

State

UNITED STATES DEPARTMENT OF STATE

APRIL 1994

*State's New
TV Show*



"C STREET"



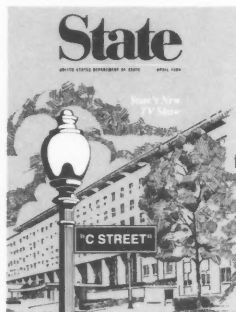
LETTERS

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State to acquaint its employees, at home and abroad, with developments that may affect operations or personnel. There are 11 monthly issues (none in July).

Deadline for submitting material is in the first week of each month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions (anonymous submissions will not be published) to STATE magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 812-2475. Contributions may also be dropped off in Room 3811 Main State.

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It's about change at State, and it airs this month—on B-Net in the Department, beamed by satellite to the posts overseas. Richard M. Moose, under secretary for management, kicks off the series with a program on Foreign Service management issues. He speaks, then invites you to reply to him by E-mail, fax or cable. Other Department principals will zero in on specific issues in future programs.

Reply on diversity

WASHINGTON

DEAR EDITOR:

I welcome the letter from Mark Lijek (STATE, March) on diversity, and agree absolutely that "lack of representation inevitably engenders distrust." Perhaps all Department meetings on personnel issues, and all organizations involving or representing Civil Service or Foreign Service employees, should have representation by Asian Pacific Americans, African Americans, Hispanic Americans, native Americans, nonminority women and nonminority men.

With the help and support of concerned people like Mr. Lijek, we can tackle the issue together. I would be pleased to work with Mr. Lijek on diversity issues, for he is clearly interested in making progress. Frankness like his is deeply appreciated. An open and honest discussion is clearly needed on the issue of the "glass ceiling" on minority and women career Civil Service and Foreign Service officers, as well as strategies for developing an effective and cohesive foreign affairs team that is representative of the diversity of the United States.

There are officers in the Department—and in the American Foreign Service Association—who are already working toward this goal. The Equal Employment Opportunity Advisory Council actively worked with nonminority males in developing the Diversity Day program; in particular, the program was vetted with the association from the very start. The association, with strong leadership from its president, Tex Harris, made valuable contributions to the program content and agreed to sponsor the reception for Diversity Day.

Sincerely yours,
CORAZON SANDOVAL FOLEY
Chairwoman, State Department Equal
Employment Opportunity
Advisory Council □

On overeating

RIYADH, SAUDI ARABIA

DEAR EDITOR

I read with great pleasure the story of the three women (STATE, February) who found a way to break the cycle of overeating and dieting. I, too, am a recovering compulsive overeater. Since attending my first Overeaters Anonymous meeting in Riyadh on February 14, 1992, I've lost over 50 pounds. O.A. is a self-help program for compulsive overeaters. Through the program, I discovered my binge foods, which are products containing sugar, flour and wheat.

We are fortunate to have an O.A. group in Riyadh that meets twice a week at the American Community Service offices. If I am ever posted at an embassy or consulate where there are no meetings to attend, I have enough recovery now to start an O.A. group.

I look forward to attending the Wednesday afternoon meetings at the Department when I am in Washington. Hats off to the founder of O.A., who started this wonderful program in 1960.

Sincerely,
BARBARA DELEON
Foreign Service secretary □

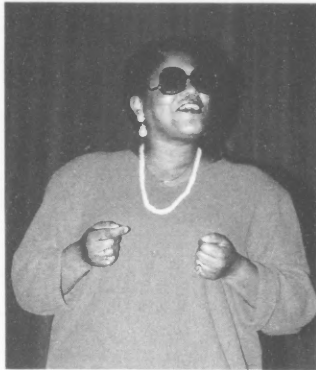
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HONORS & AWARDS

Warsaw's Turner wins consular award; Manila's Boone, Guangzhou's Allen also cited

Linda Turner of Embassy Warsaw is the latest winner of the \$5,000 Consular Service Award. In addition to the money, she will receive a certificate signed by Secretary Christopher.

Rudolph Boone of Embassy Manila was named runner-up and will receive \$1,000. Bernadette Allen of Consulate General Guangzhou received honorable mention.

Eight others were nominated—Denise Boland, Asuncion; Patricia Butenis, Bogota; Mark Mayfield, Lagos; Michael Schimmel, Belize; Leilani Straw, Ponta Delgada; Frank Turley, Singapore; Paul Van Son, Tel Aviv; and Amy Westing, Algiers.

The award panel was chaired by Mary Ryan, assistant secretary for consular affairs. Members were Ruth Whiteside, Bureau of Personnel; Brunson McKinley, Refugee Programs; and Michele Truitt, Dianne Dillard, Barry Ke-fauver and Norbert Krieg, all of the consular bureau.

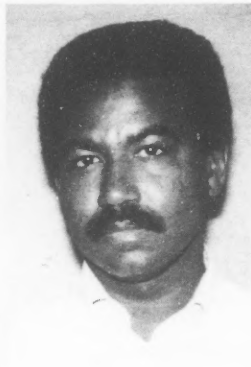
Turner: 'consummate'

Ms. Turner was nominated by Michael M. Hornblow, chargé in Warsaw, who called her the "consummate consular manager." He wrote: "Under her guidance, Warsaw's consular section has added five new officer positions, doubling its junior officer corps; undergone revamping of its facilities; and grown to become the largest immigrant visa operation in Europe. The volume of consular work has surged, largely due to the success of the visa lottery program. As recently as 1990, the immigrant visa caseload was under 10,000. Managing a virtual trebling of that number has been a complex challenge, but one Ms. Turner met head-on.

"The chief problem was to find space to accommodate the applicants and the expanded staff. Ms. Turner identified the U.S. Information Service auditorium as



Ms. Turner



Mr. Boone



Ms. Allen

the best option. She devised a plan to move our nonimmigrant visa unit to the new space and to renovate the old space for immigrant-unit expansion. Despite budget constraints, she obtained Washington funding for this major move. She monitored all details of the project, including coordination with the regional security officer to address security and public-access concerns. The project was completed in time to meet the demands of the lottery program, while not reducing (other) consular services.

"Not only did she make sure our physical facilities were ready, she saw to our personnel needs as well. She acted quickly to get American staff in the pipeline and to obtain funding for eight local positions. Because of language training, the additional Americans could not arrive until late in the year, so Ms. Turner found another solution—W.A.E. (temporary) employees. They saw us through the first (lottery) onslaught and left us in a good position when the American relief arrived.

"Her mastery of personnel and resource management allows the consul general to leave those crucial areas in her care. She has single-handedly rewritten the position descriptions of our Foreign Service national employees, taking care to ensure that they are designated the levels they deserve. She is the (consular) section's liaison with offices responsible for personnel, budget, supplies, repairs and information management, skillfully juggling those balls to make sure the section's needs are met. She keeps information flowing in and out of the section, always thinking of the need to keep all involved advised."

Ms. Turner was cited for other con-

tributions, including increasing office automation, aiding visa applicants and assisting junior officers. Mr. Hornblow wrote: "She helped set up and manages a junior officer program that includes one year of consular (work) and one year in another section, a two-month detail for the officers who have consular assignments and a series of two-week exchanges with officers at constituent posts. She also advocates ad hoc opportunities, such as service with congressional delegations and other high-level visits and reporting projects. She conducts regular training sessions on consular topics, as well as subjects ranging from how to write a reporting cable to the protocol of being a guest at the ambassador's residence. These efforts are highly appreciated by the junior officers and have made Warsaw a sought-after post."

Boone: breaks fraud case

Mr. Boone was nominated by John D. Negroponete, ambassador to the Philippines, for supervising the antifraud unit in Manila. He wrote: "Mr. Boone's energy has revived a demoralized office into an effective team. His ability to involve local agencies in the embassy's antifraud effort resulted in closing down the operation of Manila's most notorious visa-fixer, who is believed to have facilitated the illegal immigration of thousands of Filipinos. Working closely with the information management unit, Mr. Boone is responsible for the development of three computer programs which have been invaluable in cracking fraud rings and which can be duplicated at posts worldwide. He also

proposed that the antifraud unit, the largest in the world, be designated a laboratory for teaching and training."

On Mr. Boone's efforts to break the visa-fixing case, the ambassador said: "At least two major investigations had failed to bring [the suspect] to justice because of his ability to buy off local law enforcement officials. Mr. Boone played a critical role in demonstrating to the Philippine Department of Foreign Affairs its own self-interest in pressing the case against [him]. By providing overwhelming documentation that [his] clients were destroying the integrity of the Philippine passport, they were persuaded to join the chase. Last month, agents of the National Bureau of Investigation raided [the suspect's] consulting firm, resulting in numerous charges of fraud."

On the consular officer's overhauling of his unit, Mr. Negrofonte said: "When Mr. Boone arrived at post, he found a staff demoralized over the dismissal of two Foreign Service national investigators for malfeasance, dismal surroundings, antiquated automation and filing systems and a large backlog of cases. Beginning with the basics, he rearranged furniture, painted the office, obtained plants and divided work spaces so that interviews could be conducted in relative privacy. He next implemented regular meetings with all staff members to share information on projects; these sessions have been remarkably successful in eliciting frank suggestions from normally reticent Filipino employees. Upon his arrival, only one Foreign Service national employee was trained to work with word-processing equipment; Mr. Boone obtained five workstations slated to be discarded, and all investigators are now trained. He also developed the post's first guidelines for taking affidavits.

"One of his first opportunities to shape the direction of his organization was to replace the investigators who were dismissed. In the past, the custom was to hire from the ranks of security guards, who had the advantage of familiarity with embassy personnel and procedures. Mr. Boone wisely chose to forego this option and selected the (Philippine government's) chief passport investigator and chairwoman of the task force on passport irregularities. This individual brought with her a wealth of contacts which proved invaluable. His second selection was a Foreign Service national employee known through-

'(Boone) implemented meetings with all staff members to share information, (got) frank suggestions'

out the mission as one of the brightest and most articulate. These employees became the first women to work as investigators in the antifraud unit, helping to dispel the unit's macho image."

Mr. Boone was lauded for other efforts, including invigorating an inter-embassy antifraud working group and for serving as a policymaker at the post. The ambassador wrote: "Mr. Boone properly assessed the fraud issue as one which has foreign policy significance. In September he outlined the dimensions of the problem in a country-team meeting. The acting chargé requested that appropriate sections and agencies prepare a coordinated program to combat fraud. The result was an embassywide program which would be conducted in cooperation with other embassies and the Philippine government. We believe this document represents a first-of-its-kind effort by a foreign mission to combat fraud systematically. We are hopeful that this will not only reduce visa fraud but also result in saving millions of dollars."

Mr. Boone was cited, too, for forging closer ties between the unit, U.S. investigatory agencies and the Philippine government. The ambassador explained: "They now recognize that the unit can provide a wealth of intelligence on criminal activities. This was demonstrated in a recent case in which Mr. Boone passed to the Drug Enforcement Administration detailed information about a Nigerian drug syndicate, which led to arrests in Bangkok, and another case in which the unit was able to confirm that a highly-placed official had used his influence to assist a

'(Allen) has a reputation for strict adherence to immigration regulations . . . she is known to be fair and approachable'

person charged with homicide to obtain a visa to flee to the United States."

Allen: 'ahead of the work'

Ms. Allen was nominated by G. Eugene Martin, consul general in Guangzhou, who wrote: "Ms. Allen arrived in Guangzhou to assume the responsibilities of chief of the consular section in the midst of the section's move from temporary to permanent quarters. Through personal involvement in numerous details, she minimized the disruptions associated with the move while maintaining staff morale. She worked closely with the Foreign Buildings Office in the design and construction of the consular office space and, while unable to obtain all she wanted, was able to improve on the original plan.

"Managing an eight-person section with an annually-doubling workload has required Ms. Allen to elicit peak performance from her staff. This she has done by flexible assignments, careful scheduling of appointments and a willingness to pitch in on the visa line or in citizen services. She has obtained the maximum efficiency possible from our Chinese contract employees (we have no Foreign Service nationals), who need extensive training. As the only immigrant visa issuing post in China, her section handles all adoptions of Chinese children by American citizens. Her staff also faces an avalanche of petitions filed by residents in the United States under the Chinese Student Protection Act. By shifting personnel as needed and working closely with the Immigration and Naturalization Service to obtain support, Ms. Allen has been able to keep ahead of the flood of work."

The consular officer was commended, too, for her public relations skills. "Ms. Allen is far better known in the consular district than I," the consul general said, adding: "Chinese officials I meet during my travels frequently refer to her in awed tones—not only because she has a reputation for strict adherence to immigration regulations, but because she is known to be fair and approachable. A similar opinion of her character is shared within the American business community which, by all reports, is pleased with the level of service she provides. She has made it possible to maintain a productive section, despite greatly increased workloads." □

Sylvia Nasri wins \$5,000 general services award

Sylvia Nasri of Embassy Algiers is the latest winner of the \$5,000 General Services Achievement Award. In addition to a check, she will receive a certificate signed by Secretary Christopher.

There were three runners-up: Stephen Ames of Embassy Abidjan, Charles Hefernan, formerly of Embassy Riyadh, now assigned to the Bureau of Personnel, and Phyllis Powers of Embassy Warsaw.

Eleven others were nominated: Gary Alexander, Singapore; Michael Bakalar, Guangzhou; Leo Hession Jr., Managua; Robert Hurlbert, Sofia; An Thanh Le, Beijing; Wanda Kennicott, Freetown; John Markin, Ankara; David Meale, Conakry; Lawrence Rebo, Panama City; Deborah Rush, Medical Services; and Richard Stickles, Politico-Military Affairs.

The award panel was chaired by Charles Respass, deputy assistant secretary for administration. Its members were James Doane, Bureau of Administration; Michelle Truitt, Consular Affairs; Warren Nixon, European and Canadian Affairs; and William Hudson, African Affairs.

Nasri: 'true service'

Ms. Nasri was nominated by Mary Ann Casey, ambassador to Algeria, who wrote: "Sylvia arrived barely three weeks after the post had evacuated most dependents. Morale was low, as employees whose families had departed wrestled with the consequences. Problems with Algerian government offices were holding up air-freight shipments. Many motorpool vehicles were inoperative. Employees were housed in substandard, expensive or badly-located houses. Foreign Service national morale was similarly low, with key employees threatening evacuation.

"Sylvia made an immediate impact. She turned the general services offices into a true 'service' organization. Kudos have been received from her constituents for the responsiveness to maintenance and repair requests, solving housing and utility problems, the ready availability of supplies, support from the motorpool, the effectiveness of the travel section, the appearance of the grounds and the attitudinal change on the Foreign Service national workforce."



Ms. Nasri



Mr. Ames

On the renovating of offices at the mission, the ambassador said: "When the new office building project was abandoned, Algiers had to look seriously at upgrading facilities that had long been neglected. Ms. Nasri led the charge, bringing into play her past experience as an architect and engineer (and) working closely with the Foreign Buildings Office to secure Department support. Twenty projects are now fully funded and underway."

The general services officer was credited with cost-saving initiatives: "When Algiers was designated an adults-only post, Sylvia set about to change the post housing profile, noting that we no longer needed properties to support large families. Six expensive residences were returned to their landlords. In several cases, the new, less-expensive houses were superior to the ones given up. Ms. Nasri brought her negotiating skills to bear with other landlords. She negotiated rent reductions in five cases and, in two cases, convinced the landlord to install antenna dishes at his own expense. In two other cases, after Ms. Nasri's intercessions, the landlord settled for no increase. One initially proposed a 63% increase but, by the time he and Sylvia were through, he had



Mr. Hefernan



Ms. Powers

settled for a modest 7%."

Ms. Nasri was commended for overhauling the motorpool program, and for obtaining hard-to-find supplies at the post: "Her innovative solution was a truck trip to Medilla, a Spanish duty-free enclave on the northeast coast of Morocco, a one-day's drive. Through phone and fax conversations, Sylvia ascertained the availability of those items we needed, set up blanket-purchase agreements, primed customs and immigration officials and dispatched herself and a crew to Medilla. Three days later, she was back with large quantities of much-needed supplies. The visit proved so effective that it may well become a quarterly occurrence."

Ames: ace negotiator

Mr. Ames was nominated by Eugene A. Trahan Jr., administrative counselor in Abidjan, who wrote: "Mr. Ames supervises the largest general services operation in the Africa bureau, with some 200 Foreign Service national employees and, until recently, three untenured American officers. He arrived in Abidjan during an extremely difficult period. First, he had to deal with an inspection recommendation that mandated a reduction of 35 employees in his facilities maintenance section. He skillfully reorganized the entire general services section; the result was a personnel reduction that actually improved efficiency and morale. At the same time, the Department announced the evacuation through Abidjan of two-thirds of the staff in Monrovia. Steve's efforts led to kudos from the bureau and the evacuees themselves. He negotiated a cost-saving deal with Air France for shipping the household effects of the employees who had departed. There was nary a claim for lost articles.

"During the past year, Steve also negotiated a 50% reduction in our vehicle insurance rates; extracted a 10-day grace period for storage charges from Abidjan's rapacious freight forwarders; negotiated a contract for the rewiring of the general services compound at a price 50% below the amount a Department study had predicted; implemented a housing checkout system that greatly reduced make-ready costs; negotiated reductions for photocopy paper; and obtained refunds from a fuel vendor for value-added tax.

"His housing section produced a comprehensive update of the mission

housing handbook. The property section completed an inventory of over \$11 million of property—on time and with a discrepancy rate of less than one-half of 1%. The maintenance section's renovation of the consular section incorporated [changes] that improved efficiency and

'(Ames)' shipping section cut down on red tape': now 2 to 4 weeks to clear shipments

internal controls. His warehouse staff generated sales of excess property over \$250,000. His shipping section cut down on red tape; previously, it was taking six to eight weeks to clear shipments—now, it's only two to four weeks. And his procurement contracting section concluded an obligation of funds that exceeded that of any other African post."

The general services officer was also lauded for activities outside the office: "The director of the international school has expressed in writing to the ambassador his gratefulness for the advice and support the school has received from Mr. Ames. And he is one of the leading members of the International Game Fishing Association. The fruits of his labors resulted in the election of a conservation-minded association representative in Abidjan, as well as total conformance by local sports fishermen to a 'catch and release' policy."

Heffernan: 'nonstop'

Mr. Heffernan was nominated by James J. Blystone, administrative counselor in Riyadh, who wrote: "His three years in Riyadh were marked by outstanding achievements under difficult circumstances. With the outbreak of hostilities, Riyadh and Dhahran were subjected to Scud missile attacks. The Department authorized a departure of dependents and the issuance of gas masks for Americans. Mr. Heffernan played a role in both activities, as more than 70 dependents were evacuated and over 1,700 gas masks were assembled and distributed. He also helped staff the 24-hour command center that monitored developments and attempted to reassure the community."

Mr. Heffernan was commended for

his part in rebuilding the post in Kuwait after the war: "Most of the supplies to rebuild that embassy were procured in Riyadh and shipped to Kuwait. Thousands of items—from food to construction materials to generators—were procured in record time. These endeavors took place during the month of Ramadan, when Saudi Arabia reverses its work schedule. Shops and government offices were closed during the day and business was conducted at night. Charlie and his general services section worked nonstop, doing their normal jobs during the day and pursuing the resupply effort at night.

"Prior to and after the war, numerous V.I.P.s descended on Saudi Arabia. The mission hosted the President on Thanksgiving, the Vice President on New Year's Eve, the Secretary nine times, the Secretary of Defense eight times, the Secretary of Energy and 19 congressional delegations, plus countless other luminaries. Mr. Heffernan spent long hours (nights and weekends) supporting these visits, in addition to his normal duties."

The officer was praised, too, for overseeing renovations and acquiring properties for new facilities at the post. These projects included an 11-acre compound for a combined warehouse, maintenance and recreational complex. Mr. Blystone said: "(This) was a complicated process requiring lengthy negotiations with the landlord to obtain improvements to the property. Using his superb interpersonal skills, knowledge of Arabic and business sense, Charlie completed the negotiations. Upon acquiring the property, he embarked on an ambitious development plan. Skillfully orchestrating sources of funding and working with a series of contractors, he turned a facility sorely in need of renovations into a showcase. He outfitted a warehouse with a fire-sprinkler system, installed \$90,000 worth of shelving, replaced the entire electrical system, built a computer room, snack bar, large recreation area (including a pool), softball field and an indoor gym. The result is that this mission now has a superb facility for employees and U.S. citizens residing in Riyadh."

Powers: \$1 million saved

Ms. Powers was nominated by Michael Hornblow, chargé, and W. Douglas Frank, administrative counselor, in Warsaw, who wrote: "In the 27 months Phyllis has been in Poland, the mission

has doubled in size, from less than 70 officers to more than 140. Very often [these employees] never served overseas before or served in countries very unlike Poland. Phyllis' formidable task has been not only to provide equitable residential and office space but also to educate her sometimes demanding customers about what is possible within budgetary constraints.

"Despite a real estate market in which lease costs have skyrocketed in the last three years, Phyllis has miraculously upgraded the quality of mission housing, slowed the upward spiral of rent costs by tough negotiations with landlords and spent numerous hours working with the interagency housing board to convince two agency heads to exchange housing."

"When we literally ran out of space, Phyllis led the exhaustive search and the negotiations for new Foreign Commercial Service and A.I.D. office space. She was able to secure leases for less than market value, an outstanding achievement grounded in the respect she enjoys in Warsaw's business community. Because of her extraordinary negotiating skills, the terms of the Foreign Commercial Service

Powers: 'role model' for officers (who want) administrative career'

lease over five years will net savings of \$331,278 for the Government. On the A.I.D. leases, the cost will result in savings of \$874,925. Her skills were similarly responsible for nailing down a lease to locate the new U.S.I.A. American Center in one of Warsaw's few remaining architectural gems, a restored palace near cultural institutions and a prime location for this important facility. Her foresight resulted in the Government saving over \$1 million on this lease.

"She provided strong support to her American and Polish colleagues in the consulates general. She not only visits Krakow and Poznan periodically to better understand firsthand their concerns, but encourages consulate staff visits to Warsaw to strengthen the networking so necessary among constituent post staffs. Several junior officers have commented on the superb role model Phyllis provides for officers considering an administrative career." ■

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

Former Hill aide heads Policy Planning Staff

Secretary Christopher has named James B. Steinberg, deputy assistant secretary for intelligence and research, as director of the Policy Planning Staff. He succeeds Samuel W. Lewis.



Mr. Steinberg

Mr. Steinberg has been deputy assistant secretary for regional analysis in the intelligence bureau since last year. He began his career in 1977 as a special assistant to the assistant secretary for planning and evaluation at the Department of Health, Education and Welfare. He served as a law clerk to Judge David L. Bazelon, U.S. Court of Appeals, District of Columbia, 1978-79. After working as a special assistant to the assistant attorney general, he became minority counsel to the Senate Labor and Human Resources Committee in 1981.

Mr. Steinberg served as Senator Edward M. Kennedy's staff member for the Senate Armed Services Committee, 1982-85. He was a senior fellow at the International Institute for Strategic Studies, 1985-87. He was senior staff adviser on foreign policy and national defense to Governor Michael Dukakis, then senior deputy is-

sues director in the Dukakis presidential campaign, 1987-88. He was a senior international policy analyst at the Rand Corp., 1989-93.

Mr. Steinberg was born in Massachusetts on May 7, 1953. He received a bachelor's from Harvard and a law degree from Yale. He is the author of Rand reports and articles on foreign and domestic policy. He is a member of the District of Columbia Bar Association, the Council on Foreign Relations, the International Institute for Strategic Studies and the European Community Studies Association. □

Ambassadors for Bahrain, Cambodia, Egypt, Finland, Kuwait

President Clinton as of mid-March had named ambassadors to five more countries. The nominations would require Senate confirmation. The posts and the persons named are:

—*Bahrain*—David M. Ransom, director of the Office of Southern European Affairs until last year, to succeed Charles W. Hostler.

—*Cambodia*—Charles H. Twining, chargé in Phnom Penh. He would become the first U.S. ambassador to this country since 1975.

—*Egypt*—Edward S. Walker Jr., deputy U.S. representative to the United

Nations, to succeed Robert H. Pelletreau Jr.

—*Finland*—Derek Shearer, director of the International and Public Affairs Center and an associate professor of public policy at Occidental College, to succeed John H. Kelly.

—*Kuwait*—Ryan Clark Crocker, ambassador to Lebanon, to succeed Edward W. Gnehm Jr.

Following are biographical sketches of the persons named.

Bahrain

David M. Ransom was director of the Office of Southern European Affairs from 1990 until last year. He joined the Foreign Service in 1965 and was assigned to Sanaa. He was consular officer in Tehran, 1967-68. After a posting in Jeddah, he served as desk officer for Yemen, 1970-71, and Jordan, 1971-73. He was assigned to the National Security Council, 1973-75.

In 1975 Mr. Ransom was named deputy chief of mission in Sanaa. He was deputy director, then director, of Near Eastern and South Asian affairs at the Department of Defense, 1978-82. He served as deputy chief of mission in Abu Dhabi, 1983-85, and Damascus, 1985-88. He was director of the Office of Arabian Peninsula Affairs, 1988-90.

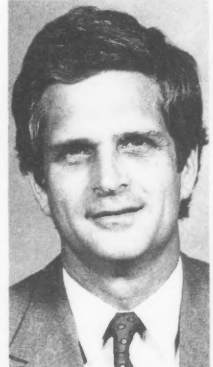
Mr. Ransom was born in St. Louis on November 23, 1938. He earned a bachelor's from Princeton and a master's from Johns Hopkins. He attended National Defense University, where he wrote "Atlantic Cooperation for Gulf Defense," published by the university. He served in the Marines, 1962-65. His foreign lan-



Mr. Ransom



Mr. Twining



Mr. Walker



Mr. Shearer



Mr. Crocker

guages are Arabic and French. He holds three Superior Honor Awards. He is married to Marjorie A. Ransom and has three daughters.

Cambodia

Charles H. Twining has been chargé in Phnom Penh since last year. He served as chief of the U.S. mission there, 1991-93.

Mr. Twining joined the Foreign Service in 1964 and was assigned to Antananarivo. After a posting to Dalat with A.I.D., he served in the National Military Command Center and the Operations Center, 1969-70. In 1970 he became country officer for Côté d'Ivoire, Niger and Burkina Faso. He served as political officer in Abidjan, 1972-74. After studying Cambodian at the Foreign Service Institute, he was an Indo-China watcher at the embassy in Bangkok, 1975-77.

Mr. Twining served as country officer for Australia and New Zealand, 1978-80. Next, he was assignments officer for East Asia personnel, 1980-82. In 1982 he became chargé in Cotonou. He was named consul general in Douala in 1983. In 1985 he was appointed deputy chief of mission in Ouagadougou. He was director of the Office of Vietnam, Laos and Cambodia Affairs, 1988-91.

Mr. Twining was born in Baltimore on November 1, 1940. He received a bachelor's from the University of Virginia and a master's from Johns Hopkins. His foreign languages are French and Khmer. He holds two Superior Honor Awards, a Meritorious Honor Award, two senior performance awards and has figured in two group Superior Honor Awards. He was a contributing author to "Kampuchea, 1975-78." He is a member of the American Foreign Service Association. He is married to Irene Verann Metz Twining and has two sons.

Egypt

Edward S. Walker Jr. has been deputy U.S. representative to the United Nations since 1992. He joined the Foreign Service in 1967 and was assigned to the Visa Office. After working on the Policy Planning Council, he went to Tel Aviv as political officer in 1970. He was a political-military officer on the Israeli desk, 1973-74, then a staff assistant in the

People at State

Craig Johnstone has been designated by the Secretary as director of the newly-established Office of Resources, Plans and Policy, which is concerned with budgetary affairs of the foreign affairs agencies . . . **James F. Collins** has become senior coordinator of the Office of the Ambassador-at-large for the New Independent States . . . **Jeffery Millington** has been named director of the Liberia working group; **William Jackson** is deputy director. □

Bureau of Near Eastern and South Asian affairs, 1974-75. After Arabic training in Beirut, Tunis and Cairo, he went to Damascus as political officer in 1977.

Mr. Walker became deputy director for northern Arab affairs in 1979. He served as special assistant to the personal representative of the President for Middle East negotiations, 1979-81. Next, he was a special assistant to the assistant secretary for Near Eastern and South Asian affairs, 1981-82, then executive assistant to the deputy secretary, 1982-84. After attending the Royal College of Defense Studies in London, he became deputy chief of mission in Riyadh in 1985. He was deputy assistant secretary for Near Eastern and South Asian affairs, 1988-89. He served as ambassador to the United Arab Emirates, 1988-92.

