

State

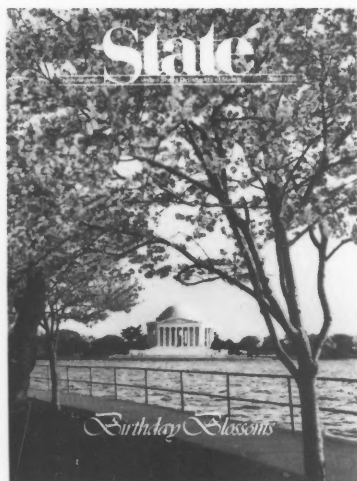
The Newsletter

United States Department of State

April 1989



Birthday Blossoms



THE COVER—Cherry blossoms bloom at the memorial for Thomas Jefferson, the first Secretary of State, whose birthday is on the 13th of this month. And the Department itself is getting ready for a milestone birthday observance—it will be 200 years old on July 27. (Purists might prefer to wait until September 15, when its name was changed to the Department of State after an initial six weeks or so as the Department of Foreign Affairs.) (Photo by Robert E. Kaiser)



Letters to the Editor

Hey! Remember us?

ULAN UDE, SIBERIA, SOVIET UNION
DEAR EDITOR:

We look forward to each issue of STATE with great interest. It helps us keep up with what's going on with friends and colleagues around the world. And believe me—we need that help! We have no communicators or communications equipment other than a Soviet telephone. In fact, we have no typewriter!

We are the American staff at the eastern Soviet entry point for U.S. inspectors under the INF (intermediate nuclear forces) treaty. We're located here in the Buryat Autonomous Soviet Socialist Republic, some 70 miles east of Lake Baikal and some 120 miles north of



The Floyd family at the opera house in Ulan Ude. From left: Patrick, John, Jane, John M.

Mongolia. As a Navy Seabee, I, John, am the Department of Defense representative, and I, Jane, an FSO-2, am the one from State. Our two children, John M. Floyd, 4,



and Patrick H. Floyd, 15 months, are here as well. But that's it on a permanent basis. We get visitors from the U.S.

Embassy in Moscow and U.S. air crews
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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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The Transition

White House announces selections for 6 assistant secretaryships

4 are for geographic, 2 for functional bureaus

PRESIDENT BUSH, as of late March, had announced his intention to nominate six assistant secretaries of state to serve on Secretary Baker's new team at the Department. All the nominations would require Senate confirmation. The six are:

—*African affairs*—Herman J. Cohen, special assistant to the President for national security affairs and senior director for Africa, National Security Council staff, to succeed Chester A. Crocker.

—*East Asian and Pacific affairs*—Richard H. Solomon, former director of the Policy Planning Staff at State, to succeed Gaston Sigur.

—*Intelligence and research*—Douglas P. Mulholland, former special assistant for national security to the Secretary of the Treasury, to replace Morton I. Abramowitz.

—*Inter-American affairs*—Bernard W. Aronson, former deputy assistant to the President, to succeed Elliott Abrams.

—*International organization affairs*—John R. Bolton, assistant attorney general at the Department of Justice, to replace Richard S. Williamson.

—*Near Eastern and South Pacific affairs*—John H. Kelly, ambassador to Lebanon, to succeed Richard W. Murphy.

Following are biographical sketches of the six.

African affairs

Herman J. Cohen has served as a special assistant to the President for national security affairs and senior director for Africa at the National Security Council since 1987. He was a deputy assistant secretary for personnel, 1984-86.

Mr. Cohen joined the Foreign Service in 1955 and was assigned as a consular officer in Paris. He later was a public affairs officer with the Bureau of Cultural Affairs, 1958-61; administrative officer, Kampala, Uganda, 1962-63; political officer, Salisbury, Southern Rhodesia, 1964-65; and economic and commercial officer, Lusaka, Zambia, 1965-66.

Mr. Cohen then drew assignments as deputy chief of mission, Kinshasa, Zaire, 1966-69; director for Central Africa, 1970-74; and political counselor, Paris, 1974-77. In recent years he was ambassador to Senegal and the Gambia, 1977-80; and deputy assistant secretary for intelligence and research, 1980-84.

Mr. Cohen was born on February 10,

1932, in New York. He received a bachelor's from the City College of New York in 1953, where he graduated with Phi Beta Kappa honors. He took graduate work in international affairs at American, 1958-61. From 1953 to 1955 he was a first lieutenant in the Army, and saw service with the 2nd Armored Division in West Germany. His foreign languages are French, German and Swahili. He won Senior Foreign Service presidential awards, with meritorious rank, in 1984 and 1987. He won the Christian A. Herter Award for courageous reporting, 1982, and senior performance pay awards, 1982-86, and again in 1988. He received the Superior Honor Award this year.

Mr. Cohen is married to Suzanne Karpman Cohen. They have two sons, Marc Andrew and Alain Jerome Cohen.

* * *

East Asian and Pacific affairs

Richard H. Solomon served as director of the Department's Policy Planning Staff from March 1986 until last January. He headed the Rand Corp.'s political science department, 1976-86, and also directed the corporation's research program on international security policy, 1977-83. From 1971 to 1976 he was senior staff member for Asian affairs on the National Security Council staff at the White House, having previously been professor of political science at the University of Michigan, from 1966 to 1971.

Mr. Solomon received his Ph.D. degree from the Massachusetts Institute of Technology in 1966, where he specialized in political science and Chinese politics (with a minor in chemistry).

He has contributed articles to a variety of professional journals, including *Foreign Affairs* and *China Quarterly*. He has published five books.

The titles are: "The China Factor" (1981), "Asian Security in the 1980s" (1979), "A Revolution Is Not a Dinner Party" (1976), "Mao's Revolution and the Chinese Political Culture" (1971) and, more recently, "The Soviet Far East Military Buildup: Nuclear Dilemmas and Asian Security" (1986).

Mr. Solomon has done research and consulting work for a variety of U.S. Government offices, and served as a visiting professor at Johns Hopkins' School of Advanced International Studies, 1972-74.



Mr. Cohen



Mr. Solomon

He was an international affairs fellow at the Council on Foreign Relations in 1971. In addition, he was a consultant to the President's Commission on Foreign Language and International Studies, 1978-80. He was a board member of the National Committee on U.S.-China Relations and also of the International Research and Exchanges Board.

Since 1984, he has served on the chief of naval operations' executive panel.

* * *

Intelligence and research

Douglas P. Mulholland was an analyst on domestic policy and research for the George Bush for President campaign, January-November 1988. He was detailed from the Central Intelligence Agency to the Treasury Department in 1982, where he served as special assistant for national security to the Secretary of the Treasury, 1982-87.

He was an economic intelligence analyst and branch chief, and also served a tour in Europe with the Central Intelligence Agency, 1956-67. He was chief, International Services Division, Office of Economic Research, in the agency's Directorate of Intelligence, 1967-70; on detail to the National War College, a member of the faculty and director of economic studies there, 1970-71; and agency deputy director, Office of Economic Research, 1971-73.

From 1973 to 1974 Mr. Mulholland was a member of the Senior Seminar in Foreign Policy at the Foreign Service Institute. He then returned to his former position at the agency. From 1975 to 1977 he was deputy director, Office of Current Intelligence and, from 1975 to 1978, chief, Publications and Presentations Group. The following year he became director, Office of Current



Mr. Mulholland



Mr. Aronson



Mr. Bolton



Mr. Kelly

Operations in the agency. He was an inspector in the Office of the Inspector General, Office of the Director, 1979-82.

Mr. Mulholland has served as a trustee, Voluntary Investment Plan, 1974-75; chairman of the plan's board, 1975-77; board member, Government Employees Health Association, Inc., 1978-82; and Treasury principal, National Foreign Intelligence Board and National Foreign Intelligence Council, 1982-87.

Mr. Mulholland was born on May 27, 1929. He received a bachelor's in economics from Michigan State, 1955; a master's in economics, also from Michigan State, 1956; and did graduate work in economics at American, 1957-63. He served in the Air Force, 1950-54.

* * *

Inter-American affairs

Bernard William Aronson has been director of The Policy Project, a Washington consulting firm, since 1984. He was a member of the White House staff, 1977-81, serving as special assistant and speechwriter to the Vice President and as deputy assistant to the President.

Mr. Aronson served as director of policy for the Democratic National Committee, 1981-83, and as director of the Democratic National Strategy Council. From 1973 to 1977 he was assistant to the President, United Mine Workers of America International Union.

He has accompanied members of Congress on a delegation to El Salvador in 1983, on a visit to Nicaragua in 1986, and to South Korea in 1985. He was a member of the 1982 U.S. delegation to the defense and disarmament discussions of the British

Atlantic Council of Young Political Leaders, along with members of Parliament from the United Kingdom, West Germany and France. Mr. Aronson accompanied President Carter to the Tokyo economic summit and on a state visit to South Korea in 1979, and Vice President Walter Mondale on state visits to Israel and Egypt in 1978. He was a member of delegations to the Soviet Union in 1973 and to China in 1979, sponsored by the American Council of Young Political Leaders.

Mr. Aronson was born on May 16, 1946. He received a bachelor's with honors from the University of Chicago in 1967. He served as a Vista volunteer in Appalachia, 1969-70, and later in the Army Reserves. He is a member of a Council on Foreign Relations study group on Central America and a member of the board of the American Council of Young Political Leaders. He also has been a staff writer on the Raleigh Register, Beckley, W. Va., and a writer on assignment for the Washington Post. He has written articles for the Post, the Baltimore Sun, the Charleston Gazette, New Republic, the Democratic Review and other publications.

Mr. Aronson is married to Carol Corillon Aronson.

* * *

International organization affairs

John R. Bolton has been an assistant attorney general at the Department of Justice since 1985. He has headed its Civil Division since March 1988, and he headed the Office of Legislative Affairs, 1985-88. Before that, he was a partner in the law firm of Covington & Burling, 1983-85.

Mr. Bolton began his law career as an

associate at Covington & Burling in 1974. He was there until 1981, when he became a legal consultant in the White House counsel's office. From February 1981 until February 1982 he was general counsel with AID. He later held an assignment as AID's assistant administrator for program and policy coordination, 1982-83. He was executive director, Committee on Resolutions (platform), of the Republican National Committee, 1983-84.

Mr. Bolton received a bachelor's, summa cum laude, from Yale in 1970. He won honors in political science and membership in Phi Beta Kappa and Pi Sigma Alpha, the national political science honor society. He won the James Gordon Bennett prize for the best senior essay on international relations. In 1974 he received a doctorate from Yale Law School and was editor of the Yale Law Journal. He has written in the Yale Law Journal, the Vanderbilt, Marquette and Arizona law reviews, the Journal of Law and Politics and Human Events.

Mr. Bolton was born in Baltimore on November 20, 1948. He is married to Gretchen Bolton. They have a daughter, Jennifer Sarah.

* * *

Near Eastern and South Asian affairs

John Hubert Kelly, a 35-year veteran of the Foreign Service, has been ambassador to Lebanon since 1986. From 1985 to 1986 he was short-term special projects officer in the Office of Management.

After serving as a junior officer trainee, 1964-65, Mr. Kelly was assigned as vice consul in Adana, Turkey. From 1966 to 1967 he was a third secretary there and, from 1967 to 1968, he took Thai language training at the Foreign Service Institute. He later drew assignments as politico-military officer, Bangkok, 1968-69; consul in Songkhla, Thailand, 1969-71; and student at the Armed Forces Staff College, Norfolk, Va., 1971-72.

He returned to the Department in 1972 as a politico-military analyst, Bureau of Intelligence and Research. He was assistant for Thailand and Southeast Asian Treaty Organization affairs, Office of the Secretary of Defense, 1973-74, and politico-military officer, Bureau of Politico-Military Affairs, 1974-75.

In recent years Mr. Kelly was special assistant to the counselor of the Depart-

ment, 1975-76; politico-military officer, Paris, 1976-80; and director, Secretariat Staff, 1980-81. He was deputy executive secretary of the Department in 1981. From 1981 to 1982 he was a Una Chapman Cox fellow at Georgetown's Institute for the Study of Diplomacy. He was senior deputy assistant secretary for public affairs, 1982-83, and principal deputy assistant secretary for European affairs, 1983-85.

Mr. Kelly was born in Fond du Lac, Wisc., on July 20, 1939. He received a bachelor's from Emory in 1961. Before joining the Foreign Service, he was a teacher at George Washington High School, Danville, Va., 1962-63, and Niles High School, Niles, Mich., 1963-64. His foreign languages are French and Thai.

He received the Department's Meritorious Honor Award, 1973, and Defense's Distinguished Service Award, 1974. He is a member of the American Foreign Service Association and the Council on Foreign Relations. He is the author of "French Defense: An American Appreciation," in *Defense and Foreign Affairs*, spring 1982, and "The Paris Hijacking," in "Diplomats and Terrorists: What Works and What Doesn't," published by Georgetown.

Mr. Kelly has a son, David Snowdon Kelly. □

John Negroponte is choice for envoy to Mexico

President Bush has announced his intention to nominate John D. Negroponte, a career Foreign Service officer, as ambassador to Mexico. The nomination would



Mr. Negroponte

require Senate confirmation. Mr. Negroponte has been deputy assistant to the President for national security affairs since 1987. He was assistant secretary for oceans and international environmental and scientific affairs, 1985-

87. Before that, he was ambassador to Honduras, 1981-85. He would succeed Charles J. Pilliod Jr. in Mexico City.

Mr. Negroponte joined the Foreign Service in 1960 and was assigned as consular officer in Hong Kong. He later held assignments as commercial officer there, 1961-63; administrative assistant in the Bureau of African Affairs, 1963; a student taking Vietnamese language training at the

Foreign Service Institute, 1963-64; and political officer in Saigon, 1964-68. After a tour as a member of the U.S. delegation to the Paris peace talks on Vietnam, 1968-69, he was a student at Stanford. From 1970 to 1973 he was a member of the National Security Council staff.

Mr. Negroponte then took Spanish language training at the Foreign Service Institute, 1973. He later was assigned as counselor for political affairs in Quito. He was consul general, Thessaloniki, Greece, 1975-77; and deputy assistant secretary for oceans and fisheries affairs, 1977-79, with the rank of ambassador. He became deputy assistant secretary for East Asian and Pacific affairs the following year. In 1981 he was named envoy to Honduras.

Mr. Negroponte was born in London on July 21, 1939. He received a bachelor's from Yale in 1960. His foreign languages are French, Spanish, Greek and Vietnamese. He won the Department's Superior Honor Award in 1975. He is a member of the American Foreign Service Association, the Council on Foreign Relations and the Kenwood Golf and Country Club. He is married to Diana Villiers Negroponte. They have three children—Marina, Alexandra and John. □

Chicago lawyer is slated for refugee post

President Bush has announced his intention to nominate Jewel S. Lafontant, deputy U.S. solicitor general, 1973-75, as U.S. coordinator for refugee affairs and



Ms. Lafontant

ambassador-at-large, subject to Senate confirmation. She would succeed Jonathan Moore. Ms. Lafontant is currently a senior partner with the Chicago law firm of Vedder, Price, Kaufman & Kamholz. She was a U.S. representative to the United Nations, September-December 1972.

A lawyer and civic leader, Ms. Lafontant was chairman of the Illinois advisory committee to the U.S. Civil Rights Commission, a member of the President's Council on Minority Business Enterprise; vice chairman of the U.S. advisory commission on international, educational and cultural affairs; commissioner, executive committee, President's private sector survey on cost control; commissioner, National Council on

Educational Research; and a member of other organizations.

She was assistant U.S. attorney for the northern district of Illinois, 1955-58, and a trial attorney with the Legal Aid Bureau of United Charities of Chicago, 1947-53. She was on the board of public television station WTTW.

Ms. Lafontant is a director of the Equitable Life Assurance Society of the United States, the Revlon Group, Revlon, Inc., Mobil Corp., Ariel Capital Management, Inc., and Midway Airlines and GenCorp., Inc. She is a fellow of the International Academy of Trial Lawyers and the American Bar Association. She is a member of the Chicago, Cook County and National Bar Associations, and the Women's Bar Association of Illinois. She was on a blue-ribbon commission on the administration of justice in Cook County, the Martin Luther King Jr. Federal Holiday Commission and the Chicago Tourism Council.

Ms. Lafontant serves as a member of the labor relations committee of the U.S. Chamber of Commerce, the President's Commission on Executive Exchange and the visiting committee to the Center for Far Eastern Studies of the University of Chicago. She is a member of the board of overseers of the Hoover Institution and director of Project Hope, the Council on Foreign Relations and the Illinois Humane Society, serving vulnerable children. She is a trustee of Howard and a member of the Commercial Club, director of the Economic Club and Law Club, and an honorary member of the Rotary Club.

She has won many honors and awards, including honorary doctorates from Howard, Cedar Crest, Providence, Eastern Michigan, Heidelberg, Lake Forest, Governor's State, Marymount Manhattan, Oberlin, the Chicago Medical School-University of Health Sciences and Loyola. She received the University of Chicago's citation for public service.

She has received the Howard B. Shepard Award for her work in civil rights, and the Adlai A. Stevenson II Award for service and support of the United Nations.

She was selected as one of the world's outstanding international business and professional women by *Dollars & Sense Magazine* in 1987.

Ms. Lafontant was born in Chicago on April 28, 1922. She received a bachelor's in political science from Oberlin in 1973 and a doctorate in law from the University of Chicago in 1946. She has a son, John W. Rogers Jr. Her husband is deceased. ■

An 'Oscar' for America

U.S. embassies rate best in 4 capitals

Says who? *The Economist*—that's who!

REJOICE! Rejoice! The "Era of the Ugly American" has finally come to an end.

The periodical that got the scoop on this story (in fact, it thought up the story itself) is the redoubtable *Economist*, the British newsmagazine, which published a "Good Embassy Guide: Where to Go for Style" in its December 24 issue and rated the U.S. embassies in London, Tokyo, Moscow and Beijing as best among the foreign legations in those capitals.

The magazine explained: "Diplomacy, of course, is too ethereal to measure. Nothing daunted, we asked our correspondents in the world's nine most important capitals (the others were Bonn, Rome, Paris, Washington and Ottawa) to pick the ... best local embassies. The Americans come out top ..."

'People who matter'

The verdict in London:

"For all-round excellence, the Ameri-

cans are top. They pride themselves on spotting local people who matter and introducing them to their country's charms early on in their careers.

"Both Mrs. Margaret Thatcher and Mr. Neil Kinnock went on sponsored visits to America long before they led their parties. When American dignitaries come passing through, the embassy fixes working breakfasts, lunches and teas (Coca-Cola served) for them to chat to politicians, journalists, and other willing ears.

"More American diplomats ask for jobs in London than anywhere else, so the standard in the middle ranks is high. The top people are superb. The ambassador, Mr. Charles Price, is a cheery giant with a good grasp of his job. The number two, Mr. Raymond Seitz, is even more impressive. He exudes elegant confidence, and has a top-rate mind. Before coming to London he worked closely with Mr. George Shultz: which encourages people to listen when he explains his country's policy."

'Striking architecture'

The finding in the Japanese capital:

"Few can afford stylish diplomacy in Tokyo. The Australian embassy used to boast a fine garden, but a chunk has been sold off to help cut Australia's budget deficit. Despite a hefty deficit of their own, the Americans' embassy is a striking piece of 1970s architecture, the work of Mr. Cesar Pelli. It consists of an oblong of alternating panels of beige concrete and mirror glass which, if seen from the right angle, resembles a huge caramel flag. The diplomats live in a nearby residential compound; the tower blocks have stucco panels and thick neoprene joints to suggest half-timbered homes. It's just not convincing 12 storeys up.

"But the diplomacy generated from these two buildings is impressive. When American politicians and business leaders come to rant and rave at Japan, as they have done with increasing vigour in the past few years, the embassy turns that anger into lower tariffs, more open markets or higher



They all love to be in London.

(Drawing from the Economist)

defence spending. The Americans are also adept at briefing local American journalists, so that their views are represented in the press back home—which is read by the Japanese embassy in Washington ...

"In former Senator Mike Mansfield, the Americans have had an ambassador who endeared himself both to Japan and to his staff. He has kept the old politico's touch. Mr. Mansfield greets the early-morning visitor by making him a cup of instant coffee, seating him by a table adorned with a copy of an obscure hometown newspaper, and doling out just as much or little information as the visitor deserves. Mr. Mansfield announced his retirement in November. The news was covered in the Tokyo press more prominently than the death the same day of a former prime minister, Takeo Miki."

Kremlinologists

As to Moscow, the Economist said: "Kremlinology is not something that can be picked up in a year. Diplomats need at least two years' intensive training in Russian before coming 'on stream' in Moscow.

The Americans have the resources to do that. Apart from their band of well-informed politicians, they have a whole team

watching macroeconomic developments, a trio watching agriculture, at least two people whose sole job is to monitor and cultivate links with dissidents, and a large consular section that keeps close tabs on the thousands of Jewish refuseniks, Armenians, ethnic Germans and others trying to emigrate. It has space-watchers, Afghan-watchers, Soviet Central Asia watchers, Sino-Soviet watchers, Middle East watchers, ballet-and-poetry-watchers. Behind all that stands a massive array of computer-equipped filing, technical and academic experts, all pumping in or sucking out the information.

"No other country has a comparable vacuum cleaner in Moscow..."

Still, the magazine said: "Too many Americans suffer from a sort of siege mentality, preferring their own embassy's well-appointed canteen to the strain of trying to 'make Russian friends.' Still, America being what it is, the leading lights of *glasnost* like to know its representatives. This keeps the residence alive—and earns the Americans our prize."

Good food

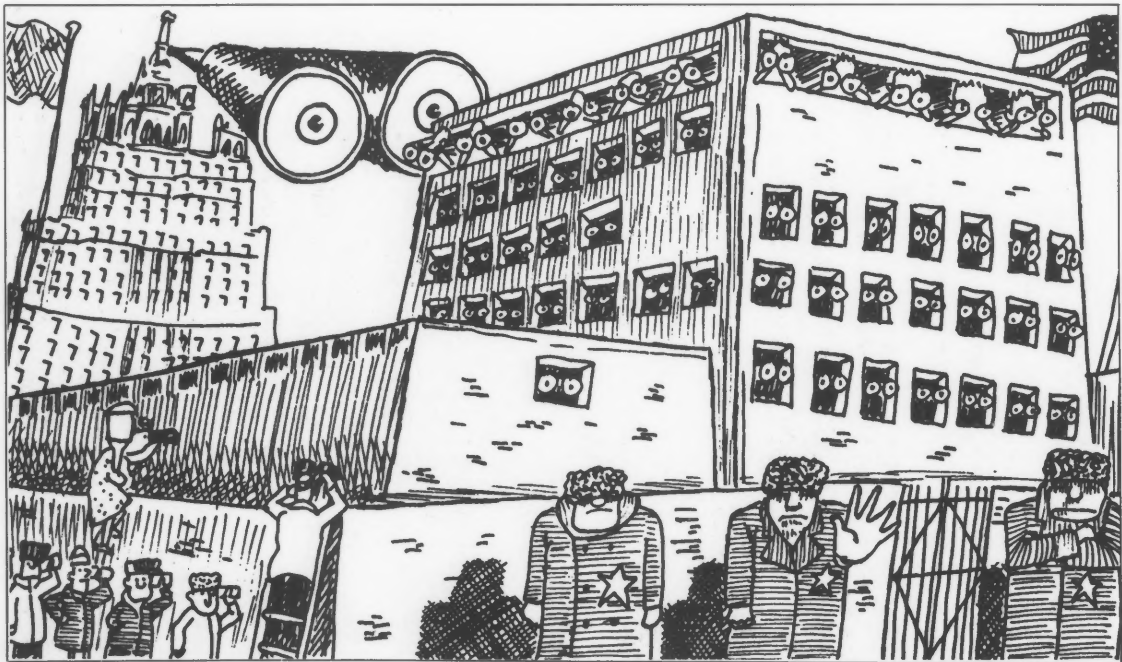
The entry for Beijing read: "The

Americans are excellent with the press, especially in the food they offer. The ambassador, Mr. Winston Lord, manages to be suave and dynamic at the same time; in 1972 he accompanied Mr. Henry Kissinger on his first and secret visit to Beijing. He plays tennis with Mr. Li Peng, China's prime minister; his wife, Betty Bao, is an attractive Chinese-American novelist who draws famous Chinese intellectuals to her salon. Her cultural interests extend to flying in pop-art exhibitions and plays featuring the likes of Charlton Heston."

In the cities where the Americans rated high, they shared the billing with China (in London), Mexico (in Tokyo), Sweden (in Moscow) and Australia (in Beijing). The embassies that "won" elsewhere were the United Kingdom and the Soviet Union (in Bonn), the Soviet Union and France (in Rome), the United Kingdom and Germany (in Paris), the United Kingdom and Israel (in Washington) and Italy and Tanzania (in Ottawa).

* * *

(Abigail S. Friedman, vice consul at the U.S. consulate in Ponta Delgada, Azores, Portugal, spotted this article for STATE.) ■



Security in Moscow, American style.

(Drawing from the Economist)

News Highlights

State announces its plan for 'drug-free workplace'

The Department has announced its plan for a "drug-free workplace," emphasizing that the intent "is to offer a helping hand to those who need it, while sending a clear message that any illegal drug use is, quite simply, incompatible with federal service." Some of the details are in a Department Notice dated March 10. Like other U.S. agencies, State is required by legislation to adopt such a plan.

It will include orientation and training for all employees, such as "materials that address the physiological effects of drug use, drug-testing methodology and quality control, and the availability of confidential counseling and rehabilitation help through an employee assistance program." Specifics of this program and other aspects of the plan, which will be phased in over a period expected to last more than a year, will be spelled out in subsequent notices, after consultations are completed with employee representatives.

The plan also includes provisions for drug-testing, which in its first phase would be limited to persons under "reasonable suspicion." The testing would then be expanded to persons applying for jobs at State. This would be followed by random testing in Washington, with testing overseas to be deferred, because of logistical and budgetary considerations, until experience is gained and assessed.

Abidjan counts 'em: 4 sweethearts on board

Is that fellow employee across from your desk a sweetheart who greets you with a smile, or a sour puss?

Embassy Abidjan gave its employees an opportunity, for a week before Valentine's Day, to vote on their co-workers' dispositions. Those who brighten the day were awarded a "Love Note," a small heart on pink paper. Those who "turn a cloudy day into stormy weather" were cursed out with a smile printed on the same pink paper.

At the end of a week, on Valentine's Day, the hearts were counted up and the winners were awarded with flowers. Bonnie Johnson organized the competition.

—SIMON HENSHAW □

ABIDJAN, Cote d'Ivoire—Winners of the embassy's "sunny dispositions" contest, from left: guard *Tetteh (T.T.) Jobson Montey*, personnel assistant *Suzanne Dogbo*, logistician *Joyce Novak*, communications officer *David C. Neuser*. (Photo by Terry Broadhead)

Employees in testing-designated positions would be notified individually at least 30 days prior to the beginning of the testing program, and details regarding the testing procedures would be made known to them. "A number of safeguards have been built into the drug-testing process to insure test reliability and confidentiality," the notice said.

