

# State

The Newsletter

United States Department of State

July 1989



*Foreign Service Nationals:  
The 1989 Regional "Champions" with  
Secretary Baker*

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## Announcements

A NEW FEATURE, listing the names of all employees receiving Superior and Meritorious Honor Awards, begins in this issue on Page 39.

AS IN PREVIOUS years, there will be no separate August issue. Deadline for the combined August/September issue is August 8.



THE COVER—From left: *Gladys Arocha*, Baranquilla; *Damuta Antoszewska*, Warsaw; *Henriette Ralalaharisoa*, Antananarivo; *Secretary Baker*; *Gabriel Akar*, Beirut; *Caroline Chang*, Suva. Story on Page 12. (Photo by Ann Thomas)

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# Letters to the Editor

## 'Wonder no more'

RESTON, VA.

DEAR EDITOR:

I just received and read STATE (May) and, specifically, "Appointments." As a long-time retired Foreign Service Staff member for 28 years (of which 25 consecutive years were overseas on 12 good, bad and ugly assignments), I doubt this letter will ever see print...

Realizing the possibility the "powers" in State have little or no say regarding appointments to ambassadorial assignments overseas, I have always been amazed by the high incidence and the continuing increase, particularly after presidential elections, in political appointments. Of the 17 ambassadors in this issue, only 5 are career Foreign Service. The remaining 12 are political. Not an equitable ratio!

There is absolutely no question the "political" are ably qualified in their business, commercial world. However to widely and indiscriminately use Foreign Service ambassadorships as payoffs for obvious past political party support, financial and otherwise, is a travesty causing deteriorating morale, bypassing deserving and qualified career personnel, and creates doubts in minds at all levels: "Is there a future career-in the Foreign Service?"

Foreign Service officers (and Staff personnel) are "career" persons; many may even aspire to being an ambassador some day. They work diligently, more often without reward, go where they are told, sweat and give blood, frequently suffer hardships, are subject to every kind of known disease, occasionally forced to be separated from their family and for years their homeland and some even die for the Foreign Service thinking they have a career.

The "political" has no feel for nor true conception of nor experience in and of the Foreign Service life. Is there any doubt why the Foreign Service's old and famous esprit de corps hardly exists any longer!

Why is it so difficult to recruit, and more importantly retain, the best Foreign Service officers now (or in the most recent past)? Although such appointments were not as flagrant in years gone by, wonder no more!

Sincerely,  
LEWRIGHT B. MUNN ■

# State

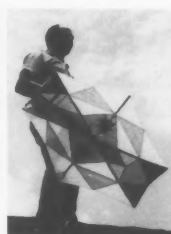
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There are 11 monthly issues (none in August). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. Double-space on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

titles, names of offices and programs—acronyms are not acceptable.

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

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# Life in the Foreign Service

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## 2 eyewitness reports from Beijing

### Gunfire in the diplomatic compound

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BY SUSAN BURGHARDT

*The author, employed part-time at the embassy in the personnel office, is the wife of the political counselor.*

I FLEW OUT of China last night on a Continental Airlines charter with the last group of dependents from the embassy in Beijing. The flight crew was from Guam and the food consisted of stale ham sandwiches, a final farewell from Air China. Apart from everything else on my mind, how was I going to write an article for STATE, focusing on the embassy, when everyone else with me on the flight wanted to talk about our impressions of the situation in Beijing? No one was complaining about being on the flight, but all of us were regretting that it had become necessary for us to be on it.

Here is a recap on the developments that put us on the plane: When martial law was declared in Beijing on May 20, Ambassador James R. Lilley canceled a trip to Washington and returned to the Chinese capital from Shanghai, where he had been for a U.S. Navy ship visit. The political section had been on a 24-hour duty schedule since the student hunger strike began on May 13. Every officer who could be spared from other sections took turns exploring interesting areas of Beijing by bicycle or on

(Photos by Pete Campolongo)

foot. Staff members and dependents had many opportunities to enjoy the new openness of ordinary Chinese to political discussion. Normally reticent city-dwellers would share information on street corners. Buses became moving grapevines as passengers got on and off. Little "democracy walls" appeared on lampposts and walls all over the city.

Martial law had been declared, but periods of tension were followed by relaxation and euphoria on the part of the Chinese as the government appeared to be unable to act decisively or to achieve effective cooperation from the military. As for us in the embassy community, after much careful checking it was agreed that our community liaison office trip to the beach at Beidaihe could proceed with safety, and that there would still be enough staff on hand over the Memorial Day weekend to cover the continuing events.

On Friday, June 2, we were even able



In this photograph, taken from the diplomatic compound, the tanks at lower left are in formation.

to show a movie that had been made for the Overseas Briefing Center in Rosslyn, Va. Since the start of the student hunger strike on May 13, the wide-screen projector in the snack bar had been used to show daily tapes of the student demonstrations in the center of Beijing. Live satellite broadcasting from Beijing was interrupted, but the news organizations were able to carry out the film by plane and beam it back in to the embassy satellite receiver. Even though we were living right there in Beijing, none of us could possibly see even a fraction of the events taking place at Tiananmen Square and all over the city.

#### Military on the move

Then, at 2 a.m. on June 3, a call from the embassy alerted key officers that the Chinese military was on the move. From the balcony of our apartment in the Jianguomenwai diplomatic compound, I could see by the arc lights of the modern highway overpass about 1,000 soldiers, in tight formation, double-timing towards the square. These young troops did, in fact, carry truncheons, but they were unprepared for the nonviolent resistance of the students and

Beijing citizens. Later in the day, they were observed wandering in small groups, lost and bewildered, alternately being helped or harangued by the people.

As the day advanced, it was clear that the barricades of buses and coal trucks farther out on the outer ring road weren't holding back military traffic. A convoy of troops with automatic rifles parked on the overpass and ramps, where there was standing room only. Groups of people surrounded each troop truck, attempting to get the occupants to leave and join the people. Much later, some soldiers who did leave the trucks fired on the people as they returned to their vehicles.

About 5 o'clock in the afternoon, four truckloads of men wearing shiny yellow hardhats were surrounded by the crowds on the street. This was an operation that had become a standard citizens' check of any vehicle approaching the square. Suddenly, a shout went up from the crowd as ax handles were thrown down from the trucks. These were bogus workers who were attempting to use an old riot control technique from the 1960s. The men were pulled down from the trucks, with their yellow hardhats flung into the air while the vehicles' engines were dis-





Communicator *Don Becker* makes sure that the embassy link with Washington is secure and functioning.



A barrier that the troops encountered.



A group of Americans in the embassy snack bar await word on what to do next.

connected. People were getting angry.

#### 2 victims

Tension mounted until 12:30 a.m., when an armored personnel carrier approached the crowd, accelerating on through and leveling at least two victims. This incident, observed from the diplomatic compound, was only a small indication of what would occur on Tiananmen Square thereafter. Ray Burghardt (my husband) and Mark Mohr were among the foreigners on the square who were told to leave by the students. Jim Huskey saw a person near him felled by the bullets fired into the air by soldiers entering the square. After the night of May 3-4, everyone took the military danger very seriously.

During the night of Sunday to Monday, a long column of tanks poured down

Jianguomenwai Street, past the diplomatic compounds to Tiananmen Square, 3 kilometers away. In the morning, smoke from burning buses and trucks came back down the boulevard toward the apartments.

By Sunday, the square had been cleared in a brutal manner that was documented well by the international press. The view from the balcony revealed that the vehicles of the yellow hardhats and several others had been burned. Soldiers kept people away from the intersection, but occasionally a projectile would be lobbed from the sidelines. The Maerkles, one of the embassy families, came over for a look. The conversation turned to the Chinese capacity for *luan* (disorder). Katherine Maerkle, 13, had had a slumber birthday party the night before. The group had strolled up to the intersection about 9 or 10 o'clock to see what was happening. In retrospect, a rather close call for them.

#### 'At a safe distance'

Meanwhile, in the embassy the political reporting continued, but at a safe distance. The focus of embassy activity turned to the public security situation. By Monday, June 5, the embassy had decided to encourage Americans in the university area in northwest Beijing to leave for the foreign-managed hotels in the eastern section of the city nearer the embassy, where special rates were arranged. In order to assist American citizens wishing to leave China and to keep them informed about U.S. Government

advisories, the consular section closed for the week for nonimmigrant visas. The consular officers moved their offices from another building to a conference room in the chancery, where a special group of information telephones was answered by employees and volunteers on a 24-hour schedule. Since the center of town was blocked by the military, most Chinese employees assigned to the embassy did not report for work Monday or later in the week. Those who did often faced unusual difficulties in doing so. Chinese-speaking American dependents were trained on the switchboard for night duty.

On Monday through Thursday, convoys of vehicles driven by American officers from all sections drove all over the city, picking up American citizen students and teachers as a first priority. Early in the week, few students seemed to want to leave, but by midweek, they were calling the embassy back again for the convoy to return. One night, part of the convoy was stuck on the far side of the city and had to take evacuees into hotels for the night.

#### The tanks move in

On Monday evening a group of about 70 tanks moved in, positioned by the commander in various defensive attitudes on the ring road which goes along one entire side of the largest diplomatic compound. Even after they left on Thursday, it was unclear if this was just a show of force or a part of the rumored conflicts between army units. Residents in the diplomatic compound were told to stay away from windows. Up to this point, everyone had been inviting their friends and neighbors with less-than-perfect views up for dinner and cocktails with a view of the action. Bits of information were shouted up and down the balconies; the mood was almost frivolous. After the tanks appeared, it seemed prudent only to peek through the lower grates of the balconies.

On Tuesday, it was recognized that Americans in the student areas would need more help to leave the university area, since taxis had vanished. We heard of some cabs charging fantastic rates—up to 1,000 times the normal fares. All the embassy vans were driven by American employees who arranged pickup places and times, making as many runs to the hotels as possible. All night long, the American Citizen Services telephone center dispensed information about the collection points in addition to answering calls from all over China from Americans requesting information. American Citizens Services also registered the



At the embassy, Ambassador James R. Lilley, center, confers with political officers Raymond F. Burghardt, right, and William Stanton.

names, locations and travel plans of all callers, attempting to call them back to inform them of the almost daily changes in the travel advisories from Washington. On Wednesday morning, the ambassador called a general meeting to announce the evacuation of dependents. A special United Airlines flight would take all American dependents and other Americans, on a space-available basis, to Tokyo, Japan. Only a few part-time employees involved in the citizen services and telephone operations were able to stay. Those who were to be evacuated on Thursday (June 8) were taken to a hotel near the airport; employees and volunteer citizen services staff staying on moved to the Sheraton hotel, a good distance from the shooting.

#### Shooting in the compound

During the meeting, shooting was heard at the chancery. The alert was sounded, but investigation by the Marines indicated no immediate threat to the building. However, regional security officer Fred Krug rushed in to say that Building No. 1 in the diplomatic compound had been riddled with automatic weapons fire. He and a group of Marines left to check the compound to confirm the safety of American dependents (including that of his two sons, who happened to be in an apartment in the direct line of fire). Although the shooting had started at 10:30 a.m., the Jianguomen-

wai compound was not completely sealed by the People's Liberation Army soldiers until noontime, by which time Mr. Krug had already persuaded the soldiers to allow some of the Americans in the compound to get out, but leaving about 15 trapped inside. Eventually, the soldiers claimed to have found a sniper and left the compound.

By this time, BBC was reporting that there were over 1,000 people at the airport trying to get out. American Citizens Services was getting calls from people at the airport who were unable to find a flight. Many Americans in China had come on group tours or had arrived on reduced rate airfares and were unable to get endorsements to other airlines or fly to a different destination.

#### Temperers on hold

Judy McLaughlin described many of the calls to American Citizens Services as similar to patient calls a nurse might receive in a doctor's office. People were calling from all over China and the United States with a full range of expectations about what the embassy could and should do. Staff members occasionally lost their tempers, but essentially their mood was one of humor and irony. For example, Kris Lansing, another nurse by training, was heard to say: "Now just take it easy and call me in the morning." And Steve Dunn deleted a few expletives, then cheerfully drove back to pick up the same university people who had refused to be evacuated the day before. In American Citizens Services, the strangest



At the embassy, Susan Burghardt, right, and agricultural officer Susan Heinen lend a hand with logistics.

calls were from Americans in the States who had left their infant children with grandparents in Beijing, and from Americans in China who expected to be evacuated while continuing to tour through the Beijing area. At one point, Pat Law disappeared under her desk with the telephone to hear a particularly faint connection. The ambassador appeared in the phone room, surveyed the scene and departed without a word.

Outside the embassy, Beijingers were trying to live as normally as possible. Embassy officers took detours by the tank-occupied bridge on the way to work. One stood with two representatives of an eastern European country while a jogger in a red exercise suit ran straight up the ramp to a

soldier on the bridge and calmly began to flex his muscles on the abutment. When the armed guard became animated, the jogger replied in a totally collected manner that he did this every morning and no soldier was going to tell him he couldn't. When he finished, he walked away very deliberately.

#### Hot water again

The sun came out on Thursday. It was far too nice a day for civil disturbances, let alone dependent evacuation. The ambassador went out to the airport to say goodbye. There were reports of 1,000 people at the airport and calls were still coming into citizen services from all over. Meanwhile, at the diplomatic apartments, a sign announced that the hot water was going to be turned on again—a sure sign that the Diplomatic Services Bureau wanted to regain face. The pipes were being cleaned since the 10th of May. Perhaps, we thought, we should call this the cold water revolution since outside the window the tanks had disappeared. The buses were running and all the debris had been cleared away, including the bodies on the overpass that had been covered by a tarpaulin all week. (I felt sorry for the ambulance drivers assigned to that task.)

On Friday, May 9, after a 14-hour shift with Ernst Schwitzer on the switchboard, I headed home and went to bed, only to be awakened three hours later by my husband with the news that all of the few remaining dependents had to be evacuated. Four hours to pack—in my case with no return.

Ayi came in from a meeting at her son's elementary school, and we shared a good cry. After this, I will never again want

to say that Chinese people are reserved and inscrutable. They are passionate and caring, brave and foolhardy. That must be why Americans can care for China so much. Somehow I managed to get everything into three suitcases, then went off to the airport in a caravan with the ambassador's car, flags flying. Approaching the rural setting of the airport, we passed tour buses full of troops going the other way into town. The peasants were fertilizing the fields. At the airport, the United "porta-check-in" counter had been taken over by Lu Sargent and Fabio Saturni. John Hampton handed out travel orders and Russ Reiff dispensed travel advances. Our group of about 60 was the only one there. Apparently, the thousands demanding to leave had left—or they were unable to make it to the airport.

#### At the airport

The airport staff was photographing every move with still and movie cameras. All went well until my handbag passed through the X-ray machine. The operator of the machine didn't like something inside my bag. I thought: "If she really looks through it, I'll never get it closed again." But wait! She pointed with horror to the three weekly newsmagazines I had grabbed at the last minute. (I was wanting to sort out events of the past weeks so I could write this article.) "News!" she said. I replied: "But you are just checking for bombs!" By now, it was time to go, evacuees to the waiting airplane and the embassy staff back to the compound, before the curfew at nightfall. As the plane taxied to the end of the runway, I could see that the golden wheat was standing in the fields, ready for harvest. □

## 'Embassy alarm indicating we were under attack went off'—false alarm

RETIRED FOREIGN SERVICE officer Jim Sampas and his wife, Dorothy, the Embassy Beijing administrative counselor, were at home in the Jianguomenwai diplomatic compound on Saturday, June 3, when they heard noise outside their window below. In an interview with STATE on June 12, Mr. Sampas described what happened next.



Mr. Sampas  
he said. "Across the street were four or five

trucks loaded with men wearing hardhats. Apparently the people in the crowds realized they were special police, and they disabled the vehicles. Some were burned. We went to bed that night wondering if the troops would still be there in the morning.

"The next day I awoke to a tremendous amount of AK-47 gunfire. Some of the soldiers had now come out of their vehicles and were firing into the air to scatter the people. I immediately called the embassy's political section to report what was going on. Throughout the morning I turned on the shortwave radio to listen to the Voice of America, BBC and Radio Australia. The embassy advised dependents to stay at home, and the employees to go out in pairs. I remained in the apartment, but

Dorothy went to work."

#### No hot food

Mr. Sampas said he ventured out for lunch with several members of the American community the next day. Many restaurants were closed, so they went to the embassy cafeteria. He recalled: "When we arrived we saw just two Chinese employees who had made only sandwiches instead of the hot food they normally prepared. When I saw that there were only sandwiches, I thought, this is a real crisis."

He then went to mail a letter to relatives. "I hadn't gone too many steps before I heard gunfire and saw clouds of smoke," he said. "I saw Chinese people running away from the direction I was heading, so I



Americans boarding an embassy vehicle.

joined them. Two blocks away, on a street where a number of embassies are located, troops in a convoy of trucks were firing into the air.

"I went to the press and cultural section, where I listened to radio and TV reports throughout the night. Cable News Network advised people to stay off the streets, and someone suggested we protect ourselves by putting books over our windows. We felt tense, but we were busy listening and trying to keep track of reports. I went back to my apartment about 7:30 the next morning to sleep, but I couldn't.

"That night, about midnight, I heard a rumble. I looked out the window and saw four tanks, followed by about 20 trucks loaded with soldiers, followed by two or three armored personnel carriers. They were coming from Tiananmen Square. The soldiers fired their guns into the air to scare off people."

#### 'Time for you to leave'

The next morning Ambassador James R. Lilley held a meeting with embassy personnel and dependents at the chancery, advising all family members to leave. "Just about all the employees of the embassy and all the dependents were there," Mr. Sampas said, adding: "As the ambassador spoke, we heard tremendous gunfire. It appeared to be very close, with a lot of machine gun fire. Ambassador Lilley joked: 'I think they're telling us it is time for you to leave.' The embassy alarm indicating we were under attack went off. Some people rushed off to pick up kids who were outside. When the alarm stopped, we learned that the embassy was *not* actually under attack."

The ambassador turned the meeting over to Mrs. Sampas and budget officer John Hampton, who explained "the benefits of evacuation." Mr. Sampas said: "We were told we could take only one suitcase and one carry-on bag, because there was limited room in the vehicles to be used to

take people to the airport. People were tense, especially those with little kids, but there was no panic."

During the meeting, regional security officer Fred Krug's apartment in the diplomatic compound was sprayed with gunfire, Mr. Sampas said. Some 50 shots hit the apartment while his two children and a maid were inside. "They hit the deck so, fortunately, no one was hurt," Mr. Sampas said. The children's mother, nurse Michele Krug, was working in the health unit during the episode.

#### Troops around the compound

En route to pack his bags, Mr. Sampas ran into Marilyn Baker, wife of medical officer John Baker, who told him troops were surrounding the Jianguomenwai compound. Mr. Sampas went on: "Then we received another report that the ambassador's compound was about to be taken over by troops, who were on their way. I was in the compound at the time. It turned out to be a false alarm.

"Meanwhile, people who had gone back to the Jianguomenwai compound to pack and leave were trapped. The gates were closed. Ambassador Lilley got in touch with the Chinese foreign office and told them to get their troops out of there. We waited and waited for what seemed like a long time. It probably was about an hour and a half later that we learned the troops had left."

Mr. Sampas returned home to pack, walking up the 10 flights to his apartment. "I thought this is no time to be trapped in the elevator," he explained. Commercial counselor Lynn Edinger then picked up a group of people in a station wagon and drove them to a hotel, where they spent the night before leaving the next day. Many dependents at first refused to leave, Mr. Sampas said, but they eventually accepted the situation. Mrs. Sampas, along with the rest of the employees, remained behind in China.

#### In the air

Mr. Sampas boarded a chartered flight the next morning, along with other Americans who were picked up at their hotels by embassy personnel. Contrary to some negative press reports on the evacuation, Mr. Sampas found the operation "very efficient—anything else is just *merde*, ridiculous."

Before takeoff, Ambassador Lilley spoke to the passengers. Mr. Sampas related: "At first those of us on the upper deck thought the ambassador's words were being piped in from the embassy. But he had come out to say good-bye in person, and he promised to try to get us back as soon as possible. After he left, some tears flowed."

The group flew to Shanghai, where they picked up 150 other passengers, including dependents from the consulate. They then flew to Tokyo, where they were met by the press. Mr. Sampas said: "Ambassador Lilley had told us: 'Go back and tell the story, tell it like it is.'

"You get all kinds of stories about the embassy not doing enough, but people did all kinds of heroic things, like going out to the universities to get people out," Mr. Sampas said, referring to embassy personnel who drove to college campuses and took American students to hotels and airports.

#### Welcome home

The Americans then boarded flights to the United States, often after waiting several hours. On Mr. Sampas' flight to San Francisco was Michele Krug, who shared a bottle of champagne with the other passengers. After many hours in the air, the group was met by Department of State and Defense representatives in San Francisco. Mr. Sampas spent the night there after the long flight before traveling to Washington's Dulles International Airport, where he was greeted by his son. "I used to think I was 62 going on 40, but now I'm not so sure," he joked. "My son, Lawrence, who had been in constant touch with the Department and reassured worried relatives, was very happy to see me. But he was also disappointed because he had planned to work at the embassy in Beijing this summer." (Lawrence Sampas is a student at Carleton College in Minnesota.)

Mr. Sampas said he was in telephone contact with his wife, who, he said, "as usual remains calm and confident." He added he hoped to return to China soon, but for the time being could only wait.

—BARBARA NOYER ■



## News Highlights

### Selin tells Senate he has 6 priorities at State

'I see my job primarily to look ... into the future'

**U**NDER SECRETARY Ivan Selin has identified six areas that he wants to focus on as the new management chief at State. The former Fulbright scholar, who has held executive positions at the RAND Corp., the Defense Department and his own American Management Systems, Inc., spelled out his priorities at a confirmation hearing on May 15 before the Senate Foreign Relations Committee.

He told Chairman Claiborne Pell (D-R.I.) that the six are financial management, organization, information management, the building program, security and "reform or review of the Foreign Service system." He also had comments on the consal system and foreign language requirements. He said in his testimony: "I see my job primarily to look several years into the future and say what kind of changes do we have to do today in order to be in position to treat the future problems, not scramble on the day-to-day problems."

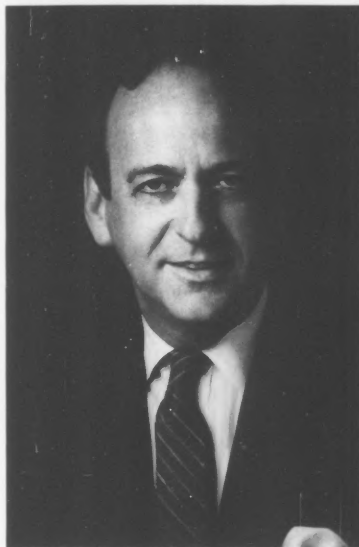
Mr. Selin continued: "Those six areas, in no particular order of priority are, first of all, financial management. I think the State Department is pretty far behind some of the other federal agencies I know in the area of doing longer-term financial management and financial planning.

"The second is organization. If you just look at the organization chart, we are a relatively small agency by federal standards and, yet, we have a very large number of bureaus and offices. I would like to understand much better, not only what the bureaus do but what the subordinate offices do, and then I believe it is likely that streamlining of some degree could be affected.

"The third area is in the application of information management, not so much computers but improved communications, and I am comfortable that DOSTN (the Department of State Telecommunications Network) is a step in that direction, plus the use of computers in the office.

"The fourth area is our building program. I am not very happy, and I do not believe you are, either, with the pace of our construction program or the maintenance of our properties overseas.

"The fifth is security. I do not think we do a very good job on security. It is not too much or too little, but it is the fact that it is just natural that we had too little security a number of years ago. I have spo-



Under Secretary Selin

ken to Admiral Inman at some length. There was a rush to improve things, and now it is time to consolidate and draw from our experience and see how better to integrate security with the day-to-day operations of our foreign affairs.

"The sixth is ... the Foreign Service system. It is time to look back on the 1980 act and the implementation, much as the Thomas Commission is doing, and see what lessons can be drawn and where we should go with the Foreign Service for the next decade." Mr. Selin added his interest was in "personnel in general, not just the Foreign Service."

#### The cone system

Senator Pell asked the witness at one point: "How many cones do you think there should be?"

Mr. Selin replied: "When I came in I did not think there should be any cones at all, but I have discussed this with Mr. Thomas and a number of other people and that is clearly a question of some complexity. More importantly, there are today four cones and there are no concrete plans to change them from four cones and there will not be until there is a lot more discussion. I put that in the category of thinking out loud about things that make sense and do not

make sense, not decisions that I have made." Mr. Selin added later: "My view is that the cones, as they stand today, unduly restrict the flexibility of the Government and the career opportunities of the Foreign Service officers ... I believe that the officers as well as the Government would be a lot happier if they did have some specializations but had some flexibility in a planned way to move from one area to another."

#### Language requirements

When the senator asked Mr. Selin about language requirements, he replied: "There are many aspects of the recruitment policy I would like to see changed. I would like to see recruitment done on a much more proactive basis where the Government went out and encouraged people that had the skills and the diversity of our public to apply for the Foreign Service, rather than more passively processing those who apply.

"One of the areas that I would definitely like to see emphasized is foreign language ... I speak half a dozen languages myself and I am dismayed at the thought that there are Foreign Service officers who serve overseas who do not make an attempt to know the languages, or we do not ask them to have the languages where we go ... I probably would not want a flat requirement that says you cannot come into the Foreign Service without a language. I would much rather see a more selective set of criteria from the large number of people who apply that puts a heavy emphasis on both foreign language and some aptitude or some interest in foreign language in recruitment."

"Just for the record, out of curiosity," Senator Pell said, "what are the languages that you have?"

Mr. Selin answered. "I am fluent in Spanish, French and Italian, and I can have a conversation without embarrassing myself more than every half an hour or so in German, Portuguese and Russian, and I speak an amount of Chinese that is so small my daughter laughs at me when I try to speak it."

#### Security situation

In connection with building security and what Senator Pell termed "the fortification program," the chairman asserted that "What we are doing is making our people more remote from the local population,



which is going in the wrong direction.”

Mr. Selin responded: “I have taken quite a look at this ... I believe we have a pretty good program for the eastern Europe area, for the counterintelligence area. It is pretty systematically thought out, et cetera. I do not believe that the principles that apply to other parts of the world have been as systematically worked out, whether it is physical security, counterintelligence, human intelligence, personnel protection. There is a lot of money being spent and there is a lot of activity. We have so many different situations that perhaps we have not made as much progress as we might have in trying to figure out how to trade off questions of protection of the nation’s secrets, protection of our people and executing foreign affair activities overseas. That is why it is a very high level of interest to me.

“I decline to say it is too much or too little security. I just think we have to extend our work in saying how do security considerations and foreign policy considerations affect this post or that post or another post. It is a very post-specific issue that is before us.”

#### Moscow chancery

“What are your views with regard to disposal of the chancery in Moscow?” the senator asked.

Mr. Selin replied: “I have in mind a four-point program to arrive at and implement a decision about what to do with the chancery. The first is that a team should be chosen and given sufficient authority to carry out the decision, whatever it is. I am a strong believer in having groups that have well-defined authority to carry out decisions and the tools to do that. Furthermore, that team should participate in the decision-making process, so that they feel they have been heard in making the decision and carrying it out. That team has already been formed. It is headed by Ambassador Nicolas Salgo, whom the Secretary has named to run a group called the Moscow Embassy Building Control Office.

“The second point is there is extensive interagency participation at the technical level in the analysis of the problems and the design of the solutions, all of the alternatives ... The third is extensive consultation with Congress and the other agencies before any decision or decisions are made ... The fourth point is not to present the President with a ... single choice, but with a couple of possibilities with pros and cons. I do not think there is any single good solution. I think each of several solutions have strong points and weak points, and it is our respon-

sibility to carry out the analysis thoroughly, but present these to the President, having consulted with yourselves before he is to make a decision.”

Mr. Selin’s appointment as under secretary was confirmed by the Senate on May 22. □

### Ambassadors to be rated on record for management

The Office of the Inspector General has expanded a program that assesses the management performance and leadership qualities of ambassadors, deputy chiefs of mission and principal officers.

In inspections at the post, the senior inspectors will examine formulation and implementation of workplans and objectives, focusing also on the planning and management of resources and on the coordination of foreign policy overseas and accomplishing the mission of the Department.

The rated officer will have an opportunity to discuss the report and append comments. This document will then be examined by an inspector general’s review panel consisting of senior inspectors who have served as ambassadors. If approved, the report would then be sent to the director general with a recommendation that it be included in the officer’s file.

Assistant secretaries and deputy assistant secretaries will be evaluated during inspections of bureaus and offices in the Department. □

### Tit for tat: Nicaragua expels 2, so does U.S.



Mr. Cassman

Ms. Barmon

Two State officers, Joel Cassman and Kathleen Barmon, were expelled from Nicaragua on May 26 for allegedly inciting strikes there. Mr. Cassman was chief of the economic section in Managua and Ms. Barmon is the regional labor officer, based in Honduras.

They were interviewing farmworkers on the economic situation in Nicaragua when they observed a photographer hiding

in a tree. A photo of the two Americans subsequently appeared in the official Sandanista daily purportedly showing them meeting with striking teachers.

The United States responded to the incident by expelling two officials of the Nicaraguan embassy in Washington. □

### Marie D. Burke, Foreign Service officer, is stab victim in London

Marie D. Burke, 63, a Foreign Service officer serving as a consular officer in London, was stabbed to death in her apartment there on May 25. Police are working



Ms. Burke

under the assumption that she was killed by a burglar when she awoke and saw him in her bedroom, the post reported. Her jewelry box was found on the bedroom floor, and her purse was missing. Ms. Burke’s body was found by consular officers Bridget Burkhart and Jean Lewis when they went to her apartment after she failed to report to work.

Ms. Burke began her career with the Department as a Foreign Service secretary in Banjul, Gambia, in 1971. Her husband, Robert Burke, was deputy chief of mission there until his death in 1971. She was reassigned to the Africa bureau in 1971 and served in Nairobi in 1972. In 1974 she became a Foreign Service officer and worked as a consular officer in Washington, 1974-76; Bridgetown, 1977-79; Visa Services, 1979; and the Employee Services Center 1980-81. She served in Florence, 1983-87, and London since last year.