Mr. Walker was born in Abington, Pa., on June 13, 1940. He received a bachelor's from Hamilton College and a master's from Boston University. He served in the Army, 1962-65. His foreign languages, in addition to Arabic, are Hebrew and French. He holds the Superior and Meritorious Honor Awards, two senior performance awards, an alumna award from Boston University and the Order of Independence, first class, from the United Arab Emirates. He is a member of the International Institute of Strategic Studies. He is married to Wendy Jane Griffiths and has a daughter and a son.

Finland

Derek Shearer has been an associate professor and director of the International and Public Affairs Center at Occidental College since 1981.

Mr. Shearer spent his early career as a journalist, consultant and lecturer in

Washington, Boston and Los Angeles. He taught at the School of Architecture and Urban Planning at the University of California and served on the board of the National Consumer Bank in Washington, 1979-81. In 1981 he became a member of the Santa Monica (Calif.) Planning Commission, where he was active in addition to his work at the college. Next, he was a member of the board of the U.S. Advisory Commission on Intergovernmental Relations, 1985-88. He went on a lecture tour of Japan for U.S.I.A. in 1991. Last year, he was a member of the Carnegie Endowment's study groups on U.S.—Japan relations and the Pacific community and an associate fellow at the Economic Study Institute. In addition, he served as deputy under secretary of commerce for economic affairs, on unpaid leave from Occidental.

Mr. Shearer was born in Los Angeles on December 5, 1946. He earned a bachelor's from Yale and a doctorate from the Union Graduate School. His foreign languages are French, Russian and Spanish. He is a member of the Yale Club of New York and the International House of Japan. He is the co-author of "A New Social Contract" and "Economic Democracy," as well as articles on foreign and domestic policy. He is married to Ruth Y. Goldway; he has a son, a stepson and a stepdaughter.

Kuwait

Ryan Clark Crocker has been ambassador to Lebanon since 1990. He joined the Service in 1972 and became vice consul in Khorramshahr. He was economic and commercial officer in Doha, 1974-76. After Arabic studies at the Foreign Service Institute and in Tunis, he went to Baghdad as economic and commercial officer in 1978. Next, he was political officer in Beirut, 1981-84, then a mid-career fellow at Princeton, 1984-85. In 1985 he was named deputy director of the Office of Israel and Arab-Israeli Affairs. He was political counselor in Cairo, 1987-90. He served as director of the Iraq-Kuwait task force in 1990.

Mr. Crocker was born in Spokane on June 19, 1949. He earned a bachelor's from Whitman College. His foreign languages are French, Farsi and Arabic. He holds three Superior Honor Awards, a Meritorious Honor Award, an Award for Valor and the American Foreign Service

Association's Rivkin Award. He is married to Christine Barnes Crocker. □

2 are named for positions at United Nations



Mr. Gnehm

Mr. Birenbaum

President Clinton as of mid-March had named two more persons for positions of ambassadorial rank at the United Nations, with Senate confirmation required. The positions and the persons named are:

—*Deputy U.S. representative*—Edward William Gnehm Jr., ambassador to Kuwait, to succeed Edward S. Walker Jr.

—*Management and reform*—David Elias Birenbaum, partner in a Washington law firm, as U.S. representative for this purpose (a new position replacing that of deputy U.S. representative to the Security Council).

Following are biographical sketches of the two.

Deputy U.S. representative

William Gnehm Jr. has been chief of mission in Kuwait since 1990. He joined the Foreign Service in 1969 and became commercial officer in Saigon later that year. He was vice consul in Kathmandu, 1970-71. He served as a public affairs officer, then as desk officer, for Nepal, and as a staff assistant to the assistant secretary for public affairs, 1971-74. In 1974 he became economic officer in Damascus. After language training in Beirut and Tunis, he headed the liaison office in Riyadh, 1976-78.

In 1978 Mr. Gnehm was named deputy chief of mission in Sanaa. After a

stint as a Pearson fellow, he served as chief of the Bureau of Personnel's Junior Officer Division, 1982-83. In 1983 he became director of the Secretariat Staff. He was deputy chief of mission in Amman, 1984-87. He served as deputy assistant secretary for the Near East and South Asia at the Department of Defense, 1987-89, then in the same role at State, 1989-90.

Mr. Gnehm was born in Carrolton, Ga., on November 10, 1944. He earned a bachelor's and master's from George Washington. He received two fellowships and a distinguished alumnus award from the university, where he has also served as a trustee. He holds the Superior and Meritorious Honor Awards, presidential and State meritorious service awards, a fellowship from Rotary International and a commendation from the U.S.-Arab Chamber of Commerce in Kuwait. His foreign languages are Arabic and French. He serves as vice president of the George Washington University Alumni Association and is a member of the Boy Scouts of America, the Masonic order and the American Foreign Service Association. He is married to Margaret Scott and has a daughter and a son.

Management and reform

David Elias Birenbaum has been a partner in the Washington law firm of Fried, Frank, Harris, Shriver & Jacobson since 1963. He began his career as a law

clerk to Judge M. Joseph Blumenfeld, U.S. District Court, Connecticut, 1962-63. In 1967 he became assistant general counsel of the National Advisory Commission on Civil Disorders, on leave from his law firm. He taught at the University of Pennsylvania law school, 1987-89, and the Georgetown University law center, 1991.

Mr. Birenbaum served as an adviser to the Humphrey, Shriver, Kennedy, Dukakis and Clinton presidential campaigns. He was a consultant to the U.S. permanent representative to the United Nations and a public member of the U.S. delegation to the UN Conference on Human Rights last year.

In addition, he has served as director of Handgun Control, Inc., since 1979 and as director of the Center to Prevent Handgun Violence since 1983. He is a member of the Center for National Policy, the American Bar Association, the International Bar Association's Eastern European Forum, the international service industry committee of the U.S. Chamber of Commerce and the American Law Institute.

Mr. Birenbaum was born in Waterbury, Conn., on November 30, 1937. He earned a bachelor's, Phi Beta Kappa, from Brown and a law degree from Harvard. He was a Francis Wayland scholar. He is the author of publications on foreign policy and economics, including "Business Ventures in Eastern Europe and Russia: The Emerging Legal Framework." He is married to Vanessa Ruiz and has a daughter, two stepdaughters and a son. ■



NATIONAL FOREIGN AFFAIRS TRAINING CENTER—At ambassadorial seminar, left to right: *Geoffrey Wolfe, Sandy Vogelgesang (Nepal); Theresa Tull (Brunei); Darlene Merrill, David Merrill (Bangladesh);*

Sheldon Kryz, Sandra Rawson, David Rawson (Rwanda); Martin Cheshes (Djibouti); Ruth Purmalis Jabbs; Sheila Lawrence; Tony Motley; Larry Lawrence (Switzerland).

BY MICHAEL M. UYEHARA

The author is studying Japanese at the National Foreign Affairs Training Center. This is his third article for STATE magazine.

IT WAS TOO EARLY to be getting up, but I had to catch the first shuttle flight to New York. The taxi was waiting for me by the time I finished breakfast.



Mr. Uyehara

Although I had visions of missing Fijian Ambassador Pita Nacuva, I spotted him easily and we boarded our flight together. Things were proceeding smoothly now. But getting to this point hadn't been easy.

People in the East Asia and Pacific bureau's executive office had chuckled when I requested travel orders for "on-site coordination of the exhumation of remains of Fijian High Chief Ratu Veidovi." Bizarre as the request might have seemed, I had been working on this from my first day in the Office of Pacific Island Affairs.

That was in August 1991. Now, on a chilly November day in 1992, the ambassador and I had to be at Cypress Hills National Cemetery on Long Island at 10 o'clock to open the grave of Ratu Veidovi.

My mission had its roots in the mid-19th century, when the high chief was judged responsible for the deaths of nine crew members of a U. S. fishing vessel. He had allowed them to operate in his territory and was said to have guaranteed their safety, but villagers killed them. So some years later, the officer-in-charge of a group of U. S. Navy ships passing through Fiji shanghaied Ratu Veidovi, forcing him to join the naval expedition and to go into exile. (A Samoan chief had merited the same treatment during an earlier visit by the expeditionary group to Samoa.)

The Case of the Missing Remains



A workman digs for the remains.

So it was that Ratu Veidovi embarked on a two-year voyage aboard the U.S.S. Vincennes. During the long voyage, he apparently ended up being treated as part of the crew. He crossed the Pacific twice, then went around the world. Sadly, during the transit of the Atlantic in 1842, the high chief contracted pneumonia and died, 24 hours after arriving in New York.

Then, in a macabre twist, the surgeons at the New York Naval Hospital cut off his head before he was buried. The head was boiled "in the interests of science," so that a study could be made of the skull. After many moves, the skull became part of the Smithsonian's collection. The rest of his remains were buried at Brooklyn Naval Cemetery before being transferred to Cypress Hills National Cemetery. Or, at least, a headstone at the cemetery appeared to attest to that.

We jump now to the 20th century, when a Fijian airline magazine featured Ratu Veidovi's story. The Embassy Suva defense attaché at the time, Marine Lieutenant Colonel Craig Mayer, was fascinated by the account. He learned that Ratu Veidovi was one of the many half-brothers of the paramount chief of that time of a region of Fiji known as Rewa.

Mr. Mayer noted that the current high chief of Rewa was the wife of the then prime minister, Ratu Sir Kamisese Mara. He thought the Fijians would want to have Ratu Veidovi's remains returned to the country. This might be an especially welcome gesture during a period when the U. S. Government had only partially restored Fiji's eligibility to receive U. S. foreign assistance (suspended after two coups there in 1987). Accordingly, Mr. Mayer floated the initial proposal that the U. S. Government return Ratu Veidovi's remains. And in due course, the Office of Pacific Island Affairs received a Fijian diplomatic note requesting U. S. Government assistance in returning the remains.

But getting Ratu Veidovi's remains returned was not easy. It required coordination among the State Department, the Department of Veterans Affairs, the Smithsonian and the Department of Defense. Notwithstanding the potential obstacles, I decided I would push to have the remains sent back. My predecessor, Bob Tansey, and Chuck Downs at Defense had already done some initial spadework, with Chuck locating the

cemetery plot on Long Island.

Still, I was preoccupied with other details of my new job. While each of my countries did not take up too much time individually, I was after all the desk officer for six South Pacific countries and three territories and had quite a lot to learn. In the meantime, I found the "Washington Tradecraft" course which I took early in my assignment very helpful. During the course I rehearsed the argument for returning Ratu Veidovi's remains as part of a requirement to make a persuasive briefing. I also met with a congressional staffer and my Defense counterpart about Ratu Veidovi for another course requirement.

I pushed and pulled at the bureaucracy but made little headway. I just did not have the leverage to get things moving. I finally found my place to stand when Embassy Suva submitted a request that Ratu Veidovi's remains be returned as part of 50th-anniversary observances of Fiji's participation in World War II, in the summer of 1992.

Marine Colonel Eric Christenson at Defense was especially helpful in coordinating what we presumed would be the military's eventual role in returning the remains. While we couldn't meet that deadline, everything did finally fall into place. Now, on that cold November day, I was going to Cypress Hills to link up with Dr. Bill Rodriguez of the Office of the Armed Forces Medical Examiner and Robin Pohlman of Veterans Affairs' National Cemetery Service to exhume Ratu Veidovi's remains.

On the flight to New York, Ambassador Nacuva showed me Ratu Veidovi's family tree, reminding me that, to Fijians, the high chief was not a figure from the dim past. He also explained the various ceremonies in Fiji that would be required to properly welcome Ratu Veidovi's remains home. Various tribes with a particular relationship to his tribe would have to play



Ratu Veidovi's headstone.

their parts. Given the politics of today's Fiji, making these assignments would be a delicate task. In addition, the ceremonies would be costly.

But when the Fijian United Nations representative, Ratu Manase Seniloli, Ambassador Nacuva and I arrived a Cypress Hills, it became clear that we would not be exhuming any remains that day. At the excavation site, the presence of numerous large stones, the compacted dirt and its uniform color suggested that the ground had never been disturbed. We stood around while the workmen dug down a little further and widened the area, but the effort was futile. Later, in February 1993, workmen of the National Cemetery Service dug down even further, using a backhoe. They found nothing.

Of course, I was disappointed at the outcome of my project. During my practice briefings at my Washington tradecraft course, I had ended by observing that, apart from all the pragmatic reasons, returning Ratu Veidovi's remains was "the right thing to do." Granted the desecration of his body unfortunately is not so uncommon in the annals of what was then considered scientific research. In 1897, for example, Robert Peary persuaded six Inuits (Eskimos) to go to the United States, where they ended up living in the basement of the American Museum of Natural History in New York. Four of them died within months and, in an unfortunate parallel, their remains were dissected and defleshed.

But in Ratu Veidovi's case, I had hoped to set things right to some extent. Having once spent a winter in Seattle after growing up on semitropical islands, I could empathize with some of the culture shock and isolation that Ratu Veidove must have undergone. Despite his many adventures, I thought that forced exile was a somewhat harsh judgment rendered on someone who, after all, might have only been guilty of promising protection that he could not deliver.

We are left with a perplexing mystery. The remains could have been lost during the transfer from the Brooklyn Naval Cemetery. Perhaps then, only the gravestones were moved. It's also possible that the remains were moved out of the Brooklyn Naval Cemetery, but are still at an interim site whose location is unknown. The Fijians decided that, with all the potential complications I had described earlier, they preferred not to receive just the head. They asked that it be returned to the Smithsonian collection. It remains there today, but is not on exhibit.

I close with a plug for my old office. As this tale suggests, being part of a small office that deals with an often neglected part of the world has its advantages, particularly for the breadth of experience that it provides. In addition to coordinating the visits of three heads of government during my two-year assignment, I also once had to figure out how to get 9,000 pounds of books from the Asia Foundation to the South Pacific when the State Department's pouch room refused to accept them. The Ratu Veidovi project, however, tops the list of interesting experiences from my first assignment in the "boring" Washington bureaucracy. ■

BY ADRIENNE HUEY

IN THE EARLY 1970s, my late husband, George Huey, was the consular officer at the embassy in Panama. At each of our posts I had become involved with local arts and crafts, usually studying with a native artist.

In Panama, the main craft attraction was the reverse-applique mola, handsewn by the Cuna Indian women.



Ms. Huey, clad in mola blouse.

These Indians live on the San Blas Islands off the Caribbean coast, and this aboriginal art form evolved from early body-painting designs. It soon became obvious to me that molas were far too complicated for my limited sewing experience. However, I did become an avid mola collector. You might say I went mola crazy. In our home we soon had several framed molas, many mola pillows, a mola lamp shade—and I eventually collected enough of the rare black-and-white ones to make a long skirt.

George was very patient with my mola madness, but one day while I was sitting alone in his office, I think I went too far. My glance fell on a plaque of the Great Seal of the United States of America, which was hanging on the wall behind his desk. The thought occurred to me the seal would make a beautiful mola. It would be a unique birthday present for George, whose birthday was several months away. The mola-makers would have plenty of time to copy this intricate design.

Quickly, and feeling only a little guilty, I removed the plaque from the wall and dropped it into my tote bag. I knew that it took at least two months to make a mola panel, so I hurried

The Case of the Missing Seal

away to find my favorite mola-maker as soon as possible. This complicated design could take even longer.

There was a particular Cuna woman whose work I knew well. She and her family had made many special-order molas for others in our Panama City embassy. I had no trouble finding her at her favorite street-corner market. I showed her the plaque and she took it, assuring me that she or someone in her family could copy it for my husband's approaching birthday.

Several weeks later I saw her once again on the street, and I inquired about that special mola. She said that it was coming along fine. No, the design wasn't *too* complicated. Yes, it would be ready in time for the senor's birthday.

I was greatly relieved.

Then, strangely, two months passed without a word on the progress of the mola. I did not even see her on the street. George's birthday drew nearer. In vain I watched for my little Cuna friend. More weeks passed. I became more and more nervous over the fate of the Great Seal. I needed to get it back on the wall of the consulate before George missed it. Perhaps it had been foolish of me to remove it. Anxiously, I made inquiries among local friends, but none had seen my favorite mola-maker.

The big birthday came and went,

with no sign of the mola or the plaque. Now I had to confess to George my thwarted efforts to have a special birthday present made for him. I must admit he took it very well, but I think he liked the last-minute subscription to *Sports Illustrated* a lot better.

In talking it over, we decided I had taxed the skill of these proud people beyond endurance. Maybe my Cuna friend was ashamed to face me, because of her failure to make an adequate copy of the Great Seal.

It was many months later before I saw her again. She was delivering a consignment of molas to be sold at our school bazaar. As I approached her, she recognized me and hung her head a bit. I thought my worst fears for the fate of the mola were about to be realized.

But no! After a shy greeting, she told me that, several months earlier, her mukan (meaning grandmother) had almost finished that most outstanding mola of her life, when she was suddenly stricken with an illness and died. My little friend then told me that, according to their custom, whatever a person is using or working on at the time of her death is buried with her.

We shared a moment of sadness, and I expressed my understanding of the fact that the almost-completed mola masterpiece had accompanied her mukan on her final journey.

"And the Great Seal?" I asked hesitantly.

"Si, Senora. It went too."

I was speechless with surprise, but managed to stammer a few more words of condolence before hurrying on my way.

By the time I reached home that day, I had braced myself to tell George the final chapter about the wandering plaque. Together, we had a good laugh over the confusion that would arise in future years if the Great Seal of the United States of America were to be found by archaeologists in the grave of a Cuna grandmother on the San Blas Islands. ■

NEWS

H I G H L I G H T S

'Best-managed' posts: Embassies Damascus and Ouagadougou

Embassies Damascus and Ouagadougou were selected by the Inspector General as the best-managed posts among those inspected in the preceding fiscal year. "They stand out for their superior management and leadership, coupled with effectiveness of policy implementation and resource utilization," according to the Office of the Inspector General.

Embassy Damascus was cited for the quality of post administration, including "aggressive management controls, steadfast concern for propriety, resource conservation and alertness to operational safeguards." The embassy leadership was commended for "skillful maintenance of the access to and the confidence of the Syrian government on the peace process, and for its energetic support of American business activities."

Embassy Ouagadougou was cited for "its dynamic leadership, quality reporting, high morale and exceptional administrative support, all of which were especially noteworthy in a hardship post."

Each embassy has received a letter from the Secretary and a plaque from the inspector general. □

Reorganization of intelligence bureau is announced

The Bureau of Intelligence and Research, under Assistant Secretary Toby T. Gati, has announced a "first phase" reorganization, with new duties assigned to three deputy assistant secretaries.

Philip C. Wilcox Jr., the principal deputy, is in charge of the Offices of Politico-Military Analysis and Warning and of Strategic and Proliferation Affairs, as well as the executive office.

Bowman Miller, the acting deputy for analysis, is supervising the geographic regional offices in addition to the Offices of Economic Analysis, of the Geographer

and Global Issues, of Publications and of External Research.

Hal Eisner, the acting deputy for coordination, oversees the Offices of Intelligence Resources, of Intelligence Liaison, of Intelligence Coordination and of Terrorism and Narcotics Analysis. □

Agency boundaries are blurred at Frankfurt's new business center

BY FRANK P. WARDLAW
Consul general

We're trying something new in Frankfurt: a Business Information Center in the Amerika Haus, operated jointly by personnel from the Foreign Commercial Service and U.S.I.A. The center bridges some long-standing institutional gaps to provide more assistance to German-American trade. Amerika Haus librarians and Commerce's trade and industry specialists will provide one-stop shopping for business assistance services. The same program is being extended to Amerika Houses in Berlin, Munich and Hamburg.

The center was formally opened by Ambassador Richard Holbrooke on January 18. The post's initial experience with the center suggests this multi-agency endeavor can elicit some useful synergies. U.S.I.A. librarians' skilled access to the vast range of U. S. databases and on-line information services is given a sharper focus on the high-priority commercial field. Commerce's expertise on the German economy can be more easily placed

in a global context or associated with U. S. economic and political developments.

The information consumer gets a more comprehensive and sophisticated product, suitable to today's increasingly trans-national business community.

The center's location in the well-known and easily-accessible Amerika Haus will also facilitate new activities in commercially-oriented public diplomacy. The center soon will host a one-day presentation by the state of Mississippi, the first of what we expect to be a series of promotions by state offices. In another project that addresses a variety of U. S. interests, both political and commercial, the center on February 10 provided the venue for an information exchange between U.S. state and business representatives and officials of the city of Fulda regarding possible commercial conversion of U. S. military facilities, now available after the recent withdrawal from the Fulda area of the 11th Armored Cavalry Regiment, long a major presence in this part of Germany.

The Hamburg consulate general is being restructured to include a business and agricultural trade center, and mission resources are being realigned to allow the re-opening of our consulate general in Dusseldorf, closed in 1988, as a commercially-oriented post with a Foreign Commercial Service officer as consul general.

All these are low-cost initiatives—an imperative in the strained budgetary environment—but the blurring of bureaucratic boundaries they represent will allow German posts to bear more effectively the increasing weight placed on the commercial pillar of the German-American bilateral relationship and to serve more effectively U. S. business interests. □



At opening of business center in Frankfurt, from left: State business coordinator Paul Cleveland, U.S.I.A.'s Penn Kemble,

Commerce's Jeffrey Garten, consul general Pat Wardlaw, Ambassador Richard Holbrooke and the Hessen economics minister.

Department of Look-Alikes



Regina Belt

Jacqueline Pridgen

Mother and daughter? The truth is no, but they work in the same office, and nearly everyone entering there thinks they're related. Ms. Belt heads the Bureau of Administration's Employee Services Center in Room 1252, while Ms. Pridgen, known as "Little Regina," is a secretary there. The two say they have fun fending off charges of nepotism. "People often stop us in the hall, too, and ask if we're related," Ms. Pridgen says, adding: "Sometimes we say yes, just for the heck of it. Once in a while we enjoy pulling someone's leg." (State Department photo by Ann Thomas) □

and Scientific Affairs, 28%; Office of the Inspector General, 23%; Legislative Affairs, 17%; Bureau of Personnel, 16%; International Organization Affairs, 11%; Bureau of Administration, 10%; the National Foreign Affairs Training Center, 8%; Politico-Military Affairs and Intelligence and Research, 5%; and East Asian and Pacific Affairs, 4%.

In addition, 10 offices and bureaus received special awards: African Affairs, Refugee Programs and Oceans and International Environmental and Scientific Affairs, for an average contribution of \$150 per employee; Office of the Legal Adviser, Protocol, the Bureau of Personnel and Office of the Inspector General, \$100 per employee and 75% employee participation; International Narcotics Matters and Medical Services, \$75 per employee and 70% participation; and International Organization Affairs, \$50 per employee and 65% participation. James A. Caron, a Department of Agriculture employee who assisted the campaign here, received an award for training keyworkers at State.

The awards were presented by director general Genta Hawkins Holmes. Rob-in Silverman, who has joined the Department as a sign language interpreter, translated the ceremony for deaf and hard-of-hearing persons. She is available for meetings and presentations, Monday through Thursday, (703) 516-1666. Deaf persons may call (703) 812-2274. ■

16 bureaus top Combined Federal Campaign goals

Sixteen bureaus and offices were honored at a ceremony in the East Auditorium March 1 for exceeding their goals in last year's Combined Federal Campaign. The Department raised a record \$1,206,010 in contributions.

The Office of Protocol soared 57% over its goal; African Affairs, 50%; Refugee Programs, 49%; South Asian Affairs, 43%; International Narcotics Matters, 42%; Office of the Legal Adviser, 33%; Oceans and International Environmental

Harlan Lee, executive director, Office of Protocol, with Shirley Lee, right, a personnel specialist in Protocol, and director general Genta Hawkins Holmes. (State Department photo by Ann Thomas)



ASK DR. RIGAMER



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

Q.

WASHINGTON

The Washington area was caught by surprise last December when residents were advised to boil their water before drinking, following an Environmental Protection Agency advisory that the local water may be contaminated. How come the U. S. recommendation was a one-minute rolling boil, while overseas we're advised to boil for five minutes?

A.

My Environmental Health Staff advises that there is a consensus among academics and water-quality scientists that a good rolling boil for one minute will kill all microorganisms (bacterial, viral and cysticidal). The reason for our recommendation for a rolling boil of five minutes is primarily based around the thermal resistance of Hepatitis A virus (H.A.V.). Two conditions that affect the temperature/time relationship are (1) particulates in water (turbidity), which provide a thermal barrier for H.A.V. if not filtered before boiling. Many people erroneously boil first and then filter (habits are hard to break). (2) Altitude, which decreases the boiling point by 1 degree Fahrenheit for every 550 feet of elevation. In addition, some people are confused as to when to begin counting the boiling time (i. e., when bubbles start to form rather than a rolling boil). The five-minute boil takes all these conditions into consideration, to

provide a margin of safety. I occasionally see references to 10-to-20-minute recommended boiling times. This is not necessary—save your energy.

Q.

EUROPE

I was recently medically evacuated from a small post to our medevac center in London. While making arrangements for the medevac, I was surprised to learn that I couldn't fly out until a fund cite was telegraphed from Washington. Is everything put on hold until the paperwork is done? What happens in a true emergency?

A.

Assigning the funding cite is an important part of the medical evacuation process. You are correct that it is done out of Washington for all evacuations, including post to post, in-country and post to the United States. Every effort is made to expedite all requests for medevacs. We share your concern in responding quickly to an emergency situation. Therefore, after normal Washington work hours and in emergencies, the post has been given the authority to use its own fund cite so there will be no delay in the medevac. Adjustments and corrections can then be made at a later date.

Q.

EUROPE

State in Washington is smoke-free. Here at the consulate overseas, however, senior colleagues are unable or unwilling to enforce the same rule, despite recent "strong encouragement" in a worldwide cable. Limiting smoking in designated areas seems to be unenforceable. We do not wish to confront our smoking supervisors, nor offend the Foreign Service nationals on this issue. In addition, in our winter temperature, opening windows leads to other health problems, not to mention complaints from smokers! Help! Sincerely, The Coughing (Junior) Consuls.

A.

The success of any policy, including the designated-areas policy, depends upon the thoughtfulness, consideration and cooperation of smokers and nonsmokers alike.

Such personal attributes transcend cultural differences. Once aware of the second-hand smoke risks involved, no one would deliberately subject his or her colleagues, and their families who pass through the offices, to cigarette and cigar smoke.

If a smoke-free building policy cannot be established in your embassy, then, for the sake of those not wishing to be exposed to secondhand smoke, smoking areas should be designated and enforced. Suggestions for designated smoking areas include a private room enclosed by four ceiling-high walls occupied by one individual and areas for international conferences, diplomatic functions and the cafeteria. No-smoking areas would include offices shared by two or more employees, offices containing shared equipment and supplies, and common areas such as a reception office, hallways and bathrooms.

Employees should not attempt to personally enforce the regulations by confronting others. Employees who believe that smoking regulations are being violated would usually report such violations to their immediate supervisor. If this is not an option, then the employee may take his or her complaint to the American Foreign Service Association representative. The representative can meet with management on this issue. The representative may also write or fax the association's labor management unit for guidance and assistance.

On a proactive note, contact your regional medical officer or Foreign Service nurse practitioner. Discuss ways in which people can become aware of the hazards of secondary smoke, and provide smokers a mechanism to stop smoking. For example, he or she may wish to submit an article or a series of articles on second-hand smoke to your embassy newsletter. Also, inquire about the possibility of a smoking cessation program and an informational program on the hazards of smoking.

Q.

SOUTH AMERICA

My teenage son recently had a bout of "mono" and missed a lot of school. The local doctor only recommended that I get some over-the-counter medication from the commissary and give it to my son as needed. What exactly is "mono" and is this the standard treatment in the United States?

—(Continued on Page 55)

FROM THE DIRECTOR GENERAL



State now has a strategic plan to build workforce diversity

BY GENTA HAWKINS HOLMES

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

Most of my discussions with colleagues on diversifying the Foreign Service eventually turn to our recruitment efforts. This month I want to share with you details of the promising strategic approach we launched a year ago.

The future workforce of the Foreign Service and the Department will be far different than today's. We must adapt both to a changing society and the changing demands of rapidly-evolving American interests abroad. We must continue to recruit a high caliber of people with the skills and competencies that can meet these demands. And we must not only represent all of our citizenry, but also create an institutional culture that will draw upon the unique contributions of each person in the workforce.

Toward these objectives, in late 1992 the Bureau of Personnel's Office of Recruitment, and Examination and Employment collaborated with the Office of Equal Employment Opportunity and Civil Rights, the Bureau of Public Affairs, other Department bureaus and the American Foreign Service Association to develop a strategy to acquire the diverse talent and skills we will need.