It continued: "Any employee who (1) voluntarily admits his/her illegal drug use prior to being notified for a drug test; (2) enters and successfully completes a drug treatment program; and (3) thereafter refrains from illegal drug use, will not be subject to disciplinary action."

The Department's drug program coordinator is Kenneth Hunter, deputy assistant secretary for personnel. Sheldon Yuspeh, Office of Employee Relations, is directing implementation of the program. □

Tossed cigarettes cause 3 fires; warning issued

Careless discarding of cigarettes has caused three recent fires, the Department's Safety Office announced. While none of the blazes was life-threatening, the potential for this stirred enough concern that the office issued a Department Notice on March 9 calling attention to the peril.

Two of the fires were in the basement—the first near the barbershop and the second near the pouch room—with only smoke damage resulting. The third was in

State's office furniture warehouse at Springfield, Va., where there was damage from both fire and water from the sprinkler system.

"In each case a cigarette was carelessly tossed onto combustible materials," the notice said. "Supervisors and employees are reminded that smoking is allowed only in certain designated areas. Each of the recent fires occurred in a non-smoking area. Contracting officers must remind all contractors that this is a Department-wide policy which also applies to them." □

2 employees are accused of filing false claims

Tripped up by anonymous calls to the State inspector general's hotline, two Foreign Service employees are in trouble for travel vouchers they submitted. In both cases, the employees had come to Washington for temporary-duty assignments, and they allegedly submitted fraudulent vouchers for temporary lodging—for a total of some \$7,500 in one incident and \$6,500 in the other. The first employee is now under indictment, while the case of the second was being prepared for a federal grand jury.

The inspector general's office said that additional cases involving false claims for travel are under investigation. In addition, an audit of vouchers submitted to the Department for temporary-duty travel is planned. The hotline number is (202)



647-3320. The address is Inspector General Hotline, P.O. Box 19392, Washington, D.C. 20036-9392. □

Inspector general focuses on security operations

A new Office of Security Oversight has been established in the Office of the Inspector General, at the Secretary's direction, to evaluate the formulation, dissemination and applicability of security standards that are set in Washington and their implementation at post overseas. Assistant inspector general Terrence Shea heads the new office, with Beverly C. Lovelady acting as deputy assistant inspector general of the unit.

Teams from the office evaluated security programs in Poland and Colombia in January, and inspections of embassies in Syria, Iraq and China were scheduled for last month. All posts in the "critical threat" category are to be evaluated within a year. Audit work is also underway on local guard contracts, contracting site security and counter-intelligence training.

Security Oversight becomes the fifth major office under the inspector general, the four others being Audits; Inspections; Investigations; and Policy, Planning and Management. In the new office, R. D. Putney is acting director of the Security Inspections Division, Don Norman is acting director of the Security Audits Division and John Drotos heads the Coordination and Reports Staff. □

Goal: improve handling of household effects

New measures to improve the handling of household effects for Foreign Service people going and returning from overseas have been announced by the Department, in the wake of a survey that found general satisfaction with the service but also turned up some familiar complaints.

In an effort to enhance the quality of packing, inspectors are now visiting the packers at least once a week, and are filing reports that are personally reviewed at State each week by transportation chief George C. Jenkins.

A computer printout is now going to each post once a month, advising on the status of employees' shipments. In addition, a system analysis is underway as a step toward ensuring that employee notification cables on shipments are automatically generated.

A more intensive training program for traffic managers has been instituted. And

plans are being developed to reorganize the staff of the Combined Airlines Ticket Office at State into regional bureau teams.

The Department pamphlet, "It's Your Move," which explains rules and regulations to employees and gives information on the July-through-September busy season, has been updated and will be distributed soon.

"We really want to provide quality service," says Richard Faulk, deputy assistant secretary in the Bureau of Administration and Information Management. "We appreciate the responses we received to our questionnaire (STATE, December), and we hope we keep hearing from employees because it's only by working together that we can all achieve our goals."

With 214 persons replying to the survey, 70% said they received good service from the Combined Airlines Ticket Office; 53% rated the quality of packing excellent and 27% good; 50% indicated they received their goods in a reasonable length of time, with 21% saying "somewhat reasonable"; 77% reported that their posts were informed that shipments were on the way; 75% said surface shipments were received in excellent condition, with 81% saying the same of air shipments; and 81% said employees in the Office of Transportation were courteous and helpful. □

Contract employees handling household effects at the warehouse in Hagerstown, Md.



Bond drive is underway

The Department is conducting its annual U.S. savings bond campaign this month, calling attention to the availability of bonds under the system where amounts predetermined by the saver are deducted from his or her paycheck. Bonds earn a market-based rate of interest, adjusted every six months. The current rate is 7.35%. Bond earnings are exempt from state and local taxation, and payment of federal tax on them may be deferred. □

Moscow building issues: Salgo is in charge

Secretary Baker has established a new Moscow Embassy Building Control Office, with Nicholas M. Salgo as director. The office "will develop and execute a long-term plan designed to resolve the current property situation and meet the operational and security requirements of our embassy's properties in Moscow," said a Department Notice of March 7.

Mr. Salgo was ambassador to Hungary, 1983-86. Over the last three years, he has held presidential appointments as a special ambassador for property negotiations with Easy Germany, Bulgaria and China. □

Richard Boucher is deputy spokesman

Secretary Baker has appointed Richard A. Boucher, a career Foreign Service officer, as deputy spokesman of the Department. He succeeds Phyllis E. Oakley. He formerly served as deputy director for political affairs in the Office of European Security and Political Affairs.



Mr. Boucher

Joining the Foreign Service in 1977, he has held assignments in the Office of East-West Trade, in the Bureau of Economic and Business Affairs, on the China desk, and as a senior watch officer in the Department's Operation Center.

Born in Rockville, Md., Mr. Boucher has a bachelor's in English and French from Tufts. He took graduate work at George Washington. His foreign languages are French and Chinese. He is married and has a daughter. □

Financial management recruiting begins

The Department has launched a recruitment drive for 20 Civil Service officers who will be channeled this fall into a new Financial Management Career Program at State. They will start at the GS-5/7 level, with promotion potential to GS-13. Recruiting is under way at universities with business programs, and the positions are also being advertised for employees at State.

Those chosen for the program will at first be given rotational assignments in the Comptroller's Office. They will receive on-the-job training (and classroom training as well) in voucher examining, maintaining pay accounts and other areas, then move on to budget formulation, developing financial policies and internal control procedures.

Assignments will then be made to other offices in the Department, primarily the geographic bureaus, to give participants experience in financial management from a bureau perspective and to afford them an opportunity to take part in all aspects of the budget cycle.

After three to four years, they will become eligible for overseas tours lasting from several months up to three years,

opening them to experience at the posts with the Department's financial management system.

Graduates of the program will be considered to be "highly competitive" for senior financial management positions at State, according to Kenneth Hunter, deputy assistant secretary for personnel.

The program has resulted from meetings of a task force on which the Office of Civil Service Personnel Management took the lead. Also represented on the task force were the Comptroller's Office, Foreign Service Institute, Office of Resource Management and Organization Analysis in the Bureau of Personnel, Office of Foreign Service Career Development and Assignments, Legal Adviser's Office, Office of Equal Employment Opportunity and Civil Rights and Office of Management Policy. ■

Among members of the task force that developed the new career program, seated left to right: Theresa Healy, Lee Lohman, Lynwood Eaton, Kenneth Hunter, Harriet Lancaster, Elizabeth Sines, Theresa Manly. Standing: Vicki Gray, Robin Van Mechelen, Janice Clemens, Virginia Ruddy, Joseph Linnemann, Haley Collums, Gary Roach, Cheryl DeVol, Helen Powell.



Ask Dr. Goff



Q. **EASTERN EUROPE**
Is the Office of Medical Services conducting a formal medical follow-up of persons who were assigned to Embassy Moscow during the period of 1953 to 1976, when microwaves were detected?

A.
No. A comprehensive survey of the health status of employees and dependents assigned to Moscow then, conducted by the Johns Hopkins University School of Public Health, didn't show evidence of any adverse health effects that were attributable to microwave irradiation of the embassy building. Subsequently, the Johns Hopkins Applied Physics Laboratory was requested to develop as complete a physical description of the U.S. embassy microwave environment as possible, using all available data during this period of time. This analysis was reviewed by a Government panel of top experts, the Electromagnetic Radiation Management Advisory Council, to assess the likelihood of any biological effects from the microwave environment and the estimated exposures described. The assessment, in a published report, indicated that there is no scientific evidence nor any theoretical grounds to suggest that biological effects would occur from the type and low levels of exposure experienced at the embassy in Moscow. Based on the assessment, medical follow-up of persons in the study group was not indicated. The embassy in Moscow continues to monitor for microwave detection. It is the embassy's practice to inform the staff whenever the exposure level exceeds one microwatt per square centimeter (mcw/cm²). For your information, the current Soviet standard is 10 mcw/cm². The current U.S. voluntary standard set by the American National Standards Institute for the microwave frequencies concerned is 5000 mcw/cm². My office does not have any evidence that other eastern European posts have experienced microwave exposure conditions similar to Moscow.

The massive, cumbersome, time-consuming inquiry required by the Johns Hopkins epidemiologists in identifying the persons to be studied and in locating their medical records demonstrated the need for a computerized system of follow-up on persons covered by our medical program who serve overseas. The implementation and development of the computer-assisted medical information management system

(MIMS), under contract with the George Washington University biostatistic center, was in response to this need. Following a feasibility study and design phase for the system, entry of baseline information for the key computer files was implemented in 1984. The primary purpose is to provide a data base for health surveillance and future epidemiological studies associated with overseas service. The system includes computerized data from the biennial health examinations, medical evacuations from overseas posts, the history of post assignments for each employee and his or her dependents and reports of deaths occurring to persons in the medical information management system, including foreign affairs agency annuitants and their dependents. The system provides the capability to follow persons with significant health problems, determine health profiles for subpopulations by age, sex and status, as well as support planned and unanticipated epidemiological and biostatistical studies on a prospective basis.

Q. **WASHINGTON**
I just quit smoking by using a prescription for Nicorette Gum that was given to me by my physician. I have tried to stop smoking several times before, and this is the first time I have been successful. Since the gum contains nicotine, isn't this as harmful as smoking?

A.
Nicorette Gum contains nicotine, to which the smoker is already physically addicted. This habituation has two components: physical and behavioral. Attempting to combat these components at the same time when quitting smoking often results in failure. If used properly, Nicorette Gum can delay temporarily the physical withdrawal from nicotine, allowing time to adjust to the behavioral ramifications from smoking cessation. Withdrawal from the effects of nicotine (and the Nicorette Gum) can then begin at a later date. Nicotine is the only harmful component of tobacco still ingested while using the Nicorette gum. Nicotine itself is a vasoconstrictor that may cause cardiovascular side effects with continued use. However, nicotine is not a carcinogen and the risk of cancer of the lung, emphysema and other lung diseases caused by smoking is eliminated. Enrollment in a support group is one key to successful smoking cessation. In some cases, Nicorette

Gum is a helpful adjunct in this effort.

Q. **CENTRAL AFRICA**
Arriving at my new post in Africa, I was horrified to find my house without any mosquito nets in the bedroom. A request to purchase the net was denied by administration. Is the post obligated to supply mosquito nets at posts where malaria is endemic?

A.
Malaria prevention should clearly be a high priority for all employees in endemic areas. Two approaches should be used: avoidance of mosquitoes and use of recommended prophylaxis. I recommend that people make extensive use of mosquito repellents, screening and/or netting over one's bed, to prevent exposure to the mosquito. Overseas missions will normally screen homes, if possible, as part of the support that the Department provides. Netting for beds and repellent, however, are the responsibility of the individual. Drug prophylaxis for malaria continues to present major problems as the pattern of drug resistance of the malaria organism changes. I strongly urge that you use the recommended medication, in addition to taking all necessary steps to avoid exposure to mosquitoes.

Q. **SOUTH AMERICA**
What happens if I don't obtain my physical examination before a new tour overseas?

A.
The Department requires a periodic comprehensive physical examination of all Foreign Service employees and their eligible dependents at the time of new assignment, or during home leave before returning to the same post. The purpose is to provide both disease screening and preventive medical counseling. The examination also provides information for medical clearance decisions in the assignment process. Failure to complete the physical examination and obtain a medical clearance or waiver may result in loss of all medical benefits under State's medical and health program. This includes health unit visits and medical evacuation while overseas. ■

Installment savings beats installment buying. Join the Payroll Savings Plan for U.S. savings bonds. □

Consular Affairs

Congressman praises State for its help to traveling Americans

Broomfield cites article in New York Times

STATE HAS WON a pat on the back for its program of assistance to Americans traveling abroad. The praise came from Congressman William S. Broomfield, ranking Republican on the House Foreign Affairs Committee, who inserted in the Congressional Record on February 21 an article from the New York Times by Betsy Wade, headlined "Getting a Direct Line to the State Department."

"I want to commend the Department," Mr. Broomfield said, "for taking the initiative to establish a modern advisory system to help Americans planning to travel overseas . . . This newly created program is a step in the right direction and the Department has wisely decided to keep traveling Americans informed about current developments in various regions of the world that could have an impact on the safety of travelers."

The article, published on February 5, said: "For 10 years, the Bureau of Consular Affairs in the State Department has been preparing, revising and rescinding informative notices to Americans about travel abroad. These information sheets, or travel advisories, to give them their official name, are based on reports from State Department

people in the field. They may be headed 'warning' or 'caution' or labeled simply 'travel to' the country in question, and range from reports on hotel crowding—during an international fair in Baghdad, Iraq, last October, for example—to a continuing warning of the danger of guerrilla land mines in rural areas of El Salvador.

"The 46 advisories in effect today include admonitions that would keep prudent United States citizens away from a country altogether, because there are no diplomatic relations or the security situation is perilous, and enumerations of remote areas likely to be hazardous for vacationers. But for all of their obvious value, these reports have remained unknown to most pleasure travelers; to get the information, you had to know that the advisories existed to begin with and then ask someone who had them if there was one in effect for the place you planned to visit.

"In other words, for the 10 years these messages have been available, it took pretty aggressive research to learn that the United States Government cautions travelers to Ghana against wearing camouflage jackets or any 'clothing or items which may appear military in nature' or that adventure trav-

elers planning to trek in Nepal should register with the United States Embassy before setting out and should never trek there alone because of the danger of being harassed, robbed or kidnapped.

"In December the State Department took a modest step toward putting this kind of information directly into the ears of the traveling public. If you use a push-button phone to call 202-647-5225, a number used by the Citizens Emergency Center in the State Department, you will be told to punch particular numbers on your phone for certain areas of the world, further numbers for portions of the alphabet, and then numbers to activate the recording of an advisory applying to the country you want to visit. If you have a long itinerary in mind, you can listen to three advisories before the connection is broken, and then call again to hear three more. (Questions about visa requirements can also be answered.)

"Right now, if you use a dial phone to make the call, you are told to remain on the line and an employee comes on to learn which advisories—up to three—you want to hear. If the emergency center is not overloaded, the reports will be read to you. If things are busy, you will get a call back—



Ray Rini, Grace Michaud and Carmen DiPlacido of Citizens Consular Services.

the Government pays this toll—and the advisories will be read to you then. You may also ask to have pertinent advisories mailed to you.

“Until the department gets an additional system that can be activated by voice as well as phone push buttons, people calling on a dial phone will be able to get information only on weekdays between the hours of 8 a.m. and 10 p.m. and on Saturdays from 9 a.m. to 3 p.m. Eastern standard time. Those using a push-button system who want to hear recordings can call at any time. It may be midyear before a system for the voice-activated recordings is installed.

“The basic purpose of the center’s phone service continues to be providing expert help for callers who are anxious about someone missing or jailed overseas, need to arrange to send money to a stranded friend or want information on a storm or crash. Before Dec. 20, the Department’s employees who answered on this line would also read travel advisories if asked, but the installation of the recorded service to take the burden of rote work means that emergency advice and action will be provided faster.

“On Dec. 21, the day after the recordings were hooked in, the department had to cope with a surge of calls about the crash in Scotland of a Pan American plane flying to the United States. Understandably, the emergency overwhelmed the newly installed recorded advisory service; the department figures show that from Dec. 20 to Dec. 31, 1,090 calls were put through to the task force dealing with the Pan Am crash and 538 callers wanted to hear travel advisories. In the week of Jan. 8 to 14, 670 travel advisory messages were heard by callers either listening to a recording or to a staff person.

Before the recording device was hooked up, the State Department’s advisories were posted in passport offices and supplied to big travel agents, major newspapers and airlines. This means your travel agent or your airline probably could have read you the information if you asked, but neither would have been likely to volunteer it.

“Newspapers, at least this one, seldom carry travel articles that might encourage visits to places that are subjects of advisory notices. However, new State Department advisories are usually reported in The Time’s Travel section, or old ones are noted where appropriate in articles on the country in question.

“According to Philip Covington of the Department’s Bureau of Consular Affairs,

the recent rise in sabotage and terrorist attacks at airports has made the traveling public much more attentive to security matters, and this is part of the reason the department is making its advisory information more accessible.

“The next step in this effort will be to place interactive television equipment in passport offices for use by applicants for passports. These TV sets will work like those in supermarkets or shopping malls, where the user presses a key or a spot on the screen to bring up a table of information on a particular topic. The first sets will probably be placed in four agency offices later this year. For the vaguer future is a plan to insert the advisories into computer reservation systems maintained by airlines for themselves and travel agents.

“Travel agents and airlines have usually been reluctant to volunteer negative information that they receive from United States agencies, meaning the State Department and the Centers for Disease Control, unless clients specifically ask.

“One New York travel agent, Roberta E. Barcelon of Union Tours at 79 Madison Avenue, thinks the display of advisories in the reservations systems would be valuable. “Quite a few people—travelers and travel agents—don’t pay attention to what’s going

on in the world,” Ms. Barcelon said. “People pick up tours that are going to parts of the world that aren’t particularly safe. With this warning, you could check with the packagers and see if they are going to deviate from the itinerary. Business people always make a contact with people out there, but pleasure travelers do not always know what they are getting into.”

“Here is a list, as of early January, of the travel advisories in effect that may be heard on the recorded service. The department cautions: “The State Department does not advise avoidance of all travel to most of the nations listed but wishes Americans to be aware of problem areas.” It lists these places.

“Afghanistan, Angola, Burma, Cambodia, Chad, China, Colombia, Cuba, Cyprus, El Salvador, Ethiopia, Ghana, Guatemala, Honduras, India, Iran, Iraq, Kuwait, Lebanon, Libya, Malaysia, Mozambique, Namibia, Nepal, Nicaragua, North Korea, Pakistan, Panama, Papua New Guinea, Peru, Philippines, Somalia, South Africa, Soviet Union, Sri Lanka, the Sudan, Suriname, Syria, Tanzania, Thailand, Turkey, Uganda, Vietnam, West Bank and Gaza, Zambia and Zimbabwe.” ■



Michael Mahoney and Ann Syrett of the Citizens Emergency Center.

Equal Employment Opportunity

State must do better on recruitment of blacks, Todman says

Ambassador criticizes the Department's record

AMBASSADOR Terence A. Todman, in an appearance at the Secretary's Open Forum on February 21, criticized the Department's record for equal employment opportunity, devoting most of his remarks to the recruitment of blacks but asserting that they were applicable, too, to other minorities and to women.

Back in Washington after a tour as envoy to Denmark—the fifth country where he has headed an embassy—Mr. Todman traced the history of blacks at State, USIA and AID from the end of the Civil War to modern times. He named virtually all of them (too few, the speaker said) who had been given ambassadorships and other senior positions, and added: "Other black Americans would serve equally well in critical situations and stand ready to do so. Unfortunately, far too few are ever given that opportunity. At present at State there are only 252 blacks among the 4,166 Foreign Service officers and only 17 blacks among the 714 senior officers. There are just six black American ambassadors at posts, all in Africa; six DCMs (deputy chiefs of mission) similarly situated; and five principal officers with wide geographic assignments in their cases . . .

'Neglect, unawareness'

"It may well be that the situation derives less from hostility and negative attitudes than from neglect, unawareness or a simple lack of concern. Whatever the reason, the consequence is totally out of keeping with the noble ideals of our great country and our position as the leader of the free world. It is particularly unfitting for State and other agencies involved in foreign affairs which should set the best examples. Worst of all, it deprives our country of the contributions which could be made by many who are now almost automatically excluded.

"Here at State, apart from the matter of numbers, there are serious problems regarding the perception and roles of blacks, other minorities and women. Certainly as far as blacks are concerned, many have the impression that they were not wanted in the first place; that they are not made to feel welcome; that they are not guided or trained in Foreign Service ways and work; that they are not given appropriate assignments; and that they do not have a fair chance for promotion. Whether these



Mr. Todman. (Photo by Ann Thomas)

views are justified or not, they are part of the reality with which the Foreign Service must deal.

No excuses now, he says

"Notwithstanding the sympathetic attitudes of many at the top levels of management, the problem of under-representation can only arise from what must be considered largely as a failure to conduct well-targeted, serious, sustained recruitment of minorities for the career service at any

Baker cites commitment to equal employment

Secretary Baker, in a signed memorandum to all employees on February 22, said his tenure would be marked by an active equal employment program. The message read:

"As I assume stewardship of the Department of State, I want all of you to know as quickly as possible about my commitment to equal employment opportunity. I believe in the EEO program because promoting equal opportunities for all Americans is the right thing to do and because it is the law of the land. As we conduct the business of foreign affairs in the name of the people of the United States, it is our duty to prove to people from every nation that our country is absolutely devoted to advance-

ment on the basis of merit for all of our citizens. What-ever excuses may have existed for this before, one can be justified now when so many blacks, although victimized by an uncaring educational system, have shown such outstanding ability and accomplishments in the professions, politics, economics, business, agriculture, trade, journalism, research, the military and all other areas of interest for foreign affairs purposes. They have demonstrated complete

level, combined with serious underutilization of those already in the Service. What-ever excuses may have existed for this before, one can be justified now when so many blacks, although victimized by an uncaring educational system, have shown such outstanding ability and accomplishments in the professions, politics, economics, business, agriculture, trade, journalism, research, the military and all other areas of interest for foreign affairs purposes. They have demonstrated complete

ment on the basis of merit for all of our citizens. "The best demonstration of this commitment begins right in this building.

"During my tenure as Secretary of State, EEO will receive serious, sustained attention. This Department's principals will meet regularly with the offices responsible for monitoring recruitment, hiring, assignments, tenuring, promotions and retention of minorities and women in the Civil and Foreign Services. I will ask each bureau to set—and then live up to—reasonable EEO goals and objectives and to submit regular reports to me on their progress in achieving those goals.

"Equal opportunity is our common goal. I ask all of you to take it as seriously as I do. Together we can achieve it." □

loyalty, integrity, industry and full commitment to our security and to human rights, equality, political freedom, democracy and economic progress, which are basic aims of American foreign policy. They know that American actions in foreign affairs affect their lives and they are ready, willing and able to serve our country in that area, as in others.

"The figures mentioned, and particularly the sentiments they produce, pose serious challenges to the top leadership, to the central personnel system, to the minorities and to the Department and the Foreign Service as a whole. There are challenges to the leadership of the Department, including at each bureau, not only to set forth sound principles and guidelines but also to establish and utilize a structure and procedure for regular follow-up, to ensure that they are implemented. Without this, the best intentions are likely to produce little concrete results. Actions from the top can set the tone and help to create an understanding in the Department and outside that blacks and other minorities are indeed welcome and appreciated.

"There are challenges to those in the central personnel system to make extra efforts and devote additional resources to recruitment, to bring more blacks and other minorities from throughout our country into the Service at all levels. Once people from these groups are brought in, the system should press all bureaus and areas to help secure the kind of training and working assignments which will best utilize and develop their abilities without undue focus on ethnic considerations. As better use is made of those already in the Service, the job of recruiting will be greatly facilitated.

'Challenges to blacks,' too

"There are challenges to blacks, as well as to other minorities and women, to recognize that ours is a tough, competitive demanding Service which places special premiums on hard work, dedication, initiative, creativity and good personal relations. It expects each member to carry a fair share of the burden and then a little more. At the same time it is comprised of some of the finest, most considerate people I know ...

"There are challenges to all of us in the State Department and the Foreign Service, especially in the middle and upper ranks, to take time from our preoccupations and our extremely busy schedules and reach out to those who are new to the system. This applies, of course, to all new entrants, but is needed especially for minorities and women. We are called on to avoid the

'President Bush has set the tone'

BY CLARENCE E. HODGES
Director, Office of Equal Employment Opportunity and Civil Rights

Equal employment opportunity in the State Department has received attention from several sources in recent months. We have had a task force, a commission,



Mr. Hodges

We have analyzed problems of recruitment, assignments and promotions as they

working groups, an advisory council and an analysis by the U.S. General Accounting Office. Foreign Service secretaries from several posts have also effectively pointed out to management some of the old problems which affect their careers unfairly.

myths and stereotypes which can block real understanding. We must accept that clones of ourselves, if they can be found, are not necessarily the best for meeting the diverse and constantly changing needs of our times. It is up to us to extend a hand which all newcomers are looking for in the hope that it will clasp theirs; that it will point the way and guide them through difficult moments; and that it will give them a pat on the shoulder for a job well done.

Bush is cited favorably

"There could be no more favorable climate for dealing with our challenge than that which is being created by the new administration. For example ... President Bush (has) ... reaffirmed his belief in affirmative action ... Likewise, in his budget message to Congress, the President pledged that he 'will work to knock down the barriers left by past discrimination and to build a more tolerant society that will stop such barriers from ever being built again.' Those words have been matched by his actions in a number of his senior appointments at the White House and elsewhere.

"The direction set by the President's inspiring examples should give us the resolve and courage to meet the challenges ahead. The stakes are high, for as the President said: 'While America has its eyes on the future, the world has its eyes on Amer-

ica.' That places a special responsibility on us in the foreign policy establishment to put our own house in the condition that reflects the best of what our great country stands for. As we succeed in finding, welcoming and utilizing more of the enormous talent present in the black and other minority communities, we will also be making an important contribution to the achievement of our national objectives."

On February 22 Secretary Baker articulated his and the Department's commitment to equal employment opportunity by issuing a very strong statement on the subject to all employees. He specifically addressed the need for setting goals and for following through to achievement of same.

