardlaw, Frank P., Frankfurt to East Asian and Pacific Affairs
Wasley, Jan Liam, Port-of-Spain to Warsaw
Wheelock, Stephen A., Mexico City to Tegucigalpa
White, Gordon S., Diplomatic Security to Abidjan
Wiedemann, Kent M., National Security Council to Defense
Wilkinson, Xenia V., Inter-American Affairs to Brasilia
Willoughby, Michele L., Ulaanbaatar to Bureau of Administration, Information Management
Witchard, Thomas E., Yaounde to Bureau of Administration, Information Management
Wood, Sylvia Moulton, Abidjan to Riyadh
Wright, Mary A., Language Training to Bishkek
Youtes, Richard D., Bureau of Administration, Information Management to Beirut
Zuraw, Thomas J., Kuwait to Bureau of Administration,

—(Continued on Page 29)

CIVIL SERVICE PERSONNEL

Promotions

GG-12

Lo Monaco, Michael B., International Organization Affairs, Information and Communication Management Section

GS-4

Thomas, Melba R., Philadelphia Passport Agency
Walker Jr., Ronald A., East Asian and Pacific Affairs, Office of Executive Director

GS-5

Medley, Keacha Dwan, Philadelphia Passport Agency

GS-6

Deaner, Nicole A., Bureau of Public Affairs, Office of Press Relations
Mitchell III, Samuel C., Consular Affairs, General Services Division
Thompson, Curtis Bernard, Office of Inspector General
Wilkins, Angelette D., Bureau of Public Affairs, Office of Press Relations

GS-7

Bing, Cathy D., Southern African Affairs
Carter, Charlene Anita, Office of Chief Financial Officer, Fiscal Operations
Hicks, Rixene W., Office of Chief Financial Officer, Accounts Receivable
Jablonsky, Michele, Eastern European Affairs
Johnson, Edith M., Bureau of Administration
Miller, Gaile G., Office of Foreign Buildings, Art in Embassies
Stewart, Linda A., Office of Global Change
Thomas, Geraldine, Population, Refugees and Migration
Vasquez, Martha R., Office of Ecology and Terrestrial Conservation

GS-8

Cook, Angela A., Bureau of Administration, Telecommunications Operations
Dorsey, Marie A., Inter-American Affairs, Office of Policy Planning and Coordination

Jones, Monyetta R., Near Eastern Affairs, Office of Executive Director
Lehrisse, Michael A., Beltsville Communications Center
Livington-Willis, W. Jane, Diplomatic Security, Office of Administration

GS-9

Edwards, Regina L., Bureau of Administration, Freedom of Information
Hayman French, Karen Ann, Bureau of Administration, Freedom of Information
Holdforth, James E., Executive Secretariat
Wade, Lisa, Office of Chief Financial Officer, Office of Executive Director

GS-11

Beck, Donald G., San Francisco Passport Agency
Butler, Patsy Lee, Bureau of Administration, Communications Center
Damus, Rosette P., Visa Services
Etchison, Mary Ann, Intelligence and Research, Office of Intelligence Liaison
Gibson, Henrietta A., Intelligence and Research, Office of Intelligence Liaison
Guarracino, Theresa R., Office of Inspector General
Metzger, James Scott, Bureau of Administration, Telecommunications Operations
Motes, Roger D., Beltsville Communications Center
Murillo, Wanda L., Stamford Passport Agency
Pleasant, Marlonette Hope, Passport Services
Scott, Patricia R., Political-Military Affairs
Somma, Christina L., Near Eastern Affairs, Financial Management
Williamson, Timothy G., Bureau of Administration
Zellers-Crawford, Rochelle, Office of Chief Financial Officer, Domestic Financial Management and Oversight

GS-12

Anders, Gerald D., Bureau of Administration
Calhoun, Chenobia C., Office of Protocol, Accreditation Section
Escobar, Mario A., Bureau of

Administration, Telecommunications Operations
Gibson, Mary E., Beltsville Communications Center
Holloway, Wendy A., Bureau of Personnel

Hutcherson, Gail M., Bureau of Administration, Information Management, Personnel Management

Kamdard, Minar N., Office of Chief Financial Officer, Fiscal Operations, Central Allotment Section

Koski, Neal J., Inter-American Affairs, Ciudad Juarez Consular Affairs, El Paso, Tex.

Krishner-Cliver, Margaret A., International Organization Affairs, International Conference Program Division

Lantz, Kathryn L., Office of Inspector General

Mullican, Denise V., Political-Military Affairs

Pawlak, Ruth E., Office of Chief Financial Officer, Departmental Allotment Accounting Section

Rameriz, Susana, Office of Inspector General

Wilder, Timothy Edward, Economic and Business Affairs, Planning and Economic Analysis Staff

GS-13

Hindman, Michael S., Beltsville Communications Center
Lawrence, Vickie R., Office of Inspector General

Otto, Sharon A., Inter-American Affairs, Office of Executive Director

Pagano, James L., Beltsville Communications Center

Park, Christopher J., Office of U.N. System Budgets

Randall, Beryle I., Office of Inspector General

Rubendall, Brian D., Office of Inspector General

Trendic, Sandra J., Consular Affairs, Personnel Management

GS-14

Humphrey, David C., Bureau of Public Affairs, Office of Historian

Jenkins, Wardell L., Beltsville Communications Center

Kirker, Kathleen J., Bureau of Administration, Digital Systems Acquisition Branch

Szemore, Richard M., Office of Chief Financial Officer,

Reimbursements
Staheli, Linda Anne, Oceans Bureau, Policy Support Division

Appointments

Alzona, Teresita A., Honolulu Passport Agency

Burke, John J., Honolulu Passport Agency

Burkhead, Paul David, Bureau of Personnel, Recruitment

Carson, David E., San Francisco Passport Agency

Cirino, Edwin, International Organization Affairs, Information and Communication Management

Collins, Mara J., Boston Passport Agency

Goeschl, Malcolm K., Seattle Passport Agency

Herron, Philip J., Foreign Service Institute, Office Management Training

Hill, L. Glenn, Bureau of Administration, Building Management Operations

Hufford, Thomas Franklin, Bureau of Administration, Presidential-Vice Presidential Travel Support

Jacobik, Elizabeth Ann, Bureau of Administration, Domestic Acquisitions

Kelley, James P., Bureau of Population, Refugees and Migration

Leibbrandt, Susan D., Political-Military Affairs

Mantzaris, Charlotte, Washington Office of Mission to U.N.

Margolies-Mezvinsky, Marjo, International Organization Affairs, Office of Economic and Social Affairs

Martin, Candance D., San Francisco Passport Agency

Morningstar, Richard L., Office of Coordinator of Assistance to New Independent States

Mullen, Robin A., Boston Passport Agency

Pauli-Widenhouse, Vera, Bureau of Administration

Peterson, Jack E., Seattle Passport Agency

Peterson, Jon, Seattle Passport Agency

Prince, Ronald H., Bureau of Administration, Telecommunications

Quick, David Stanley, Bureau of Administration, Telecommunications

Snyder, Annette M., Seattle
Passport Agency
Warfield, James J., Boston
Passport Agency

Reassignments

Jewell, Earl K., Bureau of Personnel to Medical Services
Jones, Charlotte F., Office of Inspector General to Diplomatic Security
Moss, Frank E., Office of Counter-Terrorism to Consular Affairs
Pigg, Mary Theresa, Office of Chief Financial Officer to Diplomatic Security, Office of Executive Director
Plitt, Joann R., Office of Foreign Buildings to Executive Secretariat, Information Resources
Rexach, Maria, Office of U.N. Political Affairs to Executive Secretariat
Sampson Wenger, Lisa, Office of Export Political-Military Affairs to Intelligence and Research
Torres, Ruben, Office of Inspector General to Office of Chief Financial Officer, Office of Executive Director
Tuggle, Katasha L., Pre-Assignment Training to Consular Training

Resignations

Bedran, Belinda L., Office of Retirement and Career Transition
Berran, David I., Office of Inspector General
Carter, Michael E., Executive Secretariat, Systems Management Division
Copas, Aulikki K., East Asian and Pacific Affairs, Office of Executive Director
Corrales, Martha Luisa, Office of the Secretary
Davatelis, George Nicholas, Office of Science, Technology and Health
Davis, Carla A., Executive Secretariat
Durfey, Frank D., Bureau of Administration
Garcia, Gloria, Mexico City
Gibson, Kathryn Lezah, Office of Foreign Buildings, Administrative Management
Green, Richard C., Seattle Passport Agency

Hamlin, Risha, Consular Fraud Prevention Programs
Harmon, Sharon Arcaro, Bureau of Administration, Freedom of Information
Harrold, Julie A., Bureau of Personnel, Recruitment
Harvey, Chante L., Population, Refugees and Migration, Office of Executive Director
Hoover, Barbara R., Population, Refugees and Migration, Office of Executive Director
Huber, Carol A., African Affairs
Icaza, Myra Lee, Bureau of Administration
Karkova, Tatiana, Language Studies, North and East European Languages
Lantz, Kathryn L., Office of Inspector General
Lettau, Erika J., Bureau of Administration, Directives Management Branch
Malkin, Deborah J., European Affairs, Office of Executive Director
Minor, Charles James, Bureau of Administration
Mullen, Patricia, National Passport Center, Portsmouth, N.H.
Myrow, Stephan A., Office of Legal Adviser, Office of Executive Director
Patierno, Lisa Jane, Oceans bureau, Office of Executive Director
Purcell, Edward T., Office of Inspector General
Quarles, Rossanna V., Office of Inspector General
Rosenbaum, Joshua N., Visa Services
Sedlock, Meghan L., Bureau of Administration, Freedom of Information
Smothers, Rosalind, New Orleans Passport Agency
Sorek, Patrick, Office of Legal Adviser, International Claims and Investment Disputes
Van Fossan, Christina L., Oceans bureau, Financial Management
Walker, Novella L., Bureau of Administration, Telecommunications
Williams, Angela C., European Affairs, Office of Executive Director
Wilmer, Patti F., Medical Services

Retirements

Bowles, Jean, Office of Chief

Financial Officer, Financial Policy Division
Burton Jr., Charles, Bureau of Administration, Domestic Fleet Operations
Cameron, Frederick R., Bureau of Administration, Building Management Operations
Che, Leanna, Washington Office of Mission to U.N.
Cheong, Un-Bok, Language Studies, Asian and African Languages
Freeman, Wanda P., Office of Retirement and Career Transition
Kastan, Doris Celia, Bureau of Administration
Lissauer, Liesl G., Washington Office of Mission to U.N.
Morgan, Michelle Ann, Medical Services
Myers, Juste D., Diplomatic Security, Defensive Equipment and Vehicles Branch
Picard, Mary Jane, Bureau of Administration, Financial Management
Prochnik, Martin, Ocean bureau, Office of Cooperative Programs
Turner-Waters, Norma P., Office of Chief Financial Officer, Consolidated American Payroll Division
Vilches, Agustin Guillermo, Language Studies, Romance Languages
Wolanczyk, Krystyna M., Language Studies, North and East European Languages ■

Foreign Service

—(Continued from Page 27)

Information Management,
Foreign Operations

Resignations

Barkwill, Audrey L., Bangkok
Barr, Anita A., Abu Dhabi
Bistransky, William, Moscow
Bohnet, Anne Virginia, Victoria
Brazen, Natalie K., Ouagadougou
Brown, Sandra E., Vienna
Bush, Dianne F., Helsinki
Conrad, Christina Marie, Gaborone
Dehart, Lisa L., Istanbul
Fregon, Kristina, Moscow
Glaspie, April C., African Affairs
Guthrie, Steven Lester, Nicosia
Hammond, Amy K., Bonn

Anapestic Assignments

BY EBP

*There was a person assigned to
The Holy See,
Which we all know is surrounded
by Italy.*

*Who said: "This is the best
posting I ever saw—
Two countries for one is the
luck of the draw!"*

I am so delighted this has happened to me! □

Hough, Lisa L., Beijing
Jazyka, Alfred L., Port-au-Prince
Jones, Mark C., Lusaka
McChesney, Hannah Atkins, Moscow
McClammy, Nonlyn May, Berlin
McVicker, Donna Lou, Bucharest
Moore, Silvia Elizabeth, Dhahran
Nelson, Cindy L., Conakry
Nugent, Gina M., Pretoria
Paik, George F., Economic and Business Affairs, Special Trade Activities Division
Reider, Krystin B., Intelligence and Research, Office of Economic Analysis
Rodriguez-Hall, Claudia M., Moscow
Schell, Vicky L., Bern
Schilling, Tracy J., Rome
Schilperoort, Signe J., Manila
Schmitt, Susan R., Leave-without-pay status
Skinner, Frederick J., Karachi
Troy, Denise Marcella, Windhoek
Tuttle, Leticia J., Calcutta
Walker, Patrice, Leave-without-pay status
Walsh, Stacey A., Addis Ababa
Winfield, Barbara V., Nairobi
Winnick, Cindy Ann, Moscow

Retirements

Cohen, Edward M., Democracy, Human Rights and Labor
Ferguson, Jack E., Cairo
Gelber, Herbert Donald, International Organization Affairs
Gillespie Jr., Charles A., Inter-American Affairs, Office of Assistant Secretary
Hill, H. Kenneth, Defense Department
Hoof Jr., Bruce F., Brussels
Patterson, John G., Nairobi
Vernon, Beverly Edna, Jerusalem
Willett, John Hurd, Rabat
Wolfe, Marvin Lee, Riyadh ■

POST OF THE MONTH

VLADIVOSTOK

This consulate general is in the Russian seaport on the Sea of Japan, just north of North Korea. U.S. Foreign Service people there are featured as part of STATE's continuing series.



Eha Scanlon, wife of the administrative officer, and consular officer *Donna Michaels* at the old Japanese consulate, now a hospital.



Administrative officer *Michael Scanlon* and consular officer *Donna Michaels* outside what served as the temporary consulate general.

Panorama of Golden Horn Bay in the Vladivostok harbor.





U.S. naval officers in the main square.



Vendors carve meat at the city's open market.

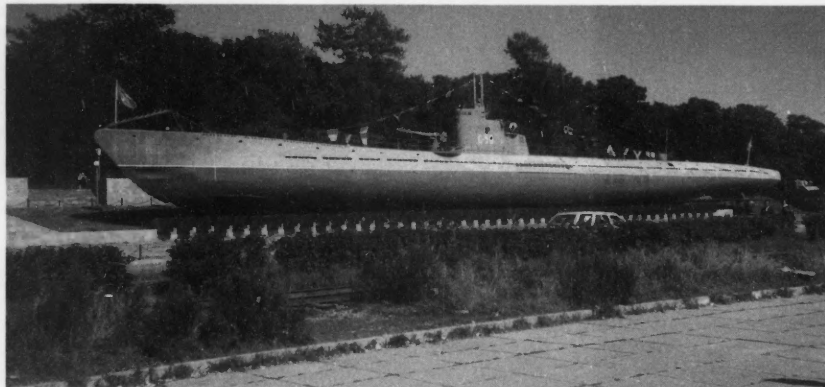
Outside the newly-constructed consulate general, Moscow's consul general, *Nancy Sambiew* and *Richard Miles*, deputy chief of mission at the embassy, with consular officer *Donna Michaels*, right.

POST OF THE MONTH



On the tarmac, from left: consular officer *Donna Michaels*, the deputy governor, the airport director, consul general *Desiree Millikan*.

The train from the interior.



An S-56 submarine, now a war memorial and museum.

THE EIGHTH FLOOR



An open-air market at 40 degrees below zero.



Administrative officer *Michael Scanlon* at the Nakhodka harbour.



Consul general *Desiree Millikan* at a hotel built on permafrost.



Russian employees receive Meritorious Honor Award from consul general *Desiree Millikan*, right. Others, from left: *Galina Shendrikova*, *Vika Butyleva*, *Vladimir Mashentsev*.

In the main square.



Consular officer *Donna Michaels* and *Eha Scanlon*, wife of the administrative officer, right, go shopping.



Russian employees next to sculpture of the Ussurisk tiger, the city's symbol, from left: *Sergei Kvashnin*, *Natalya Kornoukhova*, *Oleg Razitskiy*, *Tatyana Yankelevitch*, *Inna Nazarova*.

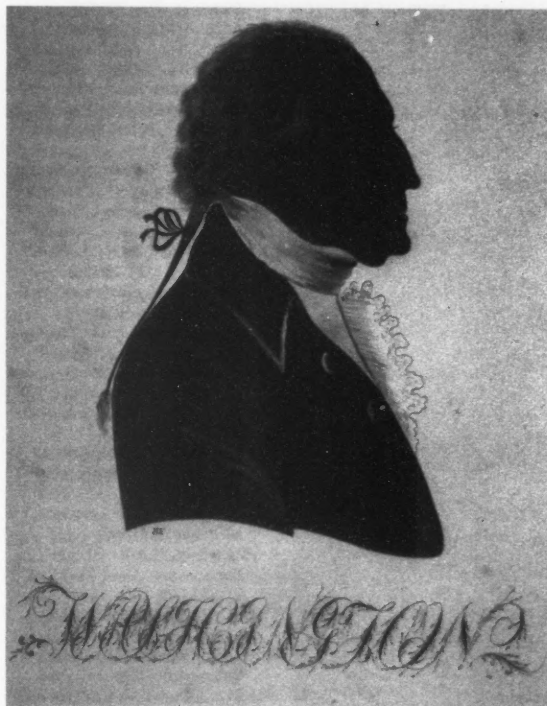
Tugboats on the frozen Lena River. ■

THE EIGHTH FLOOR

(See article on Page 6)

Gifts of funds

Anonymous, \$10,750
Helen Harting Abell, Louisville, \$3,000
Mr. and Mrs. Charles F. Adams, San Francisco, \$500
Hugh Trumbull Adams, New York, \$20,000
Mr. and Mrs. Donald C. Alexander, Washington, \$750
Mr. and Mrs. Edward H. Alexander (Goerlich Family Foundation, Inc.), Toledo, O., \$12,500
Mrs. Harris C. Aller, Rosemont, Pa., \$1,000
Mr. and Mrs. John H. Andersen, River Forest, Ill., \$1,000
Edwin C. Andrews, Darien, Conn., \$500
Mrs. Charles Anthony, Livingston, N.J., \$1,000
Mrs. Edwin M. Ashcraft III, Washington, \$500
D. H. Badger, McLean, Va., \$500
Mr. and Mrs. E. F. Ball, Muncie, Ind., \$1,000
Naomi Barry (in memory of Rose and Louis Schulman), Paris, France, \$500
S. D. Bechtel Jr. Foundation, San Francisco, \$1,000
Mrs. Lawrence Bell (in memory of her husband), Perrysburg, O., \$1,500
Nathan Benn, Rebecca Abrams, Washington, \$500
Berkstone Fund, Gates Mills, O., \$500
Mrs. George P. Bissell, Greenville, Del., \$1,000
Mrs. Mark Bortman, Brookline, Mass., \$5,000
Dorothy G. Brewster, New York, \$1,054.63
John J. Brogan, Vero Beach, Fla., \$500
Brown-Forman Corp., Louisville, \$1,000
Mrs. Wiley T. Buchanan Jr., Washington, \$3,250
Bunge Corp., (Mr. and Mrs. John E. Klein), St. Louis, \$10,000
Mr. and Mrs. Dean L. Buntrock, Hinsdale, Ill., \$250
R. C. Burton Jr., Chicago, \$250
Mrs. James G. Campbell Jr., Westwood, Mass., \$350
William P. Carey, New York,



Silhouette of George Washington by Samuel Folwell, gift of Mrs. Thomas Edward Gabbard, McAlester, O. (*Diplomatic Reception Rooms photos*)