Together, we produced a five-year strategic recruitment plan containing practical, progressive steps, including some pilot programs. These measures aim to

attract traditional as well as nontraditional talent in economics, science, trade, technology, the environment, administration and management. Under the plan, we'll closely monitor the quality and professional qualifications of the recruits, and compare these results against the program's financial costs.

Last year we received substantial new financing to begin implementing activities under the plan. Clifton R. Wharton Jr., who was acting Secretary of State at the time, sent the full text of the plan to all bureaus, and we're also sending it now to all our overseas posts. Its main goals are:

—*Expand participation in and knowledge of student employment programs:* Student interns and employees—most of whom are exempt from caps on “full-time equivalent” positions—have become a productive stream in our educational pipeline to fill future needs of the Department in both the Foreign and the Civil Service. We now have nine student programs with about 2,500 applicants for some 670 paid and unpaid appointments. Over 34% of the participants are minority members and 55% are women. These programs include Presidential Management Interns, Fascell Fellowships, Federal Junior Fellowships and Foreign Affairs Fellows.

This past year we launched our student “Co-ops in Residence” program. We hired a student at New Mexico State

University and another at Howard University to work part-time as recruiters on their campuses. Our hope is that these recruiters will generate further interest in Foreign Service careers, even as they begin to establish their own careers with us.

—*Develop continuing relations with targeted educational institutions that meet our skill and diversity needs:* Full-time Department recruiters and over 100 volunteer Foreign Service officers (including me) have made repeated, coordinated visits to numerous colleges and universities, and especially to 25 target schools. These include Howard University, the University of New Mexico and New Mexico State University, Spelman College, Carnegie-Mellon University, the University of Texas, New York University and several campuses of the University of California. Our recruiters are now able to match faces to the names of campus career counselors, faculty and staff advisers, and student leaders—and these influential figures now have more personal and direct relationships with our recruiters.

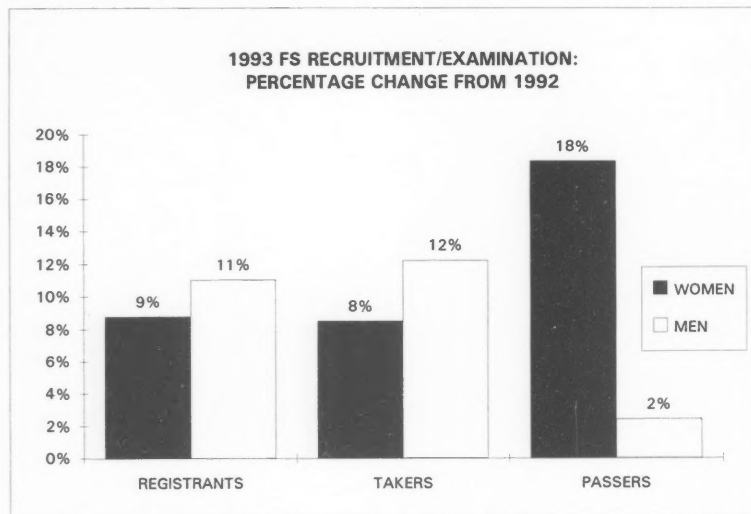
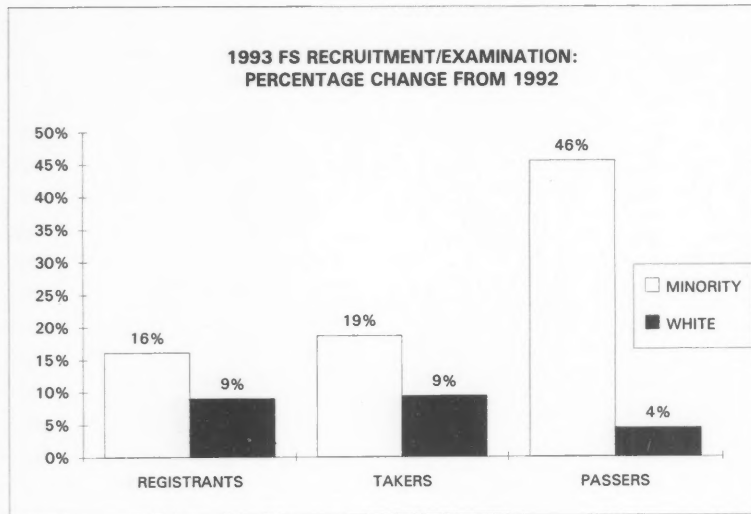
Last year, representatives from each of the targeted schools attended the first workshop of its kind on Foreign Service careers. This month, representatives of the targeted schools will participate in the Department's prestigious American Educators Conference.

We've also identified and visited 15 other schools, such as Georgetown, the



Barbara Anderson, Recruitment Division, and Charles Hughes, Executive Secretariat, discuss career opportunities with appli-

cant at the Department's exhibit booth at the National Association for Equal Opportunity in Higher Education conference.



University of California at Berkeley, Columbia, Harvard, Princeton, Yale and Tufts, as traditional producers of diverse individuals who pass the Foreign Service written examination. This year we're adding 12 more schools to both the target school list and the list of traditional high-producing campuses.

We've also harnessed the diplomats-in-residence program to our recruitment mission. We are now assigning diplomats-in-residence to target campuses. They include Gordon Streeb and Dan Phillips at

the Carter Center and schools in Atlanta, Dane Smith at Howard University and Jim Swihart at the University of Pittsburgh and Carnegie-Mellon. Ray Burghardt was at Medgar Evers College in New York through December. These participants now report to the Recruitment Division, which evaluates their performance, largely on their fulfillment of their recruiting responsibilities.

—*Build partnerships with targeted professional, educational and community organizations:* We aimed to develop coop-

erative, productive, personal relationships with 21 selected groups. We've participated in over 36 of their professional events and 18 career fairs and exhibits, often sending speakers and appearing on conference panels. Targeted organizations include the American Economic Association, the American Association of Nurse Practitioners, the American Association of University Women, the American Indian Science and Engineering Society, the Association of Professional Schools of International Affairs, Transafrica and Black Professionals in International Affairs. We've also continued our extensive work this year with the Hispanic Association of Colleges and Universities, the Historically Black Colleges and Universities and the Federal Asian Pacific American Council.

—*Design and implement a contemporary, targeted marketing campaign:* The strategic plan includes an advertising campaign that speaks to today's generation of future Foreign Service officers. We've awarded competitive contracts to an advertising agency and a video production company to create new recruitment materials, based on solid market research on particular segments of the public.

The success of our recruitment strategy rests not only on the energy and creativity of our professional recruiters but also on other Department employees who want to "give something back" to the Department and the Foreign Service. Most of us have coached acquaintances, alumni groups or religious and civic organizations about careers in foreign affairs, typically on a personal and ad hoc basis. I commend such individual efforts, and encourage all my colleagues to pursue them.

I suggest that those of you wishing to help shape our future workforce through such voluntary work consult with our Recruitment Division. Our recruiters would like to work with you to help focus and strengthen our influence with our various publics. Many of us could add recruitment activities to our other official public affairs outreach efforts, or to our personal contacts with professional or alumni organizations during home leaves. The Recruitment Division can help coordinate voluntary efforts to fit in with our strategy and ongoing activities. It can help direct volunteers to eager audiences. And it can provide advice and materials to help deliver the message with greater impact. ■

RETIREES' CORNER

Survey shows most retirees in this area are working

We have been asked frequently about the results of retirees' efforts to find second careers and occupations after leaving the Foreign Service or Civil Service. Efforts to obtain feedback have had only limited success, but a recent survey of retirees in the Career Transition Center's talent bank aroused more interest. There were 301 responses out of some 550 questionnaires mailed to retirees. The majority were from retired State Department Foreign Service officers, but those responding included retirees from most of the other foreign affairs agencies. Almost all had participated in State's job search program at some point during the past 10 years.

Preliminary analysis showed that 246 of the 301 who replied reported they're working—106 full-time and 140 part-time. The remaining 55 said they're not employed and aren't actively looking for work. Of those responding, only four said they'd been unsuccessful in finding any type of work. Almost without exception, those who aren't working or working only on a part-time basis indicated they're otherwise fully occupied pursuing personal goals and/or engaged as volunteers.

As expected, almost all of those responding (98%) said that the main source of information leading to employment was found through "networking." Also in the not-surprising category was the disclosure that 247 of the 301 responding claimed the Washington metropolitan area as their current home. Thus, the sample is not geographically representative; well under half of Foreign Service retirees live in the District of Columbia, Maryland and Virginia. We assume that more retirees in the Washington area are interested in working full or part-time. There were only seven responses each from Florida and California, the two most popular states among Foreign Service retirees after Virginia and Maryland. Later, we plan a detailed analysis of where retirees live.

The principal occupation title listed was "consultant" with "teaching" of various kinds a very distant second. The label of part-time intermittent employee ("W.A.E.") was claimed by 48 of those responding. An almost identical number (47) said they're temporary employees of

organizations that have development contracts with A.I.D. Ten persons reported working sundry management/policy positions with other U.S. Government agencies, and 23 took up the challenge of the marketplace to start businesses of their own. The remaining 118 are working in a wide variety of fields at almost every level, as indicated by the following—market research, international trade, immigrant visa processing, computer data processing, physical security, lecturing, general clerk, editor, trainer, writer, investigator, medical administrator, parking attendant, financial planner, secretary, tour guide, communications supervisor, bridal consultant, corporate director, executive assistant and real estate agent.

For those who wonder whether there is life after the Foreign Service, the results were reassuring. The survey revealed that most former colleagues appear quite happy in "retirement." The majority of those who are employed reported that their earning power after retiring is about what they expected it to be. (We didn't ask for specifics on compensation.)

Most of those responding expressed gratitude to the foreign affairs agencies for supporting their participation in the job search program, which they credited with forcing them to focus on the reality that their U.S. Government careers were ending, that they were facing major changes in their lives and that indeed there is another world out there. They emphasized the necessity of making a candid assessment of one's qualifications and prospects, and developing realistic insight into the job market.

Group consulting

Quite a few foreign affairs agency retirees wishing to go into full-time or part-time consulting have found it more advantageous to combine forces rather than face the tedious and often frustrating task of setting up their own companies. The largest such arrangement of which we are aware is Global Business Access, Ltd., established in March 1991 by two Foreign Service retirees, the late Ashley Hewitt and Charles Schmitz, with a dozen retired colleagues. The firm now lists approximately 100 associates, almost all of whom are retired Foreign Service officers. It offers expertise to U.S. business, based on extensive in-country experience in virtually every country in the world. Headquarters

The material in this section is contributed by the Office of Retirement and Career Transition. Suggestions for what might be included should be addressed to the Career Transition Center, 3300 North Washington Boulevard, Suite 350, Arlington, VA 22201. Or telephone (703) 235-4240.

are at 1825 I Street N.W. in Washington.

'Buyout' update

The Senate on March 25 passed the \$25,000 "buyout" bill, completing congressional action on the measure aimed at encouraging U.S. employees to retire early, and at helping President Clinton to meet his goal of reducing the federal workforce by 252,000 employees without having to resort to a reduction-in-force (R.I.F.). It was still too early at presstime to learn how the legislation might be implemented at State in mid-fiscal year and how many employees might be interested in taking advantage of it. The Department had hoped for earlier passage of the measure, and uncertainty about it had seemed to be delaying Foreign Service and Civil Service retirement decisions. State's goal has been to reduce its ranks by voluntary attrition, especially in the Senior Foreign Service.

Foreign Service Day

By the time this issue of *State* is published, invitations for annual Foreign Service Day on May 6 will have been mailed. Any retiree who did not receive an invitation should get in touch with the Career Transition Center, (703) 235-4240. A program similar to that of previous years is being arranged.

We are holding the line on luncheon and reception ticket prices. Secretary Christopher hopes to be present at the late-afternoon plaque ceremony in the C Street lobby. ■

State-ing the facts

BY BARBARA QUIRK

—How many annexes does the Department have in the Washington metropolitan area? (Answer on Page 55) □

EDUCATION & TRAINING

Courses: National Foreign Affairs Training Center

Program	April	May	June	Length
AREA STUDIES; INTENSIVE COURSES				
Canada (AR 129)	—	—	7	2½ days
Africa, sub-Saharan (AR 210)	—	16	—	2 weeks
East Asia (AR 220)	—	16	—	2 weeks
Latin America/Caribbean (AR 230)	—	16	—	2 weeks
The Caribbean (AR 237)	—	18	—	3 days
Pacific Islands (AR 238)	—	—	1	2 days
Near East/North Africa (AR 240)	—	16	—	2 weeks
China (AR 250)	4	—	—	2 weeks
South Asia (AR 260)	—	16	—	2 weeks
Southeast Asia (AR 270)	—	16	—	2 weeks
Successor states to the Soviet Union (AR 280)	—	16	—	2 weeks
Europe (AR 290)	—	16	—	2 weeks
AREA STUDIES; ADVANCED COURSES				
Andean (AR 533)	These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.			
Arabian Peninsula/Gulf (AR 541)				
Balkans (AR 583)				
Baltic states (AR 584)				
Benelux (Netherlands) (AR 595)				
Brazil (AR 535)				
The Caribbean (AR 538)				
Central America (AR 539)				
Central Asia (AR 586)				
China (AR 521)				
Eastern Africa (AR 511)				
Fertile Crescent (AR 542)				
Francophone Africa (AR 513)				
Francophone East/Central Africa (AR 517)				
Francophone West Africa (AR 516)				
French-speaking Europe (AR 592)				
German-speaking Europe (AR 593)				
Greece/Cyprus (AR 589)				
Haiti (AR 536)				
Hungary, Czechoslovakia (AR 582)				
Iberia (AR 591)				
Indonesia (AR 571)				
Italy (AR 594)				
Japan (AR 522)				
Korea (AR 523)				
Lusophone West Africa (AR 514)				
Malaysia (AR 575)				
Mexico (AR 531)				
Mongolia (AR 524)				
Netherlands (AR 595)				
Northern Africa (AR 515)				
Philippines (AR 574)				
Poland (AR 587)				
Russia, Ukraine and Belarus (AR 581)				
Scandinavia (Nordic countries) (AR 596)				
South Asia (AR 560)				
South Caucasus (AR 585)				
Southern Cone (AR 534)				
Southern Africa (AR 512)				
Thailand, Burma, Laos (AR 572)				
Turkey (AR 543)				
Vietnam/Cambodia (AR 573)				
LANGUAGE AND ADVANCED AREA COURSES				
French (LFR 100)	25	31	—	24 weeks
German (LGM 100)	18	31	—	24 weeks
Italian (LJT 100)	25	31	—	24 weeks

—(Continued on next page)

Personal computer courses offered

The National Foreign Affairs Training Center is offering four personal computer courses through next month:

—"PC Survival Skills," April 4, 5, 11, 12, 18, 19, 25, 26; May 2, 3, 9, 10, 16, 17, 23, 24; formatting diskettes, copying files, displaying and printing directories and using reference materials.

—"Introduction to WordPerfect 5.1 for DOS," April 4-5, 11-12; May 2-3, 9-10; creating, formatting, editing and printing documents and managing files. Completion of "PC Survival Skills" recommended.

—"Introduction to Windows 3.1," April 6, 7, 13, 14, 20, 21, 27, 28; May 4, 5, 11, 12, 18, 19, 25, 26; computer-mouse skills, file management, customizing windows, the help function and accessories. Completion of "PC Survival Skills" recommended.

—"Introduction to Word for Windows 2.1," April 6-7, 13-14, 20-21, 27-28; May 4-5, 11-12, 18-19, 25-26; creating, editing, formatting and printing office documents and managing files. Prerequisite: "Introduction to Windows 3.1" or experience in using a computer mouse or trackball.

To register, call (703) 302-7142. For information, call (703) 302-6759. □

Interdepartmental seminar: May 9

The National Foreign Affairs Training Center will offer a foreign affairs interdepartmental seminar, May 9-20. The course features speakers from Government, universities and research and business organizations, who will discuss economics, terrorism and narcotics, as well as the interaction of agencies, lobbyists and Congress in the foreign policy process. For information, call (703) 302-7184. □

About Capitol Hill

A three-day seminar, "Executive-Congressional Relations," will be offered at the National Foreign Affairs Training

Center for employees at FS-1 or GS-9 and above, April 11-13. The course provides instruction in responding to congressional requests, drafting testimony and developing relationships with congressional staffers. For information, call (703) 302-7184. □

Arms control

A five-day course, "Arms Control in the Post-Cold War Era," will be offered at the National Foreign Affairs Training Center, April 25-29. Participants will examine treaty texts. Enroll by April 18 to receive advance reading materials. A "secret" security clearance is required. For information, call (703) 302-7184. □

How to negotiate

A five-day workshop on negotiating will be given at the National Foreign Affairs Training Center, May 9-13. Participants will receive instruction in negotiating skills and will practice them in role-playing sessions.

Experienced negotiators and a peer review process will help participants apply these techniques in a variety of bargaining and negotiating contexts, the center said. Enroll by May 2 to receive advance reading materials. For information, call (703) 302-7184. □

Extra days

The Overseas Briefing Center has announced it will be open on Saturdays on April 23, May 14 and June 4, from 10 a.m. to 4 p.m. For information, call (703) 302-7277. ■

Letters

—(Continued from inside front cover)

Photo reality

WASHINGTON

DEAR EDITOR:

Kudos to the photographer(s) in

—(Continued on next page)

—(Continued from preceding page)

Program	April	May	June	Length
Portuguese (LPY 100)	25	31	—	24 weeks
Spanish (LQB 100)	25	31	—	24 weeks
ADMINISTRATIVE TRAINING				
Appropriation law (PA 133)	—	23	—	4 days
Budget and financial management (PA 211)	4	16	—	6 weeks
C.F.M.S. miscellaneous obligations (PA 154) (prerequisite: PA 150)	—	16	—	2 days
C.F.M.S. requisition documents (PA 153) (prerequisite: PA 150)	—	12	—	2 days
C.F.M.S. system overview and orientation (PA 150)	—	10	—	1 day
	—	11	—	1 day
C.O.R. training equipment procurement (PA 126)	—	—	27	1 week
Customer service (PA 143)	—	12	—	2 days
F.S.N. classification and compensation (PA 232)	—	23	—	2 weeks
General services operations (PA 221)	4	2	13	12 weeks
	—	9	20	12 weeks
	—	16	27	12 weeks
	—	23	—	12 weeks
	—	30	—	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	—	4	15	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Management controls workbook (PA 164)	Correspondence course			
Management control workshop (PA 137)	—	—	20	2 days
Nepa training domestic operations (PA 129)	25	—	—	1 week
Overseas cashier training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			
Personnel course (PA 231)	—	2	27	7 weeks
Property management training for custodial officers (PA 135)	21	—	—	2 days
Training for overseas voucher examiners (PA 200)	Correspondence course			
CONSULAR TRAINING				
ConGenFossllyn basic consular course (PC 530)	Continuous enrollment:			26 days
Consular orientation program (PC 105)	Continuous enrollment:			6 days
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
CURRICULUM AND STAFF DEVELOPMENT TRAINING				
Basic facilitation and delivery workshop (PD 513)	6	4	—	3 days
Design and evaluation workshop (PD 511)	—	25	—	3 days
ECONOMIC AND COMMERCIAL STUDIES				
Economic tradecraft (PE 124)	—	—	6	2 weeks
	—	—	27	2 weeks
Energy, economics and environment (PE 128)	—	—	20	1 week
Export promotion (PE 125)	—	—	20	1 week
Lotus for economists (PE 126)	—	—	27	1 week
Science, technology and foreign policy (PE 562)	—	—	13	1 week
Senior commercial course (PE 290)	—	—	20	2 days
EXECUTIVE DEVELOPMENT				
Deputy chiefs of mission (PT 102)	—	—	5	2.2 weeks
E.E.O. awareness for managers and supervisors (PT 107)	—	19	—	2 days
Effective public speaking (PT 113)	6	—	—	1 day
Foreign affairs leadership seminar (PT 119)	24	—	—	2.2 weeks
Introduction to management skills (PT 207)	—	9	—	4 days
Performance management seminar (PT 205)	—	16	—	2.5 days

—(Continued on next page)

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Program	April	May	June	Length
Washington tradecraft (PT 203)	—	2	—	2 weeks
INFORMATION MANAGEMENT TRAINING				
Foreign affairs information systems end-user training (PS 219)	11	9	6	4 half-days
Foreign affairs information systems accelerated end-user training (PS 220)	4	2	13	2 half-days
	—	4	15	2 half-days
	6	16	27	2 half-days
	18	18	29	2 half-days
	20	—	—	2 half-days
Information management seminar (PS 217)	—	—	13	4 weeks
Introduction to Excel (PS 126)	4	2	6	2 days
	11	9	13	2 days
Introduction to Lotus 1-2-3 (PS 118)	21	—	16	2 days
Introduction to PC and MS DOS (PS 111)	18	—	13	3 days
Introduction to Windows (PS 123)	6	5	2	1 day
	7	11	7	1 day
	13	12	9	1 day
	14	18	14	1 day
	20	19	16	1 day
	21	25	21	1 day
	27	26	23	1 day
	28	—	28	1 day
	29	—	30	1 day
	31	—	—	1 day
Introduction to Word for Windows (PS 124)	6	4	1	2 days
	13	11	8	2 days
	20	18	15	2 days
	27	25	22	2 days
Introduction to WordPerfect (PS 115)	4	2	29	2 days
	11	9	20	2 days
Managing information programs (PS 213)	—	16	27	4 weeks
PC survival skills (PS 112)	4	2	1	1 day
	5	3	6	1 day
	11	9	8	1 day
	12	10	13	1 day
	18	16	15	1 day
	19	17	20	1 day
	25	23	22	1 day
	26	24	27	1 day
	—	31	29	1 day
OFFICE MANAGEMENT COURSES				
Advanced WP Plus (PK 154)	19	—	15	2 days
Basic WP Plus (PK 155)	5	19	6	2 days
Better office English (oral) (PK 226)	11	31	—	30 hours
Better office English (written) (PK 225)	25	—	13	40 hours
Civil Service secretarial training for entering personnel (C.S.-Step) (PK 104)	22	—	3	11 days
Drafting correspondence (PK 159)	—	—	27	1 week
Employee relations (PK 246)	27	—	—	2 days
F.S. secretarial training (PK 102)	—	—	28	13 days
Glossary (PK 151)	7	—	—	1 day
Introduction to Words for Windows (PK 170)	—	4	9	1 day
Introduction to WordPerfect 5.1 for DOS (PK 510)	12	9	29	2 days
Introduction to WordPerfect for Windows (171)	25	23	23	1 day
Proofreading (PK 143)	14	—	—	2 days
Secretarial training, Band 2 (PK 301)	—	—	6	3 weeks
Secretarial training, Band 3 (PK 302)	—	2	—	2 weeks
Senior secretarial seminar (PK 111)	20	—	1	3 days
State Department knowledge, information and learning for secretaries (Skills) (PK 132)	—	—	20	1 week
Supervisory studies seminar (PK 245)	—	16	—	4 days

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Chengdu. It was refreshing to see such wonderful pictures of a post and its environs and the local people ("Post of the Month, February"). These are the kinds of snapshots that give us an insight into what a post has to offer, instead of photos with the usual pose of a political officer and his family, showing no background whatsoever. Let's hope this starts a trend for future "Post of the Month" features.

Sincerely,
 MARLENE D. CARTER
 Executive Office,
 Bureau of African Affairs □

In the jeep: John

WASHINGTON

DEAR EDITOR:

I would like to correct the caption of one of your "Best Photos of 1993" (STATE, January). The shadowy Foreign Service officer behind the wheel of the jeep splashing across a stream in the



former Yugoslavia was John Erath. I had the pleasure of taking that picture.

John arrived in March 1993, several days prior to the end of my stint with the Conference on Security and Cooperation in Europe mission in Kosovo, and stayed on until the mission closed several months later.

He and several other Foreign Service officers are still out in the (snowy) field at other conference missions around the former Soviet Union, and in the former Yugoslav Republic of Macedonia.

Sincerely,
 LAWRENCE (LARRY) BUTLER
 European and Canadian Affairs ■

Moscow lullaby

(For Sasha Demidov)

*Night like a knife: in English
the words nearly rhyme.
in Russian it's the same,
and with the window open,
night birds passing by,
winter cuts like the daybreak
that's several hours away.
But Moscow sleeps in spite of
the blade cold against its neck:
winter's just winter here,
and midnight only dark.
The church roof, illuminated
by artificial light
speaks, as mute as history
in praise of the frozen sky.*

*Querulously, contentiously
you've come this far all right:
In between two mornings
seen nightmares in the snow,
lies told out in the daylight,
music underground,
the loudspeakers of the will
keeping your best awake
while everyone else slept on.
New York's big melody intones
the boast of its sleeplessness.
Yours, on the other hand,
is slow, in a distant key.
Stay up if you want to,
but morning won't be rushed.*

*Oblivion doesn't exist
until it arrives, and then
—blessing of blessings, you don't
even know what hit you.
Let 3 a.m. come on, then,
(Moscow time, of course)
and the rhythms of drifting snow
be the beat to which you dream.
This far north, the sun
and moon both exaggerate:
if morning's slow in coming,
just leave your watch on the table.
The dawns here tend to be chilly,
but they come around all right.
Till then, don't kill the light.*

—KELLEY DUPUIS
Embassy Moscow □

For D-Day vets

The Department Library would like to hear from any current or retired employee who participated in the invasion of Normandy 50 years ago this June. If you would be willing to share your memories for inclusion in an exhibit commemorating D-Day, contact Eliana Holmes, Room 3239, (202) 647-3092. □

Women's month

U.S. Attorney General Janet Reno was scheduled to speak March 30 in the

—(Continued from preceding page)

Program	April	May	June	Length
T.A.T.E.L. (PK 140)	14	17	—	1 day
ORIENTATION TRAINING				
Departmental officers (PN 105)	19	31	—	3 days
Foreign Service officers (PG 101)	—	—	6	9 weeks
Foreign Service specialists (PN 106)	—	—	2	17 days
For Designated Posts (PN 112)	—	31	—	4 days
OVERSEAS BRIEFING CENTER				
American studies (MQ 115)	—	12	—	2 days
Deputy chief of mission/principal officer spouses (MQ 110)	—	—	13	3 days
Documenting Foreign Service experiences (MQ 701)	—	18	—	1 day
Encouraging resilience in the Foreign Service child (MQ 500)	—	14	—	1 day
English-teaching (MQ 107)	13	—	—	3 days
Going overseas (singles, couples, families) (MQ 200)	—	—	4	1 day
Introduction to effective training skills for the spouse (MQ 111)	25	—	20	1 week
Introduction to Foreign Service life (MQ 100)	—	2	—	1 week
Life after the Foreign Service (MQ 600)	—	3	—	2 days
Marketing Foreign Service spouse talents (MQ 702)	—	19	—	1 day
Post options for employment and training overseas (MQ 703)	—	17	—	1 day
Protocol (MQ 116)	6	11	1	1 day
Security Overseas Seminar (MQ 911)	11	9	6	2 days
	25	23	13	2 days
	—	—	20	2 days
	—	—	27	2 days
Understanding regulations, allowances and finances (MQ 104)	—	—	8	3 days
POLITICAL TRAINING				
Executive-congressional relations (PP 204)	11	—	—	3 days
Foreign affairs interdepartmental seminar (PP 101)	—	9	—	2 weeks
Global issues in the post-cold war era (PP 510)	—	4	—	3 days
Human rights reporting (PP 506)	—	—	20	1 day
Arms control in the post-cold war era (PP 203)	25	—	—	1 week
Negotiating art and skills (PP 501)	—	9	20	1 week
Political tradecraft (PP 202)	—	—	6	3 weeks
Workers' rights reporting (PP 504)	—	—	13	2 days ■

Loy Henderson Conference Room in commemoration of National Women's History Month. □

Work pact

A bilateral work agreement with Nicaragua has been concluded for members of Foreign Service families, the Family Liaison Office has announced. The Department now has similar agreements with 43 other countries. □

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

MUSIC AT STATE

Pianist plays Franz Liszt—for lovers

BY STEVEN ALAN HONLEY

The author, a Foreign Service officer who is being reassigned from the Bureau of African Affairs, has been this magazine's regular music reviewer.

