

State

The Newsletter

United States Department of State

March 1990



A LEAN
BUDGET
FOR 1991

ONE DOZIN



THE COVER—It's nonfat—but this is sustenance? Story on Page 2.

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There are 11 monthly issues (none in August). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone number is (202) 647-1649.

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Letters to the Editor

On guns: a retort

AMMAN, JORDAN

DEAR EDITOR:

This is in response to the letter from Jim Sampas in the January issue. Mr. Sampas attacked the inclusion in your magazine of a photo of a woman holding an AK-47 assault rifle. Mr. Sampas stated that this imparted "a romantic notion of guns" and decried our "loose gun control laws."

If Mr. Sampas were the least bit aware of the right to keep and bear arms which is guaranteed to all Americans by our Constitution, perhaps he would not attack what he terms as "loose" gun control laws so stridently. The fact that he attacks a photograph of someone who is

learning to defend herself and others is particularly disturbing.

While assigned to the embassy in Kabul, Afghanistan, before its closure in January 1989 during the Soviet withdrawal, I too saw many AK-47s. Perhaps Mr. Sampas should reflect on the fact that the only reason why the Soviet occupying forces left Afghanistan was that the Afghan people had guns and knew how to use them to defend their homes, lives, families and property.

If Mr. Sampas stopped a moment more to reflect, he just might discover that the reasons why the communist regime of China was able to brutally crush any

—(Continued on Page 46)

The Budget

'Let me say,' Secretary Baker tells Congress, 'that it is lean'

No additional personnel; some shifting of staff to eastern Europe

THE ADMINISTRATION has sent to Congress a hold-the-line budget of \$2.5 billion for State Department operations and foreign buildings. The money requested is for fiscal year 1991, which begins next Oct. 1.

Secretary Baker, in an appearance before the Senate Foreign Relations Committee on February 1, gave this description of the budget: "Let me say that it is lean. It has been pared back to the minimum. All our ongoing programs have been held to last year's levels, with only nominal increases to cover built-in costs such as inflation and pay increases."

There are no additional personnel positions in the budget. However, in a briefing that same day, journalists in the Department

'We must have the human resources ... to play a leadership role'

were told that there will be a gradual shifting of some positions from western to eastern Europe—but without any anticipated increase in total positions.

As planned earlier, the budget provides more than \$15 million for continuing improvement of the Department of State Telecommunications Network, and there is \$6 million in it for the program that ultimately will open up more office space in the Columbia Plaza annex for State employees.

On the foreign buildings front, \$270 million is earmarked for a new embassy office building in Moscow. Funds for site acquisition and design of new chanceries in Abidjan, Jerusalem and Tel Aviv are also included.

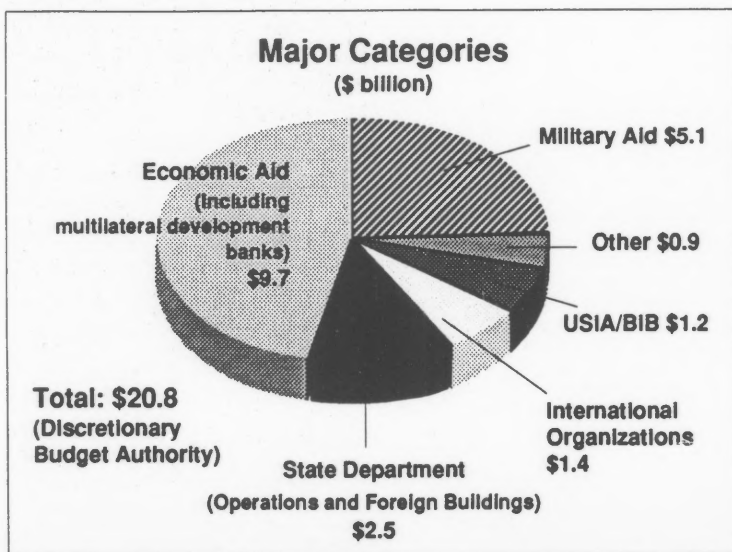
Baker stresses talent

But apart from finances, Secretary Baker, in his presentation on Capitol Hill, stressed the importance of the people of the Department. He told the senators:

"To meet the foreign policy challenges of the next decade, our nation will require a skilled, dedicated cadre of professionals to outwit, outwork and outmanage our competition. As transnational issues including narcotics and the environment become more prominent, and the ideals of political and economic freedom spread, we must have the human resources in place to play a leadership role in the world.



Secretary Baker, before the Senate Foreign Relations Committee. (State Department photo) by Walter J. Booze



"In meeting this task, our foreign affairs personnel are our principal assets—assets we must protect, nurture and invest wisely. Put very simply, in order for the United States to manage world change effectively and channel it in a positive direction, we in the foreign policy community must first manage ourselves effectively. We have taken a number of steps over the past year to strengthen management:

—“We are implementing a set of proposals that will strengthen implementation of the 1980 Foreign Service Act, and are working to develop a more effective and broadly representative State Department.

—“We are examining the need to respond to the recent dramatic developments in the Soviet Union and eastern Europe with additional overseas staffing. To the extent possible, these prospective needs would be reprogrammed from core resources.

—“We are adjusting our management approach to security in order to keep pace with changing physical and technical threat levels.

—“We are modernizing our worldwide information management system, and have maintained our commitment to a new worldwide telecommunications network.”

Eastern Europe

At the news briefing in the Department, with Deputy Secretary Lawrence Eagleburger presiding, Ivan Selin, the under secretary for management, said: “We’re

‘We are very, very tight for people’

talking about over the next several years an increase in staff in eastern Europe on the order of 150 or 200 people. Our intention is to find those positions by gradually finding other things that are of lesser priority. We intend to try to do that within the overall resources of the Department.

“We are very, very tight for people. Every person we have to find is a real cost, because we have many continuing activities as well as the requirements for additional activities in eastern Europe.”

“In other words,” Mr. Eagleburger broke in, “the East European issue will not be an increase in personnel. They will be taken from somewhere else.”

“What I was asking,” said a reporter,

138 new positions seen for eastern Europe ‘in next 2 to 3 years’

A Department task force sees “a potential need for 138 new State positions in eastern Europe over the next two to three years,” Under Secretary Ivan Selin says in his periodic cable to the field. The task force was commissioned by the management chief and the Bureau of European and Canadian Affairs.

The under secretary added: “A second task force is now dealing with the difficult issue of just where we are to obtain these positions. Given our budget situation, it is clear they must come from within the Department’s own resource base. As its first priority, the task force is identifying those European bureau positions which can be reprogrammed to fill this need.” □

“is where are they coming from?”

Mr. Selin replied: “There are so many changes from one year to another, you can’t say that seven people came from this country and five came from that country. There will be a general shift of resources, slight but perceptible, from western to eastern



Management chief Ivan Selin at the budget briefing in the Loy Henderson Conference Room. (State Department photo by Ann Thomas)

Europe. We will review the people and the resources in all of our regions.

“They’re not specific people that are moved from one place to another, so there will be small increases and small decreases in staffing. I guess if you needed a real generalization, it would be slight movement of resources in the general European area from the West to the East, but that won’t be the only place from which the people or the positions will come.”

Columbia Plaza

On the Columbia Plaza project, there was language in the budget that said: “The space that is being made available (there) by the departure of the Equal Opportunity Employment Commission and the Bureau of Mines will be used as ‘swing’ space during the proposed 10-year renovation of the Main State building. After the renovation of Main State is completed, the Department will consolidate the personnel currently located in 10 annexes into Columbia Plaza.

“The General Services Administration will fund the majority of costs related to the renovation, while State is responsible for certain tenant-specific costs: telephone and data networks, design and construction of computer rooms, network controller, and other necessary equipment, systems furniture to provide optimal space utilization, start-up costs for the child care center, of which 90% of construction costs will be funded by the General Services Administration, project management staffing costs, contingency and moving costs, and rent and renovation of 130,000 square feet of additional swing space to accommodate all activities during the Columbia Plaza/Main



Deputy Secretary Lawrence Eagleburger outlines the budget for news media people in the Loy Henderson Conference Room. (State Department photo by Ann Thomas)

Oops! Wrong department!

Under Secretary Ivan Selin misspoke at the news briefing, but he recovered quickly as reporters laughed.

"We have about 21 million—21,000—I used to be in the Defense Department, excuse me," he began, then started over again:

"We have about 21,000 people in the State Department, counting Civil Service, Foreign Service and Foreign Service nationals." □

State renovations. AID will contribute funds proportional to its part of the Columbia Plaza renovation (approximately 20%). The demolition and renovation work is expected to take approximately three years."

Moscow embassy

As to the Moscow project, the document said: "Proposed for later transmittal is a request for \$270 million to fund the design and construction of a new embassy office building. The Department's formal request and supporting detail will be provided after design work and construction negotiations are completed. Of the various options considered to provide urgently-

'Full funding for teardown, rebuilding of new office structure in Moscow'

needed new facilities for the U.S. embassy, the Department proposes to request full funding for the teardown and rebuilding of the existing new office structure. The request will include funding for all aspects of the project, including basic construction costs, associated security costs and other administrative expenses."

Other foreign buildings

On foreign buildings in general, Congress was told: "The request for the acquisition and maintenance of buildings abroad appropriation, which is managed by the Office of Foreign Buildings Operations, is a net increase of \$24,310,000 over the amounts available for construction of facilities, property acquisitions, leasing, and maintenance of properties in fiscal year 1990. Because of the administration's concern over the federal deficit, the Department is requesting capital program funds only to continue ongoing construction and to acquire sites and initiate designs for future construction of chancery buildings in Abidjan, Jerusalem, and Tel Aviv.

"It is proposed that responsibility for the implementation of security standards for



Secretary Baker with Claiborne Pell (D.-R.I.), right, and Jesse Helms (R.-N.C.), left, in the Senate Foreign Relations Committee hearing

room. (State Department photo by Walter J. Booze)

the building process will be transferred to and funded through the foreign buildings program appropriation. This reinforces our efforts to implement the proper security standards under the control of a single organization: the Office of Foreign Buildings. Proper oversight will be assured, since the Bureau of Diplomatic Security will retain the responsibility for setting and monitoring the security standards."

Pay raises

The budget also includes \$31.2 million for wage increases. Of this sum, nearly \$6 million is for wage adjustments for Foreign Service nationals, and nearly \$6.8 million is for within-grade increases for American employees. There is also \$8.2 million for the general pay increase recently awarded and \$7.7 million for the proposed senior officer pay increase, but these last two sums are only half of what is needed in each case to finance the pay raises. The rest of the money will have to be found by absorbing the cost of the increases within the total appropriation.

In addition, the calendar dictates an extra day's pay for employees in the coming fiscal year, and this is going to cost more than \$2.5 million. ■



State's chief financial officer, Jill E. Kent, reviews the budget with Charles R. Casper, her director of resource policy, strategic and legislative planning. (State Department photo by Veda Engel)

Protocol

AMBASSADOR William Clark Jr. presented his credentials in New Delhi, India, on December 22. These USIA photos tell the story.



Mr. Clark presents his credentials to President R. Venkataraman.



Ambassador Clark and the Indian protocol chief, en route to the ceremony.



Mr. Clark reviews guard of honor at the residence of the president.



After the presentation, Mr. Clark (third from left) poses with President R. Venkataraman

(center). With them are deputy chief of mission R. Grant Smith (second from right) and

defense attaché Tim Hunt (far left). ■

News Highlights

Study of State workforce is ordered by Selin

An "activities value analysis" of the Department's workforce and an evaluation of functions, procedures and systems at State has been launched by the new Bureau of Finance and Management Policy. A start is being made in the bureaus reporting to Ivan Selin, under secretary for management, fanning out later to the other bureaus and offices.

"The end product should tell us what are the most effective and efficient ways of performing our essential tasks, give us a better understanding of the functions we may or may not wish to continue, and indicate areas where the work product is redundant or clearly non-essential," Mr. Selin said in a cable to the field. "The study begins in March, and is scheduled to be conducted in three one-year increments.

"In order to reduce costs in this era of such limited funding, it is essential that we first control the size of the department's workforce and then deploy our resources in the most effective way possible. The study will be made by employee committees within each bureau who are trained and assisted by Hay Systems, Inc., the management consulting firm selected as the contractor for this project."

Here are some of the questions that will be asked, according to a working paper on the study: "What do we do? Do we need to do it at all? Do we need all present resources? Do we do it in the best way? Are tasks prioritized? Correctly? Can coordination be improved? Are direction and control adequate? Is the Foreign Service-Civil Service mix and utilization optimal?" □

Board of Examiners offers secretaries examining role

The Board of Examiners is seeking Foreign Service secretaries to serve as examiners on secretarial panels. Candidates should have five or more years' experience and be assigned to Washington.

Panel members will have opportunities to travel in the United States. A February 8 Department Notice said that, while they serve as examiners, secretaries will be released from their regular duties. For information, contact Rita Gaffey, 647-9526. □

No-smoking monitoring to be increased

Smoking is not permitted in corridors, restrooms, elevators or entrance lobbies, food service lines, stairwells or shared

Heed the alarm

A false fire alarm caused by a malfunctioning water flow sensor in the sprinkler system forced employees to evacuate Main State recently. The Bureau of Administration is moving to install improved sensors over the next six months, but until the current sensors are replaced, employees are urged to continue to leave the building when alarm bells ring. □

workspaces, employees were reminded in a January 23 Department Notice. The announcement emphasized that smoking is permitted only in private offices and designated portions of the cafeteria.

"The policy applies to all occupants of the building, whether employee, contractor or visitor, and to annexes as well," the notice said. "Officers of the Uniformed Services Branch have been instructed to increase their monitoring and to remind violators of the policy." □

False travel voucher case ends in guilty plea

A former personal services contractor for the Bureau of International Narcotics Matters has pleaded guilty to theft of Government property, following an investigation by the Office of Inspector General.

Elbie Lamar Powers of Ochlocknee, Ga., admitted falsifying his travel vouchers during 1987 and 1988. As a result, the Government overpaid him \$1,781.92 for lodging while he was engaged in a training program in North Carolina. Mr. Powers was ordered to make full restitution and to pay a

\$1,000 fine. He no longer has a contract with the Department. □

Security violations are up

Security violations led to 232 disciplinary actions last year, an increase of 63% over 1985, the Bureau of Personnel reported. Of the 232, suspensions totaled 80 and reprimands came to 152. □

Malicious software

The Bureau of Diplomatic Security is urging employees not to use computer software unless it has been obtained through official channels. Several posts have received an unsolicited diskette, "AIDS Information," which contains malicious software. Its users have lost all information on their hard disks. □

Black History Month

The Department observed Black History Month with three events scheduled for February. Dean Lawrence Jones of Howard University was to speak on "African-American: What's in a Name?," in the Loy Henderson Conference Room. Family therapist Audrey Chapman was to lead a seminar there, "Exploring the Myths of Racism and Sexism." Earl McClenney Jr., author of "How to Survive When You're the Only Black in the Office," was to speak in the Dean Acheson Auditorium. □

White House liaison

The White House Liaison Office has been transferred from the Office of the Under Secretary for Management to the Bureau of Public Affairs. ■



BOGOTA, Colombia—Ambassador *Thomas E. McNamara*, left, presents Meritorious Honor Award to the members of the consular

antifraud unit. Left to right: *Peter G. Kaestner*, *Julio C. Rodriguez*, *Stuart E. Jones*, *Marta Cortes*.

Panama

Foreign Service employees have a front seat for the action

(Some get a little too close)

BY PAT PERRIN
Political officer

LATE ON THE NIGHT of December 19-20, the United States launched "Operation Just Cause" in Panama. Most embassy employees were at home asleep,



Ms. Perrin

but some of us were working late at the embassy. Those housed in the Punta Paitilla high-rise apartment buildings, an area where many of us live, awoke to a spectacular view of one of the first of the military actions, designed to secure Paitilla Airport—a likely escape route for General Manuel Noriega.

In his Punta Paitilla apartment, budget and management officer Lou Gilstrap was awakened by the sound of attack helicopters hovering near the end of the runway. While three helicopters waited, hovering off the end of the runway, one would execute strafing runs down the runway.

Fire was concentrated on the hangar where the Panamanian Defense Forces kept their aircraft. "Early in the action they scored a hit, and one plane exploded," said Mr. Gilstrap. "It was quiet for some time after that, and then they opened fire again."

Most of the others in Punta Paitilla were awakened when that first plane exploded. American services officer Laura Schmidt, awakened by the noise and her radio telling her to keep her lights out and stay in her apartment, ran to her window to see the light from the explosion. She and communicator Steve Engert hurried to a nearby penthouse apartment to watch the action. "We didn't know it at the time," said Ms. Schmidt, "but several U.S. Navy Seals died in the attack. They evidently didn't expect much resistance from the Panamanian Defense Forces at the airport and were taken by surprise."

But not everyone was awakened. Consular officer Brian McNamara, who is partially deaf in one ear, was sleeping on his good ear and slept on, resisting all embassy attempts to awaken him.

Employees' escort arrives

It wasn't until 5 p.m. on December 20



Damage inside the ambassador's conference room. (Photo by Tom Sullivan)

that the embassy was able to get an armed U.S. military escort to Punta Paitilla to pick up most embassy employees. Said Mr. Gilstrap, retired from the Army and Air Force, who had been alone since the fighting began: "It sure felt good to see those GIs."