\$1,000
Mrs. Eugene B. Casey, Potomac, Md., \$95,000
Dr. Joan R. Challinor, Washington, \$200
Chapman Foundation, Washington, \$500
Chemical Banking Corp., New York, \$5,000
Chevy Chase Bank, F.S.B., Chevy Chase, Md., \$3,000
Dr. and Mrs. James Edward Clark, Atlanta, \$75
Henry D. Clarke Jr. Foundation, Vero Beach, Fla., \$100
Mrs. James H. Clement, Kingsville, Tex., \$1,000
Mrs. H. Dunscombe Colt, Washington, \$500
Mr. and Mrs. Clement E. Conger (John Jay Hopkins Foundation), Alexandria, Va., \$31,000
Mrs. Jack Coopersmith, Washington, \$1,250
Mary Louise Cowan, Boothbay Harbor, Me., \$1,500
Edmond de Rothschild Foundation, New York, \$1,000
Charles Delmar Foundation, Washington, \$1,500
Mr. and Mrs. Clarence Dodge, Washington, \$1,000
Mr. and Mrs. J. R. Donnell, Perrysburg, O., \$1,000
Henry A. Dudley, Washington, \$1,500
Mr. and Mrs. William H. G. Fitzgerald, Washington, \$75,000
Mr. and Mrs. Henry Flynt Jr., Williamstown, Mass., \$500
Mrs. J. Clifford Folger, Washington, \$5,000
Richard E. Ford, Wabash, Ind., \$1,000
Felice H. Francis, New York, \$1,018.93
Mrs. Thomas Edward Garrard (in memory of Thomas Edward Garrard), McAlester, Okla., \$7,000
Helen L. Gearhart, Bakersfield,

Calif., \$100
Dr. and Mrs. Roger G. Gerry, Roslyn, N.Y., \$1,000
Mr. and Mrs. John Gleiber, Washington, \$540
Col. and Mrs. Julius Goldstein, Washington, \$500
Mr. and Mrs. Floyd D. Gottwald Jr., (Herndon Foundation), Richmond, Va., \$50,000
Mrs. Seabury Gould IV, Haverford, Pa., \$1,000
Nancy Gray, Washington, \$150
Marc Grossman, Mildred Patterson, American embassy, Ankara, \$500
Hamilton Family Foundation, Wayne, Pa., \$1,000
Sarah Schutt Harrison, Montchanin, Del., \$500
Harteveldt-Gomprecht Foundation, Inc., Baltimore, \$250
Mr. and Mrs. Paul Harvey, River Forest, Ill., \$5,000
Mr. and Mrs. Joseph A. Hayworth, High Point, N.C., \$500
J. Brendan Herron Jr., Alexandria, Va., \$500
High Meadow Foundation (Hon. and Mrs. John H. Fitzgerald), Stockbridge, Mass., \$1,000
Hoxton Foundation, Inc. (Mr. and Mrs. Michael Miller), Bethesda, Md., \$500
Mrs. Peter D. Humleker Jr., Fond du Lac, Wis., \$1,000
Mr. and Mrs. Waldo Hutchins, Glen Head, N.Y., \$1,000
Mr. and Mrs. Eugene S. Karpus, Detroit, \$500
Mr. and Mrs. George M. Kaufman, Norfolk, Va., \$1,000
Mr. and Mrs. Edward W. Kay, Potomac, Md., \$500
Mrs. Charles H. Ketcham Jr., Houston, \$300
Carl B. and Florence E. King Foundation, Dallas, \$6,000
Carl B. and Florence E. King Foundation, Dallas, \$4,000
Mr. and Mrs. Norman V. Kinsey, Shreveport, La., \$10,000
F. M. Kirby Foundation, Inc., Morristown, N.J., \$27,000
Mr. and Mrs. William Kloepfer, Bethesda, Md., \$500
Mrs. Charles C. Koonen, Henlopen, Del., \$1,000
Mr. and Mrs. Thomas E. Korengold, Bethesda, Md.,

- \$500
Lucie Kornei, Chevy Chase, Md., \$500
Mr. and Mrs. Murray Lebwohl (in honor of Clement E. Conger), Alexandria, Va., \$500
Dr. Edward D. Levy Jr., New Orleans, \$500
Mr. and Mrs. William C. Lickle, Montchanin, Del., \$500
Jane T. Lingo, Washington, \$500
Marvin Lundy, Philadelphia, \$50
Harry W. Lynch, Wilmington, Del., \$500
Mr. and Mrs. Gordon S. Macklin, Bethesda, Md., \$1,000
Douglas B. Maitland, Lynn, Mass., \$30
Mrs. Martin F. Malarkey, Washington, \$1,000
Mr. and Mrs. Richard Manoogian, Taylor, Mich., \$25,000
J. Willard Marriott Foundation, Washington, \$500
Mr. and Mrs. Robert A. Martin, Washington, \$1,000
Helen Mayer Charitable Trust (Mrs. John Mayer), Greenwich, Conn., \$3,500
Mr. and Mrs. John K. McLean, Alexandria, Va., \$100
Lois S. McNeil (in memory of Henry S. McNeil), Plymouth Meeting, Pa., \$110,000
Mrs. John McShain, Philadelphia, \$10,000
Hon. Charles A. Meyer and Mrs. Meyer, Lake Forest, Ill., \$1,000
Mr. and Mrs. Richard A. Milburn, Vienna, Va., \$3,200
Bequest of Elizabeth D. Miller, Washington, \$4,609.25
Hope Ridings Miller, Washington, \$500
Mr. and Mrs. Wallace Owens Miller, Los Angeles, \$1,000
Mrs. O. Ray Moore, Atlanta, \$5,000
Mr. and Mrs. David Morgenthaler, Lakewood, O., \$1,000
Mottahedeh & Co., Inc., New York, \$780.60
Dr. and Mrs. Arthur J. Mourot, Alexandria, Va., \$500
Mr. and Mrs. William S. Mulien, Birmingham, Mich., \$500
Mr. and Mrs. Richard J. Muller, Alexandria, Va., \$500
William E. Murray (Samuel Freeman Charitable Trust), New York, \$5,000
Mary and Louis S. Myers Foundation, Akron, \$500
Mr. and Mrs. Donald A. Neison, Shreveport, \$500
A. Nesle, New York, \$1,000
Mrs. John Nightingale, Beverly Farms, Mass., \$50
Mr. and Mrs. Bertram O'Neill, Philadelphia, \$2,000
Joseph Ott, Providence, \$500
Mr. and Mrs. Lambert Ott, Haverford, Pa., \$1,000
Mr. and Mrs. Mandell Ourisman, Chevy Chase, Md., \$500
Mr. and Mrs. George Parsons, Capeville, Va., \$500
Judge Michael T. Paul, Alexandria, Va., \$1,000
Mrs. Vernon W. Piper, St. Louis, \$500
Mrs. Herbert Pollack, Washington, \$500
Mrs. John A. Pope, Washington, \$500
Mr. and Mrs. Meyer Potamkin, Philadelphia, \$2,900
Priddy Foundation, Wichita Falls, Tex., \$1,000
Mrs. Ashley Priddy, Dallas, \$500
Rudolph S. Rasin, Hinsdale, Ill., \$100
John Reed, Lake Forest, Ill., \$600
Frederick William Renshaw, Chicago, \$100
Laura Revitz, San Antonio, \$1,500
Mr. and Mrs. Daniel Rose, New York, \$580
Rosenthal Automotive Organization (Mr. and Mrs. Robert Rosenthal), Arlington, Va., \$1,000
Mrs. Edmund B. Ross, Basking Ridge, N.J., \$25
RPM, Inc., Medina, O., \$5,000
Kathryn Rundle (in honor of Clement E. Conger, Gail F. Serfaty and Pat Hefflin), Naples, Fla., \$200
Sack Foundation, New York, \$1,000
Bequest of Mr. Loren C. Sage, Washington, \$25,000
Mrs. Stanley J. Sarnoff, Bethesda, Md., \$1,000
Mrs. Eugene R. Schelp, Washington, \$100
Elizabeth G. Schneider, Somerset, Va., \$2,500
Arnold and Marie Schwartz Fund, New York, \$50,000
Mr. and Mrs. John S. Sensenbrenner Jr., Neenah, Wisc., \$500
Mr. and Mrs. Peter Sherwin, St. Louis, \$500
Mr. and Mrs. Robert E. Skold (in memory of Congressman S. Walter Stauffer), York, Pa., \$1,000
Mr. and Mrs. Albert H. Small, Bethesda, Md., \$3,000
Mrs. Garrett H. Soulen, Tempe, Ariz., \$1,000
Starr Foundation, New York, \$2,000
Colonel and Mrs. Colonei Statum, Washington, \$1,000
Cecille P. Sternberg, New York, \$500
Mrs. James Frederick Martin Stewart, Middleburg, Va., \$2,000
Dorothy Strelsin Foundation, New York, \$1,000
Barbara and Robert Stuart Foundation, Lake Forest, Ill., \$1,000
Taylor Street Middle School, Griffin, Ga., \$100
Ruth and Vernon Taylor Foundation (General and Mrs. Daniel S. Campbell), San Antonio, \$20,000
Tigger Foundation (Mr. and Mrs. Irving F. Jensen Jr.), Sioux City, Io., \$1,000
TTX Co., Chicago, \$1,000
U.N.O.C.A.L. Foundation, Washington, \$1,000
Cyrus R. Vance and Mrs. Vance, New York, \$1,000
Mr. and Mrs. Samuel M. Vauciaian III, Ardmore, Pa., \$500
Mr. and Mrs. G. Duane Vieth, Washington, \$500
Mrs. Alexander O. Vletor, New York, \$1,100
Bequest of Robert E. Vogle and Barbara Shipley Vogle, Towson, Md., \$240,000
Andrew Weber, Cincinnati, \$5,000
Mr. and Mrs. Arnold Willcox, Palm Beach, Fla., \$1,000
Edward Foss Wilson Charitable Trust, Bethesda, Md., \$500
Ambassador Milton A. Wolf, Shaker Heights, O., \$1,000
 by Child Hassam (1859-1935). View of a street with a house and church spire in the background against a very clear blue sky. Beside front of the house is a flagpole with the American flag. In foreground, road being crossed by a man and a dog. Signed and dated 1900.
Mr. and Mrs. Vincent D. Andrus, Norfolk, Conn., (gift), *Pair of antique Chinese export porcelain soup plates decorated in polychrome enamels*. Central design is of a landscape showing a pagoda with a Chinese house and garden in foreground. Border is decorated with eight immortals in colorful robes, and outer rim is gold. These plates are from the service made for DeWitt and Maria Clinton at their wedding in 1796, and their initials appear in gold in the upper rim of the soup plates. DeWitt Clinton became governor of New York in 1817.
Mrs. Wiley T. Buchanan Jr., Washington (gift), *Philadelphia walnut candlestand with dish top, bird cage on turned column, ending in three cabriole legs with snake feet*. Circa 1790.
Mrs. Eugene B. Casey, Potomac, Md. (gift), *Important Chippendale Philadelphia mahogany carved tea table*. Rectangular cove moulded applied tray-top rests on a rectangular frame bordered by gadroon carved mouldings. The four cabriole shaped legs with acanthus carved knees terminate in ball and claw feet. Circa 1770. Rectangular tea tables with applied moulded rims were not as common in Philadelphia as circular tilt-top tea tables.
Stephen Neal Dennis, Washington (gift), *Hand colored lithograph, "The Power of Music," by William Sidney Mount (1807-68)*. Genre scene of American rural life, with black man leaning on exterior of a barn door. An open door reveals interior of

Gifts and loans

Anonymous (gift), *Oil painting, "Streets of Provincetown."*

the barn, with three figures of white men, one standing to the right, two seated with the nearest seated figure playing the violin. In interior can be seen horse stalls and overhead hay storage.

Mr. and Mrs. Lawrence Dunham, Annandale, Va. (gift), *American silver spice caster* with domed cover, with finial and pierced holes within engraved panels. Vase-shaped body with moulded rim and circular base. Lower body engraved with initials and the date "1732".

Hon. William H.G. Fitzgerald and Mrs. Fitzgerald, Washington (gift), *Very fine part-inlaid cherry and mahogany veneered Hepplewhite bureau desk and bookcase* with holly stringing on the drawers and mullions and three fine eagle inlays on tablets of the pedimented cornice. The desk, with oval brass drawer pulls and French feet with drapery, was made for William Floyd (1734-1821), signer of the Declaration of Independence. New York, circa 1806.

Mrs. Thomas Edward Garrard, McAlester, O. (gift in memory of her husband), *Silhouette of George Washington*, by Samuel Folwell (1764-1813). Folwell was a miniaturist, profilet, engraver and hairworker. This likeness of Washington was done in India ink with white accents. Washington is shown facing right with soft features and loose curly hair tied in a queue. At bottom of silhouette is the caption "Washington" in a floriated scrip.

Col. and Mrs. Julius Goldstein, Chevy Chase, Md. (gift), *Chinese export porcelain pistol-handled urn* decorated in sepia, apricot and gilt with a central medallion with a landscape scene. The base done in faux marble. Circa 1815.

Robert Kogod Goldman, Bethesda, Md. (gift), *Rare Chinese export porcelain deep dessert plate*, decorated in sepia-colored full Fitzhugh pattern. In center medallion

are initials surmounted by an American Indian holding arrow. From the Manigault family service of Charleston, S.C. Circa 1810.

Estate of Frederick Haas, Washington (bequest), *Oil-on-board painting, "Sugaring Off."* by Grandma Moses. Signed "Moses," painted in 1941. *Oil on board painting, "Williamstown in Winter,"* by Grandma Moses. Signed "Moses," painted in 1948.

J. Henry Hoskinson, Washington (gift), *Serapi rug* from N.W. Persia featuring red brick ground with central-stepped lozenge medallion, with ivory center, pendants, ivory corner pieces, each with dark blue device and surrounded by border with dark blue ground with repeating "turtle" motif.

Mrs. John Jay Ide, San Francisco (gift), *Personal seal of John Jay*. Jay was Secretary of Foreign Affairs under the Continental Congress, 1784-90. Seal is made of brass, and handle is turned from Lignum Vitae (wood of life). Exotic hardwood, when carved, gives appearance of two contrasting woods, light and dark.

Carl B. and Florence E. King Foundation, Dallas (gift), *Oval miniature portrait of John Quincy Adams*, (1767-1848). He was Secretary of State, 1817-25. This miniature, circa 1836, is by unknown artist. Oil on ivory in gold oval frame with loop.

F.M. Kirby Foundation, Inc., Morristown, N.J. (gift), *Oil on canvas painting, "River Walk,"* by William Ricarby Miller (1818-93). Signed, dated and inscribed lower left, "W.R. Miller 1880 NY." View of New York City as seen from Hoboken.

Mrs. Frances S. LaFalce, Washington (gift), *An important 1834 directory of the City of Washington, Georgetown, D.C. and Alexandria, Va., compiled and published by E.A. Cohen & Co., Washington City.* This directory, in book



Silver wine ladle with bal-eeen handle, gift of Mrs. Clement Sobotka, Alexandria, Va.

form, contains names, residences and occupations of inhabitants of all three cities. Included in register of members of Congress and their residences, which

included a list of hotels and boarding houses. Names, residences and terms of office of Government officials and foreign ministers are listed, along with information such as location of places of business, price of licenses and postage, rates for hack fares and time of arrival and departure of stages.

Mrs. Henry S. McNeil, Plymouth Meeting, Pa. (gifts in memory of Henry S. McNeil), *Five important cut-glass 20-light chandeliers*. Adam style with 3 tiers, 10 spear arms, cut-glass shaft, with urn and cut glass trim. These five chandeliers are part of a set of eight made especially for the Benjamin Franklin State Reception Room after the great period chandelier in the Thomas Jefferson State Reception Room.

Mr. and Mrs. Richard A. Milburn, Vienna, Va., (gift), *Federal mahogany card table* with rectangular fold-top above square chamfered tapered legs. Bottom labeled "John Shaw/Cabinetmaker/Annapolis," inscribed "1793" in ink. Maryland, circa 1790.

Mrs. Clement Sobotka, Alexandria, Va., (gift in honor of Clement John Sobotka), *Silver wine ladle* with bal-eeen handle. Although unmarked, it is believed to be American. The oval spouted bowl is formed from a beaten Mexican eight real piece of the type minted in Mexico City between 1794 and 1811, a coin with a wide circulation. Bowl is engraved with scrip monogram "TAH," and is joined by silver sleeve to a twisted bal-eeen handle with silver terminal.

Dr. Irvin Stein, Boca Raton, Fla. (gift), *Philadelphia Chippendale mahogany piecrust tea table*. Piecrust top revolving and tilting above a birdcage support, over tapering columnar and compressed ball-turned pedestal, above a tripod with acanthus carved cabriole legs ending in ball and claw feet. Circa 1760-80. ■

BUREAU NOTES

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to Bloomington, Ind., March 29, to deliver a major foreign policy speech at the University of Indiana ... The Secretary traveled to Paris, France, March 21-23, for consultations with the French foreign minister, and to Geneva, for a bilateral with the Russian foreign minister ... On March 8-14 he traveled to Cairo, Tel Aviv, Jeddah, Damascus and Amman, for continuing consultations on the Middle East peace process. □

Office of the Under Secretary for Political Affairs

Under Secretary PETER TARNOFF traveled to Paris in March, to attend the European stability pact conference; to Vancouver, for the Group of Seven (G-7) political directors (P-8) meetings; to New Delhi, for bilateral meetings and to open U.S./India policy talks; and to Brussels, to meet with Nato, European Union

SEVENTH FLOOR—Deputy Secretary *Strobe Talbott*, right, presides at presentation of the John Jacob Rogers award to three retiring employees. From left: *Melvin J. Briscoe*, 38 years of service; *Eloise W. Soel*, 32 years; *Weaver L. Kemp*, 51 years. In the April issue, Mr. Kemp's name appeared under a photo of Mr. Briscoe. STATE regrets the error.



SEVENTH FLOOR—*Martin Indyk*, seated, is sworn in as ambassador to Israel, left to right, back row: *Daniel Rose* (family friend), national security adviser *Tony Lake*; *Jill Indyk* (wife of ambassador), Secretary *Christopher*, *Joanna Rose* (family friend), *John Indyk* (ambassador's father). Middle row: *Jacob Indyk*, *Sara Indyk*, *Mary Indyk* (mother of ambassador).

and Belgian officials en route back to the United States. Executive assistant DAVID GOLDWYN joined the under secretary in Vancouver and Brussels ... WILLIAM LUCAS has departed the under secretary's office to train for his assignment to the U.S. mission to

the European Union in Brussels ... SUE BREMNER has joined the office as special assistant for European and new independent states affairs. □

Office of the Under Secretary for Global Affairs

Under Secretary TIMOTHY E. WIRTH traveled to New York to attend meetings on the President's Council on Sustainable Development roundtable on population, March 3 ... On March 4-6 he attended the final preparatory meeting of the conference on the protection of the marine environment from land-based activities, in Reykjavik, Iceland.