Ambassador Henry Cato commented: “Marie Burke was a valued and beloved colleague. We share the grief of her family, and our prayers are with them.” A memorial mass, attended by Department employees, was held at the Church of the Blessed Sacrament in Washington on June 1.

Ms. Burke was a native of New Jersey. Her languages were French and Italian. She leaves two sons and a daughter, all of Chevy Chase, Md. □

### State assists in arrest

Agents of State’s inspector general, working with the Office of Program Support in Passport Services, gave an assist recently to a federal organized crime task force that

resulted in identifying and apprehending a man who was later indicted on 56 felony counts, including murder, drug trafficking and passport fraud. The man was ordered held without bond in New York. □

### Target of State agents gets 8 months in jail

A man who was arrested for passport fraud by Diplomatic Security agents has been sentenced in Los Angeles to eight months in prison and fined \$20,000. Agustin Bueno-Gonzalez had purchased a new home in an affluent suburb, and he was taken into custody there as he entered his 1989 Corvette convertible.

The investigation was conducted primarily by special agent Francis Allan, who was joined in making the arrest by Jim Yount, Kevin Huska, Pat de Gravelles, Dan Weber and Dave Harper. They confiscated a Chinese assault rifle and two loaded pistols.

In addition to the count for the false passport application, the defendant was indicted as a felon with firearms. He has an extensive criminal record, including an entry for narcotics conspiracy. □

### Teens exchange views on 'Worldnet' show

Foreign Service teenagers in Cairo, Paris, Rome, Monrovia and Pretoria-Johannesburg questioned a panel of their teenage cohorts in the United States, via the USIA "Worldnet" hookup, on May 18. The show was presented in conjunction with "AWAL" (Around the World in a Lifetime), an organization founded six years ago to assist Foreign Service young people as they return to live in the United States.

Panel members included Philip Peltier, son of Kenneth Peltier of State; Emily Costello, daughter of AID officer Ed Costello; Ruth Neighbors, daughter of Lloyd Neighbors of USIA; Cat Dean, Cari Berns and Renanit Levy. Community liaison officers at other posts organized "watch parties" for their teenagers or planned re-entry sessions using a tape of the broadcast.

The Family Liaison Office and the Overseas Briefing Center helped plan the production, which they hope to repeat

Diplomatic Security's *Rose Regan* and husband *Bob* kiss after being ousted from their wedding reception by a fire at a downtown restaurant on April 22. Firefighters, after extinguishing the blaze, invited everyone back to the firehouse to snack on beer and pretzels. (Photo by *Washington Post*)



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## NEWS HIGHLIGHTS

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annually. Teenagers who have questions about the organization may call 647-3178. □



Foreign Service children will receive dog tags like these, similar to those issued by the U.S. military, as part of the Bureau of Diplomatic Security's "A-OK (Alert Overseas Kid) Club" package, which will be sent to posts this fall. For information, call DanaDee Caragher, 663-0038.

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### Art in Embassies Program gets gift from Stella

American artist Frank Stella has donated "The Symphony," a large collage, to the Department's Art in Embassies Program in honor of its 25th anniversary. He and printmaker Kenneth Tyler have published a limited edition of lithographs of "The Symphony" for the 141 U.S. ambassadorial residences around the world. "This generous gift is valued in the thousands of dollars," said program director Lee Kimche McGrath. "Herman Melville's masterpiece, 'Moby Dick,' was Mr. Stella's inspiration for the collage."

Mr. Stella won first prize at the International Biennial Exhibition of Paintings in Tokyo in 1967, and his work has been featured at other international shows. His paintings have been on view of the Museum of Modern Art, the Whitney Museum of American Art, the Corcoran Art Gallery in Washington, the Philadelphia Museum of Art and other galleries. ■

"The Symphony."



## Appointments

### Bush's choice for director general: Edward Perkins

President Bush has announced his intention to nominate Edward Joseph Perkins, a career member of the Senior Foreign Service, class of career minister, to be



Mr. Perkins

director general of the Foreign Service and director of personnel. He would succeed George Southall Vest.

Mr. Perkins had been ambassador to South Africa since 1986. Before that, he was ambassador to Liberia, 1985-86.

Mr. Perkins began his Government career in 1958 as chief of personnel, Army and Air Force Exchange Service in Taipei, Taiwan. In 1962 he served as deputy chief of personnel and administration, Army and Air Force Exchange Service, in Okinawa, and then as chief of personnel and administration, 1964-66. He went to AID as an assistant general services officer in its Far East bureau, 1966-67. He then served as assistant general services officer for the U.S. operations mission in Thailand, 1967-69. He was a management analyst in 1969, then assistant director for management at the mission, 1970-72.

Mr. Perkins joined State as a staff assistant for the director general of the Foreign Service, in 1972. He was a personnel officer in the Director General's Office, 1972-74. He served as an administrative officer in the Bureau of Near Eastern and South Asian Affairs in 1974, and as a management analysis officer in the Office of Management Operations in 1975. Mr. Perkins was a counselor for political affairs in Accra, Ghana, 1978-81. He was deputy chief of mission in Monrovia, Liberia,

1981-83. He served as director, Office of West African Affairs, 1983-85.

Mr. Perkins was born in Sterlington, La., on June 8, 1928. He served in the Army, 1947-50, and the Marine Corps, 1954-58. He was graduated from the University of Maryland in 1966. He received a master's in 1972 and a doctorate in 1978 from the University of Southern California. His foreign languages are Thai, French and Japanese. He is married to Lucy Liu; they have two daughters. □

### Indiana man is named envoy to Singapore

President Bush has nominated Robert D. Orr, who was governor of Indiana from 1981 until recently, to be ambassador to Singapore, subject to Senate confirmation. He would succeed Daryl Arnold.



Mr. Orr

Before he became governor, Mr. Orr was lieutenant governor of the state, 1973-81. He was an Indiana state senator, 1968-72. In addition, he has been a director of Amtrak since 1982, and he served as president of the Council of State Governments, 1985-86. He has been a member of the National Assessment Governing Board since last year.

Before entering public service, Mr. Orr held various executive positions in the private sector. He began his career in 1946 as a warehouse manager for the Orr Iron Co., a family concern, and rose to executive vice president in 1960. He then held several senior management positions, including vice president of Hahn, Inc., 1957-69, and president of Indiana Industries, 1962-73.

Mr. Orr was born in Ann Arbor, Mich., on November 17, 1917. He received a bachelor's from Yale in 1940. He served

in the Army, 1942-46. He holds honorary degrees from Indiana University, Purdue and Ball State.

Mr. Orr is married to Joanne Wallace Hecht. They have three children, Robert Jr., Robbins and Susan. □

### Peter Tomsen is envoy to Afghan resistance

President Bush has appointed Peter Tomsen as special envoy to the Afghan resistance, with the personal rank of ambassador. Mr. Tomsen was deputy chief of mission at Embassy Beijing from 1987 until recently.



Mr. Tomsen

He joined the Foreign Service in 1967 and was assigned to the political-military office in Bangkok. After a year of Vietnamese language training in Washington in 1969, he served with the Civilian-Military Advisory Organization in Vietnam, 1969-70. He was a political officer in New Delhi, 1971-75; Moscow, 1977-78; and Beijing, 1981-83. In 1984 he returned to the Department as office director for India, Nepal, Sri Lanka, Bhutan and the Maldives.

Mr. Tomsen was born in Cleveland on November 19, 1940. He was graduated from Wittenberg with a bachelor's in 1962, and earned a master's from the University of Pittsburgh in 1964. He served in the Peace Corps in Nepal, 1964-66. Mr. Tomsen won a Meritorious Honor Award in 1979, a Superior Honor Award in 1983 and a Senior Foreign Service Presidential Meritorious Service Award last year. His foreign languages are Chinese, Russian, Vietnamese and Hindi. He is married to Kim Nguyen and has two daughters, Kim Anh, 19, and Mai-Lan, 16. ■



**FOREIGN SERVICE INSTITUTE**—At seminar for ambassadors-designate and their spouses, left to right (front row): *Brandon Grove, Virginia Weinmann, Eileen Redman, Alma Gildenhorn, Joan Secchia, Judith Ney, Joanne Orr, Julia Taft, Sirkka Monjo, Esther Moore, Marie Campello, Chic Hecht, Langhorne Motley.* Back row: *Jerry Moore (Lesotho), William Taft (NATO), C. Howard Wilkins (Netherlands), Charles Redman (Sweden), Joseph Gildenhorn (Switzerland), Robert Orr (Singapore), Richard Moore (Ireland), Peter Secchia (Italy), John Monjo (Indonesia), Edward Ney (Canada), John Weinmann (Finland).*



## Honors and Awards

### Lebanon's Gabriel Akar is 'Foreign Service National of the Year'

Other winners are from Madagascar, Fiji, Poland, Colombia

**G**ABRIEL Y. AKAR, political specialist at Embassy Beirut, Lebanon, has been named "Foreign Service National of the Year." He was presented a check for \$2,500 and a certificate signed by Secretary Baker, at a ceremony in the Benjamin Franklin Room on May 19.

In addition to Mr. Akar, who also was the winner for the Near East and South Asia region, there were four other regional winners, who came to Washington to receive \$1,000 each and a certificate at the awards ceremony. The four are:

*Africa*—Henriette Ralalaharisoa, economic/commercial specialist, Embassy Antananarivo, Madagascar.

*East Asia and Pacific*—Caroline Chang, financial specialist, Embassy Suva, Fiji.

*Europe and Canada*—Danuta Antoszewska, special consular services assistant, Embassy Warsaw, Poland.

*Inter-America*—Gladys Arocha, consular specialist, Consulate Barranquilla, Colombia.

#### Kudos from Baker, Eagleburger

The regional winners were congratulated by Secretary Baker in his office on May 16, where he thanked each of them personally for their efforts. At the award ceremony, Bill Burke, director of the Office of Foreign Service National Personnel, said the winners "represent the very best" and noted that the five-year-old ceremony "honors our colleagues for their valued contributions to U.S. diplomacy."

Deputy Secretary Lawrence S. Eagleburger, observing that more than 10,000 direct-hire Foreign Service nationals are now employed by State at overseas posts, said: "The Department could never function as effectively as it does without you and your many Foreign Service national colleagues, whom you represent by your presence here today. Everyone realizes that the biggest winner is the Foreign Service."

#### Akar: 'Regardless of risks'

Mr. Akar, thanking his colleagues in Beirut, said: "I will continue to do my utmost to promote and strengthen good relations between the American people and the people of Lebanon, regardless of the risks or difficulties I may face."

Nominated for the top award by Ambassador John McCarthy, Mr. Akar is completing 36 years at the post. Mr.

McCarthy called him "a keen observer and interpreter of Lebanon's intricate political and economic life—a man who can arrange an 'impossible' meeting and then assist in making sense of it. He deals directly with every political leader in Lebanon, from former presidents to members of Parliament, the militia and religious figures. In divided Lebanon he is irreplaceable."

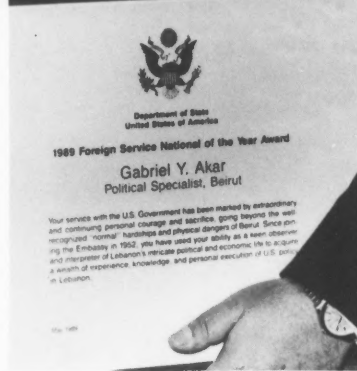
Mr. Akar, the ambassador said, "truly functions as our eyes and ears," explaining that embassy officers cannot travel outside the Christian enclave except for tightly-scheduled meetings, which are often arranged in person by Mr. Akar, consuming his evenings and weekends. He said: "Mr. Akar is the person called in the middle of the night to come over and explain a position, receive a message or just talk about a difficult issue. It would not be an exaggeration to say that for most Lebanese politicians outside East Beirut, Gaby Akar is the U.S. embassy in Lebanon." His service, the ambassador said, has been "marked by extraordinary personal courage and sacrifice." He noted that Mr. Akar had been threatened, kidnapped and survived two embassy explosions.

Habib Haddad, an international relations officer at the U.S. Department of Labor, who worked with Mr. Akar as an assistant to the labor attaché in Beirut for 20 years, said in Washington: "Gaby's work comes before his family, before everything else, irrespective of the danger."

Describing his work, Mr. Akar himself said: "I do it gladly despite the dangers. I've worked for the embassy since I was 18 years old, and I feel I have obligations to live up to. I have access to all parts of Lebanon, which Americans don't have. I go and talk to different factions and sometimes I work under hard circumstances, with shelling going on. But I do it because it's my job, and I derive great satisfaction from it."

#### Madagascar's Ralalaharisoa

Ms. Ralalaharisoa, the winner for Africa, was cited by Ambassador Patricia Lynch for her efforts to achieve economic reform and promote American exports to Madagascar. "Malagasy culture is unique and not easily understood," wrote Ms. Lynch. "Differences are exacerbated by a language none of our officers speak." She added that, as a native speaker of Malagasy, Ms. Ralalaharisoa provides "a crucial link"



Gabriel Y. Akar

between post management and the host government, and that the embassy's work is "based in large part on the remarkable range of otherwise unavailable data which she obtains from her many well-placed government contacts."

Ms. Ralalaharisoa was honored also for her disaster relief efforts during the 10-year hiatus in AID programs in Madagascar.



car. The nomination noted that she established the local Food for Peace program and other relief missions, and that she later assisted AID personnel in reestablishing their operation. Ms. Ralalaharisoa was lauded, too, for "tirelessly promoting U.S. commercial interests" through video presentations and negotiations with American companies and the Malagasy government.

#### **Fiji's Chang**

Ms. Chang, the winner for East Asia and the Pacific, was cited by Ambassador Leonard Rochwarger for her "wealth of knowledge and experience" at Embassy Suva and for "an invaluable institutional memory on which the entire section draws in carrying out their duties." He continued: "Ever since the embassy opened its doors 11 years ago, Caroline Chang has been the base upon which our Foreign Service national staff has been built. As the only Foreign Service national who has been with the embassy since its beginning, she has seen it change from a tiny five-American-officer post to a mission with wide-ranging regional responsibilities. Having worked in all administrative areas, she is an expert in all of them. She is the person we go to when we have procurement questions, motor pool problems or personnel issues to resolve."

The ambassador added: "Ms. Chang is considered the leader of the Foreign Service nationals, the person newer employees comes to for guidance and assistance." He said she had established a Foreign Service national group health program and organized many extracurricular activities at the post, adding that she "is the friend and colleague everyone would love to have" and "a major reason Suva is a nice post at which to serve."

#### **Poland's Antoszewska**

Ms. Antoszewska, the winner for Europe and Canada, was cited by Ambassador John Davis Jr. for her assistance in obtaining legal documents which led to the capture of Nazi war criminals. She was also lauded for establishing professional relationships with Polish government officials "in a country where this has traditionally not been an easy task."

The ambassador said: "Ms. Antoszewska created essential contacts with the ministries of foreign affairs, interior, and justice (which) opened doors to the archives of the Katyn massacre . . . This is not only of special interests to the U.S. Government in its pursuit of investigations but of historical interest worldwide in the discovery of

what really happened during those terrible years for Poland." He said that, through documents Ms. Antoszewska obtained, "Nazi war criminals who have succeeded in hiding in the United States using false identities have been found and brought to justice."

Ms. Antoszewska was also cited for her consular assistance to Americans in Poland. The ambassador wrote: "To thousands of stranded, ill and imprisoned American citizens during her tenure in the embassy, she has been a beacon of hope and assurance."

#### **Colombia's Arocha**

Ms. Arocha, the winner for Central and South America and the Caribbean, was cited by Ambassador Thomas McNamara for her "courage in a difficult and dangerous situation" at Consulate Barranquilla. In late 1987 the consulate became the target of Colombian drug traffickers, and American employees were evacuated. Mr. McNamara wrote: "During this difficult period, she was in effect, if not in title, the American consul and principal officer of a staff of 10 employees . . . She became Embassy Bogota's lifeline to the north coast, taking on many other duties normally handled by American officers, including security management, political reporting, including Colombia's first mayoral election, and services to U.S. citizens." During the evacuation, which was required on less than 24 hours notice, Ms. Arocha, according to the ambassador, "led the effort to box or store nonclassified files, inform local government officials and provide basic services without American officers present. This period was particularly stressful for the Foreign Service nationals staff, who feared an act of violence against the post. (She) maintained a positive air, reassuring her subordinates, while encouraging officials and the public to patiently await developments."

Ms. Arocha was credited too, with taking the lead in resolving two sensitive American services cases. The nomination said that, when 24 retired Americans traveling to San Andres Island were ordered to pay substantial fines for expired visas, Ms. Arocha located Barranquilla's chief immigration officer after hours, who extended the visas, allowing the Americans to continue their trip. And when an Avianca airliner crashed, killing all aboard, she was credited with organizing the search for passenger identification. When American personnel returned to post in mid-April, the ambassador concluded, Ms. Arocha introduced officers to newly-elected mayors in

## **Nominees for Foreign Service national award**

Forty-eight other Foreign Service nationals were nominated for the annual award:

*Africa*—Mohamed Sameja, Bujumbura; Alfred Farmer, Conakry; Nester Chabossou, Cotonou; Moses Kapumba, Lusaka; Rahmat Kahn, Nairobi; Gregory Milton, Pretoria; Francis Mbida, Yaounde.

*East Asia and Pacific*—Vipanee Hanchareonsuk, Bangkok; Ronald Steele, Canberra; Mr. Karpono, Jakarta; Kim Lan Liew, Kuala Lumpur; Beatriz Buduan, Manila; Tomoko Nakamura, Tokyo.

*Europe*—Leyla Ozer, Ankara; Theodore Kiamantis, Athens; Jorge Cerezuola, Barcelona; Josef Buntschu, Bern; Carola Roeder, Bonn; Roland Deglain, Brussels; Anita Faul, Copenhagen; Sylvia McLeen, London; Charalambos Evangelides, Nicosia; Rene Rio, Paris; Lorenzo Bottari, Rome; Charles Woolley, The Hague; John Zarb, Valletta; Ursula Dorfinger, Vienna.

*Inter-America*—Lillian Vilmanis, Buenos Aires; Ceresse Bonaglia, Caracas; Fonnia Pieter, Curacao; Annette Smith, Guatemala; Dolores Armijos, Guayaquil; Fernando Urquidi, La Paz; Blanca de Huaco, Lima; Samuel Cervantes Zamora, Mexico City; Andrew Fyfe, Santiago.

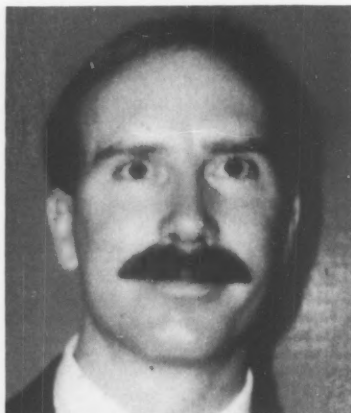
*Near East and South Asia*—Martine Brunel, Algiers; Serour Hoda, Cairo; Marie-Claude Simon, Casablanca; Isaac Samson, Colombo; Mahboob-Ur Rahman, Dhaka; Jirvis Khoury, Doha; Prasad Dhungel, Kathmandu; Asgher Bhalloo, Manama; Vikram Nanda, New Delhi; Mohammed Boubakir, Riyadh; Yassin Mohammed, Sana'a; Yaacov Banin, Tel Aviv. □

the district and "worked tirelessly to get the consulate back to its normal operating level."

#### **Winners are feted**

Following the award ceremony, the winners attended a reception hosted by the Bureau of Near East and South Asian Affairs, at which a former ambassador to Lebanon, John Kelly commended the group for their efforts. During their week-long visit in Washington, they toured the White House, Congress, the Supreme Court, the Department's Diplomatic Reception Rooms and Blair House, where official visitors of the President stay. With their guests, they attended concerts and ballet performances at the Kennedy Center.

—BARBARA NOYER □



Mr. Jasak

### Jasak wins information management award

Steven Jasak, information systems manager in Panama, is the first winner of the Award for Excellence in Information Systems Management. Mr. Jasak will receive \$5,000 and a plaque signed by the assistant secretary for administration and information management, Sheldon Krysz.

The runners-up were William Carmack of Buenos Aires and Lynndy Terry of Nouakchott. An award panel chaired by the deputy assistant secretary for information systems, Day Mount, recommended that the two receive \$2,000 each.

Mr. Jasak received the top award for

### Nominees for information management award

Eleven others were nominated for the information management award:

—John Arriza, Intelligence and Research.

—Karen Benjamin, Economic and Business Affairs.

—Dennis Carter, Oceans and International Environmental and Scientific Affairs.

—Robert Cobert, Diplomatic Security.

—Frederick Cook, Embassy Rome.

—Barbara Floyd, Embassy Cairo.

—Christopher Graham, Embassy Tokyo.

—Robert Marshall, Foreign Service Institute.

—Charles Miller, Regional Administrative Management Center, Bangkok.

—Daniel McLe, Executive Secretariat.

—David Pugh, Embassy Kuala Lumpur. □

transforming his hardship post's basic word-processing system "into the real world of information and data processing," said Ambassador Arthur Davis. He added that Mr. Jasak encountered many frustrating setbacks in setting up the post's data processing center—faulty air-conditioning, power shortages, defective parts and long delays for installations and repairs, but that Mr. Jasak "acquired more contingency planning experience than most systems managers acquire in a career." Pointing out that Mr. Jasak made numerous improvements to Panama's office operations, Mr. Davis said: "He and his staff programmer have written a program for the budget office which allows up-to-the-minute tracking of expenditures. This program is so precise that borrowing money from one account automatically adjusts the balances in all other accounts. It also includes daily predictions of balances or shortages. This is a marvelous, cost-saving activity."

Mr. Jasak was also saluted for his efforts to "set in motion the office automation concept" throughout his post. Mr. Davis said: "He approaches office automation with an initial survey to learn what the office does, then discusses what programs will meet these needs. Those which are not available commercially, he is prepared to design. After that comes intensive training so the office staff will know how to work their new tools. Once the staff begins to acquire new skills and realize the potential they have at their fingertips, the demand for more training grows." Mr. Davis concluded: "Buried down in Panama is one of the information system management gemstones of the future."

Runner-up Carmack of Buenos Aires was commended by Ambassador Theodore Gildred for establishing precedents and initiating cost-saving measures. His accomplishments included installing the Department-wide financial management system at the post. He was cited, too, for converting the Asuncion, Montevideo and Santiago posts to the system, and commended for "major steps in improving cost effectiveness," including a program which tracked and cut utility bills. He was also lauded for developing a system which provides emergency cash advances to Foreign Service nationals in Argentina's unstable economy. Mr. Carmack was said to have made these advances despite "environmental hardships," including ongoing power shortages.

Runner-up Terry of Nouakchott was honored for providing her small post with a modern information systems capability.

When she became systems manager in 1987, Ambassador William Twadell wrote, Nouakchott had a literacy rate of 17% and few Foreign Service nationals who could type well. He said Ms. Terry overcame these challenges, as well as power outages, to set up information systems in several offices at the post. He added: "To adjust for poor local typing skills she made extensive glossaries for users" and "devised data bases with minimal numbers of key strokes." Ms. Terry was credited with designing a way to make printers more versatile, a timesaver known as a "Terry-fix" now in demand at other posts. Mr. Twadell concluded:

"An award for Ms. Terry will send the right message about the type of person the Foreign Service wishes to encourage in managing information systems where the going is rough. She is a star performer who merits special recognition." □

### Academy of Diplomacy honors Ridgway

Rozanne L. Ridgway, assistant secretary for European and Canadian affairs, received the American Academy of Diplomacy's Diplomatic Award on May 22. The organization of high-ranking diplomats honors "exemplary performance under conditions of unusual hardship or stress." At a luncheon in the Benjamin Franklin Room, academy chairman Sol Linowitz read statements of appreciation of Ms. Ridgway from former President Reagan and Secretary Shultz.

Academy co-founder U. Alexis Johnson presented Ms. Ridgway the award, noting that she assumed her role "just as Mikhail Gorbachev added a whole new dimension to our relations with the Soviet Union." He said she attended five U.S.-Soviet summit conferences with President Reagan, where "the soundness of her judgment and advice" made her "a role model for American Foreign Service officers." ■



Rozanne Ridgway receives award from U. Alexis Johnson.

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# The Thomas Report

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## Panel on Foreign Service personnel system presents its findings

Report is based on comprehensive study of the personnel structure

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**T**HE COMMISSION to Study the Foreign Service Personnel System, established last year by congressional mandate, presented its findings at a public meeting June 19 in the Loy Henderson Conference Room.

It became the second group to release a report recommending changes. The first, known as the Bremer panel (STATE, June), was created by management, which is now reviewing that group's proposals—restricted to Foreign Service generalists at State. The new findings by what has become known as the Thomas commission are based on an examination of the Foreign Service as a whole, not only at State but at the other foreign affairs agencies as well.

Its chairman is John M. Thomas, a Foreign Service officer who was assistant secretary of administration when he retired a few years ago. Members of the panel—all appointed by then-Secretary Shultz—include Alfred L. Atherton Jr., a former director general of the Foreign Service; M. Graeme Bannerman, former staff director of the Senate Foreign Relations Committee; Ersal H. Poston, who was vice chairwoman of the U.S. Merit Systems Protection Board; and Pat L. Schittulli, civilian personnel director for the Air Force.

The Thomas report is addressed both to Congress and to Secretary Baker. It is advisory in nature. Excerpts follow.

### The mandate

The 1988-1989 Foreign Affairs Authorization Act directed the Secretary of State to appoint, in consultation with the Senate Foreign Relations, House Foreign Affairs and House Post Office and Civil Service Committees and the exclusive employee representative organizations, a five-member commission to review the Foreign Service personnel system. The act directed the Commission to "conduct a study of the Foreign Service personnel system, with a view toward developing a system that provides adequate career stability to the members of the Service."

The legislative history of the amendment indicated that Congress intended "career stability" to be interpreted in the broadest possible way. The commission was to address the range of personnel issues which impact upon the ability of the Foreign Service to conduct U.S. foreign policy.

In approaching the fulfillment of their mandate, the commissioners have not equated "career stability" with "lifetime career security." Rather, they have defined it to mean that a Foreign Service career should be governed by a personnel system that (1) has predictability, stability and consistency and (2) is fair and equitable and provides members of the Service an opportunity for professional satisfaction and meaningful public service.

In considering the overall mission of the Service, the Commission took as its definition Title I, Chapter 1, Section 101 of the 1980 Foreign Service Act, which provides:

—That a career Foreign Service is essential in the national interest to assist the President and the Secretary of State in conducting U.S. foreign relations;

—That the scope and complexity of foreign affairs have heightened the need for a professional service that will serve the interests of the United States in an integrated fashion;

—That the Foreign Service must be preserved, strengthened and improved in order to carry out its mission effectively in response to the complex challenges of modern diplomacy and international relations; and,

—That the members of the Service should be representative of the American people, aware of the principles and history of the United States and informed of concerns and trends in American life, knowledgeable of the affairs, cultures and languages of other countries and available to serve in assignments throughout the world.

### Executive summary

The 1988-89 Foreign Affairs Authorization Act established a five-member commission to review the Foreign Service personnel system. The enactment of this legislation resulted from concerns that the system was not producing and retaining the numbers of individuals with the requisite skills to best advance American national interests.

The commissioners met with members of Congress and staff, State, AID, USIA, Foreign Agricultural and Foreign Commercial Service managers, employee representative groups, groups of employees and individuals. In addition, they solicited the

views in writing of Foreign Service personnel stationed overseas. The commissioners also met with Secretaries Vance, Shultz and Baker and other individuals concerned with the act of 1980 and the Foreign Service in general. Finally, the commissioners familiarized themselves with the mission of the Foreign Service as set forth in Title I of the Foreign Service Act of 1980, which affirms the importance of a career Foreign Service to the national interest.

### Conclusions

The commission concluded that there are failings in the Foreign Service personnel system and the implementation of the act of 1980 which are not only having an impact on the individuals involved, but are beginning to affect adversely the conduct of American foreign policy. The commission further concluded that career stability is lacking under the Foreign Service personnel system as it operates today, and that this has contributed to an erosion of the attractiveness of the Foreign Service and a diminution of commitment to the Service as a career. This trend is most clearly seen in the shortage of expertise in key areas and of qualified individuals wanting to fill some of the most important positions in the Service—those of political and economic counselor at major posts. The commission fears that, should present trends continue, the ability of the Foreign Service to promote American interests in the future will be seriously impaired.

While aware that many of the problems faced by the Foreign Service are beyond the control of its managers and not directly related to the personnel system, the commission does think the implementation of the Foreign Service personnel system contributes significantly to the problem.

The commission found that underlying many of the problems is a failure to manage the personnel system as an integrated whole. This is true in individual agencies, where there is often no correlation between different aspects of the overall system to ensure that the right people with the right training are available to fill positions at the time needed and at the appropriate grade. It is also true between agencies. Although State, USIA, AID, the Foreign Commercial Service and the Foreign Agricultural Service all utilize the personnel system estab-

lished by the Foreign Service Act of 1980, which sought compatibility, each agency implements the act differently. Clearly, some agencies appear to have been more successful than others in the management of their personnel system; none escaped criticism.

#### Methodology

In approaching the task of bringing stability and integration to the Foreign Service personnel system, the methodology adopted by the commission was first to develop a model that would incorporate the characteristics of the closed, bottom-entry, up-or-out, rank-in-person system envisaged in the Foreign Service Act. This model would apply to all officers in the foreign affairs agencies, thus getting away from the separation into generalist and specialist categories that has been a source of divisiveness and confusion within the system for many years, particularly at State. It would slow promotion rates to a more measured pace commensurate with a competitive but stable career in a pyramidal structure.

To conform the Foreign Service personnel system to this model will require a fundamental restructuring to ensure an integrated system within each agency and a single, compatible Foreign Service among agencies. To this end, the commissioners make the following series of recommendations. In doing so, they emphasize that the recommendations relating directly to the management of the system should be taken as a package. To deal with these recommendations piecemeal would reduce their effectiveness and not adequately address the problems of the personnel system.

#### Recommendations

Among the recommendations of the commissioners are the following:

—A long-range personnel planning capability is needed.

—Executive management of the personnel system requires that long-range budgeting be an integral part of the personnel system.

—All levels of management must increase their direct role in personnel decision-making and accept personnel management as part of their day-to-day responsibilities.