Economic counselor Ed O'Donnell, who lived in another part of town, was trapped there for several days. He had had his good-bye party at the residence on the night of the 19th. Having "packed out," he later lost all his household goods when the warehouse containing them burned in the fighting.

At the embassy, several groups of employees were working late or were called in. At 1:22 a.m., the embassy took its first rocket-propelled grenade (RPG) hits. During the next 25 minutes, the embassy took 5 more. An RPG round creates a hole with a diameter of four inches and goes through buildings—if they are constructed of terracotta bricks.

Embassy Marine: 'It was too dark to return the fire'

Marine detachment commander Mike Pellow said: "Suddenly, we found ourselves in the middle of a war, with no external security, I told the Marines to unload the buckshot, to load slugs and that, if anyone tried to shoot more RPGs at us, to deny them the opportunity. More RPGs came, but it was too dark to identify targets to return the fire."

Marine Eric Howe was at his post in the ambassador's conference room when the

first round hit a palm tree. "I saw the glass cracking, and I got down under the table," he said. Two more rounds hit in rapid succession and shattered the glass, lodging in the wall.

Whew!

Miraculously uncut by the flying glass, he moved quickly to the next room, where he and Marine Raymond T. Boretti crouched at a window. The hot metal fuse of a RPG round came through the window like a bullet, missing them by a few feet. With the sure knowledge that the ambassador's office was targeted, [Ambassador Deane Hinton had not yet arrived to take up his post], Mr. Howe moved to the safety of chargé John Bushnell's office, where another RPG round hit (fired from behind the embassy), narrowly missing administrative officer Bohdan Dmytrewycz in the hallway and piercing the wall—to miss Mr. Howe by less than two feet. "The force blew the helmet off my head," he said. "It was half an hour before I could hear again." Asked if he experienced any strong emotional reactions after the repeated close calls, he said: "I was just happy that I got to keep one of the spent RPG rounds." Mr. Dmytrewycz, who later had to direct the repairs, commented dryly: "We found out how much protection we get from terracotta brick walls."

Marine James Dorsey was at his post in the economics section when he was nearly hit by a fifth round. A sixth exploded in the embassy parking lot, but did no major damage.

When the first rounds hit, three employees of the defense attaché's were hard at work on the top floor. Colonel Layton Dunbar, chief warrant officer Tom Sullivan and sergeant first-class Jaime Cuelar heard the first explosion and hit the floor, fearing a mortar attack. Moving to a window, Mr. Sullivan witnessed one RPG round hit the back of the embassy. "At first we thought we were going to be killed," he said. "Once we determined they were RPG rounds, we just went back to work. The phones were ringing off the hook, and we were trying to reach Southcom (Southern Command) to report that an American citizen had been taken hostage."

Battlefield 'promotion'

Across the hall, political secretary Heide Rowe was at her desk. Working late,

she had already begun the incident log. She was unaware that she would rapidly be "promoted" unceremoniously to political officer, since many political section employees were on vacation or trapped in areas outside the embassy. She recalled: "When the first round hit, I remember the Marine on our floor falling back from the window at the impact of the blast. I hit the floor and crawled under my desk. But the thing I remember most was people scurrying around on the floor—like big rats." Ms. Rowe was noted later for her bravery in rescuing the embassy kitten—huddled in abject misery in the parking lot.

Christine Mendenhall was on the second floor in the communications unit. "All I can remember about the attack is that it was the beginning of working 70 hours straight," she said. She added: "For the first few days, no one could get home to take a shower, and only black humor sustained us. The first soul who did get out and came back clean was pelted with dirty Kleenex and roundly hissed upon reentry."

In the days directly after the attack, everything seemed turned upside down as the embassy task force was flooded with calls and State Department reinforcements from Washington poured in. For the first few days, all employees staying in the chancery slept where they could. All quickly learned that "Meals Ready To Eat" was the successor to the old C-ration.

For all, Christmas was a particularly memorable event. Trees had already been set up and decorated but, due to fear of snipers, the lights were turned out. However, one adventurous group drove to the commissary for turkeys and fixings,

another prepared the snack bar and a third used the ovens at the ambassador's residence. At a time when there was still shooting in the city and substantial danger, Christmas was still celebrated.

Dedicated national

Foreign Service nationals began arriving the day after the fighting began. Carpenter Rodrigo Hormi walked 24 kilometers, talking his way past two U.S. military roadblocks, because he had heard the embassy was damaged and he knew a carpenter would be needed. Drivers worked 18-20 hours, driving not only embassy personnel but also providing support to the new government.

Political officer Alexander Margulies, who had been at post only two days before the attack, spent three weeks operating as assistant to chargé Bushnell, who established a liaison office at the new government's temporary headquarters in the Legislative Assembly building, and later in the foreign ministry. Mr. Margulies recalled the first day at the Legislative Assembly: "A number of times we would hear the soft thump of an AK-47 round hitting the building, followed by the sight of our soldiers scurrying for cover and positioning themselves to return the fire. Later, a vehicle with three armed men opened fire on a crowd in front of the legislature, killing two bystanders. Our troops returned the fire, killing all three assailants."

Mr. Bushnell was later hit in the side by a ricochet bullet, in another attack. He was saved by his flak jacket. Two Panamanian government bodyguards were wounded, one seriously, in the same attack.

I witnessed the looting in the city in

the days after the attack. I told others: "I still remember this kid with 20 pairs of tennis shoes tied together by the laces and slung over his back. The joke goes that the new government should have excellent communications, since everyone now has a television set."

Mistaken identity?

Panamanian employee Ernesto Howell smiled as he remembered Panamanians welcoming a motorcade and shouting with joy: "The Americans are here." Said Mr. Howell: "I was out in the street trying to clear the trash out of the road so the motorcade could pass. This lady ran up and kissed me. I don't think she knew I was a Panamanian."

After days of working around the clock, the stress told on us in different ways. Some of us grew snappy and others misty-eyed. Ms. Schmidt recalled sitting in a makeshift apartment behind the embassy, which had no electricity or water, and having a good cry. She recounted: "After no shower for three days and working around the clock, it was just all I could take. Canal area studies officer Dave Bastian came in and patted me on the arm, saying: 'There, there, you deserve a good cry.'"

Most of us employees will clearly remember the night that Manuel Noriega turned himself over to the U.S. forces. Panamanians poured into the streets, hugging and kissing American troops, and Americans in general. Though it was dark, the city erupted into noise, light and celebration. In a sense, this event marked the end of the military part of "Just Cause." However, for embassy employees, events flow on—and the work continues. ■



Embassy employees with U.S. military police, who are on top of vehicle. Employees, left to right: Marine Mike Pellow, political officer Pat Perrin, Major Kevin O'Neil, driver Carlos Garcia, telephone operator Renata Howell,

Marine James Dorsey, Marine Eric T. Howe (holding unfired RPG round), mail room dispatcher Lino Daniel, Marine Raymond T. Boretti, driver Francisco Urrutia, security investigator Edwin Diaz, secretary Heidi

Rowe, administrative officer Bohan Dmytrewycz. Kneeling: driver Vasco Sanson, Marine Robert Palmer. (USIA photo)

Appointments

3 named for envoy roles in Europe, Pacific

President Bush as of mid-February had named ambassadors for two more countries in Europe and a third ambassador for three nations in the Southwest Pacific. All the nominations would require Senate confirmation. The posts and the persons named are:

—*Luxembourg*—Edward Morgan Rowell, ambassador to Portugal until recently, to succeed Jean Gerard.

—*Papua New Guinea, Solomon Islands, Vanuatu*—Robert William Farrand, principal deputy assistant secretary for human rights and humanitarian affairs, to succeed Everett E. Bierman.

—*Portugal*—Everett Ellis Briggs, special assistant to the President for national security affairs and senior director for Latin America and the Caribbean at the National Security Council, to succeed Edward Morgan Rowell.

Following are biographical sketches of the persons named.

* * *

Luxembourg

Mr. Rowell was ambassador to Bolivia, 1985-88. Before that, he served as deputy assistant secretary for consular affairs, 1983-85.

Mr. Rowell joined the Foreign Service in 1956. His first assignment was that of vice consul and economic and commercial officer in Recife, 1958. He was consul in Curitiba, Brazil, 1958-61. He returned to the Department as special assistant to the deputy assistant secretary for inter-American affairs, 1961-62.

Mr. Rowell was officer-in-charge of Honduran affairs at AID, 1962-64. He studied Latin affairs at Stanford, 1964-65. He was deputy chief of the political section in Buenos Aires, 1965-68, and chief of the political section in Tegucigalpa, 1968-70, then undertook graduate business studies at Stanford, 1970-71.

Mr. Rowell was a Foreign Service inspector, 1971-74. He served as deputy director of the Office of Iberian Affairs, 1974-75, then was deputy director, 1975-76, and director, 1977-78, of the Office of West European Affairs. He was deputy chief of mission in Lisbon, 1978-83.

Mr. Rowell was born in Oakland, Calif., on October 13, 1931. He was graduated from Yale in 1953 and served in the Army, 1953-55. His foreign languages are Spanish, Portuguese and French. Mr. Rowell won a Superior Honor Award in 1983; senior performance pay, 1984 and 1986-87; and a Presidential Meritorious



Mr. Rowell



Mr. Farrand



Mr. Briggs

Service Award in 1988. He is married to the former Le Wood; they have two sons and a daughter.

* * *

Papua New Guinea, Solomon Islands, Vanuatu

Mr. Farrand has been principal deputy assistant secretary for human rights and humanitarian affairs since 1987. Before that, he was deputy director of the Office of Foreign Service Career Development and Assignments.

Mr. Farrand joined the Foreign Service in 1964. After studying Indonesian at the Foreign Service Institute, he became a rotational officer in Kuala Lumpur in 1965. He undertook Russian studies, 1967-68, and was assigned to Moscow as chief of the consular section, 1968-70. He returned to the Department as an economic officer in the Bureau of Economic and Business Affairs, 1970-73. His next assignment was as chief of the economic and commercial section in Prague, 1973-76. He served as director of the U.S. commercial office in Moscow, 1976-78, and officer-in-charge of bilateral affairs for the Office of Soviet Union Affairs, 1978-80. Mr. Farrand attended the National War College, 1980-81. He became deputy director of the Office of Eastern European and Yugoslav Affairs in 1983, and deputy chief of mission in Prague in 1985.

Mr. Farrand was born in Watertown, N.Y., on April 7, 1934. He was graduated with a bachelor's from Mount Saint Mary's in 1957, and with a master's from Georgetown in 1968. He served in the Navy, 1957-61. His foreign languages are Russian, Czech and Indonesian. Mr. Farrand is married to the former Pamela Kelly; they have three daughters and two sons.

* * *

Portugal

Everett Ellis Briggs has been special

assistant to the President for national security affairs, and senior director for Latin America and the Caribbean, at the National Security Council since last year. He was named ambassador to Honduras in 1986.

Mr. Briggs joined the Foreign Service in 1956. After serving early assignments in La Paz, 1958-60, Berlin, 1961-63, and Lisbon, 1963-67, he became consul general in Luanda in 1972. He was deputy chief of mission in Asuncion, 1974-78, and Bogota, 1978-79. He returned to the Department as director for Mexican affairs, 1979-81, and deputy assistant secretary for inter-American affairs, 1981-82. He was ambassador to Panama, 1982-86.

Mr. Briggs was born in Havana on April 6, 1934. He received a bachelor's from Dartmouth in 1956 and a master's from George Washington in 1972. He is married and has five children. □

Lacey Dorn is new chief of embassy art program

Lacey Neuhaus Dorn is the new director of the Art In Embassies Program. She is a graduate of Briarcliff College, and was director of the Neuhaus Collection, an art



Ms. Dorn

consulting firm which provides service to private collectors, museums and corporations. She has presented shows on American artists that include George Inness, Georgia O'Keeffe and Jamie Wyeth.

Ms. Dorn has also been involved in political activities, including work for President Bush in his Senate campaign in 1970, on the staff of the Bush-Quayle campaign,

APPOINTMENTS

and as director of entertainment for the inaugural.

Her previous public service includes membership on the Corcoran School of Art annual fund committee, as well as the board of trustees of the National Theater. □

White House names 2 for posts at UN



Mr. Moore



Ms. Tahir-Kheli

President Bush as of mid-February had announced his intention to name two more ambassadors for international posts at the United Nations. The nominations, which carry the rank of ambassador, require Senate confirmation. The persons named were:

—*Representative to the Economic and Social Council*—Jonathan Moore, who has been alternate representative for special political affairs at the United Nations, to succeed Lester B. Korn.

—*Alternate representative for political affairs*—Shirin Raziuddin Tahir-Kheli, director for the Near East and South Asia at the National Security Council, to succeed Mr. Moore.

Following are biographical sketches of the two.

* * *

Economic and Social Council

Jonathan Moore has been alternate representative for special political affairs at the United Nations since last year. Before that, he was U.S. coordinator for refugee affairs and ambassador-at-large and director for refugee programs, 1986-89.

Mr. Moore served as director of the Institute of Politics at Harvard, 1974-86. He was associate attorney general, 1973, and counselor at the Department of Health, Education and Welfare, 1970-73. He served earlier at State as deputy assistant secretary for East Asian and Pacific affairs, 1969-70; executive assistant to one of the under secretaries at State, 1969; and special assistant to the assistant secretary for Far Eastern affairs, 1964-66. He was special assistant to the deputy assistant secretary and assistant secretary for international affairs at the

Department of Defense, 1963-64.

Mr. Moore was born in New York on September 10, 1932. He received a bachelor's from Dartmouth in 1954 and a master's from Harvard in 1957. He is married and has four children. □

* * *

Special political affairs

Shirin Raziuddin Tahir-Kheli has been director for the Near East and South Asia at the National Security Council since 1986. She was director for political-military affairs there, 1984-86.

She was an adjunct professor at Johns Hopkins School of International Affairs, 1988-89. Before that, she served in several capacities at Temple: associate professor for political science, 1980-82; assistant professor for political science, 1973-79; and academic adviser to the dean, 1972-73.

Ms. Tahir-Kheli was born in Hyderabad, India, on August 24, 1944. She earned a bachelor's from Ohio-Wesleyan in 1961 and a master's in 1963 and doctorate in 1972 from the University of Pennsylvania. She is married and has two children. □

People at State

Jackie Wolcott has assumed duties as deputy assistant secretary for international social and humanitarian affairs in the Bureau of International Organization Affairs ... **Ralph Frank** has been named deputy assistant secretary for resource management in the Bureau of Diplomatic Security ... **Greg Bujac** is the new deputy assistant secretary for countermeasures and counterintelligence in that bureau ... **Mary A. Ryan** has assumed the position of principal deputy assistant secretary in the Bureau of Consular Affairs.

Sarah E. Moten has been designated deputy assistant secretary for international refugee assistance.

S. Ahmed Meer is the new senior science adviser for the Bureau of Oceans and International Environmental and Scientific Affairs ... **Sharon W. Stanley** is the bureau's new executive director ... **William A. Nitze** and **Richard J. K. Stratford** are deputy assistant secretaries there. ■



HOLY SEE—U.S. Ambassador **Thomas P. Melady**, shown with his wife, as he presents

his credentials to **Pope John Paul II**. (Courtesy of *L'Osservatore Romano*)

Honors and Awards

Anderson, Kusrow win courier awards



Mr. Anderson



Mr. Kusrow

Glenn Anderson of the Bangkok Regional Courier Division is the winner of the 1989 Diplomatic Courier Award. He received \$2,000 and a certificate signed by Secretary Baker, from Assistant Secretary Sheldon Krysa at a ceremony in the Dean Acheson Room on January 26.

Carl Kusrow of the Washington Regional Courier Division was the runner-up. In addition to a certificate, he received \$1,000.

Besides taking 17 courier trips "noteworthy for their flawless execution and skillfully written reports," Ambassador Daniel O'Donohue wrote in the nomination, Mr. Anderson supervised 14 couriers, two courier escorts and two administrative assistants. As a courier, he helped phase in new schedules to Beijing, Shanghai, Guangzhou and Shenyang. When the Department reclassified Sydney's pouch storage capabilities, Mr. Anderson was said to have scheduled and carried out a complex Australia/New Zealand service which met the new requirements.

He was lauded for his willingness to fill in for other couriers, on the spur of the moment, during his 25-year career. On one such trip last year to Sydney, Mr. Anderson took advantage of a flight delay and made an unscheduled pouch exchange with an arriving courier from Canberra, Mr. O'Donohue wrote.

Runner-up Kusrow was nominated by the Bureau of Diplomatic Security's Richard Thompson, who hailed him as "a kind of utility infielder who fills in as a coach." He was credited with devising schedules to replace Department of Defense courier services, and maintaining routes to South America during last year's Eastern Airlines strike.

When the Defense Courier Service began requiring reimbursement for transporting State pouches in October, Mr. Kusrow conducted a study which found that

an all-civilian courier service would cost the Department \$750,000 less than continued service by the military. His plan envisioned moving containers of pouches, instead of individual items, on an intricate grid. "His report is viewed by senior managers as nothing less than the outline of the future of the Courier Service," Mr. Thompson said.