President Bush has set the tone for the nation, and Secretary Baker is clearly willing to provide examples worthy of following by all other agencies. With the support and cooperation of all, the State Department can be rightfully perceived and accepted as the human rights leader of the world. In the words of the Secretary: "Together we can achieve it." □

In the question-and-answer period, Mr. Todman was asked what could be done to improve the equal employment opportunity record. He replied that, among other things, Department leaders should spend more time with the presidents and deans of black universities, to "help convince them that the Department is really interested in blacks." He added that "more serious checking" of the Foreign Service entry examination is required, to ascertain whether it reflects cultural bias. □

'Women's History Month'
The Department observed Women's History Month in March with speakers and an exhibit. The observance was sponsored by the Office of Equal Employment Opportunity and Civil Rights. Charito Kruvant, 1985 "Hispanic Business Woman of the Year," gave the opening address in the Loy Henderson International Conference Room on March 9. The exhibit was on view in the Exhibit Hall near the cafeteria. ■

Education and Training

Schedule of courses at the Foreign Service Institute

Program	May	June	July	Length
Area studies				
Africa, sub-Saharan	15	—	10	2 weeks
East Asia	—	12	—	2 weeks
Latin America	15	—	10	2 weeks
Near East and North Africa	—	12	—	2 weeks
Canada	—	5	—	1 week
South Asia	—	12	—	2 weeks
Southeast Asia	—	12	—	2 weeks
USSR/eastern Europe	—	—	10	2 weeks
Western Europe	15	—	10	2 weeks
Language and advanced area courses				
French	30	26	24	24 weeks
German	—	26	—	24 weeks
Italian	—	26	—	24 weeks
Portuguese	—	26	—	24 weeks
Spanish	30	26	24	24 weeks
Familiarization and short-term (FAST) courses				
Arabic (Egyptian)	1	—	—	6 weeks
Arabic (formal spoken)	1	—	—	6 weeks
Bengali	1	—	—	6 weeks
Bulgarian	1	26	—	6 weeks
Chinese	1	—	—	6 weeks
Czech	1	26	—	6 weeks
French (metropolitan)	30	26	24	8 weeks
French (sub-Saharan)	30	26	24	8 weeks
German	—	26	—	8 weeks
Hebrew	1	—	—	6 weeks
Hindi	1	—	—	6 weeks
Hungarian	1	26	—	6 weeks
Indonesian/Malay	1	—	—	6 weeks
Italian	—	26	—	8 weeks
Japanese	1	—	—	6 weeks
Polish	1	26	—	6 weeks
Portuguese (Brazilian)	—	26	—	8 weeks
Portuguese (European)	—	26	—	8 weeks
Romanian	1	26	—	6 weeks
Russian	1	26	—	6 weeks
Serbo-Croatian	1	26	—	6 weeks
Spanish	30	26	24	8 weeks
Thai	1	—	—	6 weeks
Turkish	1	—	—	6 weeks
Administrative training				
Budget and financial management	1	5	10	27 days
General services operations	8	5	3	8 weeks
	15	12	10	8 weeks
	22	19	17	8 weeks
	—	12	31	8 weeks
Personnel management training	—	12	31	6 weeks
U.S. disbursing officer	—	12	—	3 weeks
Financial management center director's course	—	—	3	3 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation	—	12	—	2 weeks
Deputy chiefs of mission's wives seminar	—	26	24	1 week
Educating Foreign Service children while posted abroad	23	—	—	1 day
Employment planning for the mobile spouse	30	—	—	4 days
Going overseas	13	10	8	4 hours
	—	14	—	4 hours
Introduction to effective training skills	—	26	—	1 week
Parenting: encouraging resiliency	24	—	—	1 day

—(Continued on next page)

Master plan for campus wins approval

The National Capital Planning Commission has approved the Department's master plan for the new Foreign Service Institute campus and Bureau of Diplomatic Security training facilities to be built at Arlington Hall Station. State architects are moving forward to the next phase of design, and the Department will brief congressional committees, as required by the enabling legislation.

While several issues remain to be resolved with Arlington County, the Planning Commission's approval was seen as a major step forward for the project. In the meantime, the Department will work closely with the country and neighboring communities in an effort to resolve the issues, which focus on the amount of parking and proposed joint recreational uses on the site.

When it is completed in late 1992, there will be a low-rise structure of approximately 400,000 square feet. Arlington Hall is approximately four miles from Main State, at the intersection of Glebe Road and Highway 50. It is currently the home of the Army's Intelligence and Security Command. The Army will vacate the site in October.

Demolition of most existing buildings is scheduled to begin in October or November. Construction is planned to start in late summer next year and take approximately two years. □

A-100: Now more training than orientation

The basic course for entering Foreign Service officers, commonly known as A-100, has undergone fundamental changes, according to the Foreign Service Institute. The 46th class, which began on February 21, is the first group of officers to take the new program.

While many of the basic goals and materials remain the same, the new program is said to differ significantly from the old in approach and methodology. It has changed from primarily an orientation program to primarily a training program. At the first off-site session, new officers learn in an outdoor laboratory setting how to function as members of a team, of an officer corps and of the Department. They do this through a series of challenges involving group effort.

As the result of another change, students are expected to become active partici-

Barney Lester's quiz

The transition—II

President Bush as of early March had named six assistant secretaries of state as part of the new team under Secretary Baker. Can you name the persons who were chosen to head these same bureaus at the start of the Carter and Reagan administrations in 1977 and 1981?

1. African Affairs.
2. East Asian and Pacific Affairs.
3. Intelligence and Research.
4. Inter-American Affairs.
5. International Organization Affairs.
6. Near Eastern and South Asian Affairs.

(Answers on Page 40) □

Peter Jensen's post puzzle

Camping trip

You are a political officer at post. The expatriate American community is large, and supports a Boy Scout troop. As your own son is a member, you occasionally help out in supervising camping trips. This weekend, the troop will break into small groups and go on a pathfinding exercise in the forest.

You've really lucked out this time—the scoutmaster has saddled you with the troop's five tough guys. "Hulk" Hansen and "Tiger" Trail are always getting into fistfights with each other. Tiger often sends "Dizzy" Daley on complicated errands which get the latter hopelessly lost in the woods. The Tatge twins, when together, take delight in setting large fires. These kids are smart; they act like angels when an adult is nearby.

You've arrived at the bank of a wide river which you all must cross. There is a canoe for your use, tied up nearby. It can safely hold you and two boys. None of these five can swim or handle a boat. How can you get them to the other side without general mayhem breaking out?

(Solution on Page 40) □

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participants in their own learning. Instead of listening to speakers from the Department and elsewhere talk about foreign policy issues, the students conduct research in teams, and give oral briefings to their classmates on 21 topics. This approach is intended to give them not only basic information on these topics while they are learning more about the Department and other foreign affairs agencies firsthand, but also to provide an opportunity to practice interviewing and reporting skills.

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Program	May	June	July	Length
Curriculum and staff development				
Training of trainers	—	19	—	2 weeks
Working with Foreign Service Institute students	17	—	—	1 day
Consular training				
ConGenRoslyn basic consular course	Registration required for: Continuous enrollment			26 days
Consular functional intensive	—	26	—	3 weeks
Consular orientation program	Continuous enrollment			6 days
Immigration law and visa operations	Correspondence course			
Nationality law and consular procedures	Correspondence course			
Overseas citizens services	Correspondence course			
Passport examiners	Correspondence course			
Economic and commercial studies				
Advanced economic review seminar	—	—	17	5 weeks
Applied economics for foreign affairs	—	—	3	6 weeks
Contemporary economic review seminar	—	—	17	5 weeks
Orientation for overseas economics	—	26	24	2 weeks
Scientific technology and foreign policy	30	—	—	2 weeks
Executive development				
Deputy chiefs of mission	—	18	16	2 weeks
EEO awareness for managers and supervisors	—	5	—	2 days
Executive media training	—	7	—	1 day
Washington tradecraft	8	—	24	10 days
Political training				
Advanced political training	—	—	10	3 weeks
Foreign affairs interdepartmental seminar	15	—	—	2 weeks
Foreign affairs seminar	—	19	—	1 week
Intelligence and foreign policy	1	—	—	1 week
Labor officer functions	—	12	—	9 weeks
Negotiation arts and skills	8	—	—	1 week
Political tradecraft	—	26	24	3 weeks
Orientation				
Orientation for Department officers	—	20	18	2 days
Orientation for Foreign Service officers	8	—	24	9 weeks
Orientation for Foreign Service specialists	8	5	31	1 week
	—	26	—	1 week
Orientation for Soviet and East European posts	—	14	19	8 days
Office management courses				
Advanced word processing	16	6	11	3 days
Advanced WP Plus	—	22	—	1 day
Glossary	17	20	18	1 day
Civil Service clerical/secretarial	1	—	—	1 week
Decision processing	18	21	19	1 day
Effective speaking and listening	1	—	—	18 hours
Foreign Service secretarial training	—	1	—	8 days
	—	29	—	8 days
Supervisory studies seminar	31	—	—	3 days
Supervision for experienced employees	17	—	—	3.5 days
Information management training				
Systems specialist training	—	19	—	12 weeks
Systems operations training	—	—	10	4 weeks □

The course addresses in depth the need for interpersonal and management skills. There are sessions on managing in a cross-cultural environment and on managing Foreign Service national employees. Values and ethics are stressed, as well as a health and wellness segment which runs throughout the course.

Another feature of the new course is exposure to an increased number of senior officers. Starting with the 44th class, each class has had a former ambassador serving as mentor. Senior officers are also invited to take part in discussions, brown-bag lunches and social functions.

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The re-designed course is the result of an effort that began in the fall of 1987, when a group of officers at various grade levels and from each of the cones met to consider what new officers needed in the way of preparation for their first assignments overseas. The redesign committee gave attention to the cabled responses from ambassadors to a request for their views of first-tour officers' strengths and weaknesses.

Many of the goals of the course remain the same as they were for previous generations of A-100 offerings. The course provides an introduction to the Department and the Foreign Service, and gives the students basic information on the structure and function of the Department, the work of the four cones and the U.S. mission abroad.

The new officers have a chance to sharpen their abilities in such critical areas as writing, public speaking, listening and inter-cultural skills. An embassy simulation at Harper's Ferry, in which students have a chance to put into practice the knowledge and skills they have been working on for several weeks, remains one of the highlights of the course. □

Class in drafting correspondence

A 15-hour course for clerical employees, on drafting correspondence, will be given at the Foreign Service Institute from 9 a.m. to noon, April 24-28.

A circular announcing the course says it will help "those who need to draft office

correspondence, either for their own or for their supervisors' signature. Participants learn how to begin: how to organize ideas into effective letters and memos, how to structure paragraphs and sentences. They move on to the principles of clear, compact and active writing. They also learn how to revise what they've already written. Class activities are practical: participants work on

Lee Lacy heads Overseas Briefing Center

Lee Lacy is the new director of the Overseas Briefing Center at the Foreign Service Institute. She served as deputy director for three years and most recently as acting director. In previous years she was community liaison officer and director of community services in Kathmandu, Nepal.



Ms. Lacy

Her other Government service includes program development and evaluation for ACTION's Older American Volunteer Program and the Peace Corps. Ms. Lacy served as a Peace Corps volunteer in Western Samoa. She was an instructor at George Washington University and directed a language and vocational program for DeAnza College in Cupertino, Calif. Earning her master's in education from Stanford, she completed her undergraduate work at Georgia State. □

sample correspondence from their own offices to master and reinforce their new writing and revising skills."

Participants must send five office writing samples to the Office Management Training Division, Room 5705, SA-15, Atten: Carolyn Clark, by April 7. These may be letters, memos or a combination of the applicants' own writing or that of others in the office. □

Advanced word processing courses are offered

A three-day advanced course in word processing has been scheduled for April 18-20, May 16-18 and June 6-8 at the Foreign Service Institute. Also being offered are one-day courses in glossary (April 5, May 17 and June 20), decision-processing (April 6, May 18 and June 21) and advanced WP-plus (June 22). For information, telephone 875-7325. ■

Contributions sought for scholarships

The American Foreign Service Association is inviting tax-deductible contributions to its scholarship fund, which last year made 117 awards totaling more than \$112,000 to Foreign Service families.

The association noted that profits made from the disposition of personal property abroad must go to a charitable organization. The fund's Internal Revenue Service tax code number, 23-7045244, must be listed when designating contributions. Checks payable to AFSA Scholarship Programs may be sent to 2101 E Street N.W., Washington, D.C. 20037. □

State to observe 'Public Service Recognition Week'

The Department is participating in a special observance of "Public Service Recognition Week," May 1-5. There will be an exhibit at the D Street entrance, and posters will be displayed throughout the building—"as a way of saying thank you to public employees for their dedicated service."

In addition, the Department will be one of the U.S. agencies to mount an exhibit on the Mall, between Third and Fourth Streets N.W., May 4-7. There will be festivities at the site during daytime hours, and State employees are encouraged to attend.

Sponsoring the observance are the President's Council on Management Improvement and the Public Employees Roundtable. □



BANGKOK, Thailand—At budget conference, left to right: Joseph H. Linnemann,

Patricia A. Stevens, Russell E. Morrow, Ronald L. Main, William K. Chapman.

Honors and Awards



SEOUL, Korea—Chargé *Thomas S. Brooks* presents Superior Honor Award to political officer *Aloysius M. O'Neill III*, for his dealing

with a plane crash during his assignment as consul in Rangoon.



CANBERRA, Australia—Ambassador *Laurence Lane* with Meritorious Honor Award recipient *Margaret Butt*.



LIMA, Peru—*Manuel Yañez*, receives award from Ambassador *Alexander F. Watson*, on his retirement after 34 years of service with the embassy.



BANGKOK, Thailand—*Payom Komolvasri* is awarded a Certificate of Appreciation by Ambassador *Daniel O'Donohue* and deputy chief of mission *Joseph Winder*, on his retirement as chauffeur. He had 30 years of accident-free service with the embassy. ■

Personnel: Foreign Service

Appointments

Ackels, Elizabeth M., Nairobi
Ahmed, Aziz, Office of Communications, Technical Services
Alois, Beth U., Quito
Amaral, Jorge Filipe S.B., Cebu
Amselem, Miren C., Guatemala
Anania, Lourdes Bernal, Havana
Barnes, Janice Lee, Nouakchott
Barrosse, Colombia A., Junior Officer Corps
Bidou, Susan M., Bujumbura
Boughner, James A., Junior Officer Corps
Brian, Melinda M., Junior Officer Corps
Bryant, Cathy B., Adana
Budden, Randall C., Junior Officer Corps
Candler, Robert W., Office of Communications, Technical Services
Carroll, Wanda Denise, Moscow
Chadason, Mark P., Junior Officer Corps
Chamorro, Dane L., Junior Officer Corps
Chighbrow, Mary Lou, Rangoon
Chretien, Nancy Louise, Lima
Coffield, Rudolph, Monrovia
Coley, Lea M., Hamburg
Cunningham, Josephine, Kuwait
Daughton, Thomas F., Junior Officer Corps
Dayton, John W., Junior Officer Corps
Delaune, Jeanette Marie J., Asuncion
Diez De Medina, Hisae, Mexico
Doggett, Marta M., Warsaw
Donnelly, Evelyn L., London
Dudley, Alice L., London
Eissler, Bonnie Jean, Lome
Elemendorf, Donna M., Quito
Fabry, Cheryle K., Mexico
Farrell, Ubou, Tegucigalpa
Finer, Karen A., Bureau of Personnel
Finner, Fay L., Zagreb
Forden, Robert W., Junior Officer Corps
Gaddis, Kayla Dawn, Harare
Gaines, Jerome D., Junior Officer Corps
Galindo, David R., Junior Officer Corps
Garcia, Jennefer M., Beijing
Garnett, Virginia A., Moscow
Gian, Robert E., Junior Officer Corps
Giddings, Stephanie L., Abidjan
Goff, Judith K., Pretoria
Gomez, Yin Han Wong, Santiago
Gonzalez, Rachel, Accra
Googins, Keith Patrick, Moscow
Grace, Cecilia, Bureau of Personnel
Hahn, Jo Ross, Quito
Hanson, Kathleen D., Junior Officer Corps
Harris Allred, Sherry S., Lima
Hauger, Jay Douglas, Sanaa
Hernandez Jr., Felix, Junior Officer Corps
Hill, Jeffrey R., Office of Communications, Technical Services
Hobin, Elizabeth M., Amman
Hodge, Donald C., Frankfurt
Holtzman, Daniel L., Junior Officer Corps
Hunter, Helen A., Durban
Jackson, Andrea, Athens
Johnstone, Maria Elsy, Mogadishu
Jones, Laurence K., Junior Officer Corps
Kane, Eileen H., Junior Officer Corps
Kane, Michael P., Office of Communications, Technical Services
Kauffman, John M., Dar es Salaam
Kline, Gladys, Paris
Koen, Donnie Dudgeon, Muscat
Kontos, Stephen L., Junior Officer Corps
Kopiak Jr., Andrew J., Bureau of Personnel
Kruse, Pamela E., London
Kryger, Karin Lisa, Moscow
La Polla, Jacqueline K., Ottawa
Labonte, Michelle A., Junior Officer Corps
Laning, Margaret L., Ankara
Lee, Christine D., Junior Officer Corps
Leonard, Karin Hogberg, Gaborone
Levey, Matthew F., Junior Officer Corps
Lidl, Karen Ann, Moscow
Little, Betty Jo, Port Moresby
Loomis, Pamela Jayne, Maseru
Lyne, James F., Bureau of Personnel
Malczewski, Denise, Bogota
Manuel, Jacqueline, Manila
Marrano, Mark F., Bureau of Personnel
Marten, Thomas A., Junior Officer Corps
Maxwell, Magdalena G., Cairo
McKinney, Barrie F., Moscow
Mills, Sueann N., Hamburg
Milonas, Valerie J., Moscow
Moreno, Helga, Lima
Morrow, Vanessa L., Cape Town
Morse, Marguerite A., Port au Prince
Nichols, Brian A., Junior Officer Corps
Novak, Joyce Marie, Abidjan
Oglesby, Holly A., Junior Officer Corps
Pavluk, Donna G., Moscow
Pease, Deborah L., Stockholm
Pennington, Joseph S., Junior Officer Corps
Perry, Blossom N., Junior Officer Corps
Peterson, Lisa J., Junior Officer Corps
Pforzheimer, Ann E., Junior Officer Corps
Pittman, Howard D., Junior Officer Corps
Polley Jr., William E., Manila
Powell, Mark J., Junior Officer Corps
Price, Lois A., Junior Officer Corps
Rail, Susan M., Damascus
Ramel, Benita S., Stockholm
Rhodes, Irene H., Frankfurt
Robinson, Dianne M., Bangkok
Rueter, Eric J., Junior Officer Corps
Ryan, Timothy G., Junior Officer Corps
Sacks, Richard, Junior Officer Corps
Sarisky, Sylvia, Dakar
Sassano, Karen Ea A., Moscow
Schultz, Marilyn Jean, Kuwait
Scott, Jean W., Munich
Seidenstricker, Madeline Q., Nairobi
Setlock, Randall J., Moscow
Sheehan, Patricia A., Junior Officer Corps
Shuff, Anita L., Bujumbura
Silverman, Robert J., Junior Officer Corps
Singleton, Janice Lorraine, Nairobi
Skala, Jennifer Lynn, Moscow
Snow, Gabrielle S., Accra
Solberg, Sarah A., Junior Officer Corps
Souders, Joel B., Moscow
Southern, Doris Allen, Bridgetown
Speck, Christine E., Bonn
Stephens Jr., William L., Junior Officer Corps
Surgent, Shirley, Moscow
Tafares, Tiffany R., Junior Officer Corps
Thompson, Marlene K., Montevideo
Trainer, Monika B., Hamburg
Trimble, Carol, Junior Officer Corps
Trouten, Mark A., Frankfurt
Underwood, Thomas A., Junior Officer Corps
Van Der Rhoer, Matthew E., Oslo
Van Raalte, Izabella M., La Paz
Voien, Robert S., Junior Officer Corps
Walden, Sheila D.J., Manama
Ward, Peter Benjamin, Moscow
Ward, Victoria M., Damascus
Watkins, Linda Sue, Jakarta
Watson, L. Gladys M., Paris
Wayman, James L., Junior Officer Corps
Weden, Yong H., Cairo
Welty, Janet Lorraine, Port Moresby
West, Maurya Ann, Moscow
Westfall, Mark C., Junior Officer Corps
Whiteside, Janet S., Junior Officer Corps
Wiley, Thelma M., Moscow
Wilhelm, Cynthia A., Junior Officer Corps
Wojciechowski, Jimmy L., Office of Communications, Technical Services
Woodward, Donna K., Junior Officer Corps
Wriede-Yeager, Gisela, European and Canadian Affairs, Post Management
Wright, Kathryn G., Ottawa
Yates, Laura M., Paris
Zadnik-Uttal, Sharon Z., Bamako
Zumwinkle, Michael Paul, Berlin

Transfers

Aber, Richard J., Office of Communications, Networks Branch to Office of Communications, Regional Operations
Akuetteh, Cynthia Helen, Niger to Economic and Business Affairs
Alexander, Stuart E., Diplomatic Security, Washington Field Office to Diplomatic Security, Mobile Training
Applebaum, Jack M., Diplomatic Security, Countermeasures Program to Diplomatic Security, Miami Regional Center
Baysden, Alton R., Haiti to Foreign Service Institute
Bellamy, Conrad L., Kingston to Office of Communications
Bodine, Anne Christy, Bahrain to Berlin
Bostian, Michael J., Kuwait to Near Eastern and South Asian Affairs
Bourne, Joanna Watkins, United Kingdom to Riyadh
Bowen, Elizabeth, Legislative Affairs to Bureau of Personnel
Brock, Samuel Vincent, Praia to Inter-American Affairs
Brooks, William E., Office of Legal Adviser, International Claims and Investment Disputes to Intelligence and Research, Office of Intelligence Support
Bucher, Larry, Pakistan to Vientiane
Burba, Marie L., Yugoslavia to European and Canadian Affairs

PERSONNEL: FOREIGN SERVICE

- Burns, Mary Anna**, Dominican Republic to Inter-American Affairs
- Burns, R. Nicholas**, Executive Secretariat to Office of Counselor of Department
- Carr, Robert K.**, France to Bureau of Administration
- Ghiaventone, Michael Mark**, Uganda to African Affairs
- Chippich, Joseph J.**, Nigeria to Office of Communications
- Chupka, Rose Marie**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Clarke Jr., Robert B.**, Zaire to African Affairs
- Coleman, Donald Barry**, Rio de Janeiro to Brasilia
- Conway, John J.**, Beirut to Diplomatic Security, Washington Field Office
- Cooper, David F.**, Office of Communications, Radio Support to Inter-American Affairs, Office of Executive Director
- Corbett, Nancy Lynn**, Nigeria to Beijing
- Crammer, Lynn E.**, Bureau of Personnel to Bureau of Administration, Information Systems
- Crowe, James M.**, Diplomatic Security, Physical Security Programs to Foreign Service Institute, Language Training
- Cumming, Robert J.**, Bahrain to Copenhagen
- Dean, Margaret M.**, Israel to National Defense University
- Dell, Christopher William**, Office of Southern European Affairs to Foreign Service Institute, Language Training
- Dixon, Timothy J.**, Diplomatic Security, Physical Security Programs to Lima
- Dorsch, Thomas John**, Lebanon to Diplomatic Security, Chicago Field Office
- Dougherty, Martin C.**, Diplomatic Security, Secretary's Detail to National Defense University
- Eckman, Vicki Cheryl**, Montevideo to Bureau of Personnel, Office of Employee Relations
- Elliott, Mary A.**, United Kingdom to Nouakchott
- Fallin, Martha Carmichael**, Germany to Bureau of Personnel, Grievance Staff
- Feda, Thomas F.**, Diplomatic Security, Washington Field Office to Diplomatic Security, New York Field Office
- Fisher, Patricia A.**, Belgium to Riyadh
- Fox, Jack William**, Saudi Arabia to Office of Communications
- Furuta-Toy, Julie Anne**, Philippines to Consular Affairs, Coordination Division
- Goodwin, Gayle E.**, Spain to Manama
- Greene, Douglas C.**, Foreign Service Institute, Language Training to Zagreb
- Greene, Frank P.**, Frankfurt to Diplomatic Security, Washington Regional Courier Division
- Gregory, Mildred**, Kenya to African Affairs
- Gresley, Norman F.**, Kenya to Office of Communications
- Grossman, Marc I.**, Office of Deputy Secretary to Bureau of Personnel, Examination Division
- Hamby, James R.**, Diplomatic Security, Secretary's Detail to Diplomatic Security, Washington Field Office
- Heaphy, Eileen M.**, Denmark to Office of Northern European Affairs
- Helm, John W.**, Somalia to Bureau of Administration
- Hilker, Henry E.**, Zaire to Durban
- Hollingsworth Jr., Hugh B.**, Office of Inspector General to Inter-American Affairs, Office of Executive Director
- Imbrie III, William**, France to European and Canadian Affairs
- Jackson, Charlotte M.**, Kenya to Geneva
- Jackson, Valerie R.**, South Africa to Bureau of Personnel
- Jarek, Raymond V.**, Diplomatic Security, Countermeasures Program Division to Foreign Service Institute, Language Training
- Kam, Geraldine L.**, Junior Officer Corps to San Salvador
- Kane, John V.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Dignitary Protection
- Kott, Robert J.**, Ontario to Calgary
- Kowalchek, Kenneth C.**, Switzerland to Office of Inspector General
- Kozlowski, Joseph J.**, Bureau of Administration, Motor Vehicle Branch to Bureau of Administration, Foreign Service Contract and Purchase Section
- Krehbiel, Albert D.**, Bureau of Personnel to Foreign Service Institute, Language Training
- Kruchko, Stephen J.**, Yemen to Frankfurt
- Lamb, Lynne Dorothy**, Chile to Bureau of Personnel, Office of Performance Evaluation
- Lamb, William H.**, Chile to Diplomatic Security, Near Eastern and South Asian Region
- Lantz, Rush D.**, Office of Communications, Technical Services to Office of Communications, Resource Management
- Lippoldt, Meridy Sue**, Consular Affairs to International Organization Affairs
- Lofgren Jr., Peter A.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Mobile Training
- Lowell, Frank W.**, Australia to Office of Communications
- Magnino, Nancy D.**, China to East Asian and Pacific Affairs
- Mann, Steven R.**, Ulaanbaatar to East Asian and Pacific Affairs
- Martin, James Christopher**, Refugee Programs, to Lilongwe
- McCarty, Charles W.**, Diplomatic Security, Emergency Action Planning to Diplomatic Security, Washington Field Office
- McCarty, Jennifer B.**, Diplomatic Security, Professional Policies and Program Division to Diplomatic Security, Washington Field Office
- McGuire, Roger A.**, Bureau of Personnel, Examination Division to African Affairs
- McHugh, Scott E.**, Diplomatic Security, Security Support Team to Diplomatic Security, Threat Analysis
- McLaughlin, Barbara J.**, Zimbabwe to Bonn
- Mercer, John H.**, Czechoslovakia to European and Canadian Affairs
- Milas, Kevin C.**, African Affairs, Office of Regional Affairs to Inter-American Affairs, Office of Executive Director
- Miles, Richard M.**, Foreign Service Institute to Leningrad
- Miley, James Richard**, Diplomatic Security, Secretary's Detail to Diplomatic Security, Miami Field Office
- Mills, Robert H.**, Afghanistan to Near Eastern and South Asian Affairs
- Miotke, Jeffrey Allen**, Dominican Republic to Office of Fisheries Affairs
- Monroe, Evangeline O.**, Inter-American Affairs to Foreign Service Institute, Language Training
- Moon, Patrick S.**, Arms Control and Disarmament Agency to Foreign Service Institute, Language Training
- Moore, Barry M.**, Peru to Diplomatic Security, Dallas Field Office
- Moorefield, Kenneth D.**, Hamburg to Berlin
- Morse, Ernice P.**, Accra to African Affairs
- Ness, Donald L.**, Diplomatic Security to Frankfurt
- Nicholson, Charles R.**, Bureau of Personnel to Hong Kong
- Nugent, Nelson B.**, Office of Geographer to Bureau of Personnel
- Orozco, Cristobal Roberto**, Honduras to Foreign Service Institute
- Padro, Robert A.**, Yugoslavia to Office of Communications
- Pastirik, Michael R.**, Botswana to African Affairs
- Pates, Bonnie J.**, Bureau of Personnel to Office of Eastern European Affairs
- Patterson, Margaret J.**, Bureau of Personnel to Ouagadougou
- Payne, Patricia**, Oceans and International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards to Foreign Service Institute, Language Training
- Peck, Edward L.**, Office of Management Policy to Bureau of Personnel
- Penninger, Philip E.**, Mexico to Inter-American Affairs
- Proctor, Nickolas W.**, Diplomatic Security Physical Security Division to Bureau of Personnel
- Rada, William L.**, Foreign Service Institute to Curacao
- Raezer, Thomas Charles**, Dominican Republic to Bureau of Personnel
- Rankin, Haywood**, Iraq to Near Eastern and South Asian Affairs
- Raynor, George H.**, Colombia to Inter-American Affairs
- Reed, Rickey J.C.**, Fiji to Bonn
- Reid, Cordell D.**, Bangkok to Office of Communications
- Robichaud, Patricia M.**, Mexico to Geneva
- Rock, Anthony Francis**, Israel to Oceans and International Environmental Affairs
- Rogers, William D.**, Philippines to Office of Communications
- Rosenstein, Douglas J.**, United Arab Emirates to Diplomatic Security, Los Angeles Field