—The management and direction of Foreign Service personnel policy need to be separate from the administration of the personnel system of each agency. The director general of the Foreign Service, under the direction of the Secretary of State, should

assume responsibility for policy direction, and a separate director of personnel should be appointed for each foreign affairs agency.

—The Department of Commerce's and Agriculture's overseas services should be removed from the Foreign Service system.

—A workforce/position structure must be specifically defined. All hiring and promotion numbers must be set against this defined position structure.

—In defining the workforce/position structure for the Service, a reasonable and constant percentage of all domestic and overseas positions at the Senior Foreign Service level (e.g., 12%) should be set aside for noncareer appointees. This is necessary in order to remove a destabilizing variable from the planning process.

—Time of recruitment must be shortened to six months or less. Recruitment should be targeted so that more women, minorities and younger Americans will enter the Service.

—Tenuring should be a more rigorous evaluation which would occur after six years.

—Cones should be abolished in order to broaden career opportunities.

—Greater emphasis should be placed on career planning with the role of the career development officer enhanced.

—Training should be better, take place regularly throughout the career and be required for advancement.

—The needs of the Service must prevail in the assignment process. Overseas assignments must be filled first. Both domestic and overseas assignments should be lengthened.

—The number of promotions should be limited to the number of positions at each grade. Promotions would be to actual vacancies.

—Promotion competition at all grades would be classwide.

—Service on selection boards would be limited to the Senior Foreign Service, and service on selection boards viewed as a major aspect of senior officers' career responsibilities.

—The measured rate of promotion envisioned by the commissioners would largely obviate the need for limited career extensions. In transition, officers of counselor rank would still have a seven-year time-in class limit. Minister-counselors would have a total period of 12 years in the Senior Foreign Service.

—The professional association and labor union functions should be separate.

Management should not belong to the bargaining unit.

—The grievance process should be expedited and prescriptive relief eliminated.

—Individual members of the Service should be responsible for keeping their personnel records current. A records correction board should be established to resolve differences rather than referring those issues to the grievance board.

—A fully-automated personnel system should be established in order to secure, timely, effective and responsible human resource administration.

—The director general, in consultation with the agency personnel directors, should develop a competitive and rewarding career track with greater mobility for members of the Service not included in the system defined by the model described above—i.e., secretaries and other clerical specialists.

—Finally, the commissioners noted that most of these recommendations can be implemented under current law. A few will require additional legislation and/or amendments.

#### Legislative views

The commission first went to Capitol Hill and met with those individuals most conversant with the legislative history of their mandate to determine the legislative intent.

Congressional concerns which led to the adoption of this provision fell into two broad categories. First, the Foreign Service personnel system does not appear to be producing the personnel necessary to meet challenges faced by the United States currently or those which will have to be faced in the future. Secondly, the Foreign Service personnel system appeared unfair, capricious and unpredictable. As a result, a high degree of discontent and unhappiness marked current attitudes among many Foreign Service officers. According to many of the authors of the legislation, such problems, if not addressed, could reduce the effectiveness of the implementation of American foreign policy.

Much to the surprise of congressional sources, the situation had become worse rather than better since passage of the Foreign Service Act of 1980. Whether the 1980 act was flawed or the implementation was the cause of the difficulties was not clear. The act was not fostering the intended results.

#### Greatest concern

The greatest concern expressed by



those with whom the commissioners spoke was that the Foreign Service personnel system was not producing officers possessing the necessary expertise and experience to meet future challenges. Over the next two decades, the United States will face more complex international challenges. The bipolar world of the 1950s no longer exists and the multipolar world which replaced it is a much more difficult one in which to operate. International issues with which the United States must contend are more complicated: international debt, the environment, multilateral disarmament, nuclear nonproliferation, chemical weapons, etc. These issues will have to be addressed at a time when resources available for the conduct of foreign policy are dwindling. Some on the Hill warned that failure by the Foreign Service to meet these challenges adequately would place the foreign affairs agencies at a disadvantage in competing for scarce resources. While all with whom the commission spoke agreed that the importance of the Foreign Service should increase as the challenges of the future become more complex, many doubted the Foreign Service will be able to adjust to meet those challenges.

No one blamed the personnel system alone for the perceived shortcomings; nevertheless, the way in which the system functioned was believed to contribute to the problems. At this point, the concerns among congressional observers became anecdotal. They were worried that the level of expertise in the Foreign Service was not what it should be. The system did not produce the regional, economic and technical specialists that were necessary to meet current challenges. Specifically, the Soviet specialists and Arabists were cited as not being of the number and quality to meet the needs of the country.

The congressional view is that Foreign Service officers do not understand the American political context and how to relate effectively to Congress. This failure to understand Washington brings into doubt their ability to understand other cultures. Moreover, reports had been received on the Hill that a rigidity had developed in the personnel system which inhibited the Foreign Service from adapting in a rapidly changing world. Finally, the Foreign Service in general, but the State Department in particular, appeared to have lost sight of its purpose. More and more resources were being expended on administrative and security-related issues and less on the conduct of foreign policy.

### **Second concern**

The second area of concern was the apprehension of the average Foreign Service officer over his or her career prospects and opportunities. This apprehension, the commission's congressional interlocutors feared, would have, if it had not already had, a serious impact on the conduct of American foreign policy. Congress, as the conduit of public opinion into the governing process, had been subjected to many complaints from frustrated Foreign Service officers. Personnel representing the entire range of officers had approached their friends and representatives on Capitol Hill. The concerns raised in these meetings were usually not special pleading for an officer's own case, but concern for the Service. The personnel system, it was contended, was creating anomalies which did not serve the national interest.

The capabilities and dedication of individual officers were widely noted. As one congressional staff member observed: "... the institution is much less than the sum of its parts." Something is clearly wrong when the jobs which should be the heart of the organization—political and economic counselors in major countries—had few officers wanting to serve. Promotion and advancement did not appear to be the reward for taking assignments and developing skills necessary for advancing the national interest.

Congressional observers readily agreed that many of the problems faced by the Foreign Service were the result of societal changes and other external events that were beyond the control of those who administer the system. Nevertheless, the feeling was widespread that the personnel system, rather than helping meet these challenges and helping the Foreign Service adapt, actually made the situation worse.

### **Executive, employee views**

Following its sessions on Capitol Hill, the commission began a series of meetings with the managers of the foreign affairs agencies and a cross-section of Foreign Service and General Schedule personnel. It also met with former Secretaries Vance and Shultz and Secretary Baker. The commission also spoke with the American Foreign Service Association and the American Federation of Government Employees and held public meetings. In addition, meetings were held with the Office of Management and Budget and the Office of Personnel Management.

The commission was struck by the

nearly universal concern that the Foreign Service was going through a difficult period. The most optimistic observers believed that this period was coming to an end, but this was a distinct minority. Most believed serious problems continued to exist and offered constructive observations on how the system could be improved.

### **Employees**

The employees with whom the commission spoke were concerned that the effect of the 1980 act would be to cut short their careers, either through the operation of (the Senior Foreign Service) window or through failure to be selected for a limited career extension at the expiry of their Senior Foreign Service time-in-class limits. These employees cited not only the personal hardships forced early retirement would entail, but also the loss to the Service of capable officers with needed skills. They noted in particular that the effect of the window and existing limits was to penalize fast-risers who, under current regulations, cannot carry with them their unused mid-grade and OC time-in-class allotments.

Employees also expressed concern about the absence of concrete guidance on how to structure their careers so as to enhance their competitiveness for promotion and limited-career-extension selection to ensure that they would not fall victim either to the window or time-in-class limitations. They noted the corrosive effect the competing interest of senior and O1 officers had on Service cohesion, as seniors sought to extend their careers and O1s hoped for more generous senior attrition and the increased promotion opportunities this would afford O1s facing the expiry of their windows.

Employees were also critical of State's cone system, which they felt forced employees into rigid categories and limited their assignment options. Both Foreign Service specialists and GS personnel were concerned by the lack of upward mobility opportunities for non-FSOs. Employees also worried that the Service was losing its expertise in critical areas relative to domestic agencies and that further foreign affairs functions would be lost to these other agencies.

### **Agency managers**

Some agency managers with whom the commission spoke urged that some time be allowed to pass before additional major changes in the Foreign Service personnel system were contemplated. The managers

—(Continued on Page 53)



## Consular Affairs

### Bachelor from Pakistan is first winner in worldwide lottery

The prize sought by millions: an immigrant visa to the U.S.

BY ALBERTA J. ESPIE

The author is a consular specialist in the Bureau of Consular Affairs' public affairs office.

AS EXCITED as people get about the Pennsylvania lottery or the Irish sweepstakes, try to imagine their reaction when the prize is something priceless—a



Ms. Espie

permanent residence visa for the United States. Congress, aiming to make immigration more diverse, had created what amounted to a visa lottery, though the lawmakers did not call it that. Rather, it's called the OP-1 Immigrant Visa Program, designed as an interim measure on the way to broad immigration reform. It drew millions of entrants from around the world this last spring.

OP-1, whose chief congressional sponsor was Howard Berman (D.-Calif.), makes 20,000 immigrant visas available in fiscal years 1990 and 1991. The rules are simple. Anyone from anywhere in the world—except 12 countries that supplied the most immigrants in fiscal year 1988—could type some basic information on plain paper, mail it and a photo by regular mail to a special Department address in Washington, and be in the running for one of the 20,000 immigrant visas. Applications for both fiscal years had to be received between March 1 and 31. The 12 countries not eligible because they sent more than 5,000 immigrants to the United States last year were China, Colombia, the Dominican Republic, El Salvador, Guyana, Haiti, India, Jamaica, Korea, Mexico, Philippines and the United Kingdom.

Abroad, the visa lottery was greeted with disbelief, skepticism, euphoria and, in several places, riots by would-be immigrants. Except for the riots, all of the above took place in the United States as well, because aliens already in the United States were eligible to apply.

Both here and abroad, the rules for application were publicized, put on telephone recordings and handed out or mailed to inquirers by the tens of thousands.



At the U.S. Post Office in Merrifield, Va., deputy assistant secretaries of state Jerome Ogden and Robert J. Ryan examine applications for immigrant visas. At left is postal employee Eddie C. Hamilton.

Approximately 600 eager applicants disqualified themselves by applying before March 1. Nearly 900,000 more lost out when their letters arrived too late, were sent via registered mail or failed to meet other requirements. Some came in envelopes either too small or too large to be handled by the Post Office's sorting machines. 3,228,585 applicants successfully followed directions, however, and their envelopes were numbered for the computerized selection. Indeed, the millions of envelopes represented many more than that number of potential immigrants, since one application could include spouses and children.

The computer duly whirred and blinked and made its random choices in mid-May, and media representatives were invited to a ceremony where Congressman Berman was on hand to open the first three envelopes and read off the nationalities of the first of the lucky selectees. Assistant Secretary Joan M. Clark hosted the event in a Merrifield, Va., warehouse that the Department had leased to store the OP-1 applications. The first winner was a bach-

elor from Pakistan, the second an Iranian mother of one, living in Germany, and the third a bachelor from Kuwait.

Under the rules of the program, applicants had to name the U.S. Foreign Service post nearest to their last foreign residence. The first 10,000 successful applications are now being sent to these embassies and consulates, and the applicants will be notified by the posts in time for the first visas to be issued on October 1, when fiscal year 1990 begins. OP-1 applicants will have to meet normal requirements for immigration, including police clearance, a medical examination and proof that they will not become public charges.

Diversity OP-1 did indeed achieve. Of the 162 countries eligible for the program, 123 were represented by the first 10,000 selectees. The top 10 countries and the numbers of applications from them were:

Bangladesh	.....2539
Pakistan	.....870
Poland	.....487
Turkey	.....412
Egypt	.....394
Trinidad and Tobago	.....329
Peru	.....316
Iran	.....256
Morocco	.....254
Malaysia	.....232

# Grievance Actions

## Grievant got no warning, he says; board disagrees

(G-030(7))—The grievant, a career candidate in the Foreign Service, filed a grievance with his agency after receiving notice that his employment was being terminated because of unsatisfactory performance. He stated that the employee evaluation report leading to that decision contained erroneous and falsely prejudicial material, and really faulted him for one mistake in judgment rather than for overall performance. He claimed that it was totally at odds with his previous evaluations, and that he had never been given any indication that his performance had deteriorated. The agency refuted these allegations, including the grievant's assertion that he was being dismissed for misconduct, and denied the grievance.

The board did not accept the grievant's claim that the report at issue was totally at odds with his previous evaluations, noting that the record showed that, prior to receipt of that report, the grievant's performance had been below standard and that he had been given an extension in his training period to improve his performance. The record also showed that the grievant had been warned by his supervisor about the weaknesses in his performance prior to receiving the contested report. Thus he had not shown by a preponderance of the evidence that his grievance had merit. The board denied his grievance. □

## Jurisdiction is declined in retirement case

(G-045(7))—The grievant, a former member of the Senior Foreign Service, had been retroactively promoted one grade by an earlier recommendation of the grievance board. In this subsequent case, he argued that he was not allowed to establish a performance record for the required minimum of six years' time-in-class to compete for promotion or for a limited career extension. He contended that the agency, in calculating his time-in-class, used the retroactive date

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

of his promotion rather than the actual date on which he entered the higher grade. He said that this resulted in his having a five-year performance record seen by the selection board rather than the normal six-year period of cumulative documented performance required by the Foreign Service Act of 1981, and that, as a result, he was wrongfully selected-out for time-in-class.

The selection board had recommended that the grievant be given a three-year extension, but he was not rank-ordered high enough to receive one. Eight months before the grievant was to retire, the agency notified him that a limited-career-extension position had become available, but he said that he had by that time made commitments for his retirement and that the limited-career-extension offer came too late.

After retirement, the grievant claimed that the agency terminated his career early by erroneously calculating his time-in-class. The agency replied that it could not accept jurisdiction in this new grievance because the act limited grievances by former members of the Service to the alleged denial of an allowance, premium pay or other financial benefits, namely, continued employment and a higher annuity.

The grievance board declined to accept jurisdiction in this case, pointing out that it was based on alleged wrongful separation from the Service, which is not grievable by a former member under the act. The grievant, in arguing the jurisdiction issue, raised a claim of financial benefits he would have received had he remained in the Service, the grievance board stated, but the act provides that former members may only grieve the alleged denial of financial benefits while they were in the Service. □

## Senior officer succeeds in performance pay case

(G-022(7))—A Senior Foreign Service officer complained that he was wrongfully denied a pay adjustment recommended by the senior selection board of his agency. His was the last name on a list of officers recommended for promotion or pay adjustment. The agency denied the pay adjustment, stating that, although the grievant met the selection board's criteria, a performance award is not an automatic adjustment and ranking the grievant last on this list was not an endorsement for performance recognition. The agency argued that its selection boards issue nonbinding recommendations and that its regulations were deliberately written that way, in contrast to similar regulations in other Foreign

Service agencies.

The grievance board concluded that the ranking agency official exceeded his authority when he disqualified the grievant for a pay adjustment on the basis of the official's own standards—standards which were higher than the written criteria provided to the selection board. The official abused his authority in choosing an arbitrary cutoff for the salary increases, according to the board. The grievance was sustained, and the agency was ordered to grant the grievant a retroactive performance pay adjustment and to adjust his salary, allowances and annuity entitlement accordingly. □

## Grievant gets promoted and it's retroactive

(G-023(7))—The grievant convinced the agency that three of his evaluation reports were flawed and should be removed from his performance file, and that his time-in-class should be extended two years as a result. But the agency rejected his further claim of a promotion, and the grievant appealed to the board.

Two of the challenged reports had been prepared months late, and neither had been made available to him to discuss in draft before he left post. Both reports were written by a rater situated hundreds of miles distant and, according to the grievant, lacked detail about his specific accomplishments. The third flawed report covered his assignment to another agency during a period when that agency was undergoing reorganization. When he left, his evaluation characterized him as a "utility outfielder."

The board found that the grievant had shown that administrative errors surrounding the three reports *may* have been a substantial factor in his nonpromotion. The board asked the agency to submit evidence on the issue of whether he *would* have been promoted in the absence of its errors. At the agency's request, the board agreed to take into consideration information about the grievant's ranking by an upcoming selection board.

The selection board promoted the grievant, and the board ruled that the promotion should be made retroactive to the year that represented the average time for promotion at the grievant's grade level. □

## Language students fail in overseas study case

(G-88(6))—Language students studying overseas who were encouraged to immerse themselves in the local culture and

—(Continued on Page 53)

# Equal Employment Opportunity



BY CLARENCE E. HODGES

*The author is deputy assistant secretary for equal employment opportunity and civil rights.*

**T**HE EQUAL EMPLOYMENT opportunity challenges for launching into the fairness decade of the 1990s are perhaps greater now than they have been since the 1960s. At State, the cooperation of principal management officials, the Office of Equal Employment Opportunity and Civil Rights, the American Foreign Service Association, the American Federation of Government Employees and all the women and minority group employee organizations can lead to human relations and equal employment opportunity achievements not seen during the past two decades. The issues needing most attention based on hundreds of recent meetings and discussions in my office, in several other offices and bureaus, at overseas posts, with groups of secretaries, untenured employees, managers, employees at every level of the Civil Service and Foreign Service, civil rights leaders, students, educators and other professionals are as follows:

1. Rebuilding morale, helping every employee see that he/she is important and appreciated.
2. Perfect our complaint and complaint prevention systems so that victims are served, not intimidated or penalized for complaining, and that said victims are "made whole" according to law, with adjustments that place them professionally where they would have had they never been treated unfairly. Illegal discriminators also need justice.
3. Improve and expand our upward mobility programs.
4. Improve and expand the mid-level entry program and expand the size of the "pie of opportunity" so that there is no appearance of taking from one group to give to another.
5. Adopt creative minority recruitment initiatives, as some other agencies and corporations do, to get our share of the best and brightest.
6. Expand our networking and mentoring initiatives in order to maximize the return on our people investments.
7. Develop a special mechanism for implementing agreed-on changes and creating broad support for same.
8. Include equal employment opportunity initiatives in the work requirements of all senior managers, equal employment opportunity counselors and equal employ-

ment opportunity liaison officers.

9. Provide appropriate equal employment opportunity training for all supervisors.

10. Insure fairness and sensitivity in family-related issues, including but not limited to single-parent issues, tandem assignments and the professional development of community liaison officers.

11. Take decisions and actions on secretaries' concerns and proceed with recommendations and actions on the other formal personnel studies.

12. Address the perceived and often discussed issue of the "endangered minority male."

13. Provide for ongoing comprehensive monitoring with necessary goals and adjustments for all areas, offices, floors and specialties which have a high concentration of women, minorities or majority males.

14. Provide for an internal "think tank" to explore regularly opportunities for cost-efficient total professional development, maximum utilization of all human resource talents, an appropriate mix and spread of awards and rewards for excellence, increased opportunities for movement across bureau lines, an improved system of identifying those not suited for their positions or for the Department, with a sound approach to timely corrective action, and take other initiatives to build morale, increase the level of professionalism and competence and increase the level of external respect and support from Capitol Hill to

each congressional district.

15. Give equal employment opportunity issues the same attention and signals of interest given to fraud, misuse and abuse.

To some this may sound too ambitious and idealistic, and it would be if we were starting at the ground level. Much has been done and plans for more are under study. Not only has the "wheel" of good employee relations for all been invented, the engine is in place and all essential parts are available. In the words of Secretary Baker: "Together, we can achieve it." □

## Blacks In Government: training conference

Blacks In Government will hold its 11th national training conference, August 16-20, at the Washington-Hilton. The non-profit, nonpartisan organization will provide workshops on career development, productivity, managing stress, affirmative action, substance abuse in the workplace and retirement planning.

Registration forms are available in the Office of Equal Employment Opportunity and Civil Rights, Room 4216. Registration fees may be funded, if approved in advance, by the Department.

Membership in the newly-organized foreign affairs chapter of the organization is now open to employees of the foreign affairs agencies. Meetings will be on the first Wednesday of each month. Applications can be obtained in Room 4216. ■



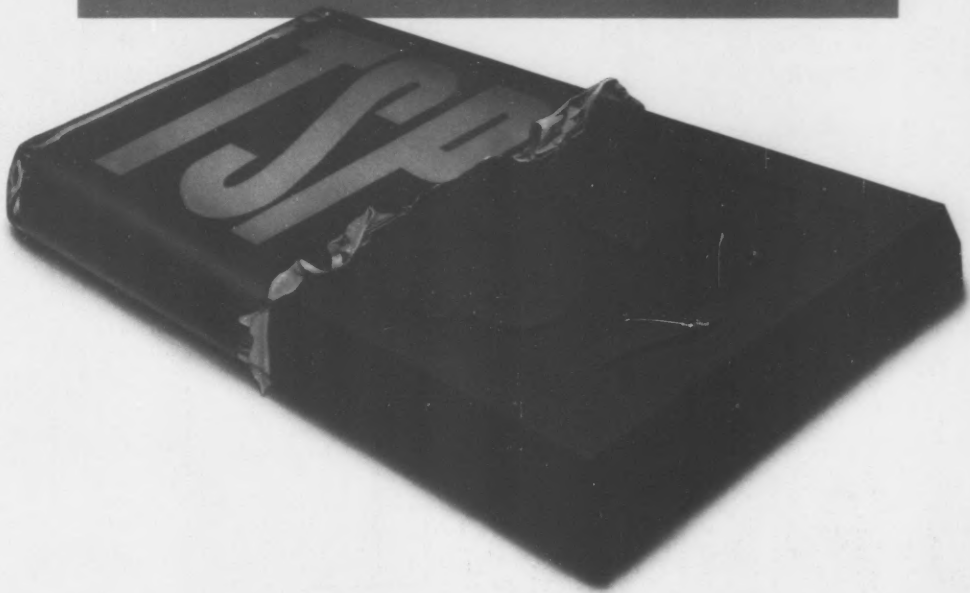
PORT-OF-SPAIN, Trinidad and Tobago—Ambassador Charles A. Gargano, right, presents ambassadorial flag to Foreign Service

national Carlos Hall, who retired after 40 years and was named "honorary ambassador."

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# Education and Training

## Schedule of courses at the Foreign Service Institute

Program	Aug.	Sept.	Oct.	Length
<b>Area studies</b>				
Africa, sub-Sahara	7	25	—	2 weeks
East Asia	7	—	—	2 weeks
Latin America	7	25	—	2 weeks
Near East and North Africa	7	25	—	2 weeks
China	—	—	23	2 weeks
South Asia	7	—	—	2 weeks
Southeast Asia	7	—	—	2 weeks
USSR/eastern Europe	7	25	—	2 weeks
Western Europe	7	25	—	2 weeks
<b>Language and advanced area courses</b>				
Afrikaans	21	—	—	23 weeks
Amharic	21	—	—	23/44 weeks
Arabic (Egyptian and modern standard)	21	—	—	23/44 weeks
Arabic (formal spoken and modern standard)	21	—	—	23/44 weeks
Arabic (field school: Tunis)	14	—	—	44 weeks
Arabic (western)	21	—	—	23/44 weeks
Bengali	21	—	—	23/44 weeks
Bulgarian	21	—	—	23/44 weeks
Burmese	21	—	—	23/44 weeks
Chinese (Cantonese)	21	—	—	23/44 weeks
Chinese (standard)	21	—	—	23/44 weeks
Chinese (field school, Taipei)	21	—	—	43 weeks
Czech	21	—	—	23/44 weeks
Danish	21	—	—	23 weeks
Dutch	21	—	—	23 weeks
Finnish	21	—	—	23/44 weeks
French	21	18	16	24 weeks
German	21	—	16	24 weeks
Greek	21	—	—	23/44 weeks
Hebrew	21	—	—	23/44 weeks
Hindi	21	—	—	23/44 weeks
Hungarian	21	—	—	23/44 weeks
Icelandic	21	—	—	23/44 weeks
Indonesian	21	—	—	23/32 weeks
Italian	21	—	16	24 weeks
Japanese	21	—	—	23/44 weeks
Japanese (field school, Yokohama)	14	—	—	44 weeks
Korean	21	—	—	23/44 weeks
Korean (field school, Seoul)	28	—	—	44 weeks
Lao	21	—	—	23/44 weeks
Malay	21	—	—	23/32 weeks
Nepali	21	—	—	23/44 weeks
Norwegian	21	—	—	23 weeks
Persian (Dari)	21	—	—	23/44 weeks
Persian (Farsi)	21	—	—	23/44 weeks
Polish	21	—	—	23/44 weeks
Portuguese	21	—	16	24 weeks
Romanian	21	—	—	23 weeks
Russian	21	—	—	23/44 weeks
Serbo-Croatian	21	—	—	23/44 weeks
Singhalese	21	—	—	23/44 weeks
Spanish	21	18	16	24 weeks
Swahili	21	—	—	23 weeks
Swedish	21	—	—	23 weeks
Tagalog (Pilipino)	21	—	—	23/44 weeks
Thai	21	—	—	23/44 weeks
Turkish	21	—	—	23/44 weeks
Ukrainian	21	—	—	23/44 weeks
Urdu	21	—	—	23/44 weeks
Vietnamese	21	—	—	23/44 weeks

—(Continued on next page)

## Library now has new computer services

The library has acquired several computerized information services, creating easier access to research materials in a variety of areas.

On Latin America, "Info-South" abstracts articles, newspapers, books, broadcasts and government reports. The system provides English-language summaries of Spanish, Portuguese, French and Haitian-Creole documents.

European research is offered through "C. Cam Serveur," which tracks French news stories, as well as Soviet officialdom. "Profile" tracks current British publications, and "Info-Globe" follows Canadian periodicals.

For financial information, "Dun & Bradstreet Credit Services" provides data that include annual revenues and names of principal officers for companies in 75 countries.

On Congress, "Legi-Slate" reports the full text and status of pending bills. "Congressional Information Service" indexes congressional documents from 1970 to the present. "Mead Data Central" provides access to Congressional Record texts from 1987 to date.

On legal issues, "Justice Retrieval and Inquiry System" provides information on laws and regulations, including the U.S. Code, executive orders, U.S. treaties, the Freedom of Information Act, the Code of Federal Regulations and federal travel regulations, including worldwide per diem allowances.

The library now also carries 127 foreign and domestic newspapers and wire services. For information, call x73609 or visit the Library in Room 3239. □

## 9-month economic program graduates its 1st class

Members of the new economic/commercial studies class—the first since it was expanded from six to nine months—were graduated at the Foreign Service Institute on May 19. Intended to provide a foundation for economic analysis and reporting and offering the equivalent of an undergraduate degree in economics, the program enables its top graduates—even those without prior economic training—to compete for acceptance in graduate studies at major universities.

Major new segments emphasize practical applications of economic analysis to the work its graduates perform in the field. In addition to the core economic, business and



quantitative methods courses of the 26-week program, the nine-month version incorporates new segments including an extensive treatment of reporting in centrally-planned economies; an innovative, hands-on course on country data analysis and interpretation; workshops on computer applications, financial analysis and trade policy; and a series of case studies developed by the Bureau of Economic and Business Affairs.

While designed primarily for economic officers, officers from other cones participated. □

### Course in economics for non-economists

A five-week course in basic economic theory, international economics, economic development theory and policy and introductory computer applications will be given, July 17–August 18, 9:30 a.m.–3:30 p.m., at the Foreign Service Institute.

The course, designed for foreign affairs professionals who have little or no formal education in economics and quantitative methods, provides theoretical background to allow participants to follow economic debates and to understand the economic dimension of national and international issues. A quantitative methods segment includes instruction in the use of Lotus 1-2-3 and other computer software as basic data analysis tools. New segments on development economics apply micro, macro, international trade and finance concepts to the analysis of policy issues facing developing countries.

Grades FO-1 through 4, GS-15 through 11 and FP-1 through 4 are eligible. For information call the Division of Economic/Commercial Studies, 875-5134. □

### Senior Seminar's 30-year history is reviewed

An illustrated 79-page booklet on "The Senior Seminar: The First 30 Years" has been published by the Foreign Service Institute. The authors are Maurice J. Martin (8th seminar), Elizabeth A. Brown (12th), Scott George (13th), Frank Oram (1st) and M. Louise Telich (26th), with Abraham M. Sirkin (4th) serving as editor and final drafter.