February is supposed to be a month for lovers, so it was entirely appropriate that Martin Berkofsky's February 23 piano recital in the Dean Acheson Auditorium should feature



Mr. Honley

the music of Franz Liszt, one of the most Romantic (and, legend has it, romantic) composers in history. Reversing the usual order of events, his recital began with an encore: his own transcription of Sousa's "Stars And Stripes Forever." While it bore a marked resemblance to the most famous transcription of that march, the one done by Vladimir Horowitz, it also took some unique twists and turns. For example, Mr. Berkofsky brought out the almost frenetic piccolo "descant" beautifully, albeit at the expense of the melody. (But then, everyone knows how "Oh, Be Kind To Your Web-Footed Friends" goes, anyway.)

The remainder of the recital explored different facets of Liszt's liturgically-inspired music. First came a set of variations on a chant-like theme—"Miserere d'Apres Palestrina"—which grew in complexity and intensity until, as the pianist noted in his introductory remarks, "the last one is so virtuosic that it is hardly religious." Whatever the truth of that assessment, Mr. Berkofsky's playing certainly scaled the heights of virtuosity.

The remaining two works were taken from a series of "Legends" Liszt composed throughout most of his life. First came "St. Francois d'Assose: La Predication aux Oiseaux" (St. Francis of Assisi preaching to the birds), one of Liszt's best-loved pieces (and deservedly so). Even when the pianist's hands were re-



Bertha Wimbish. (State Department photo)

Musical duo from A.I.D. perform 'Misty' for Black History Month

BY BUDDY P. R. SILVERMAN

The author is a branch chief in the Publishing Services Division at State.

Performing in honor of Black History Month on February 9 in the East Auditorium, A.I.D.'s Bertha Wimbish began by singing "God Bless the Child" and "Moon Light in Vermont," not only without music but without a microphone. Her constant smile and continuous hand

gestures electrified the audience. After that point, pianist Ron Stryker, also of A.I.D., accompanied her. Their first song together was "Only a Paper Moon." Some impromptu comedy to "Stormy Weather" evoked laughter from the audience. Then she sang "Misty."

Probably at one time or another, everyone in the audience had heard "Misty." But hearing Bertha Wimbish sing it in soprano made it seem as if they were hearing it for the first time. Next came two of her favorite songs, "Summer Time" and "Lover Man." The final two numbers were gospel—"Just a Closer Walk With Thee," to which Ron Stryker's musical lead inspired members of the audience to clap along, and "Amazing Grace." The applause at the end lasted several minutes. □

quired to be all over the keyboard, he was able to communicate the gentleness and serenity always associated with St. Francis.

This reviewer had never before heard the concluding work, "St. Francois de Paule marchant sur les flots" (St. Francis of Paule walks on the waves), but was

struck by its similarity in structure to an orchestral tone-poem. It begins with a powerful rendering of the stormy sea, progresses through various shifts in tempo and mood, and finally reaches a peaceful conclusion, vindicating St. Francis's faith. It also embodied the skill and ardor Mr. Berkofsky brought to his entire recital. ■

CIVIL SERVICE P E R S O N N E L

Promotions

GG-9

Malloy, Jane C., International Organization Affairs, International Legal Affairs

GG-11

Fahey, Graciela T., Foreign Service Institute, Romance Languages

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

GG-12

Kuffler, Patricia L., International Organization Affairs, Press and Public Affairs

GS-4

Bradshaw, Christine, Passport Services

Jowers, Chereese T., Bureau of Administration

GS-5

Branch, Derrick A., Consular Affairs, Office of Executive Director

Jackson, Yvonne D., Bureau of Personnel, Presidential Appointments Staff

Joyner, Carmella, Bureau of Administration

Medina, Patricia A., Pre-Assignment Training

Peek, Paul Thomas, Seattle Passport Agency

GS-6

Buckley, Rose, New York Passport Agency

Cho, Chung Soon, Seattle Passport Agency

Cocorochio, Josephine M., Boston Passport Agency

Defiesta, Lilibeth L., San Francisco Passport Agency

Gravitt, Gladys Lee, Passport Services

Hall, Carolyn A., Houston Passport Agency

Harris, Minnie P., Los Angeles Passport Agency

Kates, Vicki C., New Orleans Passport Agency

Kinchen, Lynda Katrice, Miami Passport Agency

Mac Isaac, Melissa Gaye, Seattle Passport Agency

Mack, Bettie F., Office of Chief Financial Officer, Payroll Operations

McCullen, Cynthia Leigh, Bureau of Public Affairs

Miller, Carla J., Chicago Passport Agency

Smith, Irvin Lee, Bureau of Administration

GS-7

Hamilton, Anethynia R., Bureau of Administration, Telecommunications Operations

Holland, Dwayne A., Passport Services

McGinnis, Leslie A., Office of Protocol, Blair House Section

Mitchell, Laurie Maureena, Office of Foreign Buildings, Interior Design and Furnishings

Sarabia, Eloy M., Bureau of Administration

Stewart, Anthony C., Passport Services

Thomas, Jewell C., Office of African Affairs, Executive Director

GS-8

Baskins, Delores C., Bureau of Administration, Telecommunications Operations

GS-9

Bergeron, Elizabeth Webb, New Orleans Passport Agency

Brown, Russell Kent, New Orleans Passport Agency

Guarracino, Theresa R., Office of Inspector General

Gurski, Alma R., Office of Near Eastern Affairs, Executive Director

Husain, Dilnaz, Office of Chief Financial Officer, Pre-Assignment Training

Lindquist, Robert A., Office of Foreign Buildings, Acquisitions Division

Murchison, Ann R., Passport Services

Neal, Daryl Ernest, Northeast Passport Processing Center

Stone, Laura Merritt, Intelligence and Research, Office of Executive Director

Williams, Lorraine, Bureau of Administration, Freedom of Information

Zellars, Rochelle L., Office of Chief Financial Officer, Domestic Financial Management and Oversight

GS-10

Kinney, Joyce Roymane, Bureau of Administration, Telecommunications Operations

Lightfoot, Antonio, Bureau of Administration, Telecommunications Operations

Yepez Soberanis, Angelina, Inter-American Affairs, Consular Affairs, San Ysidro, Calif.

GS-11

Beatty, Gwendolyn C., Oceans bureau, Office of Advanced Technology

Best, Gerald A., Office of Chief Financial Officer, Fiscal Operations

Birkner, Linda K., Foreign Service Institute, Office of the Registrar

Elder, Christine Ann, European Affairs, Policy Planning Staff

Estacio, Benedicta S., Office of the Chief Financial Officer, Fiscal Operations

Goodrum, Joan Bonita, Bureau of Administration, Buildings Services

Mitchell, Margaret Theresa, Intelligence and Research, Office of Executive Director

Powell, Shera F., Bureau of Administration, Telecommunications Operations

Powers, Marquita J., Bureau of Personnel, Conduct, Suitability and Discipline Division

Smith, Angela K., Consular Affairs, Personnel Management

Tuminaro, John D., Intelligence and Research, Office of Executive Director

GS-12

Berry, Ruby A., Office of Chief Financial Officer, Office of Chief of Mission Authority

Dubose, Calvin E., Bureau of Administration, Building Management

Henson, Carla R., Office of Chief Financial Officer, Fiscal Operations

McKinney, Myra Rowlett, Bureau of Personnel, Post Assignment Travel Section

Meade, Regina M., Office of

Inspector General

Roth, Carol K., Bureau of Administration, Building Management

Ruppert, Maureen E., Bureau of Administration, General Services Division

Scarborough, Jean Savoy, Bureau of Administration, Office of Operations

Statis, Linda P., Office of Inspector General

Zumwinkle, Michael P., Refugee Programs

GS-13

De Marcellus, Roland, Intelligence and Research, Office of Economic Analysis

Harcourt, Sandra G., Office of Chief Financial Officer, Office of Budget and Program Execution

Pado, Joseph C., Bureau of Administration, Communications Information Branch

Scully, Richard A., Visa Services

GS-14

Carter, Patricia A., Executive Secretariat

Swartz, Tom M., Office of Foreign Buildings, European and Canadian Area

Tunik-Rosniansky, Galina, Language Services, General Interpreting

GS-15

Jacobson, Roberta Ann, Inter-American Affairs, Office of Policy Planning

WG-7

Clark, Kenny Ray, Bureau of Administration, General Services Division

Hawkins, Charles H., Bureau of Administration, General Services Division

Sheldon, Nikolai W., Bureau of Administration, General Services Division

Sims, Sharon V., Bureau of Administration, General Services Division

WG-8

Irby, James S., Office of Protocol, Blair House Section

Adrian, Paula, San Francisco Passport Agency

Alkire, David F., Bureau of

Administration, Information Management, Corporate Systems Division

Bernard, Michelle E., Office of Inspector General

Brewer, John D., Intelligence and Research

Corey, David Allen, San Francisco Passport Agency

Goldberg, Debra Lee, Economic and Business Affairs, Office of Assistant Secretary

Hernandez, Angela, International Organization Affairs, Office of UN Political Affairs

Hill, Ruth C., Bureau of Administration, Information Management, Software Engineering

Howard, Redemous A., Passport Services

Hughes, Joyce, Passport Services

Johnstone, Larry C., Office of the Secretary

Kuckenbaker, George E., Bureau of Administration, Building Management

Malinowski, Tomasz P., Bureau of Public Affairs, Office of Assistant Secretary

Mirsky, Yehudah, Human Rights and Humanitarian Affairs

Muscarello, Mary Ann, New Orleans Passport Agency

Pokowitz, Nicki, San Francisco Passport Agency

Traff, Donald P., Bureau of Administration, Building Management

Reassignments

Cagan, Debra L., Intelligence and Research to European Affairs, Arms Control and Strategic Affairs

Ellis, Helen M., Policy Planning Staff to Office of Under Secretary for Management

Klasky, Helaine S., Bureau of Administration to Bureau of Public Affairs

Pearson, Zania M., Pre-Assignment training to Bureau of Public Affairs

Resignations

Adams, Latrese Monique, Inter-American Affairs

Anderson, Andre M., African Affairs, Office of Executive Director

Atkins, Matthew D., Politico-Military Affairs

Barnes, Lynetta Rose, Bureau of Administration, Information Management

Barnoski, Katherine A., Foreign Service Institute, Language Studies

Beaumont, Kathryn Ann, Office of Foreign Buildings

Bernstein, Michael L., Office of Inspector General

Brisbon, Kecia D., Executive Secretariat

Bulawka, Larissa Nataalka, Inter-American Affairs, Office of Executive Director

Clutch, Florence M., Summer and Intern Programs

Danvers, William C., Office of the Secretary, New Independent States

Fields, Helen D., Language Services, Translating

Flye, Patricia Ann, Los Angeles Passport Agency

Ford, Lisa R., Bureau of Administration, Telecommunications Operations

Gamble, Tyrone A., Bureau of Administration, Office of Information Services

Goldsmith, Beverly Tuawana, Near Eastern Affairs

Greco, Valerie, Office of African Affairs, Executive Director

Griffin, Donald R., International Communications and Information Policy

Guerra, Catherine M., New Orleans Passport Agency

Hamlin, Risha, Consular Fraud Prevention Program

Harris, Donald Lee, Politico-Military Affairs

Hooper, Sylvia, Family Liaison Office

Hoza, Mei Lian M. Hall, Foreign Service Institute, Professional Studies

Jackson, Stephanie L., Executive Secretariat

Johnson, Mary Jo, Seattle Passport Agency

Kaufman, Stephen E., Politico-Military Affairs

Khdair, Nihad, U.S. Mission to the Organization of American States

Kohlenbush, Gretchen A., Politico-Military Affairs

Kurtz, Allen, Beltsville Communications Center

Lee, Earlene C., Office of the Deputy Secretary, Office of Policy and Resources

Malkin, Deborah J., Politico-Military Affairs

Mayo, Gerrod Alan, Politico-Military Affairs

McCarthy, Iris R., Consular Affairs, Personnel Management

Mendoza, Rochelle B., Bureau of Public Affairs

O'Herron, Sarah J., Office of European Affairs, Executive Director

Price, Janet L., Intelligence and Research

Richards, Nicole Marie, Politico-Military Affairs

Robinson, Keith Gerald, Summer and Intern Programs

Rutherford, Jim, San Francisco Passport Agency

Skinner, Tasha, Panamanian Affairs

Smith Elizabeth Ann, Office of Inspector General

Snyder, Paul E., Office of African Affairs, Executive Director

Sykes, Tracie J., European Affairs, Office of Executive Director

Tolson, Erin K., Politico-Military Affairs

Trapasso, Joseph Slincy, Legislative Affairs

Turkel, David Andrew, Politico-Military Affairs

Williams, Angela C., European Affairs, Office of Executive Director

Williams, Timothy S., African Affairs, Office of Executive Director

Williamson, Wendy, Economic and Business Affairs, Office of Executive Director

Wilson, Fannie Virginia, Inter-American Affairs, Office of Regional Political Affairs

Woods, Paula Denise, Passport Services

Woodward, Laura D., Foreign Service Institute, Consular Training

Retirements

Brown, Anita S., Office of Chief Financial Officer, Commercial Claims Branch

Gaither, H. Rowan, Office of Legal Adviser, International Claims and Investment Disputes

Gress, Shirley D., New York Passport Agency

Ledsky, Cecile W., Oceans bureau, Office of Global Change

Lewis, Samuel W., Policy Planning Staff

Lupo, Hiroko, Office of Chief Financial Officer, Travel Voucher Section

Moss, Jane A., Diplomatic Security, Office of Administration

Phipps, Julia F., Executive Secretariat ■

Money quiz

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

A—Each May and November the Treasury Department determines what market rates on five-year Treasury securities have averaged during the preceding six months. The savings-bond rate is then set at 85% of the average for the following six months. When bonds are held five years or longer, owners receive the average of the semi-annual savings-bond rates, rounded to the nearest one-quarter percent and compounded semiannually—or the minimum rate in effect at the time of purchase, if higher—from date of issue. No doubt about it: U.S. savings bonds are a good investment. □

Q—How can I replace U.S. savings bonds that I've lost?

A—Write to the Bond Consultant Branch, Bureau of the Public Debt, Parkersburg, WV 26106-1328, for help. Provide as much information as possible about the missing bonds, including the inscription on the bonds, the denominations, the approximate dates of purchase and the serial numbers if available. It is always wise to keep a record of this information in a safe place separate from the bonds.

Q—How long do U.S. savings bonds earn interest?

A—To the maturity date fixed at the time of purchase, currently 12 years. Bonds may be worth more than their face value at maturity, never less. □

FOREIGN SERVICE PERSONNEL

Appointments

Clifford, Mary Ruth, Accra
Fulcher, Stephen T., Specialist Intake
Mackebon, Marlin K., Specialist Intake
Nay, John R., East Asian and Pacific Affairs
Sellers, Stephen David, International Organization Affairs, Office of UN Political Affairs
Turpen, Juliette S., East Asian and Pacific Affairs

Transfers

Baker, Dana S., Kiev to Operations Center
Banks, Larry, Vienna to Bureau of Administration, Information Management
Barela, Michael J., Sofia to Diplomatic Security
Bayer, Michael D., Diplomatic Security to Bogota
Bowen, Andrew, Economic and Business Affairs to Southern European Affairs
Bryany, Deanne, Addis Ababa to Pretoria
Bullen, Pierce K., Politico-Military Affairs to Defense Department
Burghardt Jr., Raymond F., Seoul to Manila
Carlucci, Louis J., Mexico City to Munich
Carter, Jacqueline F., Stockholm to Hong Kong
Casey-De Corcuera, Maureen, Ottawa to Geneva
Coleman, Stephanie L., Bureau of Administration, Information Management to Managua
Corkery, John R., Kathmandu to Brasilia
Daley, Thomas William, Brussels to Canberra
Dawson, John R., Panamanian Affairs to International Organization Affairs, International Development Assistance
Day, Arthur T., Karachi to Bureau of Administration, Information Management
Dehart, James P., Pre-Assignment Training to Istanbul
Downer, William D., Dakar to Budapest
Eno, Linda Susan, Paris to

Geneva
Enstrom, Karen L., Pre-Assignment Training to Manama
Farrand, Robert W., Politico-Military Affairs to Defense Department
Fortney, Edward E., Kingston to Stockholm
Francis, Carol E., Lagos to Moscow
Fukutomi, Gregory Dean, Montreal to Ottawa
Gaines, George D., Bangkok to The Hague
Gerlach, Jeffrey R., Pre-Assignment Training to Krakow
Glover, Kira Maria, Stuttgart to Frankfurt
Grooms, James W., Bogota to Lagos
Gustafson, Marianne U., Valletta to Stockholm
Ham, Bradford W., Bogota to Madrid
Hamilton, John Alexander, Brussels to Southern European Affairs
Harmon, William R., Diplomatic Security to Foreign Service Institute, Language Training
Heflin, Donald L., Hermosillo to Lusaka
Hegadorn, Christophe S., Pre-Assignment Training to Beijing
Hegenbarth, Holly Marie, Canberra to Kigali
Henderson, Mahlon, Khartoum to Ljubljana
Henke, Marcia K., Specialist Intake to Brasilia
Hoey, Colleen Anne, Caracas to Georgetown
Holbrook III, Morton J., Shenyang to Tokyo
Holland, Harry J., Monrovia to Mexico City
Hudson, Prudence L., The Hague to Reykjavik
Hutchins, Stephanie D., Monrovia to Madrid
Ingram, Richard S., Diplomatic Security to Khartoum
Ironfield, Sally B., Kuwait to Moscow
Jackson, Nancy L., Havana to Almaty
Jackson, William H., Bureau of Administration, Information Management to Diplomatic Security, Information Systems Security
Jackson, William H., Hong Kong to Bureau of Administration, Information Management

Kaestner, Kimberly V., Leave-without-pay status to Bureau of Administration, Information Management
Khant, Eric, Madrid to Phnom Penh
Kidd, David G., Shanghai to Hong Kong
Krebs, Sheldon I., Kuala Lumpur to Zurich
Kux, Dennis H., Assignment to Nongovernmental Organization to Bureau of Personnel
Lacock, Robert A., Niamey to Bucharest
Lee, Harvey Samuel, Khartoum to Belgrade
Lefler, Mark J., Frankfurt to Diplomatic Security, Office of Security Technology
Leonard, Mary Beth, Operations Center to Central African Affairs
Lien, Thomas H., Budapest to Jerusalem
Liston, Stephen M., Khartoum to Economic and Business Affairs, Office of Development Finance
Londono, Peter Vincent, Damascus to Vienna
Mack, David L., Politico-Military Affairs to Defense Department
Malczewski, Denise, Nassau to International Narcotics Matters
Malkin, Joel Robert, Beijing to Rome
Malvin, John Huntley, Djibouti to Lusaka
Maples, Ronald Edward, Diplomatic Security, Office of Security Technology to Frankfurt
Marshall, Robert M., Buenos Aires to Belgrade
Martinez, Daniel L., Foreign Service Institute, Economic-Commercial Training to Kuala Lumpur
Martschenko, Alexander, Bishkek to Moscow
Mathis, Christopher W., Bangkok to Bureau of Personnel
McCulla, William Lewis III, Port Moresby to Warsaw
McIsaac, Karen Jo, African Affairs to Intelligence and Research
Melrose Jr., Joseph H., Bureau of Personnel to Office of the Under Secretary for Management
Meredith, John Christian, Pre-Assignment Training to Georgetown
Metrinko, Michael J., Tel Aviv to Refugee Programs
Miller, Ritchie W., Monrovia to Almaty
Moeller III, William E., Pre-Assignment Training to Dublin
Moore, Elizabeth, Curacao to Rome
Morris, David T., Wellington to Poznan
Mozdzierz, William J., Madrid to Operations Center
Nelson, David D., Bonn to Madrid
Noon, Joseph F., Athens to Oslo
Oliva, Joseph A., Athens to Bucharest
Olsson, Kurt E., San Salvador to Diplomatic Security, Chicago Field Office
Palmer, Frederick S., Cotonou to Bucharest
Parish, Frances C., Mexico City to Bucharest
Patterson, David L., Algiers to Budapest
Patterson, Sue H., Guatemala to Florence
Pelletreau, Nancy Leslie, Naples to Bucharest
Penner, Gary Dean, Islamabad to Warsaw
Peterson, Augustine, Khartoum to Bern
Polka, Richard D., Bratislava to Vienna
Postupack, Catherine Irene, European Affairs to New Delhi
Prasompetch, Jessica J., La Paz to Inter-American Affairs, Office of Assistant Secretary
Puschel, Karen Lynn, Moscow to Yekaterinburg
Pybus, Nani Suzette, Belgrade to Lisbon
Rakusan, Tomas, Prague to Moscow
Reed, Wayne A., Nouakchott to Bucharest
Ries, John Neil, Freetown to Rome
Rodman, Frank E., Diplomatic Security, New York Field Office to Tokyo
Rowdybush, Marilynn W., Monterrey to London
Sanderson, Melissa Marie, Ottawa to Madrid
Sargent, Walter H., Tokyo to Manila
Scanlan, Michael Douglas, London to Bishkek
Schenck, Audrey A., Paris to

Anapestic Assignments

BY EBP

*There was a person assigned to Belize
The prospects of which gave her much to please.
Imagine how she was dismayed
When her departure was delayed
After she was caught in a travel freeze!* □

Geneva
Schlaikjer, Stephen A., Beijing to Geneva
Schneider, Elizabeth A., Sofia to Moscow
Segal, Jack David, Moscow to Yekaterinburg
Sheehan, Regis P., San Salvador to Diplomatic Security, Washington Field Office
Shiffer, N. Jean Swanson, Muscat to Kathmandu
Sieloff Jr., Paul K., Warsaw to Ankara
Sims, Marco A., Pre-Assignment Training to Brasilia
Skoog, Randall P., Bureau of Administration, Information Management to Diplomatic Security, Office of Security Technology
Sorensen, Clifford T.G., Brazzaville to Munich
Stettenbauer, Grace Caroly, African Affairs to International Organization Affairs, Office of UN Social and Refugee Affairs
Stiegler, James Kent, N'Djamena to Bern
Stigliani, Nicholas A., Ankara to Geneva
Swartz, David H., Minsk to European Affairs
Taggart, Rebecca L., Foreign Service Institute, Language Training to Intelligence and Research, Office of Strategic and Proliferation Affairs
Taradash, Winnie, Wellington to Moscow
Taylor, Paul Daniel, Politico-Military Affairs to Defense Department
Thompson, Cameron S., European Affairs to Vienna, Mission to Bosnia

Tomseth, Victor L., Diplomat-in-Residence to Vientiane
Townswick, Mary, African Affairs to European Affairs
Tua, Benjamin, Rome to Bishkek
Tunis, Eric D., Apia to Lahore
Turnbull, Daniel E., Guangzhou to Moscow
Vandenbroucke, Donna Ruth, Khartoum to London
Vazquez, Nereida Maria, Jerusalem to Florence
Veatch, Patricia A., Foreign Service Institute, Language Training to East Asian and Pacific Affairs
Veler, Annette L., St. George's to Leipzig
Voorhees, Jacqueline V., Warsaw to Kiev
Wade, Miyuki V., Bonn to Tokyo
Walker, Howard K., Politico-Military Affairs to Defense Department
Walker, William Graham, Inter-American Affairs to Bureau of Personnel
Wallen, Richard H., Tel Aviv to Zurich
Weber, Benjamin, Pre-Assignment Training to Ashgabat
Weisberg, Robert I., Bishkek to Oslo
Whiteford, Ruth A., Algiers to Near Eastern Affairs, Post Management Division
Withers II, John L., European Affairs to Office of the Deputy Secretary
Wohlman, Merrill C., San Salvador to Ankara
Young, Etta J., Brazzaville to Bratislava
Zenn, Henry, Frankfurt to Foreign Service Institute, Management Information Systems
Zerolis, John W., Zagreb to European Affairs

Resignations

Andrews, Hakim L., Bangkok
Bailey, Michael A., Mexico City
Berg, Lora Jane, U.S.I.A.
Broksas, Michelle Ann, Manila
Campbell, Steven T., Guatemala
Cebra, Jonathan D., Warsaw
De Vos-Dunn, Aletha Curtis, Kathmandu
Donoghue, Daniel John, Beltsville Communications

Center
Douglas, Richard James, Foreign Service Institute, Language Training
Driscoll, Stacey Adele, St. Petersburg
El Hamdi, Andrea Joy, Algiers
Engle, Maureen Alane, Leave-without-pay status
Freeman, Timothy, Frankfurt
Frye, Patricia P., Cairo
Gaines, Jerome D., Bogota
Gammegard, Karen L., Accra
Gikas, Constantine, Bonn
Henderson, Debra, Tunis
Hutchens, Martha L., Leave-without-pay status
Kuligowski, Tracie C., Riyadh
Kunert-McCumber, Hannelore, Nouakchott
La Fleur, Christopher J., Foreign Service Institute, Language Training
Lovaas, Frances Caroline, San Salvador
McKelvey, Kathrine A., Casablanca
Mitchell, Janet Lynn, Jeddah
Nicholas, Nonglak, Islamabad
Olsen, Dennis F., Vancouver
Perkins, Mary Anne L., Caracas
Poza, Heidi P., Mexico City
Reyes, Isabel, Leave-without-pay status
Robinson, Gardenia, Leave-without-pay status
Simon, Marlinda, Buenos Aires
Streeter, Magdalena V., Mexico City
Taylor, Kelly A., Conakry
White, Robert A., Bangkok
Williams, Allison C., Accra
Wing, Joseph K., Diplomatic Security, Office of Security Technology
Wunderlich, Diane W., Riyadh

Retirements

Brooks, Thomas Stanley, Bureau of East Asian and Pacific Affairs
Carolyn Jr., Thomas J., Bureau of Personnel, Examination Division
Friday, Shelby G., African Affairs
Krys, Sheldon Jack, Diplomat-in-Residence
Lechnir, Dorothy M., Brussels
Linger, William J., The Hague
Rogers, Stephen H., African Affairs
Shinn Jr., William T., Bureau of Personnel

Smith, Richard J., Oceans bureau
Strawn, William M., International Organization Affairs
Wilkinson, M. James, East Asian and Pacific Affairs □

Foreign Service nominations

The following appointments have been confirmed by the Senate:

Foreign Service officer of Class 1, consular officer and secretary:
Robert John McAnney
Foreign Service officer of Class 2, consular officer and Secretary:
Margot A. Sullivan
Foreign Service officers of Class 3, consular officers and secretaries:
Vincent Kirk Bennett
Helena Robin Bordie
Piper Anne-Wind Campbell
Cleveland Ladd Charles
Jon F. Danilowicz
Rosmarie Crisostomo Forsythe
Lynne D. Gutensohn
Charles Eric Luoma
Mark Xavier Perry
Geoffrey R. Pyatt
David Frost Schaefer
David P. Searby
Laurie Jo Trost
Sau Ching Yip
Alan K. L. Yu
Foreign Service officers of Class 4, consular officers and secretaries:
Bruce Andrew
Christian Dye Bendsen
Thomas J. Brennan
Anne Carson
Scott Edelman
George M. Frederick
Jennifer Winslow Furness
Steven F. Harper
Cathy L. Hurst
Michalene F. Kaczmarek
Eric K. Lundberg
Mark J. McBurney
Beatrice L. McKenzie
Shelley Stephenson Midura
Daniel M. Perrone
Woodward Clark Price
Edwin C. Sagurton Jr.
Glenn Walter Smith
Linda Stuart Specht
Charles A. Stonecipher
Mary Etta Tarnowka
Matthew C. Victor
Michael Leonard Yoder ■

POST OF THE MONTH

BELIZE CITY

This mission is in the capital of Belize, the Caribbean nation just south of Mexico. U. S. Foreign Service people there are featured as part of STATE's continuing series.



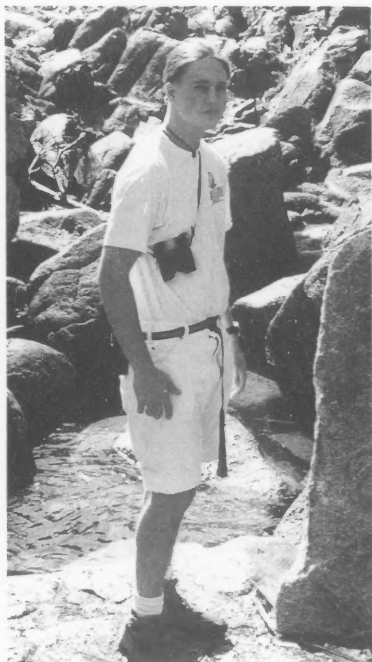
At the zoo.



At Mayan ruins at Altun Ha: consular officer *Michael Schimmel*, wife *Susan* and children, *Roberta* and *Sam*.