Mr. Wirth attended the World Summit for Social Development, March 7-9, in Copenhagen, Denmark. TONY GAMBINO, special assistant, staffed the summit preparations for him and attended the summit. It focused on three issues: reduction and elimination of widespread poverty; productive employment and reduction of unemployment; and social integration, centering on ways to enable groups in society to live together in productive and cooperative diversity. The United States unveiled two major initiatives at the summit: the Vice President announced the "New Partnerships Initiative," under which 40% of A.I.D.'s development assistance will be channeled through nongovernmental organizations, and the first lady announced a \$100-million Girls' and Women's Education Initiative, also to be implemented by A.I.D. ... Mr. Wirth traveled on to Bonn, Germany, to attend the

preparatory meetings on climate change, March 10-11 ... GRACIA HILLMAN, senior coordinator for international women's issues, attended the preparatory committee meeting, March 14-April 5. This was in preparation for the fourth world conference on women, in Beijing, China, to be held September 4-15. □

Office of the Under Secretary for Economic, Business and Agricultural Affairs

The Office of the Coordinator for Business Affairs has been transferred to the under secretary's Office. On January 26 DAVID A. RUTH, formerly a senior vice president with American Express, was named the Department's senior coordinator for business affairs ... He will act as an adviser to the Secretary, deputy secretary and Under Secretary JOAN SPERO, to coordinate and facilitate the Department's outreach to and interaction with the U.S. business community ... JEFFREY DONALD, special assistant to the senior coordinator, attended the southern Africa regional commercial officers conference in Victoria Falls, Zimbabwe. Attendees worked to identify leading U.S. export prospects in southern Africa, and to develop a regional commercial strategy to take advantage of them. □

Office of Protocol

Protocol chief MOLLY RAISER and the Protocol staff welcomed the following heads of state to Washington during March: Morocco's KING HASSAN II, Ireland's prime minister, Jordan's KING HUSSEIN, the Ghanaian president, the Canadian prime minister, the Kazakhstani prime minister, New Zealand's prime minister, the Bosnian president, the Croatian



OFFICE OF PROTOCOL—At Combined Federal Campaign appreciation ceremony, from left: Frederick P. DuVal, Molly Raiser, Russell Cronkhite, Barbara Adams, Clarence Shaw.

president and the Nato secretary general. Protocol also greeted the German deputy prime minister, the South African deputy president, the Vice President of Bosnia and Hercegovina, the Slovakian foreign minister, the Danish foreign minister and the foreign minister of Luxembourg ... Ms. Raiser addressed the Congressional Club on the role of Protocol in foreign relations.

Blair House hosted the official working visit of the president of Ghana, and meetings held in conjunction with the state visit of the king of Morocco ... U.S. trade representative MICKEY KANTOR held a dinner in honor of the Argentinian foreign minister, and Secretary of Energy HAZEL O'LEARY gave a luncheon in honor of the prime minister of Kazakhstan ... Blair House assisted with the meal preparation of luncheons hosted by SECRETARY CHRISTOPHER in the Diplomatic Reception Rooms.

The Ceremonials Division planned eight luncheons and one reception for the month. The acting head of the division, APRIL GUICE, organized the Secretary of State's luncheon celebrating the first anniversary of the establishment of Bosnia and Hercegovina ... Ms. Guice coordinated the luncheon hosted by the chief of protocol and Supreme Court Justice SANDRA DAY O'CONNOR in honor of the diplomatic corps at the Supreme Court ... In connection with the Summit of the Americas, DEE LILLY planned a Blair House reception hosted by Ms. Raiser for the Caribbean and Latin American ambassadors ... Ms. Lilly arranged four of Secretary Christopher's luncheons ... KIM TOWNSEND coordinated the secretariat luncheons in honor of the deputy president of South Africa and the secretary general of Nato ... RICK PAULUS, calligrapher produced the menu, meal cards and table seating, and coordinated these events.

Assistant protocol chief LARRY DUNHAM addressed a meeting in Washington of Swiss consuls, regarding the Department's policy on the appointment of honorary consuls throughout the United States ... He and Ms. Morrell arranged the ceremonies at Andrews Air Force Base for the victims of the Karachi shooting.

The Visits Division coordinated the state visit of the king of Morocco, the official working visit of the president of Ghana and the working visit of the Nato secretary general ... The deputy chief for visits, EVE WILKINS, planned the private visit of the Kazakhstan prime minister ... Visits officer CHRIS HATHAWAY coordinated the private visit involving South Africa ... The visit of the prime minister of Canada was coordinated by PATRICK DALY ... CARLOS ELIZONDO organized the visit of the prime minister of New Zealand ... TANYA TURNER coordinated the visit of the king of Jordan ... JESSIE JOHNSON, DEAN LEWIS and MICHELLE SNYDER supported the planning of these and other visits. □

ADMINISTRATION

Executive Office

JOSEPH MCGUIRE and CATHIE ROBERTS attended a conference on mediation and conflict-resolution, given by the American Management Association ... PAULA LADER attended and reported on the federal privatization conference, sponsored by the National Council for Public-Private Partnerships ... Four candidates were nominated for the 1995-96 women's executive leadership seminar: HOPE ESPERANZA, JAN MOUSON and LAVERNE SNEAD, all of the Office of Foreign Buildings Operations, and DOROTHY UHRICH, Office of Diplomatic Contingency Programs ... A total of 25 employees from the Office of Operations, the Office of Diplomatic Contingency Programs and the Office of Foreign Missions attended contracting officer's representative training provided by the Office of Acquisition ... MARY BIRD, Office of Language Services, was selected to attend the spring session of the foreign affairs leadership course ... Efforts continued to assist managers in drafting individual development plans for bureau employees, the office reported. □

Foreign Buildings Operations

The deputy assistant secretary for foreign buildings operations, JEROME F. TOLSON JR., briefed ambassador-designate TODD STEWART, Moldova, about the status of site acquisition for a modular housing project for post, and about plans to lease a temporary ambassador's residence ... He met with Ambassador CLAY CONSTANTINOU, Luxembourg, to discuss chancery roof repair and ambassador's residence roof repair projects, and the pending Interior Design and Furnishings visit to the post ... He discussed with ambassador-designate LAWRENCE P. TAYLOR, Estonia, options for the purchase of a permanent ambassador's residence ... He reviewed with Ambassador WILLIAM G. MILLER, Ukraine, the status of follow-on projects in the chancery, rehabilitation of the ambassador's residence, acquisition of a site next to the chancery, the post's need for a new warehouse, the remedial action for a low ceiling in the chancery and the renovation of the unclassified annex ... He met with minister-counselor DONALD S. HAYS, Germany, to discuss issues involving the move of the embassy from Bonn to Berlin. □

Office of Operations

GENIE M. NORRIS was appointed the deputy assistant secretary for operations on April 3.



BONN, Germany—The recent flood caused this bulwark to be set up at the consular section, and it transformed the



deputy chief of mission's residence into a waterfront property. (Photos by James Schafer)

Commissary and Recreation Affairs Staff: The 1995 Bureau of Inter-American Affairs regional training conference, scheduled for May 8-19, will take place at the Radisson Mark Plaza Hotel in Miami. Guest speakers include keynoter Ms. Norris; RAY ROMERO, Office of the Inspector General; EILEEN VERITY, Office of Safety, Health, and Environmental Management; VIRGINIA CHANDLER, Family Liaison Office; and private-sector vendors. The 1996 conference is to take place in the Far East; the office is in the process of selecting a site. For suggestions or information concerning the conference, contact CLINT KISER or NAAZ AMIRI, (703) 875-6088, fax (703) 875-6105.

Office of Facilities Management and Support Services: BILL WILLIAMS, Buildings Division, traveled to Mankato, Minn., to load-test new emergency generators for use at Main State and the new financial management center in Charleston ... FRANK BRIGHT and JAMES CHAPMAN, same division, and director RICHARD ISELIN traveled to Fort Lauderdale to meet with representatives of the Miami Regional Center for discussions on a commercial facilities management contract ... L. GLENN HILL has joined the Buildings Division staff as the building manager at the Charleston center ... RAYMOND NOWAKOWSKI joined the staff for a six-week project ... The Middle East peace talks were supported by the general services staffers ELIZABETH ELLIOTT KIMMEL, SHIRLEY BEARD, WILLIAM J. DAVIS, WILEVA JOHNSTON and KELVIN ARRINGTON ... Mr. Davis and Ms. Johnston provided logistical support to the Secretary for the visit of the deputy president of South Africa, March 1 ... JOHN SILVA, chief, fleet management opera-

tions, was detailed to work with LOUIS LEMIEUX, director, Office of Allowances ... LARRY FOSS, fleet operations manager, was detailed as acting chief during Mr. Silva's absence ... Ms. Beard, ROYCE ROCK, STACY TOUCH, PENNY PRICE, BIRGITTA STANGE, LISA KUHN, RUTH MADDUX and LEE MARTINEZ attended contracting-officer training during March ... MAUREEN RUPPERT, General Services Division, completed domestic administrative officer training at the National Foreign Affairs Training Center ... DAVID STOTTLEMYER, Building Division, attended a seminar on "How to Build a Better Team" ... DON TRAFF, same division, attended a training course at Georgia Tech, on asbestos abatement and identification ... REGINA BELT, chief, Employee Services Center, attended a contracting-officer class at the Foreign Service Institute, March 13 ... SHARON DENITO of the center attended a customer-service class there, March 9-10.

Office of Language Services: SABINE MATTSON, JACQUELINE BREDA and JIM FEENEY cooperated in quickly providing to the Pentagon an into-French translation of an address delivered by the Defense Secretary at the Wehrkunde conference ... PATSY ARIZU, DIMITRY ZARECHNAK, GISELA MARCUSE, LILI NIGAGLIONI and GUILLERMO BASERVA interpreted at the annual White House prayer breakfast and luncheon ... Ms. Arizu traveled to San Antonio for labor hearings conducted by the Department of Labor ... BARBARA PHILLIPS and Ms. Nigaglioni were in McAllen, Tex., for a multi-agency inspection of border facilities ... KYRILL BORISSOW interpreted for a delegation visiting Moscow and Tashkent ... MARCEL BOUQUET was in New York to assist with

French interpreting in conjunction with the Yugoslavian war crimes tribunal ... VIVIAN CHANG traveled to Copenhagen to interpret for a meeting held by VICE PRESIDENT GORE with Chinese officials ... GAMAL HELAL accompanied SECRETARY CHRISTOPHER and Mr. Gore on trips to the Middle East ... Former staff member ALEC TOUMAYAN served as the chief interpreter during the state visit of KING HASSAN of Morocco. Assisting were ZAKI ASLAN, Mr. Bouquet, CAROL WOLTER, SIM SMILEY, Ms. Nigaglioni and HELEN ELY ... Ms. Wolter interpreted for Secretary Christopher in Paris, and Mr. Zarechnak assisted in Geneva ... Mr. Baserva gave a presentation on interpreting techniques, to Spanish linguists at the Federal Bureau of Investigation ... BRIGITTE LENT attended a conference marking the 50th anniversary of the United Nations ... Ms. Wolter and Mr. Zarechnak attended training as contracting officers' representatives ... MARTA SCARINGI transferred from the Office of the Legal Adviser to replace LORRAINE HUDDLESTON, who retired in December, as senior secretary in the director's office.

Office of Safety, Health, and Environmental Management: DAVID DAVENPORT was honored by the city of Laurel as "Volunteer of the Year," for his activities with the rescue squad ... Director STEVE URMAN and KEN DOOLAN briefed American Foreign Service Association representatives on the Department's asbestos program and other environmental health issues ... Mr. Doolan represented the Department at the February meeting of the Federal Agency Environmental Roundtable ... Safety-training-for-overseas posts visits were made to Africa posts for the first time—Abidjan, Bamako and Niamey ... Ms. Verity conducted a training class for new-hire information management specialists, at the Warrenton Training Center.

Office of Supply and Transportation, Property Management: Property management specialist DANIEL YOUNG visited the U.S. interests section in Havana, Embassy Caracas and Consulate General Hamilton in March, where he conducted a review of posts' property operations. He verified annual inventory certifications, checked posts' compliance with regulations, provided guidance to personnel involved in property-related activities and assisted in the use of the Department's automated property applications systems. □

AFRICAN AFFAIRS

Office of the Assistant Secretary: March saw visits from South African deputy president THABO MBEKI and Ghanaian President and Economic Community of West African States chairman JERRY RAWLINGS ... On March 1 Assistant Secretary GEORGE E. MOOSE



LAGOS, Nigeria—Ambassador **Walter Carrington** presents Meritorious Honor Award to **David Herbert**, right, general services officer.

attended the signing establishing the U.S.-South Africa Binational Commission, with VICE PRESIDENT GORE and deputy president Mbeki ... On March 3 Mr. Moose spoke at Morris Brown College, Atlanta ... He testified on trade and investment in Africa before House International Relations' Africa subcommittee, March 8 ... He departed, March 20, for London, Brussels and Lisbon, for consultations with the European Union; subjects included Central Africa and Angola ... He testified on refugee issues before the Senate foreign operations subcommittee, March 28 ... On March 10 principal deputy assistant Secretary EDWARD BRYNN spoke on "Strengthening Enforcement of Humanitarian Law," at Duke University, and on "Why Africa is Important," at Johnson C. Smith University, N.C. ... On March 22 he testified on Sudan



PRETORIA, South Africa—**DeAnne Bryant**, information management specialist, receives meritorious step increase from Ambassador **Princeton Lyman**.

before the House International Affairs Committee.

Office of Central African Affairs: Director ARLENE RENDER traveled to Brussels for the trilateral meeting on Zaire, Rwanda and Burundi ... She continued on to Burundi and Zaire for consultations, March 21-April 2.

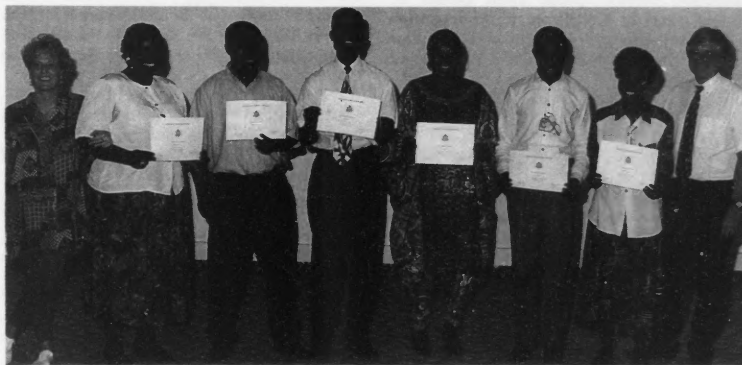
Office of East African Affairs: Director DAVID SHINN briefed Capitol Hill staffers, March 9, on the Greater Horn of Africa Initiative; spoke to the Africa area studies class at the National Foreign Affairs Training Center, March 15; participated in a hearing on Sudan, March 22, before the House International Relations Committee; and A.I.D.-sponsored workshops, March 29-30, on conflict-mitigation at the community level.

Office of West African Affairs: Director DANE F. SMITH, in his role as special presidential envoy for Liberia, traveled March

consular conference in Miami, March 15-16, then participated in a consular conference in Quito, Ecuador, March 20-21.

Overseas Citizens Services: LESLIE ROWE, director, Office of Children's Issues, was interviewed on the Voice of America's live-audience call-in program, "Talk to America," April 4, on international adoptions ... She addressed a family law conference of the American Bar Association, April 7, on international parental child abduction.

Passport Services: BARRY KEFAUVER retired from his position as deputy assistant secretary, March 31 ... A representative of the U.S. Navy recruiting office visited the Chicago Passport Agency, March 24, to present certificates of appreciation to NYLE CHURCHWELL, adjudication chief, and CAROLYN COCHRAN, team leader, for helping enlistees



AFRICAN AFFAIRS—Certificates for completing the bureau's automated cashier program in Abidjan are presented to, left to right: **Catherine Masi, Gloria Conteh, Emmanuel Anago, Frank Essien, Anne-Marie Soudah, D. Saidherbe, Aissatou Tidjani, Bernard Letellier.**

13-31 to Benin, Nigeria, Cote d'Ivoire and Burkina Faso, to encourage regional support for the peace process, and to Liberia, where he met with faction leaders ... This trip followed on the heels of a March 8-9 visit to Washington by Ghanaian President Rawlings, head of the Economic Community of West African States, who discussed with PRESIDENT CLINTON his initiative to resolve Liberian differences and bring peace to the country ... Deputy director JOYCE LEADER briefed Congresswoman CYNTHIA MCKINNEY (D.-S.C.) and, separately, staff members of the House International Relations Committee on U.S. policy toward Nigeria ... Desk officer ED ATKINS briefed a model United Nations delegation on Nigeria. □

CONSULAR AFFAIRS

Front Office: Assistant Secretary MARY A. RYAN, principal deputy assistant secretary DAVID L. HOBBS and DIANNE ANDRUCH, the bureau's special assistant, attended a

born abroad to document their U.S. citizenship ... SAKAE M. HAWLEY, regional director, Los Angeles Passport Agency, represented the Federal Executive Board as the Government liaison person at a meeting of the Los Angeles Minority Business Opportunity Committee, called by the mayor of Los Angeles ... Ms. Hawley presented the staff at the Los Angeles agency a Superior Honor Award plaque ... She participated in the quarterly meeting of the Federal Executive Board's policy committee, at the federal building in Laguna Niguel, Calif., on customer service ... TIMOTHY WIESNET, assistant regional director, Los Angeles, traveled to San Francisco to attend training provided by the Office of Personnel Management on internal controls to avoid fraud, waste and abuse ... BARBARA BROPHY, customer



ROME, Italy—Immigration and Naturalization Service special agent Gerald W. Noland receives Certificate of Appreciation from Mary Alice Noyes, Bureau of Consular Affairs' Office of Fraud Prevention Programs.

service manager, Los Angeles, traveled to San Bernardino, Calif., to conduct training for 14 passport acceptance agents from post offices and a county clerk's office which accepts passport applications in the inland empire area ... She attended a travel fair sponsored by the associated student travel service at the University of California, Los Angeles, where she staffed a booth to dispense passport information and travel brochures ... Ms. Brophy and GLORIA GREEN, fraud program coordinator, Los Angeles, provided training at the Dockweiler Post Office, Los Angeles, to employees who accept passport applications ... On March 11-12 Ms. Brophy; ANTONIO OUIJANO, contract representative; EMI FUJIMOTO, team leader passport specialist; and GARY VALLEY, senior passport specialist, participated in the Los Angeles worldwide expo travel show, where they dispensed passport information and travel brochures ... PAUL KORP, communications section chief, Los Angeles, completed a one-week introductory supervisory training course sponsored by the Office of Personnel Management ... HANS HANSEN, regional director, San Francisco Passport Agency, and MINDA DOUGLAS, adjudication chief, San Francisco, attended a U.S. foreign policy town meeting, sponsored by the World Affairs Council and the State Department, on U.S.-Mexican relations and immigration issues facing California ... From February 26-March 3 MIKE SILVA, customer service manager, San Francisco, traveled to Utah and Arizona to train acceptance agents in passport procedures ... While there, he conducted training for congressional staff members from those states ... ANN BARRETT, director, National Passport Center, Portsmouth, N.H., with SOPHIA SANCHEZ, fraud program coordinator, and

JAN BARKER, customer service representative, participated in a New Hampshire United Way function at which the passport center was presented awards for their contributions to the United Way and Combined Federal Campaigns ... JAMISS E. SEBERT, regional director, Miami Passport Agency, spoke to the Florida Immigration Lawyers Association, on citizenship and expatriation.

Fraud Prevention Programs: BARBARA PREVITI provided antifraud training to inspectors from the Immigration and Naturalization Service, March 15, at the Federal Law Enforcement Training Center, Glynco, Ga ... JOHN SPIEGEL provided similar training in Glynco, March 21-22 ... ARTHUR MILLS and MARY ALICE NOYES traveled to Kuwait, March 14-23, at the invitation of Kuwait Airways, to conduct training for its employees and consular employees at the U.S. embassy in Kuwait in identifying U.S. documents and deterring fraud ... Before returning, both officers stopped in Rome to meet with Immigration and Naturalization Service and U.S. consular officials at the U.S. embassy.

Office of the Executive Director: MICHELE TRUITT retired from her position as the bureau's executive director, March 31.

Office of Public Affairs and Policy and Coordination: From March 13-17 representatives of the bureau participated in half-day training sessions for local congressional staff members at briefings in Atlanta, Miami, Houston and New Orleans. Participating from the bureau were MICHAEL HANCOCK, associate director for visa services; ANDREW PARKER, chief, Eastern European Division, American Citizens Services; SUZANNE LAWRENCE, press officer; and JAMISS SEBERT, regional director, Miami, participated in the Atlanta and Miami briefings ... JIM STANLEY, assistant regional director, and NELLIE BACON, customer service manager, Miami, participated in the Miami briefing ...