Besides providing a history of the seminar, the booklet lists in appendices, among other things, graduates who became chiefs of mission and assistant secretaries, as well as others who attained a rank equivalent to that of assistant secretary. Also included are

—(Continued on next page)

—(Continued from preceding page)

Program	Aug.	Sept.	Oct.	Length
<b>Familiarization and short-term (FAST) courses</b>				
Arabic (formal spoken)	—	—	16	6 weeks
Arabic (Egyptian)	—	—	16	6 weeks
Bengali	21	—	—	6 weeks
Bulgarian	—	5	30	6 weeks
Chinese (standard)	—	—	16	6 weeks
Czech	—	5	30	6 weeks
French (metropolitan)	21	18	16	8 weeks
French (sub-Sahara)	21	18	16	8 weeks
German	21	—	16	8 weeks
Hebrew	—	—	16	6 weeks
Hindi	21	—	—	6 weeks
Hungarian	—	5	30	6 weeks
Icelandic	21	—	—	6 weeks
Indonesian/Malay	—	—	16	6 weeks
Italian	21	—	16	8 weeks
Polish	—	5	30	6 weeks
Portuguese (Latin America)	21	—	16	8 weeks
Portuguese (Europe)	21	—	16	8 weeks
Romanian	—	5	30	6 weeks
Russian	—	5	30	6 weeks
Serbo-Croatian	—	5	30	6 weeks
Spanish	21	18	16	8 weeks
Thai	—	—	16	6 weeks
Turkish	—	—	16	6 weeks
<b>Early-morning language classes</b>				
Arabic (formal spoken)	—	—	2	17 weeks
Chinese (standard)	—	—	2	17 weeks
French	—	—	2	17 weeks
German	—	—	2	17 weeks
Italian	—	—	2	17 weeks
Japanese	—	—	2	17 weeks
Portuguese	—	—	2	17 weeks
Russian	—	—	2	17 weeks
Spanish	—	—	2	17 weeks
<b>Administrative training</b>				
Budget and financial management	7	5	9	27 days
General services operations	7	5	2	11 weeks
	14	11	9	11 weeks
	28	25	16	11 weeks
	—	—	23	11 weeks
Personnel management training	—	—	2	6 weeks
U.S. disbursing officer	14	—	—	3 weeks
<b>Overseas Briefing Center</b>				
American studies, cross-cultural adaptation	—	25	—	2 weeks
Employment planning for the mobile	—	—	25	3 days
Foreign Service spouse	—	—	16	1 week
English-teaching seminar	—	6	—	3 days
Regulations, allowances and finances	7	11	16	2 days
Security overseas seminar	14	25	30	2 days
	21	—	—	2 days
	28	—	—	2 days
Transition to Washington for foreign-born spouses	—	—	25	1 day
Transition to Washington for teens	—	16	—	1 day
Transition to Washington workshop	—	23	—	1 day
<b>Curriculum and staff development</b>				
Training of trainers	—	18	—	2 weeks

—(Continued on next page)

## EDUCATION AND TRAINING

—(Continued from preceding page)

Program	Aug.	Sept.	Oct.	Length
<b>Consular training</b>				
ConGenRosslyn basic consular course	Continuous enrollment			26 days
Consular orientation program	Continuous enrollment			6 days
Immigration law and visa operations	Correspondence course			
Nationality law and consular procedure	Correspondence course			
Overseas citizens services	Correspondence course			
Passport examiners	Correspondence course			
<b>Economic and commercial studies division</b>				
Foreign Service economic/commercial	—	11	—	36 weeks
<b>Executive development</b>				
Chairing effective meetings	—	—	29	1 day
Deputy chiefs of mission	6	—	—	2 weeks
EEO awareness for managers and supervisors	—	11	—	2 days
Executive media training	30	—	18	1 day
Foreign affairs leadership seminar	—	24	—	11 days
Inspectors' management training	—	18	—	5 days
Inspectors' consulting skills	—	12	—	2 days
	—	14	—	2 days
Program directors' management seminar	—	—	10	3 days
Washington tradecraft	21	18	—	10 days
<b>Political training</b>				
Advanced political	14	—	—	3 weeks
Foreign affairs interdepartment seminar	—	11	—	2 weeks
Multilateral diplomacy	9	—	—	3 days
National security and arms control	—	—	30	1 week
Political-military affairs	—	18	—	5 days
Political tradecraft	21	—	16	3 weeks
<b>Orientation</b>				
Orientation for Department officers	22	19	—	2 days
Orientation for Foreign Service officers	—	29	—	9 weeks
Orientation for Foreign Service specialists	—	18	23	1 week
Orientation for Soviet and East European posts	14	—	—	5 days
	28	—	—	5 days
<b>Office management courses</b>				
Advanced word processing	15	19	2	3 days
Advanced WP Plus	1	—	17	1 day
Civil Service clerical/secretarial	7	—	16	1 week
Decision processing	—	5	19	1 day
Drafting correspondence	—	11	—	15 hours
Effective speaking and listening	—	—	16	1 week
Foreign Service secretarial training	28	—	12	8 days
Glossary	—	—	19	1 day
Oral communication	—	—	30	1 week
Supervision for experienced employees	—	—	18	1 week
Supervisory studies seminar	—	27	—	3 days
<b>Information management training</b>				
Information systems management program	—	5	—	22 weeks
Introduction to the personal computer	14	—	—	1 week □

### BONER'S ARK



By Addison

—(Continued from preceding page)

a preface by Mary S. Olmsted, president of the Senior Seminar Alumni Association, and a foreword by former Secretary Shultz. ■

### Latin American evening

*Walking down the strange street,  
In a city a world away  
From my modest home town,  
I look at the road's cobbles,  
Worn smooth by a thousand years  
Of horse and donkey hooves,  
Polished by sixty years of tires  
So that each stone has the curved shine  
Of a pool of mercury.  
Nothing here is unadorned;  
House walls glow with pastel paint—  
Sky-blue, frosting-pink, cheese-yellow—  
And upper windows are hidden behind  
Lively scrolling balcony rails,  
Trailing potted fern and ivy fronds.  
A small plaza sports a basin  
Almost filled with a sculpture  
Of well-imagined lions, serpents,  
And a jovial god whose wine-cup  
Tilts a bright splash of water.  
With a creak of iron wheels,  
The rag-picker's cart passes,  
Loaded high with used cardboard,  
Topped with an old sofa-cushion—  
A prize for the day; he waves,  
Drives on through the soft light  
Of dusk, and the quiet street  
Waits for the evening strollers.  
Unknown here, I drift along,  
Ghost-like, in a seeming dream-world.*

—ELIZABETH HILLMAN

Consulate General Rio de Janeiro □

### People at Agriculture

In the Foreign Agricultural Service, Christopher Goldthwait, acting general sales manager and assistant administrator for export credits, will be one of 10 recipients of this year's Arthur S. Flemming Award given by the Downtown Jaycees of Washington. The award honors outstanding young men and women in the Government ... Suzanne Hale, deputy director for marketing and former agricultural trade officer, Tokyo, and the Export Enhancement Program Group received the Secretary of Agriculture's Distinguished Honor Award, June 7. □

### Clever name

The post newsletter at the embassy in N'Djamena, Chad, is known as N'Djamena N'Djottings. □

# Diplo-Croctic No. 53

BY RICHARD McDONOUGH  
Guest contributor from Thailand

## DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. ("Diplo-Croctic No. 52" appeared in May; the solution was in the June STATE.)

[After a visit to the Vietnam War Memorial in Washington, Anton J. Cistaro, a retired Foreign Service officer and former U.S. Marine, was moved to write these lines. This puzzle is based on the work. Only the title of the verse has been used as the first letter of every correct word.]

			1L			2S	3H	4O			5P	6G	7D		8J	9I	10M	11T	12E	
13C	14R	15A			16Q	17W	18V	19B	20U	21K	22N	23F	24O	25O			26N	27A		
28J	29M	30G	31R	32C	33S			34U	35O	36L	37R	38Q	39F	40P			41W	42B	43L	
	44V	45F	46K	47P	48W	49C			50A	51M	52O	53K	54C	55U	56P	57J	58R			
59O	60I		61J	62W		63F	64N	65M	66B		67C	68S	69E	70I	71V	72G	73L			
74O	75J	76M		77T	78K	79E		80W	81U	82C	83V	84E	85R			86N	87F	88L		
	89G	90R	91S	92H	93I	94N		95O	96A	97N	98H	99P	100K	101B	102R	103O	104I			
105V		106T	107O		108A	109L	110V	111E	112R	113M		114C		115P	116L	117U				
118G	119U	120F		121S	122V	123B	124U	125A		126F	127W	128J	129K	130U		131O				
132S	133A	134N	135V	136C	137W	138I	139G	140O		141A	142I	143N		144F	145W	146E	147H			
	148K		149M	150L	151A	152T	153O		154T	155H	156S		157L	158U		159W	160T			
161I	162H		163I	164W		165W	166K	167M	168T	169G		170F	171L	172S		173C				
174W	175A	176U	177O		178D	179V		180O	181J	182H	183B	184E	185R	186I	187P	188N				

## CLUES

## WORDS

## CLUES

## WORDS

A. Yeomen Of The Guard

141 15 175 27 125 151 96 133 50 108

B. River in CT

66 101 42 183 123 19

C. Ringing in the ears

13 173 54 136 114 32 82 49

D. A language of India

153 178 25 7 131

E. Stubbles

146 79 84 184 111 12 69

F. Bank teller

126 23 87 120 45 144 63 170 39

G. Security devices

118 6 139 169 30 72 89

H. County in GA

92 155 98 182 162 3 147

I. TR's motto, 1901 (3 words)

161 186 70 142 138 9 93 163 104 60

J. County in NY, PA and WV

8 75 61 181 128 57 28

K. Jazz musician, \_\_\_\_Jacquet

148 129 100 46 78 166 53 21

L. Chunks of floating ice

157 116 73 88 171 109 43 1 150 36

M. A title for the goddess of the moon

29 167 65 10 149 51 76 113

N. Creek in KS

134 64 22 188 86 94 26 97 143

O. National Park in CA

67 24 95 180 59 35 4 140

P. Shakespearean conspirator

47 5 187 115 56 99 40

Q. City in WA

38 177 107 52 16 103 74

R. Formal military evening meal

90 112 31 85 185 37 58 14 102

S. Discontented

132 91 2 156 172 68 33 121

T. County in VA

77 11 168 154 106 160 152

U. C.S.A. motto, 1863 (2 words)

55 176 81 34 158 124 20 119 117 130

V. Causing of emotions

71 110 122 18 44 135 83 105 179

W. Spiritual guide, counselor

80 127 17 137 62 159 174 41 165 145

48 164

## Ask Dr. Goff



**Q.** **SOUTH AMERICA**  
*Are the small electric heater devices which emit pesticide vapors for the control of mosquitoes during sleeping hours considered safe?*

**A.**  
The U.S. Environmental Protection Agency advises that these heaters emit pyrethrum vapors, which are effective for knock-down quick-kill mosquito control. Pyrethrum, derived from chrysanthemums, is of low toxicity and shouldn't pose a health risk. There are a number of manufacturers of these devices, some of whom are registered with the agency. Japan and Italy are large producers. The devices are basically alike in that a pad containing a synthetic pyrethrum is placed on the small heater surface and emits fumes within the bedroom. The agency recommends that the device be used approximately one hour before retiring, which should provide protection for the rest of the night. This avoids unnecessary exposure to the generated fumes. The agency considers the device safe, but cautions that electric heaters create a potential for electric shock and fire hazards, especially with respect to children.

**Q.** **EUROPE**  
*I read somewhere that the Environmental Protection Agency has identified certain drinking-water coolers as potential sources of high lead levels. Is the Department looking into this potential health hazard?*

**A.**  
As a matter of fact, we are. Last November, the Department Supply Division alerted all posts to this potential risk, and various drinking-water coolers were identified by brand name and approximate year of man-

*This column by Paul Goff, 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. Goff directly. In either case, your privacy will be respected; your post will not be identified.*

ufacture as candidates for lead-level testing. My own Environmental Health Office has been assisting posts on the required sampling protocol, and arranging for certified laboratory testing of lead levels in accordance with agency requirements. The agency's current drinking water standards specify a maximum contaminant level of 50 parts per billion (ppb) of lead. At this time, 12 posts have submitted a total of 109 samples, of which 5 were reported to exceed 50 ppb. Removal of these coolers was recommended. This is an ongoing testing program, and I expect that more posts will be providing water samples for analysis.

**Q.** **WASHINGTON**  
*Our next post is in a malaria area of Africa. My pediatrician said he did not recommend me using insect repellents at high concentrations on my small children because of the toxic effects. What is considered a high concentration?*

**A.**  
The most effective tropical insect repellents contain diethyltoluamide, known as deet. Deet can be absorbed through the skin. Toxic and allergic reactions have been reported, and are usually associated with either prolonged use or use in high concentrations. Because of these problems, I recommend using concentrations of less than 35%. Many commercial products are available with varying concentrations, so I recommend reading the label before buying. Repellents should be used judiciously, and are best not used every day. The only repellents containing deet available through the U.S. General Services Administration at this time are in concentrations greater than 35%, and can't be recommended for infants and children. A lotion containing 32% should be available through the General Services Administration in the near future. A Cutter 33% lotion should be commercially available now. Cream or lotion products are preferred, since they stay on longer. There are other protective measures to prevent bites of mosquitoes or other insects. These measures are particularly important during the evening and night hours when mosquitoes feed: Remain in well-screened areas; use mosquito nets; wear clothes that cover most of your body; use a pyrethrum containing flying insect spray in living areas. Remember, drugs to prevent malaria are a must for those resid-

ing in areas where malaria occurs. The prophylaxis recommendations for the area in which you're posted or traveling should be diligently observed.

**Q.** **ASIA**  
*Our health unit nurse calls herself a Foreign Service nurse practitioner. What's the difference between a registered nurse and a nurse practitioner?*

**A.**  
Nurse practitioners are registered nurses with advanced-practice certification, following at least one (often two) years of formal graduate studies beyond the bachelor's in nursing. They're certified to diagnose and prescribe prescription medications beyond the registered nurse licensure. They're legally authorized to provide primary treatment of illnesses, and may provide specific services beyond those in registered-nurse practice, such as pap smears, pelvic examinations, prescription of antibiotics, hypertensive workups, etc. There are currently 44 nurse practitioners who are career Foreign Service specialists with the Department of State. They're assigned to areas of the world where the need is greatest, and provide a wide range of services for our Foreign Service community.

**Q.** **AFRICA**  
*I arrived at post a month ago, and have received a medical clearance action, Class 8, saying that my medical clearance has been annulled. What does this mean, and why was my medical clearance annulled?*

**A.**  
A Class 8 action annuls your medical clearance because requested medical tests and/or consultations necessary for medical clearance determination haven't been received in my office. It's the responsibility of the employee to have a medical clearance for himself or herself and all eligible dependents prior to proceeding overseas (3 FAM 684.7-3). To proceed overseas without a medical clearance may result in the forfeiture of medical benefits under the health and medical program of the Department. I recommend that you submit the necessary tests/consultations without delay so that your clearance may be issued. □



**Alcohol Awareness Program**  
**'Locked up, covered up,**  
**sobered up'—which?**

*The following article, like others that appear periodically in this space, is an exception to the editor's rule of not accepting anonymous contributions.*

I'm a 43-year-old Civil Service employee of the Department, and also a recovering alcoholic. Recently, I marked ten years with State, and celebrated five years of sobriety in the fellowship of Alcoholics Anonymous.

My drinking started at the age of 19, when I was drafted into Uncle Sam's adventure, the U.S. Army. Fort Bliss, Tex., at El Paso would be my home for the next two years. El Paso, as you know, is the sister city of Juarez, Mexico, and Juarez is the dream city of any alcoholic. The bars operate 24 hours a day and dispense inexpensive alcohol. As a military policeman, I worked nine days on with three days off. It was standard operating procedure for me and my friends to spend the three days in the "hoop" (Juarez) drinking. Hangovers were frequent, but at 19 years of age I felt that this was my passage to adulthood. I had a high tolerance for alcohol, which I thought made me immune from alcoholism.

After my honorable discharge from the Army in 1968, I went back to college but quit after one year. I was bored. This alcoholic wanted excitement. I worked the next eight years in the retail security field. The excitement was there and the salary was adequate. As the salary increased, so did my drinking. My high tolerance for booze protected me from discovery as an alcoholic.

After retail security and a stint in sales, I joined the Department in 1979 as a GS-3. The salary was low, but married now and with a child, I was ready for a career. As the promotions flowed, so did my consumption of booze. Now sober, I can see the progression of my disease during this period. I became a regular at the liquor outlets near State. I was not an alcoholic, I worked every day, I owned a home, I never was arrested, I had a top-secret clearance. The street people in the park across from the Department were alcoholics. I was not.

In 1984 I was sick and tired of being sick and tired. I had hit my bottom. From all outward appearances, I was very successful, but I knew I had a problem with alcohol. The first step I took was to go to the Office of Medical Services' Alcohol

Awareness Office at State. I have never regretted this decision. My career has never suffered because of my present status as a recovering alcoholic. The only people who know of my disease are those whom I wish to tell.

I am now a GS-12, and I can honestly say that I am happy, joyous and free—happy to be alive, joyful with my life and

free from the bondage of booze.

If you think that you might have a problem with alcohol and/or drugs, ask for help.

You're not alone. If you're an alcoholic or an addict, only three things can happen to you: You will get locked up (jail or institution), covered up (death) or sobered up (a new life). □

**Tips on getting to sleep: pills could be a problem**

Anxiety, stress, depression, worry, or excitement may lie behind the inability to sleep ... A well-ordered daily schedule with specific times for meals, exercise, work, and bedtime is helpful ...

Coffee may well interfere with sleep, and its effect on people may change and increase as one grows older. Remember that caffeine is an important constituent of many popular drinks besides coffee—all colas, for example.

The urge to sleep comes in 60-to-90 minute cycles. If sleep refuses to come, it might be better to get up and read or listen to soft music until you become drowsy rather than to toss and turn indefinitely.

There are some who believe that the naturally occurring amino acid, L-tryptophan, is helpful for sleep. This is what is supposed to make that warm glass of milk helpful. The general conclusion—there's no harm in trying.

Actually aspirin has some sleep-inducing capability. By relieving subliminal aches and pains, and promoting generalized

comfort, some believe it may help sleeplessness.

Of course there's the subject of sleeping pills. In general, the over-the-counter sleep aids usually contain an antihistamine—often diphenhydramine (Benadryl)—or doxylamine.

You know how your allergy medicine makes you sleepy ... (But) the truth is that it may be easier to develop the sleeping pill habit than to discontinue it. Be cautious.

There is a general suggestion that if you do try sleeping pills, try taking them only one night out of every three. They must not be taken for weeks at a time. Getting the monkey onto your back is easier than getting him to jump off.

But, of course, if all else fails, you can count those wooly creatures as they leap lightly over your bed ... 6891 ... 6892 ... 6893 ... 6894 ...

—Dr. J. H. Baker, regional medical officer, in *ConGenBao*, newsletter of the consulate general in Hong Kong. ■



DAKAR, Senegal—Ambassador George E. Moose (right) presents Meritorious Honor

Award to Candace B. Moore, embassy nurse.

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## Post of the Month: St. George's

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**T**HIS MISSION at the eastern edge of the Caribbean Sea is on the island of Grenada, north of Trinidad and Tobago, near the Venezuelan coast. U.S. Foreign Service people there are featured as part of STATE's continuing series.



Chargé d'affaires *James Ford Cooper* and wife *Magda Cooper*, left, greet the governor general of Grenada, *Sir Paul Scoon* and *Lady Scoon*, at the residence.



Outside the St. George's University School of Medicine dispensary: general services officer *Barry Mark*, political officer *John Butler*, communications officer *Danny Lockwood*.



Beside statue of Christ of the Deep: *Rawle Ferguson*, *Vivien Radix*, a spice basket saleswoman, *Raymond* and *Cindy Avice*.



At the harbor: consular assistant *Jacky Reeves*, secretary *Lesley Ann Simon*, assistant general services officer *Sherry Ann Palmer*.

*Carla Tuttle* in her scuba gear.



Secretary of the Navy *William Ball III*, Prime Minister *Herbert Blaize* and chargé d'affaires *James Ford Cooper* at the residence.

*Jerome Scott* and *Dereck Thomas*, at the warehouse.



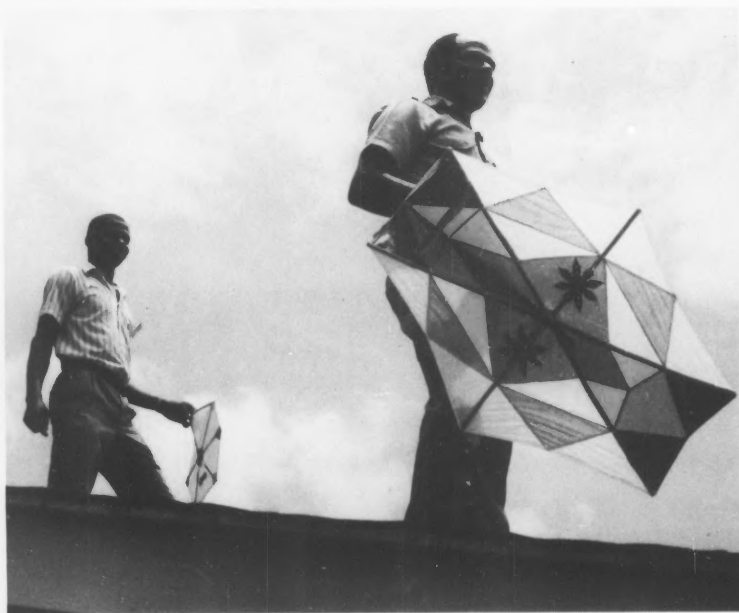
Economic officer *Gene Tuttle* and wife *Carla* at the Boatyard, a local gathering place.



*Carole Cook* and *Barry Mark*.



*Cindy Avice*, organizer of kite-flying competition, holds her homemade entry.



Competitors in post kite-flying contest:  
*Andrew Nelson* and *Alexander Lett*.



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Outside a new shopping mall: *Peggy Sullivan, Leslie Simone, Elise Butler and Jeff Sullivan.*



At Point Saline monument, erected in memory of the U.S. intervention: *Roy Sullivan, son Jeff and Marshal.*



Marines (from left) *Waller, Kirkland, Valencia, Denuzzi, Beck, Halkovich.*



*Elise Butler, Liz and Danny Lockwood and Aurelie Caouren, on Grand Anse Beach.*

In front of administrative building: chauffeur Jasper Pryce, personnel assistant Sherma Cruikshank, cashier Andrew Nelson.



Fabian Dragon and Hosten Pryce, in front of the new recreation/restaurant building.



Kevin Kirkland, Lou Waller and George Beck.



Political officer John Davis and gardener Sidney Lawrence.



General services officer *Ashley Church* and *George Frederick* bring in the embassy boat.

*Kevin Kirkland* points to facsimile signature of one of the U.S. servicemen who became a casualty during the 1983 rescue mission in Grenada. Others, from left: *Lou Waller*, *Carole Cook*, *Aurelie Caouren*, *Bob Halkovitch*, *Leslie Simone Gibson*. The monument is on the campus of the St. George's University School of Medicine.



*Raymond Avice* and *Rawle Ferguson*, at the top of Fort George.



*Jeff Sullivan* on a discarded piece of equipment near the airport. ■

## U.S. and Foreign Commercial Service

### After 500 years in Spain, just look: clones of Columbus! They all (175,000 last year) want to 'discover America'

BY KAREM ZENS

*The author is the assistant commercial attaché at the U.S. embassy in Madrid.*

WHILE SPAIN gears up to celebrate the 500th anniversary of Columbus's discovery of America—or the "encounter between two civilizations," as it's more diplomatically called—modern-day Spaniards are discovering America in record numbers. Last year the number of Spanish travelers to the United States went up by over 36%, the largest increase for any major European market. More than 175,000 Spaniards visited the United States in 1988, many for the first time, and the potential for increased traffic is much greater. Local industry analysts believe that Spain is now in the "take-off" stage, as a new, well-heeled, outward-looking yuppie generation comes of age.

The U.S. Foreign Commercial Service in Spain, with the support of the U.S. Travel and Tourism Administration, is aggressively promoting tourism to the United States and assisting the U.S. travel industry to take advantage of the growing Spanish market. Spain is a "special market" for the tourism agency, but without a direct agency presence. Consequently, the Foreign Commercial Service in Madrid organizes all tourism promotional activities in coordination with the tourism agency's European regional office in London.

To capitalize on the current boom in Spanish travel to the United States, the commercial service in Madrid has greatly expanded its activities in this sector. For example, the major event in the Spanish tourism market is an international travel trade show held annually in Madrid, now the second largest travel show in Europe. The commercial service in Madrid recruits and mounts a U.S. pavilion there, with participation by U.S. and Spanish-based firms specializing in travel to the United States. The U.S. pavilion this year was our most successful event yet. With a certain amount of arm-twisting, we were able to obtain a prime location at this always sold-out fair. Major exhibitors—including several U.S. airlines and the tourism agencies of Florida, New England and the Virgin Islands—signed up immediately, and we had to turn away other potential exhibitors for lack of space. Our pavilion with its striking design,



Commercial counselor Robert Kohn receives first prize for "Best Tourism Film" from

Claudio Mefford, director of trade show.

including flashing red and blue lights against a white background, drew thousands of visitors.

Making this event even more exciting was the fact that the United States won first prize for the best tourism film ("America, Catch the Spirit"). I received this award on May 4.

One of our major objectives is to introduce new destinations to the Spanish travel industry and public. Americans newly-arrived in Spain are struck by how little the average Spaniard really knows about our country. Accustomed to living in a country that is relatively large in European terms as well as a tourism mecca for foreigners, most Spaniards don't realize the enormous variety of vacation and recreation options available in the United States. New gateways, in the form of recently-inaugurated direct flights to Chicago, Los Angeles and Dallas, make it easier to lure Spaniards beyond their traditional New York and Florida destinations. However, lack of knowledge about what's out there still impedes full exploitation of the tourism potential.

To fill the information vacuum, on May 1 we opened a U.S. Travel Information Center located in our commercial library. The center is staffed by a tourism professional who counsels the public and trade visitors on travel opportunities in the United States. She will also be organizing promotional activities for the center's sponsoring members. We are providing the facilities and supervision for the center, while the tourism agency and private-sector tourism firms are paying salary and related expenses. Charter members already include major airlines, hotel chains and local tourism agencies—and our recruitment effort has just begun.

Tourism of course is only one of our many activities. The Spanish market is among the fastest-growing in Europe (double the European Community average) and our staff is scrambling to assist U.S. firms to take advantage of a wide range of opportunities. Nevertheless, as we approach 1992, it's fun to think we're helping latter-day Columbuses discover the New World of the U.S.A. ■



# Personnel: Civil Service

## Promotions

### GG-8

**Ksenich, Anne**, International Organization Affairs, Political Affairs

### GG-9

**Hipsley, Kyle K.**, International Boundary Commission

**Lichtig, Karen**, International Organization Affairs, Reference Section

**Padovano, Constance J.**, Bureau of International Organization Affairs

### GG-11

**Kapelina, Teodora**, Foreign Service Institute, Language Studies

### GM-13

**Branch, Sandra S.**, Administration and Information Management

**Davis, Judith A.**, Office of Communications, Security

**Thomas, Joyce L.**, Bureau of Personnel

### GM-14

**Bird, Judith Ann**, Intelligence and Research, Terrorism and Narcotics Analysis

**Early, Sharon L.**, Bureau of Personnel, Information Management

**Klem, Stanley John**, Administration and Information Management, Publishing Services

**Manning, Evelyn R.**, Bureau of Personnel, Records Management, Regulations and Research

**Topping, Linda M.**, Office of Inspector General

**Wood, William B.**, Office of Geographer

### GM-15

**Boesel, Kaye L.**, International Organization Affairs, UN Political Affairs

**Brown, Bruce Allan**, Office of Comptroller, Resource Planning

**Justice, Floyd B.**, Office of Inspector General

### GS-3

**Fitzpatrick, Amy**, Office of the Secretary, Office of Executive Director

**Morgan, Montressa Yvette**, Administration and Information Management, Personnel Management

**Rice, Greggy Alan**, Consular Affairs, Automated Records

## Selections under State's Merit Promotion Program

The following persons have been selected under the Merit Promotion Program for the positions indicated:

Selectee	Announcement No.	Position title	Series/grade	Bureau or office
<b>Kathryn Ransom</b>	89-139	Secretary (steno)	GS-318-8/9	Office of Investment Affairs
<b>Sheila Ritchie</b>	88-1149	Secretary (typing)	GS-318-5/6	Foreign Service Institute
<b>Alvin Howard</b>	88-1439	Clerk-Typist	GS-322-4/2	Diplomatic Security
<b>William Turley, Jr.</b>	89-71	Management analyst	GS-343-9/4	Bureau of Personnel, Records and Communications
<b>Antionette Getze</b>	89-98	Executive secretary	GS-318-9/10	East Asian and Pacific Affairs
<b>Richelle Cook</b>	89-120	Salary wage specialist	GS-223-5/10	Bureau of Personnel
<b>Sharon Early</b>	89-141	Supervisory computer system analyst	GM-344-14	Bureau of Personnel
<b>Mary Jones</b>	89-174	Secretary (typing)	GS-318-8/8	Medical Services □
<b>Walker, Renee A.</b> , Office of Protocol, Administrative Division		tion and Information Management, Equipment Operations		Building Management Operations
<b>Washington, Cynthia D.</b> , Bureau of Personnel, Performance Evaluation		<b>Johnson, Erika Lynn</b> , Foreign Affairs Information Management Center		<b>Feaster, Ernest H.</b> , European and Canadian Affairs
<b>GS-4</b>		<b>Kornegay, Shelly V.</b> , Bureau of Personnel, Foreign Service National Personnel		<b>Fields, Helen D.</b> , Administration and Information Management, Building Management Operations
<b>Abad, Ronald</b> , Consular Affairs, Automated Records		<b>Neal, Shirley J.</b> , Executive Secretariat		<b>Gooding, David L.</b> , San Francisco Passport Agency
<b>Barlow, Yvonne L.</b> , Seattle Passport Agency		<b>Reynolds, Pamela M.</b> , Politico-Military Affairs		<b>Gordon, Angela Jean</b> , Administration and Information Management
<b>Barnes, Celestine</b> , Consular Affairs, Manual Records		<b>Stephens, Theresa Ann</b> , Bureau of Consular Affairs, Manual Records		<b>Harris, Tracy L.</b> , European and Canadian Affairs
<b>Brown, Anjenine C.</b> , Consular Affairs, Automated Records		<b>GS-6</b>		<b>Jones, Carol E.</b> , Office of Comptroller, Accounting
<b>Brown, Kimberly S.</b> , Legislative Affairs		<b>Andrews, Cynthia Lynne</b> , Office of Comptroller, Fiscal Operations		<b>Kelly, Paula Diane</b> , Bureau of Administration and Information Management
<b>Carter, Paula M.</b> , Consular Affairs, Manual Records		<b>Barwick, Elizabeth A.</b> , Office of Historian		<b>McAdams, Jeffrey J.</b> , Philadelphia Passport Agency
<b>Foster, Warren S.</b> , Consular Affairs, Manual Records		<b>Catlett, William H.</b> , Office of Communications, Communications Center		<b>McCree-Green, Carol E.</b> , Foreign Affairs Data Processing Center
<b>Humbert, Cynthia G.</b> , Office of Secretary, Office of Executive Director		<b>Diggs, Joyce A.</b> , Foreign Service Institute, Professional Studies		<b>Moses, Steven L.</b> , San Francisco Passport Agency
<b>Maynard, Dianne Victoria</b> , Consular Affairs, Manual Records		<b>Jackson, Ruth Althea</b> , Library		<b>Moten, Lorna T.</b> , U.S. Delegation, Geneva Arms Negotiations
<b>Washington, Valarie J.</b> , Classification/Declassification Center		<b>Meisberger, Kathlene</b> , Administration and Information Management		<b>Pettie, Regina Williams</b> , Office of the Under Secretary for Management
<b>Williams, Doris Flanagan</b> , Philadelphia Passport Agency		<b>Mullican, Denise V.</b> , Administration and Information Management, Personnel Management		<b>Stroman, Donna Charlene</b> , Bureau of Personnel, Administrative Division
<b>GS-5</b>		<b>Parker, Beverly Ann</b> , Politico-Military Affairs		<b>Turner, Tanya Tania</b> , Equal Employment Opportunity and Civil Rights
<b>Anderson, Leta</b> , Stamford Passport Agency		<b>GS-7</b>		<b>Wallace, Freddie C.</b> , Intelligence and Research
<b>Bies, Gun Marie</b> , Office of Communications, Foreign Operations		<b>Brinton, Shari P.</b> , Office of Communications, Foreign Operations		<b>GS-8</b>
<b>Bryant, Linda L.</b> , Foreign Service Institute, Language Studies		<b>Coleman, Ellen A.</b> , Bureau of Diplomatic Security, Investigations		<b>Fox, Barbara T.</b> , Foreign Service Institute, Center for the Study of Foreign Affairs
<b>Bush, Antoinette O.</b> , Consular Affairs, Manual Records		<b>DuBose, Calvin E.</b> , Administration and Information Management,		<b>Graziano, Virginia Joan</b> , Foreign Service Institute, Professional Studies
<b>Clark, Kenny Ray</b> , Office of Comptroller				
<b>Drew, Kena D.</b> , Refugee Programs				
<b>Freeman, Beverly T.</b> , Near Eastern and South Asian Affairs				
<b>Glenn, Ella Maxine</b> , Administra-				