Mr. Kusrow was also commended for implementing new courier schedules to 33 countries during the airline strike. During this crisis, he "was like a conductor who had to lead many orchestras simultaneously," Mr. Thompson wrote. "Not one post went without service during or after the changeover, an accomplishment for which Mr. Kusrow can be justly proud." □

Khartoum's U.S. Marines, Seabee Leduc are honored



Mr. Alford

Mr. Leduc

Embassy Khartoum's Marines and Seabee Scott Leduc of the Department's Naval Support Unit have been singled out for honors—the Marines for the 1989 Security Guard Detachment Recognition Award and Mr. Leduc as "Seabee of the Year."

Marine Colonel Michael Shisler said the post became a target of terrorist plots, as well as frequent demonstrations. Despite these challenges, he said, the Marines carried out a training program to enable them

to react quickly, and they earned an "outstanding" during the most recent inspection.

The detachment commander is Malcolm B. Alford. Marine detachments from Bonn, Beirut, Beijing and Ottawa were named runners-up.

A construction electrician, Mr. Leduc was honored for his work on the Department's new building projects in Moscow and Bonn. He led the crew that installed the electrical system for secure office space in Moscow. His job reportedly was made more difficult by a shortage of electricians and repeated shipping delays. Responding, Mr. Leduc trained his workers in electrical theory and installed temporary materials until permanent equipment arrived, his supervisors said.

As the sole construction engineer on the Seabee team in Bonn, Mr. Leduc headed the effort to install electrical work in a warehouse converted for office space. As in Moscow, he trained his team, enabling the project to be completed on schedule, the nomination said. Mr. Leduc also was awarded the Navy Achievement Medal. □

'Foreign Service National of Year' award is doubled

The Department's Incentive Awards Committee has increased the award to the top "Foreign Service National of the Year" to \$5,000—twice what was given last year. The award is usually presented in the summer, after posts nominate employees.

After a winnowing process, a "National of the Year" is chosen for each of the five geographic regions. Then one of the five is selected for the top award, and it is that person who will get the \$5,000. The four runners-up will be awarded \$2,500 each this year, compared with \$1,000 in 1989. ■



INTER-AMERICAN AFFAIRS—Assistant Secretary Bernard W. Aronson (center) presents awards to (from left) Purnell Delly, John

Deasy, David Noble, Patricia Broe, Mina Goldberg, Robert Harper.

Post Management

On time and under budget in Grenada

It's bye-bye to the bats and goats as chancery is completed

BY JERRY LUJAN AND ROY SULLIVAN

Mr. Lujan is with the Office of Foreign Buildings, and Mr. Sullivan is the administrative officer at post.

HORROR STORIES about construction cost overruns and underestimated completion dates are frequent, but what follows is the opposite: the story of the rehabilitation and remodeling of an embassy that was both on time and under budget.

We succeeded in Grenada because we scaled back our plans to save both time and money, and because of close coordination among all those involved—the Office of Foreign Buildings, the executive office of the Bureau of Inter-American Affairs, chargé Ford Cooper and general services officer Barry Mark.

The situation was this: the embassy was leasing an expensive motel property ever since the U.S. rescue mission in late 1983. We lacked an appropriate and reasonably secure facility, so the Office of Foreign Buildings authorized us to negotiate with the Grenadian government. As a site for the new embassy, we selected the AID compound near the international airport. On a long-term lease there, signed in March 1988, we were paying only 3.5% of what the motel property was costing us.

There were four buildings on the compound, which had been a Cuban headquarters. One was being used as an office and needed little modification. Another building was just a shell—it was occupied by bats and wandering goats, and had a bullet-riddled roof. A third building was a warehouse, and the fourth was a small storehouse.

But before we could relocate to the compound, there were several hurdles. First was the matter of funding to remodel it. The Office of Foreign Buildings had estimated over \$6 million for a top-of-the-line, first-class establishment, complete with exotic and hard-to-maintain accessories and equipment, but this was cut back because the post was undergoing changes, with the embassy staff to be reduced and the entire Marine detachment scheduled to depart when the embassy moved into its new compound.

The new target figure was \$1.5 million—still more than the Office of Foreign Buildings could afford. More cuts were in order. We jettisoned plans for a reflecting pool, a landscaped recreation area, a new roof, Spanish tiles, an access road to the



Exterior view of the new embassy.

rear of the property and other improvements we had had in mind.

Urging speedy resolution was the double rent we were paying: the embassy was still occupying the expensive motel property, unable to move into the compound until funds for renovation were made available. The situation might have gone on endlessly, but the Department and post managers put their heads together to come up with a quick solution. Preliminary floor plans were sent to post with instructions to secure the services of a local architect to revamp building interiors.

The Bureau of Diplomatic Security quickly dispatched funds and materials to improve security at the compound. The Office of Foreign Buildings funded several upgrade projects, such as installation of concrete drains to carry away the heavy rains falling during part of the year, and resurfacing of drives and parking areas.

Post-generated plans were sent to competing contractors for proposals. Mr. Mark's knowledge of local contractor capabilities enabled him to select the best proposal for each project, and further to oversee the progress of the several simultaneous projects. Moreover, a number of minor construction tasks were performed by the embassy's own workforce: putting in sidewalks, planters and restrooms, and repainting building exteriors.

Six months after the first contract was awarded, the work was completed. Not much had been done to the main office building except the addition of a modern communications center. The "bats and goats" building was completely refurbished

with windows, carpeting and doors. The warehouse building was improved by the addition of an air-conditioned room for office supplies, a workshop for the maintenance crew and offices for the general services team. The former storehouse was converted into the embassy's recreation room and named "The Tamarind Tree," for the tropical trees nearby. It was smartly outfitted with wood paneling, tables and chairs, kitchen equipment and a place to watch television.

The main building was dedicated to the memory of John Angelo Butler, the embassy political officer who was slain by a deranged gunman at St. George's police headquarters, last June 28.

Total funds spent on the new chancery came to only \$115,000. Rather than waiting years for completion, we were able to move into the new chancery in six months.

On time and under budget: the result of the melding of ideas and energies of the Department and post management. Maybe that combination will solve the difficult construction or remodeling project at your post, too? ■



Plaque at the new embassy.

From the Director General



What he means by 'strengthening' the Foreign Service Act

'After a decade ... review, adjustments, modification'

BY EDWARD J. PERKINS

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

A QUESTION often addressed to the Bureau of Personnel—in one form or another—is: "What do you mean by trying to 'strengthen implementation of the 1980 Foreign Service Act?' Such a mouthful! How do you people get it out in one breath? Aren't you really talking about *reform* of the Foreign Service personnel system?"

Our colleagues are referring to the several studies that have been made of our personnel system and what we're trying to do about them. On November 28 the under secretary for management, Ivan Selin, discussed these efforts at a lunch hosted by the American Foreign Service Association (Afsa). His talk, and some further com-

'Anything ... needs to be gone over periodically to remain sound'

ments on our efforts, appeared in the January issue of STATE.

The question's conclusion, though, is wrong. We're not trying to *reform* the Foreign Service personnel system—that is, the generalist corps now, and Foreign Service secretaries and other specialists later. As Mr. Selin told Afsa: "reform" suggests something badly needed behind the Iron Curtain. Our problems are less grave, our goals more modest—more immediate and practical.

There's yet another reason, though, why we would object to our colleagues' using the word "reform." The word suggests something that happens from the top down. Something suggested by the International Monetary Fund to a debtor developing nation. Could our effort better be compared, we'd ask, to the periodic checkup on one's car at 30,000 or 45,000 miles?

Anything, we'd emphasize, needs to be gone over periodically to remain sound and well-constructed. Cars need maintenance, bridges have to be inspected, potholes need filling and our suits may need alteration. Our Foreign Service personnel system, too, after a decade's use, needs review, adjustments, modification. It needs management attention that's both comprehensive and specific.

To return to our example of the automobile: for the past three years, several American automobile manufacturers have registered record gains in productivity. Industry analysts point out that these considerable gains are not the result of any dictates or exhortations handed down from company headquarters. Rather, they're the result of a vast number of small, painstaking, incremental changes that cause labor

'New submission dates for employee evaluation reports'

and management to fit together—to work together—at closer, more productive and efficient tolerances.

In the same manner, it's the wish of this office and those working here to be able, one day, to conclude that we had promoted solidarity, professionalism, training and flexibility for both our Foreign Service and Civil Service employees ... and that, because of our efforts, our Service was more representative, more open, more at peace with itself.

How do we get there from here? What are some of our incremental changes?

In the category of "old business"—

that is, items discussed with Afsa last November or cited in STATE magazine—we:

—Have worked since November on various studies so that this spring, after obtaining Afsa agreement as required, we can implement our recommendations to the maximum extent possible.

—Are continuing discussions with Afsa of our proposed changes in the rating year (now to end April 30), new submission dates for employee evaluation reports (to be in the Department by June 15), and of our proposed rescheduling of the promotion panels from the summer to the fall.

—Are likewise discussing with Afsa a proposal to sequence assignments and hence make the assignment cycle smoother: ambassadors would be assigned in August, deputy chiefs of mission and principal officers in the fall, and the main cycle would proceed from December to March.

—Will soon begin discussions with Afsa regarding officers responsible for delinquent evaluation reports. They'll be identified and penalized.

—Will soon begin discussions with Afsa on a language requirement for promotion into the Senior Foreign Service.

—Are hiring the March and May



Robert Sherman, left, and Barbara Howerton of the director general's labor-management staff are in contact with officials of the Amer-

ican Foreign Service Association on the 1980 Foreign Service Act. (State Department photo by Veda Engel)

classes of junior officers unconded; their coning will be determined at tenure, about four years from entry.

—Are developing, as part of the functional needs project, a task inventory and associated list of knowledge, skills and abilities. Our contractors conducted their first round of interviews with Foreign Service officer resource people in December; a second round of interviews took place last month. The entire project will take 81 weeks.

In the category of "new business," we've studied the new, multifunctional cone, time-in-class and limited career extensions. The details that these personnel measures involve are extensive. They'll require thorough consultation or negotiation with Afsa.

By way of background and introduction, however, we can make the following points:

—Our review of positions and numbers for the multifunctional cone is well-advanced; regulations for selection into this cone are being prepared and will be vetted with Afsa.

—We are closer to announcing our new time-in-class policies: for senior and mid-career officers, the result will be a

slightly longer, more stable period of service. Overall promotion and selection-out rates for officers will diminish slightly.

—Fewer limited career extensions would be awarded.

—Flow-through will be more predictable. Fewer of our ablest and mid-career officers will peak too soon.

—Officers may be more willing (we hope) to accept a training assignment, especially just after they've been promoted.

Looking beyond the present studies of the generalist corps, we're also studying

'Our review ... for the multifunctional cone is well-advanced'

Foreign Service secretaries and other specialists.

With respect to secretaries, we'll be building on the work of the Leidel committee and, in particular, drawing from the recent Brussels conference, which provided many opportunities for interchange. Specific measures will be ready for announcement by June 1, with implementation by October 1.

Patricia M. Byrne is coordinating a study of the personnel system for the 15

other categories of Foreign Service specialists. The study's target date for completion is June. She's assisted by Clyde Nora.

Foreign Service reactions: it's always imprecise—even risky—to judge such reactions only by the view from the sixth or seventh floors. To do so is to risk falling victim of a sort of bureaucratic "flat earth" fallacy. We admit, moreover, that so far we've only a model to offer. Nothing yet that can be driven out of a showroom. More detail will be provided to Afsa, and we'll make a full report, when all negotiations are complete, to the Secretary and to members of the Service. But from personal encounters, from communications we've received so far, and from follow-on briefings of the Thomas and the Bremer commissions, we'd tentatively judge Foreign Service officers' reactions as "O.K. so far—let's see more."

Please continue to let this column know, by letters, cables and office calls, what you think. Your views needn't be confined to this month's subject. We want to understand better the concerns of Civil Service and Foreign Service people on the whole range of Service life.

We foresee and look forward to a lively exchange in these pages—one that may help us all. ■



Harmon E. Kirby, director of the Office of Performance Evaluation in the Bureau of Personnel, with his deputy, Barbara Prather, as

they review plans for assisting the director general in dealing with delinquent employee

evaluation reports. (State Department photo by Veda Engel)

Life in the Foreign Service

History repeats itself in Hermosillo, Mexico

It's another tragedy for Americans—and here's how it was handled

BY ROBERT WITAJEWSKI

EARLY EVENING on January 2, while most of the rest of the U.S. community around the world was still recovering from the New Year's bowl games, the telephones rang simultaneously at my residence and that of consul David Stone, bringing news of a major disaster.



Mr. Witajewski

Robin Hunt in the Defense Attache's office at the Embassy in Mexico City was telephoning me, while a consulate contact was on the telephone to Mr. Stone. The messages were the same: Two survivors from a ship full of U.S. citizens had just been rescued adrift in the Gulf of California. There was no word on the fate of the rest.

The news prompted a nightmare that is familiar to anyone who has done consular work. Here it was a holiday weekend, and a shipload of U.S. tourists was missing. The setting sun meant that survivors, if any, would have to endure one more chilly night adrift at sea. Of more immediate logistical concern, the areas from which search-and-rescue operations would be mounted was located almost two hours' travel time from the consulate.

Hours later, we would be able to confirm that there were 12 U.S. citizens and 4 Mexican crewmembers aboard the "Santa Barbara," a former shrimp trawler modified and converted for use as a scuba diving boat. Of the 16 on board at the time of the accident, only 2 were ever rescued. It was the worst sea disaster in this century in the Gulf of California.

Over the next several days, Mr. Stone, Foreign Service secretary Margarete Mayer and Foreign Service national Miguel Esparza exhibited the calmness, dedication and capability that is expected in the Foreign Service. From the patterns which emerged, Hermosillo learned lessons which other posts might be able to apply.

The fog of crisis

Immediately after receiving our respective phone calls, Mr. Stone and I agreed to meet at the consulate as soon as possible. When we arrived, the first item of

business was to enlist the aid of Ms. Mayer, who was also the backup communicator. She had stayed late that evening to catch up on some work. As a result, she didn't get to leave until the next morning.

It was decided quickly that the first order of business was to start making

'Of the 16 on board, only 2 were rescued'

telephone calls to find out exactly what was known about the incident and how many U.S. citizens might be affected. The next priority was to develop a list of the names and addresses of the U.S. citizens.

Mr. Esparza, one of our most experienced nationals, immediately began calling contacts in the port authority's office in Guaymas, in an attempt to get a copy of the "Santa Barbara" passenger list. In a stroke of good fortune, it was discovered that most of the passengers had signed up for the trip through a Tucson diving shop. We began immediately to try to contact the shop for more details.

On a parallel track, we initiated contact with the U.S. Coast Guard's west coast search-and-rescue center in Long Beach. Over the next several days, we maintained excellent and well-coordinated communications with the Coast Guard, and helped relay their questions and advice to the Mexican navy on the scene. Rear Admiral J.M. Kime, commander of the U.S. Coast Guard District, and his staff earned our appreciation and respect for their tireless efforts during the hours and days following the disaster.

We asked two types of questions of authorities: (1) What search procedures were being implemented, and how could we

'We put ourselves in the place of the families'

avoid needless duplication of effort? (2) We put ourselves in the place of the concerned families. What would we want to know upon receiving a phone call from a stranger, identifying himself as a U.S. consul in Hermosillo and bearing bad tidings?

Our first attempts to contact the lessor/owner of the "Santa Barbara," to obtain vital information, weren't bearing fruit. Given the need to learn quickly the vessel's last known position and details on the

passengers, we made hurried calls to the port of entry in Nogales, Ariz., and to the Tucson police for assistance.

Since our first attempts to work out of individual offices showed how inefficient this would be, everyone soon moved upstairs into the principal officer's suite. Fortunately, it has large workspaces and several telephones. Maps and papers can be scattered on desks, tables and credenzas and still leave room to walk.

As word of the disaster spread, the consulate's telephone lines began to ring. Ms. Mayer became de facto traffic controller, accumulating and sorting growing stacks of yellow phone-message slips. Deadlines were noted, reporters' queries briefly annotated.

In the middle of the night, Jesus Lugo and Ramon Acedo, the consulate security agent and principal driver, went off to locate detailed maps of the search area. Eventually, they succeeded.

Once we had gotten a grasp on the basic situation, and the flow of new information had stabilized, and we had answered our own questions, we began the process of phoning the families and friends of the missing. Fortunately, the telephone system was working.

The message was not an easy one to give. Some individuals reacted numbly, other were shocked. One or two were disbelieving, and some were angry. At times like this, when you become consoler/confidant/reporter to people suddenly thrust into the worst crisis of their lives, you're thankful that you really did take that undergraduate psychology course seriously.

The message we conveyed was simple: we're here to help you, we're going to do our best to make sure every possible effort is made to rescue your family member, and you can depend on us as a source of reliable information.

After locating some maps, Mr. Lugo and Mr. Acedo performed a second vital service: They located a late-night pizza restaurant and delivered everyone's first meal since lunch the previous day.

By now, an implicit routine was developing. A round of calls to official and unofficial contacts, a series of calls to the family, a series of callbacks to reporters. Then the cycle started over again. With each iteration, some new information was picked up.