BILL MALCOLMSON, regional director, Houston Passport Agency, and ERIC BOTTS, customer service manager at that agency, hosted the Houston session, and JOYCE GUNN, regional director, New Orleans Passport Agency, and PHIL PUSATERI, customer service manager at that agency, hosted the New Orleans briefing ... Similar briefings were held, March 21-24, in Seattle, San Francisco, Los Angeles and Denver. Participating in those sessions were ANTOINETTE MARWITZ, director, Office of Field Support and Liaison, Visa Office; MARGERY LEMB, chief, Latin American and Caribbean Division, Office of American Citizens Services; and NYDA BUDIG, public affairs officer. Other speakers included RENATE KAMINSKI, regional director, Seattle Passport Agency; VICKI MUNOZ, passport specialist supervisor; and JOHN CORNABY, adjudication chief, who hosted the Seattle briefing. Mr. Cornaby also spoke at the Denver briefing. Mr. Silva, San Francisco, participated in the San Francisco briefing. The Los Angeles Passport Agency hosted the Los Angeles session. Speakers included Ms. Hawley; Mr. Wiesnet; Ms. Brophy, customer service manager; and MARGARET DOYLE, adjudication chief. The schedule concluded with briefings in Cincinnati, Chicago and Minneapolis, March 28-30. Briefers in those cities were MICHAEL BELLOWS, director, Office of Public and Diplomatic Liaison, Visa Services; JACK MARKEY, consular officer, American Citizens Services; and SUZANNE LAWRENCE, the bureau's press officer ... Mr. Pusateri, New Orleans, spoke at the Cincinnati briefing. The Chicago Passport Agency hosted

SANTO DOMINGO, Dominican Republic—Ambassador Donna J. Hrinak, center, presents Meritorious Honor Award to the immigrant visa unit. From left: Lolita Lovaton, Betty Duran, Marieta Rincon, Lourdes Paoli.



the Chicago briefing. Speaking at that session were GRETCHEN SCHUSTER, regional director; TERRY GREEN, assistant regional director; and KATHY WALKER, customer service manager, Chicago. Ms. Munoz, Seattle Passport Agency, participated in the Minneapolis briefing.

* * *

The bureau sponsored a clothing drive for the Non Petits Freres Et Soeurs (Our Little Brothers and Sisters) Orphanage in Haiti during January and February. Located about 30 miles outside of Port-au-Prince, the orphanage has about 200 children ranging in age from newborns to 18. The orphans are not available for adoption but remain in the orphanage until maturity, receiving an education and learning a trade, or given advanced education. The orphanage gets no government assistance and depends on voluntary help. BARBARA GREIG, consular officer in Visa Services, was active in the drive. Boxes are being sent to MARY SUE CONAWAY, chief, nonimmigrant visa section at the U.S. embassy, who has worked closely with the orphanage during her tour. Ms. Conaway will arrange for the boxes to get delivered to the children at the orphanage.

* * *

GEORGIA ROGERS is the director of the Office of Overseas Citizens Services and Crisis Management. MAURA HARDY is managing director of overseas citizens services. STATE was given incorrect information for the April issue. □

DIPLOMATIC SECURITY

Office of the Assistant Secretary: Assistant Secretary ANTHONY QUANTON testified before the U.S. Sentencing Commission, March 14, on amendments to sentencing guidelines for violations of the passport and visa statutes.

Executive Directorate: Development and Training Division staff instructors X.L. BEARD, DAVE BENNETT, RICHARD INGRAM, LINDA KINCER, AL KOBYLANSKI, HAL ORBITS, CHRIS PHILLIPS and GEORGE HERITAGE presented the V.I.P. protection course to 18 law enforcement officers from Argentina, at the Federal Law Enforcement Training Center, Glynco, Ga., February 20-March 10. The course is sponsored by the anti-terrorism assistance program of the bureau.

JOE DORSHEFSKI, Management Systems Division, installed computer equipment at the Houston Field Office, March 6-8, and the Denver Resident Agent Office, March 9-10. KATHLEEN O'DAY conducted computer



MOSCOW, Russia—Ambassador **Thomas R. Pickering** presents Meritorious Honor Award to regional security officer **Robert J. Franks**, right, for his actions during the abortive Russian coup in 1993.

training at the Houston Field Office, March 6-10, and the Chicago Field Office, March 13-17. BOB MAJOR installed local-area-network hardware and software at the Chicago Field Office, March 9-13. JAMES ANDERSON installed the property accountability management system and conducted training in Warsaw, March 13-16, Helsinki, March 17-22, St. Petersburg, March 23-26, and Moscow, March 27-30. KEN HUDSON conducted computer training and operational assistance at the Seattle Resident Agent Office, March 27-29. □

EAST ASIAN AND PACIFIC AFFAIRS

Assistant Secretary WINSTON LORD traveled to Korea, Mongolia, China, Japan and Indonesia, February 22-March 7, for consultations with government leaders. He was accom-



EAST ASIAN AND PACIFIC AFFAIRS—Assistant Secretary **Richard C. Holbrooke**, right, presents Meritorious Honor Award to **Scott R. Hancock**, economic officer for German, Austrian and Swiss affairs. **Rebecca Hancock** is with them.



EAST ASIAN AND PACIFIC AFFAIRS—**Alphonse F. La Porta** receives Superior Honor Award from Under Secretary **Lynn E. Davis**.



RANGOON, Burma—**Patrick B. Long**, information technical officer, receives Meritorious Honor Award from charg  **Marilyn A. Meyers**.

panied by special assistant PATRICIA HANIGAN SCROGGS; in Korea by Korea desk director DAVID E. BROWN and deputy assistant secretary of defense KENT WIEDEMANN; and in Korea, Mongolia, China and Japan by the National Security Council director for Asia, BOB SUETTINGER. The consultations in Korea were intended to highlight U.S.-Korean solidarity in anticipation of implementation of the North Korea nuclear accord. In Mongolia, Mr. Lord demonstrated strong U.S. support for Mongolia's transition to democracy and a market economy. In China, he assessed the state of bilateral relations, discussed areas for cooperation, and had a frank exchange on issues where there is disagreement. The Japan stop allowed consultations on bilateral, regional and global issues. In Indonesia, he served as a presidential envoy to PRESIDENT SOEHARTO on Iraq sanctions, and discussed other issues with government officials.

The ambassador to Indonesia, ROBERT BARRY, with JANICE FLECK, STEVE BLAKE and MARK CLARK, Office of Philippines, Indonesia, Malaysia, Singapore and Brunei Affairs, participated in the "Uncovering Indonesia" seminar, March 15, in Washington, sponsored by the Asia Society and the U.S.-Indonesia Society ... On March 16 Deputy assistant secretary SANDRA O'LEARY and SCOTT BUTCHER attended a half-day seminar on Capitol Hill on U.S.-Indonesia relations, sponsored by the same groups ... During his visit Mr. Barry met with member companies of the U.S. Association of Southeast Asian Nations council, to discuss commercial developments in Indonesia ... The ambassador to Malaysia, JOHN WOLF, returned to the Department in March to head the delaying taskforce of the Strategic Management Initiative and to assist with its overall coordination. While in Washington, he met with the U.S.-Malaysian Council to discuss business and commercial issues ... Mr. Butcher addressed a business audience on U.S. policy toward Indonesia, at a March 29 conference hosted by the Research Triangle World Trade Center, Durham, N.C., as part of its "Big Emerging Markets" series.

The under secretary for arms control and international security affairs, LYNN E. DAVIS, presented ALPHONSE F. LA PORTA of the bureau a Superior Honor Award for advisory services given to her office concerning reorganization of the Bureau of Political-Military Affairs. Also honored were KAY MONTEWHITE, Information Management; CAROLYN WILLIAMS and ELERY FUDGE, Office of Resource Management and Organization Analysis; and ITIEL PINKER, formerly of the same office. □

ECONOMIC AND BUSINESS AFFAIRS

Assistant Secretary DANIEL K. TARULLO led an interagency team in March 28 talks with a 23-member Korean delegation, to wind up the Dialogue for Economic Cooperation, a forum in which the United States and Korea explored ways to improve the bilateral business climate through deregulation and enhanced business cooperation. The talks, in the Department, covered issues such as investment, taxation and competition policy, with the U.S. delegation presenting the views of the U.S. business community on how Korea could improve its policies in those areas. The U.S. team included ANN KAMBARA and DAN HUTCHENS, Korea desk; HANK LEVINE, Under Secretary JOAN SPERO's staff; MARTHA KELLEY, European affairs bureau (which will handle Korea's bid to join the

Organization for Economic Cooperation and Development); DOREEN SOLER, oceans bureau; BRUCE DUNCOMBE, JACK CRODDY and BRIAN BLOOD, Office of Investment Affairs; GILBERT JOHNSON, Office of Developing-Country Trade; ALEX WILCZYNSKI, Intellectual Property Division; and bureau special assistant JAMES ZUMWALT. The delegation also included representatives from the Office of the U.S. Trade Representative, the National Economic Council, the Departments of Treasury, Commerce, Justice and Agriculture, the Customs Service and Embassy Seoul. The session was said to be cordial and informative, but as the talks ended the Koreans declined to go on to the next step—negotiations for a bilateral investment treaty.

SHAUN DONNELLY, deputy assistant secretary for energy, sanctions and commodities, was alternate head of the U.S. delegation during the annual U.S. economic dialogue with the Gulf Cooperation Council member nations, in Washington, March 9-10. Under Secretary Joan Spero chaired the U.S. delegation ... Mr. Donnelly and MATTHEW McMANUS, International Energy Policy Office, spent the morning of March 13 at the Fairfax headquarters of the Mobil Corp., reviewing international energy developments. Mr. Donnelly attended the Council on Foreign Relations Middle East energy working group meeting, March 14 ... On March 17 Mr. Donnelly and DAVID RUTH, the Department's senior coordinator for business affairs, cochaired a meeting with U.S. business executives to review U.S. policy toward Iran. Officers from the economic bureau, the Near East bureau, the Legal Advisor's Office, the Legislative Affairs bureau, the Policy Planning Staff and the staffs of Department principals attended ... On March 20 Mr. Donnelly accompanied by FREDERIC MAERKLE and DIANE CASTIGLIONE, International Energy Policy Office, met with representatives from the National Mineral Association and Senate staffers, to review coal export issues in Asia ... On March 24, Mr. Donnelly, accompanied by Mr. McManus and LAIRD TREIBER same office, and colleagues from the Africa and legislative bureaus, consulted with Senate Foreign Relations Committee staff members on energy developments in Africa ... Mr. Donnelly and Mr. Maerkle traveled to Paris, March 28-29, to attend the meeting of the International Energy Agency's standing group on long-term cooperation. Mr. Donnelly chaired that international meeting. Mr. Maerkle led the U.S. delegation ... They continued on to Brussels for consultations with European officials on the European energy charter treaty.

WES SCHOLZ, director, Office of International Commodities, led the U.S. delegation to the first working meeting of the International Seabed Authority, established under the 1982 U.N. convention on the law of the sea. The meetings (February 27-March 17 in Kingston,

Jamaica) were intended to approve rules of procedure and to elect a council, a secretary general and subsidiary bodies ... WILLIAM KENDALL-JOHNSTON, Commodities Office, led the U.S. delegation to the annual assembly of the international rubber study group, in Tokyo, Japan, February 27-March 3.

ROBERT DEUTSCH, director, Office of Economic Sanctions Policy, led the Washington delegation to the U.N. "Perm-5" representatives' sanctions discussions in New York, March 9-10 ... While in New York, he participated in the preparatory conference establishing the Korean Peninsula Energy Development Organization, the multinational consortium charged with implementing energy aspects of the U.S.-North Korea agreed framework ... He briefed Senate staffers on North Korea sanctions policy, March 31 ... TARA FERET traveled to Boston, February 27-28, to coordinate the transition of the contract for Serbia-Montenegro sanctions enforcement support ... On March 1-3 she was in Vienna to attend the European Union/Organization for Security and Cooperation in Europe Serbia-Montenegro sanctions liaison group meetings ... TOM MARTEN participated in nuclear negotiations with North Korea in Berlin, March 23-28.

On February 25-26, in Brussels, VONYA B. McCANN, U.S. coordinator for international communications and information policy, accompanied by TIMOTHY C. FINTON, counselor for telecommunications trade, participated in the Group of Seven ministerial on the information society conference ... Mr. Finton then traveled to Geneva to participate in the sixth meeting of the World Trade Organization's negotiating group on basic telecommunications, February 27-28 ... He participated in additional bilateral meetings with participating countries, March 2-3 ... Ms. McCann hosted a German delegation led by parliamentary state secretary PAUL LAUFS at the American-German dialogue on telecommunications policy, in Washington, March 22-23. This is a long-standing dialogue established to further telecommunications liberalization and cooperation between the United States and Germany. RICHARD C. BEAIRD, senior deputy coordinator; MICHAEL FITCH, deputy coordinator; and Mr. Finton participated in the talks.

JAMES R. TARRANT, deputy assistant secretary for transportation affairs, chaired U.S.-United Kingdom civil aviation negotiations in London, March 22-24. THOMAS H. MARTIN, director, Office of Aviation Negotiations, participated in the talks ... CARL C. CUNDIFF, special negotiator for transportation affairs, chaired negotiations on an open-skies air-transport agreement with Austria, in Washington, March 7-8 ... JOHN J. HARTLEY, deputy director, Office of Aviation Negotiations, chaired U.S.-Luxembourg negotiations on an open-skies air-transport agreement, in Washington, March 9-10 ... He chaired similar talks

with Finland, in Washington, March 23-24 ... JOAN GRAVATT was to be a member of the U.S. delegation to the International Civil Aviation Organization's facilitation division meeting, at Montreal, April 18-28. Others on the delegation were from the Department of Transportation, Customs and Agriculture.

CHRISTOPHER BEEDE, Office of Bilateral Trade Affairs, presented a paper on the World Trade Organization, the International Monetary Fund and implementation of the general agreement on trade in services, at an Asia-Pacific Economic Cooperation seminar on implementing the Uruguay Round, in Taipei, Taiwan, March 13-15 ... He participated in the subministerial review of implementation of the 1992 market-access memorandum of understanding with China, in Washington, March 29-30.

ISHMAEL LARA, Textile Trade Policy and Agreements Division, took part in negotiations with Guatemala in Washington, March 1-2, which amended and extended a bilateral textile agreement ... DAVID DIGIOVANNA of that division participated in negotiations with China in Washington, March 6-8, which resulted in signatures finalizing and formalizing the year-old bilateral textile accord ... PEG CATON of the division took part in March 28-29 discussions with Pakistan, in Washington, on textile transshipment issues. □

FOREIGN MISSIONS OFFICE

On March 17 deputy director HARRY PORTER officially transferred to representatives of the government of Vietnam the former Vietnamese embassy in Washington which has been under custodial control of the Department since the early 1980s. Property program director RICHARD MASSEY and representatives of the Department's Vietnam Affairs Office participated ... Diplomatic motor vehicles officer VINCENT BEIRNE traveled to San Diego to participate in the American Association of Motor Vehicles Administrators' international registration, title, vehicle dealers and manufacturers workshop, March 19-22 ... MURRAY SMITH, New York regional office, conducted a class on diplomatic motor vehicle licensing, registrations, insurance compliance and violations programs, for 35 police officers at the Westchester County Police Academy, March 14 ... KATHY McHUGH traveled to the Los Angeles and San Francisco regional offices to conduct training on the property management system, March 7-10 ... TANYA McCAIN, newly-assigned to the Los Angeles regional office, returned to Washington for orientation training, March 7-9.

Office staffers participating in training included IRENE SMITH and DON SEIBERT,

Windows N.T. Server administration course, March 13-17; ROBERT MATTOX, installation and maintenance of Cisco Routers, March 14-17; SHAMIRA MIKHAILOFF, PATRICK DONNELLY, CHARLES BRICE and CYNTHIA KING-WHITMIRE, mastering DataWindows, March 21-22; CARLA PONCIN, Quicken for Windows, March 13; MARIA KLOCEK, small purchases/schedule contracts, March 20-24; and KATHY NAGLE, developing training aids, February 28-March 2.

People: TIM SEARS transferred to the Bureau of Personnel; his successor, JOAN MORNINGSTAR, from Foreign Buildings Operations, joined the property/travel section, April 3 ... JAMES PICARD, senior U.S. Customs Service representative to Foreign Missions' interagency liaison group, departed. His successor, DENNIS SEQUEIRA, who was formerly assigned in that position, has returned ... STEVEN DIETERICHS joined the staff of the New York regional office ... NAN BURNS, one of the original employees of the New York office, departed to accept an assignment with the American Bar Association in Moscow. □

FOREIGN SERVICE INSTITUTE

School of Professional Studies: Under Secretary RICHARD MOOSE addressed the swearing-in of the 30th Foreign Service specialist orientation class ... KENNETH BRILL, executive secretary of the Department, was the

speaker at the swearing-in of Civil Service personnel, February 9 ... Assistant Secretary DANIEL K. TARULLO spoke at the swearing-in for the 74th new-officer orientation class, March 3 ... On March 13 40 new Foreign Service officers began their orientation. The class has 25 State officers, 15 U.S.I.A. officers, 19 women and 21 men. The average age is 34.8. Nineteen members are single, 18 married, three engaged to be married. Class members speak a total of 13 languages, and 21 have worked overseas ... MARGARET HIGGINS, basic course coordinator, Consular Training Division, led a two-week workshop for Foreign Service nationals and officers from Central and South America and the Caribbean. Foreign Service nationals from 15 posts were in San Jose, February 6-10, and officers from 12 posts attended the workshop, February 13-17. Officers from the Bureau of Consular Affairs assisted the institute's representative with presentations on policy, budget and personnel and management issues ... KAREN CHRISTENSEN, Consular Training Division, traveled to the U.S. Military Academy at West Point to give a presentation on consular work for a course, "Philosophy and Practice of American Diplomacy."