**PERSONNEL: CIVIL SERVICE**

**Ransom, Kathryn Ann**, Economic and Business Affairs  
**Reddon, Bessie E.**, Near Eastern and South Asian Affairs, Arabian Peninsula Affairs  
**Tyer, Mable Maxine**, East Asian and Pacific Affairs, Pacific Island Affairs

**GS-9**

**Augustosky, Audrey J.**, Administration and Information Management  
**Barnes, Linda**, Philadelphia Passport Agency  
**Contee, Carolyn Y.**, Foreign Service Institute, General Services  
**Cox, Lynne R.**, Houston Passport Agency  
**Egbert, Melissa Anne**, Diplomatic Security, Threat Analysis  
**Garvey, Evelyn**, Consular Affairs, Written Inquiries  
**Harley, Donna M.**, Diplomatic Security, Investigations  
**Jones, Carol A.**, Office of Comp-

troller, Accounting  
**Lloyd, Donna C.**, Office of Comptroller, Payroll Operations  
**Morgan, Linda F.**, Office of Comptroller, Accounting  
**Palmer, Articlees**, Administration and Information Management, Allowances Staff  
**Pleasant, Patricia W.**, Bureau of Personnel, Foreign Service National Personnel  
**Shields, Anthony**, Administration and Information Management  
**Turley Jr., William A.**, Bureau of Personnel, Records Management, Regulations and Research  
**Uhrich, Dorothy Walker**, Office of Management Policy  
**Williams, Marvin Leonard**, Executive Secretariat

**GS-11**

**Bethune, Eliza**, Bureau of Personnel, Employment Division

**Boushell, Clinton Carl**, Diplomatic Security, Investigations  
**Chichester, Lisa M.**, Office of Policy, Planning and Management  
**Espie, Alberta Jackson**, Consular Affairs, Public Affairs  
**Hampton, Ronald E.**, Foreign Affairs Information Management Center  
**Ledsky, Cecile W.**, Oceans and International Environmental and Scientific Affairs, Ecology and Natural Resources  
**Lorens-Persons, Nina M.**, Consular Affairs  
**Williams, Joyce B.**, Administration and Information Management

**GS-12**

**Andreasen, Steven P.**, Intelligence and Research, Strategic Forces  
**Billingsley, Julia A.**, Economic and Business Affairs  
**Blackburn, Martha J.**, Intelligence and Research, Intelligence Liaison

**Boyd, Charles R.**, Office of Inspector General  
**Brennan, Sarah C.**, Administration and Information Management, Graphic Services  
**Claibourn, Sallie Durham**, Office of Protocol, Accreditation Section  
**Duggan, Linda B.**, Citizens Consular Services  
**Goode, Sue L.**, Intelligence and Research, Intelligence Liaison  
**Green, Terry White**, Chicago Passport Agency  
**Howland, Nina D.**, Office of Historian  
**Middaugh, Jacqueline Wise**, Office of Management Policy  
**Parrish, Ennis N.**, Office of Communications  
**Peterson, Janie A.**, Office of Policy, Planning and Management  
**Trevino, Manuel R.**, Office of Inspector General  
**Winstead, June A.**, Consular Affairs, Personnel

**FOREIGN SERVICE INSTITUTE—**Graduates of the April secretarial training class, first row, from left: *Gloria Walker, Tonya*

*Skinner, Maria Torres, Leon White, Lydia Mathews, Judy Ikels.* Second row: *Brian Turner, Phyllis Copeland, Arlette Nowakowski,*

*Helen Frazier, Katherine Carto, Maria Jesus King (instructor), Carmen Holt, Gretchen Legrand, Lavera Cook.*



**GS-13**

**Albrecht, Julia S.**, International Organization Affairs  
**Florence, Richard E.**, Administration and Information Management, Publishing Services Division  
**Huss, Vickie J.**, Office of Communications  
**Pope, Louise C.**, Office of Comptroller, Management and Liaison  
**Ritchie, James E.**, Consular Affairs, Inter-American Emergency Services Division  
**Truly, Steve R.**, Administration and Information Management

**WG-6**

**Brown, Cheri**, Administration and Information Management, General Services

**Appointments**

**Awadallah, Dolores Hunt**, International Organization Affairs  
**Baker, Jacqueline F.**, Diplomatic Security, Investigations  
**Black, Shirley Temple**, European and Canadian Affairs  
**Bolton, John R.**, International Organization Affairs  
**Brown, Karen**, African Affairs  
**Burnett, Irene C.**, Medical Services  
**Bush, Frederick M.**, European and Canadian Affairs  
**Bush, Velma S.**, Office of Comptroller, Pre-Assignment Training  
**Capino Jr., Samuel L.**, Arms Licensing Division, Politico-Military Affairs  
**Chiu, Judith Cheung**, Diplomatic Security, San Francisco Field Office  
**Christenson, Carl E.**, Office of the Under Secretary for Management  
**Cooper, Wanda Denise**, Overseas Citizens Services  
**Cooper, Wendy D.**, Diplomatic Security, Personnel Management  
**Copeland, Victor E.**, Administration and Information Management  
**Crean, Anna H.**, European and Canadian Affairs  
**Dean, John Gunther**, Near Eastern and South Asian Affairs  
**Declercq, Wilfred F.**, Classification/Declassification Center  
**Dennis, Jonathan M.**, Administration and Information Management  
**Dorsey, Lisa Deidre**, Consular Affairs, Personnel

**Durkin, Daniel K.**, Office of the Under Secretary for Management  
**Egener, Waide**, Administration and Information Management, Real Estate Division  
**Emery, Chandra**, Foreign Service Institute, General Services  
**Flanagan, Stephen J.**, Policy Planning Staff  
**Flatin, Paul E.**, East Asian and Pacific Affairs  
**Foote, Amy E.**, Office of Inspector General  
**Frick, Dawn M.**, Foreign Service Institute, Professional Studies  
**Fukuyama, Y Francis**, Policy Planning Staff  
**Ginsberg, Erica M.**, Administration and Information Management  
**Gomes, Ralph C.**, Bureau of Personnel, Summer and Intern Programs  
**Grant, David E.**, Office of Communications, Diplomatic Mail and Pouch Division  
**Grayson, Veronica A.**, Consular Affairs, Personnel  
**Guerra, Maria E.**, Foreign Service Institute, Language Studies  
**Guimond, Herman**, International Boundary Commission  
**Hall, Sydney A.**, Bureau of Public Affairs  
**Hardy, Veronica Jean**, Munitions Control, Politico-Military Affairs  
**Harris, Joethel**, Office of Comptroller, Fiscal Operations  
**Hayes, Vershell Eunice**, Consular Affairs, Office of Personnel  
**Hecht, Jacob Chic**, Inter-American Affairs  
**Holleran, Francis J.**, Office of Legal Adviser  
**Hughes, Jeffrey L.**, Policy Planning Staff  
**Irish, Raymond B.**, International Boundary Commission  
**James, Wanda M.**, Bureau of Personnel, Employment  
**Jordan, Keith Christopher**, Citizens Consular Services  
**Joyner, Martin B.**, Administration and Information Management  
**Kattouf, Jeannie M.**, Administration and Information Management, Personnel Management  
**Kelleher, Sigrun**, Foreign Service Institute, Language Studies  
**Kelly, Nora M.**, Office of Inspector General  
**Kessler, Joanne B.**, International Organization Affairs  
**Kirksey, Jason F.**, Bureau of Personnel, Summer and Intern Programs

**Lane, Janice B.**, Office of Comptroller, Fiscal Operations  
**Lester, Wannie R.**, Inter-American Affairs  
**Limberg, Wayne P.**, Intelligence and Research, Soviet Foreign Political Division  
**Masingill, William T.**, Diplomatic Security  
**McClinton, Michael A.**, Bureau of Personnel, Summer and Intern Programs  
**McManaway Jr., Clayton E.**, Office of the Deputy Secretary  
**Mercer, Lucille J.**, Oceans and International Environmental and Scientific Affairs, Marine Science and Technology Affairs  
**Mickens, Conchita Loren**, Pre-Assignment Training  
**Mitchell, Maria L.**, Miami Passport Agency  
**Ney, Edward Noonan**, European and Canadian Affairs  
**North II, James E.**, Foreign Service Institute, Language Studies  
**Pacheco, Manuel D.**, Bureau of Personnel, Summer and Intern Programs  
**Plamer Jr., James E.**, International Boundary Commission  
**Post, Richard St. F.**, Classification/Declassification Center  
**Rickert, Gerd Granstrand**, Foreign Service Institute  
**Roberts, Owen W.**, Office of Inspector General  
**Rogers, Donald Ross**, International Organization Affairs  
**Rojo, Minerva**, Oceans and International Environmental and Scientific Affairs, Environmental Protection  
**Ruppe, Loret M.**, European and Canadian Affairs  
**Scott, Donald D.**, International Boundary Commission  
**Silverman, Joy A.**, Inter-American Affairs  
**Sims, Torrence R.**, Office of Communications, Diplomatic Mail and Pouch  
**Smith, David B.**, Office of Inspector General  
**Snow, Thomas G.**, Office of Legal Adviser  
**Stroock, Thomas F.**, Inter-American Affairs  
**Taft, William H., IV**, European and Canadian Affairs  
**Thomas, Barry D.**, Administration and Information Management  
**Thompson, Nancy Ames**, Office of Protocol, Ceremonials  
**Tice, Donald C.**, Diplomatic Security  
**Vest, George S.**, Bureau of Personnel

**Vickers, Harold E.**, European and Canadian Affairs  
**Washington, Holly E.**, Consular Affairs  
**Washington, Jeannette**, Bureau of Personnel, Recruitment  
**Watson, Lisa M.**, Bureau of Personnel, Summer and Intern Programs  
**Weindorf, Mary Elizabeth**, Administration and Information Management, Office of Overseas Schools  
**Wikkins Jr., C. Howard**, European and Canadian Affairs  
**Williams, Monique Y.**, Office of Communications, Diplomatic Mail and Pouch  
**Wood, Catherine E.**, Office of Under Secretary for Management  
**Woodsley, Dorothy L.**, Bureau of Personnel, Senior Officer  
**Worsley, Terrie L.**, Administration and Information Management

**Reassignments**

**Bazemore-Rawls, Lisa C.**, Office of Comptroller, Pre-Assignment Training to Office of Comptroller, Fiscal Operations  
**Best, Gerald A.**, Office of Comptroller, Pre-Assignment Training to Office of Comptroller, Fiscal Operations  
**Boykin, Verna G.**, Pre-Assignment Training to Oceans and International Environmental and Scientific Affairs, Ecology and Natural Resources  
**Brasacchio, Barbara A.**, Intelligence and Research, Control Division to Intelligence and Research, Middle American-Caribbean  
**Brown, Gloria J.**, African Affairs to European and Canadian Affairs, Security and Political Affairs  
**Churchill, Ngoc-Anh La**, Office of Comptroller, Finance Operations to Office of Comptroller, Fiscal Operations  
**Dangelo, Rosalie M.**, Office of Under Secretary for Management to Office of Inspector General  
**Dickerson, Marian W.**, Administration and Information Management, Personnel Management Division to Bureau of Personnel, Resource Management Analysis  
**Flynn, Michael D.**, Consular Affairs, Research and Liaison to Consular Affairs, Passport Operations  
**Frazier, Helen A.**, Office of

**PERSONNEL: CIVIL SERVICE**



**FOREIGN SERVICE INSTITUTE—Graduates of the May secretarial training course, front, left to right: Riham Ramadan, Lorraine Holmes. Sec-**

**ond row: Rhonda Jackson, Deborah Towns, Daneen Nickson, Kim Richter, Virginia Vazquez. Thlrd row: Diane Pollard, Renee Pompey, Vanessa Washington,**

**Susie McGill, Mary Maguire, Marsha Taylor, Verleen Brown, Mark Fiegel. (State Department photo by Lloyd McKenzie)**

Comptroller, Pre-Assignment Training to Office of Comptroller, Financial Operations  
**Gilmore, Towana K.**, Office of Comptroller, Pre-Assignment Training to Office of Comptroller, Fiscal Operations  
**Goodbread, Gina**, Bureau of Personnel, Retirement to Intelligence and Research, Intelligence Support  
**Gordon, Angela Jean**, Office of Under Secretary for Management to Organization and Management, Program Management  
**Hill, Lynn R.**, Office of Communications, Diplomatic Mail and Pouch to Office of Communications, Communications Center  
**Jones, Toni Michele**, Pre-Assignment Training to East Asian and Pacific Affairs, Office of Executive Director  
**Larue, Patricia Ann**, Intelligence and Research, Economic Analysis to European and Canadian Affairs, Political Affairs  
**McGlathery, Sharron Ann**, Oceans and International Environmental and Scientific Affairs to Diplomatic Security  
**McIntosh, Kathleen J.**, Pre-Assignment Training to European and Canadian Affairs  
**Ng, Betty**, Office of Comptroller, Budget and Financial Systems to Near Eastern and South Asian Affairs  
**Nubourn, Solomon**, Office of Comptroller, Pre-Assignment Training to Office of Comp-

troller, Fiscal Operations  
**Rogers, Aquilla L.**, Bureau of Personnel, Employee Relations to Administration and Information Management  
**Shaw, Sandra**, Office of Geographer to Intelligence and Research, Office of Executive Director  
**Sparkman, Tammy D.**, Office of Comptroller, Pre-Assignment Training to Office of Comptroller, Fiscal Operations  
**Summers, Kathy B.**, Foreign Service Institute, Library to Administration and Information Management, Information Acquisition and Processing

**Resignations**

**Anthony, Venness L.**, Consular Affairs, Automated Records  
**Beck, Enid**, New York Passport Agency  
**Boeke, Jennifer**, International Organization Affairs, Policy and Planning Staff  
**Booth, Angela Patrice**, Diplomatic Security  
**Cargill, Russell F.**, Administration and Information Management, Building Management Operations  
**Carroll, Patricia McGarry**, European and Canadian Affairs  
**Chatham, Rita Mae**, Human Rights and Humanitarian Affairs  
**Corbin, Vanessa Layne**, Administration and Information Management  
**Deadwyler, Gregory E.**, Consular Affairs, Communications and

Records  
**Denardo, Robin Ann**, Diplomatic Security, Information Systems Security  
**Dzurek, Daniel Joseph**, Intelligence and Research, Arms and Technology  
**Eastman, Penny L.**, International Organization Affairs  
**Franklin, Richard Earl**, Administration and Information Management, Program Management  
**Gonzaga, Rina Santos**, Seattle Passport Agency  
**Hawkins, Pamela Denise**, Consular Affairs, Public Issuance  
**Huddleston, Kathleen J.**, Administration and Information Management  
**Jibrin, Barbara H.**, Administration and Information Management, Information Access Services  
**Killea, Anne K.**, Office of Protocol, Accreditation  
**King, Geoffrey**, Niamey  
**Lacy-Long, Rhonda G.**, Bureau of Personnel, Recruitment  
**Lockard, Linda M.**, Library  
**Mar, May T.**, Seattle Passport Agency  
**McColium, Christine K.**, Consular Affairs, Public and Diplomatic Liaison  
**McGowan, Tanja C.S.**, Houston Passport Agency  
**Nauman, Eric L.**, Foreign Service Institute, Registrar  
**Nevarez-Hernandez, Linda D.**, Chicago Passport Agency  
**Olaide, Oralla**, Houston Passport Agency

**Peters, Deborah A.**, Administration and Information Management, Systems Design and Programming  
**Poole, Tracey L.**, European and Canadian Affairs  
**Pratscher, Cheryl J.**, Chicago Passport Agency  
**Pringle, Gloria J.**, Pre-Assignment Training  
**Redman, Tajuana Renee**, International Organization Affairs  
**Richardson-Ahmed, Margaret**, Administration and Information Management, Information Acquisition and Processing  
**Roberts, Timothy D.**, Pre-Assignment Training  
**Seddon, John J.**, Near Eastern and South Asian Affairs  
**Smith, Patricia I.**, Cairo  
**Snow, Robert K.**, Administration and Information Management, Financial Management  
**Son, Tuk-Min**, San Francisco Passport Agency  
**Weeks, Harold J.**, Oceans and International Environmental and Scientific Affairs  
**Wilkinson, James Andrew**, Administration and Information Management, General Services  
**Williamson, Richard S.**, International Organization Affairs  
**Wilson, Joan Marie**, Miami Passport Agency  
**Woodworth, Roger H.**, Legislative Affairs  
**Yano, Barbara Jean**, Administration and Information Management, Office of Supply, Transportation and Procurement

**Retirements**

**Daly, Adele**, Foreign Service Institute, School of Professional Studies  
**Hayes, Jane B.**, Consular Affairs, Public Services  
**Johnson, Willie**, Administration and Information Management, Building Design and Engineering  
**Nolan, Mary P.**, Philadelphia Passport Agency  
**Oplinger, Betty Lou L.**, Office of Under Secretary for Economic Affairs  
**Rauch, Loretta Therese**, Seattle Passport Agency  
**Taylor, Edna G.**, Intelligence and Research  
**Von Pfeil, Helena P.**, Office of Legal Adviser  
**Ware, Sylvia R.**, Intelligence and Research, Control ■



# Honors and Awards

Beginning in this issue, STATE will publish the names of employees who have earned the Superior and Meritorious Honor Awards. The accompanying lists are compiled from nomination forms received in May in the Bureau of Personnel. The asterisks denote group awards. □

## Superior Honor Awards

Name	Grade	Assignment
Bell, Virginia A.	GS-09	Washington *
Bellard, Scott D.	FS-03	Chengtu
Blmlaz, Susan	GM-15	Washington
Coleman, Helen M.	GS-10	Washington
Coughlin, Michael E.	FE-OC	Washington
De Vos, Peter J.	FE-MC	Washington
DeLlsl, Scott H.	FS-02	Washington
Faulk, Richard C.	FE-MC	Washington
Graham, Virginia L.	FS-02	Lima
Griffin, James M.	FO-02	Washington *
Gruber, Elizabeth L.	FP-04	Washington
Haines III, George H.	FE-OC	Washington *
Hertzberg, David A.	GM-13	Washington *
Hlgh, George B.	FE-MC	Washington
Jabbour, Pierre H.	FP-02	Washington *
Junker, Delvin W.	FO-03	Managua
Kolesnik, James C.	GS-14	Washington *
Maher, Peter S.	FS-02	Washington
Mahler, Lois E.	GS-08	Washington *
Malesky, Lann A.	FO-01	Washington *
Marsh, William H.	FE-OC	Washington *
Nitze, William A.	ES-04	Washington
Oakley, Phyllis E.	FO-01	Washington
Parent, Kenneth W.	FO-01	Washington
Porter, Leonard J.	FP-01	Rangoon
Raether, Carl N.	GM-14	Washington
Reifsnnyder, Daniel A.	GM-15	Washington
Revere, Evans J.R.	FS-02	Tokyo
Ricciuti, Nicholas J.	FO-01	Washington *
Rushing, Charles E.	FE-MC	Washington *
Sala, Joseph L.	FO-03	Washington *
Sines, Elizabeth U.	FP-02	Washington
Smith, N. Shaw	FE-MC	Washington
Snyder, Charles R.	FO-5	Washington
Suddath, Joseph M.	FP-05	Port-au-Prince
Van Hollen, Eliza	GM-14	Washington
Zabriskie, Peggy S.	FP-03	Washington □

## Meritorious Honor Awards

Aftandilian, Greg	GM-13	Washington *
Askland, Andrew	FS-04	Bahrain
Barron, Patricia S.	FP-06	Port Moresby
Baum, Harold	FO-02	Washington *
Bradford, Gregory H.	GM-15	Washington
Breese, Terry A.	FS-02	Malaysia
Cannon, Janet Lee	FP-08	Washington
Cheslick, Virginia	FP-04	Bangkok
Coates, Joyce E.	FP-07	Curacao
Coombs, Jimmy D.	GS-12	Washington *
Corrigan, Constance	FS-07	Geneva
Cunningham, Jeffrey	FO-02	Washington
De Kay, Jane S.	GS-12	Washington
De La Barre, R. Rob	GM-15	Washington
Deane, Judith	FO-02	Washington *
Dietrich, Gary D.	GM-15	Washington *
Dooley, John A.	GM-14	Washington
Elliot, Randall T.	GM-14	Washington *
Fairbanks, Steven	GM-13	Washington *
Faux-Gable, Laura	FO-03	Washington *
Foley, Corazon	GM-14	Washington *
Ford, Doris W.	FS-07	Muscat

Name	Grade	Assignment
Ford, Robert J.	GM-13	Washington
Francisco III, Will	FO-02	Washington
Franconeri, James	CMDR	Washington *
Franks, Robert J.	FS-02	Lagos
Gfoeller-Volkoff, T.	FS-03	Manama
Gibson, Gary	FP-03	Washington *
Gorjance, Mary A.	FO-03	Port Moresby
Hagerstrom, Mltchell	FS-06	Kolonia
Harben, Jo L.	GS-12	Washington
Harris, George S.	SES	Washington *
Houk, Keith R.	FP-07	Lima
Hoyle, Brian J.	GM-15	Washington
Jackson, Jeanine E.	FS-04	Lagos
Jefferson, Charles	GM-15	Washington *
Jones, Richard H.	FO-01	Washington
Kambara, Ann	FS-03	Washington
Kruse, Jean	FS-05	Bujumbura
Lamar, Mary C.	GS-09	Washington
Levy, Richard A.	GS-12	Washington *
Limberg, Wayne	GM-15	Washington *
Linde, Deborah	FO-01	Washington *
Livingston, Richard	FS-01	Jakarta
Lowell, William	GM-15	Washington
Lowery, Phyllis	GS-07	Washington *
Lozovina, Jo	GS-07	Washington *
Lundstead, Jeffrey	FO-01	Washington *
Maher, Peter	FO-02	Washington *
Mann, Janean	FO-01	Washington *
Martens, Brenda	FS-08	Kinshasa
McAlpine, Jean B.	FO-03	Washington *
McGann, C. Steven	FS-03	New York
McKee, Craig	FO-03	Washington *
Melville, Martha		Washington *
Miller, William	GM-13	Washington *
Morin, Marilyn	GS-11	Washington *
Morin, Michael	GS-06	Washington *
Mullican, Denise	GS-06	Washington *
Nahas, Albert G.	FS-02	New York
Napoliello, Edward	FP-02	Washington *
Nelson-Douvelis, P	FP-04	San Jose
Nicholson, Marc E.	FS-02	Bangkok
Orbits, Hal N.	GS-12	Washington *
Paine, Virginia	FS-06	Chad
Pappas, Daniel	GS-12	Washington *
Parker Jr., Thomas	FO-01	Washington
Prahar, Peter A.	FS-04	Guangzhou
Privitera, Michael		Washington
Quinn, Maureen E.	FO-02	Washington
Richardson, Craig	GS-12	Washington *
Root, Danny B.	FS-01	Kingston
Saeed, Ferial	FO-04	Washington *
Sanderson, Melissa	FO-03	Washington *
Sens, Andrew D.	FE-OC	Washington
Shaloff, Stanley	GM-14	Washington
Smith, Robert W.	GM-14	Washington
Smyth, Richard H.	FO-02	Jakarta
Snead, Larry L.	ES-04	Washington
Sorg, Richard B.	FO-01	Port Moresby
Stewart, Karen B.	FO-02	Washington
Stier, Craig	GS-12	Washington *
Taylor, James E.	FO-02	Washington *
Tucker, Jacquelyn	FP-06	Praia
Turco, Robin W.	FP-06	Bangkok
Van Hollen, Eliza	GM-14	Washington *
Waldrop III, Neal A.	FS-03	Washington
Warren, William	FO-03	Honiara

—(Continued on Page 53)

## Personnel: Foreign Service

### Appointments

Aguiar, Mark A., Pre-Assignment Training  
 Andersen, Rosalind J., Islamabad, Pakistan  
 Bannick, Matthew J., Pre-Assignment Training  
 Bienia, Richard M., Monrovia  
 Briscoe, Kevin L., Pre-Assignment Training  
 Brooks, Joyce Ann, Nairobi  
 Brooks, Laura Ann, Jakarta  
 Brownlee, Ian G., Pre-Assignment Training  
 Brummagyn, Mary Louise, Nairobi  
 Burley, John D., Pre-Assignment Training  
 Calderwood, Della G., Panama  
 Caldwell, Linda Marie, Specialist Intake

Carrig, Stephen J., Pre-Assignment Training  
 Cellars, Jeffrey R., Pre-Assignment Training  
 Chun, Gaye L., Pre-Assignment Training  
 Clendinen, Sandra, San Jose  
 Cochran, June E., Pre-Assignment Training  
 Coleman, Betty J., Specialist Intake  
 Cook, Matthew S., Pre-Assignment Training  
 Cooney, Romelia, Mexico City  
 Cronin, Susan P., Pre-Assignment Training  
 Crum, Cinda Lou, Nairobi  
 Daniels, Karen V., Abidjan  
 Daru, Nongluck T., Surabaya  
 De La Pena, Irma L., Caracas  
 Del Principe, Michael A., East

Asian and Pacific Affairs  
 Denny, Stirling K., Manila  
 Desloover, Michel M., Junior Officer Training  
 Dunn, Christopher A., London  
 Dutrow, M. Claire, Madrid  
 Duvall, Janet Lou, Monrovia  
 Eperiam, Marialice, Kolonia  
 Eskandar, Sara J., Pre-Assignment Training  
 Espada-Platet, Aida V., Santo Domingo  
 Evasick, Ryan M., London  
 Feltman, Marion, Tel Aviv  
 Fitzgerald, Judith C., London  
 Fleuret, Anne, Nairobi  
 Fondahn, Lynn A., London  
 Fontanilla, James J., Pre-Assignment Training  
 Ford, Janelle M., Specialist Intake  
 Forder, Kenneth A., Pre-Assign-

ment Training  
 Foreman, Margaret Ann, Niamey  
 Gahr, Patricia Ann, Copenhagen  
 Gallegos, Karen E., Pre-Assignment Training  
 Garcia, Carlos, Pre-Assignment Training  
 Goldberg, Phillip S., Pre-Assignment Training  
 Grau, Debra Lynn, Lagos  
 Greenfield, Phylis O., European and Canadian Affairs, Post Management  
 Guillot, Jackie A., East Asian and Pacific Affairs  
 Hall, Daniel J., Pre-Assignment Training  
 Hatchell, Francesc, Accra  
 Hayes, Susan M., Kuala Lumpur  
 Heher, Claire M., European and Canadian Affairs



FOREIGN SERVICE INSTITUTE—Graduates of the information systems training class, front, left to right: Mark Wheatley (chairman); Vildan Arcasoy, Ankara; Margaret

Hollowell, Manama; Michelle Krause, Prague; Jailton Oliveira, Brasilia. Rear: Jose Luis Garcia, Barcelona; Domenico Addezio, Naples; Helene Marshall, East Berlin; Xiomara Lam-

sick, San Jose; Linda Tanner, Belgrade; Anne Rossetti, Geneva; Elizabeth Drysdale, Suva; Carl Giampietro, Guatemala.



U.S. EXPORT-IMPORT BANK—*William F. Ryan*, left, acting chairman and president, presents Outstanding Service Award to *Thomas A. Forbord*,

Senior Foreign Service officer, who is on detail as chief economist and vice president for country risk analysis at the bank.