The embassy.



*Eugene Scassa, son of the ambassador,
at the Mayan ruins at Caracol.*



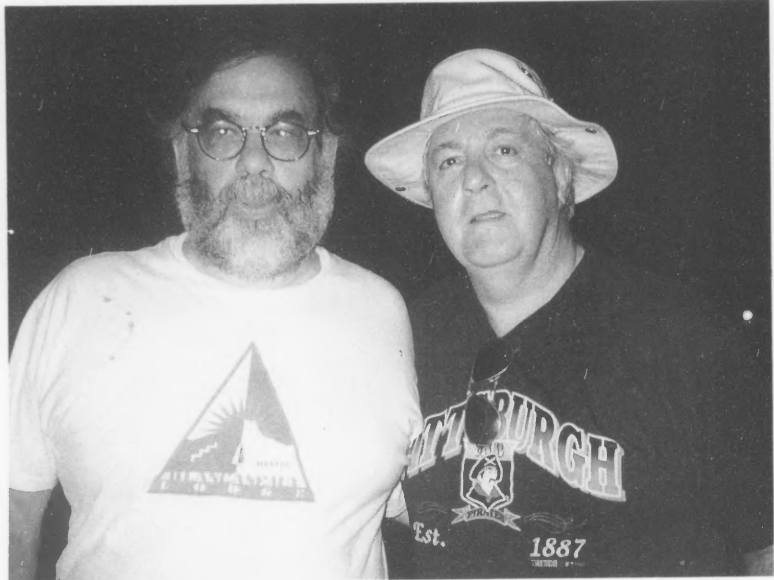
St. George's Caye Day parade.



The pier at the capital.



Economic officer *Bert Braun* with "Momba," a monkey at the Maruba Jungle Lodge.



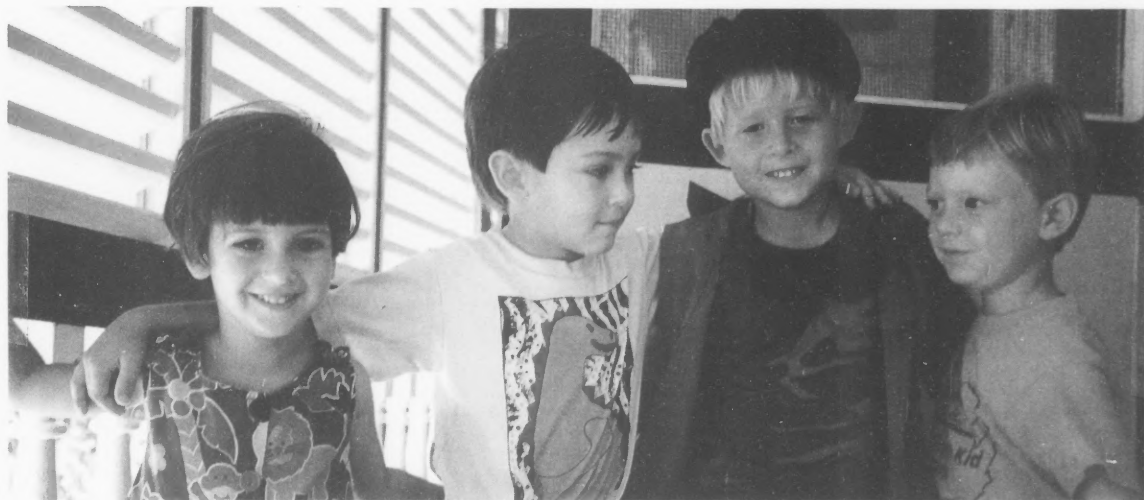
Ambassador *Eugene L. Scassa*, with movie director *Francis Ford Coppola*.



Embassy guard.



Security guard *Rovidio Yat*, left, with *Mandy Yat*, right, Voice of America employee *Larry Barber*, and a 66-inch barracuda.



Embassy children, from left: *Sahar Awad, Ali Awad, Alex Like and Sam Schimmel.*



Foreign Service national employee *Ian Wagner*, Belize's second-highest-ranked body builder, at falls near Pine Ridge.



Consular officer *Michael Schimmel* and son *Sam.*



Political officer *Peter Swavely*, left, and temporary duty officer *Jeff Peterson*, head out for a scuba dive.



Ambassador *Eugene L. Scassa*, second from left, at opening of the Punta Gorda dolomite mine. With him are British High Commissioner *David McKilligan*, second from right, and mine officials.



Susan Scassa, wife of the ambassador, explores a tomb at Mayan ruins at Caracol.



Vice consul *David Reimer* at Mayan ruins at Xunantunich. ■

GRIEVANCE ACTIONS

Officer was 'less than candid' in accounting for his time, board says

G-107(8)—The grievant contested the agency's proposal to suspend him for 30 calendar days for allegedly claiming to be on home leave while actually abroad. The agency said he did not meet the requirement to spend at least 20 consecutive workdays in the United States or its possessions.

The grievant had received approval for travel on home leave to a U.S. location. He had indicated that he intended also to spend some days of annual leave abroad. Upon his return to post, he was asked by his supervisor to account for his time away, specifying when and where the leave was taken. The grievant's response was accompanied by a signed travel voucher. His memo explained that, because of his dependent's death and his own subsequent illness while they were away, he had changed his original travel plans. The agency later requested the exact dates when he was outside the United States.

The grievant responded with a second memorandum giving a different set of dates. The agency charged him with failure to comply with instructions, making false and misleading statements and submission of a falsely-stated travel voucher.

The grievant protested that his memoranda were prepared under time pressures and while he was recovering from his own surgery and his dependent's death, and consequently were not sufficiently clear. He said that, when he presented his travel voucher, he was not making a definitive claim but only requesting special approval from his supervisor before the voucher would be submitted.

The board found that the grievant's own statements in his second memorandum showed that neither his originally-intended travel nor his actual travel met the requirements for home leave. It said his response to his supervisor's request for an accounting of his time away from post was less than candid; it could only be seen as an attempt to enlist his supervisor's collusion in deceiving Washington by ap-

proving and forwarding to headquarters what both knew was not an accurate account of his home leave travel. The board pointed out that the grievant admitted he knew at the time he signed his travel voucher that his travel did not meet the requirements for home leave; therefore his travel did not qualify as official business, and the signed voucher was false.

The suspension was found to be valid and the grievance was denied. □

Low-ranking is upheld: rater need not cite every plus

G-110(8)—The grievant complained that his rater left out a number of his significant accomplishments from a performance appraisal, and that this resulted in his being low-ranked. He asked that the appraisal be expunged and that he be given an extra year in class and a step increase.

The rating officer, who was based in Washington, had submitted a draft of the appraisal to his subordinate and solicited suggestions for changes. The grievant proposed that he add a description of five accomplishments. When he received the appraisal in final form, he believed those accomplishments were still not covered as they should have been, but he signed and forwarded the report anyway in order to get it to Washington in time for review by a selection board.

The agency argued that the appraisal was a laudatory evaluation, that only minor differences existed between what the grievant wanted and the actual report, and that the grievant was not alleging inaccuracies but only a need for more illustrative examples of his work. In any case, it said, some of the accomplishments in question were mentioned in one section or another of the report.

The board found that two of the accomplishments were mentioned somewhere in the report and that the absence of others did not invalidate the report, since a rater is allowed discretion in choosing which accomplishments warrant mention, since not every favorable judg-

ment expressed requires an example. It pointed out that regulations do not require a rater to incorporate changes suggested by an employee.

The grievance was denied. □

Service re-entry at lower grade is found valid

G-123(8)—The grievant, who re-entered the Foreign Service after serving a few years in the Civil Service, complained to his agency that his re-entry level was one grade below his previous Foreign Service grade. He maintained that his grade was erroneously based on his agency's informal policy of "linking" lateral-entry appointment grades to Civil Service grades. He argued that his was not a lateral entry, and the agency in re-appointing him did not take into account his previous qualifications and experience as required by Section 308(b) of the Foreign Service Act of 1980.

The grievance board found that the grievant's qualifications and experience had been considered when his re-entry grade was established. The record showed that, before re-entering the Service, the grievant had written to the chief of personnel seeking reappointment at the higher grade he had previously achieved through the Service's competitive promotion system. He was told at that time that his lower re-entry grade was appropriate, and that all factors had been considered, including linkage and the fact that he was re-entering the Service in a new occupational category.

The grievance board concluded that the provisions of Section 308(b) of the act had not been violated, and the grievance was denied. ■

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BUREAU NOTES

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to Canberra, Tokyo, Beijing and Vladivostok, March 4-14, to attend the U.S.-Australian ministerial and to meet with Japanese, Chinese and Russian officials in Tokyo, Beijing and Vladivostok. Accompanying him were executive assistant ELIZABETH JONES and her secretary, SUSAN EDWARDS; special assistant CARLENE ACKERMAN; personal assistant LIZ LINEBERRY; the deputy executive secretary of the Executive Secretariat, ROSS WILSON; the executive director of the secretariat, LYNWOOD M. DENT JR. and staff member GEORGE ROWLAND; Executive Secretariat computer specialist LYNN SWEENEY; Secretariat staff officer MICHAEL FITZPATRICK and line assistant SHARON OPER; the assistant secretary for public affairs, THOMAS DONILON; Department spokesman MICHAEL McCURRY and members of his staff, MARY ELLEN GLYNN, JUDY WEBSTER and DAVID FRANK and deputy assistant secretary BENNETT FREEMAN; the under secretary for international security affairs, LYNN DAVIS; the under secretary for economic and agricultural affairs, JOAN SPERO; the assistant secretary for politico-military affairs, ROBERT GALLUCCI; the assistant secretary for East Asian and Pacific affairs, WINSTON LORD, and members of his staff, PATRICIA SCROGGS, DONALD

KEYSER, KENT WIEDEMANN and MICHAEL OWENS; SANDRA O'LEARY, Bureau of Economic and Business Affairs; the assistant secretary of defense, FRANK WISNER, and STANLEY ROTH; and MICHAEL RYAN, Joint Chiefs of Staff. □

Office of the Deputy Secretary

STROBE TALBOTT assumed duties as deputy secretary on February 23. His staff members are executive assistant VICTORIA NULAND and her assistant, MARY GORHAM; personal assistants VALERIE FRANK and MARJORIE SOLTIS; and special assistants DEBORAH SWARTZ, JOHN WHITERS and MARC FITZPATRICK. □

Office of the Under Secretary for Political Affairs

Under Secretary PETER TARNOFF traveled to London, Tel Aviv and Warsaw, February 28-March 4. In London, he met with allies on Bosnia; in Tel Aviv, he attended bilateral meetings with foreign ministers and Israeli and Palestinian officials. He was accompanied by special assistant ROBERT GRENIER. He proceeded to Warsaw, March 6-8, to meet with chiefs of mission from central and eastern European capitals, to kick off the implementation of the President's decision directive (P.D.D.-36) on U.S. policy toward the region. Accompanying him were

special assistant DANIEL RUSSELL and CHARLES THOMAS, who will serve as executive director of the Central and Eastern Europe Policy Steering Group. □

Office of the Under Secretary for International Security Affairs

On February 4 Under Secretary LYNN DAVIS traveled to London for discussions on security issues, accompanied by special assistant WILLIAM LOWELL. . . . On February 7, she delivered the keynote address to the conference held by Women in International Security, on "Proliferation and International Stability in the 1990s." . . . She spoke to the American Legion Ladies Auxiliary, February 14; appeared before a closed hearing of the Senate Select Committee on Intelligence, February 22; and testified before the subcommittee on international finance and monetary policy of the Senate Committee on Banking, Housing and Urban Affairs, on the Export Administration Act, February 24. □

Counselor's Office

Counselor TIMOTHY WIRTH traveled to Atlanta, February 2, to brief TED TURNER and the senior vice presidents of Cable News Network (C.N.N.) on the upcoming September Cairo conference on population. . . . On February 3 Mr. Wirth gave opening remarks at a conference for foreign environment, science and technology officers, and also attended a meeting with environmental nongovernmental organizations in New York. . . . On February 4 he addressed participants in the U.S. Senate Youth Program, at a luncheon, and addressed the Third Global Structure Convocation. . . . On February 5 he hosted the second off-site global affairs staff retreat at the National Gallery of Art. Some 50 people from the Department and other agencies attended this meeting, which focused on planning for the year ahead. . . . On February 7, he met with JONATHAN MANN, an expert on the A.I.D.S. virus at Harvard to discuss the international malady. . . . He began a series of town meetings on population, leading up to the Cairo conference next September. The meetings were held in Minneapolis, February 9-10; Seattle, February 16-17; and Atlanta, February 23-24. . . . Mr. Wirth was the luncheon keynote speaker at the National Family Planning and Reproductive Health Association meeting, February 25, and participated in the President's Council on Sustainable Development meeting at Airlie House, February 26, accompanied by special adviser DAVID HARWOOD. On February 28 he gave the opening remarks at



THE SEVENTH FLOOR—At signing of a new U.S./Australian aviation agreement, from left: Stephen A. Cristina, Dave Modest, David Spencer, Beverly Hart, Australian

Ambassador Donald Eric Russell, Under Secretary Joan Spero, Thomas H. Martin, Jeffrey Gaynes, Louis McCall, Peter Bloch, Tom Lydon, Anne Joyce, James R. Tarrant.

the conference on population and development sponsored by the Bureau of Intelligence and Research and the Bureau of Refugee Programs. □

Protocol Office

Protocol chief MOLLY RAISER and members of the staff, including associate chief RICHARD GOOKIN, assistant chiefs HARLAN LEE and LAWRENCE DUNHAM, special assistant JENNIFER CURLEY and protocol officers CATHY GERARDI, CHENOBA CALHOUN and CARLOS ELIZONDO, coordinated the presentation of credentials at the White House by the ambassadors of El Salvador, Bangladesh, Bahrain, Pakistan and Canada . . . Deputy chief FRED Du VAL and delegations officer MARIA SOTIROPOULOS accompanied the first lady and the presidential delegation to Lillehammer, Norway, for the opening of the winter Olympic games . . . Protocol officer APRIL GUICE accompanied the presidential delegation to Cote d'Ivoire for the funeral of its President.

Ceremonials Staff members Guice, KIM TOWNSEND, DEE LILLY, PHIL DUFOUR and RICK PAULUS arranged a dinner hosted by the Vice President and his wife in honor of the president of Kazakhstan and his wife; luncheons by SECRETARY CHRISTOPHER in honor of the secretary of state of the United Kingdom and the foreign minister of Mexico, a breakfast by Secretary Christopher for U.S. business leaders, and a tea by Mrs. Christopher in honor of the Kazakh leader's wife . . . They also assisted with a briefing by Assistant Secretary RICHARD GELBARD on the President's drug initiative to members of the diplomatic corps, and a briefing and reception co-hosted by Ms. Raiser and Assistant Secretary ANTHONY QUANTON for law enforcement officials. The latter event was organized by Mr. Gookin.

Visits officer Elizondo coordinated the visit of the Japanese prime minister to Washington, and assisted with the visit of the foreign minister of Mexico . . . Visits officer CHRISTINE HATHAWAY coordinated the visits to Washington of the President of Kazakhstan, and of the prime minister of the United Kindgom, which included a brief trip to Pittsburgh . . . She assisted with the visit of the foreign minister of Canada . . . Press specialist MARY MASSERINI assisted with the Japan, Kazakhstan and British visits . . . Program officer TANYA TURNER-SANDERS assisted with the visits of the foreign ministers of South Korea and Morocco, and the prime minister of Bosnia . . . Supervisory visits officer EVE WILKINS assisted with the Bosnia and Croatia meetings in the Department . . . Mr. Dunham traveled to Boston and Dallas to participate in training seminars

for law enforcement officials, sponsored by the Bureau of Diplomatic Security . . . Systems manager ROBERT RICE conducted an in-house workshop, on using the Windows environment, for the Protocol staff . . . CANDIDA PULUPA joined the Blair House staff as an assistant chef. □

ADMINISTRATION

Information Management

Information Services: FRANK SASS, deputy director, Office of Information Services, and CHARLES HUSEMAN, chief, Products Support Group, traveled to Athens, February 7-11, for orientation and training for the Infoexpress CD-ROM program . . . On February 4 KENNETH ROSSMAN, chief of records management, and CHARLES DAVIS, chief of telegraphic indexing, received the Adjunct Faculty Award for 1993, given in recognition of speakers and presenters of course materials to new-hire and secretarial classes at the National Foreign Affairs Training Center . . . On February 25 EDWARD WILSON, who is the director of the Office of Information Services, and FRANK MACHAK Jr., director, Office of Freedom of Information, Privacy and Classification Review, briefed Information Services personnel, at the training center, on Information Services activities. □



INFORMATION MANAGEMENT— Philip M. Tinney, managing director of information services, is presented a Superior Honor Award. He is flanked by his wife, Susi, and Patrick F. Kennedy, assistant secretary for administration. (State Department photo by Eddie Anderson)

Office of Foreign Buildings Operations

The deputy assistant secretary for foreign buildings operations, JEROME F. TOLSON JR., met with administrative counselor JIM D. MARK, Belgium, to discuss negotiations for potential development of the lot next to



INFORMATION MANAGEMENT— Members of the Digital Systems Programs Division and the Naval Regional Contracting Center, on awarding a 10-year telecommuni-

cations contract, from left: Harold Price, Karen Place, R. Stevan Baker, Terri L. Staub, Robert P. Bubniak, Steve Aronson, Dennis Nelson, Michael Burke, Fred Abbott.

the chancery . . . Ambassador-designate MARCH FONG EU, Micronesia, was briefed about renovation proposals for the ambassador's residence . . . Discussions were held with Ambassador RICHARD D. KAUZLARICH, Azerbaijan, concerning the chancery renovation project and staff housing needs . . . Ambassador RYAN C. CROCKER, Kuwait, was briefed on plans for Kuwait's new embassy compound . . . A meeting was held with Ambassador STANLEY T. ESCUDERO, Tajikistan, to discuss an electrical upgrade of chancery spaces, renovation of a previously-identified future chancery building and the need for better staff housing . . . Ambassador-designate SANDRA L. VOGELGESANG, Nepal, was briefed on asset-management recommendations for the Phora Durbar and Brahma Cottage compounds, chancery maintenance problems and ambassador's residence renovations . . . A meeting was held with ambassador-designate JOSIAH H. BEEMAN, New Zealand, to discuss the status of office premises in Auckland and the need for corrections to the chancery headline . . . Ambassador EDWARD S. WALKER JR., Egypt, was briefed on delays in completion of the Cairo II tower, and plans for the new warehouse . . . Discussions were held with ambassador-designate SIDNEY WILLIAMS, Bahamas, concerning housing issues and renovations of the chancery and the ambassador's residence. □

Office of Operations

Office of Facilities Management and Support Services. MARY OTTS joined the Building Management Division as a procurement clerk . . . DON TRAFF joined the Operations and Maintenance Staff, as has GEORGE KUCKENBAKER who was formerly employed as the facilities manager with the Naval Security Group in Adak, Alaska . . . ALLISON HARISTON will be working as a planner/estimator for the annex building manager's office and at the National Foreign Affairs Training Center . . . JOAN GROODRUM attended budget formulation and execution training . . . STACEY TOUCH attended federal acquisitions training.

Office of Language Services: The Japanese prime minister's visit was assisted by former staff member FRANCES SEEDS . . . THOMAS MALIONEK was detailed to the Pentagon to consult on an agreement with Kazakhstan . . . Interpretation during the Kazakh prime minister's visit was provided by PETER AFANASENKO, KYRILL BORISSOW, GALINA TUNIK and DIMITRY ZARECHNAK . . . VIVIAN CHANG traveled to Paris for SECRETARY CHRISTOPHER's talks with Chinese authorities . . . CAROL WOLTER assisted at meetings with the French president and foreign minister . . . GISELA MARCUSE interpreted for the pri-

vate visit of German Chancellor HELMUT KOHL . . . BARBARA PHILLIPS served as liaison officer for annual prayer breakfast events, assisted by PATRICIA ARIZU, Mrs. Marcuse, Ms. Wolter, Mr. Zarechnak and contractors . . . In Geneva, Mr. Borissow assisted the Standing Consultative Commission; DIMITRI ARESNBURGER and LAWRENCE BURRELL were assigned to the Special Verification Commission . . . After working in close cooperation with JOSEPH MAZZA and JAMES FEENEY, DONNA SANDIN worked into the night on January 31 to translate material for an industrial property meeting with Brazil . . . Ms. Wolter and Mr. Zarechnak organized a course to upgrade the interpreting skills of 10 Russian contractors . . . Deputy director MARY BIRD attended a weeklong course on federal supply schedules and small-purchase procedures.

Office of Safety/Health and Environmental Management: The office hosted the February meeting of the Federal Safety and Health Council, in the East Auditorium . . . During a ceremony at the National Foreign Affairs Training Center, EILEEN VERITY received an award for safety/health and environmental management training of overseas general services officers . . . STEVE URMAN has fulfilled the requirements of the American Academy of Industrial Hygiene for certification maintenance . . . KEN STRAWBERRY briefed the Administrative Services Council meeting on the recent emergency evacuation exercise for Main State.

Office of Commissary and Recreation Affairs: DIANE DE VIVO, director of commissary and recreation affairs, was featured in the cover story of the February issue of Military Market magazine. The publication provided an opportunity to submit an article introducing the office to the military's commissary and recreation industry. The purpose and goals of the Office of Commissary and Recreation Affairs were highlighted, with emphasis on customer service and assisting employee associations overseas . . . LAURA MCGUIRE and SUSANA ALFORD traveled to Mexico City in February. Ms. Alford continued on to Bogota, while Ms. McGuire traveled on to Guadaluajara, Tegucigalpa and Kingston. The trips were scheduled to discuss the Department's policy on employee association-operated visa photo services. Management and accounting reviews were conducted . . . The office announced inauguration of an annual "Manager of the Year" award. A panel of regional bureau representatives will judge the candidates on their professionalism, business acumen and contributions to the mission communities. □

Office of Foreign Missions

Director, ERIC BOSWELL traveled, March 8, to Moscow, to continue negotia-

tions on changes to Russian handling of U.S. diplomatic flights into Moscow . . . Mr. Boswell, deputy director HARRY W. PORTER, office director BOHDAN DMYTREWYCZ and Motor Vehicle Division director JOSEPH LACY WARNER participated in late February with the Office of Protocol and the Diplomatic Security bureau in a Blair House roundtable for senior officers of local police departments. The discussions emphasized cooperation of local jurisdictions with the Department, and offered an opportunity for security personnel from embassies to meet with enforcement officers . . . HEIDI WALLACE, property section, was given the office's "Quality Employee of the Month" award for December, in recognition of her research and assistance in preparing an annual report to Treasury on the Department's custodial properties . . . JOSEPH WARNER traveled to Orlando to speak at the American Association of Motor Vehicle Administrators workshop . . . Motor vehicle office staffers completed a series of six training sessions at the Fairfax County Public Safety Academy. The sessions were attended by county police, officers of the sheriff's department, dispatch and communications personnel and booking clerks. □

AFRICAN AFFAIRS

Office of the Assistant Secretary: Assistant secretary GEORGE E. MOOSE participated in a "Great Decisions" television segment on South Africa, February 1, it aired



NIAMEY, Niger—Information programs officer Jeffrey S. Myers, left, receives Meritorious Honor Award from Ambassador John S. Davison.



YAOUNDE, Cameroon—*Morris L. Williams* receives Meritorious Honor Award.

February 25 . . . He made brief remarks at the February 3 African-American History Month commemorative program . . . He traveled to Cote d'Ivoire for the February 7 state funeral of President FELIX HOUPHOUET-BOIGNY, who died December 7, having led Cote d'Ivoire since 1960 . . . Mr. Moose traveled to Liberia and Benin for meetings, and attended the West African chiefs of mission miniconference in Accra, Ghana. He returned to the Department on February 16 . . . On February 18 he chaired an interagency meeting on the Horn of Africa . . . He was a guest speaker at the February 22 A.I.D. African mission directors conference . . . On February 23 he spoke about South Africa at the Kaiser Foundation's southern Africa grantmakers conference . . . He testified before the House subcommittee on Africa, regarding "Issues in U.S. Assistance to Africa," February 24 . . . He spoke on Africa at the Cardoza High School model UN program, February 24.

Office of Central African Affairs: Director ARLENE RENDER traveled in the region, March 11-27. During her trip she consulted with embassy officers and met with local interlocutors in Brazzaville, Kinshasa, Kigali, Bujumbura, Paris and Brussels . . . Zaire desk officer TERRY McCULLOY was on orientation travel to Zaire, February 14-26. In addition to Kinshasa, he visited Lubumbashi and its environs.

Office of the Executive Director: Executive director WILLIAM J. HUDSON re-

turned from the West Africa chiefs-of-mission conference in Accra, Ghana . . . He visited and consulted with embassy officials in Lome, Togo; Lagos and Abuja, Nigeria; and Cotonou, Benin . . . BARBARA AYCOCK, post management officer for Francophone West Africa, returned from visiting Nouakchott, Mauritania; Dakar, Senegal; Conakry, Guinea; Abidjan, Cote d'Ivoire; Lome, Togo; and Cotonou, Benin. Among other issues, she discussed the projected impact of the devaluation of the West African franc on post administrative operations . . . GARY BAGLEY, post management officer for southern Africa, was in that area on post orientation travel. He visited and was briefed at posts in Maputo, Mozambique; Pretoria, Cape Town and Durban, South Africa; and Windhoek, Namibia.

Honors and awards: At a bureau awards ceremony, hosted by principal deputy assistant secretary EDWARD BRYNN on February 28, the following awards were presented:

CAROL S. FULLER, former Rwanda/Burundi desk officer, accepted the Superior Honor Award on behalf of the staff at Embassy Kigali and the office of Central African Affairs "for superior teamwork, dedication and skill." The recipients of this award supported a negotiated settlement to

the Rwandan civil war, "a ground-breaking example of an American contribution to conflict resolution in Africa." Participants at the ceremony included Ambassador ROBERT FLATEN, JOHN BYERLY, CHARLES SYNDER, ROBERT BENTLEY, and TONY MARLEY . . . JAMES D. BROWNING received a Superior Honor Award, with cash, for his performance in Nairobi and for "demonstrating exceptional leadership and resourcefulness in establishing usable budget and fiscal systems" for Mogadishu . . . WILLIAM D. JACKSON received a Superior Honor Award for demonstrating "exceptional commitment and bureaucratic skill in winning interagency agreement for the support of the Liberian peace process. His dedication to duty, his intellectual talents and his compassion for the people of Liberia matched the very highest standards of the Foreign Service." . . . A Meritorious Honor Award, with cash, was presented to ANTOINE BERUBE for his contribution to "an efficient and effective post management operation and for being a valued team member of that operation through his willingness to assume responsibility for projects outside his work requirements." . . . VINAY TALLEY received a cash award for his performance during the past four months as assistant to the dependent employment and rover coordi-



OUAGADOUGOU, Burkina Faso—At safe-driving award ceremony, kneeling, left to right: *Alphonse Iboudo, Cyprien Ouedraogo, Aboubacar Zalle, Saidou Ouedraogo.* Standing: *Ousmane Nikiema, Tantibo Wangrawa,*

Karim Zoungrana, Yacouba Barro, Ambassador Donald J. McConnell, Augustin Sanou, Lazare Zongo, Abdoulaye Minougou, Tantibo Nikiema.

nator. "He has consistently exceeded the secretarial duties and responsibilities of his job," the award said. In particular, he "initiated and carried through a project which standardized pit position numbers and titles for all of Africa's overseas posts." . . . Length-of-service awards were presented to Ambassador JOHN A. BURROUGHS JR. (30 years); Ambassador CHARLES R. BAQUET III (25 years); and THEODORE ANDREWS (10 years).

Office of East African Affairs: JILL SAINT JAMES, a graduate of Michigan State (international studies), joined the staff as an intern. She is working on special projects until the middle of this month . . . Desk officers GEORGE COLVIN, OLIVER GRIFFITH and CHRIS WILSON briefed delegations to the nationwide model UN session sponsored by Georgetown University . . . OLIVER GRIFFITH and JONATHAN FISHBEIN briefed a delegation in connection with the National Model League of Arab States . . . Mr. Fishbein briefed a delegation from the Episcopal Diocese of Southwestern Virginia. □

CONSULAR AFFAIRS

Front Office: Assistant Secretary MARY A. RYAN traveled to Nuevo Laredo, Mexico, March 6-8, accompanied by NICHOLAS SHERWOOD, the bureau's special assistant, and RICHARD McCOY, the bureau's senior adviser . . . Mr. McCoy cochaired a regional meeting of the immigration and consular working group of the U.S.-Mexican Binational Commission. This meeting was held to

discuss border consular and immigration issues with Mexican officials. In attendance was the U.S. ambassador to Mexico, JAMES JONES, and DORIS MEISSNER, commissioner of the Immigration and Naturalization Service . . . Principal deputy assistant secretary DAVID L. HOBBS was in Portsmouth, N.H., February 8-9, to tour the facilities of the National Passport Center and the soon-to-be-opened National Visa Center.