Going into Day 2 (or was it Day 3?), it became apparent that not all journalists were equally professional. One reporter for a major national newspaper, after a couple of pro forma questions on the sinking, decided to play Woodward and Bernstein about a shooting incident involving a U.S. citizen and Mexican police a year earlier. Another printed a totally fabricated report—the consulate had turned over to one family a cable reporting the sighting of 10 survivors in a lifeboat.

As soon as the situation had been stabilized, we began looking for ways for Mr. Stone to travel to the scene of rescue operations. The consulate had to be kept operating, but fortunately, a combination of a seasonal downturn in visa applications, coupled with superb work by nonimmigrant visa professionals Beatriz Briceno, Graciela Hernandez, Rafael Leyva, Alma Rucio Rodriguez and Ofalina Lopez, meant that one of us could keep the visa section operating while the other traveled to the scene. The American citizens service unit was also fully functioning, thanks to Alejandra Munguia and Francisco Orozco.

We developed a pattern. We would always make a round of calls to contacts to obtain new, fresh information before making our last series of calls of the day to families. Mr. Stone, and later vice consul Steve Kern, on emergency loan from Tijuana, made regular personal contact with officials in San Carlos/Guaymas. I traveled down the first available weekend, to meet with the admiral in charge of the naval district, the port captain and contacts in San Carlos. Always, the message was the same: First, is there new information? Our interests are humanitarian, not adversarial. What you tell us in confidence will remain that way. Trust us. Second, we want a maximum search effort made, even if it means disturbing the same sea lion four times a morning to check out four different reports of a floating survivor sighted at sea.

Monday-morning quarterbacking

The State Department contingent in Hermosillo consists of four officers. During the holidays, two of the four, Ann Ganzer and Damien Hinckley, were on much-deserved vacations. Robert Pastorino, deputy chief of mission in Mexico City, told Mr. Stone at a recent consular conference that a similar type of boating accident occurred during his very first tour with the Department—as a junior officer in Hermosillo—and during the holidays as well. One obvious lesson from this: Never approve holiday leave for two officers in



In crisis mode, from left: Margarete Maher, David Stone, Robert M. Witajewski, Miguel Esparza.

Hermosillo simultaneously!

In many ways, we were lucky. Two-thirds of the victims came from one area of the country. This was a key factor in enabling us to contact families early enough to become a prime source of information, rather than playing a secondary role to the media. Second, the telephones worked. Third, our contacts trusted us enough to give us information over the telephone.

But after discounting Hermosillo's uniqueness, are there any lessons that we learned that might have general value? We think so.

What worked for Hermosillo

First, the importance of permanent local staff who have built up close contacts with government officials can't be overemphasized. The smaller the post, the more important this becomes. In a crisis, you have to know whom to telephone and whom to bypass when something needs to be done at midnight. Keep the midnight telephone call in mind the next time you slash—either voluntarily or involuntarily—your Christmas greeting list by 50%.

Preplanning is also invaluable. When a crisis breaks, you need to have the wheel handy—there won't be time to re-invent it! Preplanning doesn't have to be sophisticated war-gaming. It can be as simple as making sure that everyone has everyone else's home telephone number and that they keep lists at home, as well as in their offices—or making sure that you drop by and visit key officials the next time you are in their area on consular business.

Second, keep your crisis response team physically together. Locate everyone (meaning all two or three of you) in a work area with several telephones. As a crisis develops, new information will be arriving constantly. Passing news around verbally is more efficient than sending memos floating down stairwells between floors.

Third, identify the U.S. citizens

involved as quickly as possible. Here is where your local staff can be invaluable in knowing, and being able to contact, the office or the person who might keep passenger lists or entry cards or immigration records. Equally important to gathering names is identifying hometowns or residences. Even if the best you can find is the name of a city, local police, sheriffs or telephone companies can frequently locate the families.

Fourth, start thinking about when to send an officer to the crisis scene. First-world consulates, blessed with large, specialized staffs and good internal air and road networks may wonder why this needs even to be explicitly addressed. However, in less-developed regions of the world, served by a small post, such decisions involve zero-sum equations. Sending an officer over 100 miles of bad roads means

'Will an unexpected closing of the consulate lead to grumbling on the streets?'

you may also have to shut down visa and other U.S. citizen services for two days. Are other cases pending? Will an unexpected closing of the consulate lead to grumbling and discontent in the streets? Will you have the mayor on the telephone, angrily inquiring why the tranquility of his city is being disturbed? Can more be accomplished at the seat of government or at the (remote) scene of the disaster? Can you communicate with an officer on the scene?

Last, but definitely not least, don't hesitate to call on neighboring consulates of the embassy for assistance. Larry Colbert, consul general in Tijuana, and Jon Edensword, consul general in Mexico, both offered immediately to send officers to Hermosillo. When there was a chance that survivors, or remains, might begin to be recovered down the coast some distance

from the consulate and require the presence of a consular officer, we quickly accepted Mr. Colbert's offer, and Mr. Kern, an experienced consular officer, arrived to help.

In Hermosillo, several factors led us to a decision to send one of the two of us to the scene the next morning. First, a determination that, with the assistance of our excellent staff, the consulates could, to all public appearances, continue providing normal services in the short run with only one officer. Second, enough new information had been obtained during the night to make the trip worthwhile.

Thus, Mr. Stone, on a couple of hours' sleep, left at 5 a.m. for Guaymas/San Carlos to work with Mexican naval and civil authorities on search-and-rescue operations. His presence as the U.S. consul served both to reassure the American community and to impress Mexican officials as to the seriousness with which the United States wanted the search conducted.

Fifth, start contacting families or relatives as soon as you have accurate information. It's critical to establish a positive, supportive relationship with families as soon as possible. They should know from the beginning that the Department is aware of the problem and is working for them. Creating such a relationship will also enable the officer to obtain information which may prove vital for identification purposes. The rule to remember in dealing with families of victims: News should arrive from an officer, not from a reporter.

Sixth, once you've established contact with families or friends, maintain it—regularly and religiously. Establish a routine for contacting individuals. If they know when they can expect to hear from you, they'll be home, and the telephone isn't likely to be tied up. From Hermosillo, we spoke with families at least twice daily, more often when events warranted.

Advise the families of all information received. In Hermosillo, because of the nature of the accident, it was decided early on that we wouldn't pass on rumor or information which didn't seem reasonable or accurate. We also discouraged—strongly—reporters from gratuitously commenting on the existence of sharks in the Gulf of California, for example.

Circumstances may be different in your crisis. In other situations, however, it might make sense to pass on rumors, while stressing that they are only rumors and not confirmed information. In deciding how to

deal with this situation, put yourself in the place of a close family member. What would you want to know as your world was collapsing around you?

Several relatives said later that they appreciated the regular and frequent contact with the consulate. With the news media bombarding them with rumor and partial information, the relatives said they also came to rely on our judgment about the accuracy of information. To paraphrase the New York Times' motto, "all the news that's fit to pass on" worked best. As one surviving spouse said: "When my world was collapsing around me, the *regular* calls that I got from the consulate with *solid information* were the only pillars of stability that I had."

Note, however, that not reporting rumor doesn't mean that consular officials should be positive and wait for information to arrive. Throughout the crisis, we in the consulate were *active* participants in *seeking* out information and facts to pass on to families.

Seventh, keep the Department aware of breaking developments. It's probably a good idea for the same person to draft most of the initial cables. The advantages are that you maintain a consistent style, and it's easier to keep track of new information which needs to be introduced—and inaccurate or outdated information which needs to be corrected.

Eighth, use the Department's Operations Center to pass along information or requests quickly. Since it's staffed 24 hours a day, no one there will be disturbed by your 3 a.m. telephone call. With its conferencing capability, the Op Center can allow you to talk and coordinate with multiple Department and other agency offices simultaneously. This saves time and increases accuracy. When advised of incoming cables, the Op Center can also cut lots of bureaucratic redtape to ensure rapid distribution of traffic to Washington actors.

Ninth, return every media call as promptly as possible. The world is full of deadlines. The Department has deadlines, but so do reporters. Get the reporters to know that you'll get back to them. Correcting a story before it goes to press is better than attempting to correct inaccurate published information.

Granted, telephoning is time-consuming and diverts you from other essential work. After a while, it can make you feel that you have a new appendage growing out of your left ear. But the media can serve as your transmission belt both to the public and, indirectly, to friends and relatives of

the victims. Their seeing in print the next morning what you've just told families over the telephone seems to increase the information's credibility.

Fairly early on, you'll realize that not all reporters are equally good. In human tragedies, most professional journalists are willing to accept advice and comment on a background basis, and to consider your suggestions about not pursuing a particular angle because its only result might be to cause unnecessary grief to the family—for example, the gratuitous, unfounded speculation about sharks in the area of the sinking. Tell reporters this, and the professionals will go along. They'll even give you advance warning of a colleague's rumor-mongering. If you can't get the story killed, at least you can warn the families that it's not true.

Because of the intense media interest in the sinking, friends and family members quickly became besieged. For almost all of

'What do you do when there's a break in the action? Rest? No.'

them, dealing with the media was a new experience. Most of them didn't know how to say no to a reporter. They became confused in the welter of partial stories and unfounded rumors that gained credence through repetition, that traveled around airwaves and bounced off newspaper headlines. Their early enamoration of being the object of a major media event quickly soured as some media people intruded on privacy, repeated half-truths or speculated groundlessly.

And what do you do when there's a break in the action? Rest? No. One last suggestion: If the victims have come from a specific geographical area, contact the local staffs of members of Congress. Be up front with them. Explain what you've been able to do for survivors, what you anticipate their requests might be down the road, and what potential roadblocks or delays might be and how you will deal with them. With this information, the member's constituent services staff can help you by dealing with inquiries. A tremendous amount of time, duplication of effort and confusion can be avoided.

Getting ready for next time

These are some of the immediate lessons that we learned. But don't forget the "11th commandment" for dealing with a major crisis: Don't lose the telephone number of the best 24-hour pizza delivery service in town. ■

Ask Dr. Goff



Q.

CENTRAL AMERICA
The nurse practitioner at our post just told us our two children (second and fourth-graders) need measles boosters. I thought when they got their measles shots as babies they wouldn't need to receive any more. Is this something new?

A.

Yes, this is a new procedure. My office is following the recently-announced Public Health Service recommendation, that all children be revaccinated against measles (rubeola) at the time they enter school. The booster dose is the same measles-mumps-rubella immunization that your children probably received at their 15-month pediatric checkup. In recent years, two major types of measles outbreaks have occurred in the United States. One group consists of unvaccinated preschool-aged children and the other, particularly on college campuses, among persons who were vaccinated in one dose as children. The goal of eliminating measles in the United States hasn't been reached. The two-dose measles vaccination

'Overseas, measles is a common problem'

schedule is expected to provide protection to most persons who don't respond to their initial vaccination. When fully implemented, this new immunization schedule should lead to the elimination of measles among school-aged children and college students. Overseas, measles is a particularly common problem. In the Third World, where many remain unvaccinated, yearly outbreaks are the rule and the risk of exposure is greater than here in the States. Measles (rubeola) is often a severe disease, frequently complicated by middle-ear infection or bronchopneumonia. Encephalitis occurs in approximately 1 of every 1,000 reported cases; survivors of this complication often have permanent brain damage and mental retardation. Death, usually from respiratory and neurologic causes, occurs in 1 of every 1,000 reported measles cases. The risk of death is greater for infants and adults than for children and adolescents. The measles revaccination recommended for your children is important in continuing efforts to protect your children from this disease, even though in recent years you rarely hear about children with this infection in the United States. If you haven't already fol-

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

lowed the nurse practitioner's recommendations, I urge you to have your children vaccinated promptly.

Q.

Are shingles contagious?

WASHINGTON

A.

The medical name for the blister-like painful lesions called shingles is herpes zoster. It's caused by the varicella-zoster virus, which also causes chicken pox. After you recover from chicken pox, the virus virtually lies dormant within your body's central nervous system cells. Many years later, the virus can activate and cause an outbreak of shingles. This can occur as a result of a variety of factors, including the use of certain medications, a change in your immune system and stress. Shingles usually affects people over 50—the chance of contracting this painful rash increases as you age. The virus can also be reactivated if you're exposed to someone with chicken pox. Because your immune system protects you from a new "invasion" by the varicella-zoster virus, you cannot "catch" shingles from someone else if you've already had chickenpox. But if you've never had chick-

'Shingles usually affects people over 50'

enpox, you can develop it from exposure to someone with shingles. At present there are no effective means, such as vaccinations, to prevent herpes zoster infection.

Q.

What is a laser?

EUROPE

A.

Albert Einstein identified the laser's scientific principles early in this century. It wasn't until 1960, however, that the world's first laser device was built. Laser

stands for "light amplification (by) stimulated emission (of) radiation." Light consists of tiny particles called photons. When energy is applied to a laser medium, usually a gas or crystal, it causes the electrons of that medium to move in an excited state. A photon (a form of radiant energy) entering the medium will strike one of the excited electrons and cause it to return to its original state. This produces a second photon, in a process called stimulated emission. Lasers repeat this process in an endless chain reaction. All the photons have two important properties: their wave lengths are identical, and they all travel in one direction. In contrast, light from the sun or even from a light bulb contains many different wave-lengths and travels in widely scattered directions. The intensity of this amplified light, and the ability to focus it on a small target, gives the laser its useful role in medicine. When aimed at human tissue, the intense beam of

'The laser hasn't replaced the scalpel, but it helps...'

light heats target cells to the point that doctors can cut, coagulate or vaporize small areas—with minimal disturbance to neighboring tissue. The laser hasn't replaced the scalpel, but it helps doctors perform some procedures more effectively. About one million laser medical procedures are now performed each year in the United States.

Q.

WEST AFRICA
We have two small children, and I'm concerned about the risk of poisoning from pesticides sprayed on the baseboards of our house every month or so, for cockroach and ant control. We also have a puppy and a cat. Are there any special precautions I should be following?

A.

Your question is a good one, and timely, since March is "Poison Prevention Month." As the Department's medical director, I've been concerned about the potential health risks associated with the selection and application of pesticides in residences and other properties at overseas posts. In 1987 this office undertook a major initiative in this area. We provided all posts with technical guidance and materials directed to the selection and use of pesticides, the awareness of pesticide dangers and the recognition and management of episodes of pesticide poisonings by our post

medical personnel. Last May, our Environmental Health Office conducted an all-post pesticide use survey, so the selection and application of the identified pesticides for target pests noted could be technically assessed. Experts from the Environmental Protection Agency and Department of Defense assisted with this, and with the recommendations provided for implementing safe and effective programs. As of this date, we've appraised information and data received from over 150 posts.

We found that many pesticides are of foreign make, not registered by the environmental agency and, in a large number of cases, inappropriate from the standpoint of optimum effectiveness and the method and frequency of application. The most common pests reported are crawling insects (cockroaches, ants, spiders, etc.), flying insects (flies, mosquitoes, etc.), rats and mice, and

'I've been concerned about risks associated with pesticides'

subterranean termites. Our recommendations focus on the identification and use of registered pesticides, and that application be made in accordance with the label instructions covering mixing, application, and protective measures. Registered pesticides are available to post general services officers from General Services Administration and Defense supply sources.

Now back to your concern for the safety of your children and pets: In the word pesticide, "cide" means to kill, as in this case, pests such as insects and rodents. Pesticides are chemicals and can pose a health risk to humans and animals. For the control of cockroaches, ants and other crawling insects indoors, pesticides of choice could be either liquid or powder, applied (spray or brush) to cracks and crevices on baseboards, under sinks, closets, cabinets and storage areas. Powders are visible and present an exposure risk to children and pets. We recommend a liquid spray which dries a few hours after application, leaving surfaces safe if contacted. Food and food handling and preparation areas, including utensils, should *not* come in contact with applied pesticide. Ideal conditions for pesticide applications indoors are when the house is vacated for three to six hours, and suitably ventilated before re-entry by occupants. Check with your general services officer to be sure that only Environmental Protection Agency-approved chemicals are used in the approved fashion. We in the Office of Medical Services provide techni-

cal assistance to all posts on pest control matters. Our regional medical officers and post health units provide surveillance of post pesticide use programs, and attempt to minimize the potential health risks to employees and their dependents.

Q. **ASIA**
Can I donate blood even though I've had the series of hepatitis B vaccination shots?

A.
Yes. Receiving the hepatitis B immunizations doesn't preclude you from donating blood. However, if you've had hepatitis in any form (A, B, non-A non-B, Delta, etc.) you must *not* be a blood donor. Since you're overseas, I encourage you to talk to the nurse practitioner or regional medical officer at your post about volunteering for the blood bank. You'll be asked a series of questions, and the interviewer will examine you and confidentially discuss and answer any other questions you might have. □

Q. **SOUTH AMERICA**
I have been taking L-Tryptophan occasionally for sleep for several years, and I've had no problems. Must I discontinue it?

A.
Absolutely. You must stop taking this over-the-counter drug immediately. In fact, the sale of this drug has been discontinued throughout the United States. It's no longer available on the shelves of pharmacies or other stores. A recent spate of very serious blood disorders resulting in several deaths has caused the U.S. Food and Drug Administration to stop sales of this non-prescription drug. □

Medical office launches travel advisory program

The Office of Medical Services began a new travel advisory program in January which provides counseling on health conditions at overseas posts, as well as inoculations. Nursing supervisor Nellie Clemons said her staff of five counseled over 1,400 people in January.