Herz, Peter J., Pre-Assignment Training  
 Hilly, Elizabeth E., Ottawa  
 Holt, Marilyn P., Dakar  
 Hughey, Diane Michele, Tel Aviv  
 Humbert, Carolyn Doreen, Abidjan  
 Johnson, Randy D., Tijuana  
 Kelly, Sally Lou, Riyadh  
 Kern, Veronica P., Dhaka  
 Klecheski, Eloisa De Leon, Moscow  
 Kocher, Lois M., Geneva  
 Lambeg, Judith D., Port-au-Prince  
 Lassiter, Immy Rose N., Accra  
 Law, Patricia J., Beijing  
 Levy, James M., Pre-Assignment Training  
 Long, Madelyn M., Madrid  
 Lynch, Linda C., Nairobi  
 Mallory, Jerrold L., Pre-Assignment Training  
 Martinez, Sylvia A., Canberra  
 McCracken, James E., Pre-Assignment Training  
 McCurdy, John A. J., Moscow  
 McKenzie, Beatrice L., Pre-Assignment Training  
 McQuillen, Matthew J., Junior

Officer Training  
 Merrell, William J., Pre-Assignment Training  
 Miller, James A., Pre-Assignment Training  
 Miller, Janette, Athens  
 Millman, Linda A., Tegucigalpa  
 Moore, Heather Marie, Milan  
 Moore, John Allen, Dakar  
 Morrill, Sharon A., New Delhi  
 Moser, Marie C., Cairo  
 Mosley, Debra J., Cairo  
 Mules, Janet Elaine, Mexico City  
 Olinger, Miriam W., Tunis  
 Olson, Dian R., Tunis  
 Osius III, Theodore G., Pre-Assignment Training  
 Pekala, Mark A., Pre-Assignment Training  
 Pepin, Margaret B., Nairobi  
 Pepper, Kathy E., Junior Officer Training  
 Perkins, Thomas D., Pre-Assignment Training  
 Pixley, Marcia A., Bangkok  
 Price, John T., Pre-Assignment Training  
 Pruett, Richard K., Pre-Assignment Training  
 Rector, Henry M., Pre-Assignment

Training  
 Robertson, Norma F., Lagos  
 Roman, Claudia M., Kinshasa  
 Roshto, Anna Beth, Specialist Intake  
 Rousseau, Danielle, Djibouti  
 Saums, Jane Ellen, The Hague  
 Savonis, Susan I., Lagos  
 Scherer, Timothy M., Pre-Assignment Training  
 Schoenberg, Suzanne M., Monrovia  
 Schofield, Gayle E., Rabat  
 Scholton, Norman F., Gaborone  
 Schoppe, Elizabeth A., Pre-Assignment Training  
 Schwartz, Bethany L., Pre-Assignment Training  
 Schwartz, Edward G., Cairo  
 Seman, Joseph E., Pre-Assignment Training  
 Shaw, Julia A., Rome  
 Shearer-Neghmouche, Betty, Algiers  
 Sheets, Kimberly Ann, Berlin  
 Shelton, Kathleen D., Paris  
 Simmons Jr., Donald Barnard, Abidjan  
 Singleton, James C., Addis Ababa  
 Smith, Pattie Marie, Nicosia  
 Souriolle, Corazon, Prague  
 St. Pierre, Leslie J.L., Halifax  
 Tait, Benjamin P., Pre-Assignment Training  
 Tekach-Ball, Mara R., Pre-Assignment Training  
 Thomas, Mary Lynn, Mogadishu  
 Thompson, Susan Mary, Kuala Lumpur  
 Towry, Debra J., Pre-Assignment Training  
 Tracy, Rosario M., Conakry  
 Verona, Edward S., Pre-Assignment Training  
 Ware, Nicholas E., Junior Officer Training  
 Whisner, Mary Ann, Belgrade  
 Winter, Claudia J., Moscow

## Transfers

Beyers, William W., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail  
 Bowie, Barbara, Inter-American Affairs to Office of Historian  
 Bruns, Judson L., Office of Special Representative for Trade Negotiations to Port-of-Spain  
 Burns, Diane Marie, Diplomatic Security, Washington Field Office to Diplomatic Security, Emergency Action Planning  
 Burns, William J., National Security Council to Policy Planning Staff  
 Chamberlin, Wendy, Morocco to Office of Under Secretary for

Political Affairs  
 Christiano, Francis J., Diplomatic Security, Protection and Investigations to Diplomatic Security, Washington Field Office  
 Collier, Laura A., Managua to Office of Communications  
 Corrigan, Constance M., Switzerland to Executive Secretariat  
 Cortez, Florida A., Japan to Vienna  
 Davis, Dorothy V., East Asian and Pacific Affairs to Wellington  
 Deibler, Roy A., Khartoum to Diplomatic Security  
 Dobson, Theodore, Germany to Bureau of Personnel, Faculty Advisers  
 Etelamaki, Mark S., Diplomatic Security, Washington Field Office to Cairo  
 Ewell, Ellen M., Zambia to African Affairs  
 Fairchild Jr., Lon C., Diplomatic Security, Washington Field Office to Bangkok  
 Fane, Daria M., Mexico to Intelligence and Research, Soviet Internal Affairs  
 Fergin, Judith Ryan, Foreign Service Institute, Language Training to Jakarta  
 Finkelstein, Phyllis Ann, European and Canadian Affairs to New Delhi  
 Gaarder, Eduardo R., San Salvador to Administration and Information Management, Construction Management  
 Garcia, Ana Maria, Moscow to Office of Communications  
 Gibson, William F., Diplomatic Security to Diplomatic Security, East Asian and Pacific Region  
 Gillespie, Deborah L., African Affairs to Accra  
 Graham, Jeffrey L., Thailand to Office of Communications  
 Gray, Douglas Allen, Mexico to Inter-American Affairs  
 Graze, Deborah E., European and Canadian Affairs to Foreign Service Institute, Language Training  
 Hartley, Brent R., European and Canadian Affairs, Political Affairs to Foreign Service Institute, Language Training  
 Haycraft, Thomas K., Diplomatic Security, Washington Field Office to Diplomatic Security, Physical Security  
 Heineck, Carol C., Cuba to Office of Comptroller, Resource Planning and Management  
 Hodges, Heather M., Special

**Anapestic Assignments**  
by ebp

There was a man assigned to Ecuador  
Who gaily jumped up and down on the floor  
And said: "I'm so happy, you see.  
This is how I express my glee."  
He proceeded to jump up and down some more. □

- Domestic Assignment Program to Bilbao
- Hughes, Maryann, France to Dakar
- Ingalls, Christopher M., Nairobi to Office of Comptroller
- Jacobson, Linda C., Zimbabwe to African Affairs
- Jenkins, Carolyn J., Kuwait to Berlin
- Johnson, Lionel C., Office of Secretary to Nairobi
- Jones, William L., Liberia to Office of Communications
- Jordan, Dan J., Pakistan to Near Eastern and South Asian Affairs
- Keil, Todd M., Diplomatic Security, Physical Security to Jakarta
- Kenney, Kristie Anne, Argentina to Operations Center
- Kotula, Kirk-Patrick, San Jose to Inter-American Affairs
- Langan, Douglas, Peru to Inter-American Affairs
- Lee, Gary E., Panama to Inter-American Affairs
- Liscowski, Robert Peter, Diplomatic Security, Policy and Planning to Foreign Service Institute, Language Training

**Foreign Agricultural Service**

Christopher Goldthwait, acting general sales manager and assistant administrator for export credits, will be one of 10 recipients of this year's Arthur S. Flemming Award given by the Downtown Jaycees of Washington. The award honors outstanding young men and women in the Government ... Suzanne Hale, deputy director for marketing and former agricultural trade officer, Tokyo, and the Export Enhancement Program Group received the Secretary of Agriculture's Distinguished Honor Award, June 7. □

- Magnor, James B., Beirut to Near Eastern and South Asian Affairs
- Manzi, Teresa Louise, Diplomatic Security, Physical Security to Diplomatic Security, Washington Field Office
- McCauley, George, Canberra to International Organization Affairs, Host Country Relations
- McGuire, Roger A., African Affairs to Windhoek
- McNeeley, Randolph A., Vienna to European and Canadian Affairs
- Miller, Bill A., Diplomatic Security, Washington Field Office to Diplomatic Security, Protection and Investigations
- Mohanco, John, Indonesia to Intelligence and Research, Nuclear and Scientific
- Montagne, Elizabeth A., Oceans and International Environmental and Scientific Affairs to Foreign Service Institute, Language Training
- Mudd, Donald E., Germany to Caracas
- Nutwell III, George M., Diplomatic Security, Washington Field Office to Diplomatic Security, Protection and Investigations
- Ogden, Geoffrey, Athens to European and Canadian Affairs
- Patterson, Rosmary M., Specialist Intake to Vienna
- Pratt, Genevieve J., Lebanon to Near Eastern and South Asian Affairs
- Price, John R., Moscow to European and Canadian Affairs
- Provencal, Richard G., Saudi Arabia to Office of Communications
- Reclinos, Helen Greeley, Foreign Service Institute, Functional Training to European and Canadian Affairs
- Richards, Anthony Joseph, France to Niamey
- Shannon Jr., Thomas A., African Affairs to Brasilia
- Shemanski, Donald Richard, Foreign Service Institute, Language Training to Palermo
- Silverman, Lawrence Robert, South Africa to African Affairs
- Solomon, Caryn Marie, Bulgaria to Near Eastern and South Asian Affairs
- Springmann, J. Michael, Saudi Arabia to Stuttgart
- St. Onge, Christopher, Diplomatic Security, Secretary's Detail to Diplomatic Security, San Fran-

- cisco Field Office
- Steers, Howard J.T., Intelligence and Research, Theater Forces to Foreign Service Institute, Language Training
- Stewart, William R., Oman to Montreal
- Stottman, Charlotte Ann, Guyana to Wellington
- Trotter, Charles D., Executive Secretariat to Foreign Service Institute, Language Training
- Tucker, Jacquelyn J., Praia to Bureau of Personnel
- Tucker, James K., Praia to Bureau of Personnel
- Turco, Robin Wallace, Thailand to Executive Secretariat
- Urieta, Santiago, India to Managua
- Vonnegut, Helene A., Tokyo to Bureau of Personnel
- Wagner, Michael J., Philippines to Office of Communications
- Washburn, Michael D., Brazil to Inter-American Affairs
- Wetlesen, Gloria B., France to Grenada
- William, Michael A., Chad to Diplomatic Security
- Wilson, David S., Israel to Near Eastern and South Asian Affairs
- Wilson, Jewellene E., African Affairs to Office of Communications, Foreign Operations
- Wyatt, Marilyn, International Nar-

cotics Matters to Executive Secretariat

**Resignations**

- Arnett, Patsy Sue, Geneva
- Ayers, Mary T., Mexico City
- Bell, Sallie Turner, Beijing
- Benedict, Blaine D., Shenyang
- Bransford, Pamela Sue, Khartoum
- Breese, Claudia Joan, Kuala Lumpur
- Browning, Emily L., Paris
- Brunetti, Georgia A., Bucharest
- Busch, Linda H., Helsinki
- Candela, Carol Ann, Caracas
- Carson, Benita Dell, Tegucigalpa
- Carter, Leigh G., France
- Christensen, W. Brent, Pre-Assignment Training
- Christenson, E. Denise, Canberra
- Cole, Lynda Lu, Niamey
- Corley, Jane C., Specialist Intake
- Croce, Michelangelo, Diplomatic Security, Washington Field Office
- Cunningham, Josephine, Kuwait
- Davis, Anita Clements, Warsaw
- Davis, Suzanne M., Nicosia
- Demos, Ellen Gay, Port Moresby
- Didem, Maurice, Monrovia
- Eckenrode, John M., Diplomatic Security, Mobil Training
- Estell, Emiko, Beijing
- Ferguson, Thomas C., Bandar Seri Begawan
- Fleenor, Betty L., Reykjavik

**Revised Rosslyn shuttle service**

The Bureau of Administration and Information Management has announced a new shuttle service between Main State and Rosslyn, Va. It consists of three specially-designed buses, operating at 10-minute intervals between 8:55 a.m. and 6:31 p.m. The buses operate on a special early-morning schedule between 7:15 and 8:55. A supplementary express bus originating at 1400 Key Street at 8:45 a.m. goes directly to Main State.

**Early-morning schedule**

Main State	1100 Wilson	19th & Kent	Wilson & Kent	1400 Key	1400 Wilson	Main State
7:15	7:24	7:26	7:27	7:29	7:31	7:41
7:35	7:44	7:46	7:47	7:49	7:51	8:01
7:55	8:04	8:06	8:07	8:09	8:11	8:21
8:15	8:24	8:26	8:27	8:29	8:31	8:41
----	----	----	----	8:45	----	8:57
8:35	8:44	8:46	8:47	8:49	8:51	9:01

**Standard daily schedule**

8:55	9:04	9:06	9:07	9:09	9:11	9:21
9:05	9:14	9:16	9:17	9:19	9:21	9:31
9:15	9:24	9:26	9:27	9:29	9:31	9:41
9:25	9:34	9:36	9:37	9:39	9:41	9:51
9:35	9:44	9:46	9:47	9:49	9:51	10:01
9:45	9:54	9:56	9:57	9:59	10:01	10:11
9:55	10:04	10:06	10:07	10:09	10:11	10:21
10:05	10:14	10:16	10:17	10:19	10:21	10:31

(Service continues at 10-minute intervals through 6:31 p.m.)

6:05 6:14 6:16 6:17 6:19 6:21 6:31  
For information, call 647-3626/3628. □





Ambassador *Edward J. Perkins* is presented an antique map by U.S. embassy employees in South

Africa, on his reassignment to Washington. With him are his wife, *Lucy*, and daughter *Sara*.

Garcia, Jennefer M., Beijing  
 Gerth, Gabrielle E., Havana  
 Hawk, Patricia Arica, Jakarta  
 Ingalls, Charlotte E., Algiers  
 Jimerson, Margaret L., Bangkok  
 Johnson Jr., John Kendall,  
 Matamoros  
 Johnstone, Maria Elsy, Mogadishu  
 Kashkett, Steven B., Pre-Assign-  
 ment Training  
 Kelsey, Valerie A., Mexico City  
 Kirk, Nancy E., Specialist Intake  
 Lange, Kathryn M., East Asian  
 and Pacific Affairs  
 Lankford, Barbara H., Maseru  
 Lee, Dagmar P., Yaounde  
 Mason, Kay B., Guangzhou  
 McCalley Jr., Gray, European and  
 Canadian Affairs, Political  
 Affairs  
 McGaffie, Nell Yvonne, Kinshasa  
 McGovern, William James,  
 Melbourne  
 Miller, Lori-Lee, Nicosia

Mudd, Carol Lynne, Frankfurt  
 Northup, Deidre J., Moscow  
 Paine, Virginia, Ndjamena  
 Phillips, Mary Ann, Brussels  
 Pittington, James E., Office of  
 Communications  
 Planty, Regina E., Madrid  
 Prahaz, Amy Kit-Ling,  
 Guangzhou  
 Prescott, Sylvia, Mexico City  
 Rawlings, James W., Harare  
 Reis, Elizabeth G., Kinshasa  
 Rhodes, Margaret W., NATO  
 Robinson, Gardenia, New Delhi  
 Rodrigues, Lisa Christine, Maputo  
 Rosso, Maria Douglas, London  
 Sherman, Mary L., Colombo  
 Thielmann, Pamela, Moscow  
 Thomas, David L., Lima  
 Thomas, Mary Lynn, Mogadishu  
 Tinstman, Christine F., Addis  
 Ababa  
 Valdez, Constance H., Rabat  
 Valley, Rachael Ann, Kinshasa

Van Der Rhoer, Matthew E.,  
 Oslo  
 Vanic, Christobel R., Belgrade  
 Webb, Jeanne M., Monrovia  
 Weisz, David Alan, Politico-Mili-  
 tary Affairs

## Retirements

Baker, Pearl A., Bridgetown  
 Bergold Jr., Harry E., Assign-  
 ment to Nongovernmental  
 Organization  
 Calingaert, Michael, Foreign Serv-  
 ice Institute  
 Cella, Glenn Richard, Foreign  
 Service Institute, Center for the  
 Study of Foreign Affairs  
 Champagne, Constance L., Fore-  
 eign Service Institute, Senior  
 Seminar  
 Dean, John Gunther, India  
 Ferch, John A., Special Domestic  
 Assignments Program  
 Finnegan Jr., William F., East  
 Asian and Pacific Affairs  
 Garon, John Charles, Bureau of  
 Personnel, Faculty Advisers  
 Harmon, Mary C., European and  
 Canadian Affairs  
 Herbert, Richard, Cairo  
 Knickmeyer, Robert H., Inter-  
 American Affairs  
 Kovner, Milton, Politico-Military  
 Affairs  
 Lowe, David D., Office of Com-  
 munications, Logistics  
 McManaway Jr., Clayton E.,  
 Office of Counter-Terrorism  
 Morefield, Richard H., Classifica-  
 tion/Declassification Center  
 Peck, Edward L., Bureau of Per-  
 sonnel, Faculty Advisers  
 Penninger, Phillip E., Inter-Ameri-  
 can Affairs  
 Rhinehart, Frank E., Rabat  
 Roberts, Owen W., Office of  
 Inspector General, Policy,  
 Planning and Management  
 Shad, John S.R., The Hague  
 Shea, James Francis, Rome  
 Thompson, Alan R., Berlin  
 Tice, Donald C., Bureau of Per-  
 sonnel, Faculty Advisers  
 Vest, George S., Bureau of  
 Personnel  
 Vickers, Harold E., Vienna  
 Williams, Lillian C., Colombo  
 Zuber, Helen A., Bureau of  
 Personnel □

## Specialist tenure

The Specialist Tenuring Board has completed its review of the files of candidates eligible for considera-  
 tion at its December session. The following were recommended for career status:

Ahern, William J.  
 Beroud, Marc A.  
 Bertot, Jemile L.  
 Berzins, Gunars  
 Bower, Joan I.  
 Buck Jr., Ernest M.  
 Byron, Frederick A.  
 Caton, Peter L.  
 Countryman Jr., Harold  
 Curtis, Francine  
 Daniels, Joseph A.  
 Davis, John M.  
 Davis, Michael P.  
 Davison, Joseph D.  
 Depenbrock, Thomas K.  
 Dicarlo, John S.  
 Dolezal, Carole A.  
 Fassberger, Karen E.  
 Fuller, Richard L.  
 Gaddis, John P.  
 Gedney, Roy C.  
 Gillin, Paul J.  
 Gleeson, James D.  
 Graham, Shelley D.  
 Grey, Thomas F.  
 Gruber, Elizabeth L.  
 Gutierrez, Karl  
 Harding, Peter X.  
 Ingalls, Christopher  
 Jackson, Valerie R.  
 Jacobson, Keith R.  
 Jones, Tony M.  
 Kelly, Wynetta  
 Kraus, Martin F.  
 Lee, Doyle R.  
 Linder, Lee J.  
 Marshall, Andrew S.  
 Medvigy, Christopher  
 Mertz, Mary M.  
 Metz, Janet Z.  
 Miller, Rebecca  
 Minahan, Sharon L.  
 Montgomery, Denise D.  
 Moore, Alex R.  
 Moore, Naida H.  
 Norvell, Yolanda  
 Oly, Leslie  
 Piazzi, Paula  
 Poche, Diane F.  
 Reynolds, Denis G.  
 Rodman Jr., George F.  
 Rowe, William N.  
 Salazar, Maximiliano  
 Saucedo, Alicia  
 Saunders, Edward C.  
 Schenck, Donald A.  
 Schmid, Patricia A.  
 Simons, Robert P.  
 Smith, Scott A.  
 Smith, Stephen F.  
 Stidham, Alicia L.  
 Trainham, Rosa  
 Van Buskirk, Michael  
 Visca, Jorge  
 Weaver, Judith A.  
 Weber, Jane B.  
 Wigle, Marilyn C.  
 Wohlman, Jacob M. ■

## Bureau Notes

### The Seventh Floor

#### Secretary's Office

SECRETARY BAKER traveled to Kennebunkport, Me., to participate in a meeting between PRESIDENT BUSH and President FRANCOIS MITTERRAND of France, May 19-21 ... Accompanying him were special assistant ANN BANTA and staff assistant ARDIS JOHNSON, deputy executive secretary JAMES COLLINS, executive director PATRICK F. KENNEDY, protocol chief JOSEPH REED and Ambassador to France WALTER CURLEY.

The Secretary accompanied the President on official visits to Rome, Bonn, London and to Brussels for the NATO summit, May 26-June 2. Accompanying them were Ms. Banta, special assistant KAREN GROOMES CASTLEMAN, Mr. Collins, staff officers ALEX ARVIZU (plane team), PETER COZZENS (Bonn advance), JUDY GARBER (Rome advance) and PAUL SUTPHIN (London advance). Secretariat line assistants traveling with the Secretary were JACKIE CARTER (London advance), DEBORAH GODFREY (Bonn advance), WANDA KENNICOTT (plane team) and DIANE ISSACSON (Rome advance). Also accompanying him were Mr. Kennedy; JOHN BENTEL, computer systems specialist; DENNIS ROSS, director, Policy Planning Staff; ROBERT ZOELLICK, counselor for the Department; ROZANNE RIDGWAY, assistant secretary for European and Canadian affairs; and the assistant secretary for public affairs, MARGARET TUTWILER, and her deputy, KIM HOGGARD. □

#### Office of the Under Secretary for Economic Affairs

On May 11, Under Secretary RICHARD T. McCORMACK spoke on "Competitiveness in the Global Marketplace," before the President's Executive Exchange Program Alumni annual meeting in the Department ... Mr. McCormack traveled to Paris, May 15-17, to chair the European economic officers conference and to head the U.S. delegation to the Organization for Economic Cooperation and Development's executive committee in special session. Accompanying him was special assistant DANIEL DOLAN ... On May 29, he addressed the plenary session of the U.S.-Yugoslav Economic Council in Dubrovnik ... Accompanied by executive assistant CHARLES P. RIES, Mr. McCormack participated as the senior Department representative in the May 30 international energy ministerial meeting in Paris, and in the May 30-June 1 Organization for Economic Cooperation and Development's ministerial. □

#### Policy Planning Staff

DENNIS B. ROSS, director, addressed the Washington, D.C., World Affairs Council, April 25, on "The American Approach to the Middle East Peace Process." ... On April 27 he appeared on the MacNeil-Lehrer show to discuss the Middle East ... From May 8-12 Mr. Ross accompanied the Secretary to Europe for the Moscow ministerial, and continued on to the

Middle East (Tel Aviv, Amman and Cairo), May 13-16, to brief U.S. allies on the Moscow ministerial and to discuss Middle East peace efforts ... He accompanied the Secretary to Brussels and Bonn, May 26-31, to assist the President in the NATO summit. □

### Administration and Information Management

The bureau was represented at the second annual conference on federal quality improvement sponsored by the Office of Management and Budget, May 31-June 2. Participants were deputy assistant secretaries RICHARD C. FAULK, ROBERT L. CAFFREY and ROBERT K. CARR; JACK D. JENKINS, executive director; DAVID BORTER, Office of Communications; JAMES TYCKOSKI, Office of the Procurement Executive; and PAULA LADER, Executive Office ... Information management officials visited Wang headquarters in Lowell, Mass., May 22-24, to review Wang's future networking, hardware and software plans. The group included Mr. Carr, DAVE BORTER, KEN FRENCH, ROBERT JOHNSON, BRUCE MORRISON and TOM PAOLOZZI. □

#### Information Systems Office

ROY DONAHUE, managing director of the office, was a participant in a seminar at the four-week Federal Executive Institute in Charlottesville, Va., June 4-30 ... THOMAS WALKER, assistant commissioner in the General

Services Administration's Real Property Management and Scheduling Division, accompanied by DALE GOTTSCHALK, director of repair and alterations, and PATRICK ALEXANDER, chief of the project development branch of the national capital region, visited the Foreign Affairs Data Processing Center as part of a visit to reaffirm the age of the Department building and equipment ... Members of the Information Systems Office management team and KEN FRENCH, acting director for the Information Management Office of information services, visited IBM facilities in Poughkeepsie, N.Y., to discuss MainFrame products. Participants included ED COURLANG, chief, User Support Services Division; BILL MAYO, chief, Systems Design Programming; HAL NIEBEL, director, Foreign Affairs Data Processing Center; KARL SANGER, chief, Document Systems Group; BARRY LEONARD, general project manager, Beltsville Information Management Center; and DICK FATH, chief, Administrative Systems Group.

TONY MUSE, User Support Services, conducted a site survey at the U.S. mission to the United Nations, to provide technical analysis of the information management requirements and needs of the nine sections housed in the mission ... ELLEN ELSEN, Systems Design and Pro-

**ADMINISTRATION AND INFORMATION MANAGEMENT**—Richard H. Morefield, center, director, Office of Systematic Review, Classification/Declassification Center, at his retirement ceremony. With him are director general George S. Vest, and Assistant Secretary Sheldon Kryz, right.



gramming, attended the annual meeting of the President's Committee on Employment of People with Disabilities. Highlights of the meeting included a keynote address by ELIZABETH DOLE, Secretary of Labor ... CARL J. JOHNSON, chief, Contract Administration, traveled to Buenos Aires and Bogota to discuss increased automation needs for their unclassified systems with systems managers LARRY McCORMACK, Buenos Aires, and KIMBERLY KAESTNER, Bogota. Both posts are expanding operations. Buenos Aires will extend Financial Management Center services to Bolivia, and Bogota is third in line to receive the machine-readable visa.

At the invitation of H. LAWRENCE GARRETT III, Secretary of the Navy, SHARON ELAINE WEISS of User Support Services, a graduate of the Naval War College, participated in the strategy forum in Newport, R.I., June 13-15 ... GARY PADGETT, chief, Software Development, and CAROLYN FRANKLIN, RICK HERMESMAN and MELBA SUGGS, User Support Services, traveled to the Wang regional service center in Atlanta to discuss accounts. □

#### Classification/Declassification Center

Richard H. Morefield, director, Office of Systematic Review, retired from the Foreign Service on May 3. □

#### Office of Operations

*Office of Language Services:* PETER AFANASENKO, WILLIAM HOPKINS, GALINA TUNIK-ROSNIAANSKY and DIMITRY ARENSBURGER assisted SECRETARY BAKER at the Moscow ministerial meeting ... Mr. Hopkins was joined in Moscow by ALEXIS OBOLSKY, for negotiations on the avoidance of military incidents ... Staff interpreters GISELA MARCUSE, ADRIENNE CLARK-OTT, ALEC TOUMAYAN, former staff member NEIL SEIDENMAN and incoming staffer SIM SMILEY accompanied the presidential party to Europe, for the NATO meeting and visits to Rome and Bonn ... VIVIAN CHANG interpreted for the Washington visit of WAN LI ... CAROL WOLTER and Mr. Toumayan handled the meeting between President Bush and French President FRANCOIS MITTERRAND in Maine and Boston ... PIERRE POLLIN, JACQUELINE NIEMTZOW and ELIZA BURNHAM translated the President's address at Boston University ... Language support was provided throughout the month for the Special Verification Commission meeting in Geneva ... Other staff travel included that of Mr. Afanasenko to Rome, for regional talks with the Soviets; BARBARA PHILLIPS to Asuncion, for a customs course; and LILLIAN NIGAGLIONI to San Diego, for border-crossing talks.

On May 25 director HARRY OBST presented a 20-year length-of-service award to Mr. Obolsky, chief of the Russian and general section in the Translating Division ... The Interpreting Division welcomed ERICA GINSBERG and STACY FRIED as summer interns ... On May 12 Mr. Obst and STEPHANIE VAN REIGERSBERG joined the panel of examiners at George-

town University to administer final exams to American and foreign interpreter candidates. □

#### Office of Foreign Buildings

Deputy assistant secretary RICHARD N. DERTADIAN met with Ambassador DANIEL O'DONOHUE of Bangkok to review scheduling of the post's building projects ... A briefing was provided for Ambassador-designate ROBERT D. ORR of Singapore to review Office of Foreign Buildings operations and the nature of its support for overseas posts. Housing issues and the property rationalization program for Singapore were also discussed ... Ambassador-designate EDWARD NEY of Ottawa received an historical briefing on the Department's interaction with the government of Canada, regarding previous plans for a new chancery and present plans to construct an annex office facility and to perform rehabilitation on the existing chancery ... The director for program execution, BRYCE M. GERLACH, held a meeting with Ambassador-designate THOMAS STROOCK of Guatemala to discuss general issues and the seismic strengthening project which is now in the design phase ... The director for program planning and post support, HERBERT W. SCHULZ, led a team to Hong Kong to discuss the acquisition of apartments under a lease/purchase arrangement. □

#### African Affairs

*Office of the Assistant Secretary:* Assistant Secretary HERMAN J. COHEN, deputy assistant secretary IRVIN HICKS, director of East African affairs JOHN DAVISON, and special assistant ROBIN SANDERS traveled to Cairo, Rome, Khartoum, Bonn, London and Geneva, May 21-June 3, to discuss regional issues. Deputy director for southern African affairs JOHN ORDWAY joined the party in Rome ... Mr. Cohen accompanied the Gambian president Sir DAWDA KAIRABA JAWARA to his courtesy call on PRES-



PRETORIA, South Africa—Honored on her retirement is protocol assistant Gwyneth Reid. Stephen Rogers, officer-in-charge, is with her.

DENT BUSH, May 15. Mr. Cohen was present for the President's meeting with Archbishop DESMOND TUTU and Reverend ALAN BOESAK and BEYERS NAUDE held at the White House, May 18, to discuss the future of South Africa.

Senior deputy assistant secretary CHARLES W. FREEMAN JR. departed, May 17, for onward assignment ... Deputy assistant secretaries KENNETH L. BROWN and ALISON ROSENBERG attended the Organization of African Unity's 25th-anniversary reception, May 25 ... JERRY LANIER arrived from Nairobi to replace ROBIN SANDERS as special assistant. Ms. Sanders was to depart for Windhoek, where she will serve as political officer ... CHRIS DAVIS arrived from Conakry in June to succeed HARRY THOMAS as staff assistant. Mr. Thomas has been assigned to Harare as political/

MBABANE, Swaziland—At award ceremony, left to right: Joseph Schreiber, John Benton, Khumbu Sikhosana, Ambassador Mary A. Ryan, Lynn Doughy, Mduduzi Shongwe, Railey Nord, Brian Mncube, Victor Simelane, Judith Sowerby, Pearl Dupont, Brooks Spector.



## BUREAU NOTES

labor officer ... Staff assistant GERALDINE DOUGLASS transferred to the executive secretariat, May 22.

**Office of Regional Affairs:** Acting director GREG BRADFORD represented the bureau at the U.S. Central Command annual security assistance conference at MacDill Air Force Base in Tampa, May 22-26 ... Regional affairs officer JEAN GARDNER left for onward assignment in the Bureau of Inter-American Affairs, June 30. She had been with this office for three years ... Regional labor officer TONY KERN represented the bureau at the International Labor Organization conference in Geneva, June 7-28. Mr. Kern departs for onward assignment this month. OLLIE P. ANDERSON, previously in Lagos, will take over as regional labor officer ... OTIM OGUMBA joined the office in June as assistant regional affairs officer. □

## Consular Affairs

**Overseas Citizens Services:** On June 9 CARMEN A. DiPLACIDO, director of Citizens Consular Services, addressed the American Immigration Lawyers Association annual conference in Washington on citizenship and nationality matters ... On May 18 MARTHA SARDINAS, chief, Latin America and Caribbean Division, Citizens Emergency Center, addressed a workshop sponsored by the International Exchange Association on travel safety and disaster preparedness.