Overseas Briefing Center: The Information Center conducted briefings for the Marine Security Guard detachment commander/spouses new officers class, for State and U.S.I.A. and an orientation for the spouses of new officers ... "Going Overseas for Singles, Couples and Families" was offered in April. RAY LEKI and DANADEE CARRAGHER worked with families, SHERI MESTAN BOCHANTIN fa-



FOREIGN SERVICE INSTITUTE—At signing of "partnership" resolution between the institute and the American Federation of Government Employees, standing: Julia

Eldridge, Leonel Rojas, Catherine Russell, Jamilette DeGarcia, Deborah Duckett, Geri Rütchie. Sitting: Moshe Cohen, Fern Finley, Mark Lissfelt, Ken Hunter.

cilitated discussions with singles and couples without children, and PATRICIA TELKINS presented logistical issues. The course will be offered again on Saturday, June 10 ... The center welcomed NORMA McCAIG, executive director of Global Nomads International, who addressed participants at the "Encouraging Resiliency in Foreign Service Children" workshop in April... Ms. Telkins served on the Strategic Management Initiative team that addressed diplomatic preparedness ... Ms. Bochantin conducted an orientation at the U.S. Geological Survey, for employees who travel overseas and training officers ... She attended an interagency case-method teaching workshop with several other staff members ... As a result of an interagency effort, Ms. Carragher introduced a case study of the Rwanda evacuation, as part of the curriculum in the advanced security overseas seminar, in May... The center participated in an information fair sponsored by an organization of people who have served as community liaison coordinators overseas. □

INSPECTOR GENERAL'S OFFICE

Acting inspector general HAROLD W. GEISEL and the deputy assistant inspector general for inspections, JAMES K. BLUBAUGH, traveled to Taipei, March 6-9 ... The nominee for inspector general, JACQUELINE WILLIAMS-BRIDGERS, testified before the Senate Foreign Relations Committee, March 14, in the confirmation process ... The Office of Security Oversight's deputy assistant inspector general, DONALD NORMAN, and security inspector BILL BELCHER completed follow-up reviews of Embassy Tel Aviv and Consulate General Jerusalem, February 20-March 10 ... DANIEL R. REILLY, division director, Office of Investigations, attended the 17th annual international Asia organized crime conference, in Boston, March 5-10. This was a gathering of foreign, federal, state and local law enforcement authorities. Lectures and workshops focused on the identification and investigation of financial crimes. An overview was provided on tracing money and on money-laundering investigations ... Special agent MARK PAOLELLA attended a two-week training program on criminal investigations in an automated environment, at the Federal Law Enforcement Training Center, Glynco, Ga... On March 15 the office was visited by assistant auditor general J. E. VAN HEERDEN and chief auditor F. J. JOUBERT, Office of the Auditor General, South Africa, and counsellor REAN DU TOIT, embassy of South Africa ... MAC MacDONALD, JERRY HUFFMAN, ARNOLD LEE, NORMA BROWN, ANDREA LEOPOLD and BASIL

TEMCHATIN, Office of Audits; STEVE DINGBAUM, Office of Security Oversight; and RAY ROMERO, Office of Inspections, briefed the visitors on inspector-general operations. □

INTELLIGENCE AND RESEARCH

External Research Staff: Working with other regional analytical offices, the staff sponsored a conference on migration in the western hemisphere, March 17; a conference on the former Soviet Union, March 23; a seminar on the Middle East peace process, March 24; and a seminar on redefining regional relations in Southeast Europe, March 29. Working with the National Intelligence Council, the staff on March 27-28 assisted in conducting a "factions" exercise in Russian politics, using a policy planning model to identify the positions of Russian leaders and influential groups, and their relative political clout.

Office of the Geographer and Global Issues: Director WILLIAM WOOD and analysts LEE SCHWARTZ and LEO DILLON participated in the annual meetings of the Association of American Geographers, March 14-18 ... Mr. Wood and Mr. Schwartz, with LOWRY TAYLOR and LINDSAY HOWARD of the Office of Analysis for Russia and Eurasia, and MAZZ DILLEY, A.I.D.'s Office of Foreign Disaster Assistance, presented papers in a session on the political geography of humanitarian crises. The American Congress on Surveying and Mapping awarded Mr. Dillon a "best in category" award for his map of the Caucasus region.

Office of East Asia and the Pacific: Acting director PAULA CAUSEY discussed events in Indonesia with a French expert, March 7; attended a conference on Indonesia, March 15, sponsored by the Asia Society and the U.S.-Indonesia Society; and met with the new Australian deputy chief of mission in Jakarta, March 20 ... She and Cambodia analyst WAYNE BOYLS attended a lecture by former Cambodian finance minister SAM RAINSY at the Heritage Foundation, March 17 ... Senior Korea analyst JOHN MERRILL participated in a discussion, March 21, on peace and tension reduction on the Korean peninsula, at Stanford University's Center for International Security and Arms Control ... China analyst CAROL HAMRIN spoke about Chinese policy-making and politics at a lunch-talk series at Columbia University's East Asian Institute, March 23 ... China Division chief JOHN BAUMAN briefed a National War College class on political developments in China, March 27 ... He represented the Department at the meeting of the Nato experts working group on eastern and southern Asia, in Brussels, March 30-31. □

INTER-AMERICAN AFFAIRS

Office of the Assistant Secretary: On March 1 Assistant Secretary ALEXANDER WATSON attended the inauguration of JULIO MARIA SANGUINETTI, president of Uruguay ... He then traveled to Buenos Aires, where he met with the president and other officials of the government and private sector ... On March 31



SANTO DOMINGO, Dominican Republic—Ambassador Donna J. Hrinak presents Meritorious Honor Award to immigrant visa unit chief Walter Davenport.

he was a member of the delegation which traveled to Port-au-Prince, Haiti, with PRESIDENT CLINTON for the transition ceremony ... On April 3-6 deputy assistant secretary EDWARD A. CASEY JR. attended the annual International Development Bank meetings in Jerusalem.

Office of Policy Planning, Coordination and Press: Principal deputy assistant secretary MICHAEL SKOL traveled to Brussels, March 8-10, for consultations with representatives of the European Union "Troika" countries (France, Germany, Spain) ... The deputy chief



SANTIAGO, Chile—At retirement ceremony, left to right: Oscar Morales, Hernán Retamales, Ambassador Gabriel Guerra-Mondragon, Mauricio Cortés.



SAN JOSE, Costa Rica—Foreign Service nationals participating at consular workshop in this Central American capital, seated, left to right: *Lourdes Rojas* (Guatemala), *Marlene Tan A Kiam* (Paramaribo), *Richard Jules* (Port-au-Prince), *Doris Diaz* (Tegucigalpa), *Prichard Alleyne* (Bridgetown), *Janice Savery* (Belize), *Maria Teresa Fabian de Rincon* (Santo Domingo).

Standing: *Margaret Higgins* (Foreign Service Institute), *Sandi Lockhart* (Nassau), *Mayra Rodriguez* (Managua), *Olive Bowla* (Kingston), *Pat Clarke* (Port-of-Spain), *Gerry Fuller* (Visa Office), *Maria Teresa de Ruiz* (San Salvador), *Gloria Arthur* (Caracas), *Yvonne Downs* (Panama), *Maura Harty* (Office of Overseas Citizens Services), *Nadya de Castro* (San Jose).



KINGSTON, Jamaica—At award ceremony in this Caribbean nation, first row (seated): *Norma Reynolds*, *Rosalee Henry*, *Lorraine Levine*, *Mohini Kiswani*, *Pearl Wright-Atkinson*, *JoAnn Feldman-Lawrence*. Second row: *Grace-Ann Grey*, *Nicole Pitter-Patterson*, *Denise McLean*, *Claudette Boyd*,

Herma Bennett, *Kathleen Rickards*, *Michele Gage*, *Francia McFarlane*, *Keith McConnel*, *Florence Cox*, *Michelle Campbell-Ellis*. Third row: *James Lane*, *Carl Beasley*, *Jennifer Blake*, Ambassador *J. Gary Cooper*, *Arlene Grant*, *Carol Miller*, *Scheol Miller*, *Herrol Sadler*, *Richard Wilmoth*.

of mission of the U.S. mission to the European Union hosted a luncheon in honor of Mr. Skol's visit for Latin American diplomats posted in Brussels.

Office of Regional Economic Policy: On March 8-9 **STEPHEN THOMPSON**, deputy director, attended a Latin America banking conference at Salomon Bros., New York ... Trade officer **STEVE PRUETT** participated in banana consultations with Costa Rica, March 14, and remained in San Jose for the Trade and Investment Council meeting, March 15-17.

Office of Caribbean Affairs: Desk officer **ADAM NAMM** traveled to Barbados, St. Vincent and the Grenadines, St. Lucia, Dominica, Antigua and Barbuda, and St. Kitts and Nevis, February 27-March 8, for orientation and to attend the meeting of the technical

working group on bananas, in St. Lucia, March 2-3. □

INTERNATIONAL NARCOTICS AND LAW ENFORCEMENT AFFAIRS

Front Office: Assistant Secretary **ROBERT S. GELBARD** briefed the staff of the House International Relations Committee, on the international narcotics control strategy

report and the certification process, March 9 ... He traveled to Vienna as head of the U.S. delegation to the 38th session of the U.N. Commission on Narcotic Drugs, March 13-17 ... On March 23-24 he traveled to Mexico for meetings with Mexican officials... On March 29 he testified before the House International Relations subcommittee on the western hemisphere, on certification and Latin America. The hearing was followed by a briefing for the Senate Banking, Housing and Urban Affairs Committee ... Principal deputy assistant secretary **CRESENCIO ARCOS** headed the U.S. delegation to the semi-annual session of the Organization of American States' Inter-American Drug Abuse Control Commission, in Panama City, Panama, March 7-10. He was accompanied by **ELIZABETH CARROLL** and **ROBERT BRYSON**, Office of Program Management ... **ROBERT SIMS**, senior adviser for international criminal justice issues, on March 10 addressed the 17th annual international Asian organized crime conference, in Boston, on administration policy and initiatives to combat alien smuggling.

Office of Policy, Planning and Coordination: Program analyst **ROBERT GIFFORD** traveled to Haiti to oversee the transition of the international police monitors to the U.N. Mission Command, March 12-April 4 ... The office said farewell to program analyst **HENRY WOOSTER**, who was leaving for an assignment in Tbilisi, Georgia, and to **KRISTIN BRINKER**, following the completion of her temporary assignment ... The office welcomed **CANDIS CUNNINGHAM**, program analyst.

Office of Program Management: Caribbean program officer **BEVERLY EIGHMY** represented the bureau as an observer at the Caribbean island nations security conference in Santo Domingo, Dominican Republic, March 21-24. Conference participants included heads of defense forces and police commissioners from the Caribbean region.

Office of Transnational Issues: Technical support officer **LLOYD ARMSTEAD** traveled



INTERNATIONAL NARCOTICS AND LAW ENFORCEMENT AFFAIRS—Assistant Secretary *Robert Gelbard* presents Superior Honor Awards to *Dan Strasser* (left) and *Robert Perito* (right).

to Orlando, Fla., to coordinate Pathlink track data training for the Colombian national police and the bureau's air wing, March 6-10 ... Global Support Division chief DAVID ROGUS, accompanied by program officers KATHLEEN PALA, THOMAS BROWNE and THOMAS COONY, attended the 38th session of the U.N. Commission on Narcotic Drugs, in Vienna, March 10-24. U.S. proposals regarding maritime interdiction, money-laundering and precursor chemical controls were adopted by the Commission.

People: Arrivals: KENT PETERSON, U.S. Customs liaison, Office of Transnational Issues; ANA MARIA SALAZAR, special assistant ... **Departures:** ARTHUR MUIR-HEAD, Office of Transnational Issues. □

INTERNATIONAL ORGANIZATION AFFAIRS

Front Office: On March 28 Assistant Secretary DOUGLAS J. BENNETT participated in a program to examine issues facing the United Nations in the next half-century. The program was sponsored by the U.N. Information Center and the Institute for the Study of Diplomacy at Georgetown ... Principal deputy assistant secretary GEORGE F. WARD JR. traveled to The Hague to participate in a March 22-23 international symposium on a U.N. rapid reaction brigade hosted by the Dutch government. He consulted bilaterally on peacekeeping and U.N. affairs ... Deputy assistant secretary MELINDA KIMBLE led the working-level U.S. delegation to the U.N. World Summit for Social Development, in Copenhagen, March 6-12. The delegation included representatives from eight federal agencies and seven non-governmental groups.

Office of International Conferences: A project headed by division chief JOHN DIEFFENDERFER is involving efforts to prepare a "short list" of U.S. cities competing to host the monthlong International Telecommunication Union plenipotentiary conference in 1998. In the past few months, director FRANK PROVYN and RICH BIENVENUE visited Honolulu and San Diego; PATRICK VILLEGOUREIX-RITAU, TERI MILLER and CLARENCE WINDER visited Dallas, Miami and Fort Lauderdale; ADRIAEN MORSE and ANN KOWALESKI visited Memphis and Nashville; KATHLEEN STEPLINSKI, JAN LENET and MARGARET KRISHER-CLIVER visited Detroit and Richmond; FRED SMITH and DOROTHY IMWALD visited Minneapolis; JEWELLENE WILSON and BETTY BROWN visited San Francisco and Ontario, Calif. A final decision was expected soon ... The office provided administrative support for the 40-member U.S. delegation at the U.N. conference on social development, in

Copenhagen, March 6-12. Ms. Wilson headed the team, which included Mr. Provyn and Mr. Bienvenue on administrative matters, COOKIE CLARK on documentation and TED WASHINGTON for computerization. Due to the efforts of Mr. Washington, administrative officers now carry to the field notebook computers capable of accessing E-mail in the Department, as well as sending and receiving faxed and scanned information from their hotel rooms. Aided by the portable scanners and printers, the Copenhagen team was in direct contact with the Washington office, sending and receiving updated material within minutes of registering at their hotel.

Office of Technical and Specialized Agencies: EVELYN WHEELER attended the March 27-31 session of the board of governors of the International Atomic Energy Agency, in Vienna, as a member of the U.S. delegation ... Deputy director BETSY ANDERSON served on the U.S. delegation to the International Labor Organization's governing body, in Geneva, March 20-April 7 ... ANN BLACKWOOD was on the delegation to the 30th session of the Commission on Narcotic Drugs, in Vienna, March 14-23. While there, she attended a World Health Organization meeting on drug abuse and the meeting of major donors to the U.N. drug control program.

Office of U.N. Political Affairs: Director JOSEPH SNYDER traveled to New Delhi to participate in U.S.-India policy consultations with Under Secretary PETER TARNOFF, April 3-4.

Office of Economic and Social Affairs: VICE PRESIDENT GORE led the U.S. delegation to the U.N. World Summit for Social Development, in Copenhagen, March 6-12. At the working level, deputy assistant secretary MELINDA L. KIMBLE led the delegation ... ALICE C. MOORE accompanied Ms. Kimble as the bureau's action officer ... JEFFREY DeLAURENTIS represented the Department at the U.N. Council on Trade and Development board meeting, in Geneva, March 23-31, and at the Economic Commission for Europe's meeting in Geneva, April 3-11 ... MARGARET POLLACK traveled to New York, March 27-April 1, to assist the U.S. delegation to the Commission on the Status of Women, which is preparing the fourth world conference on women, to be held this September in Beijing ... BEVERLY ZWEIBEN traveled to New York, March 29-31, as an adviser at the 53rd session of the U.N. human rights committee. □

LEGAL ADVISER'S OFFICE

CONRAD K. HARPER, the legal adviser, presented testimony before the U.N. Human Rights Committee, on the U.S. Government report on political and civil rights in the United States. He was accompanied by JAMISON

SELBY BOREK, deputy legal adviser; DAVID STEWART, assistant legal adviser for human rights and refugees; and CYNTHIA STEWART, legal extern ... Mr. Harper delivered the keynote address, "The New Quest for Accountability in the International Legal System," for Duke University's conference on strengthening enforcement of humanitarian law, in Durham ... Mr. Harper, accompanied by BRUCE C. RASHKOW, assistant legal adviser for U.N. affairs, attended the Congress on Public International Law, at the United Nations ... T. MICHAEL PEAY, assistant legal adviser for inter-American affairs, spoke at Temple University Law School on the Department's role in mediating the Ecuador-Peru border dispute ... MIRIAM E. SAPIRO, attorney-adviser, Office of Human Rights and Refugees, served as legal adviser to the U.S. delegation for the World Summit for Social Development, in Copenhagen ... MICHAEL J. DENNIS, attorney-adviser, same office, was a member of the U.S. delegation that traveled to Human Rights Commission headquarters in Geneva ... SEAN D. MURPHY, attorney-adviser, Office of International Claims and Investment Disputes, participated in a hearing before the Iran-U.S. Claims Tribunal ... HALLEY D. COLLUMS, attorney-adviser, same office, traveled to Geneva to attend the session of the governing council of the U.N. Compensation Commission on claims against Iraq resulting from its invasion of Kuwait ... DONNA M. CATLIOTA, JOSHUA DOROSIN and RICHARD SINKFIELD, attorney-advisers, same office, reviewed records in Philadelphia on Iranian military sales.

THOMAS A. JOHNSON, attorney-adviser for law enforcement and intelligence, traveled to Paris and Warsaw as the head of the U.S. delegation in law enforcement treaty negotiations, which resulted in a new extradition treaty and discussion of a mutual legal assistance treaty ... JO BROOKS, attorney-adviser, same office, conducted negotiations with government officials in Luxembourg on the mutual legal assistance treaty ... JOSEPH A. ROACH, attorney-adviser, Office of Oceans, International Environmental and Scientific Affairs, chaired the American Society of International Law panel on the law of war, in New York ... HAROLD S. BURMAN, attorney-adviser, Office of Private International Law, traveled to New York to meet with the U.N. Commission on International Trade Law, for treaty talks and to serve as a panelist for American Society of International Law meetings ... EDWARD R. CUMMINGS, assistant legal adviser for politico-military affairs, was a panelist before the U.N. Congress on Public International Law, on developments in humanitarian law, including revisions on the convention on conventional weapons affecting landmines ... STEVEN A. SOLOMON, attorney-adviser, Office of Politico-Military Affairs, attended the landmine doctrine conference in St. Louis ... ROBERT E. DALTON, assistant legal adviser

for treaty affairs, attended the Council of Europe meeting in Strasbourg ... BRUCE C. RASHKOW, assistant legal adviser for U.N. affairs, attended the ad hoc committee of legal advisers, on public international law, of the Council of Europe, in Strasbourg... EVAN T. BLOOM, attorney-adviser, same office, consulted with government officials in Ottawa on a proposal for an international criminal court... JOHN R. ARBOGAST, attorney-adviser, same office, traveled to New York for meetings at the United Nations on Rwanda.

People: The following attorney-advisers have been reassigned: HALEY D. COLLUMS, to the Office of Inter-American Affairs; ALLEN S. WEINER, to the Office of Politico-Military Affairs ... JAMES SMITH, secretary, has been selected for the Office of the Executive Director, and VICTORIA MARKING, secretary, for the Office of Special Functional Problems. □

LEGISLATIVE AFFAIRS

Since the 104th Congress convened on January 4, through March 31, the bureau has arranged for Department officials (at the assistant secretary level and above) to participate in 174 events at Congress, including 64 hearings before congressional committees, 82 meetings or briefings for members of Congress and 28 meetings or briefings for committees or groups of members. Dozens of additional Capitol Hill meetings and briefings have been arranged involving mid-level Department officials.

So far in the 104th Congress, SECRETARY CHRISTOPHER has testified 11 times in 10 weeks, before 7 committees of the House and Senate, including the Senate Foreign Relations Committee (January 24, 26, 31 and February 14), the House International Relations Committee (January 26 and March 30), the Senate Budget Committee (February 15), the House Banking Committee (January 25), the Senate and House Appropriations subcommittees on Commerce, Justice, State and related agencies (March 1 and 2, respectively) and the House foreign operations appropriations subcommittee (February 16).

Mr. Christopher has hosted many meetings with members of Congress over the last three months, including a session in the Vice President's Capitol office, January 11, with the Department's authorizing and appropriations committee ranking members, which was attended by Deputy Secretary STROBE TALBOTT, Under Secretaries PETER TARNOFF, LYNN DAVIS, JOAN SPERO, DICK MOOSE and TIM WIRTH, Assistant Secretary WENDY SHERMAN and deputy assistant secretaries MEG DONOVAN, BARBARA LARKIN and VALERIE MIMS ... On March 29, the

Secretary hosted a dinner at Blair House for key congressional leaders on the Middle East peace process. Also representing the Department were Ms. Sherman; the chief of staff and assistant secretary for public affairs, TOM DONILON; the assistant secretary for Near Eastern affairs, ROBERT PELLETREAU; the special Middle East coordinator, DENNIS ROSS; the deputy assistant secretary for Near Eastern affairs, TONI VERSTANDIG; and deputy assistant secretaries Larkin and Mims.