Office
Rudd, Rebecca Ann, Senegal to Diplomatic Security, Dallas Field Office
Ruh, Kenneth, Pakistan to Office of Communications
Salleh, Jamari, Santo Domingo to Bureau of Personnel
Sands, Debra S., Inter-American Affairs to Foreign Service Institute, Language Training
Schnur, Jack K., Philippines to East Asian and Pacific Affairs
Schumaker, James F., Foreign Service Institute, Language Training to Kabul
Shaeffer, David T., Berlin to Diplomatic Security, New York Field Office
Sharp, John R., Egypt to Office of Communications
Smith, Harold S., Kabul to Office of Communications
Stettenbauer, Robert L., China to Office of Communications
Stitt Jr., Wilbert, Mexico to Inter-American Affairs, Office of Executive Director
Stottlemeyer, Jeffrey J., Diplomatic Security, Washington Field Office to Diplomatic Security, Investigations
Sullivan, Mark A., European and Canadian Affairs to Foreign Service Institute, Language Training
Syrett, Ann Sanborn, Consular Affairs, Citizens Emergency Center to St. Johns
Taylor, Harold W., Greece to Office of Communications
Thibault, Sara B., South Africa to African Affairs
Thompson, Charles C., Czechoslovakia to Office of Communications
Tongour, Nadia, Office of Eastern European Affairs to Bridgetown
Toy, Steven Michael, Philippines to Human Rights and Humanitarian Affairs
Trainham, Rosa E., Diplomatic Security, Special Investigations to Foreign Service Institute, Language Training
Vandreall, Jeffrey A., Junior Officer Corps to Bissau
Wagner, Connie Ann, Burundi to African Affairs, Office of Executive Director
Walters-Bell, Denise, Mexico to European and Canadian Affairs, Office of Executive Director
Watson, Edward L., Panama to Paris
Weber, Ervin J., Mexico to Diplo-

matic Security, San Francisco Field Office
White Jr., Robert W., Office of Communications, Beltsville Communication Center to Office of Communications, Plans, Programs, and Facilities
Wiznitzer, Mark Leon, Economic and Business Affairs, Office of East-West Trade to Politico-Military Affairs
Wood, Robert Cantrell, Brazil to Intelligence and Research
Zelle, Susan W., Uganda to Office of Central African Affairs

Resignations

Ascher, Vivienne Zoe, Intelligence and Research, Southern Europe Division
Bentz, Mary Frances, Economic and Business Affairs, Aviation Programs and Policy
Berls, Tatiana G., Moscow
Bigelow, Marjorie Nelson, Lusaka
Brown, Nipa B., Beijing
Buffham Jr., Hugh A., Bangkok
Chiriboga, Nancy Marcus, Bridgetown
Clarke, Debra K., Vienna
Cruz, Lisa M., Paris
Davis, Eugenia Walker, Office of Caribbean Affairs
Douglass, Ashton S., Jakarta
Eckert, Fred J., Rome
Farinelli, Sara B., Guangzhou
Fisher, Harold T., Bureau of Personnel
Fuhrer, Michael John, Managua
Fuselier, Norma Jean, Addis Ababa
Gilbert, Jennifer Louise, Moscow
Goldberger, Eden Buchman, Amman
Harrison, Janet, Moscow
Hlavacek, Melody Lynn, Brazzaville
Ho-Powell, Janet Lai Kwan, Guangzhou
Howe, Christopher H., Moscow
Hudson, Sherry Lynn, Dar es Salaam
Humbel, Kathryn J., Moscow
Jackson, Paula Lynn, Athens
Johnson, Laurie E., Budapest
Kadel, Wendy D., Bucharest
Kokora, Christopher P., Rabat
Liston, Peter D., Bureau of Personnel
Long, Madelyn M., Madrid
Lorenz, Rudy Max, Office of Communications
Mahoney, Patrick F., Dhahran
Martin, Donna Ruth, Rabat
McLellan, Maurice A., Human Rights and Humanitarian Affairs

Minnini, Marguerite Naomi, Moscow
Minor, Matthew John, Office of Communications
Moran, Francesca N.V., Ottawa
O'Brien, Anne B., Budapest
Barry, Arlette R., Monrovia
Patron-Gonzalez, Noel, Quito
Rall, Susan M., Damascus
Skillman, Deirdre M., Moscow
Sloan, Amy Cynthia L., Budapest
Sullivan, Ana Maria, Bridgetown
Trainer, Monika B., Hamburg
Treanor, Charla B., Ankara
Wardlaw, Frank P., Copenhagen

Retirements

Barnes Jr., Harry G., Chile
Fest, M. Judith, Inter-American Affairs
Gregory, Mildred, African Affairs
Mansfield, Michael J., Tokyo
Nelson Jr., Harvey F., Mbabane
Tornavacca, Louis, Frankfurt □

Rating, reviewing officers cited

The 1988 selection boards have identified for special commendation the following rating and/or reviewing officers for statements they prepared during the 1987-88 rating period.

Abington, Edward G.
Abrams, Elliott
Adair, Marshall P.
Adams, David M.
Alexander, Leslie M.
Allard, Clarke W.
Arp, Merle E.
Austrian, Michael
Ayling, Robert S.
Baca, J. Richard
Bachmann, F. Brenne
Bader, Jeffrey A.
Baker, John H.
Baltimore III, Richard L.
Barkley, Richard C.
Barnes Jr., Harry G.
Baskey, Nicholas S.
Basora, Adrian A.
Beall, David R.
Beardsley, Bruce
Beck, Carl
Becker, Jane E.
Becker, J. Peter
Belew, Wendall
Bell, Randolph M.
Bellamy, William M.
Billinger, Earl
Belsito, Barbara E.
Benedict, Lawrence
Berry, Ann R.
Biddle, Robert W.
Bishop, James K.
Bishop, Robyn M.
Bizic, Eli W.
Blakemore, David L.
Blevins, Donald J.
Boardman, John
Bodde, William
Bodine, Barbara K.
Bofinger, Paul C.
Borich, Joseph
Boswell, Eric J.
Boucher, Richard A.
Bowers, Charles R.
Bowman, Francine L.
Brayshaw, Charles H.
Breckon, M. Lyall
Brill, Kenneth
Brims, John
Britt, Swain A.
Brod, Vittorio A.
Brooks, George
Brooks, Thomas S.
Brown, David G.
Brown, David E.
Brown, Kent N.
Brown, Gordon
Brown, Timothy C.
Brown, Warrington
Browning, James D.
Bryant, Jack
Brynn, Edward
Buck, Stephen W.
Buechler, Philip
Buffalo Jr., Harvey A.
Bullen, Pierce K.
Bullington, James
Burghardt, Raymond F.
Burton, Bruce
Bushnell, Prudence
Butcher, Duane C.
Butcher, W. Scott
Butenis, Patricia A.
Byrnes, Shaun M.
Caffrey, Robert L.
Cairns, Thomas F.
Carr, Robert K.
Carroll, Kevin E.
Cayer, Kathleen M.
Chapman, William
Chard, Kenneth W.
Chaveas, Peter R.
Cheek, James
Clapp, Priscilla
Clare, Daniel
Clark, Bruce
Cleveland, Paul
Clyatt Jr., Oscar W.
Cohen, Lewis
Collins, Peter
Connors, Michael
Cook, Frances D.
Corr, Edwin G.
Corry, Frances B.
Cotter, Michael W.
Covey, Jack
Cox, Steven L.
Craig, John B.
Crigler, T. Frank
Crocker, Chester A.
Cross, Thomas
Cubbison, Edwin P.

PERSONNEL: FOREIGN SERVICE

Curran, Brian Dean
 Curtain, Lynn W.
 Dalsimer, Anthony S.
 Daly, Kathleen
 Daniels, Jack
 Daveler, Harold S.
 Davis, Arthur H.
 Deal, Timothy E.
 Deason, Robert G.
 DeBell, Georgia J.
 Declercq, Wilfred F.
 DeThomas, Joseph M.
 Dickerman, Bruce
 Dickerman, C. Robert
 Dietrich, Gary D.
 Dillery, C. Edward
 Diplacido, Carmen
 Djerejian, Edward
 Dlouhy, David
 Dobriansky, Paula
 Doherty, Paul M.
 Dolan, Daniel L.
 Dolce, Robert A.
 Donnelly, Shaun
 Dubose, Robert W.
 Duerckheim, Mary
 Duncan, Robert B.
 Dunlop, Thomas
 Dziedzic, Walter T.
 Egan, Wesley
 Einaudi, Luigi
 Elbinger, Louis
 Ellice Jr., Douglas V.
 Ellis, Clarke N.
 Evans, John M.
 Ewing, Raymond C.
 Farrand, Robert W.
 Fazio, James
 Felder, Robert C.
 Ferriter, John
 Fisher, Peter D.
 Fisher, Richard
 Foulger, Thomas
 Franke, Herman H.
 Frasure, Robert
 Freeman, Anthony G.
 Freres, Jay P.
 Fromowitz, Samuel
 Frost, Gregory T.
 Fugit, Edward F.
 Furness, Brian R.
 Gallup, Jeffery
 Gamble, Roger R.
 Garland, William A.
 Geisel, Harold
 George, Lloyd
 Gerlach, Bryce M.
 Getzinger, Richard W.
 Glaspie, April
 Glitman, Maynard
 Gonzalez, Raymond E.
 Goodman, Dennis
 Gosnell, Jack
 Gralnek, Maurice N.
 Greco, Charles S.
 Greenfield, Walter
 Greenwald, G. Jonathan
 Grey, Robert
 Gribbin, Robert E.
 Griffin, George G. B.
 Griffith, Wayne G.
 Griffith, William H.
 Griffiths, G. Gene
 Grossman, Marc
 Habib, Michael J.
 Hackett, Anne
 Hall, Edmund J.
 Hallford, Scott
 Halsted, David C.
 Hambley, Mark G.
 Hamilton, John R.
 Hamilton, Thomas P.
 Haugh, William J.
 Hayes, Patrick R.
 Heck, Ernestine S.
 Hermann, Judith
 Higgins, Peter T.
 Hill, H. Kenneth
 Hobbs, David L.
 Hoffman, William
 Holmes, John W.
 Holmes, H. Allen
 Holzman, John
 Hooper, James R.
 Horan, Hume
 Hornblow, Michael
 Howe, Terry B.
 Howell, W. Nathaniel
 Hubbard, Thomas C.
 Hudson, William J.
 Huggins, Carolyn
 Hughes, Arthur H.
 Hughes, Miriam K.
 Hughes, Morris
 Hulbert, Marilyn E.
 Hunter, Douglas R.
 Hutson, Thomas R.
 Hyde, Lars
 Imbrie, Willis
 Indahl, Berne
 Isom, Harriet
 Itoh, William H.
 Ivie, John K.
 Jakubowski, Stanley P.
 Janowski, Louis F.
 Jarek, Albert
 Johnson, David T.
 Johnson, Gregory L.
 Johnson, Robert D.
 Johnson, Darryl N.
 Johnson, Mark
 Johnston, Laurie A.
 Johnstone, L. Craig
 Jones, A. Elizabeth
 Jones, Ralph T.
 Jones, George F.
 Joyce, John M.
 Jury, Allan G.
 Kamman, Curtis
 Karaer, ArmaJane
 Kaulzarich, Richard D.
 Keller, Peter R.
 Kelley, John E.
 Kimble, Melinda
 King, Stephen
 Kinkade, Jacque D.
 Kirby, Harmon E.
 Kleinkauf, Therese Ann
 Korn, Lester
 Kotula, Kirk-Patrick
 Kulick, Gilbert D.
 Kursch, Donald B.
 Kux, Dennis
 LaFleur, Jerome M.
 Lake, Joseph E.
 Lambertson, David F.
 Lancaster, Harriet
 Langan, Douglas
 Lange, John D.
 Lanpher, E. Gibson
 LaPorta, Alphonse F.
 Lautz, Donald C.
 Leary, John C.
 Lebras, Paul
 Lecker, Frederick
 Leidel, Donald C.
 Leininger, Wayne S.
 Levy, Ira H.
 Lewis, John Hargraves
 Lewis III, Roscoe C.
 Lilley, James R.
 Lincoln Jr., Phillip T.
 Linville, D. Thomas
 Lippe, Stuart
 Lissfelt, Mark
 Littrell, Warren
 Lohman, Lee R.
 Lohmann, Carl J.
 Lopez, Alphonse
 Lord, Winston
 Lovett, Carl E.
 Lowe Jr., George M.
 Lyle, John P.
 MacCallum, Robert A.
 Mack, David L.
 Mack, James F.
 Maerkle, Frederic W.
 Mann, Jenean L.
 Marks, Edward
 Marsh, William H.
 Mast, Charles A.
 Mayhew, Philip R.
 Maysa, John
 McAnney, Robert J.
 McAteer, John
 McBride, Joseph Neal
 McCallie, Marshall
 McCarthy, John T.
 McCulloch, Gerald
 McGaffey, David C.
 McGuire, Kevin J.
 McGuire, Roger A.
 McLaughlin, Joseph
 McLaughlin Jr., Michael J.
 McLean, J. Phillip
 McLean, Martin
 Medas, James
 Medeiros, John
 Meehan, Francis
 Melrose, Joseph H.
 Melton, Richard H.
 Meysenburg, Mary Ann
 Mikowicz, Jerome D.
 Milam, William
 Miller, David Norman
 Millington, Jeffrey V.S.
 Minyard, Donnie P.
 Moddero, John P.
 Monier, John Scott
 Monjo, John
 Moose, George
 Morford, Richard A.
 Morse, Adriaen M.
 Moyle, Joseph W.
 Muller, William A.
 Murphy, Nicholas M.
 Murphy, Richard W.
 Nagy Jr., Tibor P.
 Napper, Larry C.
 Nay, John R.
 Newton, David G.
 Niblock, Susan
 Nice, Jeremy
 Niemczyk, Julian M.
 Nix, John
 Nixon, Warren P.
 Nugnes, Paul R.
 O'Brien, Robert P.
 O'Brien, Michael J.
 O'Keefe, John M.
 Orozco, Cristobal R.
 Owens, Barbro A.
 Palmer, Larry L.
 Palmer, Mark
 Parker, Frank S.
 Parris, Mark
 Parsons, Edmund M.
 Pascoe, B. Lynn
 Passage, David
 Patterson, Mildred
 Patterson, Anne W.
 Pelletreau, Nancy
 Pendleton Jr., Miles S.
 Pendleton, Mary C.
 Penfold, John H.
 Perkins, Anthony
 Perrolle, Pierre M.
 Perry, Robert
 Peterson, Richard
 Pilkauskas, Paul P.
 Pinkney, Anne
 Polasky, Frederick
 Pope, Laurence
 Porter, Len
 Powers, Gordan R.
 Pozorski, David R.
 Pressel, Joseph A.
 Ramee, Mark
 Ramsay, William C.
 Ransom, David M.
 Raspolic, Elizabeth
 Ratigan, John
 Rau, William E.
 Rawson, David P.
 Raymer, Robert
 Read II, Henry M.
 Redmond, Richard J.
 Rehfuß, David P.
 Reilly, William K.
 Reis Jr., Robert C.
 Reuther, David P.
 Rey, Frank

Rider, John M.
 Ridgway, Rozanne
 Ritterhof, Robin R.
 Robinson, Max N.
 Roddy, Timothy E.
 Rogers, Georgia A.
 Rogers, Stephen H.
 Rope, William
 Rossin, Lawrence G.
 Rouse, John H.
 Rubenstein, A. Irwin
 Ruble, Richard
 Russell, Lawrence D.
 Ryan, Mary
 Sanna, Mark A.
 Savage, Eleanor W.
 Scanlan, John D.
 Schlaikjer, Stephen
 Schmidt, Carl W.
 Schrage, Barbara J.
 Scott, Gerald W.
 Scully, Cornelius D.
 Segars, Joseph M.
 Segura-Giron, Bernardo
 Seitz, Raymond G. H.
 Semler, Peter
 Service, Robert E.
 Seymour, Jack
 Shapiro, Charles
 Sheppard, Frederick
 Sherman, Edric
 Sherman, George F.
 Sherwood, Nicholas
 Shinnick, Richard J.
 Shippy, A. Ellen
 Sigur, Gaston J.
 Silins, Ints
 Simpson, Daniel H.
 Sindelar III, Richard H.
 Sinnicki, John G.
 Sipprelle, Dudley G.
 Skidan, Oleg
 Skoug Jr., Kenneth N.
 Smalley, Robert

Smith Jr., Dane F.
 Smith, Keith
 Smith, R. Grant
 Smith, Richard A.
 Smith, Richard J.
 Snider, Raymond R.
 Solomon, Richard H.
 Spalding, Peter
 Spees, David N.
 Sprott, John
 Stebbing, David H.
 Stebbins, Robert C.
 Steinberg, Donald
 Steinitz, Mark
 Stephens, Patsy G.
 Sternberg, Michael D.
 Stevens, Justice B.
 Stitt, Mary P.
 Stocker, Carol K.
 Stout, Charles R.
 Stratton, Pamela
 Streeb, Gordon L.
 Suddarth, Roscoe S.
 Sweeney, John V.
 Swenson, Christopher H.
 Swing, William L.
 Szymanski, Christopher
 Takahashi, Lorraine
 Talcott, Gregory M.
 Tarrant, James R.
 Taylor, Lawrence P.
 Taylor, Phillip B.
 Teare, Richard W.
 Tebbit, K.R.
 Tefft, John F.
 Theros, Patrick
 Thibault, Albert J.
 Thomas, Alma Lucille
 Thompson, Alan R.
 Thomsen, Peter
 Tierney, Richard
 Tighe, Thomas C.
 Tompkins, Tain P.
 Tomsen, Peter

Tomseth, Victor
 Toussaint, Joseph W.
 Tracy, Mary M.
 Tull, James L.
 Turk, Lynn
 Tymeson, Craig S.
 Vandenbroucke, Lucien
 Vershbow, Alexander
 Vickers, Harold
 Vincent, John W.
 Walker, Edward S.
 Walker, David M.
 Wanner, Raymond
 Ward, James L.
 Warnock, John A.
 Watson, Alexander
 Wauchope, Keith L.
 Weeks, Richard L.
 Welch, David C.
 Welch, Gretchen Gerwe
 Wells, Melissa
 Welter, Daniel R.
 Welty, Dean L.
 White, Stephen
 Whitlock, James C.
 Whitney, Jane
 Wiant, Jon A.
 Widenhouse, Thomas M.
 Wiedemann, Kent
 Wilkinson, Sharon P.
 Willems, Leonard
 Williams, Albert N.
 Williams, Richard H.
 Willow, Ruth
 Wilson, Richard L.
 Winder, Joseph A.B.
 Winter, Andrew J.
 Witting, William
 Wolfowitz, Paul D.
 Wrampelmeier, Brooks
 Wygant, Michael G.
 Young, Johnny
 Zimmerman, Heinz E.
 Zimmerman, John C. □

Tenure board cites raters, reviewers

The Commissioning and Tenure Board has identified for special commendation the following rating and reviewing officers for statements they prepared for the September session of the board. A memorandum will be placed in the file of employees who were commended.

Rating officers

Austrian, Michael I.
 Barkell, William H.
 Beck, Karl
 Benson, Ross E.
 Boerigter, David L.
 Carson, Johnnie
 Dachi, Stephen F.
 Duerckheim, Marsha von
 Ford, Robert J.
 Ghougassian, Joseph A.
 Hoog, John
 Keil, Charles F.
 Levy, Ira H.
 Malloy, Eileen
 McNaughton, James H.
 Peterson, Katherine
 Sessoms, Allen L.
 Williams, Carman C.

Reviewing officers

Anderson, L. Desaix
 Bennett Jr., Frank C.
 Colbert, Larry
 Jones, George F.
 Jones, Ralph T.
 Kreuzer, Edward
 Maule, Robert W.
 McLean, J. Phillip
 Peterson, Richard
 Rope, William F.
 Wolfe, Edward E. ■



SANTIAGO, Chile—At safe-driving award ceremony, left to right: Rubén Villegas, Guillermo Lopez, Fernando Castillo, Sergio

Pinto, José Nuñez, Jorge Rivera, Ambassador Harry G. Barnes Jr., Sergio Cofré, Mauricio Cortés, Oscar Morales, Guillermo Urzúa,

Pedro Gomez, René Ibañez, Juan Reyes, Luis Fuenzalida.

Post of the Month: Guadalajara

THIS CONSULATE GENERAL is in central Mexico. The U.S. Foreign Service people who work there, and members of their families, are featured here as part of STATE's continuing series.



Ambassador *Charles Pilliod*, right, with consul general *Irwin Rubenstein*, center, and Canadian honorary consul *Alan Rose*.

The barranca on the road to Zacatecas, one of the states in the consulate district.





Guanajuato, home of the Cervantine Festival.



A bullfight in Jalisco.



The central plaza at Ciudad Guzman, Jalisco.

POST OF THE MONTH: GUADALAJARA



Irma Ortiz and Sally Macias.



The Nevado de Colima.



In the mountains of the consular district, from left: consul general Irwin Rubenstein, J. Fennerty, Doreen Soler, Juan Soler.



The nonimmigrant visa section's Esperanza Lopez.



Estelle Rubenstein, wife of the consul general, with Virginia Baeza de Alvarez, wife of the governor of Jalisco, and Vicky Rivera, wife of the chief of consular services.



Wendy and Bradlye Olesen, children of vice consul Jeffrey Olesen.



Maintenance supervisor Enrique Marin and his wife, Azucena.

POST OF THE MONTH: GUADALAJARA



At inauguration of new headquarters of the American Society of Jalisco, from left: *Doreen Soler*, chief, nonimmigrant visa section; *Ana Eva Orr*, cashier; *Linda Olesen*; *Vicky Rivera*; *Maria Elena Morris*; *Mary Pat Cuerva*, consulate nurse.



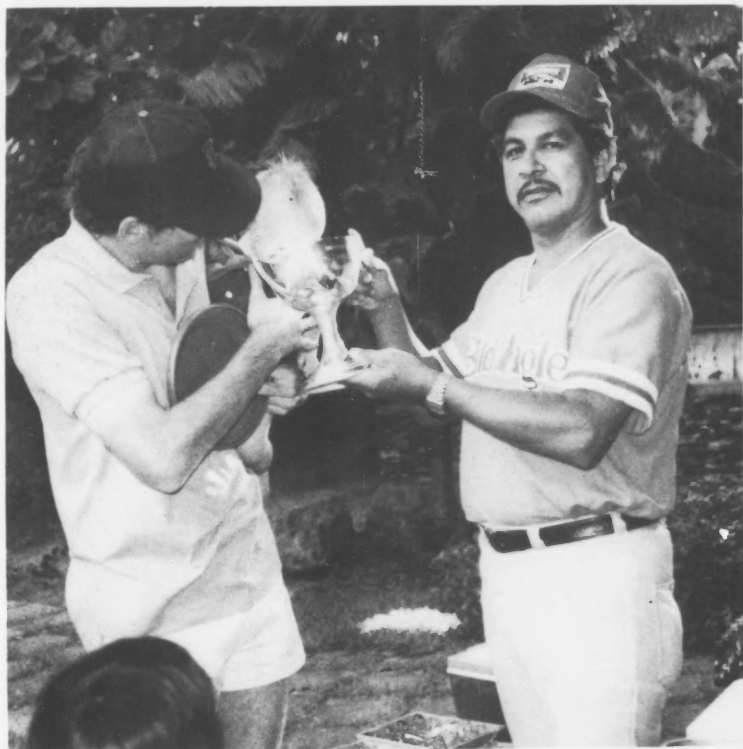
Dancing the tapatio at a consulate party.



Margarita Cespedes and *Debbie Jones*, at a baby shower for *Heather Fennerty* and *Nancy Maher*.



Mr. and Mrs. *Paul Kline* surrounded by consulate children (including their own).



In the game between the embassy and the consulate, the consulate team won. *Ernie Ortiz* accepts the trophy.



At church services, *Pedro Macias* with *Jessica Jones* and "*PJ*" *Macias*.



Wife of the consul general, *Estelle Rubenstein*, goes shopping.