The program is aimed particularly at first-time travelers, according to Dr. William Davis, who developed the program. He explained: "We find they're underprepared or overprepared. Either they expect everything at post to be as it is at

home, or they expect no medical services, and they're surprised."

Travelers participate in a 20-to-30-minute question-and-answer session on how to stay healthy at post, Ms. Clemons said. With required shots, they receive a booklet on health for travelers and a factsheet on the post. The sheet includes up-to-date information on local doctors and hospitals; health hazards, like the prevalence of malaria; health precautions, such as the need to boil water; and the availability of bloodbanks. "Blood banks are especially important in this day of AIDS, and people want to know if they exist," Dr. Brown said.

Dr. Brown said he devised the new program from a computer database he compiled over a four-month period. "We have cabled most of our posts for information," he said. He added that, as local conditions change, posts will cable Medical Services.

Travelers who would like to receive the service should schedule an appointment by calling 647-3578. The program is open to employees and their families when they are traveling on Government business. □

Alcohol Awareness Program ***'I had no problem with alcohol (so I thought)'***

(This publication does not accept anonymous articles, but the following for obvious reasons is an exception.—Editor.)

How did I get here? I never was charged with driving under the influence, never lost a job, never hid bottles, never drank during working hours and, for certain, I didn't drink more than my friends. So, how did I get here? Dr. Carl Jung once described alcoholism as "a constant state of internal rage." That defined me. I was always angry at the vicissitudes and unfairness of life.

After taking my pre-departure physical at a Latin American post, I was angry that they didn't find out what was wrong with me. I was certain that some latent tropical bug acquired during prior service in Africa was the cause of my being ill so often. Obviously, those imbeciles couldn't find it, so I demanded that the Office of Medical Services find it while I passed through Washington.

Soon, after a battery of tests, I found myself in the late Dr. John Schadler's office, discussing how only excessive alcohol intake could cause my symptoms, and being politely advised that it would be in my own best interests to take "the cure." Certain that I had no problem, that it was just damage left over from the hepatitis of

MEDICAL SERVICES

15 years ago, it took some salesmanship ("It will be just like a retreat") and some threat to reach me. They had me over a barrel: "We won't approve your clearance to your next post." "Knowing" that I had no problem, I decided to humor them and think of it as a retreat.

It took me about a week of the "retreat" to come honestly to the conclusion that I was an alcoholic. Although I may not have reached the Bowery bottom, I sure had lost a lot of friends through my aggressive behavior when drinking. A lot of

'I decided to humor them'

the memories I had to face honestly weren't pleasant: boorish behavior, arguments, blackouts, friends telling me to slow down or calm down, promising myself every morning that tonight I would have a meaningful chat with my wife (but instead going straight to the gin bottle), lost week-ends, etc., etc.

I don't know exactly how the Alcoholics Anonymous program works, but it does work. Thoughts such as "I can't face the rest of my life without a whiskey" were changed into "I don't really need to think about that, except that I won't have a whiskey today." Slowly, my attitude changed.

But much more significant than memories are the benefits and new memories I've gained. I've learned that staying away from booze helps me to utilize the better parts of my character. For the first time in my adult life I can see personal growth, and that it's far easier to be happy.

Assuredly, life doesn't change. There is still unfairness, and frequently things don't go my way. But if I don't get the job I

'It's far easier to be happy'

want, or get cut off in traffic, I don't get angry or drunk about it. After over six years without a drink, I can tell you only that it keeps getting better. The good reactions to bad situations come more easily and more frequently. In many ways, it's like belonging to an exclusive club, and many times, I actually feel sorry for those of you who are outside such a marvelous organization.

(If anyone wishes further discussion with the author, he may be contacted through (202) 647-1843.)

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of strict medical confidentiality. ■



STOCKHOLM, Sweden—Ambassador Charles E. Redman, right, presents Certificate of Appreciation to Wallace D. McIntyre, on

the latter's retirement after over 34 years of U.S. service, 24 of them at State in the communications programs field.



OPORTO, Portugal—At award ceremony, from left: Maria Luisa Figueiroa, acting prin-

cipal officer Peter Collins, Maria Gloria Mesquita.

Education and Training

Schedule of courses at the Foreign Service Institute

Program	April	May	June	Length
Area studies				
Africa, sub-Sahara (AR 210)	—	14	—	2 weeks
Canada (AR 129)	—	—	11	1 week
East Asia (AR 220)	—	14	—	2 weeks
Latin America (AR 230)	—	14	—	2 weeks
Near East and North Africa (AR 240)	—	14	—	2 weeks
South Asia (AR 260)	—	14	—	2 weeks
Southeast Asia (AR 270)	—	14	—	2 weeks
USSR/eastern Europe (AR 280)	9	—	11	2 weeks
Western Europe (AR 290)	—	14	—	2 weeks
Language and advanced area courses				
French (LFR 100)	23	29	25	24 weeks
German (LGM 100)	23	—	25	24 weeks
Italian (LJT 100)	23	—	25	24 weeks
Portuguese (LPY 100)	23	—	25	24 weeks
Spanish (LQB 100)	23	29	25	24 weeks
Familiarization and short-term (FAST) courses				
Bulgarian (LBU 200)	30	—	25	7 weeks
Czech (LCX 200)	30	—	25	7 weeks
French (metropolitan) (LFR 200)	23	—	25	8 weeks
French (sub-Sahara) (LFR 201)	23	—	25	8 weeks
German (LGM 200)	—	—	25	8 weeks
Hungarian (LHU 200)	30	—	25	7 weeks
Icelandic (LJC 200)	—	—	25	6 weeks
Italian (LJT 200)	23	—	25	8 weeks
Norwegian	23	—	—	6 weeks
Polish (LPL 200)	30	—	25	7 weeks
Portuguese (Brazilian) (LPY 200)	23	—	25	8 weeks
Portuguese (European) (LPY 201)	23	—	25	8 weeks
Romanian (LRQ 200)	30	—	25	7 weeks
Russian (LRU 200)	30	—	25	7 weeks
Serbo-Croatian (LSC 200)	30	—	25	8 weeks
Spanish (LQB 200)	23	—	25	8 weeks
Administrative training				
Advanced disbursing officer course (PA 251)	—	14	25	3 weeks
Appropriation law (PA 133)	—	29	—	3 days
Budget and financial management (PA 211)	2	14	25	27 days
Contracting officer representative training, for non-personal services contracts (PA 127)	—	—	19	3 days
Contracting officer training for construction projects (PA 125)	10	—	—	3 days
Financial management center management seminar (PA 281)	—	—	4	3 weeks
General services operations (PA 221)	2	7	4	11 weeks
	23	14	11	11 weeks
	30	21	18	11 weeks
	—	28	25	11 weeks
Personnel management training (PA 231)	16	—	18	6 weeks
Property management for custodial officers (PA 135)	—	10	—	2 days
Vendor claims, voucher examiner workshop (PA 140)	—	—	4	3 days
Consular training				
ConGen/Roslyn basic consular course (PC 530)	Continuous enrollment: 26 days			
Consular orientation program (PC 105)	Continuous enrollment: 6 days			
Immigration law and visa operations	Correspondence course			
Nationality law and consular procedure	Correspondence course			
Overseas citizens services	Correspondence course			
Passport examiners	Correspondence course			

—(Continued on next page)

Information management college is established

An Information Resources Management College, succeeding the Department of Defense Computer Institute where many State Department people have studied, will become the fourth college of National Defense University.

The change "has totally transformed the level and focus of the institute's curriculum and faculty and has resulted in redefining its mission and purpose," said a January 30 news release.

The new college will offer an advanced management program in September, and it will be moved in 1992 to the university's Fort McNair campus. The news release said its "ability to perform think-tank and applied research assignments will be further developed."

It added that the school would develop and teach information management courses; train information program managers and their staffs and provide them technical assistance; train senior executives; and "facilitate information research, scholarship and intellectual exchange."

For information, call Audrey Means, 475-0860. □

New training slot: European Community

For the first time this year, a one-year postgraduate training program on "European Community Law and Institutions" was made available to Foreign Service officers. The program, at the University of Edinburgh, will accept one economic and political officer at the FO-1 to 3 level who wants to serve in European Community member countries, or who is in a Department position concerned with western Europe.

Applications for the current year were due February 23, but Marshall Atkins, Office of Foreign Service Career Development and Assignments, said: "We hope to be able to offer this training again, as expertise in these matters continues to be a valuable asset to the Foreign Service." For information, call Victor Maffett, 647-3308. □

Speaking, listening

"Effective Speaking and Listening Skills" will be taught in an 18-hour course at the Foreign Service Institute beginning March 5. Employees in Civil Service grades 5-12 and the equivalent Foreign Service grades are eligible for this training. For information, call 875-5370. □

EDUCATION AND TRAINING



MADRID, Spain—At telephone techniques course, from left: Foreign Service Institute instructor Virginia Taylor, telephone operators Mila de Cura, Antolin Munoz, Gina Lacayo.

Senior officer program at Aspen Institute

The program under which two senior officers will be selected to attend two-week seminars at the Aspen Institute in Colorado, with their spouses, through funding from the Una Chapman Cox Foundation, is continuing this year with sessions slated to begin on June 24, July 15 and 28 and August 12, said a Department Notice of February 8.

"The seminars are developed to provide senior Foreign Service officers in demanding positions an opportunity to address the larger issues of contemporary world society in an environment conducive to thought and to interaction with leading citizens in other fields of activity," the notice said. "All Aspen Institute programs 'are designed to develop approaches to current issues, identify the implications of alternative approaches and propose possible policies and actions for resolving issues.'"

The application deadline is March 15. For information call Marshall F. Atkins, 647-3308. □

Library phone numbers

Information and reference. 647-1099
Interlibrary loan. 647-3037
Circulation. 647-2353
Front desk. 647-2458 □

To the transient life

*Every two or three years we move on,
Leaving behind connections.*

*Aware we'll have to go,
We look with urgency upon each blossom.*

Sharing insights others leave unspoken.

—SANDRA M. TAYLOR
Secretary, Miami Regional Center □

—(Continued from preceding page)

Program	April	May	June	Length
Curriculum and staff development				
Training of trainers (PD 510)	—	—	20	6 days
Training program evaluation (PD 511)	—	19	—	1 day
Economic and commercial studies division				
Orientation for overseas economics (PE 124)	—	—	25	2 weeks
Executive development				
Deputy chiefs of mission	—	—	17	11 days
EEO awareness for managers and supervisors (PT 107)	—	24	—	2 days
Executive media training (PT 101)	11	—	6	1 day
Foreign affairs leadership seminar (PT 119)	22	—	—	2 weeks
Managing change	—	9	—	1 day
Performance management seminar (PT 205)	12	—	—	2 days
Program directors' management seminar (PT 106)	10	—	—	3 days
Supervision for the experienced employee (PT 121)	5	—	—	3.5 days
Washington tradecraft (PT 203)	—	7	—	2 weeks
Information management training				
Advance PC*	—	7	—	3 days
	—	14	—	3 days
Introduction to the PC (PS 111)	30	—	—	1 week
Systems specialist training (PS 110)	—	21	—	12 weeks
*Prerequisite: Successful completion of PC lab				
Office management courses				
Advanced word processing (PK 103)	—	1	5	3 days
Advanced WP Plus (PK 154)	18	15	19	1 day
Civil Service clerical/secretarial (PK 104)	9	14	18	1 week
Decision processing (PK 152)	24	17	21	1 day
Drafting correspondence (PK 159)	—	—	18	1 week
Employee relations (PK 246)	—	10	—	2 days
Glossary (PK 151)	19	16	20	1 day
Oral communication (PK 226)	2	—	—	30 hours
Supervisory studies seminar (GS 5-9) (PK 243)	30	—	4	3 days
Supervisory studies seminar (GS 10-12) (PK 245)	16	21	—	3 days
Writing effective letters and memos (PK 241)	23	—	—	1 week
Written communication (PK 225)	—	7	—	1 week
Orientation				
Orientation for department officers (PN 105)	3	8	12	2 days
Orientation for Foreign Service officers (PG 101)	—	21	—	9 weeks
Orientation for Foreign Service specialists (PN 106)	26	31	—	3 weeks
Orientation for Soviet and East European posts (PN 111)	23	14	18	1 week
Overseas Briefing Center				
American studies/cross-cultural training (MQ 101)	—	—	11	2 weeks
Deputy chief of mission spouse seminar (MQ 110)	—	—	25	4 days
Educating the Foreign Service child while posted abroad (MQ 400)	—	16	—	1 day
Employment planning for the mobile Foreign Service spouse (MQ 103)	30	—	—	4 days
Encouraging resilience in the Foreign Service child (MQ 500)	—	17	—	1 day
English-teaching seminar (MQ 107)	—	7	—	1 week
Going overseas (families, singles and couples) (MQ 200)	21	12	9	1 day
Going overseas (teens) (MQ 201)	—	12	—	1 day
Introduction to effective training skills for the Foreign Service spouse (MQ 111)	—	—	25	1 week

—(Continued on Page 47)

PERSONNEL: CIVIL SERVICE

GS-13

Boyd, David J., Diplomatic Security
Suggs, Melba G., Diplomatic Security

WG-5

Hicks, James E., Administration, Domestic Fleet Operations

Appointments

Anderson, Joan N., Bureau of Personnel, Recruitment
Armstrong, Seth, Seattle Passport Agency
Aulton, Annette Y., Pre-Assignment Training
Avery, Delora K., Pre-Assignment Training
Barnett, Bettina, Bureau of Administration
Baxter, Teresa Ann, Seattle Passport Agency
Bourgeois, Travis Louis, New Orleans Passport Agency
Brady, Gordon L., International Organization Affairs
Bronson, Ann E., Houston Passport Agency
Cammett, William G., Executive Secretariat
Candler, Suzanne P., African Affairs
Carhart, Christina L., International Organization Affairs
Casey, Lincoln E., Bureau of Personnel
Cassis, George G., Office of Inspector General
Chan, Alice, Boston Passport Agency
Cook, Daniel Lee, Politico-Military Affairs
Cooper, William Anthony, International Organization Affairs
Creamer, Jacquelyn L., Seattle Passport Agency
Custodio, Aurea L., Foreign Service Institute, Romance Languages
Deshong, Christopher L., Office of Inspector General
Dicks, Dorothy Agnes, New Orleans Passport Agency
Dorn, Lacey Neuhaus, Administration, Art in Embassies
Downing, Suzanne L., Bureau of Administration
Draper, Morris, Bureau of Personnel
Edmondson, Susan H., Office of Comptroller
Faltz, Deborah Ann, Pre-Assignment Training
Garland, Barbara Jean, Diplomatic Security
Goodwin-Mills, Mattie F., Office

of Coordinator for Refugee Affairs
Gulden, Julianna M., Office of Coordinator for Refugee Affairs
Hieb, Laura Josefa, Seattle Passport Agency
Hill, Martha F. M., Office of Legal Adviser
Hira, Anil, Diplomatic Security
Hoehn, Walter Timothy, Diplomatic Security
Jackson, Josephine, Seattle Passport Agency
Johnson, Geoffrey A., Office of Inspector General
Jones, Andrea Lynn, Diplomatic Security
Kim, So Yoon, Foreign Service Institute, Asian and African Languages
Kmetz, John C., Bureau of Personnel, Recruitment
Leblanc, Diana R., Administration, General Services
Lee, Bang Ja., Seattle Passport Agency
Lee, Michelle L., Pre-Assignment Training
Lehman, Kelly Ann, Office of Inspector General
Lester, Raymond, Intelligence and Research
Levine, Burton L., Administration
Lieber, Donald C., Bureau of Public Affairs
Lyles, Cheryl J., Economic and Business Affairs
Mayberry, Charles E., Office of Overseas Schools
McAuley, David, Executive Secretariat
Montgomery, Otis Mark, Seattle Passport Agency
Nguyen, Maily Luong, Seattle Passport Agency
Olmon, E. Parks, East Asian and Pacific Affairs
Olson, Peter Murray, Office of Legal Adviser
Pleasant, Marionette Hope, New Orleans Passport Agency
Poole, Jennifer Carleen, Bureau of Personnel, Summer Clerical Program
Prado, Armando D., Mexico
Pulupa, Alfredo N., Bureau of Administration
Ramsey-Parrish, Alvertis, B., Pre-Assignment Training
Rathner, Herbert, Bureau of Personnel
Rufenacht, Christina M., Intelligence and Research
Sadler, Harold, Office of Comptroller
Salcedo, Jaime E., Administration
Saunders, Renee B., Intelligence

and Research
Schultz, Katherine Mary, Office of Inspector General
Scott, Catherine Sarah F., Office of Legal Adviser
Seeds, Frances, Administration, Language Services
Shaw, Clarence E., Pre-Assignment Training
Simons, Marie Victoria, Foreign Service Institute, Overseas Briefing Center
Smith, Cora L., Office of Comptroller
Smith, Deshaun R., Executive Secretariat
Smith, Kay M., Administration
Smith, Sandra Ann, Diplomatic Security
Sommer, Peter R., European and Canadian Affairs
Struck, William W., Human Rights and Humanitarian Affairs
Tahir-Kheli, Shirin R., International Organization Affairs, Office of Ambassador to UN
Thomas, Geraldine, Refugee Programs
Tritak, John Steven, Politico-Military Affairs
Tuggle, Katasha Lynn, Medical Services
Van Fossan, Christina L., Office of Comptroller
Viergutz, Carol Anne, Consular Affairs
Wolcott, Jackie, International Organization Affairs