Deputy assistant secretary DEAN CURRAN accompanied 10 members of Congress who participated in the President's March 31 visit to Haiti ... Legislative management officer MARIA VELOZ accompanied a congressional delegation led by House International Relations Committee chairman BENJAMIN GILMAN (R-N.Y.) to Haiti, March 10-11 ... On March 13 the Department participated in the 104th Congress Constituent Resource Exposition, sponsored by the U.S. Office of Consumer Affairs, in the Cannon House Office Building. ROXANNE REED, congressional relations specialist, represented the bureau. Representing the Department were GARY SCHATZ and JOSEPH J. BOPP, Office of Overseas Advisory Council; PAULA WILLIAMS and JOHN DAMON, Bureau of Consular Affairs; and TERRI POWELL and LEILA WOMBACHER, Bureau of Public Affairs. □

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: On March 2 Assistant Secretary ROBERT H. PELLETREAU testified before the Senate Foreign Relations Committee's subcommittee on Near Eastern and South Asian affairs, on U.S. policy toward Iraq and Iran ... He



NEAR EASTERN AFFAIRS—Yemen desk officer Steven Zate, left, receives Superior Honor Award from Assistant Secretary Robert Pelletreau.

accompanied SECRETARY CHRISTOPHER on his March 7-17 trip to the Middle East. The Secretary and his party made stops in Cairo, Jerusalem, Gaza, Jeddah, Damascus and Amman ... Mr. Pelletreau accompanied VICE PRESIDENT GORE on his March 19-24 trip to the Middle East. The Vice President made stops in Egypt, Jordan, Israel, Oman and Saudi Arabia ... KING HUSSEIN of Jordan was in Washington in March for a private visit. Mr. Pelletreau participated in the March 27 meeting between PRESIDENT CLINTON and the king, and attended the March 28 luncheon for the king hosted by Secretary Christopher ... DAVID WELCH, formerly deputy chief of mission in Riyadh, Saudi Arabia, has assumed duties as the bureau's principal deputy assistant secretary.

Office of Arabian Peninsula Affairs: Director MARGARET DEAN traveled to Phoenix, March 28, to participate in a business seminar to promote an exhibition of U.S. products in Doha, Qatar ... While in Phoenix, she spoke at a business roundtable for companies interested in the Gulf, and at a business leadership lunch with companies already doing business there ... She met with the editorial board of the Phoenix Republic to discuss U.S. policy in the Gulf, and addressed a seminar at Thunderbird University ... Deputy director GERALD FEIERSTEIN accompanied Secretary of Defense WILLIAM PERRY on his March 17-23 trip to Saudi Arabia, Kuwait, Bahrain, the United Arab Emirates and Qatar ... Kuwait desk officer ROBERT SILVERMAN discussed U.S. policy in the Middle East with students from Gateway High School, Pittsburgh, during their March 20 trip to Washington ... He traveled to Houston, March 16-17, to address the Houston chapter of the U.S. Arab Chamber of Commerce, on business opportunities in the Gulf ... Qatar desk officer DANIEL GOOD-SPEED traveled to San Jose, March 31, to speak to businessmen about the Department's efforts to assist U.S. businesses market their goods and services overseas ... He met with a business roundtable at the San Jose Chamber of Commerce, and met with a computer manufacturer in Sunnyvale.

Office of Egyptian Affairs: Director RICHARD JONES traveled to Cairo, March 18-22, to support Vice President Gore's trip to Egypt. During the visit, Mr. Jones took part in the inaugural meeting of the new U.S.-Egyptian committee for economic growth, chaired by the Vice President and Egyptian President HOSNI MUBARAK.

Office of Israel and Arab-Israeli Affairs: Following Senate confirmation on March 3, MARTIN INDYK was sworn in as ambassador to Israel, March 15, in a ceremony on the Eighth Floor attended by Secretary Christopher, national security adviser TONY LAKE, members of Congress, the diplomatic corps and other dignitaries ... Director DONALD K. BANDLER provided a briefing on the peace process, March 8, for experts meeting at the

Department to discuss the proposal for a Middle East development bank ... He traveled to Israel and the Gaza-Jericho area, March 17-24, for bilateral meetings and to attend the meeting of the U.S.-Israeli joint political-military group ... On March 27 he addressed the National Council of Jewish Women on U.S.-Israeli and U.S.-Palestinian relations ... He was a guest lecturer at Clark University, and had meetings at Harvard on peace process issues, March 30-31 ... Deputy director RICHARD ROTH spoke to a group from Hadassah, March 1, on the Middle East peace process and U.S.-Israeli relations ... He briefed the southern New Jersey Hadassah on U.S.-Israeli relations and the peace process, March 7 ... On March 14 he spoke to a United Jewish Appeal group from Philadelphia, and another group from Cedar Lane Unitarian Church, about U.S.-Israeli relations and the peace process ... On March 16 he met with journalists from the Middle East, in a session sponsored by Meridian House, to discuss U.S. policy toward Israel and the peace process ... On March 21 he briefed government of Israel media specialists on the preparation of daily press guidance and State Department operations ... Political officer KENNETH JARRETT spoke, March 6 and 21, to delegations from Hadassah on U.S.-Israel relations and the peace process ... On March 7 he met with graduate students from Hope College to discuss peace process issues ... Political-military officer JOHN FENNERTY attended the U.S.-Israeli joint political-military group meeting in Israel, March 18-23 ... He spoke, March 1 and 27, to delegations from the Michigan and New Jersey chapters of Hadassah, on the security situation in the Middle East and the peace process.

Office of Lebanon, Syria, Jordan and Palestinian Affairs: Lebanon desk officer JUAN ALSACE attended a March 30 dinner sponsored by the American Task Force for Lebanon, in honor of Lebanese-American members of Congress.

Office of Maghreb Affairs: Director STEPHEN BUCK spoke to students at George Washington University on the crisis in Algeria and U.S. policy toward North Africa, March 2 ... Tunisia desk officer KAREN SASAHARA spoke to the North Africa advanced area studies students on issues in U.S.-Tunisian relations and their implications for North Africa, February 28 ... On March 8 she addressed college students from North Carolina on Moroccan political and economic concerns. They were in Washington to participate in a model Arab League conference.

Office of Regional Affairs: Director RICHARD LeBARON and peace process special assistant CHUCK LAWSON traveled to Israel, Gaza/West Bank and Jordan, March 23-30, to consult on the multilateral peace process ... Peace process special assistant FRED AXELGARD held consultations in Cairo, Amman and The Hague, on the work of the multilateral arms control and regional

security working group. In Cairo, he delivered closing remarks at the training session for Arab and Israeli operators of the communications network, which went operational at the end of March ... The officer in charge of Multilateral Force and Observer Affairs, ROBERT KRANTZ, accompanied force officials to Fort Campbell, Ky., to brief 101st Division (Air-mobile) staffers, officers and enlisted personnel, on the mission of the force. A battalion of the 101st will deploy to the Sinai for force duty in July. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

Assistant Secretary ELINOR G. CONSTABLE gave the keynote address at an environmental workshop sponsored by the Environmental Protection Agency in Antalya, Turkey, March 17 ... She then traveled to Seville, Spain, and attended the opening of the world conference on biosphere reserves. While in Seville, she spoke about the U.S. Man and the Biosphere Program and its efforts to identify workable solutions to ecosystem management ... ROGER SOLES, program director, U.S. Man and the Biosphere Program, was at the conference.

RAFE POMERANCE, deputy assistant secretary for environment and development; DANIEL REIFSNYDER, director, Office of Global Change; JONATHAN PERSHING, science officer; ANNE TENNEY, foreign affairs officer; and ANGELA BARBER-WILSON, secretary, participated in the first conference of the parties to the U.N. framework convention on climate change, in Berlin, Germany, March 28-April 7 ... LEE GRAHAM, deputy director, same office, attended the 16th meeting of the executive committee of the multilateral fund for implementation of the Montreal protocol, in Montreal, Quebec, March 13-17, and participated in a meeting of the contact group for the Montreal protocol, March 18, also in Montreal.

Senior conservation officer STEPHANIE CASWELL, Office of Ecology and Terrestrial Conservation, served on the U.S. delegation to the first-ever meeting of forestry ministers, convened by the Food and Agriculture Organization, in Rome, March 16-17, as well as the 11th session of the committee on forestry, March 13-15.

WILLIAM E. DILDAY, senior Pacific affairs officer, Office of Marine Conservation, served as alternate head of the U.S. delegation to the 21st session of the Food and Agriculture Organization committee on fisheries and minis-

terial meeting, March 10-15, in Rome.

The deputy assistant secretary for ocean affairs, DAVID A. COLSON, accompanied by the Office of Marine Law and Policy's MICHAEL ST. CLAIR, led the U.S. delegation to the final preparatory meeting for the U.N. Environment Program's intergovernmental meeting on protection of the marine environment from land-based activities, in Reykjavik, Iceland, March 6-10. The United States will host the intergovernmental meeting in the Department's conference facilities, October 23-November 3.

ROBERT S. SENSENEY has returned to the bureau from Political-Military Affairs to become the new chief of polar affairs ... After a quick transition, he and TOM ARMBRUSTER, same office, attended a meeting of senior Arctic officials in Iqaluit (Frobisher Bay), Canada, March 13-17 ... Mr. Senseney outlined the U.S. Arctic policy before the Arctic Research Commission (March 8) and the Polar Research Board (March 31).

The deputy assistant secretary for science, technology and health, ANNE KEATLEY SOLOMON, traveled to Almaty, Kazakhstan, March 6-10, to chair a meeting of a U.S.-Kazakhstan Joint Commission committee ... She traveled to Moscow, Russia, March 11-17, where she joined a delegation to the space-launch facility at Baikonur, to witness the "Mir-18" launch carrying the first American astronaut to be part of a mission to the Russian space station "Mir."

Three bureau staff members were assigned full-time to work on the Secretary's Strategic Management Initiative. WILLIAM MILAM, special negotiator, on reporting; JEFFREY LUNSTEAD, special assistant, on overseas presence; and LORI BRUTTEN, on teams and teambuilding. □

PERSONNEL

Family Liaison Office

The Family Liaison Office conducted a three-and-one-half-day regional conference for community liaison office Coordinators from the inter-America area. The conference, which was held in Fort Lauderdale, March 28-31, was attended by 15 coordinators from the region, and led by Family Liaison Office director KENDALL MONTGOMERY and community liaison support officer VIRGINIA CHANDLER. JAMES WEINER, executive director, inter-America bureau, addressed the group, as did DAVID ROBERTS, director of the Miami Regional Center and Dr. DWIGHT BABCOCK, regional medical officer, Miami. □

Medical Services

Personnel consulting in the Medical Services included nurse practitioner CANDACE



FORT LAUDERDALE, Fla.—At community liaison office coordinator regional conference, left to right, first row: *Maryann Furiati, Kendall Montgomery, Maria Bakken*. Second row: *Victoria Simons, Heidi Steele, Ruth Muse, Gail Thompson*. Third row

(standing): *Virginia Chandler, Jana Hugins, Nell McGaffie, Mary Ann Eicher, Naomi Ritchie, Miriam Kaiser, Denise Upchurch, Sandra Christiansen, Yolanda Elinan, Peggy Kelly*.

MOORE, who accompanied a patient from Budapest ... Regional medical officers and nurse practitioners in the inter-America bureau met with medical director ELMORE RIGAMER; deputy medical director LAURENCE BROWN; the assistant medical director for health care programs, STUART SCHEER; the assistant medical director for mental health services, ESTHER ROBERTS; director of nurses KUMIKO CROSS, deputy director of nurses PATRICIA BEITH; and health system administrator LAWRENCE BIRO in Miami to discuss coverage and health care facilities in the region ... Ms. Cross traveled to Nairobi and Lusaka for the East Africa nurses conference and visits with medical staff ... The assistant medical director for foreign programs, STEVEN JOHNSON, traveled to Bangkok, Kathmandu and Beijing for medical surveys ... The assistant medical director for medical clearance JOHN ALDIS, made medical survey visits to Hong Kong and Manila ... The assistant director for the Examination Clinic, JOHN WILLIAMS, attended a leadership course at Harvard ... ELMER HIGGS retired March 31 after 40 years at State. He worked in Medical Services for the past 37 years, most recently as program analyst for overseas health care. □

POLITICAL-MILITARY AFFAIRS

Assistant Secretary THOMAS E. McNAMARA and deputy assistant secretary MARTHA C. HARRIS traveled to Israel for the 22d semi-annual joint political-military group talks. Action officer WILL MOSER

coordinated the talks and accompanied Mr. McNamara ... JOE BOWAB traveled to Honolulu for security assistance talks ... ROBERT LUACES traveled to Williamsburg to assist in preparations for the Latin American defense ministerial conference (scheduled for July) ... Navy Captain RICHARD MAYNE addressed the executive course at the Defense Institute of Security Management, March 21, at Wright-Patterson Air Force Base, O.

Office of Defense Trade Control: CAROL BASDEN and Major ROBERT S. KOVAC conducted a munitions-licensing seminar for 17 companies, in Florida, March 9.

Office of Export Control Policy: VALERIE TALBERT has joined the office ... Director WILLIAM POPE led an interagency team to participate in briefings and a seminar cosponsored by the United States and Hungary on export controls for 12 central European and Baltic countries, in Budapest, March 6-10. Action officer PAUL BROWN coordinated U.S. participation and accompanied Mr. Pope ... On March 13-14 Mr. Pope, accompanied by JUDY WATERS and JOSEPH NOVAK, led an interagency delegation to Moscow for discussions with Russian export control officials on cooperative export control activities ... Mr. Pope traveled to Tokyo, March 15-18, to participate in an international seminar on conventional weapons transfer after the Cold War, hosted by the Japan Institute of International Affairs, which brought together representatives from government and academia.

Office of International Security and Peacekeeping Operations: Commander STEVE INGALSBE and NICOLE MOORE-PEACOCK participated in panel discussions on State Department policy, as part of the Defense Department's humanitarian and civic assistance conference in Washington, March 22-23 ... Colonel LARRY MACHABEE traveled to New

York, March 31, for a preparatory convention for the United Nations' international meeting on mine clearance ... Colonel TOM RESAU addressed the defense logistics agencies contingency contracting conference, at Cameron Station, Va., March 23. He spoke on the role of the bureau and the Department in supporting the Defense Department's contracting processes ... ROY WHARTON attended a luncheon in honor of the president of Ghana, sponsored by the Center for Strategic and International Studies, March 8 ... Colonel MIKE KING celebrated his promotion to full Air Force colonel with a pinning-on ceremony in the Treaty Room, March 31 ... Commander BOB WELLS coordinated the Iraq sanctions briefing-team discussions with government officials of Saudi Arabia, Kuwait, Bahrain, the United Arab Emirates, Oman and the United Kingdom ... He provided familiarization briefings to 15 new shore commanders to be stationed in Greece, Italy and Japan, concerning their relations to the ambassador and country team ... VALERIE BELON traveled to New York, March 10, for a preparatory convention for the United Nations' international meeting on mine clearance.

Office of Nuclear Energy Affairs: Principal deputy director FRED MCGOLDRICK led a team, March 13-15, at the Department with European Commission representatives, on a new agreement for nuclear cooperation with the European Atomic Energy Community. JOHN DOOLEY, DAVID MARTIN and JAHME SALINARDI of the office participated ... Mr. McGoldrick accompanied Under Secretary LYNN DAVIS for a further round of these negotiations, in Brussels, March 29 ... Deputy director ALEX R. BURKART participated in a meeting at the U.S. mission in Vienna, March 7-9, with Japanese safeguards officials and officials from the International Atomic Energy Agency ... He traveled to Bonn, March 13, to attend trilateral safeguards meetings with the United Kingdom, France and Germany, and joined the U.S. delegation at the March 27-31 meeting of the board of governors of the International Atomic Energy Agency ... WILLIAM J. MERRELL, international relations officer, spoke at Fayetteville Technical Community College, N.C., March 30, on the upcoming conference on the extension of the nuclear nonproliferation treaty ... JOHN WILLIAMS, nuclear engineer, led the U.S. delegation to the international plutonium management meeting, March 24, in Vienna, Austria. □

POPULATION, REFUGEES AND MIGRATION

Assistant Secretary PHYLLIS E. OAKLEY traveled to Jerusalem, to visit

bureau-funded projects; to Amman, to attend the donors meeting for the U.N. Relief and Works Agency and to visit bureau projects in Jordan; and to Barcelona, Spain, to speak on migration and refugee issues. She was accompanied by MICHAEL METRINKO and MARY KAVALIUNAS on the Middle East portion of her trip ... Ms. Oakley testified on refugees in Africa, before the Senate Appropriations Committee's subcommittee on foreign operations ... She spoke at Georgetown University's "Conference on UN Issues for the Next Half Century"; participated in the Carnegie Endowment for International Peace's roundtable on the future of the U.S. refugee program; and attended a dinner at the Asia Foundation ... Senior deputy assistant secretary BRUNSON MCKINLEY and MICHELE KLEIN-SOLOMON attended meetings in the Turks and Caicos Islands on closing down safehaven operations in the area ... Mr. McKinley testified at a hearing of the House International Relations Committee on refugee operations; presented a paper on Caribbean safehavens to the annual meeting of the Center for Migration Studies; met with the board of the International Rescue Committee, on Bosnia; and briefed students from Georgetown Prep. School.

Deputy assistant secretary CHARLES L. SYKES headed State's delegation to the sixth steering committee session of the comprehensive plan of action for Indochinese refugees in Geneva. He was accompanied by ALLAN JURY and WILLIAM D. FLEMING ... He addressed the board of directors of Hias, and participated in consultations with Carnegie on declining development assistance resources.

The acting senior coordinator for popula-

tion, ELLEN MARSHALL, was a member of the U.S. delegation to the U.N. social summit in Copenhagen, and the New York meeting for the September women's conference in Beijing. KATHY JOHNSON, Policy Office, attended the meeting ... MARLINDA SIMON, program officer, Population Office, traveled to New York to observe U.N. family planning agency executive board meetings ... Special adviser JUDY MAYOTTE and program officer KATHERINE PERKINS attended a meeting of the U.N. Commission on the status of women, in New York.

Office director MARGARET McKELVEY participated in a refugee policy group roundtable on emergencies ... Office director MICHAEL METRINKO traveled to Syria on a monitoring trip, following the Amman conference ... DAVID KORNBLOTH, Policy Office, attended a meeting on trafficking of aliens and return of rejected asylum seekers, in Geneva ... PAULA LYNCH and AMY NELSON addressed students of Hope College ... NANCY JACKSON spoke to the Institute for Jewish Leadership, on "Refugees and Sanctuary." ... JAN FINNEY and CARLA NADEAU monitored voluntary-agency headquarters operations, in New York.

Visitors to the bureau included JIM PURCELL, director general of the International Organization for Migration; the Sudanese minister of refugees and an accompanying delegation; and the deputy secretary of the Australian Immigration Department. □

sponsored by the university and the World Affairs Council of Dayton. The programs were coordinated by public affairs officers MARY PENSABENE and EILEEN McCORMICK PLACE. Ms. Kirk advanced the trips.

Office of the Historian: DAVID C. GEYER, program analyst, Declassification Coordination Division, traveled to Austin, March 6-9, to conduct research at the Lyndon B. Johnson Library, in preparation for the "Foreign Relations" volume on South and Central America, 1964-1968 ... NINA D. HOWLAND, historian, Middle Eastern and African Division, traveled to the library, March 19-31, to conduct research for "Foreign Relations" Volume XXII, on Iran, 1964-1968.