Winners of first prize in the chili cook off, from left: *Norma Garcian*, *Mike Kelly*, *Gerry Lewallen*, consul general *Irwin Rubenstein*. ■



Personnel: Civil Service

Promotions

GM-13

Feldman, Gilda, Consular Affairs, Citizenship Appeals and Legal Assistance

Herschler, David H., Office of Historian

McCune, James N., Bureau of Administration, Technical Support

Oshima, Wayne A., Foreign Service Institute, Personnel

Stolp, Joanne Lorene, Office of Comptroller, Central Claims

GM-14

Cantu, Mario, Inter-American Affairs, Office of Executive Director

Woofter, Vivien P., Office of Foreign Building's, Interior Design and Furnishings

GM-15

Bartek, Ronald J., Politico-Military Affairs

Hellmann, Charles R., Office of Foreign Buildings, Architectural Branch

Rademaker, Stephen G., Inter-American Affairs, Office of Assistant Secretary

Steinitz, Mark Steven, Intelligence and Research, Office of Terrorism and Narcotics Analysis

GS-3

Coley, Shirl Denise, Consular Affairs, Automated Records

Delano, Antoinette L., Office of Historian

Poole, Tracey L., European and Canadian Affairs, Office of Executive Director

GS-4

Lawrence, Steven D., Los Angeles Passport Agency

Smith, Mattie Denise, Office of Comptroller, Consolidated American Payroll

GS-5

Butler, Kimberly M., Consular Affairs, Written Inquiries

Hobson, Dean L., European and Canadian Affairs, Office of Executive Director

Miron, Nelly, Los Angeles Passport Agency

Richter Jr., Walter, Diplomatic Security, Investigations

Wright, Rachael E., Office of Legal Adviser, Management

GS-6

Blakeney, Angela, Office of Communications

Bowling Jr., Lawrence F., Intel-

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
Valerie Smith	87-958	Information clerk	GS-303-4	Consular Affairs
Daniel Bruno	88-631A	Investigator-supervisory	GM-181-13	Diplomatic Security, Counterintelligence
Joan Terrell	88-879	Fiscal officer	GS-501-10	Office of Comptroller
LaVonya Hayward	88-1002	Investigative assistant	GS-1802-6	Diplomatic Security, Chicago Field Office
Monyetta Jones	88-1007	Secretary (typing)	GS-318-4	Politico-Military Affairs, International Security Policy
Carolyn Lewis	88-1035	Munition control assistant	GS-303-6	Politico-Military Affairs
Elisabeth Rodriguez	88-1184	Information clerk	GS-303-4	Consular Affairs
Yvonne Barlow	88-1184	Information clerk	GS-303-3	Consular Affairs
Cheryl Kelley	88-1197	Payroll systems specialist	GS-501-5	Office of Comptroller
Patricia Doll	88-1230	Secretary (typing)	GS-318-7	Diplomatic Security
Leslie Imes	88-1238	Support services specialist	GS-342-7	Consular Affairs
Wendy Holloway	88-1251	Management assistant (typing)	GS-344-5	African Affairs
Mary Carper	88-1282	Management assistant	GS-344-5	Diplomatic Security, Personnel Management
Betty Robinson	88-1292	Clerk-typist	GS-322-3	Consular Affairs
Anne Killea	88-1327	Protocol specialist	GS-301-7	Protocol
Isaac Mason	88-1334	Motor vehicle operator	WG-5703-5	Bureau of Administration
David Johnson	88-1343	Visa examiner	GS-130-12	Consular Affairs
Kenneth Hawkins	88-1345	Supv. microform equipment oper.	GS-350-6	Consular Affairs
William Jones	88-1352	Payroll supervisor	GS-544-11	Office of Comptroller
Reginald Hopson	88-1357	Technical information spec.	GS-1412-7	Executive Secretariat, Records Management
Donald Lee	88-1374	Security assistant	GS-080-5	Diplomatic Security, Applicant Branch
Jennifer Green	88-1374	Security assistant	GS-080-7	Diplomatic Security, Employee Branch
Margaret O'Brien	88-1398	Public affairs spec.	GS-1035-12	Bureau of Public Affairs
Hester Mills	88-1399	Mail and file clerk	GS-305-5	Diplomatic Security
Donna White	88-1437	Secretary (typing)	GS-318-7	Medical Services
Lennetta Griggs	88-1438	Secretary (typing)	GS-318-7	Office of Comptroller
Rachelle Essandoh	88-1441	Secretary (typing)	GS-318-6	Bureau of Public Affairs
Mary Diggs	88-1441	Secretary (typing)	GS-318-5	Bureau of Public Affairs
David Herschler	88-1446	Historian (records specialist)	GM-170-13	Bureau of Public Affairs
Ronald Bartek	88-1449	Foreign affairs officer	GM-130-15	Politico-Military Affairs
Natalie Corbett	89-14	Clerk-typist	GS-322-4	Foreign Service Institute
Walter Richter	89-36	Security assistant (typing)	GS-086-5	Diplomatic Security, Case Control and Processing
Deborah Jones	89-58	Clerk-typist	GS-322-4	Consular Affairs
Robert Matkin	88-1281	Budget analyst	GM-560-13	Diplomatic Security
Charles Alexander	88-1357	Technical information spec.	GS-1412-9	Office of Secretary
Hazel Banks	88-1372	Lead file clerk	GS-305-6	Bureau of Personnel, Records Management
James Hostetler	88-1466	Employee relations spec.	GS-230-12	Office of Foreign Service Nationals
Joyce Schimsky	89-37	Secretary (steno)	GS-318-8	Bureau of Public Affairs
Linda Stewart	89-110	Mail and file clerk	GS-305-5	Oceans and International Environmental and Scientific Affairs
David Roberts	89-130	Secretary (typing)	GS-318-7	Office of Legal Adviser
		Hawkins, Kenneth L. , Consular Affairs, Automated Records		Licensing
		Landymore III, Frank W. , Office of Communications		Madison, Cecilia Francine , Consular Affairs, Manual Records
		Lewis, Carolyn M. , Politico-Military Affairs, Arms		McCoy, Janet L. , Foreign Affairs Data Processing Center
				Wade, Lisa , Office of Comptroller.

Office of Executive Director

GS-7

Brown, Renee, Bureau of Administration, Personnel Management
Chan, Ginger C., Office of Comptroller, Retirement Accounts
Gans, Jean Marie, Bureau of Personnel, Employment
Gogerty, Edward R., Office of Comptroller, Consolidated American Payroll
Holland, Linda M., Office of Communications
Imes, Leslie Ava, Consular Affairs, General Services
Johnson, Mattye L., Near Eastern and South Asian Affairs
Reynolds, Sandy, Bureau of Public Affairs, Regional Programs
Richardson, Vonda Lura, Office of Civil Service Personnel Management
Thomsen, Stephanie R., Office of Communications
Watson, Olivia W. Houston, Bureau of Personnel, Employment
White, Donna V., Medical Services

GS-8

Black, Barbara Jean, Office of Legal Adviser, International Claims
Bridewell, Patricia S., Fisheries Affairs
Douglass, Geraldine M., African Affairs
Fitzgerald, Meta R., Diplomatic Security, Physical Security Programs
Gibson-Martin, Delilla, Citizens Consular Services
Matthews, Diana T., Office of Communications
Pipan, Cynthia Krucelyak, Consular Affairs, Office of Executive Director
Powell, Shera F., Office of Communications

GS-9

Dade, Michelle Denise, Diplomatic Security, Personnel Investigation
Davis, Angela L., Diplomatic Security, Administrative Services
Eickman, Diane E., Office of Inspector General, Office of Audits
Fraulino, Philip S., Office of Communications
MacDougall, Jeanne R., Consular Affairs, Advisory Opinions
McCoy, Troy Isaac, Bureau of Administration, Systems Development

McHale, Ellen-Marie, European and Canadian Affairs, Budget Branch

Miller, Patricia A., Office of Under Secretary for Management, Personnel Management
Ricketts, Wilhelmina A., Diplomatic Security, Investigations
Swankowski, Steve T., Diplomatic Security, Personnel Investigation

GS-10

Zobell, Herbert F., Bureau of Personnel, Recruitment, Exams and Employment

GS-11

Armentrout, Teresa Leah, Bureau of Administration, Personnel Management
Coleman, Geraldine V., Diplomatic Security, Personnel Investigation

Corey, Brenda A., Office of Comptroller, Consolidated American Payroll

Linder, Susan M., Office of Inspector General, Office of Audits

Marken, Anne-Heather, Diplomatic Security, Personnel Investigation

Masciana, Leo Pierre, Office of International Conference Administration

Melcher, Margaret Monroe, Foreign Service Institute, Office of Registrar

Middleton, Elaine E., Bureau of Administration, General Acquisitions

Moss, Bonnie Lee, Bureau of Administration, Special Acquisitions

Pipan, Joseph George, Office of Comptroller, Resources Control

Russell, Susan C., Foreign Affairs Information Management Center

Shields, Barbara J., Diplomatic Security, Personnel Investigation

Sykes, Blanch, Oceans and International Environmental and Scientific Affairs, Office of Executive Director

Thomas, Sylvia L., Office of Comptroller, Accounting

Tyler, Eva O., Office of Legal Adviser, International Claims and Investment Disputes

Yates, Margaret Ann, Diplomatic Security, Professional Development

GS-12

Evenski, Brenda M., Diplomatic Security, Personnel

Management
Johnson, David, Consular Affairs, Diplomatic Liaison

Leonhart, Margaret A., Intelligence and Research, Regional Analysis

Lyons, Charles R., Bureau of Administration, Property Management

O'Brien, Margaret Y., Bureau of Public Affairs, Washington Programs

Pfaff, Jerald Edward, Office of Communications

Simpson, Mary D., Office of Legal Adviser, Office of Executive Director

Swanson, Nils J., Medical Services

GS-13

Hess, Cheryl S., Diplomatic Security, Industrial Security
Nientzow, Jacquelin L., Bureau of Administration, Translating

GS-14

Aikin, Barry J., Office of Communications, Communications Center

Gikakis, Nicolas, Office of Foreign Buildings, Construction Management

Oh, Dai Hwan, Office of Foreign Buildings, Building Design and Engineering

WS-8

Dunbar, Leon L., Bureau of Administration, Building Management Operations

Appointments

Aharon, Erica Jan, Northeast Passport Processing Center

Allen, Francine M., New Orleans Passport Agency

Bailey, Raymond M., Consular Affairs, Office of Executive Director

Battershell, A. Lee, Office of Inspector General, Office of Audits

Berger, Gail Sandra, Northeast Passport Processing Center

Bigler, Mary E., Tel Aviv
Boushell, Clinton Carl, Diplomatic Security, Investigations

Brooks, Jo, Office of Legal Adviser, International Claims and Investment Disputes

Brown, Adrienne Yvette, San Francisco Passport Agency

Bullivant, Nancy Lynn, Bureau of Administration, Personnel Management
Buster, Wilhelmina E., Bureau of Administration, Supply Liaison
Butler, Darlene L., Bureau of Personnel, Pre-Assignment

Training
Callwood, Kevin R., Policy Planning Staff

Carroll Jr., Francis X., Philadelphia Passport Agency

Cherry, Malissa T., Office of Comptroller, Pre-Assignment Training

Clark, Anthony Copley, Los Angeles Passport Agency

Clark, Randy R., Foreign Service Institute, Professional Studies

Colin, Donald I., Office of Inspector General

Connolly Jr., James, Office of Inspector General, Office of Investigations

Copeland, Phyllis Ann, Bureau of Personnel, Pre-Assignment Training

Coughlin, Veronica A., Office of Comptroller, Pre-Assignment Training

D'Antonio, Rosemarie B., New Orleans Passport Agency

Dorman, W. Judson, Intelligence and Research, Office of Intelligence Support

Dowell, Richard F., Consular Affairs, Program Support
Featherstone, Danny Joseph, San Francisco Passport Agency

Fisher, Mary J.R., Bureau of Administration
Flores, Lillian C., Los Angeles Passport Agency

Gaddie, Charleane, Office of Comptroller, Pre-Assignment Training

Gong, Wai Lee, Northeast Passport Processing Center

Green, Damion D., Los Angeles Passport Agency

Gregg, Donald P., Office of Korean Affairs

Gremler, Joanne Theresa, Northeast Passport Processing Center

Griffin, Shawn R., Bureau of Administration

Hagelin, Mark A., Office of Communications

Hardy, Alan M., Office of Inspector General

Harrison, Linda Gaye, Consular Affairs, Personnel
Higgins, Regina Marie, New Orleans Passport Agency

Holliday, Melanie Michelle, Northeast Passport Processing Center
Holloman, Lenora Denise, Consular Affairs, Automated Records
Hovenic, Ginger K., Office of Overseas Schools
Hoye, Robert S., Office of Communications
Irby, James S., Office of Protocol
Johnson, Ardis E., Office of the

PERSONNEL: CIVIL SERVICE

Secretary	Scott, Jovedia , Northeast Passport Processing Center	Director	and South Asian Affairs, Office of Executive Director to Office of Comptroller, Diplomatic Security Program Division
Johnson, Stanley V. , Office of Communications	Scott, Romy S. , Office of Comptroller, Pre-Assignment Training	Williams, Thomas E. , Human Rights and Humanitarian Affairs	Pettie, Regina Williams , Office of Civil Service Personnel Management to Office of Under Secretary for Management, Personnel Management
Kegler, Christopher Ard , Northeast Passport Processing Center	Shearin, Rosemary , Bureau of Administration, Special Acquisitions	Witt, George W. , Consular Affairs, System Applications	Rodriguez, Ana M. , Bureau of Personnel, Pre-Assignment Training to Inter-American Affairs, Office of East Coast Affairs
Kelley, Cheryl T. , Office of Comptroller, Consolidated American Payroll Division	Smith, Matthew D. , Office of Under Secretary for Management	Wright, Phyllis R. , Consular Affairs, Automated Records	Valus, Kim M. , Intelligence and Research to Economic and Business Affairs, Office of Monetary Affairs
Kocsko, Michael John , Philadelphia Passport Agency	Smith, Scott Harrison , Office of Comptroller, Pre-Assignment Training	Yanohira, Dean Ryu , Los Angeles Passport Agency	Washington, Cynthia D. , Bureau of Personnel, Pre-Assignment Training to Bureau of Personnel, Performance Evaluation
Lamberty, Kim Marie , Soviet Union Affairs	Snowden, Michael W. , New Orleans Passport Agency		Williams, Clifton Tyrone , Office of Comptroller, Central Claims to Bureau of Administration, Financial Management
Liu, Margaret C. , Legislative Affairs	Sour, Jennifer A. , Office of Counselor of Department		Wingfield, Gloria Felicia , Office of Comptroller, Pre-Assignment Training to Office of Comptroller, Consolidated American Payroll
Madigan, Peter T. , Legislative Affairs	Sparks, Deborah R. , Bureau of Personnel, Pre-Assignment Training		
Martinez, Jesus E. , Los Angeles Passport Agency	Staeben, Margaret S. , Marseille		
Mathews, Lydia M. , Bureau of Personnel, Pre-Assignment Training	Stebbins, Marlene J. , Bureau of Personnel, Pre-Assignment Training		
McCarley, Robin W. , Office of Inspector General, Office of Audits	Summers, Kimberly Ann , European and Canadian Affairs, Arms Control and Strategic Affairs		
McConnell, Diane Frances , Diplomatic Security, Dallas Field Office	Sun, Sarah , San Francisco Passport Agency		
McCormick, Deana K. , Intelligence and Research, Office of Executive Director	Tassier, Kimberly Sue , International Joint Commission		
McGee, Renee M. , Consular Affairs, Automated Records	Taylor, David A. , Philadelphia Passport Agency		
McGill, Susie D. , Office of Comptroller, Pre-Assignment Training	Terrell, Delma F. , Bureau of Administration, Special Acquisitions		
Monroe, Diana M. , Medical Services	Terrell, Joan E. , Office of Comptroller, Central Claims		
Nasukiewicz, Robert S. , Northeast Passport Processing Center	Tornavacca, Louis , Washington Regional Courier Division		
Noble, Deborah W. , Policy Planning Staff	Torres, Maria P. , Office of Comptroller, Pre-Assignment Training		
Oliver, Robert E. , Office of Communications	Vazquez, Virginia R. , Office of Comptroller, Pre-Assignment Training		
Ortiz, Maria A. , Bureau of Personnel, Pre-Assignment Training	Vismale, Karen Ann , Northeast Passport Processing Center		
Owusu, Mark Osei , Los Angeles Passport Agency	Vogt, Jerry A. , Office of Inspector General, Office of Audits		
Patrick, Jacqueline Y. , Bureau of Personnel, Pre-Assignment Training	Walker, Robert L. , Bureau of Administration, Secured Transportation		
Perry, Roy , Consular Affairs, Office of Executive Director	Watters, Gregory L. , Bureau of Administration		
Petit, Kenneth Paul , Northeast Passport Processing Center	Webber, Deborah E. , Bureau of Personnel, Pre-Assignment Training		
Pifer, Marilyn Louise , Oceans and International Environmental and Scientific Affairs, Office of Science and Technology	Wellington, Martin A. , Intelligence and Research		
Porter, Charles F. , Consular Affairs, Office of Executive Director	Wieckoski, Gertrude L. , Bureau of Personnel, Retirement		
Ramadan, Riham M. , Office of Comptroller, Pre-Assignment Training	Wiggins, Teresa , Bureau of Administration, Personnel Management		
Reed Jr., Joseph V. , Chief of Protocol	Williams, Juanita E. , Consular Affairs, Office of Executive		
Riley, Margaret A. , Office of the Secretary			

Reassignments

Berry, Ruby A., Oceans and International Environmental and Scientific Affairs to Office of Management Policy
Choy, Alexander, New York Passport Agency to Northeast Passport Processing Center
Clyburn, Debra D., Foreign Service Institute, Professional Studies to Foreign Service Institute, Data Processing
Coles Jr., Roy W., Bureau of Personnel, Employment to Office of Under Secretary for Management, Personnel Management
Crawford, Mark H., Diplomatic Security, Investigations to Diplomatic Security, Administrative

Dixon, James, Foreign Affairs Data Processing Center, Equipment Operations Section to Foreign Affairs Data Processing Center, Facilities Control Section

Estep, Pearlle L., Bureau of Administration, Financial Management to Bureau of Administration, Transportation

Galloway, Terri P., Bureau of Personnel, Pre-Assignment Training to Bureau of Personnel, Examination Division

Jeffries, Angela Loretta, Office of East-West Trade to Office of Management Policy

Jones, Deborah P., Bureau of Public Affairs, Public Programs, to Consular Affairs, Personnel

Lee, Donald M., Office of Communications to Diplomatic Security, Investigations

McDermott, Catherine M., Near Eastern and South Asian Affairs to Bureau of Public Affairs, Regional Programs

Melchiorre, Maria C., Office of Equal Employment Opportunity and Civil Rights to Medical Services

Parker, Dhyana R., Bureau of Personnel, Pre-Assignment Training to Diplomatic Security, Washington Field Office

Penny, Sandra M., Near Eastern

Resignations

Abrams, Elliott, Inter-American Affairs
Althaus, Vicki H., Office of Civil Service Personnel Management
Andrews, Julie R., Office of Protocol
Bailey, Martin Jean, Office of Under Secretary for Economic Affairs
Bese, Holly A., Seattle Passport Agency
Cabelly, Robert J., African Affairs
Cargo, William I., Classification/Declassification Center
Corbett, Curtis, Office of Comptroller, Central Claims
Dardine, Sharon H., Geneva, Arms Negotiations
Deaussaure, Eugene R., Office of Communications
Derwinski, Edward J., Under Secretary for Security Assistance, Science and Technology
Donchi, Julia L., European and Canadian Affairs, Office of Executive Director
Finerty Jr., John J., Human Rights and Humanitarian Affairs
Forsen, Misugi, Boston Passport Agency
Garufi, Carmela E.C., Foreign Affairs Information Management Center
Halpern, Lucia V., Office of Dep-

It's bye-bye, Barney (after 50—count 'em: 50—years)!



Lined up with his awards, **Barney Lester** is applauded by Deputy Secretary-designate

Lawrence S. Eagleburger and presented to the camera by director general **George S. Vest**,

while his wife, **Bunnie Lester**, supplies an extra pair of hands. (Photo by **Walter Booze**)

Barnett B. (Barney) Lester, the much-decorated senior editor of *STATE* magazine and the man known as "Mr. Cheerful" up and down the ranks of the Civil Service and the Foreign Service, has retired after a half century in the U.S. Government.

The occasion was marked with a fresh profusion of awards bestowed on Mr. Lester in the Treaty Room by an old friend, Deputy Secretary-designate Lawrence S. Eagleburger, and also by the master of ceremonies, George S. Vest,

who is director general of the Foreign Service and the Department's director of personnel. Mr. Eagleburger, awaiting Senate action on his appointment, noted he had been performing no official acts but he would not let slip by this opportunity to honor Mr. Lester.

The latest crop of awards included the John Jacob Rogers Award, a Certificate of Commendation from Mr. Eagleburger, the 50-year service award and pin and the bronze retirement plaque. Also, a tongue-in-cheek presentation was

made in the name of comic-strip character "Supercrat" by cartoonist Chip Beck.

Mr. Lester has been on the staff of the magazine (known formerly as the Newsletter) virtually since its inception in 1961. Earlier, he served in the Bureau of Intelligence and Research and the Bureau of Administration and Information Management, among other places. He started his Government career as a public information officer at the Department of Justice, serving under President Roosevelt's

first Attorney General. Those who have known him in his long career (the number is said to approach a majority of the workforce at State and probably overseas) usually report being smitten by the infectious nature of his good cheer, optimism and positive attitude toward the Department and its people. He has numerous friends, too, in the media world.

Mr. Lester is continuing to work on contract at the magazine office until his successor is qualified. □

uty Secretary
Halston, Thomas Kevin, Northeast Passport Processing Center
Hernandez, Reyna, San Francisco Passport Agency
Hildebrant, Terri L., Seattle Passport Agency
Hollenbeck, Bernice E., European and Canadian Affairs, Arms Control and Strategic Affairs
Kampelman, Max M., Office of Counselor of Department
Knight, Linda, Bureau of Administration
Koenig, Amy Hecker, Office of Protocol
Kopperl, Brian M.O., Intelligence and Research, Office of Executive Director
Levitt, Geoffrey M., Office of

Legal Adviser, Politico-Military Affairs
Lyles, Cheryl J., Economic and Business Affairs, Office of Executive Director
Merced, Arthur M., Seattle Passport Agency
Morris, April L., Bureau of Personnel
Murdock, Catherine C., Office of Protocol
Patterson, Patricia Ann, Consular Affairs, Automated Records
Pete, Yvonne M., San Francisco Passport Agency
Pollack, Richard H., Bureau of Administration, General Acquisitions
Ponder, Mary E., International Organization Affairs,

Economic and Social Affairs
Quarles, Kimberly, Consular Affairs, Personnel
Robertson, Gail, Office of Protocol, Administrative
Roosevelt, Selwa S., Office of Protocol
Rosenberg, Beth L., Bureau of Public Affairs, Office of Public Communications
Stanley, Jean Lawson, Tel Aviv
Tackett, Nancy C., Geneva, Arms Negotiations
Terra, Daniel J., Office of Ambassador-at-large for Cultural Affairs
Testa, Susan, Intelligence and Research, Office of Executive Director
Thompson, Angie Janet, San

Francisco Passport Agency
Wallis, W. Allen, Under Secretary for Economic Affairs
Whitehead, John C., Deputy Secretary of State

Retirements

Fontaine, George L., Bureau of Administration, General Services
Grimes, Bernard A., Office of Communications
Wieckoski, Gertrude L., Bureau of Personnel, Retirement Division
Wilson, Joseph H., Intelligence and Research, Documents Control
Winder, Ruth J., European and Canadian Affairs, Post Management ■

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY BAKER accompanied PRESIDENT BUSH to Ottawa, Canada, February 10-11, to meet with Prime Minister BRIAN MULRONEY ... Mr. Baker then continued to Europe, to meet with his counterparts in 14 European NATO capitals, February 11-17. The capitals were Reykjavik, London, Bonn, Copenhagen, Oslo, Ankara, Athens, Rome, Madrid, Lisbon, Brussels, Luxemborg, The Hague and Paris. Accompanying the Secretary and serving as members of his advance team were special assistants KAREN GROOMES CASTLEMAN and CARON JACKSON; personal assistant LIZ LINEBERRY; staff assistant ERIK HOGHAUG; deputy executive secretary JAMES COLLINS; executive director PATRICK F. KENNEDY; Secretariat Staff officers JON BENTON, JOHN BEYRLER, ED SMITH, PENNY O'BRIEN, KEITH EDDINS, TIM COLLINS, KATHY FITZPATRICK, DEBORAH GRAZE and BOB CLARKE; Secretariat Staff line assistants DELORES HICKS, JACKIE STEIN and MARTI SZRAMEK; JOHN BENTEL, computer systems specialist; DENNIS R. ROSS, director, Policy Planning Staff; ROBERT ZOELLICK, counselor for the Department; the assistant secretary for European and Canadian affairs, ROZANNE RIDGWAY; the assistant secretary for public affairs, MARGARET TUTWILER, and her deputy, KIM HOGGARD; and RONALD LEHMAN.

Secretary Baker accompanied President Bush to Tokyo, Japan, February 22, to attend the funeral of EMPEROR HIROHITO ... Following the funeral, Mr. Baker proceeded to Beijing, China, and Seoul, Korea, for consultations with officials of those countries. Accompanying him and serving as advance were Ms. Castleman; Caron Jackson; Mr. Kennedy; deputy executive secretary RICHARD MUELLER; Secretariat Staff officers JUDY GARBER, BLAIR HALL, Ms. O'Brien, ALEX ARVIZU and VIRGINIA SMITH; line assistant JACKIE CARTER; Mr. Bentel; chief of protocol-designate JOSEPH

REED; Mr. Zoellick; Ms. Tutwiler and Kim Hoggard; and the outgoing assistant secretary for East Asian and Pacific affairs, GASTON SIGUR.

Secretary Baker traveled to Vienna, March 4-7, to participate in a meeting of the Conference on Security and Cooperation in Europe foreign ministers. Accompanying him were Ms. Castleman, Caron Jackson and Ms. Linberry; Mr. Collins; Mr. Kennedy and Mr. Bentel; Secretariat Staff officers LISA TENDER and WANDA NESBITT; and line assistants SAADIA SARKIS and DELORES HICKS; Mr. Dennis Ross; Mr. Zoellick, Ms. Tutwiler and Kim Hoggard; Ms. Ridgway; National Security Council staff member PHILIP ZELIKOW; Mr. Lehman; and JONATHAN HOWE, Joint Chiefs of Staff.