Overseas Citizens Services: The Citizens Emergency Center welcomed JANET WHITESIDE, formerly in Seoul; BETTY McCUTCHAN, previously in the Bureau of Intelligence and Research; and CHERYL DeVOL, who has been working on a 60-day developmental assignment with the Executive Potential Program . . . ANITA BANKS joined the Child Custody Division, February 14 . . . From February 16-March 2 LINDA DONAHUE, chief, Child Custody Division, traveled to New York, Seattle, Los Angeles, San Diego and Las Vegas, to speak on international child abduction, the Hague convention on the civil aspects of international child abduction and the role of State in international custody disputes . . . In New York, she addressed the Women's Bar Association, in Seattle the Operation Lookout organization and in Los Angeles the Southwestern University School of Law, family law judges, the Los Angeles County Bar Association and the California Family Support Council . . . She addressed staffers of the California attorney general's office in San Diego, and the Nevada Missing Children Clearinghouse in Las Vegas.

Visa Services: DORON BARD, Advisory Opinions Division, was on a temporary assignment in Oslo, Norway, for the duration of the winter Olympics, to fill in for a consular officer who had opened a temporary office in Lillehammer, Norway . . . JAMES CARTER, chief, Post Liaison Division, trav-

eled to Santo Domingo, February 25-March 4 to review visa operations at the consular section in the U.S. embassy.

Passport Services: On February 15, SAKAE M. HAWLEY, Los Angeles regional director, attended a meeting of the Federal Executive Board's policy committee, at the Bell Shelter. The shelter is part of a shelter partnership project which the U.S. General Services Administration cosponsors with the Salvation Army to provide shelter and training for the homeless . . . On February 16, Ms. Hawley assisted the Los Angeles field office of the Office of Foreign Missions in arranging a briefing for the consular corps in Los Angeles . . . In February MARY JONES-JACKSON, equal employment opportunity counselor at the Los Angeles agency, attended a meeting of the Equal Employment Opportunity Council of Southern California. She serves on the committee to update the Equal Employment Opportunity Council's directory . . . On February 16 BARBARA BROPHY, acceptance agents coordinator at Los Angeles, traveled to the main post office in Pomona, Calif., to conduct a half-day training class in passport acceptance procedures for postal employees . . . She held a briefing that evening in San Bernardino, Calif., for members of the local travel industry and congressional district offices, at a meeting of the Inland Empire Association of Retail Travel Agents. She provided information on obtaining passports, visas, methods of accessing travel warnings and consular information sheets, and travel brochures for U.S. citizens traveling overseas.

Fraud Prevention Programs: MARC GORELICK traveled to St. Albans, Vt., February 23, to visit the Eastern Service Center of the Immigration and Naturalization Service, to discuss visa fraud and Eurasian organized crime . . . On February 15-16,



BOGOTA, Colombia—Meritorious Non-Immigrant Award goes to members of the nonimmigrant visa unit, back row, left to right: Samuel Coronado, Glenn Melcher, Marvin S.

Brown, Mark C. Elliott. Second row: Consuelo Larreamendi, María Lucía Salazar, María Victoria de Martínez, Fabiola Quintero, María Edirley Gómez, Kellie A. Mei-

man, Olga Lucía Delgado, Joyce de Cortés, Antonio Molineras. Front row: Marina Quijano, María Angela Ruiz, María Consuelo García, Patricia Villamil.

BARBARA PREVITI traveled to Los Angeles to review the antifraud program and meet with passport employees at the Los Angeles agency. She held two training sessions for the adjudication staff at the agency, to update members on fraud trends . . . While in Los Angeles, she consulted with Bureau of Diplomatic Security and Federal Bureau of Investigation officials there concerning passport fraud investigations . . . She visited the Immigration Academy in Artesia, N.M., to present antifraud training on counterfeit detection and passport and visa fraud to inspectors from the Immigration and Naturalization Service . . . From February 27-March 2 ARTHUR LINDBERG visited the National Passport Center in Portsmouth to conduct antifraud training for passport examiners and document reviewers employed on contract.

Executive Director's Office: TIM MERCHANT has left his position in the office to join Thomas De La Rue Co., Ltd., a British security printing firm . . . GIL SPERLING, project manager, Systems Division, visited posts in Calcutta, Madras, Colombo, Sanaa, and Addis Ababa to oversee installation and follow-up training for the machine-readable visa.

Public Affairs and Policy Coordination: ALBERTA ESPIE, public affairs specialist, has begun training for a two-year excursion tour as a consular officer in Karachi, Pakistan. □

DIPLOMATIC SECURITY

Diplomatic Security Service: Special agent JEFF BROWN arrived at the Washington Field Office, February 7 . . . Special agent REGIS SHEEHAN joined the field office on February 14 . . . Special agent ANDRIY KOROPECKYJ departed the field office February 22 for his assignment to Kiev . . . Special agent-in-charge STEPHEN JACOBS began language training for his assignment to Rome . . . Washington Field Office section supervisor ROLAND WILKES spoke at Operation Outreach's Africa career day program at St. Gabriel School in Washington . . . Boston Field Office special agents RICHARD SOLER, GEORGE NUTWELL, FRANK BIREs, WILLIAM AHERN, GREG MERCURIO, ALAN GENTILE and JOHN YOUNG provided protective security for the foreign minister of Israel, SHIMON PERES, during his visit to Boston and New Haven.

Office of the Executive Director: JAMES ANDERSON, Management Systems Division, upgraded the property accountability management system in New Delhi . . . The division's KATHLEEN O'DAY conducted computer training at the Boston Field Office, February



DIPLOMATIC SECURITY—Jane Moss, retiring after 38 years, is presented a plaque by deputy assistant secretary Mark E. Mulvey.

28-March 2 . . . ROY GREENE and JOE DORSHEFSKI of the division installed a Banyan local area network at the Engineering Service Center in Miami, and upgraded the computer system at the Miami Field Office, January 24-February 10 . . . Security awareness director FRANK MATTHEWS retired on March 4 after 26 years of Government service . . . KELLI BURNELL has joined the Office of Intelligence and Threat Analysis as a spring intern . . . RICHARD ULLEY has joined the Management Systems Division as a spring intern. □

EAST ASIAN AND PACIFIC AFFAIRS

SANDRA O'LEARY joined the bureau on January 3 as deputy assistant secretary for economic affairs . . . She traveled to Jakarta, Indonesia, to lead the U.S. delegation to the Asia-Pacific Economic Cooperation senior officials meeting, February 2-4, accompanied by PHILIP T. LINCOLN JR., director, Office of Economic Policy, and DOUGLAS RYAN . . . While in Jakarta, Mr. Lincoln led a U.S. delegation including representatives from A.I.D. and the Department of Commerce, to the preparatory meeting for the first environment ministerial meeting, scheduled for March 24-25 in Vancouver, Canada . . . JULIE NUTTER traveled to Vancouver, Canada, as a member of the U.S. delegation to the human resources development working group, January 23-26. Human resources development is one of the key themes for the 1994 work program . . . ELAINE GARLAND has completed her short-tour assignment.

On February 23 Ms. O'Leary testified before the House Committee on Small Busi-

ness about the Asia Pacific Economic Cooperation meetings in Seattle and Jakarta, its program for 1994 and about its plans to promote small and medium-sized enterprises . . . GERRY CHIARUTTINI from the Small Business Administration and FRED BERGSTEN also testified . . . The Japan desk welcomed JULIE NUTTER as its newest member, February 14 . . . KURT TONG traveled to Tokyo, February 14-18 for technology policy discussions and consultations on global issues cooperation . . . JOHN DINGER spent February 28-March 4 in Colorado Springs, attending an Air Force Academy conference on the United States and Japan.

The deputy director of the office of Economic Policy, JOSEPH HAYES, led the U.S. delegation to the investment and industrial science and technology working group meeting in Manila, February 17-19. Others on the delegation were MICHAL STEFANOWSKI and EDWARD SAGURTON from the embassy in Manila . . . NANCY CADY joined the bureau, February 28, from Cuba, for a short tour, replacing DAVID WILLIAMS as senior post management officer . . . DAVID WILLIAMS departed March 6 to assume duties as deputy chief of mission in Ulaanbaatar, Mongolia . . . JAMES LANEY, ambassador to Korea, was in the Department on consultations, in connection with the Korean foreign minister's visit to Washington, February 13-19. □



BANGKOK, Thailand—At award ceremony, left to right: Joseph De Maria, Vipane Hanchareonsuk, Lamaiporn Yenbamroong, Ambassador David F. Lambertson, Achana Singholaka, Sureporn Vajrasthira, Susan M. Struble.

ECONOMIC AND BUSINESS AFFAIRS

Assistant Secretary DANIEL TARULLO headed the U.S. delegation to the third plenary session of the dialogue for economic



ECONOMIC AND BUSINESS AFFAIRS—Deputy assistant secretary *James R. Tarrant*, right, presents Foreign Service officer *Stuart Smith* a Meritorious Service Increase for his work at his previous post as political/economic officer in Ouagadougou, Burkina Faso.

cooperation with Korea, February 16-17, in the Department. Participating were the senior adviser for Asia, **RICHARD MORFORD**; Developing Country and Trade Organization Division Chief **DAVID MORAN** and assistant chief **YOUNGEUN ANDERSON**; and **JAMES ZUMWALT** and **WILLIAM HEIDT**



ECONOMIC AND BUSINESS AFFAIRS—Under Secretary *Joan E. Spero* presents the Herbert Salzman Award for

from the Korea desk of East Asia and Pacific Affairs . . . **ROBERT CEKUTA**, Developed Country Trade Division, participated in consultations February 3-4, in Ottawa, on implementation of the U.S./Canada beer agreement . . . **STEVE PRUETT**, Office of Intellectual Property and Competition, attended the Caribbean Cable TV Association meeting in San Juan, January 12-15 . . . **CURTIS STONE**, same office, participated in bilateral consultations with China, in Beijing, February 23-25. The consultations were held in an effort to improve enforcement of China's laws on intellectual property rights.

CHRISTOPHER BEEDE, Office of Bilateral Trade Affairs, participated in bilateral General Agreement on Tariffs and Trade accession consultations, in Beijing, February 21-22, and in Taipei, February 24-26 . . . **PAUL BALABANIS**, director, Office of Monetary Affairs, led the U.S. delegation to the Paris Club meeting on international debt issues, March 2-4, in Paris, France. During the meeting creditor-country representatives met with the representatives of Senegal and Niger, and reached agreements on terms for rescheduling their official debts.

Office of Internal Energy Policy: Division chief **FRITZ MAERKLE** participated in an International Energy Agency workshop in Kagoshima, Japan, February 22-24, then joined the U.S. delegation traveling to Seoul, Korea, and Tokyo, Japan, for annual energy consultations with the two major energy importers. He promoted American energy exports. □

Excellence in International Economic Performance to *James P. Zumwalt*.

EUROPEAN AND CANADIAN AFFAIRS

Office of the Assistant Secretary: On February 1 Assistant Secretary **STEPHEN A. OXMAN** addressed two Senate subcommittees concerning the North Atlantic Treaty Organization summit and the future of European security, and appeared before the house Foreign Affairs subcommittee on Europe, February 2, to discuss the same subject . . . He participated in SECRETARY **CHRISTOPHER**'s working luncheon with British Foreign Secretary **DOUGLAS HURD**, February 1 . . . Mr. Oxman traveled to Ottawa, February 8, where he met with Foreign Minister **ANDRE OUELLET** and other Canadian officials. He was accompanied by special assistant **ANTONY BLINKEN** . . . On February 10 he made remarks at a gathering of the 1993-94 class of White House fellows, and made welcoming remarks at the European Institute's seminar on trade and investment in Eastern Europe, February 14 . . . On February 17 he traveled to Boston to address the Institute of Politics at Harvard University's Kennedy School of Government on "Building Peace and Prosperity in Central and Eastern Europe: A U.S. Perspective." He was accompanied by public affairs officer **VIRGINIA TADIE** . . . Mr. Oxman, with Ambassador **CHARLES E. REDMAN**, represented the United States at a multinational meeting on Bosnia, in Bonn, on February 22. He was accompanied by special assistant **NANCY E. McELDOWNEY** . . . On February 23 he returned to Washington and met with Bosnian Prime Minister **HARIS SILAJDZIC** and participated in Secretary Christopher's bilateral with Mr. Silajdzic the next day. He joined Secretary Christopher for his meeting with the Canadian foreign minister on February 25 . . . Deputy assistant secretary **THOMAS WESTON** participated in the Annual Munich security conference, February 4-6 . . . He visited Oslo, February 7-8, for meetings with the Norwegians and for a speech to the annual Norwegian Atlantic Council meeting at Leangkollen . . . He held talks on economic, European Union and political-military issues, in Paris, February 8-10 . . . He led the U.S. delegation to meetings with the European Union on the European stability pact, February 22 . . . Staff assistants **CARLA MENARES** and **JAY DOYLE** served as control officers for Bosnian-Croatian talks in Washington, February 26-28 . . . **JAY DOYLE** was named "Staff Assistant of the Month" for the second month in a row.

Office of Canadian Affairs: Desk officer **KATHERINE CHRISTIANSEN** traveled to Ottawa for bilateral trade talks, January



ASHGABAT, Turkmenistan—Ambassador *Joseph S. Hulings*, second from right, presents awards to, from left: *Tachmurad*

Kurbanov, Albina Mamedova, Agamurad Sopiiev, Alexander Tumasov, Irina Begjanova, Alexander Danilov.



COPENHAGEN, Denmark—A Superior Honor Award is presented to the political section. From left: *Finn Mortensen, Edward*

Keeton, Tanya Bodde, Ambassador Edward E. Elson, Greg Suchan, deputy chief of mission Greg Mattson.

31-February 4 . . . Desk officer **TIM COL-LINS** traveled to Ottawa, February 2-3, in preparation for the spring Permanent Joint Board on Defense meeting . . . He met with three members of the new parliament during his visit.

Office of Central European Affairs: Director **J.D. BINDENAGEL** participated in a Brookings Institution-sponsored symposium on the European Union, in Maastricht; took part in a conference on American-German-Israeli relations, hosted by the American Jewish Committee in Jerusalem; and consult-

ed at Embassy Bonn, March 5-18 . . . Germany desk officer **MARK SCHELAND** visited Germany, March 3-14, for consultations with colleagues and German officials in Bonn, Leipzig, Berlin, and the adjoining northeastern states, Hamburg and Lower Saxony . . . German diplomat **CHRISTIAN SCHLAGA** has been assigned to the office's Conference on Security and Cooperation in Europe unit, as part of the U.S.-German diplomat exchange program . . . **M. LARRY LAWRENCE** of Coronado, Calif., was sworn in as ambassador to Switzerland, Feb-

ruary 28 . . . **SHEILIA DAVIS LAWR-ENCE**, his wife, was sworn in at the same time as special U.S. representative to the World Conservation Union, headquartered just outside Geneva.

Office of East European Affairs: Deputy director **RICHARD ERDMAN** accompanied **PETER TARNOFF** to Europe in March to discuss Bosnian-Croatian rapprochement . . . **JOHN SCHMIDT**, head of the Balkan conflict group, accompanied Mr. Tarnoff to Europe in early February for meetings with European allies to discuss the Bosnian settlement . . . **SUE BREMNER**, Bosnia-Herzegovina desk officer, accompanied assistance coordinator **JAMES COLLINS** to Moscow in early February to discuss Bosnian negotiations with Russian officials . . . **RICHARD ERDMAN**, **STUART JONES** and **PRICE FLOYD** traveled with Ambassador Redman to Vienna, March 3-12, to make arrangements for the Bosnian-Croatian rapprochement and eventual implementation.

Office of the Executive Director: Post management officer **CECILIA ELIZONDO** spoke to both graduate and undergraduate students at the University of Texas at Austin, January 31 - February 3. She also participated at the career expo at the university . . . **TONYA VEREEN** has joined the office on a six-month temporary-assignment.

Office of Northern European Affairs: Director **JOHN TEFFT** and desk officers **KATHY STEPHENS** and **BARBARA STEPHENSON** were involved in the visit of Prime Minister **JOHN MAJOR** to Washington, February 27-28.

Office of Policy Planning and Public Affairs: Deputy director **JON GUNDERSEN** participated in a Foreign Service Institute-sponsored exercise on Russian activities in the "near-abroad," on February 25 . . . Public affairs adviser **VIRGINIA TADIE** accompanied Assistant Secretary Oxman to an on-the-record interview with the editorial board of the Boston Globe.

Office of European Community and Regional Affairs: Director **SHAUN DONNELLY** accompanied Under Secretary **JOAN SPERO** as a member of the U.S. delegations to the Organization for Economic Cooperation and Development's executive committee in special session (January 31 - February 1) in Paris, and to the semiannual U.S.-European Union subcommittee session with the commission in Brussels, February 2 . . . Mr. Donnelly then held consultations with the commission in Brussels on enlargement issues, followed by travel to the four countries negotiating accession into the European Union (Norway, Sweden, Finland, and Austria), for discussions with officials and embassy officers . . . He participated in a European Institute seminar, February 13-14, in Washington, on promoting trade and investment with central and eastern Europe, and met with visiting officials from the commis-

sion and the Council of Europe to discuss developments in central and eastern Europe.

Office of European Security and Political Affairs: Director JAMES CUNNINGHAM joined U.S. Conference on Security and Cooperation in Europe Ambassador JOHN KORNBUM, February 25, for consultations in Brussels with European Union representatives . . . Principal deputy director DOUGLAS McELHANEY traveled to Vienna, February 26, for consultations with the U.S. Conference on Security and Cooperation in Europe delegation . . . The deputy director for defense and arms control, WILLIAM WOOD, led the U.S. delegation to the February 3 meeting of the North Atlantic Treaty Organization's high-level task force in Brussels . . . The deputy director for political affairs, KIRK AUGUSTINE, consulted in Bonn, February 24-25 . . . Desk officer DEBRA CAGAN consulted with allies at the February 18 North Atlantic Treaty Organization group on former Soviet Union nuclear weapons, which successfully coordinated a joint demarche to Ukraine on dismantlement and related subjects . . . Five office Conference on Security and Cooperation in Europe monitors have been reassigned to the conference's preventive diplomacy missions: DARIA FANE, to Tajikistan; WILLIAM KUSHLS, to Moldova; JOHN ERATH, to Estonia; OSCAR CLYATT, to Georgia; and ROBERT SORENSON, to the Former Yugoslav Republic of Macedonia.

Office of Southern European Affairs: Special Cyprus coordinator ROBERT LAMB traveled to Moscow, February 25-28, at the invitation of the Russian foreign ministry. He held consultations with the Russians on the current Cyprus negotiations, accompanied by Cyprus desk officer JOSEPH MARANTE.

Office of Western European Affairs: Portugal desk officer MARK DAVIDSON helped prepare the visit to Washington of the Portuguese defense minister, February 16 . . . France desk officer CRAIG KELLY spoke as a presenter and a rapporteur at two Washington-area conferences on U.S.-French relations . . . ELIZABETH SHINE, Iberia affairs secretary, supported Bosnia negotiation sessions in the Department. □

FINANCE AND MANAGEMENT POLICY

On January 25-28 KENNETH ROSENBERG, the regional administrative management center director in Paris, welcomed the deputy chief financial officer, LARRY EISENHART, the director of domestic financial services, CHRISTOPHER W. FLAGGS;

RICHARD PLAMONDON, the regional administrative management center, Bangkok, director; CECILIA HOLSON, director, financial and management information systems, and CECELIA COOPER, director, Office of Compensation and Pension, to Paris, for the integrated financial management system Foreign Service national payroll kickoff conference.

On February 7-11 the bureau conducted an on-site project analysis/schematic session on the Charleston financial service center. Representatives attending this session were from the regional administrative management centers in Mexico, Paris and Bangkok; the Bureau of Finance and Management Policy, the Department's Office of Operations, the Bureau of Diplomatic Security and the Navy facility engineers office in Charleston.

On February 7-11 the bureau hosted a conference on disbursing business area analysis. Attending were representatives from the Treasury Department, the domestic staff in the Bureau of Finance and Management Policy, as well as staff members from the regional administrative management center in Bangkok: WILLIAM CAMP, MARY ANNE ROMFH and JIM HEIN.

On February 14-18, as part of the integrated financial management system effort, the bureau hosted an integrated financial management system shared entity conference, attended by regional administrative management center, Paris, staff members CLAUDE DOWLING, JAMES DITSWORTH, and regional administrative management center, Bangkok, staff members Camp, Romfh and Hein. In addition, domestic staff from the bureau attended.

On February 22-25, staff members Ditsworth and RACHID RAZOUNNE from the regional administrative management center, Paris, were also in Washington, to identify Foreign Service national payroll user requirements. □

HUMAN RIGHTS AND HUMANITARIAN AFFAIRS

On February 4 Assistant Secretary JOHN SHATTUCK addressed the global structures conference on human rights reform, at the United Nations . . . He spoke to the World Jewish Congress, on U.S. human rights policy, February 7 . . . Accompanied by the Office of Bilateral Affairs' East Asia and Pacific regional officer, PATRICK HOTZE, he visited China and Hong Kong, February 25-March 6 . . . He then went on to



TASHKENT, Uzbekistan—Political/economic officer Daria Fane receives Meritorious Honor Award from Ambassador Henry Clarke for human rights reporting in the face of "persistent harassment and interference by the local government."

visit Bangkok, Thailand.

Principal deputy assistant secretary NANCY ELY-RAPHEL addressed a delegation of diplomats from the newly independent states on human rights issues, February 24 . . . She traveled to New York, February 28, to head the delegation initiating the human rights dialogue with Vietnam. Accompanying her were BETSY CLARK, deputy director for bilateral affairs, and ANDREW ROTHMAN, Vietnam desk officer . . . Ms. Ely-Raphel attended the first meeting of the International Judicial Relations Committee, March 3-4. The committee, created by the chief justice of the United States, includes six judges and Assistant Secretary Shattuck as voting members. Its principal role is to assist U.S. agencies in the implementation of rule-of-law programs.

ANTHONY G. FREEMAN, deputy assistant secretary for international labor affairs, traveled to Bal Harbor, Fla., February 21-22, to attend the American Federation of Labor-Congress of Industrial Organizations' (A.F.L.-C.I.O.) executive council meeting . . . Office of Bilateral Affairs director YVONNE THAYER participated in a conference on "The Role of Ethics in U.S. Foreign Policy," sponsored by Howard University, January 27 . . . Beginning January 30, bureau special programs assistant NICHOLAS KLISSAS participated in a two-week rule-of-law field assessment in Ukraine . . . Special programs assistant TOM PLOFCHAN evaluated an antiterrorism course conducted at the Federal Law Enforcement Training Center, February 14-18.

The Office of Bilateral Affairs regional officer for the former Soviet Union, ERIC SCHULTZ, met with host-government officials, human rights activists and embassy officials on a trip to central Asia (Kazakhstan and Uzbekistan) and Russia . . . MARY-ANNE MARTINEZ spoke on U.S. priorities in humanitarian law, at the symposium on additional protocol I to the Geneva conventions, January 31 . . . MARGARET WIL-LINGHAM, Office of Multilateral Affairs, was a member of the U.S. delegation to the U.S. Human Rights Commission meeting, January 31-March 11. □

INSPECTOR GENERAL'S OFFICE

ROSCOE S. SUDDARTH, became acting inspector general upon the departure of SHERMAN M. FUNK, who retired in February. Mr. Suddarth had served as deputy inspector general since September 1991.

ROBERT S. TERJESEN, assistant inspector general for investigations, participated in a presentation with senior prosecutors of the Department of Justice, February 8, on prosecution of high-profile investigations. They spoke to more than 60 directors of investigation at the Federal Law Enforcement Training Center, Glynco, Ga. . . . Division director DENIS SPELMAN and supervisory special agent DAVE SMITH attended a training session at the center, dealing with the survival of law enforcement officers. The three-day event was attended by more than 120 agents and officers from federal, state and local agencies, and featured a live two-hour nationwide teleconference broadcast on the law enforcement television network.

The Office of Security Oversight's director for inspections, DENNIS O'HARE, addressed the new regional security officer class in March . . . STEVE DINGBAUM, director of the office's Audit Division, traveled to Bangkok to conduct a site visit for the audit of mainframe computer systems access controls. He was accompanied by JIM NAGLE, KATHY STUMP and STEVE GARRETT . . . Auditor BILL CHIPLIS was selected for an excursion tour to the regional administrative management center in Mexico.

Office of Inspection teams have returned from the winter cycle of inspections. DANIEL O'DONOHUE led inspections in India, Sri Lanka, and Nepal; DAVID NEWTON headed inspections in Colombia and Venezuela; RICHARD HOWLAND's team reviewed Kenya, Djibouti, Mauritius and Seychelles; RICHARD MELTON's team evaluated operations in Egypt. In addition, CLYDE D.



TAYLOR, assistant inspector general for inspections, traveled to Venezuela and Colombia the week beginning February 28 to visit the Team in Caracas and to discuss the Bogota inspection with senior post officers. □

INTELLIGENCE AND RESEARCH

Office of Assistant Secretary: Assistant Secretary TOBY T. GATI cochaired, with PETER ROMERO, a conference at Meridian House in Washington, February 7, "Peacekeeping: What Works? America's Future Peacekeeping Policy." . . . She presented opening remarks, February 22, at a seminar on the Caucasus for the Ambassador-designate to Azerbaijan, RICHARD KAULARICH.

Office of Terrorism and Narcotics Analysis: JUDY BIRD, acting director, gave a speech on "State Sponsors of Terrorism: Methodology and Problems," at a terrorism conference, March 3, at Macdill Air Force Base, Tampa.

Office of Analysis for Near East and South Asia: GEORGE S. HARRIS, director, gave an address on political Islam to an interagency symposium on the Middle East, February 25 . . . Regional affairs analyst HENRY BISHARAT attended a political officers conference in Cairo, February 23-25, then spent February 26-March 4 on consultations in Jordan and Syria . . . WALTER ANDERSEN, on February 25, gave a paper, "Many Faces of Hindu Nationalism," at Harvard University's Center for International Affairs, in part one of the center's seminars

INTELLIGENCE AND RESEARCH— Assistant Secretary *Toby Gati* receives on behalf of the Department a wall-size map of the world from the National Geographic Society. With her are *Jack Shupe* (second from right) and *Richard Rogers* (second from left) of the society; *Bradford Thomas*, chief of the Cartography Division, Office of the Geographer and Global Issues (far left); and *William B. Wood*, director of the office.

on South Asia. Following the seminar, he met with graduate students from Boston area colleges and universities who are studying topics related to South Asia.

Office of analysis on East Asia and the Pacific: Director TOM FINGAR authored a chapter on "Government China Specialists: Scholar Officials and Official Scholars," in "American Studies of Contemporary China," edited by DAVID SHAMBAUGH and published by the Woodrow Wilson Center Press and M.E. Sharpe . . . South Korea analyst JOHN MERRILL published an article on "The Regional Political Context of Inter-Korean Economic Cooperation," in the Korean Economic Institute's "The Korean Economy 1994." . . . He participated in a conference on Taiwan at Pennsylvania State University, February 5 . . . KATHERINE KERR, analyst for the South Pacific, Australia and New Zealand, spoke at the Australia-New Zealand Studies Center at Pennsylvania State, February 21 . . . AMY HYATT, analyst for North Korea, spoke on the North Korean nuclear issue, at the John F. Kennedy Special Warfare Center, Fort Bragg, N.C., February 23.

LEON FUERTH, assistant to the Vice President for national security affairs, spoke to representatives of the bureau on the role of intelligence in national security policy.