**Passport Services:** MYRA HOWZE SHIPLETT, associate director, accompanied a classification review team from the Bureau of Personnel to the Boston Passport Agency, May 30 through June ... In April the Women's Opportunity Committee of Boston honored MARY SOCTOMAH, a passport information clerk at the Boston Passport Agency, and RUTH BOETTCHER, a secretary at the Boston agency, for their service during the past year. Ms. Boettcher also received honorable mention as "Secretary of the Year," at the Boston Federal Executive Board's annual awards program in May. PETER LAING, Boston Passport Agency, also received honorable mention as the "Technical/Professional Employee of the Year" at that program ... From May 1-5 employees at the New Orleans Passport Agency staffed a booth, along with 45 other area federal agencies in downtown New Orleans, in celebration of Public Service Awareness Week.

**Fraud Prevention Programs:** MICHELE E. TRUITT, director, consulted in Ciudad Juarez and Tijuana and the El Paso Intelligence Center, May 14-19 ... On May 16, J. SCOTT ROHLF and MICHAEL H. PERSONS conducted training for officials from the Virginia Department of Motor Vehicles in Richmond, Va. The presentation included segments on document examination, the Social Security card and the U.S. nonimmigrant visa ... Mr. Persons provided training to inspectors from the Immigration and Naturalization Service at the Federal Law Enforcement Training Center, Glynco, Ga., May 22-24.

**Public Affairs Staff:** From May 16-30 the bureau conducted briefings in New York, Boston,

Denver, Chicago and Minneapolis for district congressional staff members, travel industry representatives and foreign student advisers. Participating were FRANCES JONES, press officer; GEORGIA ROGERS, deputy director, Citizens Emergency Center; and RONALD ACKER, Visa Office. Others participants were EUGENE BRIGGS, regional director, New York Passport Agency, at the New York briefings; LOUIS SHEEDY, regional director, Boston Passport Agency, at the Boston briefings; EDWARD N. HART, regional director, Seattle Passport Agency, at the Denver briefings; KATHY WALKER, acceptance agents coordinator, Chicago Passport Agency, at the Chicago briefings; and KAREN PALLAS, assistant regional director, Seattle Passport Agency, at the Minneapolis briefings ... CORNELIUS SCULLY, Visa Office, was in Minneapolis, May 30-June 2, to participate in the annual conference of the National Association for Foreign Student Affairs. □

## Diplomatic Security

On May 30 Assistant Secretary ROBERT E. LAMB discussed (via conference call) terrorism with 18 students from the Aurora, Neb., public school system. The students were representing Nebraska in a competition during the "Future Problem Solving International Conference" at the University of Michigan ... On May 22 GARY CALDWELL joined the staff of the director of the Diplomatic Security Service as a special assistant ... On May 19, 25 runners from the bureau and the Office of the Inspector General participated in the 1989 Law Enforcement Torch Run, sponsored this year by the Internal Revenue Service. Diplomatic Security raised \$902.50 for the D.C. Special Olympics. □

## East Asian and Pacific Affairs

Deputy assistant secretary DAVID F. LAMBERTSON briefed Asian-American leaders at the White House, May 8 ... He had consultations at the United Nations, June 2 ... The Office of Economic Policy director, CLARKE ELLIS, traveled to Indianapolis, May 11, on a program arranged by the public affairs bureau. His activities included an interview on the local public radio affiliate, WAJCFM; a meeting with editorial writers of the Indianapolis News; a luncheon speech to the District Export Council; and a discussion session with business, academic and professional leaders, organized by the Hudson Institute ... ROBERT WATTS, Economic Policy Office, visited Beijing, May 1-6, as part of the U.S. delegation to the Asian Development Bank annual meeting ... ELIZABETH M. KUNE departed May 8. □

## Economic and Business Affairs

On May 18 Assistant Secretary EUGENE J. McALLISTER traveled to New York to address a



**ECONOMIC AND BUSINESS AFFAIRS—Maritime Affairs' John C. Clarkson is honored by the Coast Guard for his work with the Automated Mutual Assistance Vessel Rescue Program. His award comes with a flag, which Mr. Clarkson is authorized to fly from his desk.**

conference of the American Association of Exporters and Importers on the 1992 European Single Market ... On May 24 he hosted a roundtable discussion for the United Kingdom's deputy secretary of trade and industry, CHRISTOPHER ROBERTS, with representatives of the U.S. business community, to discuss implications of the Single Market exercise ... On that day he also addressed the inaugural conference of the European Community Studies Association, attended by over 400 representatives of the academic and business communities. On June 1-4 Mr. McAllister traveled to The Hague with a U.S. delegation led by U.S. trade representative CARLA HILLS, to participate in the quadrilateral meeting of trade ministers ... Mr. McAllister welcomed 300-plus delegates from over 70 nations to a diplomatic conference in the department, to conclude a treaty to protect integrated circuits, May 8-26. HARVEY WINTER, BILL SKOK and LEE GRAHAM of the Office of Business Practices were members of the U.S. delegation.

On April 1 WESLEY SCHOLZ, Marine and Polar Minerals Division, spoke before the University of Virginia law school's Center for Ocean Law and Policy, at the Grand Hyatt in Washington. This was an annual seminar that the University of Virginia hosts on the law of the sea ... On April 4 he spoke before the National Ocean Industry Association, at the Mayflower Hotel in Washington ... CHARLES ANGEVINE acting deputy assistant secretary for transportation affairs, traveled to Tokyo, May 15-18, to chair U.S. aviation negotiations with the Japanese. MARIE MURRAY, Office of Aviation Negotiations, attended the negotiations ... DEBORAH R. SCHWARTZ, deputy director, Office of Aviation Programs and Policies, accompanied ABRAHAM D. SOFAER to London for discussions with the British legal adviser, May 24, on



the Heathrow Airport user-charges arbitration ... On May 9 THOMAS J. WAJDA, director, Office of Maritime and Land Transport, accompanied by ALFORD COOLEY, same office, visited the Newport News shipyard, where 30% of U.S. shipbuilding occurs.

**People:** Recent arrivals in the bureau include DWIGHT PHAUP and KATHY SCANLON, Planning and Economic Analysis Staff; INGRID KOLLIST and LINDA HOLMES, Office of Investment Affairs; MARK MOWREY, Office of Aviation Negotiations; ROBERT GRIFFITHS, Office of Aviation Programs and Policy; RALPH ANSKE and MELVIN TURNER, Office of Energy Consumer-Country Affairs; JOHN CLARKSON and HOWARD CLARK, Office of East-West Trade; and OSCAR DESOTO, Security Enforcement and Licensing Division. □

## European and Canadian Affairs

**Front Office:** Assistant Secretary ROZANNE L. RIDGWAY and principal deputy CHARLES H. THOMAS accompanied PRESIDENT BUSH and SECRETARY BAKER to Rome, Bonn, London and Brussels for the NATO summit, May 28-30. Also participating in the summit and related events were AVIS BOHLEN, DON MCCONNELL and MICHAEL

GUEST, Office of European Security and Political Affairs, and PIERRE SHOSTAL and CHARLES SKINNER, Office of Central European Affairs ... Ms. Ridgway, Mr. Thomas, deputy assistant secretary THOMAS W. SIMONS and special assistant SCOTT F. KILNER traveled with the Secretary to Moscow for his May 10-11 meetings with the Soviet foreign minister, and to Brussels for the Secretary's briefing of NATO allies ... Ms. Ridgway and Mr. Kilner continued on to Madrid for political consultations with the European Community troika political directors, May 16. They were joined by SHAW SMITH, acting assistant secretary, Bureau of International Organization Affairs, and EDWARD WALKER, deputy assistant secretary, Bureau of Near Eastern and South Asian Affairs ... On May 3 Ms. Ridgway spoke on "European Unity: Friend or Foe?" at a New York meeting of the Foreign Policy Association and Business Week ... Mr. Simons spoke on U.S.-Soviet relations at Maxwell Air Force Base, Montgomery, Ala., May 16 ... Deputy assistant secretary M. JAMES WILKINSON attended a May 15 conference of European economic officers in Paris. He also addressed the Center for International Cooperation at Limerick, Ireland, and held bilateral consultations in Dublin, May 17-18.

**Office of Northern European Affairs:** The Greenland Home Rule Parliament's Foreign and

Security Policy Committee visited Washington, May 18-21. This was the newly-established group's first foreign trip, and the first visit to the United States for many of its members. Ambassador to Denmark KEITH L. BROWN and deputy office director EILEEN M. HEAPHY participated in the visit, which included travel to the air force installation in Colorado Springs ... SCOTT PASTERNAK joined the office, May 23, as a summer intern working on Swedish and Finnish issues.

**Office of Regional Political-Economic Affairs:** Director FELIX S. BLOCH addressed the European economic officers mid-May conference in Paris, on the European Community's effort to establish a single integrated market by 1993 ... He traveled to Madrid for the semiannual meeting of the European Community troika political directors ... At the end of May Mr.

**WARSAW, Poland—**At conference for commercial officers assigned to eastern Europe, from left: *Barbara Grabovska*, Foreign Service national; *Theodore Rosen*, regional manager, Europe; *David Katz*, Belgrade; *Janet Speck*, Prague; *Arthur Reichenbach*, Vienna; *Necia Quast*, Berlin; *Michael Gelner*, Sofia; *Maria Aronson*, Moscow; *Stephen Wasylo*, Budapest; *Stephen Leacy*, Vienna; *Jay Burgess*, director, East European Division; *John Vlavianos*, director, Trade Events Division; *Edgar Fulton*, Warsaw.





THE HAGUE, Netherlands—Desmond Harris, right, who served as a butler for 12 deputy chiefs of mission, receives a cash bonus and certificate of appreciation, from chargé John Rouse. Mr. Harris worked for Richard M. Service, Fisher Howe, Earl Sohm, John Bovey, Charles R. Tanguy, Herbert P. Fales, Thomas J. Dunnigan, W. Dixon Boggs, Arthur H. Hughes, John P. Helmann and Mr. Rouse. [The post did not identify the 12th.]

Bloch traveled to Brussels for PRESIDENT BUSH's meeting with European Commission president JACQUES DELORS, and for consultations at the U.S. mission to the European Community ... He continued to Paris, as a member of the U.S. delegation to the Organization for Economic Cooperation and Development ministerial meetings. Section chief DANIEL V. GRANT also attended the ministerial ... Ambassador ALFRED H. KINGON departed Brussels, June 3, concluding his assignment as U.S. representative to the European Communities.

**Office of Soviet Union Affairs:** Director ALEXANDER VERSHBOW and deputy directors INTS SILINS, STEVEN PIFER and TOM ROBERTSON accompanied SECRETARY BAKER on his May 8–12 trip to Helsinki, Moscow and Brussels ... Deputy director JOHN EVANS traveled to Paris for the "Conference on the Human Dimension," May 30–June 23 ... Mr. Robertson was back in the Moscow area (Protvino) for the annual meeting of the U.S.–Soviet Joint Committee, under the bilateral agreement on the peaceful uses of atomic energy, May 23–27 ... JOHN STEPANCHUK, recently with the Nuclear Risk Reduction Center, joined the exchanges section in May, replacing ED SALAZAR, who was to begin an assignment to Embassy Moscow in June ... New arrivals in the bilateral political relations section are ERIC RUBIN, from the Operations Center, and JEFF GLASSMAN ... On May 10, multilateral and security affairs officer ELEANOR SUTTER spoke on glasnost at the 26th annual world affairs seminar cosponsored by the Rotary Clubs of Martinsburg and Shepherdstown, W. Va., and by Shepherd College ... STEVE YOUNG traveled to Moscow, May 15–19, to take part in negotiations on the U.S.–Soviet dangerous military activities agreement ... ALEX WOLFF traveled to Rome, June 1–2, to take part in U.S.–Soviet experts consultations on Africa. □

### Foreign Service Institute

WILLIAM BODDE, is the new dean of the Senior Seminar. Previously, he was a deputy assistant secretary in the Bureau of European and Canadian Affairs ... On June 9 Deputy Secretary LAWRENCE EAGLEBURGER spoke at the graduation ceremonies of the 31st Senior Seminar and presented the 29 graduates their diplomas ... RAYMOND PEPPER, deputy director, Informa-

**FOREIGN SERVICE INSTITUTE—Participants in economic/commercial program, seated (left to right): Romeo Sabatini, Ralph Anske, Lee Brudvig, Howard Clark, John Clarkson, Assistant Secretary Edward McAllister, Ann Derse, Oscar DeSoto, Philip Drouin. Standing: Harry Stein (deputy director), Lisa Fox (director), David Katz, Ingrid Kollist,**

tion Management Training Division, School of Professional Studies, and LEE LOHMAN, director, Administrative Training Division, returned from a three-week visit to the regional administrative center in Bangkok, where they taught courses on the nonexpendable property application and conducted train-the-trainer activities for center personnel who will do future computer training ... On May 26 the fifth systems management specialist class held its graduation. Completing the 12-week course were WILLIAM CROOM, DURWOOD FRANKE, BETH MITCHELL, DONALD NEWMAN, FORREST PARTOVI, JOSEPH SMITH, SUSAN SWART, SHEILA THOMAS and SUSAN VAN HAFTEN. □

### Inspector General's Office

SHERMAN FUNK, inspector general; JOHN PAYNE, assistant inspector general for audits; TERENCE SHEA, assistant inspector general, Office of Security Oversight; and HANS HANSEN, supervisory auditor, traveled to Moscow and Leningrad to conduct follow-up reviews of construction and security issues ... Mr. Funk and Mr. Shea then joined the Office of Inspector General security oversight team during its security inspection ... Mr. Funk testified, June 7, before the House Subcommittee on Oversight and Evaluation, Permanent Select Committee on Intelligence, about the effectiveness of inspectors general at intelligence agencies ... "Quality Assurance Reviews" was the topic of the speech given by Mr. Funk at the Association of Government Accountants in Los Angeles, June 28.

On June 1 ED BRENNAN, director, Financial Management Division, Office of Audits, spoke at a seminar, "Applying Internal Controls in a Federal Agency," at Quantico, Va. He discussed how inspectors general accomplish their

*Nancy Simon, Eric Luftman, Linda Holmes, Eric Benjaminson, Robert Griffiths, Mark Mowrey, Kathleen Scanlon, James Roberts, Mary Gorjance, Robert Reynolds, Helen Recinos, Roman Wasilewski, Robert Goldberg, Brian Goldbeck, Chrissy Galassi, Robert Pollard, George Flowers, James Soriano, Priscilla Del Bosque, Stanley Otto.*



role under the Federal Managers Integrity Act ... CATHY STUMP, formerly of Peat Marwick, joined the Information Management Division, Office of Audits ... SANDRA LEWIS, presidential management intern from the Humphrey Institute of Public Affairs, University of Minnesota, was assigned to the Office of Audits, Consular International Programs Division. □

## International Communications and Information Policy

SONIA LANDAU, U.S. coordinator and director of the bureau, traveled to Nice, France, where she was a senior delegate at the plenipotentiary conference of the International Telecommunication Union, May 23-June 29. She addressed the June 2 plenary session, in opposition to proposals to expel Israel from the union. TRAVIS MARSHALL, chairman of the U.S. delegation, made an opening address to the conference, May 29 ... DANIEL H. CLARE, Office of Diplomatic and Public Initiatives, was executive director, and BOHDAN BULAWKA, special assistant to the ambassador, and WILLIAM JAHN, Office of Radio Spectrum Policy, were deputy executive directors of the delegation. Other delegates from the bureau included EARL BARBELY, Office of Telecommunications and Information Standards, CLARK NORTON, Office of Diplomatic and Public Initiatives, and RICHARD E. SHRUM, Office of Radio Spectrum Policy.

WARREN RICHARDS, Office of Radio Spectrum Policy, participated in a May 10-16 study group meeting in Geneva of the International Telecommunication Union's International Radio Consultative Committee, concerning high-definition television ... JOHN GILSENAN, same office, took part in a May 15-24 Tokyo study group meeting of the consultative committee, which dealt with mobile satellite services. □

## International Organization Affairs

Assistant Secretary JOHN R. BOLTON traveled to Geneva to attend the World Health Assembly. He met there with officials from UN specialized agencies and consulted with other delegations. He stopped in Paris to consult with the U.S. observer to the UN Educational Scientific and Cultural Organization, and other officials of that organization ... In Miami, Mr. Bolton spoke to the Inter-American Press Association and met with Miami Herald representatives.

WILLIAM C. MITHOEFER, director, Office of Human Rights and Women's Affairs, and SHARON KOTOK, officer-in-charge of international women's programs, went to New York in May as advisers to the U.S. delegation to the spring session of the Economic and Social Council ... BEVERLY ZWEIBEN, deputy director, Office of Human Rights and Women's

Affairs, served as alternate U.S. representative to the UN Commission on Human Rights in Geneva, January 30-March 10 ... WILLIAM C. MITHOEFER and JOSEPH POMPER served as advisers to the UN Human Rights Commission in March ... ALEXANDER K. SLEGHT, director, Office of UN Social and Refugee Affairs, held consultations in Paris, Geneva and Vienna, March 7-21, with officials concerned with social, refugee and UNESCO issues. He attended the Commission on Social Development's 31st session in Vienna, March 17-21 ... YOUNGEUN H. ANDERSON, Office of UN Social and Refugee Affairs, was a member of the U.S. delegation at the session of the Commission on Social Development ... FLOYD A. RIGGS, Office of UN Social and Refugee Affairs, participated in the Committee on Information deliberations at the United Nations, April 13-28. DONALD ROGERS completed his internship on April 21 in the Office of UN Social and Refugee Affairs ... ALEXANDER K. SLEGHT, director, Office of UN Social and Refugee Affairs, represented the bureau at the Central American refugee conference in Guatemala City, May 29-June 1.

**People:** JOHN R. BOLTON transferred from the Department of Justice to become assistant secretary of the bureau ... CHRISTINA LOUISE CARHART and DONALD ROSS ROGERS entered on duty in the Office of Administrative Services ... KAREN BROTHERS resigned from that office ... NINA JEAN NEVE resigned from the Afghan Coordinating Unit ... JOSEPH M. POMPER transferred from the Office of Human Rights and Women's Affairs to the Bureau of Consular Affairs. □

## Legal Adviser's Office

ABRAHAM D. SOFAER, legal adviser, traveled to Providence, to participate in the current strategy forum at the Naval War College ... He traveled to Paris for discussions with French government officials and to London for discussions on Heathrow arbitration, accompanied by PATSY B. SCHAUBEL, senior staff assistant ... MARY V. MOCHARY, principal deputy legal adviser, traveled to Mt. Weather, Va., to attend the annual intelligence community legal conference. Accompanying her from the Office of Law Enforcement and Intelligence were DAVID P. STEWART, assistant legal adviser, and PAUL B. VAN SON, attorney-adviser.

ELY MAURER, assistant legal adviser for educational, cultural and public affairs, traveled to Paris, to participate as an observer at the sixth meeting of the UNESCO international committee for promoting the return of cultural property ... DAVID H. SMALL, assistant legal adviser for oceans, international environmental and scientific affairs, traveled to Paris for consultations at the Organization for Economic Cooperation and Development regarding the environment ... T. MICHAEL PEAY, assistant legal adviser for European and Canadian affairs, traveled to Athens with special negotiator ALAN FLANIGAN to participate in Round XVII of

U.S.-Greek negotiations to conclude a new defense cooperation agreement ... ANDRE M. SURENA, assistant legal adviser for extradition and mutual legal assistance, traveled to Seattle to participate in the conference of the National Association of Extradition Officials.

LUCY F. REED, attorney-adviser, Office of Management, traveled to London for consultations on Iran/U.S. claims matters. She also traveled to The Hague for hearings and negotiations at the Iran/U.S. Claims Tribunal ... HALEY D. COLLUMS, attorney-adviser, same office, traveled to Philadelphia to attend a hearing at the U.S. District Court in the *Nic Phaidin v. Shultz* case ... CAROL M. SCHWAB, attorney-adviser, Office of Nuclear Affairs, traveled to Vienna as a member of the U.S. delegation to participate in a meeting of the nuclear liability working group ... MELINDA P. CHANDLER, attorney-adviser, Office of International Claims and Investment Disputes, traveled to Huntsville, Ala., to interview persons knowledgeable about the Iranian foreign military sales program and procedures at the Army Missile Command ... KENNETH R. PROPP, attorney-adviser, Office of Economic, Business and Communication Affairs, traveled to Paris to attend an Organization of Economic Cooperation and Development meeting of legal experts on illicit payments abroad.

**People:** Joining the bureau were FRANCIS J. HOLLERAN, summer clerk-typist, Office of the Executive Director, and JAMES ANDERSON, attorney-adviser, Office of Management ... ROBERT CLARKE began a one-year assignment as special assistant to the legal adviser ... SAMUEL M. WITTEN, attorney-adviser, MATTHEW H. ADLER, attorney adviser, and ELLEN McDUFFY, secretary, resigned from the Department ... MARY PUGH has retired. □

## Near Eastern and South Asian Affairs

On May 21 NED WALKER, deputy assistant secretary, spoke in Washington to the American Jewish Congress on the Middle East peace efforts ... On May 10 ARTHUR BERGER, pub-

MANAMA, Bahrain—At award ceremony, from left: Ambassador Sam H. Zakheim; Samir K. Bibawi, Commercial assistant; Richard Para, commercial officer.





**NEAR EASTERN AND SOUTH ASIAN AFFAIRS**—At award ceremony, left to right: *David C. Stewart, C. Davis Welch, David Ransom, Assistant Secretary Richard W. Murphy, Daniel Dolan, Lawrence Baer, Carolyn Johnson.*

lic affairs director, participated in a Washington panel on the U.S. role in the Middle East, sponsored by the United Jewish Fund of St. Paul ... On May 25 he spoke to the Washington Mission Program of the District of Columbia, on the Middle East ... On May 24 MARGARET SCOBAY, Office of Israeli and Arab-Israeli Affairs, delivered a presentation on the Middle East, at Mount Vernon, Va., to the Martha Washington, Council of Republican Women ... On June 6 ANDREA RICHHART, same office, spoke to Hadassah of Brooklyn.

On June 5, Nepal desk officer MARCIA BERNICAT, Sri Lanka desk officer JOE BARNES, and Bangladesh desk officer SIRIA LOPEZ participated in a panel discussion with journalists from the South Asia region ... Director general GEORGE VEST presented the Wilbur

**BEIRUT, Lebanon**—At presentation of retirement award to *Victoria D. Hasheesh*, security clerk, fourth from right. Others, from left: *Ali Mokdad, Patrick McCreary, Joseph Chahine, Sonia Haddad, Ambassador John T. McCarthy, Gary Schatz, Elham Jabbour, Mohammed Al-Kurdi.*



J. Carr Award to Ambassador WALTER CUTLER on May 2. Mr. Cutler, who served as chief of mission in Zaire, Tunisia and, most recently, Saudi Arabia, retired after 35 years in the Foreign Service ... HAYWOOD RANKIN, desk officer for Oman and the United Arab Emirates, and MARK SCHELAND, political officer, Office of Regional Affairs, participated in the commanders' conference war game at the U.S. Central Command, MacDill Air Force Base, Tampa, Fla., May 1-5 ... Mr. Rankin spoke about Kurdish issues at Villanova University, May 19 ... GORDON GRAY, desk officer for Kuwait, traveled to Dayton, May 11-12, to address students attending an international career day sponsored by the Dayton Junior Council on World Affairs and Wright State University. He gave separate interviews on Middle East issues to radio station WVUD-FM and the editorial page editor of the Dayton Daily News ... RON NEUMANN, deputy chief of mission in the United Arab Emirates, consulted in the Department, May 15-19.

On May 17-18 RICHARD L. BALTIMORE III, regional affairs director, addressed Persian Gulf and peace issues, before audiences on Bay St. Louis, Miss., and at the nearby space test site ... He also had radio and newspaper interviews in New Orleans and elsewhere in the Gulf area ... WALTER L. MAYO, Regional Affairs Office, was a member of the U.S. delegation to the Australia Suppliers Group meeting, in Paris,

May 9-11. The group meets there every six months, to harmonize export controls on chemical weapons precursors and to exchange information on the chemical weapons procurement activities of various countries ... The Regional Affairs Office welcomed EILEEN JANUS, who is MARY LA FLEUR'S replacement. Ms. La Fleur was to depart for Mexico, her new post ... The Office of Arabian Peninsula Affairs welcomed summer intern LAURA BUTCHER, who has finished her junior year at Duke ... The Executive Office welcomed DAN JORDAN, an administrative officer from Lahore, Pakistan. □

## Oceans and International Environmental and Scientific Affairs

Assistant Secretary FREDERICK M. BERNTHAL led the delegation to the first meetings of the parties to the Vienna convention for the protection of the ozone layer and the Montreal protocol on substances that deplete the ozone layer, in Helsinki, April 26-May 5. SUZANNE BUTCHER, deputy director, Office of Environmental Protection, was a member of the delegation ... Mr. Bernthal chaired the meeting of the steering committee of the resources strategy working group of the International Panel on Climate Change, and WILLIAM A. NITZE, deputy assistant secretary for environment, health and natural resources, led the U.S. delegation to the meeting in Geneva, May 8-12 ... Mr. Bernthal led the Programme Governing Council in Nairobi ... Mr. Nitze led the U.S. delegation for the remainder of the session, which concluded on May 26. DEBORAH O'DELL, Office of Ecology, Health and Conservation, was a member of the delegation for the entire meeting.

THEODORE WILKINSON, director, Office of Nuclear Technology and Safeguards, led the American Institute/Taiwan delegation to the annual joint standing committee meeting on peaceful uses of nuclear energy, in Taipei, May 1-5. Following that, he visited Tokyo for consultations with officials of Japan's foreign ministry, ministry of international trade and industry and the science and technology agency, May 8-10 ... JOSEPH deTHOMAS, same office, was a member of the U.S.-Soviet joint committee on the peaceful uses of atomic energy which met in Moscow and Protvino. He led the subgroup which negotiated the text of a new U.S.-Soviet agreement ... J. CHRISTIAN KESSLER, Office of Nuclear Technology and Safeguards, led an interagency team of experts to the International Atomic Energy Agency, April 24-May 5, to review international guidelines on the physical protection of civil nuclear activities and the agency's program in this area ... The week of May 15, he led the technical support coordinating committee's review, with the agency's Department of Safeguards of the U.S. Program of Technical Assistance, to Brookhaven National Laboratory.

A delegation led by deputy assistant secretary EDWARD E. WOLFE met, under the aus-



pices of the American Institute in Taiwan, with representatives from the Coordination Council for North American Affairs, May 23-24. The council represents the authorities on Taiwan. However, the talks ended without agreement, primarily due to differences over the American Institute in Taiwan enforcement proposal. Although the council agreed in principle to most of the points of the American Institute in Taiwan proposals, including the use of satellite transmitters, it continued to insist that American Institute in Taiwan boarding and inspection of vessels is unacceptable. Given the level of high-seas salmon poaching by Taiwan vessels, the American Institute in Taiwan could not enter into a driftnet agreement without this provision. The negotiations ended with the council stating it would consider the American Institute in Taiwan position further. No dates for further negotiations were discussed.

BRIAN S. HALLMAN, deputy director, Office of Fisheries Affairs, represented the Department at the annual meeting of the Inter-American Tropical Tuna Commission, in Paris, May 10-12. The commission is responsible for conservation of the tuna and porpoise stocks of the eastern tropical Pacific Ocean ... R. TUCKER SCULLY, director, Office of Oceans Affairs, led a delegation of seven to the preparatory meeting for the 15th Antarctic treaty consultative meeting, in Paris, May 8-12. RAYMOND ARNAUDO, same office, attended ... BRIAN J. HOYLE, director, Office of Ocean Law and Policy, led a delegation, including the acting representative of the Secretary of Defense for ocean policy, Rear Admiral WILLIAM SCHACHTE, to Moscow for consultations to develop an agreed interpretation with the Soviet Union on rights of innocent passage and other navigation rights ... Mr. Hoyle then met in London with British officials to discuss other law of the sea matters ... ROBERT SMITH, same office, represented the United States at a special session in Monaco of the International Hydrographic Commission, which is developing a system for delimiting maritime boundaries in conformity with the 1982 convention on the law of the sea.

PETER JON de VOS, deputy assistant secretary for science and technology, led the U.S. delegation to the U.S.-Polish Science and Technology Bilateral Commission meeting in Warsaw, April 8-13, held under the auspices of the science and technology agreement signed in 1987 by then-Vice President Bush ... Mr. de Vos represented the U.S. side at the Bilateral Industrial Research and Development Foundation board meeting with Israel, in Washington, May 15, during which more than \$7 million were awarded in grants for industrial development ... MICHAEL A. G. MICHAUD, director, Office of Advanced Technology, spoke twice on May 2 at the annual conference of the American Institute of Aeronautics and Astronautics, in Crystal City, Va. ... On May 11 he presented a paper at the biennial conference on space manufacturing, at Princeton University ... He represented State at the first meeting of the National Microgravity



**OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—Nancy Ostrander receives Superior Honor Award from Assistant Secretary Frederick Bernthal.**

Science Board, May 19 ... He led a bureau team at a conference of science officers and military liaison scientists in Tokyo, May 22-23, and met with Japanese officials, May 24-25 ... KEN HODGKINS, Office of Advanced Technology, was the alternate U.S. representative to the 28th session of the legal subcommittee of the UN Committee on the Peaceful Uses of Outer Space, in New York, March 20-April 7 ... On May 18, Colonel FREDERICH BURKHART, same office, accompanied the president of The Gambia and his party to Kennedy Space Center for briefings and a tour. The National Aeronautics and Space Administration has an emergency landing site in The Gambia ... Mr. Burkhart also met and escorted Admiral RICHARD TRULY, National Aeronautics and Space Administration administrator-designate, to a luncheon in the president's honor, May 15 ... He returned to Kennedy Space Center, May 23-25, for interagency meetings on the process for ferry-back of the space shuttle should an overseas emergency landing be required ... MARTIN PROCHNIK, director, Office of Cooperative Science and Technology Programs, headed the U.S. delegation to a meeting of the executive secretaries of the U.S.-China agreement on cooperation in science and technology, May 3-4, in Beijing ... He chaired the 34th meeting of the U.S.-Yugoslav Joint Board on Scientific and Technological Cooperation, in Sarajevo, Yugoslavia, May 22-23. BERNARD F. OPPEL, same office, accompanied him as secretary of the U.S. delegation ... The deputy director of the Office of Cooperative Science and Technology Programs, DANIEL A. REIFSNYDER, traveled to Cleveland, to participate in the Canada-U.S. Law Institute conference on comparative innovation in the United States and Canada, April 13-16 ... ANTHONY F. ROCK, policy planning coordinator, in the office, attended the Office of Naval Research Science and Technology liaison meeting in Tokyo, Japan, May 22-26 ... SHARI B.