Employees joining the Secretary's staff were special assistants CAROL LANCASTER MILANO and S. ANN BANTA; staff assistants ARDIS JOHNSON and ERIK HOGHAUG; and secretary MARGARET RILEY. □

Office of the Deputy Secretary

RAY CALDWELL has joined the staff as executive assistant, replacing MARC GROSSMAN, who has been assigned to the embassy in Paris as political counselor. □

Office of the Counselor

Counselor ROBERT ZOELLICK (who was confirmed March 1) accompanied SECRETARY BAKER to Europe, February 10-17, then to Tokyo, Japan, for the funeral of EMPEROR HIROHITO, and proceeded to Beijing, China, February 22-27. Accompanying Mr. Zoellick was special assistant NICHOLAS BURNS. □

Policy Planning Staff

Director DENNIS R. ROSS traveled with SECRETARY BAKER to Europe, February 11-17 ... New members joining the Policy Planning Staff were WILLIAM BURNS, principal deputy director, and members ROGER GEORGE and STEVE FLANAGAN. □

Protocol Office

Protocol chief JOSEPH VERNER REED greeted and escorted the prime minister of Japan

and his wife during their visit to Washington ... He escorted the diplomatic corps to the White House, where they were received by PRESIDENT and MRS. BUSH. Assisting him at the reception was deputy chief of protocol JENNIFER FITZGERALD ... The diplomatic corps also attended the President's state-of-the-union message to Congress. Escorting the diplomats to Capitol Hill were RICHARD GOOKIN and LAWRENCE DUNHAM of the diplomatic and consular liaison section.

During February 11 foreign dignitaries visited Washington. Arrangements for the visitors were made by AGNES WARFIELD, acting chief of the visits section, assisted by DANNY POWER, MARY MASSERINI, RANDY BUMGARDNER, BARBARA KEITH, LESLIE LAUTENSLAGER, JESSE JOHNSON and JULIE WILLIAMS ... The ambassadors from Ecuador, Haiti, Norway, Mexico, Morocco, Canada, Trinidad and Switzerland presented their credentials to the President. Accompanying them to the White House were ANDREA MOONEY, APRIL GUICE, PATRICK DALY and GEORGIA GUHIN. □

Administration and Information Management

Office of Communications

ROBERT L. CAFFREY, deputy assistant secretary for communications, hosted the annual regional directors conference in Washington, February 14-22 ... JOSEPH ACQUAVELLA, director of technical services, and WILLIAM BIES, chief of programs in the Plans, Programs and Projects Division, attended the 1989 Armed Forces Communications Electronics Association

BUREAU OF ADMINISTRATION—A Meritorious Honor Award is presented to officers for their work in the Department's Nuclear Risk Reduction Center. Left to right: Joseph T. Sting, James R. Ryan, Robert W. White Jr., John Kennedy, Robert L. Caffrey, Steven J. Rodriguez, Lanah Berryhill, Jack A. Blair, Floyd L. Wilson.



western conference and exposition in Anaheim, Calif., in February, to view the latest concepts in telecommunications systems available for Government use.

The following personnel were in Washington on consultation: ROBERT HENSLEY, Lubumbashi; ROBERT BANKENSHIP, Singapore; EVA DEPPING, Istanbul; GRIFFITH MURRAY, Brussels; CONRAD BELLAMY, MICHAEL BOSTIAN and KENNETH RUH, Washington.

Completing courses in the Training Division were PATRICIA ENDRESEN, Islamabad; STEVEN ENGERT, Panama; SUSAN HULLINGER, Paris; KAREN MUMMAW, Dakar; TODD ROE, Kinshasa; WILLIAM SARGENT, Brussels; JAMES STEEVES, KATHLEEN EMMONS and HUGO MORA, Washington; ROBERT BLAKESHIP, Singapore; GRIFFITH MURRAY, Brussels; DENISE WALTERS-BELL, Washington; TERRY WILLIAMSON, Abidjan; NABEHA ABOOD, Belgrade; PATRICIA BARBERA, Abidjan; THOMAS HETTEL, Madrid; NANCY KIRK, Brasilia; GEOFFREY O'NEILL, Frankfurt; DALE RICE, Kingston; NICHOLAS SAWKIW, Frankfurt; HERBERT SHRIVER, Geneva; DAVID WAY, Addis Ababa; DALE RICE, Kingston; ROBIN ADORNO, Guangzhou; DAVID JESSER, Hong Kong; SHANNON LANKFORD, New Delhi; JANICE METZGER, Riyadh; JOHN YEAGER, Lilongwe; MICHAEL CURRENT, MILTON GREEN, RUSSELL PEASE, CHRISTOPHER DYE and DOUGLAS GILES, Washington; BENNETT LOWENTHAL, Porto Alegre; RICHARD ROSENMAN, Recife; NICHOLAS ADAMS, Washington; GAYLE GOODWIN, Manama; DAVID WAY, Addis Ababa; GRIFFITH MURRAY, Brussels; SEVEN ENGERT, Panama; SUSAN HULLINGER, Paris; NANCY KIRK, Brasilia. □

Foreign Buildings Office

Deputy assistant secretary RICHARD N. DERTADIAN met with ambassador-designate DONALD P. GREGG, Seoul, to discuss the new office building site acquisition and proposed consolidation of certain mission operations ... Mr. Dertadian held a series of meetings with foreign buildings program managers, to review the status of functional programs and budget plans for fiscal years 1989 and 1990 ... The director for program execution, BRYCE M. GERLACH, met with Ambassador CHARLES A. GILLESPIE, Santiago, to review the status of Leonard Parker Associates' design work on the new office building and a number of embassy residence projects which are expected to be completed by the end of this month ... The director for program planning and post support, HERBERT W. SCHULZ, presided at a session for Ambassador WARREN ZIMMERMAN, Belgrade, to discuss the chancery rehabilitation project and the new office building site selection survey planned for this month. □

Office of Operations

Facilities Management and Support Services: Safety Office. STEPHEN URMAN, safety

director, visited posts in Bangkok, Manila, Hong Kong, and Beijing, to evaluate safety and health-risk management programs.

Overseas Schools: ROBERT FERGUSON, regional education officer, was invited by the National Day of Excellence Society to attend the Congressional National Day of Excellence ceremony.

Supply, Transportation and Procurement: Supply Division: JAMES MURPHY, chief of property management, visited Copenhagen, to review property operations and assess compliance with property management regulations.

Office of Language Services: director HARRY OBST was in Ottawa with deputy assistant secretary RICHARD FAULK, for meetings at the office of the secretary of state of Canada, to discuss the status of machine translation and electronic terminology banks ... RITA BOREN accompanied VICE PRESIDENT QUAYLE to Caracas with interpreting chief STEPHANIE VAN REIGERSBERG ... Staff interpreter GISELA MARCUSE accompanied SECRETARY BAKER on his tour of NATO countries ... ELIZA BURNHAM, VIVIAN CHANG and JIM BROWN interpreted for PRESIDENT BUSH during his visit to Asia ... WILLIAM HOPKINS and GALINA TUNIK departed for Moscow with a delegation scheduled to visit psychiatric hospitals ... Other staff travel included that of Ms. Boren, to Colombia for a customs course, and ADRIENNE CLARK-OTT and GISELA MARCUSE, to Florida for a military meeting ... An intensive one-week Russian interpreter training course was held in the Department for 10 new and established contractors ... Mr. Hopkins, DIMITRY ZARECHNAK and contractor SOPHIA PORSON were the principal instructors. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary CHESTER A. CROCKER was interviewed by the Voice of America, February 15, and the Des Moines Register, February 21 ... He conducted a "Worldnet" broadcast to Brazil, February 15 ... With deputy assistant secretary CHAS FREEMAN, he led the U.S. delegation that traveled to Luanda, Angola, to participate in the Joint Commission talks on the Angola-

Namibia peace agreement, February 21-24 ... Office of Regional Affairs political-military officer CHARLES SNYDER was a member of the U.S. delegation for these talks; the commission was established by the southern African agreements concluded in December ... Mr. Crocker was to participate in the Wilton Park conference on South and southern Africa, in England, March 7-10 ... Deputy assistant secretary KENNETH L. BROWN testified before the House Subcommittees on Africa and Hunger, February 23 and March 2, concerning Sudan ... He will represent the U.S. Government at the dedication ceremony for the Ghanaian chancery, March 7 ... A number of desk officers in the bureau briefed various groups for their presentations to the "Model United Nations," in Washington, the week of February 17.

Office of Southern African Affairs: Deputy director GILBERT KULICK spoke on U.S. policy toward South Africa, at a conference on poverty and change in South Africa at Duke University, February 15-17 ... GRETA MORRIS, director, Office of Public Affairs, participated ... ROBERT KAISER, Zambia desk officer, briefed students from Buxton School, Williamstown, Mass., in the Department, March 2, on U.S.-South Africa relations ... TOM NIBLOCK, South Africa desk officer, participated in a direct-line interview on politics within South Africa, with students from Missouri State University, March 3.

Office of Regional Affairs: DAVID PASSAGE, director, represented the United States at the Africa experts sessions, at NATO headquarters in Brussels, February 22-23, and consulted with British and French counterparts in London and Paris, February 24-28 ... KEVIN MILAS left the bureau in February to join the Bureau of Inter-American Affairs.

Economic Policy Staff: Director WALTER A. LUNDY traveled to Nairobi and Abidjan, in March, accompanying an Agriculture Department trade and development mission. He stopped in Accra for consultations ... MICHAEL McNAULL, senior financial economist, attended

NOUAKCHOTT, Mauritania—At awards ceremony, left to right: Janet Palmer, M'Barek Ould Abd Razak, Ambassador William Twaddell, Dahi Ould Ahmed, Djigo Mamadou Alassane, Lucien Vandembroucke.



BUREAU NOTES



LIBREVILLE, Gabon—Personnel assistant *Jacqueline Essomba*, resigning after five and one-half years of service, receives parting gift from administrative officer *Paul Rowe*. Ambassador *Warren Clark Jr.* applauds.

the annual consultative meeting of the southern African development coordination conference, in Luanda, Angola, February 1-3. He subsequently traveled to Zimbabwe, Zambia, Tanzania, Uganda, Kenya and Somalia. □

Consular Affairs

On March 3 Assistant Secretary **JOAN M. CLARK** testified before the Senate Judiciary Subcommittee on Immigration and Refugee Affairs, at a hearing on the Kennedy-Simpson legal immigration reform bill (S. 358).

Overseas Citizens Services: **CYNTHIA D. WOOD** has joined the staff of the European and Canadian Division, Citizens Emergency Center. She replaces **ANN SYRETT**, who is assigned to the embassy in St. Johns.

Visa Services: On March 1 deputy assistant secretary **JEROME OGDEN** addressed the American Immigration Lawyers Association, in Washington, on visa policies ... He addressed the Federal Bar Association, March 2, on developments in the Visa Office ... On March 3

RICHARD WILLIAMS, associate director, with **CORNELIUS SCULLY**, chief, Office of Legislation, Regulations and Advisory Assistance, and **STEPHEN FISCHER**, Legislation and Regulations Division, addressed the Federal Bar Association on Visa Office policies ... On March 5 Mr. Williams addressed the American Immigration Lawyers Association, in Miami, on changes in the visa law ... Mr. Scully addressed the New York chapter of the American Immigration Lawyers Association, March 6, on consular non-reviewability ... **ALFRED GONZALES**, Systems Liaison and Procedures Division, visited Rome, Milan, Stockholm, Tel Aviv and Madrid, February 18-March 11, to provide training for the newly-installed nonimmigrant visa/computer-assisted processing systems at each of those posts ... **STEPHEN FISCHER** was the guest speaker at a meeting held by the Southern California American Immigration Lawyers Association, in Los Angeles, February 21. Topics included the U.S.-Canada free trade agreement, the NP-5 program, the Berman diversity program and the nonimmigrant visa waiver program with Japan ... **JANICE JACOBS**, chief, Coordination Division, met with officials from the Immigration and Naturalization Service at Dulles International Airport, to discuss problems related to the integration of entries from the automated visa lookout system into the automated Immigration and Naturalization Service lookout system ... She attended the seventh annual Immigration and Naturalization Service examinations conference, in Denver, providing information on the automated visa lookout system ... Visa Services welcomed **NORMAN ALEXANDER**, **SERENA HYLTON**, **TIMOTHY SMITH**, **JOYCE TURNER** and **JULIE FURUTA-TOY**.

Passport Services: **EDWARD N. HART**, regional director, Seattle Passport Agency, returned to Seattle after spending three months at the Northeast Passport Processing Center in New York on a temporary detail ... **KAREN PALLAS**, assistant regional director, and **MARK JOHNSON**, adjudication supervisor at the Seattle Passport Agency, addressed a group of exchange students at an event sponsored by the Rotary

Club International, on obtaining U.S. passports and traveling and living overseas ... **SUSAN SHORT**, acceptance agents coordinator at the Seattle agency, traveled to a world travel show in Portland, February 3-4, to provide information on U.S. passports and overseas travel ... The Seattle agency welcomed new employees **BARBARA ALLISON**, **DIANE BROWN**, **MELISSA BRUBAKER**, **PAULA FERGUSON**, **RINA GONZAGA**, **CECILIA GRIFFEY**, **MICHAEL LANE**, **MAY MAR**, **LINDA SHAHAN** and **PATRICIA WANG**. □

Diplomatic Security

On March 1 Assistant Secretary **ROBERT E. LAMB** addressed members of the American Legion Auxiliary "Awareness Assembly," in the Dean Acheson Auditorium ... On March 10 Mr. Lamb addressed local officials at the City Club in Cleveland ... The Office of Professional Development's Training Support Division is planning a move to the new interim training center, off Gallows Road just south of Tyson's Corner in suburban Virginia ... The Mobile Security Division plans to provide a seven-agent training assistance team to the U.S. embassy in Lima, and security support assistance to the U.S. embassy in San Salvador. □

NEW DELHI, India—At regional consular workshop for national employees, first row, left to right: *Mohammad Reazuddin Ansari* (Dhaka), *Abdulla Abdulkader* (Sanaa), *Puran Bectar* (New Delhi), *Fathi Thamir* (Kuwait), *Janaki Vaidyanath* (Madras), *Inu K. C.* (Kathmandu), *Joyce D'Souza* (Manama), *Perveen Mehrotra* (Bombay), *Sana Malek Aghobian* (Dubai), *Katayun Tengra* (Karachi), *Zahir-ud-Din* (Lahore). Back row: *Godfrey Graro* (Colombo), *Karla Reed* and *Kevin Herbert* (Washington), *Mohammad Sher Alam Khan* (Islamabad), *James Ritchie* (Washington), *Linda Young* (Peshawar), *Purushotham Ganti* (Calcutta).





East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR accompanied PRESIDENT BUSH on his trip to Japan, China and Korea, February 22-27 ... The President and SECRETARY BAKER visited Tokyo, February 22-25, to attend the funeral of the emperor ... Mr. Sigur was accompanied by J. STAPLETON ROY, deputy assistant secretary, and WILLIAM BREER, director, Office of Japanese Affairs.

Deputy assistant secretary DAVID F. LAMBERTSON addressed the American Legion's mid-winter conference, February 27, at the Sheraton-Washington Hotel ... He testified at several hearings of the House Foreign Affairs Asian Subcommittee: March 1, regarding Cambodia; March 2, Burma; and March 7, the Philippine multilateral aid initiative ... Economic Policy Office director CLARKE ELLIS attended a Brookings Institution seminar on economic restructuring in East Asia, February 21-23. He spoke to the group on "The Role of Private Investment in East Asia's Economic Integration." ... He participated in the February 27-28 Washington meeting of the U.S. Committee of the Pacific Basin Economic Council.

After the emperor's funeral and the party's departure for China, Mr. Breer stayed on in Tokyo, to consult with the embassy, returning to Washington, March 1 ... Deputy director JAMES DERHAM participated in a conference at Texas Agricultural and Mechanical University, on "Japan: The Power of a Changing Economy," February 8-11 ... Country officer TED KLOTH was in Tokyo, February 28-March 3, as part of an interagency group studying Japan's distribution system.

Office of Regional Affairs director DONALD WESTMORE and Office of Indonesia, Malaysia, Brunei, and Singapore Affairs deputy director GENE CHRISTY participated in the National Defense University-organized sym-

EAST ASIAN AND PACIFIC AFFAIRS—Assistant Secretary *Gaston Sigur*, left, presents Superior Honor Award to the Office of Philippine Affairs for its review of the military bases agreement. Others, from left: office director *Charles B. Salmon Jr.*, *Mary G. Merritt* (partially hidden), *Eunhee Arvizu*, *Geraldeen G. Chester*, *Jamison Selby*, *John H. Andre III*, *James P. Zumwalt*, *Raymond D. Richhart Jr.*, *W. Scott Butcher*, *L. Robert Hughes*, *Steven Ratner*.

posium, "Evolving Perspectives for Pacific Basin Strategies in the 1990s and Beyond," at the Hilton Hawaiian Village Hotel, Honolulu, March 2-3 ... Mr. Christy briefed students on Malaysia, at the Georgetown University-sponsored "Model United Nations" program ... At the request of Senator RICHARD LUGAR (R. Ind.), he spoke to 15 business and political leaders from Terre Haute, Ind., who were preparing for a March 3-18 trade and investment tour to Thailand, Malaysia, Singapore and Indonesia ... PAUL D. WOLFOWITZ, ambassador to Indonesia, was in Washington, January 23-February 21, for consultations. □

Economic and Business Affairs

Assistant Secretary EDWARD McALLISTER participated in a panel discussion, "Inside U.S. Agricultural Policy," hosted by World Perspectives, March 6, in Washington ... On March 7 he addressed the International Business Center of New England, in Boston, on the European single market ... JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, traveled to Montreal, February 15-16, to participate in the special ministerial meeting of the council of the International Civil Aviation Organization ... On February 28-March 3 he traveled to Rome, to chair civil aviation negotiations with

the Italians ... DIANE FISCHER CASTIGLIONE, Office of Aviation Negotiations, participated in the Italian talks.

PATRICK J. NICHOLS led a nine-member U.S. delegation to Indonesia, Singapore, Malaysia and Taiwan, February 25-March 21, to consult with those governments and discuss their participation in bilateral trade control agreements with the United States. Also participating was HOWARD KRAWITZ.

BRUCE ROGERS led a U.S. delegation to the February 13-15 meeting of the ad hoc working group on correlation of the customs-harmonized tariff system and the industrial list ... ROBERT L. PRICE addressed a group of students and businessmen on U.S. policy options on East-West trade, at a forum on East-West relations in the 1990s sponsored by the Fletcher School of Law and Diplomacy, Medford, Mass., February 10 ... ROBERT F. GODEC led a 13-member U.S. delegation to the February 6-9 meeting of the ad hoc group to renegotiate strate-

LIMA, Peru—*Caralmae Knickmeyer* with her husband, *Robert Knickmeyer*, counselor for economic affairs, who received Meritorious Honor Award.



BUREAU NOTES

gic export controls on machine tools.

Recent arrivals in the bureau include those of CYNTHIA AKEUTTEH, Office of Energy Producer Country Affairs, and LEE GRAHAM, Office of Food Policy. □

European and Canadian Affairs

Front Office: Assistant Secretary ROZANNE L. RIDGWAY traveled with SECRETARY BAKER to all the NATO capitals, February 10-17. Accompanying her from the bureau was AVIS BOHLEN, director Office of European Security and Political Affairs ... Ms. Ridgway spoke on European integration and U.S. interests, to a Columbia Institute conference in Washington, February 24, and to a Foreign Policy Association meeting in New York, March 1 ... During February she addressed participants in the U.S. Senate Youth Program and the Presidential Classroom Program ... On February 27 she helped inaugurate a new study group on East-West relations, at the Carnegie Endowment for International Peace, in New York ... On February 18 she participated in a Peace Prize Forum sponsored by St. Olaf's College, Northville, Minn ... Principal deputy assistant secretary CHARLES H. THOMAS attended a Mosher Institute for Defense Studies conference on conventional arms control, February 2-3, at Texas A&M ... He participated in a NATO high-level task force meeting on conventional arms control, February 9-10 and 22-23, in Brussels ... Deputy assistant secretary THOMAS W. SIMONS delivered speeches on eastern Europe, to the New York Council on Foreign Relations, February 28, and the Executive Council on Foreign Diplomats,

DUBLIN, Ireland—Administrative officer Samuel A. Rubino is presented the Superior Honor Award by Ambassador Margaret M. Heckler.



February 24, in Washington ... He spoke to the National Jewish Community Relations Advisory Council, February 20, on "Assessing the Impact of Glasnost on Soviet Jewry" ... Deputy assistant secretary WILLIAM BODDE spoke on German-American relations, to a February 21 session of the American Council on Germany, in New York, as well as to a luncheon meeting of West German businessmen in New York, February 22 ... Deputy assistant secretary JAMES WILKINSON traveled to London, Bonn, Paris and Rome, February 5-13, for discussions on Cyprus ... During the month he had consultations on Cyprus with UN officials in New York.

Office of Northern European Affairs: ROCKWELL SCHNABEL, departing ambassador to Finland, visited the Department, February 28, for final consultations ... MAYNARD GLITMAN, ambassador to Belgium, was in Washington for consultations, February 24-March 1, after receiving an award from the Rochester Association for the United Nations ... The country officer for Denmark, KENNETH H. KOLB, addressed the Boston World Affairs Council, February 23, on U.S.-Danish relations ... The ambassador-designated to the United Kingdom, HENRY CATTO, joined by Mr. Wilkinson, deputy office director EILEEN M. HEAPHY and United Kingdom country officer HOWARD PERLOW, greeted PRINCE CHARLES on his arrival at Andrews Air Force Base, February 17, for a private visit to the United States.

Office of Regional Political-Economic Affairs: Deputy director WILLIAM DAMERON accompanied Under Secretary-designate RICHARD T. McCORMACK to Paris, for the meeting of the executive committee in special session of the Organization for Economic Cooperation and Development ... They then went to Brussels, for consultations at the U.S. mission to the European Community ... On February 23 MARK TOKOLA spoke at Cuyahuga Com-

ROME, Italy—Personnel officer Mary Cencetti, center, is congratulated on her retirement from the Foreign Service. Others, from left: deputy chief of mission John W. Holmes, staff aide Deborah Park, staff assistant Deborah McCarthy, Ambassador Maxwell M. Rabb, secretaries Cristina Larson and Fortunata Maria LoConte.

munity College on European integration.

Office of European Security and Political Affairs: ERIC REHFELD, coordinator for NATO programs, participated in a conference the week of January 30 ... He met with the director general of the NATO Central European Operating Agency, to discuss administrative issues.

Office of Soviet Union Affairs: Economic officer WAYNE NEILL led a U.S. delegation in February 23-24 talks with the Soviets, on resumption of traditional visits by American Eskimos to their Siberian neighbors ... Exchanges officer EDWARD SALAZAR spoke at the University School of Milwaukee, February 23, on "The Impact of Perestroika on U.S. Policy Toward the Soviet Union" ... Multilateral and security affairs officer STEVE YOUNG spoke with university students and community groups in Jacksonville, Fla., February 22-23, about the Gorbachev reforms and their significance for the United States ... ELEANOR SUTTER addressed the William Benton Fellows in Broadcast Journalism, at the University of Chicago, on "The Background and Future of U.S.-Soviet Relations" ... KAREN PUSCHEL rejoined the multilateral and security affairs section, in February, after a year with the Council on Foreign Relations.

Office of Southern European Affairs: ALEXANDER KARAGIANNIS departed the office for Turkish language training, in preparation for his assignment to Embassy Ankara ... EUGENE ZAJAC has joined the office for two months, prior to his assuming duties as consul general in Izmir, Turkey, this summer. □

Foreign Service Institute

MICHAEL VLAHOS, director, Center for the Study of Foreign Affairs, gave speeches at the Command and General Staff College, Fort Leavenworth; at the Center for Low-Intensity Conflict, in Hampton Roads; and at a Defense conference at Quantico.

In a reorganization of senior management positions and personnel in the School of Language Studies, H. DAVID ARGOFF, formerly chairman of the Program and Staff Development Department, has been named associate dean for Washington instruction ... GARY D. CRAWFORD remains as associate dean ... MADELINE E. EHRMAN was named director of the newly-created Department of Research Evaluation and Development.

JAMES BERNHARDT, language training supervisor for Russian and Ukrainian, traveled to the Soviet Union, where he visited posts in Moscow and Leningrad, January 21-February 2 ... PETER BECHTOLD, Near East-North Africa

FOREIGN SERVICE INSTITUTE—

Graduates of information systems management training, left to right: *Mark Wheatley* (chairman), *Larry Kozak* (Beijing), *Luis Acosta* (Lima), *David Summers* (Stockholm), *Elizabeth Gelderloos* (Washington), *Hazel Boone* (Vienna), *Tom Phalen* (Mexico), *Jim Rubino* (Kuwait), *John Gieseke* (Washington), *David Fleming* (Bangkok), *Brad Rohrer* (Frankfurt), *Don Rek* (Madrid), *Steve Valdez* (Mexico). (Photo by Lloyd McKenzie)

chairman, School of Area Studies, traveled to Houston, February 9-10, at the invitation of the University of Houston, to participate in programs on the Middle East and to discuss foreign affairs career opportunities ... Asia area studies chairwoman ANNE IMAMURA spoke at Wittenberg University and at the Japanese Information and Culture Center on Japanese societal issues ... Southeast Asia area studies chairman EUGENE BRUNS lectured on the internal politics and international relations of Southeast Asia, at the Air Force Special Operations School, Hurlburt Field, Fla., March 3 ... BARRY WELLS, education specialist, Curriculum and Staff Development Division, conducted three-day management workshops for area administrative officers in Cairo and Manama, January 17-19 and 21-23 respectively. □

Inspector General's Office

Inspector general SHERMAN FUNK joined the South Africa inspection team led by ROBERT FRITTS, in Capetown, for the completion of the inspection, February 1-3 ... Following the inspection, he and the assistant inspector general for audits, JOHN PAYNE, visited Mbabane, Maputo, Dar es Salaam, Nairobi, Khartoum and Cairo, February 4-16. At each location they discussed post operations and concerns, as well as Office of Inspector General activities, with key post personnel ... Mr. Payne spoke to representatives of the Bureau of East

Asian and Pacific Affairs and the Bureau of Near Eastern and South Asian Affairs employee associations at a conference in Bangkok, January 24, on the role of Office of Inspector General in oversight of employee association activities.

Office of Audits: BARBARA SAULS, from the Department of Defense, is assigned to the Property Management and Procurement Audit Division ... JERRY VOGT was assigned from the Department of Veterans Affairs to the Financial Management Audit Division. Also joining the division was HENRY WILSON, who came from the Defense Contract Audit Agency ... A new member of the Department Support Programs Audit Division is MARGARET DEQUIR, from the Department of Housing and Urban Development ... ROBIN McCARLEY was assigned to the Property Management and Procurement Audit Division, from the Department of the Army.