People: Entering on duty this month: in the Office of Economic Analysis, JOSEPH DICKIE who returned from two years at Embassy Pretoria, joining the Economic Security and Competitiveness Division: DAVID KIRSCH, the office's new intelligence operation specialist, DIANE PETERSON and ELEN ALLEN. □

INTER-AMERICAN AFFAIRS

Office of the Assistant Secretary: On February 2, Assistant Secretary ALEXANDER WATSON appeared before the House subcommittee on Western Hemisphere affairs to discuss U.S.-Mexico relations . . . Deputy assistant secretary ANNE PATTERSON and acting assistant secretary MICHAEL SKOL attended a luncheon hosted



TEGUCIGALPA, Honduras—Ambassador William T. Pryce, right, presents Meritorious Honor Award to the economic section. From Left: Wyn Dayton, Hugo Llorens, Karen Milliken, Marguerite Flores.

by Under Secretary PETER TARNOFF in honor of visiting President-elect CARLOS ROBERTO REINA of Honduras, January 30 . . . Mr. Skol attended a meeting with VICE PRESIDENT GORE and the Honduran president-elect at the White House, January 20 . . . Mr. Watson joined with delegation chief BRUCE BABBITT, Secretary of the Interior, at the inauguration of Honduran President CARLOS ROBERTO REINA, January 27, in Tegucigalpa. □



PORT-OF-SPAIN, Trinidad—At award ceremony, from left, front row: Charles S. Shapiro, Philus Belfon, Patricia Daniel, Kevin Cheerangie, Daniel Jacobson, Ambassador Sally G. Cowal, Junior Ross, Wilfred

Jimmette, Janet Wescott. Second row: Winston Garcia, Knolly Roberts, Valman Branche, Bertram Solomon, Mary Nichols, Jerome Jack Third row: Sandra Huggins, Chandath Mahabir.

INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY

The senior adviser for telecommunications, VONYA B. McCANN, and the Russian minister of communications, VLADIMIR BULGAK, formally exchange texts of a memorandum of understanding on cooperation in telecommunications, which was signed earlier by the minister and Under Secretary JOAN E. SPERO. Mr. Bulgak and his dele-



INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY—The bureau's Vonya B. McCann with Russia's Vladimir Bulgak.

gation were on an official visit to Washington, February 28 and March 1. The memorandum of understanding regularizes a program of ministerial-level telecommunications policy consultations and identifies a program of technical assistance. During his visit to Washington, Mr. Bulgak met with Assistant Secretaries DANIEL TARULLO and ROBERT GALLUCCI; the A.I.D. assistant administrator, THOMAS DINE, and made a courtesy call on VICE-PRESIDENT GORE. □

INTERNATIONAL NARCOTICS MATTERS

Front Office: Assistant Secretary ROBERT GELBARD led a high-level U.S. law enforcement delegation to China, Thailand and Hong Kong, January 21-February 4 for meetings on narcotics, alien smuggling and other international crime issues. The delegation included officials from the Department of Justice, the Federal Bureau of Investigation, the Drug Enforcement Administration and the U.S. Customs Service . . . On February 4, the assistant secretary delivered an address at the Hong Kong Foreign Correspondents Club. WILLIAM BROWNFIELD, director of the policy, planning and coordination office, and ROBERT PERITO, director of the international criminal justice office, accompanied Mr. Gelbard . . . On February 9, Mr. Gelbard represented the Department at PRESIDENT CLINTON's announcement of the administration's new drug control



INTERNATIONAL NARCOTICS MATTERS—Assistant Secretary *Robert S. Gelbard* presents a Certificate of Appreciation to Lieutenant Colonel *Thomas J. Kuster* on his retirement from the Army. His last assignment was air and ground military advisor to the bureau.

strategy. The event, at the Prince George's County correctional facility in Upper Marlboro, Md., was attended by members of the President's cabinet and other dignitaries . . . Following the President's announcement of the strategy, Mr. Gelbard participated in SECRETARY CHRISTOPHER's February 9 briefing on international narcotics issues for diplomats and other officials involved in international drug control . . . Mr. Gelbard also discussed the strategy with journalists at the State Department daily press briefing, February 9, and at a Foreign Press Center briefing, February 10.

CRESENCIO ARCOS accompanied Office of National Drug Control Policy director LEE P. BROWN on a February 13-17 trip to Mexico to brief the president there and other Mexican leaders on the drug control strategy, and to visit Mexican counternarcotics agencies and installations . . . Mr. Arcos attended a conference on narcotics issues sponsored by the Ditchley Foundation in Oxford, England, February 25-26 . . . He traveled to Peru, January 18-21, to discuss counternarcotics matters with the president there and his advisers . . . He visited the Ucayali Valley to observe Peruvian counternarcotics operations, and reassured both the public and key officials of U.S. intentions to continue support for Peruvian counternarcotics programs.

R. GRANT SMITH and SALLY BRANDEL of the bureau's new Office of International Criminal Justice were in Vienna, February 28-March 4, for the European-North American preparatory meeting for the ninth World Crime Congress.

Office of Program Management: The director of programs, ROBERT PERRY, led a

U.S. observer delegation to a Central American drug control conference in Mexico City, January 24-25. He was accompanied by MICHAEL RANNEBERGER and Central America program officer ROBERT BLAU . . . Embassy Mexico narcotics affairs program manager WILLIAM CARROLL arranged logistics and joined the delegation in Mexico City . . . DAVID HUNT went to Portofino and Caracas, Venezuela, on a Caribbean Basin radar network site survey and for consultations with U.S. embassy officials, January 10-15 . . . Lieutenant Colonel THOMAS KUSTER, air and ground military adviser, retired from the U.S. Army February 25.

Office of Transnational Affairs: Law enforcement training coordinator/Customs liaison ART MUIRHEAD and U.S. Customs canine instructor DON BLAIR traveled to Barquisimeto, Venezuela, in early January to make final arrangements for a regional seminar for administrators of narcotics-detector dog programs . . . Mr. Blair returned to Venezuela, January 18-28, to furnish the instruction . . . Twenty-nine Latin American participants received certificates at the graduation, attended by dignitaries from the State of Lara, several national ministries and the U.S. embassy. The program received extensive media coverage in Venezuela . . . Air Wing Major TODD A. BUTTS received a Defense Meritorious Service Medal and its Bolivian equivalent for his three years of service as aviation logistics adviser in support of the aviation program in Bolivia . . . Air Wing deputy commander JOHN BINKLEY was in Washington, January 10-14 and February 10-14, for total quality management training . . . He traveled to Peru for a site

visit, January 24-28 . . . He and safety officer PHIL TELANDER and PAUL O'SULLIVAN, senior aviation adviser in Bolivia, were in Washington, February 22-25, to participate in the contractor-award fee review . . . Policy analyst RAYBURN HESSE traveled to London, February 11-14, for meetings of the financial action task force . . . He traveled to New York, February 25, to participate in a conference on money-laundering, asset forfeiture and white-collar crime . . . Public affairs officer LYNNE PLATT attended the conference . . . Demand reduction coordinator THOMAS BROWNE met with East European policy decision-makers in Italy, February 7-11, to assess needs and develop a curriculum for drug demand reduction programs. □

INTERNATIONAL ORGANIZATION AFFAIRS

Office of the Assistant Secretary: On February 14 Assistant Secretary DOUGLAS J. BENNET addressed the College of Letters at Wesleyan University, Middletown, Conn. . . . On February 19 he spoke to the "North American Invitational Model United Nations" at the Washington-Hilton on "U.S. Leadership within the United Nations."

Office of Economic and Environmental Affairs: Deputy director JOHN MCGUINNESS participated in the sessions of the Commission on Sustainable Development's intersessional working programs on finance and technology, in New York, February 22-March 4 . . . JEFFREY DeLAURENTIS participated in the UN Economic Commission for Europe's 42nd session of the Committee of the Development of Trade, in Geneva, March 1-3.



Office of International Development Assistance: GERALD J. MONROE, director, and HELEN R. La LIME, chief, Economic and Humanitarian Division, served on the U.S. delegation to the first organizational meeting of the new executive board of the UN Development Program, in New York, February 15-18. They were joined by Unicef desk officer CAROL S. FULLER to serve on the U.S. delegation to the first organizational meeting of the new executive board of the UN Children's Fund in New York, February 23-25.

Office of Technical Specialized Agencies: On February 28 VICE PRESIDENT GORE administered the oath of office to SHELLIA DAVIS LAWRENCE as the special U.S. representative to the World Conservation Union and to M. LARRY LAWRENCE as ambassador to Switzerland. Ms. Lawrence headed the U.S. delegation to the union's triennial general assembly in Buenos Aires, January 18-26 . . . RAYMOND E. WANER served on the U.S. delegation to the meeting of the International Atomic Energy Agency's board of governors, in Vienna, February 21-23 . . . RICHARD ZORN served on the U.S. delegation to the meeting of the executive council of the Universal Postal Union, in Bern, January 31-February 18.

Office of System Administration: LARRY SPRINGER, chief of the bureau's UN Employment Assistance Division, attended minority job fairs and meetings with faculty at Michigan State and the University of Michigan, in January, to recruit U.S. citizens for positions in the United Nations . . . He visited the College of William and Mary, January 31, to hold information briefings on Foreign Service and UN job opportunities . . . MADELYN EVANS joined Mr. Springer in briefings at the Career Transition Center in February, and she traveled to New York, March 2-3, to discuss recruitment issues with personnel officials of the UN Children's Fund, the UN Development Program and the UN Secretariat.

Office of UN Political Affairs: STEPHEN D. SELLERS transferred from Senegal to the office.

Office of Peacekeeping and Humanitarian Operations: GRACE C. STETTENBAUER transferred from the Bureau of African Affairs to the office.

Office of Democracy, Human Rights and Social Affairs: Deputy director BEVERLY ZWEIBEN served as alternate head of the U.S. delegation to the European regional preparatory committee meeting for the ninth UN congress on the prevention of crime and the treatment of offenders, in Vienna, February 28-March 4 . . . MARGARET POL-LACK participated on the U.S. delegation to the informal technical meeting of the international conference on Central American refugees, in San Jose, Costa Rica, February 15-16 . . . ARVONNE S. FRASER, whose appoint-

ment as U.S. representative to the UN Commission on the Status of Women was signed by PRESIDENT CLINTON on March 3, was sworn in March 4. She immediately departed to New York for meetings with nongovernmental organizations, prior to the meeting of the UN Commission on the Status of Women.

Office of Policy, Public and Congressional Affairs: Director DOUGLAS KINNEY participated in conferences on UN peacekeeping and preventive diplomacy, and represented the Department at the Arlington Cemetery observance of the Desert Storm ceasefire. □

LEGAL ADVISER'S OFFICE

The United States and United Kingdom settled long-standing arbitration over excessive and arbitrary charges imposed on U.S. carriers at London's Heathrow Airport. Among other things, the British government paid the United States \$29.5 million and agreed to ensure that Heathrow changes the way it charges carriers. The settlement was negotiated by a team from the Legal Adviser's Office, working closely with the economics bureau and the Transportation Department. The legal adviser's settlement team was led by MARK STEINBERG, counselor on international law, and included attorney advisers SAM WITTEN and LAURA FARTHING. Over the years, JOHN CROOK and CATHERINE W. BROWN, as well as numerous attorney-advisers and support staff, have made contributions to this prolonged dispute.

CONRAD K. HARPER participated on the Federal Bar Council panel on international outlaws, in Acapulco, where he also received the Whitney North Seymour Award . . . Mr. Harper met with UN officials in New York on Yugoslav war crimes issues. He was accompanied by MICHAEL J. MATHE-SON, principal deputy legal adviser; BRUCE C. RASHKOW, assistant legal adviser for UN affairs; and JAMES C. O'BRIEN, attorney-adviser, Office of European and Canadian Affairs.

T. MICHAEL PEAY, assistant legal adviser for inter-American affairs, traveled to Mexico City as legal adviser to the U.S. delegation attending the Organization of American States special general assembly session on cooperation for development and the elimination of extreme poverty . . . RONALD J. BETTAUER, assistant legal adviser for international claims and investment disputes, led the team that presented U.S. claims issues in Phnom Penh and Hanoi. He was accompanied by MICHAEL J. DENNIS, attorney-adviser, Office of Ethics and Per-

sonnel, and JEFFREY D. KOVAR, attorney-adviser, Office of East Asian and Pacific Affairs . . . TED A. BOREK, assistant legal adviser for economic, business and communications affairs, took part in the 17th foreign affairs leadership seminar.

ELIANA DAVIDSON, attorney-adviser, Office of Ethics and Personnel, attended the 10th annual symposium on child sexual abuse, in Huntsville . . . MIRIAM E. SAPIRO, attorney-adviser, Office of Human Rights and Refugees, traveled to Prague for the Conference on Security and Cooperation in Europe's session of the committee of senior officials, where she provided advice on legal issues and held consultations on human rights issues . . . THOMAS A. JOHNSON, attorney-adviser, Office of Law Enforcement and Intelligence, was a member of the U.S. delegation to the European regional preparatory meeting in Vienna for the 1995 UN congress on the prevention of crime and treatment of offenders . . . JOSEPH A. ROACH, attorney-adviser, Office of Oceans, International Environmental and Scientific Affairs, traveled to Montreal to address a meeting on the environmental dimensions of armed conflicts . . . DAVID S. ABRAMOWITZ, attorney-adviser, Office of Near Eastern Affairs, participated in meetings in Cairo and Tunis related to the arms control and regional security working group and the refugee working group.

EDWARD R. CUMMINGS, assistant legal adviser for politico-military affairs, traveled to Geneva for the expert conventional weapons conference . . . STEVEN A. SOLOMON, attorney-adviser, same office, attended the space law conference in Colorado Springs . . . HAROLD S. BURMAN, attorney-adviser, Office of Private International Law, traveled to New York for the UN conference on international business transactions.

People: ROBERT MALLEY, attorney, accepted a temporary appointment in the Office on Human Rights and Refugee Affairs . . . TAMMY L. FURR and MICHEL K. BASSLE were chosen as the new paralegal specialists in the Office of Law Enforcement and Intelligence. □

LEGISLATIVE AFFAIRS

On February 16, JEFFREY WHITE, director of legislative operations, spoke to the A-100 class of Foreign Service officers and accompanied them to Capitol Hill for visits to the House Foreign Affairs Committee and Senate Foreign Relations Committee rooms . . . MARY HAINES has joined the bureau as director of legislative operations, replacing Mr. White. □



NATIONAL FOREIGN AFFAIRS TRAINING CENTER—At the advanced consular course, back row, from left: *Chris Randall, Gary Sheaffer, Shirley Crawford, Gregory Hulka, Assistant Secretary Mary Ryan, Sylvia Johnson, Cynthia Whittlesey,*

Julie Winn, Ron Chirlin, Edward Arrizabala, Jeanette Hantke, Jack Rasmussen. Front row: *Nicholas Williams, Scott Rholf, Maxine Lonon, Vivian Barnes, Susan Abeyta, Joan Oliver, Karen Christensen, Ed Ramotowski, Kathy Lorr, David O'Leary.*

NATIONAL FOREIGN AFFAIRS TRAINING CENTER

Overseas Briefing Center: RAY LEKI, director, conducted cross-cultural orientations for Drug Enforcement Administration and Immigration and Naturalization Service agents . . . The staff met with and briefed representatives from the U.S. and Foreign Commercial Service, A.I.D., Diplomatic Security's regional security officer training class and the Marine security guard spouse group . . . Three lunch-time tax seminars were held in February and March, to highlight issues facing taxpayers in the Foreign Service . . . PATRICIA TELKINS provided support materials that highlighted living conditions in Russia to employees of the National Aeronautics and Space Administration and family members who will be going to Star City, Russia, to train for a joint Russian-American space station mission . . . The Information Center has scheduled several Saturday openings to accommodate employees and family members who find it difficult to visit the Center during regular work-hours. It will be open from 10 to 4 on April 23, May 14 and June 4.

The center will present "Encouraging Resilience in the Foreign Service Child" on

Saturday, May 14, from 9 a.m. to 1:30 p.m. The session will examine how the Foreign Service lifestyle affects raising children. JULIUS SEGAL, child psychologist, writer and author of articles in *Parents* magazine, will appear with GAIL METCALF and JOEL WALLACH, frequent contributing authors to *State* magazine, and an experienced team of counselors who have directed the development of several overseas community service organizations, to present a morning on promoting resilience in children. There will also be an introduction to the offices and organizations that can play a part in assisting with issues concerning Foreign Service children. The Information Center will be open from 10 to 4 on that day.

School of Area Studies: On February 11, ROMAN POPADIUK addressed the Alaska World Affairs Council on "Ukraine: Challenges and Prospects." He served as the first U.S. ambassador to Ukraine, 1992-93, and currently is on the staff of the School of Area Studies. He focused on the political situation in Ukraine, the business environment, and on a review of U.S.-Ukrainian relations. In addition, he held meetings at the Department of Commerce office in Anchorage, where discussion centered on U.S. business opportunities in Ukraine . . . PETER BECHTOLD was a panelist on Islamic fundamentalism at the first two-day symposium of Georgetown University's new Center for the Study of Christianity and Islam, March 2-3 . . . ANNE IMAMURA gave a talk to the Japan Society, February 24, on "Women, Family and Social Change." □

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: ROBERT H. PELLETREAU was sworn in as assistant secretary, February 18 . . . On February 24 he discussed the Middle East with



KUWAIT—At ground-breaking for new embassy, from right: Ambassador *Edward W. Gnehm Jr.*, Kuwait's chief engineer *Bader Al-Rahfi* and Office of Foreign Buildings Operations project manager *Perry Carlson.*

members of the U.S. Catholic Conference on International Policy . . . Deputy assistant secretary DANIEL C. KURTZER led the U.S. delegation to and cochaired a special meeting of the Middle East multilateral steering group in Montebello, Canada, February 8-10, where guidelines and priorities for regional cooperation were discussed with 12 delegations from the Middle East and outside the region . . . Mr. Kurtzer and deputy assistant secretary TONI VERSTANDIG participated in the U.S.-Israel-Jordan trilateral economic committee meeting in Washington, February 16-17 . . . Ms. Verstandig traveled to Chestertown, Md., February 28, to give a speech on economic and political issues in the West Bank and Gaza, to students at Washington College.

Office of the Public Affairs Adviser: On February 2 public affairs adviser RICHARD LeBARON discussed the bureau's approach to press relations with senior Israeli officials attending the annual media and communication seminar sponsored by the Israeli embassy . . . MARK HERZBERG joined the office as the deputy public affairs adviser.

Office of Arabian Peninsula Affairs: On February 17 desk officer DAVID YOUNG discussed Bahrain with high school students from Tennessee representing Bahrain at the Georgetown model UN conference . . . On March 1 he spoke on careers in the Foreign Service, during Marymount University's career day.

Office of Egyptian Affairs: Deputy director THEODORE FEIFER represented the United States at a session of the Middle East, multilateral working group on the environment, in intersessional activity to develop a code of conduct. The meeting was held in Cairo February 8-9.

Office of Israel and Arab-Israeli Affairs: On February 2 director THOMAS J. MILLER discussed U.S.-Israeli relations with senior Israeli officials attending the annual media and communication seminar sponsored by the Israeli embassy . . . On February 4 he received an award for lecturing at the Foreign Service Institute's Washington tradecraft course . . . On February 5, he addressed the national executive committee of the Jewish War Veterans . . . He traveled to Elberon, N.J., to discuss the peace process at the Israel forum sponsored by Congressman FRANK PALLONE . . . Mr. Miller traveled to Palm Springs, Calif., February 27, to deliver the keynote address at the western states annual conference of American Friends of Hebrew University . . . Deputy director RICHARD ROTH participated in the U.S.-Israel-Jordan trilateral economic committee meeting in Washington, February 16-17 . . . Political officer MARC SIEVERS met with MAEN AREIKAT, FAISAL HUSSEINI's media adviser, February 3 . . . On February 6, Mr. Sievers spoke at Oseh Shalom Synagogue in Laurel, Md., on the Middle East

peace process . . . He met with Palestinian peace activist MUBARAK AWAD, February 15 . . . On February 16, he briefed staff members of the House Foreign Affairs Committee, on Palestinian democratization efforts . . . He traveled to Cairo, Egypt, February 22-24, to attend a conference of regional political officers . . . Economic officer CLAUDIA SERWER participated in bilateral civilian aviation talks in Washington, March 1-2.

Office of Lebanon, Syria, Jordan, and Palestinian Affairs: On February 16 Lebanon desk officer JUAN ALSACE attended a luncheon hosted by the American Task Force for Lebanon, where he explained U.S. policy on passport restrictions for travel to Lebanon.

Office of Maghreb Affairs: Director STEPHEN BUCK gave a lecture at American University on U.S. policy in North Africa, February 10 . . . On February 18, desk officer DAVID FETTER discussed Libya with high school students representing Libya at the Georgetown model U.N. conference.

Office of Northern Gulf Affairs: Director RONALD NEUMANN spoke on Iran to members of the National War College, Middle East class, February 22.

Office of Regional Affairs: Deputy director, GARY USREY spoke on U.S. policy and political Islam in connection with American University's Washington Semester Program, February 18 . . . He traveled to Cairo, Egypt, February 23-24, to participate in a conference of regional political officers . . . ROBERT KRANZ, officer-in-charge of Multilateral Force and Observer Affairs, accompanied senior staff representatives from the observer

headquarters in Rome and the Sinai to Schofield Barracks, Hawaii, February 16-18, where they provided briefings to the commanding general and staff officers of the 25th Infantry Division. The division will send a battalion to serve with the peacekeeping force in the Sinai this summer . . . The special assistant for the peace process JAKE WALLE, participated in the third session of the U.S.-Israel-Jordan trilateral economic committee in Washington, February 16-17 . . . The special assistant for science and technology, CHARLES LAWSON, visited Oman, Jordan, the occupied territories and Israel, February 21-March 6, for consultations in preparation for the next meeting of the multilateral working group on water resources, which will be in Muscat, April 17-20. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

Special negotiator RICHARD J. SMITH chaired the 10th conference on the conservation and management of the living marine resources of the central Bering Sea, February 7-11, at the Department. At the conference, representatives of China, Japan, South Ko-



OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—Rebecca Van Doren-Shulkin, center, is presented a Meritorious Honor Award by

Assistant Secretary Elinor G. Constable for enhancing U.S.-Russian scientific cooperation. With them is bureau executive director John L. McGruder.

rea, Poland, Russia and the United States concluded negotiations on and agreed to a convention on the conservation and management of pollock resources of the central Bering Sea. The deputy assistant secretary for ocean affairs, DAVID A. COLSON, initialed the convention on behalf of the United States. He led the U.S. delegation through the 10 rounds of discussions, over nearly 3 years. WILLIAM E. DILDAY, senior Pacific affairs officer, Office of Marine Conservation, assisted in the negotiations.

RAFE POMERANCE, deputy assistant secretary for environment and development, headed the U.S. delegation to the ninth session of the intergovernmental negotiating committee for a framework convention on climate change, February 7-18, in Geneva. DANIEL REIFSNYDER, director, Office of Global Change, and JONATHAN PERSHING, science officer, same office, participated in the session . . . Prior to that, Mr. Reifsnnyder attended meetings of the Bureau of the Intergovernmental Panel on Climate Change, February 3-4, in Geneva . . . EVELYN WHEELER, multilateral affairs officer, Office of Ecology and Terrestrial Conservation, represented the United States at the third meeting of the signatories to the convention on environmental impact assessment in a transboundary context, in Geneva, February 21-24.

The deputy assistant secretary for science, technology and health, JOHN BORRIGT, traveled to Tokyo, February 13-16, for the joint working-level committee meeting of the U.S.-Japan science and technology agreement, and other discussions with Japan on science and technology issues. He was accompanied by COLIN HELMER, Japan program officer, Office of Cooperative Programs, who serves as the executive secretary of the U.S.-Japan agreement.

MARTIN PROCHNIK and India program officer KATHLEEN GAASERUD visited India, February 16-24, to discuss with the ministry of external affairs and the department of science and technology the draft U.S.-India S&T Agreement that ELINOR CONSTABLE tabled November 8, and funding for cooperation beyond the expiration of the U.S.-India Fund in 1997. They also visited institutions in New Delhi and Goa.

WILLIAM C. VEALE, Office of Science, Technology and Health, spoke on the Department view of the internationalization of space, at the sixth biennial conference on law relating to national security activities in outer space, at the Air Force Space Command, Colorado Springs, Colo., March 1-3. □

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PERSONNEL

Family Liaison Office

The office mailed the video "Raising Children Abroad" with supporting materials to all posts. The video will be used to facilitate parent discussions on the special circumstances affecting a Foreign Service family.

The arrival of community liaison office coordinators from 17 posts for the Foreign Service Institute course "Professional Skills Development" was coordinated by community liaison office support officer VIRGINIA CHANDLER and receptionist SHARON FEATHERSTONE. Director KENDALL MONTGOMERY, education counselor KAY EAKIN and publications coordinator KAREN LUNDAHL accompanied Ms. Chandler and the coordinators on the off-site portion of the course. Returning to Washington, they were briefed by staff members of the Family

Liaison Office, the Office of Overseas School, the Overseas Briefing Center and their post management officers. They participated in a crisis management seminar facilitated by the Bureau of Diplomatic Security. On the final day, the coordinators had a lunch meeting with the under secretary for management, RICHARD M. MOOSE, and the director general of the Foreign Service and director of personnel, GENTA HAWKINS HOLMES.

Staff members briefed a number of groups in February. Ms. Montgomery addressed the ambassadors seminar and facilitated a session of the "Introduction to Foreign Service Life" course offered by the Overseas Briefing Center. Support services officer LINDA OLESEN briefed the participants in the security overseas seminar and the new regional security officers class. Ms. Olesen and employment program assistant ERIN ROONEY briefed Marine security guard spouses. Ms. Rooney, deputy director GAIL WATSON KNOWLES and employment program coordinator DAVID BALL briefed the A100 class. □



FAMILY LIAISON OFFICE—Participants in the professional skills development course for community liaison office coordinators, with staff members of the office, front row, left to right, *Dolores Mignano* (Rangoon), *Michelle Perez* (Santo Domingo), *Ronnie Kern*, *Kendall Montgomery*. Second row: *Ann Percival* (Stockholm), *Gail Thompson* (San Salvador), *Angela Howard* (Tegucigalpa), *Tammie Parnell* (Monterrey), *Gail Watson Knowles*. Third row: *Linda Olesen*,

Diane Sabonis (Vienna), *Evelia Horn* (Santiago), Fourth row: *Gwen Lloyd* (Manila), *Tessa McBride* (London), *Georgia Lucas* (Kathmandu), *Alisa Ginyard* (Taipei), *David Ball*. Fifth row: *Kay Eakin*, *Virginia Chandler*, *Toni Sarabia* (Islamabad), *Connie Humphrey* (Jakarta), *Sharon Featherstone*. Sixth row: *Allen Irvine* (Bern), *Pennie Walser* (Sao Paulo), *Erin Rooney*. Seventh row: *Karen Lundahl*, *Walter Coleshill* (Brasilia).

Medical Services

Foreign Service nurse practitioners JUNE GEAKE and JENNIFER GRISE and Dr. JOHN KEYES, have been tenured by the Specialist Tenuring Board . . . ART BROKSAS, physician's assistant, has received a meritorious step increase . . . The following Foreign Service nationals at the health unit in Yaounde were given Meritorious Honor Awards: ESTHER ASONGANYI and TIFUH NJOKOM. The two were nominated by nurse practitioner CYNTHIA FORT . . . Dr. JOHN ALDIS, director of medical clearances, visited West African posts during a survey trip, January 15-February 3. He went to Brazzaville, Monrovia, Lagos, and Conakry, with side trips to Abidjan and Kinshasa.

CAROL STEELSMITH, contract nurse from the Abidjan health unit, consulted in Medical Services after accompanying a patient to Washington in mid-February. Also accompanying medevacs the week of February 22 were nurse practitioner ELAINE LEECH from Seoul and regional medical officer WALTER BARQUIST from Pretoria . . . Dr. LARRY BROWN, deputy medical director, visited Johannesburg, Lilongwe, Maputo and Pretoria on a survey trip for two weeks in mid-March. While in Pretoria, he spoke at the regional contract nurses conference organized by nurse practitioner MARY GALVIN from Maputo. □

POLITICO-MILITARY AFFAIRS

Assistant Secretary ROBERT L. GALLUCCI presided at the swearing-in of NELSON F. SIEVERING JR. as U.S. representative to the International Atomic Energy Agency, in the Department of Treaty Room, January 27 . . . Mr. Sievering led the U.S. delegation to the agency's board of governors meeting in Vienna, beginning the week of February 21 . . . Deputy assistant secretary FRANCES D. COOK and members of the Offices of Defense Relations and Security Assistance, International Security and Peacekeeping Operations, and Policy and Plans traveled to Nato's Supreme Allied Command, Atlantic headquarters, for a day of briefings on that command's future in light of recent Nato summit initiatives . . . ROBERT J. EINHORN, deputy assistant secretary for nonproliferation, led U.S. delegations to a meeting of a Middle East arms control and regional security working group in Cairo, January 30-February 3, and discussions on proposed measures to limit production and

stockpiling of fissile materials, at the International Atomic Energy Agency, board of governors meeting in Vienna, February 20-24.