Office of Intergovernmental Affairs: As part of the Department's business outreach, DUSTY KREISBERG arranged for the Minnesota Trade Office director to meet with GEORGE GRIFFIN, deputy coordinator for business affairs ... She introduced the North Carolina Council for Women director to SHARON KOTOK, International Women's Affairs, for a discussion on the Beijing U.N. conference of women ... Ms. Kreisberg advanced Under Secretary JOAN SPERO's March 9 address to the National Conference of Lieutenant Governors during its Washington meeting ... Staffers are involved in organizing a series of regional business briefings in support of the November American trade exhibition in the Gulf. Under local cosponsors, programs were held during March in Baltimore, New York, Chicago, Houston, Phoenix and San Jose. □

PUBLIC AFFAIRS

Front Office: Deputy assistant secretary/deputy spokesman CHRISTINE SHELLY addressed graduate students from the Fletcher School of Law and Diplomacy, March 22, in the Loy Henderson Conference Room ... Assistant Secretary WINSTON LORD and STEPHEN FLANAGAN also addressed the group ... Principal deputy assistant secretary and Department spokesman R. NICHOLAS BURNS briefed representatives from the Baltic-American National Committee, in the Department, March 24 ... DAVID LEAVY, special assistant, and DARLENE KIRK, public affairs officer, advanced SECRETARY CHRISTOPHER's March 27 speech at Indiana University, "U.S. Policy Toward the New Independent States: A Pragmatic Strategy Grounded in America's Fundamental Interests."

Office of Public Liaison: On March 20 Deputy Secretary STROBE TALBOTT addressed 200 students, faculty members and community leaders at the McConnell Center for Political Leadership, at the University of Louisville ... He gave remarks at the William Anderson International Forum, at the University of Dayton, March 21. Over 500 students and community leaders attended the event,

SOUTH ASIAN AFFAIRS

Office of the Assistant Secretary: As March ended, Assistant Secretary ROBIN L. RAPHEL was in Kathmandu, Nepal, accompanying HILLARY RODHAM CLINTON on her tour of South Asia ... Ms. Clinton departed Washington, on March 24 and spent March 25-27 in Islamabad, where she met with Prime Minister BENAZIR BHUTTO; March 27 in Lahore, Pakistan, where she gave an address at the Lahore University of Management Sciences; March 27-31 in India, where she met with Prime Minister NARASIMHA RAO, gave an address at the Rajiv Gandhi Foundation and visited Agra and Ahmadabad ... On March 31 she met with Prime Minister MAN MOHAN ADHIKARY and King BIRENDRA BIR BIKRAM SHAH DEV in Kathmandu. Accompanying the first lady were South Asia bureau executive director RALPH FRANK; U.S.I.A. office director KENT OBEE; the deputy administrator of A.I.D., CAROL LANCASTER; the World Bank U.S. executive director, JAN PIERCY; and Ms. Raphel's executive secretary, CLAIRE ZAVRID ... Ahead of their departure, Ms. Raphel accompanied Deputy



MARKA CAMP, Jordan—Assistant Secretary Phyllis Oakley at the construction site of an elementary and preparatory school for Palestinian girls. The construction is being funded by the Bureau of Population, Refugees and Migration through a contribution to the U.N. Relief and Works Agency.



KARACHI, Pakistan—Consul general **Mary Virginia Kennedy** presents Superior Honor Award to **Michael S. Owen** (right). **Anwarul Islam Usmani** is the nominee for "Foreign Service National of the Year."

Secretary **STROBE TALBOTT** in a briefing for the first lady at the White House, March 17, and the assistant secretary gave a press conference for the traveling press, March 21, in the Department ... On March 7 Ms. Raphael testified before the Senate Foreign Relations subcommittee for the Middle East and South Asia, on U.S. relations with the South Asia region ... On March 9 she testified before the same subcommittee on South Asian non-proliferation issues ... On March 21 she participated in a Voice of America call-in program, "Talk to America," discussing Afghanistan.

Deputy assistant secretary **TIM CARNEY** attended the funeral of **JACQUELINE VAN-LANDINGHAM**, whom terrorists murdered March 8 in Karachi. Ceremonies in Camden, S.C., brought together colleagues and Foreign Service friends with the family, March 18 ... On March 8 he flanked A.I.D. assistant administrator **MARGARET CARPENTER** in testimony before the House International Relations Committee ... He was back on Capitol Hill, March 16, supporting Assistant Secretary **JOHN SHATTUCK**, testifying before two House committees in a joint session on human rights in South, East and Southeast Asia ... Mr. Carney escorted the new Sri Lankan ambassador, **J. DHANAPALA**, to his credentials ceremony in the Oval Office, March 20 ... He spoke at the National War College seminar, March 21, and to the Massachusetts Institute of Technology Sloan fellows, March 30, about U.S. policy in South Asia.

Senior Adviser **STEPHEN A. RICKARD** represented the Department at the funeral of slain Karachi consulate employee **GARY C. DURELL**, joining mourning family and friends in Alliance, O., March 16 ... Mr. Rickard gave the keynote address to a conference on South Asia at Columbia University, March 3 ... He participated in meetings, March 8-10, with Indian Commerce Secretary **TEJINDER KHANNA** ... He attended a reception, March 21, hosted by the Indian ambassador in honor of Commerce Secretary **RON BROWN**.

Office of India, Nepal, Sri Lanka,

Bhutan and Maldives Affairs: Director **RONALD D. LORTON** and deputy director **RONNIE D. WOODY** attended a March 3 lunch hosted by the India Interest Group, in honor of India cabinet secretary **SURENDRA SINGH**, at the City Club of Washington ... Mr. Lorton and Sri Lanka/Maldives desk officer **DANIEL J. LAWTON** briefed members of Hope College's "Washington Term" on human rights and economic liberalization in Sri Lanka, March 6 ... On March 13 Mr. Lorton, Mr. Lawton and India desk officer **J. BRADY KIESLING** met with **VINOD JOSEPH** (India), **MOHAMMED-UL-HAQ** (Bangladesh) and **ROHAN GOONERATNE** (Sri Lanka), all fellows in the University of Maryland's seminar on U.S. foreign policymaking ... Mr. Lorton joined Ms. Raphael at the White House briefing for the first lady, and at the first lady's tea for ambassadors of South Asian countries that followed, March 17 ... Mr. Lorton accompanied Nepalese Ambassador **BASUDEV PRASAD DHUNGANA** during the ambassador's presentation of credentials to the President at the White House, March 20.

Office of Pakistan, Afghanistan and Bangladesh Affairs: Director **LEE COLDREN** joined Ms. Raphael at the White House briefing and tea, March 17 ... Afghanistan desk officer **RON McMULLEN** lectured, March 6, on Afghanistan to students in the Foreign Service Institute's South Asia area studies course ... **JUNE COCHRAN** joined the office, March 20, as the Bangladesh desk officer.

Office of Regional Affairs: **MICHAEL LEMMON** finished his tour as director, March 10, and moved to the political-military bureau ... His replacement, **MARK FITZPATRICK**,

ISLAMABAD, Pakistan—At award ceremony, left to right: **Jeremy Nice**, **Rana Munir**, **John Holzman**, **Elaine Ott**, Ambassador **John C. Monjo**, **Robert Benedict**, **Salahuddin Ahmad**.



joined the bureau March 13, coming from the office of the deputy secretary ... Mr. Fitzpatrick departed March 30 on a trip to India and Pakistan ... On March 20 **MELVIN SPENCE** began serving on the Strategic Management Initiative task force on overseas presence and representation. □

U.N. MISSION, NEW YORK

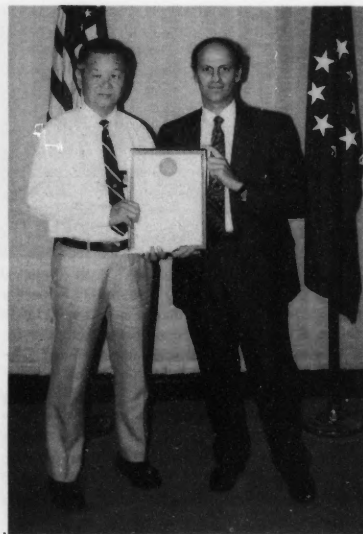
On March 1 the U.S. ambassador to the United Nations, **MADELEINE K. ALBRIGHT**, with South African first deputy president **THABO MBEKI**, received the W. Averell Harriman Democracy Award and delivered a keynote address at the annual dinner of the National Democratic Institute for International Affairs ... On March 2-3 she traveled to Honduras as part of her presidential mission to Security Council capitals for consultations on the United Nations sanctions regime against Iraq. She was accompanied by U.S. mission chief of staff, **ELAINE K. SHOCAS**; senior adviser and spokesman **JAMES P. RUBIN**; the national intelligence officer for the Middle East, **BRUCE RIEDEL**; and Diplomatic Security agents **MARC GARCIA** and **GEORGE GILCREST**.

On March 14 she introduced **HILLARY RODHAM CLINTON** for a keynote address at a U.N. conference on "Women and the United Nations." ... On March 23 she hosted a reception in honor of the first lady, attended by several hundred delegates to the fourth world conference on women, in Beijing and the Commission on the Status of Women ... On March 31 she accompanied the President to Haiti, to observe the transition from the U.S.-led multinational force operation in Haiti to the U.N. mission in Haiti. She was accompanied by Mr. Rubin. ■

AT POSTS O V E R S E A S



VILNIUS, Lithuania—Chargé *John Stepanchuk* honors, from left: *Asta Paskeviciene, Jolanta Kudabaite, Jurga Cesniene, Vytautas Balcius.*



HONG KONG—*Li Ying Wah*, left, receives Meritorious Honor Award from deputy principal officer *Jeffrey A. Bader.*



BARCELONA, Spain—At award ceremony, left to right: *Josefa Ferri*, consul general *Carolee Heilemah*, *Jose Luis Garcia*, Ambassador *Richard Gardner*, *Jesus Garcia*, *Josefina Guitart*, *Elena Pujol*, *Pilar Siches* (with newborn, *Enric*). ■

—(Continued from inside front cover)
of the dining room was quite well-suited to our needs.

Through this telecommuting arrangement, my capacity to continue to work was not affected. And keeping up with the office and my work responsibilities prevented boredom and gloom, and helped to speed my recovery. The Office of Inspector General not only responded to my limitations and used technology to overcome those barriers, but also benefited from the continued productivity and alternative work location. I wish to thank that office and the Office of Audits and their technical and administrative people and others who all made this possible.

Sincerely,
ANDREA M. LEOPOLD
Audit manager, Office of Audits
Office of Inspector General □

A throne?

SHEPHERDSTOWN, W.VA.

DEAR EDITOR:

Your March issue contains a letter from Charles F. Miller under the heading "A booby at work." In the last paragraph he states: "Personnel at the Department of

State do not practice antiquated stereotypical courtesies. The six men in the photograph on Page 14 are all seated, while the nine women are all standing."

A copy of the only picture I have of my great-grandfather is enclosed. It was taken on the lawn of the family farm, with my grandfather being the young boy on the right. *Please note:* all family members are standing except my great-grandfather,



who is seated.

What could Mr. Miller possibly be referring to as "antiquated stereotypical courtesies?"

Sincerely,
JOHN A. (JACK) WILLIAMS
Foreign Agricultural Service (retired) □

Lost dinosaur

Event Report Number	Description of Item	Date Found
94-420	Floral print press	05/23/94
94-4488	* Mar's Outlook/Issue: Vast Budget	06/07/94
94-4486	Walter White/Library Book/Protein	06/07/94
94-4497	Black eyeglasses	06/08/94
94-4524	22 "Cruiser" keys	06/08/94
94-4525	* Arva car keys	06/08/94
94-4523	brown leather rhy	06/10/94
94-4521	necktie silver in color	06/10/94
94-4548	glasses	06/10/94
94-4552	toy dinosaur	06/20/94
94-4572	black eyeglasses	06/23/94
94-4611	(7) keys on a ring (Silver)	06/24/94
94-4642	reading glasses	06/25/94
94-4620	* Columbia Barry Card	06/28/94
94-4666	brown & grey glasses	06/27/94
94-4682	20.00 leave check	06/27/94
94-4707	(4) keys in a keycase	06/27/94
94-4710	(1) GM auto key	06/27/94
94-4763	silver colored necktie	06/28/94
94-4791	necktie w/ case	06/28/94
94-4814	Handl: shoes/socks/gray bot/sock	06/28/94
94-4819	car keys & battery	06/28/94

Someone has lost his or her toy dinosaur, but it's not known from available information whether the little (?) pet is alive and biting. In any event, unless the owner claims it, according to a Department Notice of March 10, "it will be released to the building manager for destruction." The prehistoric creature is one of the more than 150 items that are listed as being in the lost-and-found. It has been there since June 10, but there is no information on who brought it in, or on what it's being fed. □

On personalities

DUBLIN, IRELAND

DEAR EDITOR:

After a recent conversation with a true believer of Myers-Briggs [this is an instrument used in many courses at the Foreign Service Institute to measure temperament preferences], I thought I'd try to put my feelings about this arcane procedure on the record.

First, the test consists of many questions that ask you what you are like. When the answers to these are tabulated, the test tells you what you are like. This, on the face of it, is unremarkable, and it's difficult to see why anyone would have a conversion experience over it.

But there is a hidden, arcane dimension, one that makes it fitting that the test should have "believers." This is the level at which the roots of the types and their various combinations are laid bare, like a ... well, like a mandrake.

Myers and Briggs were, if I am not mistaken, disciples of Carl Jung, who was ejected from the Freudian mainstream of



psychoanalysis for being, of all things, too mystical. This strikes me as being the equivalent of ejection from the Ku Klux Klan for being too racist.

Jung delighted in ancient and arcane thought systems, and spent a great deal of time delving into them. One of the thought systems he studied closely was Galenic medicine, which was the medical manifestation of the Aristotelian world picture. It relied upon Aristotle's science, viz., it saw the world as composed of four elements—earth, air, fire and water—much like the composition of 20th-century Yemen. These matched bodily substances, normal in proportion but pathological in imbalance, viz. black bile, yellow bile, blood and phlegm. To combinations of these four elementary pairs were attached attendant qualities of "hot," "cold," "wet" and "dry."

By superimposing these, like tone dials on old stereo receivers, and by ratcheting them around so that they either matched each other or fell between, you could generate a geometrically larger number of possible pathologies or personality types. Now, as one who does American citizen services work overseas, I would be the last to say that the difference between personality and pathology should not be counted one of degree rather than kind, but it seems to me that we could do better than Galenic medicine when it comes to classifying the personalities of Foreign Service officers. How about "animal-vegetable-mineral," for example?

Sincerely,
SCOTT L. ROLSTON □

Cairo reunion

DELAWARE, O.

DEAR EDITOR:

Readers who were stationed in Cairo, 1950-53, are invited to a reunion next fall, probably in San Diego.

If you haven't received a letter about the gathering and would like to be informed, please contact me at 21 Woodland Avenue, Delaware, O. 43015, (614) 369-4685, or Gloria Jimenez Davis, 901 Quiet Place Court, Walnut Creek, Calif., 94598, (510) 939-0981, or Rosemary Chaplin Smith, 5341 Whitmarsh, Indianapolis 46228, (317) 549-3671.

Sincerely,
LAURA GNAGI NEWMAN □

Affirmative action

MONROVIA, LIBERIA

DEAR EDITOR:

There has been much public debate concerning affirmative action. I would like to focus on diversity in the Foreign Service.

Many people view affirmative action as nothing more than a quota system that practices reverse discrimination. Others feel that it is punishing this generation for the sins of previous generations. Both are misconceptions and untrue.

If it can be agreed that there are no fundamental physiological differences that would interfere with the socio-economic success between a white male and, for example, an African-American female, then why is there such a gap between the two groups in terms of salary, employment and standard of living?

The answer then must lie in environmental or sociological factors. The laws of chance state that, all things being equal, a coin flipped 1,000 times will land on heads and tails about equally. The same can be said about equal opportunity. Affirmative action is really, then, a society's reaction when all things are not equal.

Creators of affirmative action understood that this inequality did not start or end at the job market. It was the continuous process of unfair treatment and lack of opportunity. Nor did it start or end in this generation. No human being is a generational island. Much of what we are and how successful we become is based on the advantages and opportunities we and our families had in childhood. Deprive one generation of equal opportunity and you affect, if not outright condemn, future generations to a disadvantaged position in society.

Affirmative action is not making up for past sins but rather acknowledging the ramifications that one generation has on the next. These ramifications go beyond a mere salary, to the heart of a person's view of himself and the world. I have often wondered whether all the professionals that I have encountered would still be so successful if they came from families who experienced the poison of discrimination as a regular part of life in the United States...

Critics argue that affirmative action is "reverse discrimination." That is not possible. As long as the overall power

structure of our society is dominated by able-bodied white males, "reverse discrimination" is an impossibility (that is why even though women comprise more than 50% of the general population, they come under the protection of affirmative action).

There is not one single case of a middle-class able-bodied white heterosexual male being forced to live in poverty because of affirmative action. There are, however, thousands of cases of minority and especially disabled persons who are successful professionals who otherwise may not have been, had affirmative action not been applied.

It has also been argued that affirmative action is no longer needed, since America now has an even playing field. This is so easily disproven that one wonders if there is not another underlying motivation against affirmative action. If indeed the playing field was even, then unemployment statistics for those covered under affirmative action would be far below the national average, not double it, as it is in some cases.

Part of our mission when posted overseas is to present American ideals to other countries and cultures. The American belief that many times puts the individual's rights before the rights of the community is among the most difficult to explain. A ramp being built to accommodate a disabled Foreign Service officer does more to illustrate the highest ideals of America than all the tributes and pamphlets the U.S.I.A. can hand out. A reader employed to assist a visually-impaired Foreign Service officer demonstrates the length that America will go to ensure that every individual can succeed to the limit of his or her own potential. An African-American in a highly-visible senior position in an embassy can truly change attitudes for both the American and local community.

We are a nation made up of different races, religions, cultures, sexual orientations and physical makeup. This must be fully represented in the Foreign Service if we are to truly represent America. There are those who are critical of the cost of affirmative action. Strangely, they are not as critical about other Governmental waste. The real issue is: what will it cost us as a society without it?

Sincerely,
MICHAEL BRICKER
Information management officer ■

O B I T U A R I E S

Joseph F. Aronhime, 73, a retired Foreign Service officer, died in Winston-Salem, N.C., on March 3. He was the father of Joseph E. Aronhime, a political and economic officer in Manama.

Mr. Aronhime joined the Service in 1955 and was posted to Palermo. After working as a pouch clerk in Frankfurt, he became administrative assistant in Lahore in 1958. He served as accounts assistant in Quito, 1960-62. Next, he was budget, fiscal and disbursing officer in Wellington, 1962-65. He held similar positions in Accra, 1965-68, Lima, 1968-71, and Sofia, 1971-73. In the latter year he became budget and fiscal officer in Managua. He returned to Quito as budget and management officer in 1975. He was posted to Kabul, 1978-80, and New Delhi, 1980-84. After a final tour as financial management officer in Yaounde, he retired in 1985.

Mr. Aronhime was born in Baltimore on July 19, 1921. He earned a bachelor's from the University of Baltimore. He served overseas in the Army during World War II. In addition to his son, he leaves his wife, Maria, of Greensboro, N.C., another son, and a daughter. □

Evelyn Blue, 85, a retired Foreign Service specialist, died in Bethesda, Md., on February 22.

Ms. Blue joined the Service in 1948 and went to Brussels later that year. She served as an administrative assistant in Guatemala City, 1951-54, and Hong Kong, 1954-56. In 1956 she became personnel officer in Tokyo. Next, she was a placement specialist in Washington, 1959-62. In the latter year she became personnel officer and second secretary in Madrid. After a final posting to Moscow, she retired in 1969.

Ms. Blue was born on Long Island, N.Y., on July 6, 1909. Before State, she served as a records supervisor with the War Department in Anchorage, and as a stock control supervisor with the Navy in Honolulu. Her survivors include a nephew, Robert Bechtold, of Scituate, Mass. □

Alonzo J. Covell, 87, a retired systems analyst at State died in Jackson, Mich., on January 17.

Mr. Covell began his career in the Department in 1961 as an information systems development officer in the Bureau of Administration. He became a computer

systems analyst in the bureau the following year, a position he held until his retirement in 1977.