Reassignments

Barnes, Sherrie Evangeline, Pre-Assignment Training to Refugee Programs
Butler, Darlene L., Pre-Assignment Training to Refugee Programs
Butler, Kimberly M., Consular Affairs to Economic and Business Affairs
Camp, William Lile, Foreign Service Institute, Office of Management and Administrative Services to Consular Affairs
Davis, Dawn Faith, Pre-Assignment Training to Economic and Business Affairs
Donald, Kenneth J., Pre-Assignment Training to Economic and Business Affairs
Donaldson, Tanya M., Office of Counter-Terrorism to Office of Comptroller
Francis, Renee' D., Pre-Assignment Training to International Narcotics Matters

Getze, Antoinette J., East Asian and Pacific Affairs to European and Canadian Affairs
Horwitz, David R., Bureau of Personnel to Office of Comptroller
Johnson, Phyllis E., Bureau of Personnel to Diplomatic Security
Laws, Debra G.W., Near Eastern and South Asian Affairs to Medical Services
Libby, Nola, Administration to International Narcotics Matters
McNerney, Judith A., Foreign Service Career Development and Assignments to Bureau of Public Affairs
Monblatt, Hiram Castello, African Affairs to Economic and Business Affairs
Price-Hargrove, Sherry D., Pre-Assignment Training to Office of Under Secretary for Management
Purohit, Lopa U., Pre-Assignment Training to Economic and Business Affairs
Richter, Kim Beverly, Pre-Assignment Training to Panamanian Affairs
Ross, Erin E., International Organization Affairs to Office for Counter-Terrorism
Swinson, Rita P., Bureau of Public Affairs to Intelligence and Research
Taylor, Pamela E., Bureau of Personnel to Intelligence and Research
Walpole, Robert D., Intelligence and Research to Politico-Military Affairs
Yu, Wen Mei, Office of Comptroller to Diplomatic Security
Zehnder, William C., Office of Inspector General to Bureau of Administration

Resignations

Allard, David J., Boston Passport Agency
Awadallah, Dolores Hunt, International Organization Affairs
Barfield, Lamanthia A., Bureau of Personnel
Benjamin, Jessie M., African Affairs
Boren, Rita, Administration, Language Services
Brown, Gloria Diane, Seattle Passport Agency
Brown, Michelle Denise, Office of Comptroller
Colovas, Stephen W., Legislative Affairs
Cooper, Wendy D., Diplomatic Security

Cooper, William Anthony, International Organization Affairs
 Cragin, Donald H., Boston Passport Agency
 Craig, Maurice T., Diplomatic Security
 Craig, Michael J., Diplomatic Security
 Davis, Monica A., European and Canadian Affairs
 Decain, Vincent F., Office of Under Secretary for Security Assistance, Science and Technology
 Dibisceglie, Joseph M., Diplomatic Security
 Dishman, Patrice M., Diplomatic Security
 Duerk, Janet D., Pre-Assignment Training
 Earl, Ryan J., Pre-Assignment Training
 Espinosa, Sylvia A., Bureau of Administration
 Fogle, Denise N. Ford, Administration
 Fox, Lois L., Pre-Assignment Training
 Gill, Ronald Eugene, Seattle Passport Agency
 Gutierrez, Jaime A., Inter-American Affairs
 Holloman, Susan, Consular Affairs
 Hoover, Evelyn, Los Angeles Passport Agency
 Jackson, Charlotte Elaine, Seattle

Passport Agency
 Jaroszewski, Lenelle K., Houston Passport Agency
 Jones, Kent Albert, Economic and Business Affairs
 Kenchelian, Mark L., Office of Legal Adviser
 Kim, Buhyuck, Boston Passport Agency
 Lado, Joseph D., Inter-American Affairs
 Lockley, Raquel C., Office of Comptroller
 Lodge, Teri Susan, Intelligence and Research
 Lynch, Karen Nicole, Consular Affairs
 Manley, Nancy Y., Pre-Assignment Training
 Martinez, Deborah L., Philadelphia Passport Agency
 McKee, Kendra L., Diplomatic Security
 Merrigan, Sandra E., Diplomatic Security
 Mikowicz, Jerome D., Bureau of Personnel
 Mizelle, Jennifer, Pre-Assignment Training
 Moore, Michele T., Office of Under Secretary for Management
 Murphy, Patrick William, Consular Affairs
 Nolan, Mariana M., Family Liaison Office

Patrick, Jacqueline Y., Panamanian Affairs
 Pollard, Timbolin D., Chicago Passport Agency
 Poppe, Jennifer Sue, Diplomatic Security, Los Angeles Field Office
 Reed, Mary Catherine, Bureau of International Organization Affairs
 Rhodes, Walter, Diplomatic Security
 Sauls, Barbara A., Office of Inspector General
 Schneidman, Witney W., Bureau of Intelligence and Research
 Sellers, Marette, Bureau of Personnel, Recruitment
 Semakis, Florence M., Diplomatic Security
 Shields, Constance C., Consular Affairs
 Shiplett, Myra H., Consular Affairs
 Spriggs, Brian Dewitt, Consular Affairs
 Stribling, Sandy D., Los Angeles Passport Agency
 Suddeth, Margaret Mary, Consular Affairs
 Vines, Robin Gail, Office of Comptroller
 Warren, Michelle Diane, Mexico
 Zaremski, Robin D., Diplomatic Security

Retirements

Austin, Doris E., International Organization Affairs
 Barkanic, Louise A., Diplomatic Security
 Carter Jr., Joseph H., Executive Secretariat
 Ceasar, Christine, Administration, General Services
 Dion, Grant C., Bureau of Personnel
 Goode, William K., Diplomatic Security
 Harrison, Howard E., Diplomatic Security
 Hester, Mignon A., Diplomatic Security
 Howells, William Dean, Intelligence and Research
 Klechko, Elizabeth D., Office of Legal Adviser
 Mayberry, Charles E., Office of Overseas Schools
 McCormack, Grace M., Los Angeles Passport Agency
 Robinson, Marion F., East Asian and Pacific Affairs
 Saporito, Helen, International Organization Affairs
 Slattery, Janina, Panamanian Affairs
 Swisher, Julian W., Administration, Allowances Staff
 Waiters, Willie D., Diplomatic Security
 Wallace, John, Administration ■



FOREIGN SERVICE INSTITUTE—Graduates of the clerical/secretarial class, first row (left to right): Ava Hall, Mimi

Spat, Lois Fox, Hollie Mills, Marilyn Vincent, Sherri Burdette, Nola Libby. Second row: Sandra Bat-ten, Crystal Hebbons, Brenda

Rawles, Monica Henson-Bell, Jacqueline Budd, Patricia Evans, Abigail Vasquez, Brannef Pegues. Third row: Leslie Hubbell, Mary

Ann Sinnott, Jeff Soukup, Marianne Hata, Linda Toole (chairwoman). (State Department photo by Lloyd McKenzie).

Post of the Month: Moroni

THIS IS THE EAST AFRICAN island capital of Comoros, between the northern regions of Madagascar and Mozambique, in the Indian Ocean. U.S. Foreign Service people there are featured as part of STATE'S continuing series.



Ambassador *Howard K. Walker*, right, after presenting his credentials to President *Ahmed Abdallah*, left, who was assassinated shortly afterward.



Street scene in Iconi.



View of chargé's residence.



Self-help coordinator *Isabelle Angelhard* and chargé *Karl Danga*, at a cistern used by Comorian on right.



Chargé *Karl Danga* swears in Peace Corps volunteers.



Grand Comori island view to the hills.



Showing off his sailfish is Art Linchangco, left, with Ali Choini and Moussa Abdillah, Foreign Service nationals.



Schoolgirls, with a combination of native dress and T-shirts, on their way to class.



Picnicking, from left: Donna Linchangco, Art Linchangco, Landy Carlson, Lonni Briggs, Josh and Mina Carlson.



Chargé Karl Danga, left, with Paula Berg, Bill Carlson, Lonni Briggs, and their host,

Foreign Service national Sultan Said Houssein at head of the table.



An intricately carved doorway at Iconi.



Embassy reception, at bottom of the swimming pool.

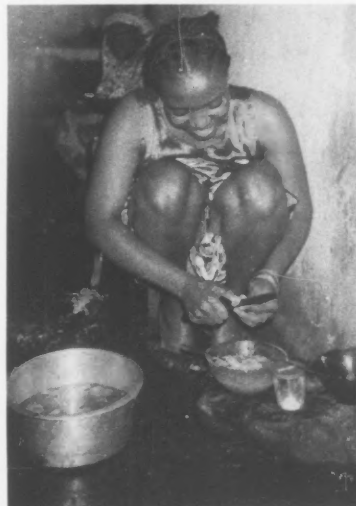


Cloves drying in the sun.



Peace Corps director David Black, left, with his wife, Lisa Stone, and their son, Taylor; a South African actor, Kris Kristoferson and Art

Linchangco, on location for filming of "The Perfumed Cyclone."



Preparing lunch. ■

Personnel: Foreign Service

Appointments

Aceto, Mia P., Rome
 Adams, Marvin Lee, Specialist Intake
 Alberts, Susan M., Pre-Assignment Training
 Alger, Lillian G., Shenyang
 Allen, Michael L., Paris
 Amirthanayagam, Aruna S.G., Pre-Assignment Training
 Andre Jr., Larry E., Pre-Assignment Training
 Arewa, Olufunmilayo B., Pre-Assignment Training
 Aronis, Barbara A., Specialist Intake
 Asmal, Ismail G.H., Beijing
 Avenius, April L., Santo Domingo
 Babb, Teresa Renee, Bern
 Barlerin, Ines R., Kinshasa
 Bassett, Nancy Kay, Hong Kong
 Beardsley, Nona A., Manila
 Bell, Heather D., Paris
 Benson, Margaret S., Karachi
 Bernlohr, John T., Pre-Assignment Training
 Berntsen, Sharon L., Accra
 Birsner, Edward P., Pre-Assignment Training
 Blake, Isabella Debarroso, Pre-Assignment Training
 Blank, Ann C., Pre-Assignment Training
 Blau, Eunice C., Brasilia
 Brandt, Deborah K., Beijing
 Brock, Carol L., Specialist Intake
 Brougham, Kerry L., Specialist Intake
 Brown, Diana F., Pre-Assignment Training
 Byrd, Judyann H., Specialist Intake
 Campbell, Ross Charles, Specialist Intake
 Carter, Velma G., Oslo
 Cemal, Sami, New Delhi
 Chader, Eric D., Specialist Intake
 Charles, B. Elaine, Dakar
 Climan, Douglas P., Pre-Assignment Training
 Conner, LEMONIA, Abidjan
 Connor Jr., James E., Pre-Assignment Training
 Cook, Robert Dennis, Montreal, Civil Aviation Mission
 Cooper, Nancy J., Pre-Assignment Training
 Coursey, Sharon A., Honiara, Solomon Islands
 Cowart, Michelle T., Santo Domingo
 Dawron, Susana C., San Jose
 Delucia, Allen Joseph, Specialist Intake
 Dermott, Maureen, Tunis
 Donahue, Mary P., Specialist Intake
 Doraiswamy, Lalitha, Mogadishu

Douthit, David Alan, Specialist Intake
 Dwyer, Stuart A., Pre-Assignment Training
 Edwards, James Lee, Freetown
 Ellis, Mark F., Specialist Intake
 Escobedo, Ferzan E., Istanbul
 Finley, Elizabeth M., Beijing
 Fogarty, Jeanette Lee, Colombo
 Freden, Bradley A., Pre-Assignment Training
 Frenzel, Gregory W., Pre-Assignment Training
 Gabbard, David William, Specialist Intake
 Giuliano, Joan Rae, Athens
 Goodrich, Ellen G., Paris
 Gurney, Mary E., Monrovia
 Harger, Ruth H., Leningrad
 Hartman, Andriena Nobuko, Bogota
 Hedges, Tanja L., Bonn
 Hoch, Sally Ann, Athens
 Howard, John K., The Hague
 Hudder, Gerald D., Bogota
 Humphrey, William A., Specialist Intake
 Jaberg, David E., Pre-Assignment Training
 Jackson, Thomas Michael, Specialist Intake
 Jarman, Glenwood R., Diplomatic Security
 Jarrett, Kenneth Howard, Chengdu
 Jazyuka, Alfred L., Pretoria
 Jefferson, Patsy Rosalie, Ottawa
 Jennison, Randal F., Specialist Intake
 Jessip, Monica Marie, Freetown
 Jolly, Mary B., Specialist Intake
 Jones, Eric A., Pre-Assignment Training
 Jones, Terry Lynn, Sanaa
 Joyce, Jonathan R., Moscow
 Kazacos, Stacey G., Pre-Assignment Training
 Keen, Norma B., Rome
 Kimberly, Cynthia L., Specialist Intake
 Koutsis, Steven C., Pre-Assignment Training
 La Turner, Nancy L., Vienna
 Lang, Robert, Shenyang
 Lawlis, Diana L., Manama
 Lawrence, Suzanne I., Pre-Assignment Training
 Lee, Woo C., Pre-Assignment Training
 Lennon, Edna Mae Berg, Monterey
 Lewison, Eileen F., Pre-Assignment Training
 Linger, Maria, The Hague
 List, Kathleen L., Pre-Assignment Training
 Lokka, Duke G., Pre-Assignment Training

Long, Marva L., Specialist Intake
 Longpre, Olivia Lynne, Specialist Intake
 Lopez, Helena L., Rabat
 Lovejoy, Helen O., Pre-Assignment Training
 Lynn Jr., Robert S., Diplomatic Security
 McBride, Diane E., Specialist Intake
 McGunnigle, Sarah A., Cairo
 McKeever, Karen E., Nairobi
 McQueen, Calvin L., Specialist Intake
 Merten, Susan G., Bonn
 Miller, Lavay L., Specialist Intake
 Milstead, Carolyn J., Nairobi
 Milton, Deborah N., Leningrad
 Moore, Gloria L., Specialist Intake
 Munchmeyer, Katherine A., Pre-Assignment Training
 Nassiry, Darius, Pre-Assignment Training
 Nelson, Eric G., Pre-Assignment Training
 Neve, Blanca M., Specialist Intake
 Nicoloff, Emily T., Berlin
 Opbin, Jr., Joseph John, Specialist Intake
 Pahler, Martha J., Santiago
 Perez, Carlos, Bureau of Personnel
 Perry, Kimberly A., Seoul
 Perry, Pamela D., Pretoria
 Pommersheim, John M., Pre-Assignment Training
 Proctor, Thomas C., Specialist Intake
 Pruett, Nancee, Manila
 Rea, Cindy Marie, Nairobi
 Rhea, Bryan D., Specialist Intake
 Riddle, Chandra Jo, Hong Kong
 Ritenour, Harold L., Diplomatic Security
 Robinson, Joel M., Moscow
 Rodriguez, Mary Ellen, Mexico
 Rowland, George Clifton, Niamey
 Saksour, Ismail, Pre-Assignment Training
 Samuelson, Laurel S., Leningrad
 Schafer, Medina Gale, Manama
 Schamber, Maria D., Specialist Intake
 Schlegel, Sharron A., Kigali
 Schweitzer, Joleen A., Pre-Assignment Training
 Scott, Elizabeth A., Specialist Intake
 Scudder, Elizabeth S., Rio de Janeiro
 Seckler, David W., Pre-Assignment Training
 Shaub, Kelli Ann, Lima
 Shockley, Lola K., Specialist Intake
 Shorter, Alison M., Specialist Intake
 Shu, Wen-Yi, Shanghai
 Shull, Jill B., Guangzhou
 Silberberg, Jules D., Pre-Assign-

ment Training
 Smith, Lorraine E., Rangoon
 Spiritosanto, Maria E., Athens
 Spivey, Mary K., Specialist Intake
 Spratlen, Pamela L., Pre-Assignment Training
 Stanford, Elaine A., Istanbul
 Stephen, Anita, Buenos Aires
 Stock, Catherine L., Bogota
 Stoll, Barbara B., Baghdad
 Stromme, Christine J., Nairobi
 Sullivan, Margot A., Pre-Assignment Training
 Tong, Kurt W., Pre-Assignment Training
 Underwood, Jennifer S., Pre-Assignment Training
 Valencia, Elena S., Manila
 Vondrasek, Claudia A., Kinshasa
 Voytko, Leo F., Santo Domingo
 Vreeland, Susan Anne, Frankfurt
 Walker, Diane Marie, Gaborone
 Watson, Jennifer W., Pre-Assignment Training
 Wilson, Christina Chuan, Shenyang
 Wolfe, Maria Yolanda, Buenos Aires
 Woolsey Jr., Robert James, Vienna
 Wyatt, Darrielle P., Monrovia
 Zarembo, Diana V., Mogadishu