Office of Arms Control Implementation: STEVEN COSTNER and Lieutenant Colonel THOMAS SKILLMAN attended the space and missile orientation course at Vandenberg Air Force Base, Calif., January 11-13. The course dealt with U.S. strategic systems and facilities and their relationship to national policy . . . Mr. Costner participated in the January 24-February 4 session in Geneva of the standing consultative commission on the antiballistic missile treaty.

Office of Chemical, Biological and Missile Nonproliferation: Director VANN VAN DIEPEN led an interagency delegation to London, February 10-11, for missile expert talks with South African officials and industry representatives . . . From London, they traveled to Moscow, February 16-17, to conduct a second round of U.S.-Russian missile expert talks on missile-related exports.

Office of Defense Relations and Security Assistance: RIC MAYNE traveled to Albania, Bulgaria and Romania to attend bilateral working groups, and also traveled to Turkey for consultations . . . STEVEN GROH traveled to Cambodia on a U.S. survey team assessing the Cambodian government's needs for humanitarian relief and nonlethal security assistance . . . He visited Bangkok, Kuala Lumpur and Manila for consultations with embassy officials and host-country representatives, regarding defense relations and security assistance.

Office of Defense Trade Controls: Licensing officer TERRY HUNTER addressed the international compliance conference workshop on export-licensing policies and procedures, in St. Petersburg, Fla . . . Branch chief ALLAN SUCHINSKY assisted in presenting and critiquing the new international security training course at the Defense Security Institute, Richmond, Va. . . The office hosted delegations from the governments of China and Belarus for discussions on export controls.

Office of the Executive Director: Executive director DON HUNTER and deputy director RAPHAEL MIRABAL attended total-quality-management training given to the Office of Defense Trade Controls . . . Deputy Director ROBERT DENNY and CHRIS O'CONNOR attended the domestic administrative officers course.

Office of International Security and Peacekeeping: Colonel TOM GRANT traveled to Tampa, February 7-9, for consultations with the U.S. Central Command on peacekeeping and security assistance issues . . . Action officer PHIL SUTER visited Fort Bragg, N.C., February 24, for consultations with the U.S. Special Operations Command.

Office of Nuclear Energy Affairs: RICHARD J.K. STRATFORD, director, led U.S. delegations to the session of the joint stand-

ing committee on nuclear and other energy technology, in Seoul, Korea, January 25-28; to the meeting of the experts group for negotiations on the nuclear safety convention, in Vienna January 31-February 4; and to the session of the nuclear suppliers group's conditions-of-supply working group, also in Vienna, February 17 . . . He addressed the nuclear suppliers group seminar in Warsaw, on nonproliferation for Commonwealth of Independent States republics, February 28-March 3 . . . He was accompanied to Korea by ALEX BURKART, deputy director, Office of Safeguards and Technology, who also led U.S. delegations to bilateral meetings on cooperation issues in Taejon, Korea, and Taipei, Taiwan . . . FRED MCGOLDRICK, principal deputy director, led a U.S. delegation, including officials from the State and Energy Departments, to New Delhi for discussions on the expiration of the 1963 U.S.-India agreement for peaceful nuclear cooperation (the Tarapur agreement), January 20-21 . . . CHARLES NEWSTEAD, senior adviser for nuclear energy, participated on an interagency delegation to negotiate an agreement with the French Atomic Energy Commission, on inertial confinement fusion research, in Paris, February 14-18 . . . JOHN DOOLEY, foreign affairs officer, addressed U.S. Nuclear Regulatory Commission officers on nonproliferation policy, in a program sponsored by the U.S. Office of Personnel Management, February 2.

Office of Regional Nonproliferation: Deputy director GARY SAMORE was a member of the U.S. team holding working-level discussions with the North Koreans in New York, over their refusal to allow inspections of their nuclear facilities. JOEL WIT and VENETIA CAROTENUTO provided extensive backstopping for these discussions.

Office of Strategic Policy and Negotiations: RALPH KWONG traveled to Kiev, Ukraine, as a member of the safe-and-secure dismantlement delegation, for negotiation of a defense conversion agreement and amendments to already-signed agreements on export control, nuclear material control and accounting, and strategic nuclear arms dismantlement . . . TIMOTHY TULENKO traveled to Geneva, January 24-February 25, for the opening weeks of the conference on disarmament, serving as a State Department adviser on the U.S. delegation. The highlight of the session was the beginning of negotiations on a comprehensive nuclear test ban treaty. □

PUBLIC AFFAIRS

The bureau welcomed PETER PAPPAS and NANDA CHITRE to the Front Office, where they will contribute to communication strategies and interagency working groups.

Mr. Pappas comes to the Department from the White House, Office of the Counsel to the President, and Ms. Chitre from the Bureau of Political-Military Affairs.

Office of Public Liaison: The Dean Acheson Auditorium was the site of the 11th annual Secretaries of State conference, January 28. SECRETARY CHRISTOPHER opened the event and welcomed former SECRETARIES BAKER, HAIG, MUSKIE and ROGERS to the Department for a two-hour roundtable on global issues. The program was cosponsored by the Southern Center for International Affairs, Atlanta. Approximately 350 senior Government officials and members of the foreign policy community, diplomatic corps and congressional representatives attended. The discussion was moderated by journalist CHARLAYNE HUNTER-GUALT and will be aired nationally by the Public Broadcasting System in the spring. MARY ANN DIXON managed the event.

Director general GENTA HAWKINS HOLMES addressed participants in the U.S. Senate's youth program, February 4, in the Loy Henderson Conference room. Students from across the United States participated. A luncheon followed, with Department counselor TIMOTHY WIRTH giving the keynote address. Briefings officer JUDY CHRONISTER arranged the program.

Secretary Christopher delivered the keynote address at a luncheon meeting of the World Jewish Congress governing board, February 7. The group was in Washington for its biannual meeting. Jewish leaders from more than 80 countries attended. Assistant Secretary JOHN SHATTUCK, with THOMAS W. SIMON JR., coordinator of U.S. assistance to the new independent states of the former Soviet Union, and DENNIS ROSS, special Middle East coordinator, addressed the group in the Dean Acheson Auditorium. YVONNE O'BRIEN coordinated the program.

Economic and Agricultural Affairs' senior adviser JOHN MALOTT, addressed Presidential Classroom students in the Loy Henderson Conference Room, February 14. Three hundred and fifty students representing the 50 states participated. The under secretary for economic and agricultural affairs, JOAN E. SPERO, responded to questions.

The under secretary for international security affairs, LYNN DAVIS, spoke to the Ladies Auxiliary of the American Legion, at the Sheraton-Washington, February 14. Four hundred and fifty women leaders from across the country participated in this "Annual Awareness Assembly." The purpose of the assembly is for members to be briefed on foreign policy and domestic issues. EILEEN McCORMICK PLACE facilitated Ms. Davis' appearance.

LARRY NAPPER addressed the American Legion, February 14, at the Sheraton-Washington. Approximately 400 members of

the Legion's national security and foreign relations committees attended this 34th annual Washington conference. Mr. Napper discussed the new independent states and the "Partnership for Peace." . . . He also addressed the Veterans of Foreign Wars winter conference, February 27, at the Sheraton-Washington. His address focused on the new independent states, security issues and the Nato linkage. Ms. O'Brien handled the arrangements.

The office welcomed MAURA ROBINSO to the Public Information Division, February 22.

Office of Intergovernmental Affairs: JANICE SETTLE organized a special briefing on U.S. relations with Russia, featuring Ambassador THOMAS R. PICKERING, in the Department on February 8. Seventy-five intergovernmental and private-sector organization representatives, many providing technical and educational assistance to Russia and other newly independent states, attended the meeting.

DUSTY KREISBERG arranged a briefing for National Governors Association representatives by Mr. Simons, on the association's Moscow business office . . . She represented the Department at a Department of Commerce-sponsored meeting for local government representatives on the administration's technology policy and strategy . . . She coordinated with Embassy Brussels for Oklahoma Governor DAVID WALTERS' February 20 visit with Ambassador ALAN BLINKEN . . . She arranged a meeting with the Council of State Governments to explore the council's interest in technical assistance to Latin America.

Office of The Historian: The Advisory Committee on Historical Diplomatic Documentation held its first meeting of the year, February 17-18. The group, meeting in the Department, focused its attention on the Department's plans to accelerate the publication of the foreign affairs record and to declassify and release for public review all its 30-year-old and older records by 1996. At the February meeting, MELVYN F. LEFFLER took his place as the committee's newest member. His membership term is for three years. He teaches diplomatic history at the University of Virginia, Charlottesville.

An article on "National Security Council Meetings during the Johnson Presidency" was published in the winter issue of Diplomatic History. It was by DAVID C. HUMPHREY, historian in the Asian and American Division . . . WILLIAM Z. SLANY, the Department's historian, represented the Department at the February meeting of the National Historical Publications and Records Commission . . . JAMES E. MILLER, General and European Division, received an award for his service as a lecturer on American foreign policy, at the National Foreign Affairs Training Center. □

REFUGEE PROGRAMS

Director WARREN ZIMMERMANN retired from the Foreign Service, March 3, 1994, after 33 years. He was given the Wilbur J. Carr Award . . . In mid-February, accompanied by WILLIAM D. FLEMING, program officer, he headed the U.S. delegation to the comprehensive plan of action steering committee meeting in Geneva, Switzerland, and shepherded the policy process to a successful conclusion.

PHYLLIS E. OAKLEY, senior deputy assistant secretary, and THERESA L. RUSCH, office director, consulted with government officials in Geneva, Switzerland; Moscow, Russia; and Zagreb, Croatia . . . BRUNSON MCKINLEY, deputy assistant secretary, attended the International Center for Ethnicity, Migration and Citizenship seminar in New York . . . M. FAITH MITCHELL, senior coordinator for population, described the administration's preparations for the 1994 international conference on population and development, at the United Nations Association's conference of UN representatives, the annual meetings of the National Family Planning and Reproductive Health Association and the A.I.D. Office of Population Cooperating Agencies, at the U.S. Network for Cairo's town meeting in Atlanta, and at the conference, "Looking Toward Cairo: Unresolved Population and Development Issues." . . . RICHARD M. CORNELIUS, population officer, made a presentation at the U.S. Network for Cairo's town meeting in Madison, Wisc. . . . DOUGLAS R. HUNTER, office director, attended the conference on immigration reform in Miami . . . AMY B. NELSON, program officer, represented the bureau at the International Conference on Central American Refugees meeting in San Jose, Costa Rica, and monitored returnee programs supported by the United States in Guatemala . . . MARY M. LANGE, program officer, participated in the UN High Commission for Refugees/World Food Program assessment mission, to evaluate bureau-funded projects in Coté d'Ivoire.

DEWEY R. PENDERGRASS, Office of Refugee Admissions, attended the Immigration and Naturalization Service regional workshop in Bangkok, and consulted with refugee and migration affairs officials . . . KATHERINE K. PERKINS, CARLA T. NADEAU and CHRISTINA Y. MURPHY monitored refugee reception and placement affiliates in New Orleans . . . NEIL BOOTHBY visited the bureau to discuss issues relating to refugee children. □

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SOUTH ASIAN AFFAIRS

Front Office: Assistant Secretary ROBIN RAPHEL testified, February 4, before the Senate Foreign Relations Committee's subcommittee for the Middle East and South Asia, on the situation in South Asia . . . On February 9, she addressed an Asia Society luncheon at the Department, on U.S. policy goals in South Asia . . . She met with Pakistan's foreign secretary, SHAHARYAR KHAN, February 14-15.

Office of India, Nepal, Sri Lanka and the Maldives: Director RONALD D. LORTON traveled to Colombo, Madras, Bangalore, Bombay, Calcutta, Kathmandu, New Delhi and Islamabad for consultations, February 4-22 . . . SANDY VOGELGESANG testified at her confirmation hearing before the Senate Foreign Relations' subcommittee

LAHORE, Pakistan—Winners of cash merit awards, left to right: *Zahid Kaleem-ulah Khan, Mohammad Ikram, Bruce Knotts, Ian Kenny, M. Afzal Raza, M. Ashraf.*



KATHMANDU, Nepal—*Balaji Doraiswamy*, general services officer, left, receives Meritorious Honor Award from *Michael E. Malinowski*, chargé.

for the Middle East and South Asia, and was confirmed as ambassador to Nepal on February 10.

Office of Pakistan, Afghanistan and Bangladesh: Director JOHN HOLZMAN traveled to Paris, February 23-25, to head the U.S. delegation to the Pakistan consortium meeting hosted by the World Bank . . . Afghanistan desk officer RON McMULLEN spoke to the South Asian areas studies course, February 1 . . . DAVID N. MERRILL testified at his confirmation hearing before Senate Foreign Relations' Subcommittee for the Middle East and South Asia, and was confirmed as ambassador to Bangladesh on February 10. A career A.I.D. officer, he was sworn in at a ceremony in the Benjamin Franklin Room on February 23. Speaking at the ceremony was A.I.D. administrator BRIAN ATWOOD. Mr. Merrill was to depart for post in mid-March.

Office of Regional Affairs: Director MICHAEL LEMMON participated in the visit of the Pakistani foreign secretary, February 14-15. . . . He helped brief Senate and House staffers on U.S. nonproliferation policy as well as regional security policy toward South Asia. ■



O B I T U A R I E S

Theo C. Adams, 77, a retired Foreign Service officer, died in Dallas on December 28.

Mr. Adams began his career at State in 1946 as a divisional assistant. The following year he joined the Foreign Service and was assigned to Berlin. He became vice consul in Copenhagen in 1949. Next, he served as visa officer, then economic officer, in Hong Kong, 1951-54. In 1954 he became economic officer and consul in Tripoli. After serving as political officer and consul in Lagos, he was an international economist in the Department, 1960-63. In 1963 he was named deputy principal officer in Monterrey. After a final assignment as an international relations officer in Washington, he retired in 1968.

Mr. Adams was born in Gomez, Tex., on June 21, 1916. Before State, he worked as a lithographer for seven years at the Department of Commerce. He was a lieutenant in the Naval Reserve. There are no survivors. □

Mildred J. Asbjornson, 86, a retired personal assistant to eight Secretaries of State, died at her home in Ivanhoe, Minn., on December 28.

Ms. Asbjornson began her 38-year career in the Department in 1931. After working as a stenographer, she served as a personal assistant to Cordell Hull, Edward Stettinius, James Byrnes, George Marshall, Dean Acheson, John Foster Dulles, Christian Herter and Dean Rusk. She retired in 1969 at the end of Mr. Rusk's tenure.

Ms. Asbjornson was born in Minnesota on November 17, 1907. She attended the University of Minnesota and worked as a secretary in private industry for two years before beginning her career at State. Her survivors include a sister, Adeline Asbjornson, of Ivanhoe. □

John W. Bowling, 73, a retired Foreign Service officer, died in Troy, Ala., on January 1.

Mr. Bowling joined the Service in 1946 and became deputy principal officer in Lagos later that year. He served as consular, economic, cultural, information and disbursing officer in Karachi, 1949-51. In 1951 he became acting principal officer in Dacca. Next, he was economic officer in Kabul, 1952-54. After an assignment in the Department, he went to Tehran as political officer in 1955. He attend-

ed the National War College before becoming officer-in-charge of Iranian affairs in 1960. He was deputy director of the Office of Greek, Turkish and Iranian Affairs, 1962-64. In 1964 he returned to Dacca as principal officer and consul general. He served as principal officer in Lahore, 1966-67. After a final assignment in Washington, he retired in 1973.

Mr. Bowling was born in Oklahoma on October 16, 1920. He received a bachelor's from George Washington. He served overseas in the Army, 1942-46. His survivors include his wife, Mary Ellen Bowling, of Troy. □

John W. Busick, 60, a retired Foreign Service specialist, died in Woodbridge, Va., on February 13.

Mr. Busick joined the Service in 1978 as a cryptographic technician. After an assignment in Washington, he was posted to Bonn as a communications electronics officer in 1980. He served in Abidjan, 1984-86. After a second tour in Bonn, he retired in 1988. He earned the Meritorious Service Award. His survivors include his wife, Jeanie Busick of Woodbridge, and an son. □

Nicholas Chiacu, 79, a retired language instructor at State, died at Arlington Hospital on February 19.

Mr. Chiacu began his tenure at the Foreign Service Institute in 1963. He taught Romanian until his retirement in 1985. He was a native of Albania who held a master's from the University of Bucharest and a doctorate from the University of Rome. Before State, he taught at Cornell and Syracuse Universities. He leaves his wife, Machia Chiacu of Arlington, and two daughters. □

Lois M. Day, 72, a retired Foreign Service Officer, died at Suburban Hospital in Bethesda, Md., on February 26.

Ms. Day began her career at State in 1943 as a clerk-stenographer. After working as a foreign affairs analyst, she was commissioned as a Foreign Service officer in 1955. She was posted to Liverpool, 1955-58, and Paris, 1958-62. Next, she was a consular officer, then a management analyst, in Washington, 1962-65. In 1965 she became supervisory visa officer in Athens. She served in Warsaw, 1969-71. In 1971 she was named consul general in Seoul. After a final tour in Manila, she retired in 1979.

Ms. Day was born in Kirkville, O.,

on November 16, 1921. She worked as a secretary at the War Department during World War II. She leaves two daughters, Virginia McCurdy of Silver Spring, Md., and Bernice Davis of Bethesda, and three grandchildren. □

Ellen J. Hanes, 69, a retired personnel officer, died of a cerebral hemorrhage at Arlington Hospital, Arlington, Va., on February 28.

Ms. Hanes began her career at State in 1951 as a clerk-typist. She became an administrative assistant in the Bureau of Near Eastern Affairs in 1955. She held similar positions in the Bureau of Intelligence and Research, 1960-61, the Passport Office, 1961-62, and the Bureau of Administration, 1963-64. In 1964 she was promoted to personnel management officer in the administration bureau's executive office. In 1973 she became a Foreign Service Reserve officer. She served as a position classification specialist in the personnel bureau before retiring in 1976.

Ms. Hanes was born in McComb, O., on February 28, 1924. She worked as a secretary on Capitol Hill before beginning her tenure at State. She leaves a sister, Peggy Hanes Woodard, of Falls Church, Va. □

Jo-Anne Mazza Lawler, 40, a secretary in the Bureau of International Narcotics Matters, died of lymphoma at Fairfax Hospital, Falls Church, Va., on February 5. She was the wife of Daniel J. Lawler, Jr., a part-time technical information specialist in the Bureau of Administration.



Ms. Lawler

Ms. Lawler had accompanied her husband, a former Foreign Service officer, on assignments in Mexico City, Moscow, Monterrey and Edinburgh. In Mexico City, she worked in the arrest-and-detention unit that facilitated the prisoner-exchange treaty between Mexico and the United States. Later, she was a part-time secretary in the commercial section in Moscow and assisted the community liaison officer in Monterrey. She began her tenure as a roving secretary in the narcotics bureau in 1990. Her duties there included conducting inventories of equip-

ment and supplies in Washington and at Patrick Air Base in Florida. She earned a performance award for her work.

Ms. Lawler was born in Neptune, N.J., on December 22, 1953. She attended Monmouth College. In addition to her work at State, she served as a Girl Scout leader and area coordinator in West Springfield, Va. A memorial service attended by her coworkers was held at St. Bernadette's Catholic Church in Springfield on February 8. Besides her husband, she leaves two daughters, a son, two sisters and her father. □

James T. Lederman, 64, a foreign buildings officer in Cairo, died in an automobile accident there on March 1.



Mr. Lederman joined the Foreign Service in 1987 and became construction engineer in Muscat. He was assigned to the Office of Foreign Buildings Operations, 1989-91. He had served in Cairo since 1991. He held the Meritorious Service Award. Mr. Lederman was born in Scranton, on December 31, 1929. He received a bachelor's from Drexel College. Before State, he owned a hostel in Portugal and worked as a construction manager for several organizations, including the Marriott Corp., where he was vice president for engineering in Africa and the Middle East. He leaves his wife, Marilyn Lederman of London, and two sons. □

David J. S. Manbey, 75, a retired Foreign Service officer, died in Chichester, England, on February 12.

Mr. Manbey joined the Service in 1946 and was assigned to Frankfurt. He was administrative officer in Port-au-Prince, 1949-50, and economic officer in Bremen, 1950. After an assignment in Dusseldorf, he attended Columbia, 1952-53. In 1953 he became economic officer in Vienna. After an assignment as an intelligence research specialist and studies at the Air War College, he was named deputy chief of mission in Kigali in 1963. Next, he was a public information specialist in Washington, 1964-65. He had a second tour in Frankfurt as economic and deputy principal officer, 1965-68. He served as

consular officer in Ottawa, 1968-72. In 1972 he was named principal officer in Halifax. After a final assignment in the Department, he retired in 1976.

Mr. Manbey was born in Canada on January 11, 1919. He received a bachelor's and a master's from the University of California. He served overseas in the Army during World War II. Before State, he worked for the Civil Service Commission and the War Department. His survivors include a sister, Sylvia M. London, of Auburn, Calif. □

Marie R. Marsicano, 73, a retired Foreign Service secretary, died in Gillingham, England, on January 14.

Ms. Marsicano joined the Service in 1954 and was assigned to Istanbul as a clerk-stenographer the following year. She was posted to Tehran, 1956-59. In 1959 she became a secretary in Vienna. After an assignment in the Department, she was promoted to secretarial assistant in Beirut in 1965. She returned to Vienna in 1970. After a final tour in London, she retired in 1975. She leaves no survivors. □

Anna Mae Reker, 85, a retired secretary in the Bureau of European and Canadian Affairs, died of a heart attack at her home in Washington on February 21.

Ms. Reker began her 35-year tenure in the bureau in 1937 as a clerk-stenographer. She worked for the directors of the Offices of Central European Affairs, German and Austrian Affairs, East European Affairs and Soviet Affairs until 1961. She provided clerical assistance at overseas conferences and served as a secretary to three assistant secretaries of state before retiring in 1972.

Ms. Reker was a native of Louisville who attended St. Helena's College. Before State, she worked for the Federal Land Bank. She leaves a sister, Gertrude Osborne of Louisville, and a brother, William Reker of Denver. □

Maurice J. Scanlon, 83, a retired Foreign Service officer, died at the Hospice of Northern Virginia on March 6.

Mr. Scanlon began his career at State in 1955 as an administrative officer in Washington. In 1962 he became chief of special consular services in Hong Kong and Macau. He was chief of the visitors bureau, then administrative officer, in Rome, 1967-72. In 1972 he became an educational and cultural officer in the Department. He served as director of the

Miami Regional Center before retiring in 1975.

Mr. Scanlon was born in Wisconsin on July 21, 1910. He earned a doctorate from Notre Dame. Before State, he worked for the Office of Price Administration and the International Cooperation Administration, 1944-55. He leaves a daughter, Maureen Shea of Annandale, Va., a son, Terrence Scanlon of Washington, seven grandchildren and three great-grandchildren. □

Myron H. Schraud, 96, a retired Foreign Service officer, died of pneumonia in Chula Vista, Calif., on February 8.

Mr. Schraud began his 37-year career in the Service in 1926 as a clerk in Piedras Negras. After becoming vice consul at the post, he was assigned to Salina Cruz in 1928. He served in Tampico, 1928-30, Monterrey, 1930-32, and Puerto Castilla, 1932-33. In 1933 he was posted to Puerto Cortes. Next, he was administrative officer in San Luis Potosi, 1937-41, Manzanillo, 1941-42, and Guayamas, 1943-46. After a second tour in Monterrey, he became consul in Stuttgart in 1951. He was posted to La Paz, 1952-56. He retired in 1963 after a final tour as consul in Tijuana.

Mr. Schraud was born in Houston on September 13, 1897. He served in the Navy in Panama during World War I. He worked for the San Antonio & Aransas Pass Railway Co. for eight years before joining the Service. He leaves his wife of 56 years, Mae Richards Schraud of Chula Vista, three daughters and four grandchildren. □

Maurice F. W. Taylor, 76, a retired Foreign Service officer, died in Winter Park, Fla., on February 13.

Mr. Taylor joined the Service in 1957 and became economic officer in Tehran. After attending the National War College, he went to Manila as counselor for economic affairs in 1962. He served as economic counselor in Santo Domingo before retiring in 1907.

Mr. Taylor was born in Illinois on November 24, 1917. He received a bachelor's from Purdue and a master's from Indiana. He served as a captain in the Army during World War II. Before State, he worked as an economist for the Department of Labor, the Veterans Administration and the Treasury Department. His survivors include his wife, Elizabeth G.

Taylor, of Winter Park. □

Jack L. Vrooman, 79, a retired Foreign Service officer, died in Santa Cruz, Calif., on January 3.

Mr. Vrooman joined the Service in 1952 and became billeting officer in Tokyo. After serving as general services officer at the post, he held a similar position in Cairo, 1955-56. Next, he was a property management specialist, then supply management specialist, in Washington, 1956-59. In 1959 he became general services officer in London. He was posted to Bogota in 1965. After a final tour in Rio de Janeiro, he retired in 1970.

Mr. Vrooman was born in Michigan on November 17, 1914. He received a bachelor's from the University of Washington. He served overseas in the Army, 1942-46. His survivors include a daughter, Victoria Avery. □

Marguerite Ann (Peggy) Walter, 56, a freight rate specialist at the Baltimore Despatch Agency, died of lung cancer in Baltimore on February 7.



Ms. Walter began her career at the agency in 1975 as a part-time typist. She became a shipping clerk in the Supply and Transportation Division later that year. After working as freight rate assistant, she was promoted to specialist in 1983. The following year she was detailed to the Bureau of Administration's Office of Supply and Transportation. She returned to the agency in 1988 where, in addition to her despatch work, she served as a computer systems manager until her death. She had won three performance awards.

Ms. Walter was born in Absecon, N.J., on June 25, 1937. She attended Pennsylvania State and earned a bachelor's from Towson State. Earlier, she worked as a secretary for a mortgage banking firm in Washington and as a transcriber for a court reporting company in Maryland. A memorial service attended by her coworkers was held at St. John's Episcopal Church, Baltimore, on February 10. She leaves her fiancé, Harry Baer of Baltimore, a daughter and a son and a sister. ■

Ask Dr. Rigamer

—(Continued from Page 14)

A.

"Mono" is infectious mononucleosis, a contagious disease caused by a virus. Your son fits the profile in that it generally affects adolescents as well as college students and military recruits. The virus is found in saliva, and can be transmitted by kissing. You may have heard it referred to as the "kissing disease." Symptoms can range from no symptoms to illness that includes fever, swollen glands, a sore throat and, for some, extreme tiredness. Part of a good treatment plan includes plenty of rest and a nutritious diet and, if needed, acetaminophen for fever and pain. Most people recover within two to four weeks, but for some, recovery may be a gradual process with periodic episodes of tiredness. Consult your health-care provider regarding the resumption of any contact-sports activity. □

Reminder on medical exams

Foreign Service employees and their dependents who are assigned to the United States were reminded in a Department Notice of February 15 that they must

renew their medical clearance classification every two years by having a new medical examination.

Those eligible for a physical examination for the purpose of a medical clearance and their dependents (age 12 and above) who are assigned to the Washington area must have the examination performed in the examination clinic in Room 2906. Form DSL-820 (letter of authorization) will not be issued for the performance of a clearance physical at a nongovernment medical facility or by a private physician if appointment time on the clinic schedule is available. Those eligible dependents under age 12 may be examined by a physician/pediatrician of their choice.

For those officers and families going overseas during the summer, the clinic requested that appointments for their examinations be scheduled 90 days ahead of departure. "You cannot obtain travel orders until you are medically cleared," the notice said.

For those who are eligible for a clearance physical examination but who do not have an onward assignment, the clinic asked that appointments for their examinations be scheduled October 1 through March 31 to avoid the busy summer transfer season. ■

Here are the facts

(See Page 17)

—41, as of February 1. □



SINGAPORE—At opening of the new regional medical office, left to right: **Kevin Buckley**, clinical psychologist; **Annie Koh**,

medevac coordinator; **Dr. James Terbush**, regional medical officer; **Marshall F. Atkins**, administrative counselor.

LIBRARY B O O K L I S T

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—COMPILED BY ELIANA PARIS HOLMES ■

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