Before State, Mr. Covell served as an analyst and supervisor for 26 years at other agencies, including the Army Corps of Engineers and the Internal Revenue Service. He was a native of Michigan who received a bachelor's from the University of Michigan. His survivors include two sons, a daughter, nine grandchildren and two great-grandchildren. □

William Carter Burdett, 76, a former ambassador to Malawi, died of cancer in Gloucester, Mass., on March 11.



Mr. Burdett (1970)

Mr. Burdett joined the Foreign Service in 1942 and became consular officer in Guayaquil. In 1946 he was named principal officer in Basra. Next, he was a personnel officer in the Department, 1947-48, then political officer in Jerusalem, 1948-50. In the latter year he became principal officer in Tabriz. He served as political officer in Tehran, 1952, then as a liaison officer with the Technical Cooperation Administration in Khartoum, 1952-53.

In 1953 Mr. Burdett was named officer-in-charge of Egyptian and Anglo-Egyptian-Sudan affairs. He served as deputy director, Bureau of Near Eastern and South Asian Affairs, 1955-56. The following year he became political officer in London. In 1960 he was named director of the Office of British Commonwealth-North European Affairs. He served as deputy assistant secretary for European affairs, 1960-64. In 1964 he became a senior Foreign Service inspector. He was deputy chief of mission in Ankara, 1967-70. In 1970 he was appointed ambassador to Malawi, his final overseas posting before he retired in 1975.

Mr. Burdett was born in Knoxville on October 25, 1918. He received a bachelor's from Princeton. During World War II he served in combat intelligence in the Marines. In addition to his work at State, he had been a columnist for the Gloucester (Mass.) Daily Times. His survivors include his wife, Marlys, of Gloucester, and two sisters. □

Carolyn Y. Contee, 53, a contract specialist at State, died of cancer in Washington on April 2.



Ms. Contee

Ms. Contee began her career in the Department in 1973 as a secretary in the Bureau of Intelligence and Research. She served as a support services specialist in the bureau's Office of Politico-Military Analysis and Warning, 1979-90. In 1990 she became a contract specialist in the Executive Office at the Foreign Service Institute. She served in the Office of Acquisitions from 1991 until her death. She had earned a cash award for her work.

Ms. Contee was born in Washington on March 29, 1942. Before State, she worked as a research assistant for columnist Carl Rowan. A memorial service attended by her coworkers was held at St. Luke's Catholic Church, Washington, on April 8. Her survivors include her husband, Robert, of Washington, a daughter, a son, her mother and four sisters. □

John J. Crowley Jr., 67, a retired Foreign Service officer who served as ambassador to Suriname, died of cancer at Sibley Memorial Hospital, Washington, on March 28.



Mr. Crowley (1980)

Mr. Crowley joined the Service in 1952 and was assigned to Maracaibo. After serving as political officer in Lima, he pursued labor and economic studies at the University of Wisconsin, 1959-60. In the latter year he became labor and political officer in Brussels. After an assignment as an international relations officer in Washington, he was named deputy chief of mission in Quito in 1966. He attended the National War College, 1969-70.

In 1970 Mr. Crowley became deputy chief of mission in Santo Domingo. Next, he was director of the Office of Northern European Affairs, 1974-77. In 1977 he was named deputy chief of mission in Caracas. He was appointed ambassador to

Suriname in 1980. After serving as a senior Foreign Service inspector, he was named deputy U.S. representative to the Organization of American States in 1984. He retired in 1986 but continued to work as a part-time analyst in the Office of Freedom of Information, Privacy and Classification Review, until his death. He held the Superior Honor Award.

Mr. Crowley was born in Albuquerque on February 10, 1928. He received a bachelor's from West Virginia University and a master's from Columbia. He served in the Army, 1946-48. Before State, he taught for two years at the University of Puerto Rico. He was a past president of the National War College Alumni Association.

A mass attended by his former colleagues was held at St. Jane Frances de Chantal Catholic Church, Bethesda, Md., on March 31. His survivors include his wife, Illeana, of Bethesda, two daughters and a grandson. The family suggests that contributions be made to the Dacor Scholarship Fund, 1801 F Street N.W., Washington, D.C. 20006. □

Richard E. Curl, 77, director of the Bureau of Intelligence and Research's Office of Intelligence Resources, died after heart surgery at Washington Adventist Hospital on March 13.



Mr. Curl

Mr. Curl began his career at State in 1946 as a public affairs officer. After an assignment as a foreign affairs analyst and naval service in the Korean war, he became an intelligence research officer in 1952. In 1964 he was named chief of the Technical Division in the Office of Current Intelligence Indications. He became an office director in the bureau in 1972.

Mr. Curl was born in Edison, O., on August 5, 1917. He earned a bachelor's and master's from Ohio State, and another master's from Princeton. During World War II he served in naval intelligence. He was a member of the Senior Executive Service, and received numerous awards for his work at State, including the Superior and Meritorious Honor Awards, two presidential awards as a meritorious executive and a presidential award as a distinguished executive. A memorial serv-

ice attended by Mr. Curl's coworkers was held at Woodside United Church, Silver Spring, Md., on March 18. He leaves his wife of 52 years, Ruth, of Silver Spring, two daughters and four grandchildren. □

John R. David, 70, a retired Foreign Service officer, died of cancer in Tucson on March 17. He was the husband of former Foreign Service secretary Nancy Fellows David.



Mr. David

Mr. David joined the Service in 1965 and was assigned to Jeddah. After serving as building engineer there, he went to Tehran as a building services specialist in 1967. He was assigned to Washington, 1968-69. In the latter year, he became general services officer in Saigon. He returned to Washington in 1970. Next, he was posted to Phnom Penh, 1971, and Jakarta, 1971-72. After a final tour as building services officer in Lagos, he retired in 1976.

Mr. David was born in Arizona on April 4, 1924. He served in the Navy and Air Force for 20 years before beginning his tenure at State. In addition to his wife, of Tucson, he leaves his mother, three sons, a sister and a grandson. □

Marthe V. Hotaling, 55, an instructor at the Foreign Service Institute, died of cancer at Sibley Memorial Hospital, Washington, on March 29.



Ms. Hotaling

Ms. Hotaling began her tenure at the School of Language Services in 1979. She taught French there until recently. She received the Meritorious Honor Award, two cash awards and the Una Chapman Cox Award, for excellence in teaching a foreign language.

Ms. Hotaling was a native of Lyon, France, who was graduated from the University of Lyon. In 1970 she married Edward Hotaling, a former network television correspondent, and accompanied him on overseas assignments before settling in the United States in 1976. Before State,

she taught at the Department of Agriculture, where she developed a course on reading French. She had tutored several senators, and co-authored a textbook, "The French Basic Course." A mass attended by her coworkers was held at the Shrine of the Most Blessed Sacrament, Washington, on April 1. Besides her husband, of Washington, she leaves two sons and a brother. The family suggests contributions to St. Anselm's Abbey School, 4501 South Dakota Avenue N.E., Washington, D.C. 20017. □

J. Herbert Furth, 95, a retired instructor at the Foreign Service Institute who helped organize the Division of Economic and Commercial Studies, died of renal failure at his home in Bethesda, Md., on March 6.

Mr. Furth began his tenure at the institute in 1966. He was named a faculty associate emeritus in 1972. He continued lecturing until 1987. His final lecture coincided with a party his students gave him in honor of his 87th birthday.

Mr. Furth was a native of Vienna who received a doctorate in law from the University of Vienna. Before State, he worked as an economist at the Federal Reserve Board and taught economics at Lincoln, Catholic and American Universities and at the School of Advanced International Studies. His survivors include two sons and seven grandchildren. □

Walter Theodore Kamrad, 76, a retired Foreign Service officer, died of leukemia at Suburban Hospital, Rockville, Md., on December 26.



Mr. Kamrad

Mr. Kamrad began his career at State in 1949 as a clerk-typist. After working as an intelligence research analyst, he joined the Foreign Service in 1956 and became director of the Berlin Documents Center, which holds Nazi records recovered after World War II. He later served as a general services officer at the post. After a tour in Baghdad, he became administrative officer in Lahore in 1963. He served as supervisory general services officer in New Delhi, 1967-68. After a final assignment in Washington, he retired

in 1975.

Mr. Kamprad was born in Gary, Ind., on April 1, 1918. He received a bachelor's from the University of Pittsburgh. He served as a lieutenant in the Navy overseas during World War II. After State, he did volunteer work for Pilgrim Lutheran Church, Bethesda, Md.

Mr. Kamprad was the author of two articles for STATE, including "The Little Boat that Couldn't" (November), a memoir of his tour in Baghdad.

His survivors include two daughters, two sons and eight grandchildren. □

Thomas Joseph Maleady Sr., 96, a retired Foreign Service officer who served as consul general in Bermuda, died in San Rafael, Calif., on March 14. He was the



husband of former Foreign Service Staff officer Antoinette Maleady and the father of Sarah Smith, a Foreign Service officer assigned to the Office of Overseas Citizens Services.

Mr. Maleady joined the Service in 1922 and was assigned to Edinburgh. After a posting to Port-au-Prince, he became vice consul in Port Limon in 1926. Next, he held consular assignments in Mexico City, 1931-34, Tampico, 1934-36, and Bogota, 1936-40. In the latter year he became second secretary in Caracas. He served as consul in Buenos Aires, 1948-50.

Mr. Maleady was political officer, then chargé, in La Paz, 1950-52. He was awarded a Meritorious Honor Award for his service there, which coincided with the 1952 revolution in Bolivia. He returned to Caracas as deputy chief of mission in 1952. He held a similar post in Quito, 1953-55. In 1955 he was named consul general in Hamilton. After a final assignment in Washington, he retired in 1959.

Mr. Maleady was born in Fall River, Mass., on January 22, 1899. He received a bachelor's from Georgetown. He served in the Army during World War I. In addition to his wife and daughter, he leaves a son and a grandson, Paul, who was born shortly before his 95th birthday. □

Benjamin Martin Zook, 71, a retired intelligence specialist at State, died

in Reedville, Va., on April 2.

Mr. Zook began his career at State in 1949 as a clerk-typist. After working as an intelligence research analyst, he became a Foreign Service Reserve officer and was posted to Moscow in 1952. He served as an analyst in Washington, specializing in Soviet affairs, 1954-65. In the latter year he returned to Moscow as political officer. In 1967 he was named chief of the intelligence bureau's U.S.S.R. Division. Next, he attended the Army War college, 1969-70. After serving as an international relations officer in the Bureau of European and Canadian Affairs, he was detailed to the National Security Council in 1976. He retired in 1979 after an assignment as a supervisory intelligence officer.

Mr. Zook was born in Memphis on October 22, 1923. He earned a bachelor's summa cum laude from Harvard. He served overseas in the Army during World War II. His survivors include his wife of 43 years, Geraldine, of Reedville, a daughter, three sons, a brother and four granddaughters. □

Francis G. (Frank) Meyer, 81, a former assistant secretary for administration, died in Potomac, Md., on March 18.

Mr. Meyer began his career at State in 1952 as assistant chief of the estimates branch in the Office of Budget. He became chief of the Division of Financial Management in 1957. He was deputy director, then director, of the Office of Budget and Finance,



Mr. Meyer (1969) 1959-63. In the latter year he was named deputy director of the Office of Foreign Buildings Operations.

He served as administrative counselor in Vienna, 1965-66. In 1966 he became a special assistant to the deputy under secretary for administration. He was a special assistant for congressional relations, then deputy assistant secretary for congressional relations, 1967-69. In 1969 he was named assistant secretary for administration, a position he held until he retired in 1971. He received the Distinguished Honor Award.

Mr. Meyer was born in Elkader, Io.,

on December 14, 1913. Before State, he worked for the Department of Agriculture for 19 years. After State, he served as executive vice president of the Marine Underwriters Insurance Corp., before retiring again in 1983. He leaves his wife of 60 years, Veronica, of Potomac; a daughter, a son, a brother, a sister, six grandchildren and five great-grandchildren. □

Ellen Virginia Watson, 72, a retired Foreign Service specialist, died in Alexandria Hospital, Alexandria, Va., on March 14.

Ms. Watson joined the Service in 1952. After an assignment in Washington, she became communications supervisor in Hong Kong in 1957. She was communications and records supervisor in Panama City, 1963-64. Next, she served as personnel assistant, then personnel officer, in Brussels, 1965-68. After an assignment in the Department, she was posted to Saigon in 1971. She had a tour in London, 1974-78. After a final assignment in Washington, she retired in 1980.

Ms. Watson was born in Washington on July 22, 1922. She attended George Washington University. After State, she served as a volunteer for organizations that included the Prince George's County League of Women Voters, the Red Cross, the Oxon Hill Food Pantry and Meals on Wheels. Her survivors include a brother, Jimmy Watson, of Solomons, Md. ■

Correction



Laurie Ann Johnston **Lulu Buhl Chaudry**

Ms. Johnston was the former consul general in Lahore, who died on February 19. Ms. Chaudry is manager of the employee association at the post. A photo of Ms. Chaudry erroneously appeared with Ms. Johnston's obituary in the April issue. STATE profoundly regrets the error. □

LIBRARY BOOKLIST

Central Asia

Surveys and histories

- Adshead, Samuel Adrian M. *Central Asia in World History*. New York, St. Martin's Press, 1993. 291 p. DS329.4.A37
- Atkin, Muriel. *Tajikistan's Relations with Iran and Afghanistan*. Washington, DC, National Council for Soviet and East European Research, 1992. 40 p. DK928.865.A84
- The Cambridge History of Early Inner Asia*. Edited by Denis Sinor. New York, Cambridge University Press, 1990. 518 p. DS329.4.C35
- Central Asia and the World: Kazakhstan, Uzbekistan, Tajikistan, Kyrgyzstan, and Turkmenistan*. Edited by Michael Mandelbaum. New York, Council on Foreign Relations Press, 1994. 251 p. DK859.S68
- Central Asia: Its Strategic Importance and Future Prospects*. Edited by Hafeez Malik. New York, St. Martin's Press, 1994. 337 p. DK859.5.C46
- Central Asia: One Hundred Thirty Years of Russian Dominance: a Historical Overview*. Edited by Edward Allworth. Durham, NC, Duke University Press, 1994. 664 p. [on order]
- Central Asia Reader: the Rediscovery of History*. Edited by H.B. Paksoy. Armonk, NY, M.E. Sharpe, 1994. 206 p. DK857.C45
- Danreuther, Roland. *Creating New States in Central Asia: the Strategic Implications of the Collapse of Soviet Power in Central Asia*. London, Brassey's for the International Institute for Strategic Studies, 1994. 83 p. DS329.4.D35
- Dawisha, Karen. *Russia and the New States of Eurasia: the Politics of Upheaval*. New York, Cambridge University Press, 1994. 437 p. DK293.D38
- Fuller, Graham. *Central Asia: the New Geopolitics*. Santa Monica, CA, Rand, 1992. 86 p. DK851.1.F85
- Hiro, Dilip. *Between Marx and Muhammad: the Changing Face of Central Asia*. London, HarperCollins, 1994. 402 p. DK851.H56
- History of Civilizations of Central Asia*. V.1 The Dawn of Civilization: Earliest Times to 700 B.C. Edited by A.H. Dani and V.M. Masson. Paris, Unesco, 1992. 535 p. DS329.4.H58 v.1
- Hopkirk, Peter. *The Great Game: the Struggle for Empire in Central Asia*. New York, Kodansha International, 1992. 565 p. DS329.4.H67
- Kangas, Roger D. *Uzbekistan in the Twentieth Century: Political Development and the Evolution of Power*. New York, St. Martin's Press, 1994. 304 p. [on order]
- Kaser, Michael. *The Central Asian Economies After Independence*. London, Royal Institute of International Affairs, 1992. 73 p. HC340.11.K28
- Khodarkovsky, Michael. *Where Two Worlds Met: the Russian State and the Kalmyk Nomads, 1600-1771*. Ithaca, NY, Cornell University Press, 1992. 278 p. DK34.K14 K48
- Lubin, Nancy. *Leadership in Uzbekistan and Kazakhstan: the Views of the Led*. Washington, DC, National Council for Soviet and East European Research, 1994. 27 p. DK948.863.L82
- Menon, Rajan. *Understanding Security in Post-Soviet Central Asia*. Washington, DC, National Council for Soviet and East European Research, 1994. 24 p. DK859.5.M46
- The New Geopolitics of Central Asia*. Edited by Ali Banuazizi. New York, St. Martin's Press, 1994. [on order]
- Political and Economic Trends in Central Asia*. Edited by Shirin Akiner. London, British Academic Press, 1994. 207 p. DK859.5.P65
- Soviet Central Asia: the Failed Transformation*. Edited by William Fierman. Boulder, CO, Westview Press, 1991. 328 p. DK859.S68
- Kangas, Roger. *Ethnic Interests and the Policy Process in Central Asia*. Washington, DC, National Council for Soviet and East European Research, 1994. 42 p. DK855.K26
- Khazanov, A.M. *Ethnic Strife in Contemporary Kazakhstan*. Washington, DC, National Council for Soviet and East European Research, 1994. 21 p. DK907.K42
- Lubin, Nancy. *Islam and Ethnic Identity in Central Asia: A View from Below*. Washington, DC, National Council for Soviet and East European Research, 1994. 19 p. BP63.A78 L82
- Muslims in Central Asia: Expressions of Identity and Change*. Edited by Jo-Ann Gross. Durham, NC, Duke University Press, 1992. 224 p. DS328.4.M87
- Olcott, Martha Brill. *The Future of Fundamentalism in Central Asia*. Washington, DC, National Council for Soviet and East European Research, 1994. 17 p. BP63.A78 O52
- Rashid, Ahmed. *The Resurgence of Central Asia: Islam or Fundamentalism?* Atlantic Highland, NJ, Zed books, 1994. 278 p. DK859.R37

Description and travel

- Edwards-Jones, Imogen. *The Taming of Eagles: Exploring the New Russia*. London, Weidenfeld & Nicolson, 1993. 241 p. DK510.29.E38
- Geyer, Georgie Anne. *Waiting for Winter to End: an Extraordinary Journey Through Soviet Central Asia*. Washington, DC, Brassey's, 1994. 237 p. DK854.G48
- Glazebrook, Philip. *Journey to Khiva*. London, Harvill, 1992. 278 p. PR6057.L35 Z4673
- Lawton, John. *Samarkand and Bukhara*. New York, St. Martin's Press, 1992. [on order]
- Malcomson, Scott L. *Borderlands: Nation and Empire*. Boston, Faber and Faber, 1994. 256 p. DR16.M35
- Maslow, Jonathan Evan. *Sacred Horses: the Memoirs of a Turkmen Cowboy*. New York, Random House, 1994. 342 p. DK934.M37
- Moorhouse, Geoffrey. *On the Other Side: a Journey to Soviet Central Asia*. New York, Henry Holt & Co., 1990. 189 p. DK854.M66
- Thubron, Colin. *The Lost Heart of Asia*. New York, HarperCollins, 1994. 374 p. DS527.8.T47

—COMPILED BY P. SUZANNE SMOLIK ■

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Ethnicity, nationalism, fundamentalism

- Allworth, Edward. *The Modern Uzbeks: from the Fourteenth Century to the Present: a Cultural History*. Stanford, CA, Hoover Institution Press, Stanford University, 1990. 410 p. DK948.62.A45
- Central Asia and Transcaucasia: Ethnicity and Conflict*. Edited by Vitaly V. Naumkin. Westport, CT, Greenwood Press, 1994. 242 p. DK855.C46
- Gottlieb, Gidon. *Nation Against State: a New Approach to Ethnic Conflicts and the Decline of Sovereignty*. New York, Council on Foreign Relations, 1993. 148 p. D2009.G68
- Hostler, Charles Warren. *The Turks of Central Asia*. Westport, CT, Praeger, 1993. 233 p. DS26.H66

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