Transfers

Amerman, S. Phillips L., Morocco to Near Eastern and South Asian Affairs
 Arakelian, Mary, Human Rights and Humanitarian Affairs to Prague
 Baker II, Darryll P., Surinam to Inter-American Affairs
 Boland, Denise Anne, Argentina to Intelligence and Research
 Borde, Sherry E., Morocco to Near Eastern and South Asian Affairs
 Brown, Raymond Lewis, Venezuela to Oceans and International Environmental and Scientific Affairs
 Burke, James J., Diplomatic Security to Bogota
 Campi, Alicia J., International Organization Affairs to European and Canadian Affairs
 Cesena, Michael Allen, Pakistan to Lahore
 Chace, Thomas William, Ireland to Bureau of Personnel
 Clark, Gregory T., Diplomatic Security to Bombay
 Clark, Howard Dean, Foreign Service Institute to Economic and Business Affairs
 Copenhaver, Judy J., Germany to European and Canadian Affairs
 Davis, Jo Ann, Liberia to Diplomatic Security

- Dawson, John R.**, Costa Rica to Panama
- De Santis, Eldwine Edward**, Ecuador to Economic and Business Affairs
- De Wilde, Jan**, East Asian and Pacific Affairs to Intelligence and Research
- Delisi, Scott H.**, Intelligence and Research to Foreign Service Institute, Language Training
- Denny, David Anthony**, Bermuda to Office of Historian
- Dickson, Brian K.**, Inter-American Affairs to Economic and Business Affairs
- Dionne, Rachelle D.**, Near Eastern and South Asian Affairs to Office of Protocol
- Dixon, Timothy J.**, Peru to Diplomatic Security
- Dorschner, Jon Peter**, Intelligence and Research to Foreign Service Institute, Language Training
- Dudley, Anthony A.**, Germany to Bureau of Personnel
- Eckels, Jill R.**, Djibouti to African Affairs
- Elliott, Diana J.**, Conakry to African Affairs
- Emmerson, Karen L. A.**, Mexico to Executive Secretariat
- Eppers, Laura Ann**, Canada to African Affairs
- Erlandsen, Susan M.**, Specialist Intake to Warsaw
- Fetter, David Richard**, Somalia to Economic and Business Affairs
- Fieser, Vianna Genell**, El Salvador to Vienna
- Geisler, Daniel Francis**, Jamaica to Economic and Business Affairs
- Gresham, Linda L.**, Inter-American Affairs to Consular Affairs
- Hall, Steven L.**, Mexico to Inter-American Affairs
- Hengel, Douglas C.**, Foreign Service Institute, Functional Training to Inter-American Affairs
- Hernandez Jr., Felix**, Pre-Assignment Training to U.S. Mission, Berlin
- Huot, Gregory M.**, Czechoslovakia to Diplomatic Security
- Jackson, Justin J.**, Haiti to Inter-American Affairs
- Johnson, Guy C.**, Mexico to Bonn
- Kaplan, Philip S.**, Intelligence and Research to Vienna, Conventional Arms Talks
- Karmilowicz, Samuel Peter**, Germany to Diplomatic Security, San Francisco Field Office
- Kern, Anthony Mark**, Department of Labor to Inter-American Affairs
- Kilgore, Gloria J.**, Austria to Arms Control and Disarmament Agency
- Koblitz, Donald J.**, U.S. Mission, Berlin to Office of Legal Adviser
- Koch, Barbara L.**, Egypt to Foreign Service Institute, Functional Training
- Ledger, Charles Thomas**, Somalia to Bureau of Administration
- Mallory, Thurron Jackson**, Greece to San Salvador
- Mann, Andrew Cooper**, India to Executive Secretariat
- Mastriano, Wayne T.**, Colombia to Diplomatic Security, San Francisco Field Office
- McGhee, Janet M.**, Inter-American Affairs to Office of Under Secretary for Management
- McHugh, Reginald James**, Inter-American Affairs to International Narcotics Matters
- Miller, Cornelia P. J.**, Burundi to Economic and Business Affairs, Aviation Negotiations
- Miller, David Norman**, Foreign Service Institute, Functional Training to Lisbon
- Mitchell Jr., Herbert T.**, Bermuda to European and Canadian Affairs
- Mitman, Matthias J.**, Honduras to Executive Secretariat
- Murphy, Regina S. E.**, Hong Kong to Intelligence and Research
- Nichols, Mary M.**, Chad to Dakar
- O'Donnell Jr., Edward B.**, Panama to Economic and Business Affairs
- O'Neal, Molly L.**, Foreign Service Institute, Functional Training to Economic and Business Affairs
- Oliver, Ladonna**, Zimbabwe to Victoria
- Paterson, Janet M.**, Belgium to Bureau of Personnel
- Pech, Dorothy**, Denmark to Port-au-Prince
- Powell, Christopher J.**, Burma to Reykjavik
- Quinville, Robin S.**, Germany to Human Rights and Humanitarian Affairs
- Reddick, Eunice S.**, Executive Secretariat to Foreign Service Institute, Language Training
- Robisch, Elena E.**, Nigeria to Antananarivo
- Scarlis, Basil George**, Office of Under Secretary for Management to Bureau of Personnel, Policy and Coordination
- Schnaible, Jim W.**, Guatemala to Diplomatic Security
- Schrage, Barbara Jane**, International Organization Affairs to East Asian and Pacific Affairs
- Service, Robert E.**, Argentina to Brasilia
- Sharpe, Thomas J.**, France to Office of Communications
- Shinn, James W.**, Assignment to Nongovernmental Organization to Bureau of Personnel
- Smith, Charles S.**, Argentina to Inter-American Affairs
- Smith, Joseph**, Specialist Intake to Budapest
- Smith, Keith C.**, Norway to Inter-American Affairs
- Standish Jr., Carl**, Philippines to East Asian and Pacific Affairs
- Thomas, Erik N.**, Yugoslavia to European and Canadian Affairs
- Tolly, John Warren**, Germany to Diplomatic Security, New York Field Office
- Turner, Lois E.**, Australia to Diplomatic Security
- Varner Jr., John Hopkins**, Zaire to Diplomatic Security
- Verrier Jr., Alfred J.**, Thailand to Diplomatic Security
- Volker, Karen Eileen**, United Kingdom to Economic and Business Affairs
- Wales, Jackie Cyril**, Germany to Diplomatic Security
- Waller, Domenica P.**, Saudi Arabia to Moscow
- Washington, Lonnie G.**, Saudi Arabia to Bureau of Personnel
- Weber, Patrick H.**, Morocco to Diplomatic Security
- Wysham, John Anthony**, Trinidad to Intelligence and Research
- Zumwalt, James P.**, Yokohama Language School to Tokyo
- Jersild, Heather Lee**, Leningrad
- Johnston, Heather M.**, Paris
- Johnston, Kathleen Ann**, Moscow
- Jones, Roberta A.**, Tegucigalpa
- Kelsey, Jo Anne**, Moscow
- Kuo, Teresa Ti-Lin**, Shanghai
- Kuykendall, Joyce E.**, Tokyo
- La Turner, Nancy L.**, Vienna
- Lansing, Kristine R.**, Beijing
- Leahy, Rachel A.**, Shenyang
- Lewis, Daris V.**, Diplomatic Security
- Loomis, Pamela Jayne**, Maseru
- Lowe, Mary Jean**, Milan
- Maxfield, Joan S.**, Tegucigalpa
- McClenny, Hilary White**, Belgrade
- McGraw, Kimberly E.**, Cairo
- Ogburn, Thu-Hang Hoang**, Seoul
- Olive, David A.**, East Asian and Pacific Affairs
- Prado, Armando D.**, Mexico
- Rodriguez, Mary Ellen**, Mexico
- Romero, Gail Vivian H.**, Praia
- Scholton, Norman F.**, Gaborone
- Shambaugh, Ginger L.**, Cairo
- Shull, Jill B.**, Guangzhou
- Sommer, Peter R.**, Valletta
- Souza, Terry Ann**, Istanbul
- Stanford, Elaine A.**, Istanbul
- Thomas, Seyoung Oh**, Seoul
- Tracy, Rosario M.**, Conakry
- Urbanski, Sandra K.**, Vienna
- Walsh, Mayra Mercedes**, Monterrey
- Wessels, Cynthia**, Moscow

Retirements

- Anderson, Joan N.**, Bureau of Personnel
- Angelsberg, Cecilia E.**, Colombo
- Bacha, Jules D.**, Diplomatic Security
- Baker, John H.**, Beijing
- Bennett Jr., Frank C.**, Bureau of Personnel
- Brenna, Delores G.**, Near Eastern and South Asian Affairs
- Bullock, Frederic D.**, Diplomatic Security
- Burke, Thomas J.**, Special Domestic Assignment Program
- Calanni, Angela J.**, Office of Inspector General
- Campbell, Rachel C.**, Rome
- Corry, Francis B.**, Intelligence and Research
- Dickson, Judith A.**, Monterrey
- Draper, Morris**, Bureau of Personnel, Board of Examiners
- Glad, Albert L.**, Office of Deputy Special Representative for Trade Negotiations
- Gonz, William W.**, Yaounde
- Gwynn, John B.**, Bureau of Personnel
- Hall, James A.**, Santo Domingo
- Hall, Vina Rhue**, Karachi

Resignations

- Arnold, Catherine**, Moscow
- Beckham, Ingeborg E.**, Specialist Intake
- Blatt, Benjamin Paul**, Nairobi
- Bradley, Judith F.**, Istanbul
- Bramlett, Janice K.**, Madrid
- Brown, Diane Marie**, Manama
- Chiapella, Jennifer Taylor**, Leningrad
- Connor Jr., James E.**, Jakarta
- Daniell, Susan Duncan**, Kinshasa
- Davis, Leslie Ann Smith**, Vienna
- Donovan, William Gravis**, Bogota
- Elliot, Susan M.**, Tegucigalpa
- Fredrick, Erika A.**, Rabat
- Grunwald, Henry A.**, Vienna
- Hamic, Christine U.**, Tokyo
- Holbein, James Robert**, Department of Commerce
- Holmes, Lily**, Dublin
- Holwill, Richard N.**, Quito

Career Transition Program

BY BILL OWEN

The author is a personnel psychologist with the Department.

The Bureau of Personnel's Office of Career Transition has started its sixth full year of operation. A record number of employees participated last year in the office's two major programs—the 90-day job search program and the 3-day retirement planning seminar.

Many have been waiting until just before retirement to participate, and have regretted not doing so earlier. To try to reverse this pattern, the office plans to send invitations to the retirement seminar to all State employees who are within five years of voluntary retirement.

A skills bank, which is a confidential database that enables us to match candidates with employers, was begun in 1984. It now contains more than 400 registrants. We also publish a "Job Leads" list, summarizing employment opportunities. It's distributed monthly to all registrants in the skills bank.

Staff members of the office are looking forward to a busy year, and to meeting you in one of our programs. If you have any questions, give us a call on 235-4240. □

Haverkamp, Roy T., Armed Forces Political Adviser, Norfolk, Va.

Hendrix, R. Phillip, Diplomatic Security

Higgins, Peter T., Melbourne
Jaeger, George W., Assignments to Nongovernmental Organization

Jones, David W., Paris

Kline, Harold P., Paris

Lambert, Larry R., Nouakchott

Laubsch, Egon P., Bangkok

Leader, James E., Foreign Service Institute, Center for the Study of Foreign Affairs

Lee, Falth A., Cairo

Levis, William A., Bureau of Administration

Lupo, Jr., John T., Diplomatic Security

Lynch, Donald J., Bureau of Administration

Lynch, Helen M., Consular Affairs

Lyne, Stephen R., African Affairs
 Magee, Dorothy L., Paris

McMann, Catherine, Family Liaison Office

McPoland, John F., Diplomatic

Security
Mendoza, Nicacio, Inter-American Affairs

Miskovish, Regina A., African Affairs

Morse, Adriaen M., Port au Prince

Murphy, Thomas J., Ottawa

Nance Jr., Edmund B., Regional Administrative Management Center, Mexico

Olmon, E. Parks, East Asian and Pacific Affairs

Parker, William D., Diplomatic Security

Radosh, Katherine M., Near Eastern and South Asian Affairs

Rathner, Herbert, Bureau of Personnel

Richardson, Samuel R., New Delhi

Roland, Chandler P., Islamabad

Ruh, Kenneth, Diplomatic Security

Russell, Louis P., African Affairs

Sheppard, Frederick H., Office of Foreign Service Career Development and Assignments

Skellenger, Charles O., Executive Secretariat

Smith, Sandra Ann, Diplomatic Security

Solomon, Paul, Havana

Sorensen, John E., Jakarta

Starr, Dennis Julian, Diplomatic Security

Taylor, James Edward, Intelligence and Research

Ward, John Kendall, Politico-Military Affairs, Defense Exchange Officer

White, John M., Diplomatic Security

Wrampelmeier, Brooks, Dhahran
Zweifel, Sam, Medical Services □

Divorcee retirement benefits

The Retirement Division is reminding Foreign Service employees and annuitants that Public Laws 100-204 and 100-238 extended benefits to former spouses of those who were divorced from members of the Foreign Service prior to February 15, 1981 (the effective date of the Foreign Service Act of 1980). The division said that, to be eligible for a benefit under this provision, the former spouse must meet *all* of the following conditions:

- (1) The spouse must not have remarried prior to age 55.
- (2) She or he must have been married to the participant in the Foreign Service Retirement System during at least 10 years of credita-

ble service, at least 5 years of which were in the Foreign Service.

(3) The spouse must have applied for benefits before next June 22.

If these provisions apply to you or someone you know, the division said, and application has not previously been made, apply prior to June 22 to Daniel Webber, chief, Retirement Division (PER/ER/RET), Room 1251 New State, Department of State, Washington, DC 20520. (Telephone: (202) 647-9300). □

Senior performance pay awards

Members of the Senior Foreign Service listed below have been named to receive Department pay awards for "outstanding" performance from April 16, 1988, through April 15 last year. The 273 awards will range from \$9,000 to \$5,500.

The pay is being awarded in accordance with recommendations of the Senior Foreign Service Performance Pay Board, which met October 31. Awards were allocated among four categories of officers who competed separately as follows: (a) presidential appointees, regardless of class; (b) career generalists (political, economic, consular, administrative officers) in classes FE-CM and FE-MC; (c) career generalists in the same four categories in class FE-OC; (d) career specialists regardless of class.

The pay board also cited senior officers to the Department Senior Review Board, for consideration for presidential awards. The latter board's list of nominees will be sent to an interagency selection board, which will make recommendations to the Secretary for each category of award. The Secretary then will recommend these nominees to the President.

The performance pay recipients:

Abramowitz, Morton I.
Acquavella, Joseph F.
Adams Jr., Alvin P.
Adams, John H.
Aldis, John W.
Anderson, Laurence Desaix
Baas, Marc Allen
Baker, John H.
Balabanis, G. Paul
Baquet III, Charles R.
Barry, Robert L.
Bartholomew, Reginald
Basora, Adrian Anthony
Bay, Janice F.

Beall, David Russell
Beardsley, Bruce Anthony
Benedick, Richard Elliot
Bennett, John E.
Bernal, Caesar P.
Berry, Ann R.
Blakemore, David L.
Blodgett, John S.
Bodde Jr., William
Bohlen, Avis T.
Boswell, Eric
Boyle, John A.
Brazeal, Aurelia E.
Breckon, M. Lyall
Brodine, Charles E.
Brooks, Thomas Stanley
Brown, Laurence G.
Brown, Richard C.
Brynn, Edward
Bullen, Pierce K.
Burghardt Jr., Raymond F.
Burleigh, Albert Peter
Butcher, Duane C.
Butcher, W. Scott
Byrne, Patricia
Caffrey, Robert L.
Cao-Garcia, Jose
Carney, Timothy M.
Carr, Robert K.
Casey Jr., Edward A.
Casey, Mary Ann
Casse III, Marshall L.
Chaveas, Peter R.
Clapp, Priscilla
Clark Jr., William
Clark, Joan M.
Clark, John Eignus
Colbert, Larry
Collins, James F.
Condayan, John
Connors, Michael V.
Cook, Frances D.
Corry, Francis B.
Courtney, William H.
Covey, James P.
Creekmore Jr., Marion V.
Crocker, Ryan Clark
Dalsimer, Anthony S.
Day, Terrance M.
Deal, Timothy E.
Dejarnette, Edmund T.
Dertadian, Richard N.
Desantillana, Gerald
Dion, Jerrold Mark
Dittmer, Clark M.
Dobbins Jr., James F.
Duncan, Robert B.
Dunkerley, Craig G.
Dworken Jr., Morton R.
Egan Jr., Wesley W.
Eggertsen, Paul Fred
Escudero, Stanley T.
Evans, David Meredith
Ewing, Raymond C.
Farley, Vincent J.
Felder, Robert C.
Flower III, Ludlow
Forbord, Thomas Austin

Freeman, Charles W.
French, Kenneth A.
Fry, Jr., Samuel Edwin
Fugit, Edward F.
Funseth, Robert L.
Gamble, Roger R.
Geisel, Harold W.
Gelber, Herbert Donald
Getzinger, Richard Willis
Gilmore, Harry J.
Gnehm Jr., Edward W.
Goelz, Louis P.
Goff, Paul A.
Grahl, Larry C.
Greenlee, David N.
Grey Jr., Robert T.
Gribbin III, Robert E.
Griffin, George G.B.
Griffith, Wayne G.
Grove Jr., Brandon H.
Grundy, Paul H.
Hackett, Anne M.
Hancock, Michael L.
Hare, Paul J.
Harrison, Roger G.
Harter, Dennis G.
Hassett, Frederick H.
Hawes, John H.
Hecklinger, Richard E.
Hicks, Irvin
Hill, M. Charles
Hirsch, John L.
Hobbs, David L.
Hollingsworth Jr., Hugh B.
Holmes, Genta Hawkins
Holmes, Henry A.
Holmes, John W.
Homme, Robert O.
Howard, Richard B.
Hubbard, Thomas C.
Hughes, Arthur H.
Imus, Richard H.
Johnson, Darryl N.
Johnson, Mark
Jones, A. Elizabeth
Jones, Douglas Hugh
Jones, Harry E.
Jones, M. Gordon
Joyce, John M.
Kamman, Curtis W.
Keene, Douglas R.
Keiswetter, Allen L.
Kemp, Larae Washington
Kennedy, Patrick Francis
Killon, Dalton V.
Killough, T. Patrick
Kirby Jr., William A.
Kornblum, John C.
Kreuser, Edward
Kursch, Donald B.
La Porta, Alphonse F.
Lackey, James B.
Lake, Joseph Edward
Langan, Douglas
Lanpher, Edward Gibson
Larson, Alan P.
Lavorel, Warren A.
Ledogar, Stephen J.
Ledsky, Nelson C.