Office of Inspections: Inspections, which are to begin this month and early next month, will be conducted by teams led by Mr. Fritts, HOWARD K. WALKER, CLINT A. LAUDERDALE, ROBERT E. BARBOUR, FERNANDO E. RONDON and GORDON L. STREEB ... Inspectors will conduct overseas post inspections in Indonesia (Jakarta, Medan, Surabaya), Malaysia (Kuala Lumpur), Brunei (Bandar Seri Begawan), Singapore, Syria (Damascus), Iraq (Baghdad), Greece (Athens, Thessaloniki), Turkey (Ankara, Istanbul, Izmir, Adana), Cyprus (Nicosia), China (Beijing, Guangzhou, Shanghai, Shenyang, Chengdu), Hong Kong, Korea (Seoul, Pusan) and Taiwan ... Inspections of the Family



BUREAU NOTES

Liaison Office and Medical Services were to begin this month.

Office of Security Oversight: During January, teams evaluated security programs in Poland and Colombia. Inspections of the embassies in Syria, Iraq and China were to begin last month ... TERRENCE SHEA has been selected as the assistant inspector general for the Office of Security Oversight, and BEVERLY C. LOVE-LADY is the acting deputy assistant inspector general ... DIANA McCORMICH transferred from the Office of Audits to serve as secretary for the new Office of Security Oversight. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: MARTHA MAUTNER, deputy director, addressed the Air Force University at Maxwell Air Force Base, Auburn University and local media in Montgomery, Ala., on Soviet and East European issues, January 30-31 ... PAUL GOBLE, nationalities specialist, spoke on Gorbachev and the nationality question, at the Washington Institute of Foreign Affairs, February 8, and on Gorbachev and the Caucasus, to Columbia University's Armenian Center conference on Karabakh, February 11 ... WAYNE LIMBERG, division chief, lectured on Soviet mideast policy, at the Johns Hopkins School for Advanced International Studies conference on Soviet domestic change and geostrategy, February 17, and at the National War College, on regional conflict under MIKHAIL GORBACHEV, February 23 ... JOHN PARKER, analyst, addressed college students from Lynchburg, Va., who were visiting the Department, on Soviet developments, February 10. □

International Communications and Information Policy

SONIA LANDAU, U.S. coordinator and director of the bureau, hosted a reception, February 8, in the Department's Benjamin Franklin Room, in connection with the International Communications Association's "Global Telecommunications Strategies" conference, February 7-10. The reception was attended by congressional representatives, regulatory leaders, other executive branch personnel and private-sector leaders ... On March 8 she represented the Department at hearings by the House Commerce Subcommittee on Telecommunications and Finance, concerning high-definition television.

Deputy director RICHARD C. BEARD participated in a U.S. embassy-sponsored seminar in Mexico City, February 14, on restructuring of telecommunications facilities. Thirty senior Mexican telecommunication officials took part ... The following day, he addressed the Mexican National Electronics Association, on "Telecommunications as an Engine of Economic Growth." ... He attended the Asia "Telecom 89" conference, February 20-24, in Singapore. This spe-

cialized exhibition and forum was sponsored by the Telecommunications Authority of Singapore and the International Telecommunication Union ... During this trip, he held bilateral discussions with Singapore officials, on International Telecommunication Union matters ... RANDOLPH EARNEST, director, Office of Satellite and Cable Policy, was elected chairman of the International Maritime Satellite Organization's sixth assembly of parties meeting, in London, January 17-20 ... HILLARY CUNNINGHAM, same office, was head of the U.S. delegation. The

Solution to Diplo-Crostic No. 51

(See March issue)

Edward Gibbon. [The] Decline and Fall [of the Roman Empire]

"It is almost superfluous to enumerate the unworthy successors of Augustus. The dark unrelenting Tiberius, the furious Caligula, the feeble Claudius, the profligate and cruel Nero, the beastly Vitellius, and the timid inhuman Domitian are condemned to everlasting infamy."

A. Egypt	O. Cummulus
B. Diminished	P. Lettuce
C. Whitestone	Q. Italy
D. Arsenate	R. Never Never
E. Russia	Land
F. Delicious	S. Entertainment
G. Goosefoot	T. Augur
H. Iturbi	U. Northeast
I. Blue Cheese	V. Dollar Diplomacy
J. Beechnut	W. Fatted
K. Off The Mark	X. Australia
L. Nauru	Y. Luminous
M. Distrust	Z. Lighthouse □
N. English Muffin	

Barney Lester's answers

(See Page 16)

1. William E. Schauffe Jr. (Carter); Chester A. Crocker (Reagan).
2. Arthur W. Hummel Jr. (Carter); John H. Holdridge (Reagan).
3. Harold H. Saunders (Carter); Ronald I. Spiers (Reagan).
4. Harry W. Shlaudeman (Carter); Thomas O. Enders (Reagan).
5. Samuel W. Lewis (Carter); Elliott Abrams (Reagan).
6. Alfred L. Atherton Jr. (Carter); Nicholas A. Veliotis (Reagan). □

Solution to post puzzle

(See Page 16)

Never leave Hulk and Tiger together, Tiger and Dizzy together, or the twins together. Take Tiger and one twin into the canoe. Cross over. Drop them off, and cross back alone. Pick up Hulk and cross over. Drop off Hulk, pick up Tiger and cross back. Drop off Tiger, pick up Dizzy and cross over. Drop off Dizzy and cross back alone. Pick up Tiger and the other twin, and cross over. Now you're all on the other side. Alternative solution: Take Dizzy on your second cross-over, Hulk on your fourth. □

assembly adopted amendments to the convention of the International Maritime Satellite Organization, which will enable the organization to offer satellite communications to mobile land vehicles as well as to ships and aircraft ... Communications and information officers and representatives attending the International Telecommunication Union's administrative council meeting in Geneva, January 30-February 3, were TRAVIS MARSHALL, chairman, U.S. delegation to the plenipotentiary conference; DAN CLARE, executive director for the U.S. delegation; EARL BARBELY, director, Office of Telecommunications and Information Standards; and RICHARD SHRUM, director, Office of Radio Spectrum Policy.

WARREN RICHARDS, Office of Radio Spectrum Policy, participated in two meetings of the International Telecommunication Union/International Radio Consultative Committee, in Geneva, January 18-28. The meetings dealt with high-definition television issues ... JOHN GILSENAN, same office, attended an International Civil Aviation Organization working group session on aeronautical mobile satellite systems, in London, February 13-17. □

International Narcotic Matters

Deputy assistant secretary MARK DION participated as a panelist and workshop leader, at a conference for high school students and faculty entitled "Illegal Drugs: An American Crisis, An International Challenge," sponsored by the World Affairs Council of Philadelphia, February 23 ... GARETH MULLOY, Hong Kong commissioner for narcotics, visited the bureau, February 23, and met with deputy assistant secretary JAMES F. HOUBLER. Mr. Mulloy was accompanied by MICHAEL SNELL of the British embassy ... During his Washington visit, Mr. Mulloy also had meetings with the Drug Enforcement Administration, Federal Bureau of Investigation, U.S. Customs Service and the Department of Justice ... DAVID LANGHAUG, chief, Latin America Division, spoke to students at the Army War College, Carlisle, Pa., February 10, on the Department's drug eradication program in Latin America ... On March 2 W. KENNETH THOMPSON, consultant to the bureau, addressed students from the "Washington Semester," at American University, on "Narcotics and U.S. Policy toward Latin America." □

Legal Adviser's Office

ABRAHAM D. SOFAER, the legal adviser, traveled to The Hague, to present the oral pleadings of the U.S. Government to a chamber of the International Court of Justice, in the case concerning Elettronica—Sicula, S.P.A. Accompanying him were MICHAEL J. MATHESON, deputy legal adviser, and MELINDA P. CHANDLER and SEAN D. MURPHY, attorney-advisers ... JOHN R. BYERLY, assistant legal

adviser for African affairs, accompanied Assistant Secretary CHESTER CROCKER to Luanda, for a meeting of the joint commission established under the Namibia/Angola accords, and to related consultations in Cape Verde, Zaire, Congo and Cote d'Ivoire.

DAVID P. STEWART, assistant legal adviser for law enforcement and intelligence, traveled to Strasbourg, to attend a meeting with the Council of Europe's select committee of experts on international cooperation, as regards search, seizure and confiscation of the proceeds from crime ... NANCY ELY-RAPHEL, assistant legal adviser for nuclear affairs, traveled to Albuquerque, to attend a seminar at Los Alamos National Laboratory. Accompanying her was CAROL M. SCHWAB, attorney-adviser in the same office ... DAVID H. SMALL, assistant legal adviser for oceans, international environmental and scientific affairs, traveled to New York, to meet with delegations from other countries on seabed mining and the law of the sea ... BRUCE C. RASHKOW, assistant legal adviser for UN affairs, traveled to New York, for recruitment and coordination with the U.S. mission to the United Nations ... PETER J. SPIRO, attorney-adviser, Office of Near Eastern and South Asian Affairs, traveled to Charlottesville, Va., to meet with students from the University of Virginia and to discuss legal aspects of the Arafat visa denial.

People: Joining the bureau were JO BROOKS, attorney-adviser, Office of International Claims and Investment Disputes, and DAVID ROBERTS, secretary, Office of Treaty Affairs. □

Management

Family Liaison Office

Director MARYANN MINUTILLO and community liaison support officer TERRI WILLIAMS conducted two training conferences for community liaison office coordinators in



Africa. The conference for West Africa was held in Abidjan, February 13-16; for East Africa, in Nairobi, February 21-24 ... The following community liaison coordinators visited the Family Liaison Office in January and February: JO GROLL (New Delhi), SUSAN FICKLING (Montevideo), RHONDA CLORE (Jerusalem), YOSHIE ZORN (Reykjavik) and SUSAN MALCIK (Bombay). □

Office of Foreign Missions

On February 7 senior operations officer E.

ABIDJAN, Cote d'Ivoire—Community liaison office coordinators training conference, first row, left to right: *Hazel Kassebaum* (N'Djamena), *Corraza Hancock* (Libreville), *Sandra McMahon* (Yaounde), Ambassador *Dennis Kux*, *Maryann Minutillo* (Family Liaison Office), *Dot O'Neil* (Lome); *Nancy McCarthy* (Ouagadougou), *Janet Bauso* (Lubumbashi), *Stephanie Giddings* (Abidjan). Second row: *Catherine Bahl* (Conakry), *Valerie Manning* (Accra), *Bonnie Harris* (Abidjan), *Ginny Weeks* (Lagos), *Margie Thompson* (Monrovia), *Joni Sarles* (Dakar), *Virginia Chandler* (Kinshasa), *Terri Williams* (Family Liaison Office), *Lu Cole* (Niamey).

SOFIA, Bulgaria—At opening of the embassy's pre-school facility. Affiliated with the Anglo-American School, it has an enrollment of 20.

RICHARD ATKINSON, tax exemption operations officer JAMES DOYLE and the public affairs bureau's NICK LONGWORTH testified before the Maryland State Senate, on exemption from gasoline taxes for foreign diplomats in the United States. The Maryland Senate has passed a bill to exempt diplomats from the gas tax, and the lower house there was expected to take action on the bill soon ... Mr. Atkinson spoke to the Law Society of New York, at the Harvard Club, February 22, "A Changing Environment in the Diplomatic Community: Benefits Defined."

The office has identified several countries for its utilities surcharge program. Utility (electrical and natural gas) bills for selected foreign missions will have to pay surcharges if the United States does not receive relief for its personnel and embassies abroad ... WILLIAM MEEHAN has joined the office as the senior customs representative; the new system manager is PAUL GARCIA ... The office's New York branch served as transportation coordinator for MIKHAIL GORBACHEV's December visit to New York ... Mr.



BUREAU NOTES

Atkinson's February meeting with the New York City police commissioner's office resulted in the issuance of a diplomatic note to UN missions regarding diplomatic motor vehicle policy in New York City and State ... The San Francisco branch celebrated its one-year anniversary in December ... In February MARY KIMURA visited Washington for consultations ... ELLIE GALKO, senior customs inspector, has joined the San Francisco office on a part-time basis. □

Near Eastern and South Asian Affairs

In late January executive director BERNARD J. WOERZ conducted two management workshops which were attended by two-thirds of the bureau's administrative officers. Embassies Cairo and Manama hosted the events, and the Foreign Service Institute's BARRY WELLS helped plan and facilitate the program. Also participating were GEORGE GURVIN, SARAH PITTS and LAWRENCE BAER of the executive office, as well as GEORGE JENKINS of the Transportation Division and three regional medical officers ... CAROLE MEDEIROS, budget officer, attended the central financial management system bureau coordinator training course, February 13-March 3 ... ANNE BORST, system manager, joined the Regional Administrative Management Center/Paris team of DAVE BENNETT and GERARD RENAUD in performing site surveys in Manama, Kuwait and Baghdad ... She also had the opportunity to view Dhahran's new computer room, in the company of LEO BOURNE and DAU SONGPANYA from

NEW DELHI, India—*Dijindar Lal*, general services office, is presented a certificate by Ambassador *John S. Hubbard* to mark his retirement from the embassy after 24 years of Government service. With them are *Mrs. Lal* and supervisor *Didar S. Malik*.



Embassy Riyadh.

The bureau welcomed the following employees from Security American International, a firm with which the bureau has a contract for providing secretarial support: ELOISE EVANS, assigned to the Office of Israel and Arab-Israel Affairs; JEAN NEAL, to the Office of the Public Adviser; and SHIRLEY PRICE, to the Office of Bhutan, India, Maldives, Nepal and Sri Lanka Affairs ... BARBARA K. BODINE departed the Office of Arabian Peninsula Affairs, February 15, after two-and-a-half years as deputy director. Following Arabic language training in Tunis, she will assume her new position as deputy chief of mission in Kuwait ... LAURIE A. JOHNSTON, country officer for the Yemens, addressed a planning workshop, February 15, for a Department of Agriculture-sponsored agricultural trade and development mission to Yemen ... On February 17 GORDON GRAY, country officer for Kuwait, discussed Kuwaiti foreign policy with a group of high school students preparing for a "Model United Nations" program sponsored by Georgetown University.

On March 1-3 Office of Regional Affairs director RICHARD L. BALTIMORE III participated in a symposium on Iran and the Middle East, sponsored by the U.S. Central Command, Air Force, at Shaw Air Force Base, Sumter, S.C. ... On March 1 public affairs officer MARK STEIN spoke on Middle East issues, before the Lions Club of Salisbury, Md ... On March 7 public affairs adviser ARTHUR BERGER spoke on Israeli-U.S. relations and the Palestine Liberation Organization, to the Washington Mission Program of New Jersey, in the Department ... On March 9 Policy Planning Staff member AARON MILLER spoke on the same issues to the Washington Mission Program of Pennsylvania, in the Department ... On March 14, Palestinian affairs officer PAUL BERG discussed the Middle East with a group from Hadassah of New Jersey ... On March 15 Israel desk officer

ANDREA RICHART briefed the Washington Mission Program of Cleveland, on U.S.-Israel relations and the Palestine Liberation Organization ... On March 28 she spoke on the Middle East to a group from Hadassah of Pennsylvania ... On March 20 deputy assistant secretaries NED WALKER and PETER BURLEIGH gave an overview of U.S. policy and regional issues to the Wisconsin Institute for World Affairs in the Department ... On March 30 LARRY POPE, director, Office of Northern Gulf Affairs, participated in a conference on Iran and Iraq hosted by Middle East Executive Reports ... On March 31 Northern Gulf Affairs deputy director ROBERT CLARK participated in the second day of the conference. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary FREDERICK M. BERNTHAL headed the U.S. delegation to the intergovernmental panel on climate change meeting in Geneva, February 6-7. FRANK CUNNINGHAM, Office of Environmental Protection, was a member of the delegation ... Principal deputy assistant secretary RICHARD J. SMITH led an interagency delegation to Sidney, British Columbia, February 27, for talks with Japan and Canada on measures for conserving North American salmon, marine mammals and other living marine resources taken by Japan's high-seas drift-net fleets.

WILLIAM A. NITZE, deputy assistant secretary for environment, health and natural resources, chaired a meeting of ad hoc experts on prior-informed consent for chemicals in international trade, in New York, February 13-17. AHMED MEER, Office of the Assistant Secretary, participated ... ANDREW SENS, director, Office of Environmental Protection, headed the U.S. delegation to the fourth round of negotiations on a convention on transboundary movement of hazardous wastes. Representatives from 49 nations and 9 international organizations convened for the talks, in Luxembourg, January 30-February 3. CATHLEEN CORKEN of the Legal Adviser's Office, MATHEW STRAUS of the Environmental Protection Agency, and BRECK MILROY of the Office of Environmental Protection participated on the delegation ... FRANK X. CUNNINGHAM, international affairs officer, Office of Environmental Protection, attended meetings in Geneva, Switzerland, including a first meeting of parties to the Vienna convention on the protection of the ozone layer and the Montreal protocol on substances that deplete the ozone layer, February 6-7, and a working group on volatile organic compounds, February 12-16 ... He participated in the delegation to the second session of the senior advisers to the Economic Commission for Europe governments, on environmental and water problems, February 28-March 3.

RICHARD E. BENEDICK, on detail as sen-

ior fellow of the Conservation Foundation, addressed the Corporate Conservation Council of the National Wildlife Federation, in Washington, February 1 ... He spoke at a February 2-3 conference on "Human Demography and Natural Resources," at the Hoover Institution, Palo Alto, Calif ... On February 8 he spoke at a Georgetown University seminar, on issues in modern diplomacy ... From February 13-15 he addressed the Hellenic-American Chamber of Commerce in Athens, Greece, and made a presentation on the "The Global Environment and Atmospheric Change" before an audience of environmentalists, academicians and political figures, including U.S. Ambassador ROBERT KEELEY, at the Goulandris Museum in Athens ... From February 21-23 he was session chairman at a conference on "Global Warming and Climate Change: Perspectives from Developing Countries," in New Delhi, India.

LARRY L. SNEAD, director, Office of Fisheries Affairs, headed interagency discussions with HENRICK SCHMIEGELOW, counselor in charge of negotiations, European Economic Community, together with representatives of the committees' member states, in Washington, January 30-31. The talks were convened to resolve differences regarding extension of the current governing international fishery agreement between the two parties, which is due to expire on July 1. The community has notified the Department of its intent to respond positively to the U.S. proposal to extend the agreement prior to the deadline ... Representatives of the Coordination Council for North American Affairs and the American Institute for Taiwan met in Washington, February 1-3, to negotiate monitoring and enforcement agreements for Taiwan North Pacific squid driftnet fishing, in an attempt to meet a June 29 deadline established under U.S. law. No agreement was reached, but Taiwan said it would provide counterproposals soon. Chief negotiator for the American Institute for Taiwan was Mr. Snead; director JEN CHYN LEE negotiated on behalf of Taiwan ... Mr. Snead headed the U.S. delegation for the 63rd session of the fisheries committee of the Organization for Economic Cooperation and Development, in Paris, France, February 15-17. H. KROLL of Denmark was elected chairman, and Mr. Snead vice chairman. Twenty-one country delegations and the European Economic Community participated. The delegates considered problems of trade in fishery products, economic assistance problems and policy developments in member countries.

MARTIN PROCHNIK, director, Office of Cooperative Science and Technology Programs, chaired the U.S. side of a meeting of U.S.-Polish experts discussing the implementation of the new U.S.-Poland agreement on science and technology cooperation, February 21-24 ... MICHAEL A.G. MICHAUD, director, Office of Advanced Technology, led a briefing of science counselors from western European nations, Japan and Canada, on space debris issues, February 24 ... WILLIAM LOWELL, deputy director, led the U.S. delegation to the February 28-March 2

meeting of the Committee on Scientific and Technological Policy of the Organization for Economic Cooperation and Development, in Paris, France ... KENNETH HODGKINS, same office, served as deputy U.S. representative to the February 21-March 3 meeting of the scientific and technical subcommittee of the UN Committee on the Peaceful Uses of Outer Space, in New York ... Colonel FREDERICH BURKHART, same office, traveled to London and Praia, Cape Verde, with National Aeronautics and Space Administration representatives, to consult with those governments on the use of selected runways as space-shuttle emergency landing sites.

NANCY OSTRANDER, coordinator of population affairs, was the alternate U.S. representative to the 25th session of the UN Population Commission, in New York, February 22-March 3. REBECCA EDWARDS, secretary to the coordinator, provided administrative support to the delegation ... PAMELA E. BRIDGEWATER, deputy coordinator, traveled to Annapolis, Md., February 14-16, to attend the AID conference for health, population and nutrition officers serving in Latin America and the Caribbean.

THEODORE S. WILKINSON, director, Office of Nuclear Technology and Safeguards, was a member of the U.S. delegation to the International Atomic Energy Agency's board of governors meeting, February 21-24. □

Personnel

Director general GEORGE S. VEST was master of ceremonies at a February 21 award ceremony honoring BARNEY LESTER of STATE magazine, on his retirement after 50 years of Government service ... Deputy assistant secretary WILLIAM L. SWING, with MARY ANN THOMAS of the Office of Performance Evaluations and BILL RAMSEY, a 1988 selection board member, conducted a training session, February 3, at the U.S. mission to the United Nations, in New York ... On February 2 deputy assistant secretary IRV HICKS traveled to North Carolina, to represent State at the North Carolina Consortium of Colleges meeting honoring former Ambassador ROBERT RYAN ... On February 15 Mr. Hicks attended a symposium for the Association of Black American Ambassadors, at Howard University ... On February 15, ALEX DE LA GARZA and JERRY MIKOWICZ, Office of Resource Management Analysis, met with visiting representatives of the French government, to discuss U.S. Foreign Service pay systems and cost-of-living allowances. □

Public Affairs

In February, senior deputy assistant secretary GEORGE B. HIGH participated in a panel discussion on ethics, the media and government, at Ann Arbor, during the Neil Stabler Conference at the University of Michigan's Institute of Public Policy Studies.

Office of Public Diplomacy: STEPHEN JOHNSON, director of Central American policy for the bureau, briefed Department interns on Central America.

Intergovernmental Affairs: The Department was represented at the National Governors Association's biennial conference, by NICK LONGWORTH, coordinator of intergovernmental affairs; RODERICK M. WRIGHT, deputy coordinator; and HUGH M. ZANGER, a work-study intern. The conference was held in Washington, February 25-27, and focused on the states' roles in international affairs. The intergovernmental affairs staff assisted in arranging a briefing for Governor TERRY BRANSTAD of Iowa, by the assistant secretary for oceans and international environmental and scientific affairs, FREDERICK BERNTHAL, and deputy assistant secretary WILLIAM NITZEE, on environmental issues in the international arena, February 25.

Office of Public Communications: SHARON HAYES has been selected for the writer/editor position in the Editorial Division, Office of Public Communications.

Office of Public Programs: On February 3, conference officer MARIE BLAND arranged for the assistant secretary for European and Canadian affairs, ROZANNE L. RIDGWAY, to brief 100 high school honor students participating in the U.S. Senate Youth Forum sponsored by the Hearst Foundation ... Ms. Bland arranged a special briefing for the Army Foreign Liaison Office School of Orientation ... Conference officer EILEEN McCORMICK PLACE arranged for six Department officers to participate in a one-day TV workshop at the Foreign Service Institute ... She is coordinating with the Director General's Office on preparations for Foreign Service Day, May 5 ... On February 23 organization liaison officer YVONNE O'BRIEN arranged for the U.S. ambassador to El Salvador, WILLIAM WALKER, to brief approximately 60 nongovernmental organization representatives, on the elections in Salvador ... She scheduled a special briefing to discuss results of the most recent Committee on Security and Cooperation in Europe round of talks ... Briefings officer MARY ANN DIXON scheduled a special briefing for the World Affairs Council of Philadelphia, February 23, and worked with work-study intern ALLEN PLYMALE in arranging 24 briefings for educational and civic groups, during February ... Clericals MARY E. DIGGS, formerly with the Payroll Office, and RACHELLE ESSANDOH, formerly with the Foreign Service medical clinic, joined Public Programs, February 27.

Office of the Historian: ANTOINETTE DELANO, from the Pre-assignment Center, and JOYCE SCHIMSKY, from Refugee Programs, have joined the office. □

Refugee Programs

Director JONATHAN MOORE testified before the House Foreign Affairs Subcommittee on East Asian and Pacific Affairs, at a hearing on Indochinese refugee issues ... He met with



JOHN HOREKENS and CATHY WALKER of the Office of the UN High Commissioner for Refugees fundraising services, and hosted a luncheon in honor of UN Border Relief Organization director TOSHIYUKI NIWA ... He then led the U.S. delegation to the preparatory conference on Indochinese refugees, in Kuala Lumpur. The delegation included JAMES B. FOSTER, district director, U.S. Immigration and Naturalization Service, Bangkok; JOSEPH W. MOYLE, refugee coordinator, Embassy Kuala Lumpur; ALLAN G. JURY, deputy refugee coordinator, Embassy Bangkok; DOUGLAS R. HUNTER, director, Office of Policy and Program Coordination, Bureau for Refugee Programs; JEFFREY D. KOVAR, legal officer, Office of the Legal Adviser; and C. KENNETH QUINONES, deputy director, Office of Regional Affairs, Bureau of East Asian and Pacific Affairs.

BRUSSELS, Belgium—Visa chief *Raymonde Versali*, left, receives award for refugee processing from refugee officer *Jeanette Kimble*.



Mr. Moore, with ROBERT L. FUNSETH, senior deputy assistant secretary, and KENNETH W. BLEAKLEY, deputy assistant secretary for international refugee assistance, met with SERGIO VIEIRA DE MELLO, head, regional bureau for Asia and Oceania, high commissioner's office, to discuss developments regarding the Indochinese refugee draft action plan, preparations for the Kuala Lumpur preparatory conference on Indochinese refugees, intergovernmental consultative group meeting plans, and operational aspects of refugee programs in Southeast Asia ... Mr. Funseth met with ABDUL MAJID AHMAD KHAN, Malaysian embassy deputy chief of mission, to discuss the comprehensive plan of action on asylum seekers in Southeast Asia ... He hosted luncheons in honor of Monsignor NICHOLAS DIMARZIO, executive director, Migration and Refugee Services, U.S. Catholic Conference, and DALE DE HAAN, director, immigration and refugee program, Church World Services.

Mr. Bleakley and MARION V. CREEK-MORE, deputy Afghan coordinator, Bureau of International Organization Affairs, met with ALFREDO WITSCHI-CESTARI, deputy director of the high commissioner's Geneva office of Afghan repatriation, to discuss plans for Afghan repatriation, UN staffing for repatriation, funding, transportation, immunization and refugees from Iran ... Mr. Bleakley traveled to Karachi, Islamabad, and Geneva, to review applications of U.S. refugee resources following the departure of Soviet troops from Afghanistan.

LINAS J. KOJELIS, deputy assistant secretary for refugee admissions, and DONALD M.

MBABANE, Swaziland—Ambassador *Mary A. Ryan* on a visit to a refugee camp, close to the border with Mozambique.