LIBICKI, program officer in the office, was to leave June 1 for the private sector.

Executive director SHARON STANLEY attended the annual meeting of the Great Lakes Fishery Commission, in Montreal, and the meeting of the board of directors of the Pension Society for the Fisheries Commissions, which she serves as a director ... She traveled to Japan to attend a meeting of science counselors in the Far East, hosted by the Office of Naval Research.

NANCY OSTRANDER, coordinator of population affairs and a former ambassador to Suriname, retired from the Foreign Service on April 28. Her career spanned more than 40 years and included assignments as consul general in Kingston, Jamaica; chief consular officer in Antwerp, Belgium; management inspector in the Office of the Inspector General; and chief, immigration branch, and deputy chief, visa section, Mexico City. During 1984-85 she was diplomat-in-residence at Indiana University, Indianapolis. During her career she received three Superior Honor Awards. At the bureau farewell, director general GEORGE VEST presented her the ambassadorial and State Department flags and the Wilbur J. Carr Award. This award is conferred by the Secretary of State on retiring career officers in the Department at the ambassadorial level and above, who, over a period of 25 years or more, have performed with dedication and distinction at senior levels. She also received the Superior Honor Award, for her contributions to population policy development, from Assistant Secretary Bernthal. After completing the retirement planning seminar at the Foreign Service Institute, she will return to her home in Indiana. □

## Public Affairs

MARGARET DeB. TUTWILER, assistant secretary and Department spokeswoman, and V. KIM HOGGARD, senior deputy assistant secretary, accompanied SECRETARY BAKER to Helsinki, Moscow and Brussels, May 8-12 ... From May 26-June 2 they traveled with the Secretary on the President's trip to Rome, Brussels, Bonn and London.

*Office of the Historian:* WILLIAM Z. SLANY, historian, and DAVID PATTERSON, chief, Operations Staff, lectured on women peace activists and the two world wars, at the annual meeting of the Organization of American Historians in St. Louis, April 6-8 ... JAMES MILLER taught a course in U.S.-Italian relations, at the University of Sassari in Italy, April 17 until early May, under the auspices of USIA. On May 24 SHERRILL B. WELLS reported on a paper on JEAN MONNET, at the European Community Studies Association meeting on the European Community in the 1990s, at George Mason University ... JASON FITZGERALD KIRKSEY, from Oklahoma State University, and IVY DENISE JONES, of Johnson C. Smith University in Charlotte, N.C., have begun summer internships in the office.

*Office of Public Diplomacy:* DAVID

## BUREAU NOTES

ETTINGER, deputy director, participated in a foreign affairs interdepartmental seminar, May 15-26.

**Office of Public Communications:** For the NATO summit, JUANITA ADAMS updated "Background Notes" and HARRIET CULLEY prepared "GISTS" on U.S.-Soviet relations and the 40th anniversary of the NATO alliance. SHARON R. HAYNES produced a pamphlet on military confidence and security-building measures in Europe ... COLLEEN LUTZ attended the seminar for new managers in Kings Point, N.Y. ... PHYLLIS YOUNG featured the President's trip to Asia in the May Bulletin ... The division welcomed summer intern LISA WATSON ... ROBERT RAMEY, a student intern from Wesley College, joined the Public Information Division, May 8, and will work there as a writer-editor for the remainder of the summer ... TIFFIONY WELLS-DYER, a clerk-typist in the Public Information Division, left the office for a new position in Personnel, June 2.

**Office of Public Programs:** Organization liaison officer YVONNE O'BRIEN arranged for Under Secretary RICHARD T. McCORMACK to address the Presidential Executive Exchange Alumni Association at a luncheon in the Department ... On May 22 she coordinated the American Academy of Diplomacy luncheon and award ceremony in honor of ROZANNE RIDGWAY, and arranged for the deputy secretary to address the group ... Ms. O'Brien scheduled special briefings for leadership of the General Assembly Council of the Presbyterian Church, May 16, and for the Army Foreign Liaison Office School of Orientation, May 18 ... Over 800 retired Foreign Service employees attended the 24th annual Foreign Service Day, May 5. Secretary BAKER and the under secretary for political affairs, ROBERT KIMMITT, among others, addressed the group. Conference officer EILEEN McCORMICK PLACE served as coordinator.

On June 1, the Department hosted with Princeton University the 1989 John Foster Dulles Program for Scholarship in Foreign Affairs conference entitled "Uniting Europe: The Challenge of Economic and Strategic Integration." ... RICHARD BURT welcomed the group at the opening session. Washington Programs Division chief MARY CATHERINE KIRK served as conference manager ... Briefings officer MARY ANN DIXON coordinated the May 1 reception on the seventh floor for approximately 200 members and international guests of the National Endowment for Democracy. Mr. Kimmitt welcomed the group to the Department.

On May 4 Ms. Dixon arranged for special briefings and an eighth-floor luncheon for the Public Members Association of the Foreign Service. Speakers included deputy director RICHARD KAUZLARICH, Policy Planning Staff; deputy assistant secretary ALAN LARSON, Economic and Business Affairs; and Soviet analyst MARTHA MAUTNER, Intelligence and Research. Mr. Burt was their dinner speaker at the F Street Club ... On May 8, Ms. Dixon arranged for deputy assistant secretary DAVID LAMBERTSON to address a group of Asi-

American leaders at the White House in honor of Asian Pacific American Heritage Week ... In the Washington area, she provided speakers for the University of Texas/Massachusetts Institute of Technology joint conference on manufacturing research; the Washington, D.C., chapter of Hadassah; and the American Association of Advertising Agencies ... Secretary's coordinator JOYCE NICHOLS and media liaison officer NANCY COPE advanced Secretary Baker's May 22 appearance before the American-Israel Public Affairs Committee in Washington ... Ms. Nichols and Media Principals Division chief JANICE SETTLE advanced the Secretary's May 4 address to the Center for Strategic and International Studies in Washington ... Ms. Cope facilitated the Secretary's May 17 "Worldnet" broadcast by satellite from the Department ... Regional programs officer DARLENE KIRK enrolled in the negotiation course at the Foreign Service Institute, May 8-12.

**Office of Intergovernmental Affairs:** The office coordinated the May 22 briefing hosted by Secretary Baker for the nation's governors. In addition to Mr. Baker's presentation, the governors were briefed in the Thomas Jefferson Room by other cabinet officers. □

## Refugee Programs

Attorney General RICHARD THORNBURG, bureau director JONATHAN MOORE and senior deputy assistant secretary ROBERT L. FUNSETH presented testimony at emergency consultation hearings before the majority and minority leadership of the House and Senate Judiciary Committees ... Mr. Moore testified before the Senate Appropriations Subcommittee on Foreign Operations, on the administration's proposed fiscal year 1989 supplemental for migration and refugee assistance and on the request for fiscal year 1990 ... CORNELIO SOMMARUGA, president, International Committee of the Red Cross, accompanied by ANDRE PASQUIER, director of international operations, Geneva, and FRED ISLER, acting chief delegate, New York, called on Mr. Moore. Mr. Sommaruga, accompanied by Mr. Moore, also met with PRESIDENT BUSH.

Mr. Moore headed the U.S. delegation to the UN Conference on Central American refugees and displaced persons in Guatemala. State members of the delegation were KENNETH W. BLEAKLEY, deputy assistant secretary for international refugee assistance; DAVID I. KEMP, program officer, Office of East European, Near Eastern and Latin American Refugee Assistance; PETER F. ROMERO, acting director, and THOMAS ORUM, desk officer, Office of Central American Affairs, Bureau of Inter-American Affairs; ALEXANDER SLEGHT, Office of UN Social and Refugee Affairs, Bureau of International Organization Affairs; LAURA CLERICI, refugee coordinator, Honduras; JOSEPH McLEAN, refugee officer, Guatemala; MARGARET WILLINGHAM, political officer, San Jose, PETER ROE, refugee officer, El Salvador; and ROBERT WHITEHEAD, political officer,

Belize.

Mr. Funseth headed the U.S. delegations to meetings of the International Consultative Group on Indo-Chinese Refugees in London and the coordinating committee for the International Conference on Indochinese Refugees in Geneva. Members were DOUGLAS R. HUNTER, director, Office of Policy and Program Coordination; LISA A. CARTY, program officer, Office of Asian Refugee Assistance; JOYCE LEADER, refugee officer, U.S. mission, Geneva; and BEN FOSTER, U.S. immigration officer, Bangkok. JEFFREY D. KOVAR, legal officer, Office of the Legal Adviser ... Mr. Funseth met with and hosted a luncheon for the administrator of the Philippine Refugee Processing Center, HERMAN LAUREL ... MIRIAM SANTIAGO DEFENSOR, Philippine commissioner of immigration and deportation, called on Mr. Bleakley to discuss Vietnamese asylum-seekers ... Mr. Bleakley also met with UN special representative MICHAEL PRIESTLEY on the situation in the Horn of Africa and with Ambassador ROBERT OAKLEY on the Afghan refugee program ... In New York, Mr. Bleakley attended the annual awards dinner of the International Refugee Committee; met with the Women's Commission on Refugee Women and Children; participated in the Council on Foreign Relations meeting with the UN coordinator for Afghan repatriation, Prince SADRUDDIN AGA KHAN; conferred with the U.S. coordinator for African emergencies, CHARLES LA MUNIERE; and met with special adviser OTO DENES.

LINAS J. KOJELIS, deputy assistant secretary for refugee admissions, reviewed Soviet and eastern European refugee processing in Vienna and Rome, where he had meetings with both voluntary agencies and Soviet emigres. He also met with ANDRE VAN CHAU, secretary general, International Catholic Migration Commission, in Geneva ... JAMES P. KELLEY, director, Office of International Refugee Organizations, Emergencies and Solutions, consulted with the UN high commissioner for refugees, the League of Red Cross and Red Crescent Societies; the World Council of Churches; and the International Committee of the Red Cross, in Geneva, and monitored planning for refugee repatriation in Namibia and Zambia.

DOUGLAS R. HUNTER, director, Office of Policy and Program Coordination, delivered a speech on Indochinese refugees at the annual forum of nongovernmental organizations in Boston. JON E. EKLUND, refugee officer, Office of African Refugee Assistance, monitored U.S.-supported refugee assistance activities and reviewed strategy in the Horn of Africa ... RICHARD C. BEER, program officer, visited Hong Kong, Bangkok and Manila, to review procedures and standards for the Orderly Departure Program and observe training in English language and cultural orientation for U.S.-bound refugees ... Visiting the bureau were Ambassador DANIEL O'DONOHUE, Thailand; chargé ROBERT HOUDEK, Ethiopia; Ambassador DEANE HINTON, Costa Rica; SOS KEM, Bangkok; and FRANK MINNICK, Kuala Lumpur. ■

## More

### The Thomas Report

—(Continued from Page 17)

noted that the agencies and their employees had only begun to accommodate the impact of the 1980 act. The act, they urged, should be allowed some time to prove—or disprove—itsself before further changes were made.

On a more specific level, managers expressed concern that the current employee-driven assignment system did not ensure that the Service's most able employees were filling its most difficult positions. They noted in particular the distortions in the bidding process caused by employee perceptions of what jobs would make them most competitive across the senior threshold or within the Senior Foreign Service.

The rising age of Foreign Service entrants was also widely viewed as problematic, as was the overly long period from initial contact to appointment for successful recruits. The District Court's finding that a portion of the Foreign Service written examination discriminated against women underscored the need management already felt to develop a sound, legally valid examination procedure that would facilitate more rapid entry of applicants into the Service.

Managers also commented on the need to strike a balance between the retention of experienced officers and the provision of adequate advancement opportunities for highly-talented, more junior personnel. Similarly, they cited the need for balance between the number of political appointments and the use of career personnel.

Equal employment opportunity was much on the minds of agency managers. While they noted that the Foreign Service today was more representative of the diversity of the American people than it had been in the past, managers were acutely aware of the difficulty the Service continues to have in recruiting adequate numbers of qualified blacks. They expressed hope that the commission might offer specific recommendations in this regard.

Managers also encouraged the commission to examine the impact of societal change on the Foreign Service personnel system. Looking ahead to the year 2000, they urged the commission to consider how

the Foreign Service might accommodate the needs of a changing U.S. workforce. ■

### Grievance Actions

—(Continued from Page 19)

live to the extent possible off the local economy complained that the applicable cost-of-living allowance did not properly reflect their unique situation, and that they should have had a separate cost survey. The agency noted that regulations require that allowance figures reflect the normal expenses of the average Government employee at post, and that other costs peculiar to one segment of personnel at a post are not considered. The board agreed that the language of the regulations precluded a separate allowance for the grievants. □

### Action by inspectors leads to grievance

(G-093(7))—After inspectors determined that the grievant was not supervising his section adequately and recommended that he be transferred to a lesser job at the same post, he sought and was granted transfer to another post. The inspectors found that the grievant's performance was due in part to lack of supervisory experience in that type of complex work at a demanding post. They also noted that he did not receive supervisory support. When they learned the grievant was transferring, they instructed the Bureau of Personnel to ensure that his new supervisors provide him with carefully-structured work requirements and a strict schedule of counseling and guidance.

The grievant claimed that the inspectors' memorandum and the evaluation report he received at the inspected post were falsely prejudicial. He also contended that the memorandum and a letter sent to his new post by his career counselor as a result of the memo amounted to wrongful disciplinary action that ruined his reputation and harmed his chances for responsible assignments for years to come. He argued that his new position, contrary to what he had been told, gave him limited, nonsupervisory responsibilities and that this was a result of the inspectors' memorandum and the counselor's letter.

The agency agreed to expunge the con-

tested report because it indicated throughout that the rater provided supervision when in fact he did not. It granted the grievant an additional year of time-in-class for the undocumented period of service, but rejected the grievant's other arguments.

The board ruled that the grievant had not shown that the inspector's memo was falsely prejudicial, nor had he proved that the limited responsibilities at his new post were caused by the counselor's letter and not, as the agency contended, by needs of the post. The board found that error in the expunged report (claiming supervision never provided) could not have been a substantial factor in the grievant's failure to be promoted, and that no relief was called for beyond the agency's extension of the grievant's time-in-class by one year. The board found, however, that the regulations strictly limit the distribution of inspectors' memoranda and, by extension, the counselor's letter summarizing the memorandum. It directed that any copies of it at that post should be destroyed. □

### Reconstituted board, too, says no promotion

(G-094(7))—The grievant claimed that the absence of a Superior Honor Award from his file resulted in his not being promoted. He requested retroactive promotion with back pay. The agency argued that it could not be determined with any degree of certainty that the document was not in his file when it was considered by the selection board. The agency nonetheless placed the grievant's file (including the award) before a reconstituted selection board. The reconstituted board did not recommend him for promotion.

The grievant argued that the reconstituted-board process is not completely fair, claiming that because it meets outside of the normal board cycle it may be subject to a different set of factors. The grievance board ruled, however, that it has accepted the results of reconstituted boards as a valid means for agencies to present guidance to meet their burden under the "Reiner Rule." It noted that the grievant had not presented anything other than his expressed doubts to call into question the results of the reconstituted board. The grievance was denied. ■

### Meritorious Honor Awards

—(Continued from Page 39)

Name	Grade	Assignment			
Wiecking, John	GS-12	Washington *	Willis, Mark	FO-02	Washington *
			Winship, Robert R.	FP-04	Port Moresby
			Wood, William	GM-13	Washington *
			Yap, Joseph D.	FO-03	Washington
			Yount, James R.	FP-06	Washington ■

## Obituaries

**Thomas P. Solitario**, 63, a member of the Board of Examiners for the Foreign Service, died of a heart attack at Arlington Hospital on June 3.



Mr. Solitario

Mr. Solitario, who was due to retire in September, joined the Department in 1950 and began his Foreign Service career as a budget officer in Leopoldville in 1959. He then served assignments in Ankara, 1961-63, Athens, 1963-64, and Tel Aviv, 1964-66. He was an administrative officer in Dublin, 1966-69, San Jose, 1970-72, and Belgrade, 1972-73. In 1974 he returned to the Department and worked in the Bureau of Near Eastern and South Asian Affairs' Executive Office until 1979. He then served in Hong Kong, 1979-81, Bangkok, 1982-84, and Lima, 1985-86. Mr. Solitario returned to the Department in 1986, where he worked as a board examiner until his death.

A native of New York, he attended Auburn University and City College of New York and was graduated with a bachelor's in 1950. He leaves his wife, Helen Solitario, a Foreign Service secretary in Mexico City, and two sons. □

**James J. Healey**, 50, chief of the Bureau of Intelligence and Research's Control Division, died of complications relating to diabetes, at Leeland Memorial Hospital, Hyattsville, Md., on March 19.



Mr. Healey

Mr. Healey began his career with the Department as a file clerk in the security field in 1956. He joined the Bureau of Intelligence and Research in 1966 and worked as an administrative liaison officer before becoming division chief in 1980.

A native of Washington, Mr. Healey attended Montgomery College. His honors included a cash award in 1986 and an outstanding performance award in 1987. He leaves his wife, Joan Healey, an administrative assistant in the Office of Procurement, two sons, three daughters and three grandchildren. □

**Anita L. Rojas**, 28, a procurement agent with the Office of Supply, Transportation and Procurement, died in a drowning accident in New Smyrna Beach, Fla., on May 21.



Ms. Rojas

Ms. Rojas began her career with the Department as a clerk-typist in the Office of Recruitment, Examination and Employment in 1985. In 1986 she worked as a personnel clerk in the Office of Civil Service Career Development and Assignments. She became a procurement agent through the Department's Upward Mobility Program in 1986. She served as the principal purchasing officer for the renovation of Blair House during the Reagan administration. Her supervisor, division chief Robert Dixon, described Ms. Rojas as "one of life's special people—dedicated, hardworking and always pleasant." He noted that she was in training to become a contract administrator and was due to be promoted at the time of her death.

Before joining the Department, Ms. Rojas attended Howard University and Fairmont State College. She leaves her husband, Miguel A. Rojas of Hyattsville, and two sons, Stephen, 3, and Carlos, 8 months. □

**Ben Hill Brown**, 75, former ambassador to Liberia, died of cancer and pneumonia at Georgetown Hospital on May 25.



Mr. Brown (1964)

Mr. Brown began his career with the Department as an assistant to the legal adviser in 1946. He was deputy assistant secretary of congressional relations, 1949-55. In 1955 he was detailed to the National War College. He served as director of the International Cooperation Administration mission in Baghdad, 1956-58, and Benghazi, 1959-60. He was appointed ambassador to Turkey, 1960-64, and Liberia, 1964-69. He was diplomat-in-residence at Northwestern before his retirement in 1970.

A native of South Carolina, Mr. Brown graduated from Wofford College in

1935 and received a law degree from George Washington in 1939. He practiced law before being called to active Army duty in 1941. He attained the rank of lieutenant colonel and received the Legion of Merit and a Bronze Star.

His survivors included his wife, Naomi Huber Brown of Alexandria, three daughters and a son. □

**John J. Muccio**, 89, a Foreign Service officer who served as the first ambassador to South Korea, died of congestive heart failure at Sibley Memorial Hospital on May 19.



Mr. Muccio (1952)

Mr. Muccio was in charge of evacuations at the height of the North Korean invasion on June 25, 1950. Newsweek magazine said he "will always be a hero" to the American community in Seoul. On Wake Island the following October, President Truman presented him the Medal of Merit. Mr. Truman cited Mr. Muccio for his "courageous devotion to duty" and "prompt and accurate evaluation" of the North Korean invasion.

Mr. Muccio was graduated from Brown and received a master's in international relations from George Washington University before joining the Foreign Service in 1921. After three years in the Department, he served as vice consul in Hamburg in 1924. He was assigned to Hong Kong and Yunnan Province, China, during the late 1920s. He then served in Shanghai, La Paz, Panama, Nicaragua, Panama and Havana. Mr. Muccio was made assistant to Ambassador Robert Murphy in Germany in 1945. In 1946 he was assigned to the inspection corps in Washington.

After serving as ambassador to Korea, Mr. Muccio became ambassador to Iceland in 1954 and Guatemala, 1959-61, until his retirement. He leaves his wife, Sheila McCulloch Muccio of Washington, and four children. □

**William W. Ryan**, 66, a retired Foreign Service officer, died on January 20.

He joined the Foreign Service in 1947 and was assigned as an accountant in Amman. He later held assignments in Cairo, Paris, Abidjan, Naples, Conakry, New Delhi, Sofia, Khorramshahr, Athens and the Department. He was general serv-



ices officer in Athens before his retirement in September 1980. Mr. Ryan is survived by his wife, Ada Ryan, of Waynesburg, Pa. □

**Sarah Louise Nathness**, 52, a retired Foreign Service officer, died of cancer at her home in Fairfax on May 15.



Ms. Nathness

Ms. Nathness joined the Foreign Service in 1963. She served as a consular officer in Naples, 1970-72, and Hamburg, 1972-75. She served as chief of the consular sections in Belgrade, 1977-79, and Munich, 1979-84. In 1984 she returned to the Department, where she was assigned to the director general's office, 1984, and the visa office, 1985. She worked as a personnel officer in the Office of Employee Relations when she retired last year.

A native of Menomonie, Wisc., Ms. Nathness was graduated from George Washington with a bachelor's in 1959. Survivors include her father, Semore Nathness, of Dublin, O. □

**Robert T. Wallace**, 68, a former economic/commercial officer, died on April 18.

Mr. Wallace began his career with the Department as a cryptographic technician in London in 1946. He was a communications assistant in Moscow in 1947-49; Stuttgart, 1949-51; and Amman, 1951-54. He served as a visa officer in Kobe, 1954-58. He was detailed to the Department of Commerce as an economist in 1958, then to Stanford, where he pursued advanced economic studies in 1960. He served in Kabul as a commercial officer, 1961-64, and London, 1964-65. He was assigned to Lagos, 1967-69; and Taipei, from 1972 until he retired in 1975.

Mr. Wallace, a native of Ohio, was graduated from Wayne State with a bachelor's in 1942. He served overseas in World War II with the Army, 1943-45. He leaves his wife, Patricia Wallace of Burkeville, Tex. □

**Marurice C. Burke**, 65, a retired Foreign Service employee who served as a general services officer in Helsinki and Blantyre before retiring in 1971, died on April 19.

Mr. Burke joined the Department in

1948 as a guard in Prague, after serving in the Navy, 1942-46. He also held assignments as a mail supervisor in Prague, 1949-50; mail receiving clerk in Port-of-Spain, 1950; and miscellaneous services clerk in Rome, 1952. He became acting assistant general services officer in Rome in 1955. He worked as the chief guard in Manila in 1955. He then served as a general services assistant and officer in Colombo, 1956, and Vienna, 1958-61. He received a merit honor award before retiring in 1971. His survivors include three sons. □

**William Leeds Wight**, a Foreign Service officer who served as deputy principal officer in San Paulo before his retirement in 1970, died on May 5.

Mr. Wight joined the Department as a divisional assistant in 1944. He attained the rank of GS-13, international relations officer, in 1952. In 1954 he joined the Foreign Service. He served as a political officer and consul general in Pretoria, 1954-57, and principal officer in Lourenco Marques, 1957. Mr. Wight became deputy director of the Office of Middle and Southern African Affairs in 1960. He then served as the principal officer and consul general in Tripoli, 1961-2. He was deputy planning adviser for the Office of Inter-African Affairs in 1964.

Mr. Wight was graduated from the University of Mexico in 1949. His foreign language was Portuguese. He worked as an assistant to a sales manager of a tobacco company and as a Navy clerk posted in the Dominican Republic before joining the Department. He is survived by his wife, Joanne M. Wight of Beaufort, S.C. □

**Robert M. Kline**, 56 a former Foreign Service officer, died of liver failure in San Francisco on May 17.

Mr. Kline began his career with the Department in Quito, 1956-58. He was assigned to the Bureau of Intelligence and Research, 1959-60. He served in Moscow, 1960-62. He was the consul in Constantine, Algeria, from 1962 until he resigned in 1964.

Mr. Kline, a native of Illinois, received a bachelor's from Stanford in 1955 and a master's from Princeton in 1956. His languages were French, Spanish and Arabic. □

**Ruth T. McDonough**, 86, a Foreign Service nurse until her retirement in 1962, died in Bradenton, Fla., on April 7.

Ms. McDonough began her career with the Department in Frankfurt in 1950. In

1952 she was appointed supervisory nurse in Bonn. She served in Belgrade, 1954-56, and Cairo, 1957-59. In 1959 she returned to the Department. She then worked in Tokyo from 1960 until her retirement. She leaves no survivors. □

**Judith J. Tice**, 53, wife of Foreign Service officer Donald Tice, died of cancer at Georgetown University Hospital on April 12. Ms. Tice had accompanied her husband on assignments to Antwerp, Montreal, Sofia and Belgrade.

A native of Illinois, she was graduated from high school in Wichita, Kan., in 1953. She was employed by Congressman Phil Weaver, 1957-59. From 1964 to 1969, when she and her husband lived in southern Europe, Ms. Tice became an expert on travel in that region and authored the booklet, "Travel to, from and in the Balkans."

She leaves her husband, mother and sister. The family asks that memorial contributions be sent to Hospice Care of Washington. ■



**NEW DELHI, India**—Embassy staff and guests lay commemorative wreath on the tombstone of Dr. Henry Porter, U.S. Army surgeon who rode with General Custer in the American West. Dr. Porter died in New Delhi during a world tour he undertook after his Army retirement. Left to right: consul general **Leo Wolleborg**, Navy Admiral **Huntington Hardisty**, Mrs. Hardisty, vice consul **Douglas Kelly**.

## Leave transfer program

The rules on how to acquire leave time from another employee, and on how to donate your own leave time to a colleague, are spelled out in a Department Notice of May 23. For information on the Voluntary Leave Transfer Program, call x72781 or x77238 in the Bureau of Personnel. □

# Library Bocklist

## Nuclear war

### Books in 4 categories

#### General

- BALL, DESMOND, ed. *Strategic Nuclear Targeting*. Ithaca, NY, Cornell Univ. Press, 1986. 367p. U263.S76
- BUNDY, MCGEORGE. *Danger and Survival: Choices About the Bomb in the First Fifty Years*. New York, Random House, 1988. 735p. UA23.B85
- CARTER, ASHTON B. *Managing Nuclear Operations*. Washington, Brookings, 1987. 751p. U263.M324
- CASSEL, CHRISTINE, ed. *Nuclear Weapons and Nuclear War: A Source Book for Health Professionals*. New York, Praeger, 1984. 553p. U263.N84
- CHARLTON, MICHAEL. *From Deterrence to Defence: The Inside Story of Strategic Policy*. Cambridge, MA, Harvard Univ. Press, 1987. 154p. UA23.C516
- GOLDBLAT, JOZEF, ed. *Nuclear Weapons Tests: Prohibition or Limitation?* New York, Oxford Univ. Press, 1988. 448p. On order.
- HALPERIN, MORTON H. *Nuclear Fallacy: Dispelling the Myth of Nuclear Strategy*. Cambridge, MA, Ballinger, 1987. 173p. U263.H34
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The Super Bureaucrat  
**SUPERCRAAT**

BY  
**CHIP  
BECK**

"OH SAY CAN YOU SEE,  
BY THE TUBE'S  
BRIGHT LIGHT..."



July  
1981

**SUPERCRAAT, LOOK AT THIS! FREEDOM AND DEMOCRACY ARE EVERYWHERE!**

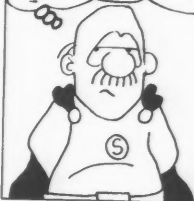


**THREATENING TYRANTS**

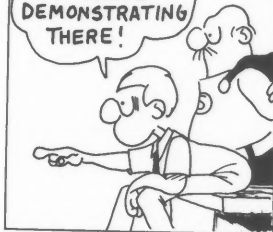
AIN'T IT GREAT?



**JUST AS LONG AS IT STAYS AWAY FROM MY BUREAUCRACY...**



**LOOK AT THE THOUSANDS DEMONSTRATING THERE!**



**WHAT IF THE GOVERNMENT CALLS IN THE ARMY?**



**THAT IS THE ARMY...**



**IT'S HAPPENING AROUND THE GLOBE!**



**THE REPUBLIC OF DUNGEON, THE PITTS, LOWER BARF, EASTERN CALAMITY...**



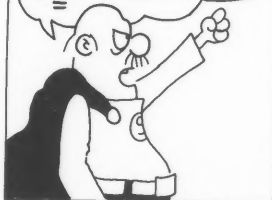
**AND WHAT ARE WE DOING ABOUT IT?**



**I DUNNO 'BOUT YOU, BUT I'VE BEEN GLUED TO THE NETWORK NEWS FOR A WEEK!**



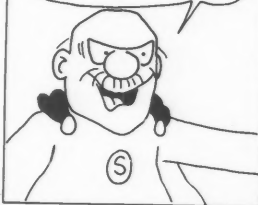
**NO, I MEAN SHOULDN'T WE SEND OUT SOME GUIDANCE !!?**



**OH YEAH, TO THE EMBASSIES?**



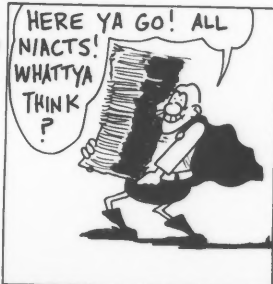
**NO SILLY, TO THE DEMONSTRATORS!**



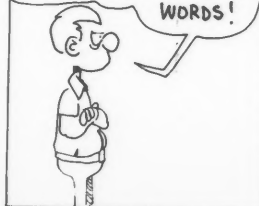
**I THINK THEY'VE DONE OKAY WITHOUT OUR ADVICE SO FAR...**



**HERE YA GO! ALL NINACTS! WHATTYA THINK?**



**I THINK JEFFERSON AND LINCOLN SAID IT ALL ALREADY IN FAR LESS WORDS!**



**YOU DON'T THINK WE SHOULD SEND THIS?**



**NAH, IF THEY KNOW HOW DEMOCRACY IS RUN FROM THE INSIDE, IT'LL JUST SCARE THEM OFF...**



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Bureau of Personnel  
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