KRUMM, director, Office of Refugee Admissions and Processing, attended a meeting hosted by Monsignor DiMarzio, on the future of the public-private partnership in humanitarian programs. A national conference on this topic is being planned for later this year ... Mr. Kojelis briefed members of the Congress, congressional staff, private voluntary agencies and deputy assistant secretaries of the Departments of State, Health and Human Services, and Justice, as well as the National Security Council, on the status and prospects for the Soviet refugee program ... JAMES F. LAWRENCE, executive director; THERESA L. RUSCH, director, Office of Reception and Placement; and JACKIE S. ATCHISON, systems analyst, met with voluntary agencies in New York to discuss European refugee processing ... KENNETH J. LYONS, program officer, Office of African Refugee Assistance, traveled to Botswana, South Africa, Lesotho, Mozambique, Swaziland and Geneva, to monitor U.S. Government-funded multilateral and bilateral refugee assistance programs in southern Africa, review with posts U.S. Government strategy for refugee affairs, and meet with international organization representatives on refugee issues ... RICHARD H. MORGAN attended the emergency management workshop in Geneva and consulted with UN officials, en route to his assignment as deputy refugee coordinator, Khartoum, Sudan. ■

Letters to the Editor

—(Continued from Page 1)

and inspectors out of Japan. But most of the time, there are just we four!

We were compelled to take pen in hand when we read Barney Lester's quiz in the November issue. Mr. Lester claimed there is no U.S. diplomatic post in Siberia. Because we are accredited to the U.S. embassy in Moscow, he is correct. We just wanted to let everyone know that there is a U.S. diplomatic *presence* in Siberia—the first since 1918!

Keep STATE magazine coming!

Sincerely,

JANE AND JOHN FLOYD □

'One ... gave his life'

SONOMA, CALIF.

DEAR EDITOR:

The Afghan people have achieved a remarkable victory in forcing the withdrawal of Soviet forces from their country. Many Americans have labored long and



Mr. Dubs

hard—and often at great personal risk—to assist the Afghans over the past 10 years. One, Ambassador "Spike" Dubs, gave his life.

A tremendous job lies ahead for the international community in helping Afghanistan resettle refugees and reconstruct their country. But we should not miss this opportunity to express appreciation to those who have served in Kabul, Peshawar, Islamabad, Washington and elsewhere over these years—as officers of State, USIA, AID, CIA, the armed forces and other agencies—and who have helped bring about one of the most significant international developments of our times.

Sincerely,

THEODORE L. ELIOT JR.
Career minister (retired) □

Lots to read

MIAMI, FLA.

DEAR EDITOR:

I noted with interest how much computers are in use (STATE, January) in the work of the Department. Would that they had been available in the days when I was a part of the workforce.

Particularly, I enjoyed the photos of Ponta Delgada ("Post of the Month") where I once served, and was pleased to note that Louis Medeiros is still on the staff. In addition, I read with interest the

article by Mary Ann Singlaub re her nostalgic return to Naples, where I also served and which was my last post before retirement in 1961. I was pleased to see that Alberto Del Grosso is the general services officer. He was always most helpful to me, and I considered him and his wife, Maria, who was also on the staff, very good friends.

I occupied a small villa on the Posillipo, more like a two-story cracker box, set in a garden with fruit trees, and the kumquats were especially delicious. Maybe it was the same one. There was a hydrofoil running to Capri, but the ferry boat made for a more restful trip with a stop at Sorrento, where they always played "Torno a Sorrento"! Long live Italy!

Sincerely,

STANLEY HOWE □

Love that island!

IBIZA, BALEARIC ISLANDS, SPAIN

DEAR EDITOR:

I always enjoy your post-of-the-month article. I have been receiving the magazine since 1977, which you kindly mail to me. I worked in the Passport Office at State from 1956 until 1975. I left to come here because my late husband wanted to retire early. He knew the islands would be mild and peaceful...

As he'd brought me here, I decided to learn Spanish and to try a new life... The



Sylvia Zorrilla, enjoying life on her "big ship."

most attractive part of Ibiza is the climate. In winter it seldom goes to 45 degrees F., and in summer it never goes to 100 degrees F. There is always a breeze to cool you off. I feel as if I were living on a big ship in the Mediterranean...

Sincerely,

SYLVIA ZORRILLA □

Was that you, deer?

ESTES PARK, COLO.

DEAR EDITOR:

... As you can see, retirement life is being enjoyed to its fullest. It hardly seems possible that seven years have passed since



The Pohls in Rocky Mountain National Park.

we left the service and came to Estes Park. It is a beautiful mountain town and, as I look out the window, I see three large buck mule deer moving across the back of our property. Yesterday there were elk less than 200 feet off the main street... During the winter the animals come down from Rocky Mountain National Park, which is only up the road a bit. Our retirement community includes other Foreign Service personnel who share the same pleasures as we. The current list (which may not be all inclusive) includes Jock Campbell (CIA), Peggy Fenn (State), Donald E. Forster (CIA), Edward B. and Joy L. Pohl (State), Jan B. Verschuur (State).

Best regards,

EDWARD B. POHL □

Jerry Ogden: 'Jeopardy' champ

SUVA, FIJI

DEAR EDITOR:

I read with interest the recent article (STATE, January) about Chuck Forrest and Mark Lowenthal, five-time "Jeopardy" champions working at State.

I would like to draw your attention to another "Jeopardy" winner in the Department. Jerome (Jerry) Ogden, the deputy assistant secretary for visa services, won five times on the old "Jeopardy" game, back when Art Fleming was the host. Jerry helped pay for his college education with the proceeds.

Jerry is too modest to write on his own behalf, so I wanted to be sure he gets the credit he deserves.

Sincerely,

PATRICIA A. MURPHY ■

Anapestic Assignments

by ebb

There once was a man assigned to Chad

Who reasoned: "Hey, its not too bad,

"For I know it is a hardship post,

"20-25% at most,

"And that definitely makes me very

glad." □

U.S. and Foreign Commercial Service

The pressure of being a partner

It was worth it, as it turned out

BY MIGUEL PARDO DE ZELA
Commercial attaché

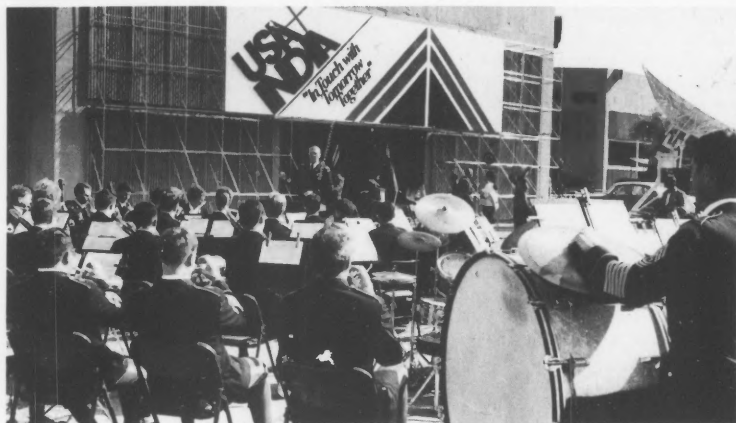
THE MOST influential industrial association in India, the Confederation of Engineering Industry, had named the United States its "partner country" at the eighth Indian Engineering Trade Fair, largest and most prestigious of industrial trade fairs in India. Much was expected.

The fair had previously invited Italy and Canada as the "partner country," and last year Germany had mounted a stand-alone high-tech exhibition costing in the tens of millions of dollars. How would the United States match the superlative flag-waving efforts of these determined, government-subsidized competitors?

When I arrived at post in New Delhi, in mid-1988, much of the preliminary work had been done already. The hard part, recruiting paying participants, was well underway. David Hughes, principal commercial officer in Bombay, and Jerry Morse and Jay Brandes at Commerce's Trade Development Office in Washington, acting like two arms of a pincer movement, picked up and delivered 120 firms.

In October, the Department of Commerce exhibit designer, Gordon Thomas, came to look over the 2,400-square-meter show area; he visualized an exhibit where some of us could see only emptiness. Within four weeks from his return to Washington, the draftsman's scrolls came back to New Delhi with a bright modern design in red, white and blue that any American eagle would be proud of. After shortlisting the contractors and freight handlers, passing recommendations to Washington, we had it nearly all tied down. Here was a fair so well recruited and handsomely packaged that it would deliver itself.

But . . . events take on a life of their own. The fair sponsor wanted us to think up a series of conferences and seminars to round out the "partner country" presence. USIA offered to ship in a major exhibit on "Communications USA"; and how about a 16-foot satellite dish to bring in live television programs from the United States to the fair? The defense attaché's office then proposed bringing in the full U.S. Army Field Band and Soldiers Chorus to India, and Commerce suggested that the hotels might want to hold American food festivals. We now had to overhaul the original planning



The U.S. Army Field Band at the fair. Satellite dish is in background at right.

and blend a redesigned commercial and cultural event into a "Partner Country Week." Back to Square 1.

The Commercial Service staff in New Delhi took a deep breath and put out a 30-page coordinating plan incorporating 28 proposals. Getting from a conventional trade exhibit to a multimedia happening called for a tremendous burst of human chemistry, as guidelines were scratched with fast-changing circumstances. This was our passage to India.

So we plunged in. We welcomed the USIA exhibit, which would occupy the front of the pavilion, and we leased the conference room in the mezzanine level of the exhibition hall for the eight days of the fair. We also told the defense attaché to bring his plenipotentiary of musicians.

The conference program would have the embassy's science and technology office address the commercialization of technology, AT&T relate advances in telecommunications and private consultants and key-industry ministerial representatives discuss joint-venture opportunities.

Meanwhile, with the defense attaché, we scheduled the 126-strong U.S. Army Field Band and Soldiers Chorus to give no fewer than 67 performances at the fairgrounds, major auditoriums and special "American Nights Out" shows at the six major New Delhi hotels (each serving a different American cuisine). Topping off this

cultural blitz, the Commercial Service staff brought in artists from various parts of the United States to appear with the band. There were American-Indian dancers from Oklahoma, a jazz vocalist from New York, a Caribbean calypso trio from the Virgin Islands, and special performances by Puerto Rican choreographers.

Carolyn Creatore came from Commerce, Washington, to be director of the exhibition. Seeing to thousands of details, she created a world-class exhibit matching the technical excellence of the products on display. The U.S. exhibit dazzled, sparkled and sold. For five weeks, Ms. Creatore expended her inextinguishable energy, burning through a score of assistants, though Harminder Singh, K.L. Sehgal and K.N. Ananthanarayanan stayed the course.

The coverage by all the leading New Delhi papers and television stations was phenomenal. India Today, the principal newsweekly, reported that the United States had made a "clean sweep" at the fair, with American firms "dominating the show." Best of all perhaps, Prime Minister Gandhi stated to the press, after touring the fair, that the government's policy of economic liberalization would continue, and that import procedures will be simplified and rationalized. U.S. companies in the exhibition were very upbeat about potential sales and, from a bilateral point of view, the Indian Engineering Fair set a standard for technical achievement and renewed goodwill between the United States and India. ■

Obituaries

Robert Bartlett Goodwin, 48, a Foreign Service officer serving with the Regional International Trade Administration in New York, died at Mount Sinai Medical Center there on March 2 of refractory anemia. He had been treated for cancer.

Joining the Foreign Service in 1963, he drew assignments to India, Turkey and Washington. He was a cum laude graduate of Harvard and had a master's in international relations from Clark. His survivors include his wife, Kate Goodwin, and two children, of New York; his mother, a sister and a brother. □

Richard A. Boardman, 48, a retired Foreign Service officer, died in Sydney, Australia, on February 14 after a long illness. He served as an information officer in U.S. embassies in Libya, Morocco, Mali, Malaysia and Italy, 1963-74. He also had a brief tour at the Foreign Press Center at the U.S. mission to the United Nations.

Mr. Boardman served as mass communications officer in State's former Bureau of Educational and Cultural Affairs, 1973-74, and special assistant to the director, Corcoran Gallery of Art, 1974-75. He was a fine arts adviser and a program development officer with USIA before retiring from State in 1984. He was a graduate of the Sorbonne and Ecole du Louvre in Paris, Brown University and the Johns Hopkins School of Advanced International Studies in Bologna, Italy. He was an art collector and a member of the board of Friends of the Corcoran, and the board of advisers at the New Museum in New York and the Friends of the List Art Center at Brown.

Mr. Boardman is survived by his father, William B. Boardman, Hilton Head, S.C., and a sister, Carol Artigues, Atlanta, Ga. □

Ronald E. Bostick, 56, a retired communications electronics officer, died on February 19.

He joined the Department as a Civil Service electronics technician in 1960. In 1966 he transferred to the Foreign Service and was assigned as a communications electronics officer in Saigon. He later held assignments as a communications specialist and communications electronics officer in the Department and Bangkok. His survivors include his wife, Bui Thi Le Bostick, of Dale City, Va., and four children. □

Walter F. Loomer, 67, a retired budget management officer and husband of Foreign Service secretary Marguerita H.

Loomer, died on February 14 in Montreal after a long illness.



Mr. Loomer

accompanied his wife to assignments in London and Montreal.

Mr. Loomer was born in New York. He served in the Army in the South Pacific, 1942-45. Survivors include his wife; two sons, Nicholas and Patrick; a daughter, Mrs. Katherine Mundy; a grandson, William; a sister and a brother. □

Harry T. Searl, 72, a retired Foreign Service officer, died on February 12.

He was a former training officer with the War Department, the Office of Military Government in Germany, the Department of the Army and the Economic Cooperation Administration in Frankfurt. He joined the State Department in 1956 and later held assignments as a training officer in Washington, Djakarta, Saigon and Seoul. He retired in 1979. Mr. Searl is survived by his wife, Liza Searl, Herndon, Va. □

G. Ryder Forbes, 64, a Foreign Service officer who had served as a consular officer in Santo Domingo, Kingston and in the Department before his retirement in 1976, died on February 15.

He joined the Service in 1946, after serving in the Army, and was assigned as a clerk in Prague. He later served in Rome and Trieste as an administrative officer, in Helsinki as a general services officer, in Winnipeg as a visa officer and in Curacao as a visa and economic officer.

He held assignments as a legal assistant and management officer in the Department, 1966-67, before he became a consular officer. He is survived by his wife, Alexandra J. Forbes, Marco Island, Fla. □

John M. Farrior, 68, a retired Foreign Service officer, died on March 4.

He joined the Service in 1947 after serving in the Marines during World War II. After taking Chinese language and area studies at Cornell, he was assigned as a language officer in Peiping. He later drew assignments as an economic officer in Seoul, political officer in Bangkok and

Hong Kong, and chief of the political section in Kuala Lumpur. He returned to the Department in 1958 and was assigned to the Bureau of Intelligence and Research, becoming branch chief, Office of Research and Analysis for Asia, the following year. He then was officer-in-charge of Malayan affairs, political officer in Tokyo, and deputy director, Office of Research and Analysis for East Asia, and chief of the Northeast Asia Division. After study at the Senior Seminar in 1970, he was detailed to the Central Treaty Organization in Ankara in 1971.

He retired in June 1976. Mr. Farrior is survived by his wife, Esther H. Farrior, of Shepherdstown, W. Va. □

John Francis Fitzgerald, 75, a Foreign Service officer who had served as consul general in Tijuana, Mexico, before his retirement in 1971, died of a heart ailment at Georgetown University Hospital on February 2.



Mr. Fitzgerald

1957-59. After attending the National War College, he became first secretary in Buenos Aires, then counselor for political affairs. He served as chief of the Conference Program Staff, 1963-66 and coordinator of Cuban affairs, 1967-69. He attended the University of Pennsylvania and Cornell.

Mr. Fitzgerald is survived by his wife, Harriett Fitzgerald; a daughter, Gail Serfaty, associate curator of the Diplomatic Reception Rooms at State; two other daughters, Karen and Gwen Fitzgerald; and three grandchildren. ■

Internal Revenue Service tax tip

Work-related educational expenses may be deductible, the Internal Revenue Service says. Generally, to claim a deduction for most qualifying work-related educational expenses, a Form 2106, "Employee Business Expenses," must be completed and attached to the Form 1040. Only those educational expenses reimbursed by an employer and reported on Form W-2 or a Form 1099 may be deducted as an adjustment to gross income. □

Library Booklist

Women: an international focus

Books in 5 categories

General

- ABRAHAM, M. FRANCIS. *Women, Development and Change: The Third World Experience*. Bristol, IN, Wyndham Hall, 1988. 323p. On order.
- AFSHAR, HALEH. *Women, State, and Ideology: Studies from Africa and Asia*. Albany, State Univ. of New York Press, 1987. 245p. On order.
- CHARLTON, SUE E. *Women, the State, and Development*. Albany, State Univ. of New York Press, 1989. 256p. On order.
- CRAPOL, EDWARD P. *Women and American Foreign Policy: Lobbyists, Critics, and Insiders*. Greenwood Press, 1987. E183.7.W75
- DANKELMAN, IRENE. *Women and Environment in the Third World: An Alliance for the Future*. Wolfeboro, NH, Longwood, 1988. 256p. On order.
- DWYER, DAISY. *A Home Divided: Women and Income in the Third World*. Stanford, CA, Stanford Univ. Press, 1988. 304p. On order.
- DUBE, LEELA. *Visibility and Power: Essays on Women in Society and Development*. New York, Oxford Univ. Press, 1987. 416p. On order.
- EDWARDS, JULIA. *Women of the World: The Great Foreign Correspondents*. Boston, Houghton Mifflin, 1988. PN4872.E39
- HEVENER, NATALIE K. *International Law and the Status of Women*. Boulder, CO, Westview, 1983. 249p. K76.W6H48
- KOONZ, CLAUDIA. *Mothers in the Fatherland: Women, the Family, and Nazi Politics*. New York, St. Martin's, 1987. HQ1623.K66
- LEVY, MARION F. *Each in Her Own Way: Five Women Leaders of the Developing World*. Boulder, CO, Lynne Rienner, 1988. 160p. On order.
- MERNISSI, FATIMA. *Beyond the Veil: Male-Female Dynamics in Modern Muslim Society*. Bloomington, Indiana Univ. Press, 1987. 200p. HQ1170.M461987
- NASH, JUNE. *Women, Men, and the International Division of Labor*. Albany, State Univ. of New York Press, 1983. 463p. HD5710.7.W65
- PIET-PELON, NANCY J. *In Another Dimension: A Guide for Women Who Live Overseas*. Yarmouth, ME, Intercultural Press, 1985. E184.2.P54
- UVINCI, MAYRA. *Women and poverty in the Third World*. Baltimore, Johns Hopkins Univ. Press, 1983. 329p. HQ1870.9.W64
- WALKER, KEITH. *A Piece of My Heart: The Stories of 26 American Women Who Served in Vietnam*. Novato, CA, Presidio, 1986. 350p. DS559.8.W6P54
- Women in the Villages, Men in the Towns*. Paris, Unesco, 1984. 304p. HQ1726.W67
- YOUNG, KATE. *Women and Economic Development: Local, Regional and National Planning Strategies*. New York, St. Martin's,

1988. 176p. On order.

Latin America

- ANDREAS, CAROL. *When Women Rebel: The Rise of Popular Feminism in Peru*. Westport, CT, L. Hill, 1985. 234p. HQ1573.A53
- BOSSEN, LAUREL. *The Redivision of Labor: Women and Economic Choice in Four Guatemalan Communities*. Albany, State Univ. of New York Press, 1984. 396p. HD6105.B67
- BUNSTER, XIMENA. *Sellers & Servants: Working Women in Lima, Peru*. New York, Praeger, 1985. 258p. HD6072.2.P42L563
- DEERE, CARMEN D. *Rural Women and State Policy: Feminist Perspectives on Latin American Agricultural Development*. Boulder, CO, Westview, 1987. 315p. HQ1240.5.L29R87 1987
- EHLERS, TRACY B. *Sampedrana: Entrepreneurial Women in a Guatemala Town*. Boulder, CO, Westview, 1988. 200p. On order.
- NASH, JUNE. *Women and Change in Latin America*. South Hadley, MA, Bergin & Garvey, 1986. 372p. HQ1460.5.W6

Europe

- BIRNBAUM, LUCIA C. *Liberazione della donna: Feminism in Italy*. Middletown, CT, Wesleyan Univ. Press, 1986. 353p. HQ1642.B56
- BRIDGER, SUSAN. *Women in the Soviet Countryside: Women's Role in Rural Development in the USSR*. New York, Cambridge Univ. Press, 1988. 256p. On order.
- CELMINA, HELENE. *Women in Soviet Prisons*. New York, Paragon House, 1985. 238p. HV9713.C4513
- HOLLAND, BARBARA. *Soviet Sisterhood*. Bloomington, Indiana Univ. Press, 1985. 272p. HQ1662.S64
- MAMONOVA, TATYANA. *Women and Russia: Feminist Writings from the Soviet Union*. Boston, Beacon Press, 1984. 273p. HQ1663.W63
- VALLANCE, ELIZABETH. *Women of Europe: Women MEPs and Equality Policy*. New York, Cambridge Univ. Press, 1986. 180p. HQ1391.E85V35
- WOLCHIK, SHARON L. *Women, State, and Party in Eastern Europe*. Durham, Duke Univ. Press, 1985. 453p. HQ1236.5.E84W65

Africa

- HAY, MARGARET J. *African Women South of the Sahara*. New York, Longman, 1984. 225p. HQ1788.A57
- CALLAWAY, BARBARA J. *Muslim Hausa Women in Nigeria: Tradition and Change*. Syracuse, NY, Syracuse Univ. Press, 1988. 242p. DT515.45.H38C35
- LIPMAN, BEATA. *We Make Freedom: Women in South Africa*. Boston, Pandora Press, 1984. HQ1800.5.W4
- MARKS, SHULA. *Not Either an Experimental*

Doll: The Separate World of Three South African Women. Bloomington, Indiana Univ. Press, 1988. 248p. On order.

- ROBERTSON, CLAIRE C. *Sharing the Same Bowl?: A Socioeconomic History of Women and Class in Accra, Ghana*. Bloomington, Indiana Univ. Press, 1984. 299p. HQ1816.Z8A277
- SULLIVAN, EARL L. *Women in Egyptian Public Life*. Syracuse, NY, Syracuse Univ. Press, 1986. 223p. HQ1391.E3S85
- SWEETMAN, DAVID. *Women Leaders in African History*. London, Heinemann, 1984. 100p. HQ1236.5.A3S84 Ref.

Asia and Australia

- CONDON, JANE. *A Half Step Behind: Japanese Women of the '80s*. New York: Dodd, Mead, 1985. 319p. HQ1763.C66
- CROLL, ELIZABETH. *Women and Rural Development in China: Production and Reproduction*. Geneva, International Labour Office, 1985. 172p. HQ1768.C76
- FAWCETT, JAMES T. *Women in the Cities of Asia: Migration and Urban Adaptation*. Boulder, CO, Westview, 1984. 406p. HQ1726.W66
- FERNEA, ELIZABETH. *Women and the Family in the Middle East: New Voices of Change*. Austin, Univ. of Texas Press, 1985. 356p. HQ1784.W65
- HONIG, EMILY. *Personal Voices: Chinese Women in the 1980's*. Stanford, CA, Stanford Univ. Press, 1988. 450p. On order.
- JONES, GAVIN W. *Women in the Urban and Industrial Workforce: Southeast and East Asia*. Canberra, Australian National University, 1984. 435p. HD6191.W66
- PECK, STACEY. *Halls of Jade, Walls of Stone: Women in China Today*. New York, F. Watts, 1985. 321p. CT3710.H34
- SAWER, MARIAN. *A Woman's Place: Women and Politics in Australia*. Boston, Allen & Unwin, 1984. 235p. HQ1391.A8S28
- WALLACE, BEN J. *The Invisible Resource: Women and Work in Rural Bangladesh*. Boulder, CO, Westview, 1987. 150p. On order.
- WOLF, MARGERY. *Revolution Postponed: Women in Contemporary China*. Stanford, CA, Stanford Univ. Press, 1985. 285p. HQ1768.W65 ■

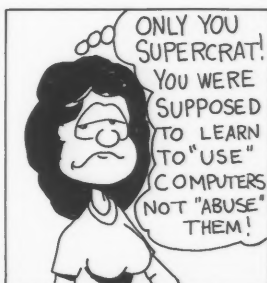
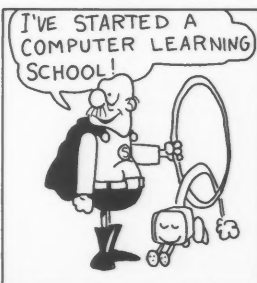
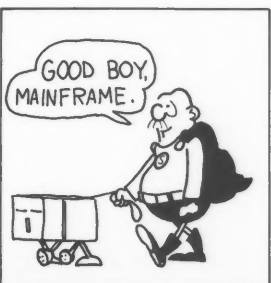
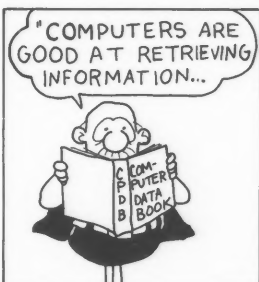
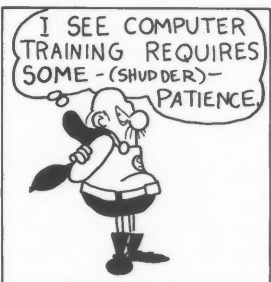
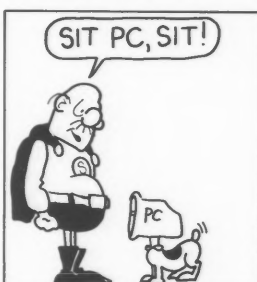
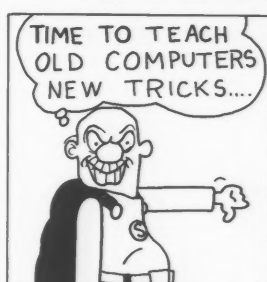
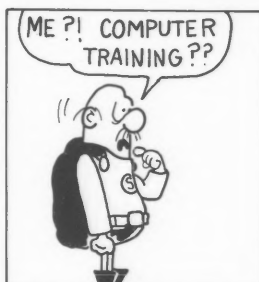
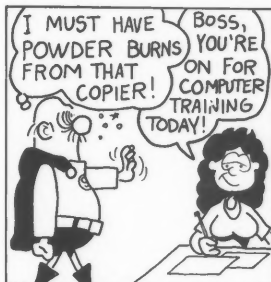
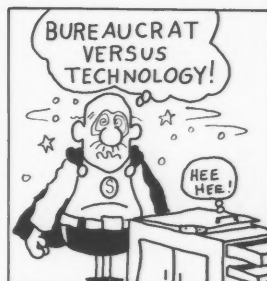
Department of Tax Breaks

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The Super Bureaucrat
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