Lehovich, Vladimir
Leonard, John P.
Levitsky, Melvyn
Lissfelt, Mark C.
Lowe Jr., George M.
Lyman, Princeton
Lyon, David L.
MacCullum, Robert A.
Mack, James F.
Mahoney, Michael M.
Malott, John R.
Manderscheid, Gerald E.
Mark, Jim D.
Marks, Edward
Marsh, William H.
Mason, Dwight N.
Mast, Charles A.
Matteson, Lois Jean
McGuire, Kevin J.
McLaughlin, Joseph D.
McLean, J. Phillip
Melrose Jr., Joseph H.
Milam, William B.
Miles, Richard M.
Montgomery, Robert J.
Morley, Robert B.
Mount, Day Olin
Mueller, Richard W.
Murphy, Richard W.
Myers Jr., Robert P.
Negroponte, John D.
Newton, David G.
Ogden, Richard M.
Olmon, E. Parks
Pastorino, Robert Stephen
Pendleton Jr., Miles S.
Penfold, John H.
Perito, Robert M.
Pope II, Laurence
Presel, Joseph A.
Pryce, William T.
Quainton, Anthony C.E.
Quinn, Kenneth M.
Rabens, Ronald Benjamin
Richardson, Karl S.
Ridgway, Rozanne L.
Rigamer, Elmore F.
Roberts, David A.
Roberts, Esther P.
Robinson, Max Newton
Rollins, Arthur J.
Rope, William Frederick
Rose, Gerald S.
Rosenthal, James D.
Roy, J. Stapleton
Russell, Lawrence D.
Russell, Theodore E.
Ryan Jr., Robert J.
Ryerson, William E.
Salmon Jr., Charles B.
Sampas, Dorothy M.
Scassa, Eugene L.
Schaffer, Howard B.
Schaffer, Teresita
Scheer, Stuart C.
Schoeb, Donald R.
Schulz, Herbert W.
Seitz, Raymond G.H.
Serwer, Daniel P.

Sherman Jr., George F.
Shirley, Katherine H.
Simons Jr., Thomas W.
Sippelle, Dudley G.
Skol, Michael M.
Smayda, William A.
Smith Jr., Dane F.
Smith, N. Shaw
Smith, Raymond F.
Smith, Richard J.
Smith, Rufus Grant
Southwick, E. Michael
Steiner, Steven E.
Stewart, John Todd
Sullivan, Joseph G.
Swift, Elizabeth A.
Swing, William L.
Tarrant, James B.
Taylor III, Philip B.
Taylor, Lawrence P.
Theros, Patrick N.
Thomas II, Charles H.
Todman, Terence A.
Tomsen, Peter
Valk, Thomas H.
Vershov, Alexander R.
Vogelgesang, Sandra Louise
Von Arx III, Emil
Walker Jr., Edward S.
Ward, James L.
Watson, Alexander F.
Wauchope, Keith L.
Wendt, E. Allan
Westmore, Donald B.
Weston, Thomas Gary
Whitney, Peter D.
Widenhouse, Thomas M.
Wilcox Jr., Philip C.
Wilkinson, Edward H.
Wilkinson, M. James
Willems, Leonard F.
Williams, James Alan
Williams, Richard H.
Williamson, Larry C.
Wilson, David S.
Wilson, Richard L.
Winder, Joseph A.B.
Winter, Andrew J.
Wisner II, Frank G.
Wolf, John Stern
Wollemborg, Leo R.
Woods, Ronald E.
Zweifel, Sam ■

Share your idea with us; together, we can make a difference!

Take a good look around you. Do you see areas within or outside your office in need of a simpler, more efficient way of doing things? Would it save material, paperwork, time or money? Do you have an idea on how to improve operations or services and reduce costs, no matter how large or small the savings?

You have the power to get involved and make some changes. There are opportunities for improvement at all levels of government. By using your skills and abilities, you can take advantage of these opportunities in the form of rewards and recognition as a participant in the Department's Suggestion Program, and in better government as a taxpayer.

What's in it for you

Did you know that the Government will give cash awards for your adopted ideas, based on the amount of tangible (actual dollar savings in time, material, equipment or other resources) or intangible (not measurable in dollar figures) benefits?

In addition to the cash award, a congratulatory letter will be presented to you and a copy placed in your performance folder. Your picture and an article on your suggestion could appear in STATE.

What to do

All you need to do is to send you idea to the Suggestion Program coordinator, PER/CSP/ERP/M, Room 2429 N.S. These guidelines will help you submit your suggestion:

—Concentrate on what you know best, either within or outside your work area.

—Clearly describe the situation.

—State the solution.

—If necessary, attach illustrations or figures for better understanding.

—Cost-saving ideas should include estimated savings and how you arrived at this figure.

—If you need help, call 647-6972.

Don't wait. Send in your suggestion today! □

Your phone calls; they cost money

Many federal employees believe that Government telephone service is free; they're wrong. Government long-distance service is not covered by a flat rate. Individual calls are billed just as they are to a home phone. So those who use their office phones to make personal long-distance calls are adding to State's phone bills. □

Honors and Awards



HONG KONG—*Regina S.E. Murphy*, consular officer, is presented Meritorious Honor Award by consul general *Donald M. Anderson*.

CALCUTTA, India—Consul general *Ronald D. Lorton*, right, presents group Meritorious Honor Award to members of the political section, from left: *Sanjay P. Nanda, Nakib Ahmed, Alaknanda Ray*.



SAO PAULO, Brazil—At award ceremony, from left: *Mike Vugrinovich, Gary Grobe,*

Edmund Atkins, Richard Williams, Keith Smith.



Honors and Awards

Superior Honor Awards (December)

Bader, Jefferey A., FOI-1, Washington*
Bierman, Everett E., FA-NC, New Guinea
Boeke, Jennifer, GS-14, Geneva*
Burns, William J., FO-02, Washington
Bushnell, Prudence, FO-01, Washington
Castrodale, Richard, FE-OC, Geneva*
Crist, Janet L., FO-02, Nicaragua
Eastman, Penny, ES-00, Geneva*
Eckes, Marie E., FP-01, Washington
Everett, David, FO-04, Geneva
Foote, Gordon, FP-03, Geneva*
Green, William, FO-04, Geneva*
Howells, William D., ES-04, Washington
Johnson, Thomas A., FE-OC, Geneva*
Kurtz, Peter, GS-15, Washington
Lippe, Stuart, FO-01, Geneva*
Marsh, William H., FE-OC, Geneva*
McDevitt, Peter, FO-03, Geneva*
Mithoefer, William C., FO-01, Geneva*
Nahas, Albert, FO-02, Geneva*
Nichols, Philip V.K., GM-15, Washington
Patterson, Anne, FO-01, Geneva*
Petroni, Joseph C., FE-MC, Geneva*
Pomper, Joseph M., FO-03, Geneva*
Ponticelli, Charlotte, GM-15, Geneva*
Price, Leila P., GS-09, Washington
Primosch, William, FO-01, Washington*
Rogers, Georgia A., GM-14, Washington*
Ryan, Delores, FO-05, Geneva*
Schwartz, Deborah R., FO-02, Washington*
Scott, Kyle R., FO-03, Geneva*
Stirling, Gordon, FO-03, Geneva*
Thyden, James E., FO-01, Washington
Valladares, Armando, AD-00, Geneva*
Waldrop, Neal, FO-03, Geneva*
Walters, Vernon, AD-00, Geneva*
Welty, Dean L., FO-01, New Guinea
Westner, Frances, GS-15, Geneva*
Williams, Richard L., FA-MC, Washington*
Williamson, Richard, EX-04, Geneva*
Wisecarver Jr., Charles, FP-03, Washington
Zweiben, Beverly, GM-15, Geneva* □

Superior Honor Awards (January)

Baskey, Jocelyn E., FP-07, Brussels*
Biggers, Randall V., FO-04, Istanbul
Carter-Tripp, H. Marsh, FO-02, Brussels*
Channell, John W. S., FO-02, Brussels*
Charlton, John F., FP-02, Brussels*
Davis, Sarah, FP-07, Brussels*
Dodge, Kathleen M., FP-09, Brussels*
Dumentat, Audrey B., FP-08, Brussels*
Eddins, Keith A., FO-03, Brussels*
Emery, Carol J., FP-08, Brussels*
Fowler, Jessica M., FP-04, Brussels*
Gaiani, Richard L., FP-03, Brussels*
Gannon, Richard M., FP-01, Brussels*
Goton, Kay E., FP-06, Brussels*
Greene Jr., John W., FP-05, Brussels*
Grey Jr., Robert T., FE-OC, Brussels*
Haefner, Joseph F., FP-05, Brussels*
Harrington-Aydin, Noel, FP-08, Brussels*
Hartwick, Douglas A., FO-01, New Delhi

Hazzard, Carol Lynn, FP-05, Hamilton
Hebert, Louis C., FP-01, Brussels*
Hilley, George J., FP-04, Brussels*
Holland, Harry J., FP-08, Brussels*
James, Marilyn R., FP-AA, Brussels*
Keil, Rodolfo F., FP-04, Brussels*
Kornblum, John C., FE-MC, Brussels*
LaForce, Ann C., FP-07, Brussels*
Lawson, Catherine M., FP-06, Brussels*
Leary, Eulah H., FP-08, Brussels*
Linton, E. Mark, FO-01, Brussels*
MacLeod, Carol J., FP-05, Brussels*
Malinowski, Michael E., FO-01, Peshawar
McGinnis Jr., Joseph, FO-03, Brussels*
Mears Jr., Thomas W., FO-02, Brussels*
Munoz, Arnold N., FO-02, Brussels*
Murray, Griffith C., FP-07, Brussels*
Myers, Martin H., FP-03, Brussels*
Rimas, Algirdas J., FO-01, Dublin
Rogers, Christopher J., FP-08, Brussels*
Rosenblatt, Josiah B., FO-02, Brussels*
Sargent, William P., FP-08, Brussels*
Shelly, Christine D., FO-02, Brussels*
Smith, Rebecca J., FP-06, Brussels*
Tadie, Eugene P., FO-03, Brussels*
Thomas, Consuella A., FP-BB, Brussels*
Thyden, James E., FO-01, Washington
Tibbets-Macisso, Lynda, FP-04, Brussels*
Zapka, Audree, FP-08, Brussels* □

Meritorious Honor Awards (December)

Adams, Linda K., FP-07, Khartoum
Adams, Richard J., FO-04, Addis Ababa
Argoff, H. David, GG-15, Washington
Bass II, John R., FP-05, N'Djamena
Bullock, Charles, FP-07, Freetown
Caldwell, Mark W., FP-04, N'Djamena
Carpendale, Andrew M., GM-14, Washington
Chew, Roberta L., FO-03, Washington*
Clark Jr., William, FE-MC, Washington*
Danforth, Kathleen, FP-02, Canberra
Debusk, Loretta H., FP-03, Munich
Dunlop, Thomas P., FE-OC, Washington*
Edwards, Naomi S., FP-04, Freetown
Fetter, David R., FP-04, Mogadishu
Folta, Anne A., FP-07, Khartoum
Gibson, Wilbur G., FP-04, Vientiane
Guerra, John F., FP-05, Addis Ababa
Hankins, Dennis B., FO-04, Khartoum
Hoffer, Patricia A., FP-06, Monrovia
Hoffer, Richard, FP-04, Monrovia
Howard, Edward B., FP-04, Bangkok
Jackson, Charlotte M., FP-06, Geneva
Keefer, Edward C., GS-13, Washington*
Koenig, John M., FO-03, Washington
Lawing, Helen M., FP-06, Banjul
Lipman, Miriam H., FP-07, Moscow
Mabon, David W., GM-15, Washington*
Mack, John L., FP-02, Washington
Mackie, Nancy J., FO-02, Bogota
McWhirter, James A., FP-02, Beirut
Merrill, John, GM-13, Washington*
Muse, Anthony, FP-03, Washington
Niblock Jr., Thomas, FO-03, Washington
O'Brien, Timothy W., FP-04, Addis Ababa
Przystup, James J., GM-15, Washington*

Ratner, Steven R., GM-13, Washington*
Scholton, Martha, FP-04, Gaborone
Schwar, Harriet D., GS-13, Washington*
Scott, Kyle R., FO-02, Geneva
Selby, Jamison M., ES-00, Washington*
Smith, Louis J., GS-13, Washington*
Taufen, Glenda S., FP-06, Rio de Janeiro
Tedford, Terri Lee, FP-05, Addis Ababa
Turk, Lynn J., FO-01, Seoul*
Valus, Kim M., GS-05, Washington
Widhouse, Stephen M., FP-08, Khartoum
Woodruff, Freddie R., FP-03, Addis Ababa
Wright, Paul J., FP-07, Egypt
Zuraw, Thomas J., FP-04, Addis Ababa □

Meritorious Honor Awards (January)

Ang, Melvin T. L., FP-04, Shenyang
Berry, Katherine P., FP-08, Paris
Brisolari, Robert, FP-05, Washington
Budzinski, Anna, GG-09, Washington*
Callard, Robert A., FO-02, Wellington
Daly, Anne L., FP-06, Manila
Danaher, Scott, FO-02, Lagos
Davis, Sarah A., FP-07, Brussels*
Dumentat, Audrey B., FP-08, Brussels*
Gerlach, Grazyna, GG-07, Washington*
Gotoh, Kay E., FP-06, Brussels*
Green Sr., John W., FP-05, Brussels*
Haefner, Joseph F., FP-05, Brussels*
Hillery, George J., FP-04, Brussels*
Hoelt, Kenneth J., FP-05, Brussels*
Holland, Harry J., FP-08, Brussels*
Jones, Mark, FP-05, Beirut
Lackmann, Margareta E., FP-08, Vienna
Laforce, Ann C., FP-07, Brussels*
Lesnak, Thomas P., FP-05, Washington
Litwinski, Victor, GG-11, Washington*
Marchant, Monte R., FP-05, Lagos
McMahan, Mark, FP-04, San Jose
Murphy, John G., FP-04, Kinshasa
Murphy, Regina S. E., FP-05, Hong Kong
Murray, Griffith C., FP-07, Brussels*
Myers, Martin H., FP-03, Brussels*
Paz, Ewa, GG-09, Washington*
Pedersen, Jean C., FP-06, Washington
Putney, Rufus D., FE-OC, Washington
Quiram, Douglas P., FP-05, Lagos
Riddle, John R., FO-02, Washington
Rogers, Christopher J., FP-08, Brussels*
Rohrlich, Paul E., FP-04, Kinshasa
Rooney, John F., FP-05, Washington
Ruddick, Terrence L., GS-14, Washington
Sadlowska, Krystyna, GG-09, Washington*
Sargent, William P., FP-08, Brussels*
Shiveley, Lynn R., FP-04, Copenhagen
Scott, Jean W., FP-AA, Munich
Sligh, Amelia C., FP-07, Moscow
Smith, Krystyna, GG-09, Washington*
Tello, John L., FP-02, Washington
Urbanski, Sandra K., FP-06, Vienna
Warner Jr., John H., FP-05, Kinshasa
Wolanczyk, Krystyna, GG-11, Washington*
Young, Rebecca, FP-05, Kinshasa
Zawistowski Jr., Leo, FP-03, Washington

*—Denotes group award. ■

Buy U.S. savings bonds through the Payroll Savings Plan. □

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY BAKER traveled to Moscow and Prague for bilateral meetings, and to Ottawa for the open skies conference, February 5-14. Accompanying him and serving as members of his advance/plane teams were special assistants to the Secretary KAREN GROOMES CASTLEMAN and CARON JACKSON; staff assistant ARDIS JOHNSON; deputy executive secretary JAMES COLLINS; PATRICK F. KENNEDY, executive director, Executive Secretariat; Secretariat Staff officer ALEX ARVIZU and line assistant CONSTANCE CORRIGAN (Moscow advance team); MARILYN WYATT and line assistant CINDY TRODDEN (Prague advance team); JUDY GARBER and line assistant GERALDINE DOUGLASS (Ottawa advance); PAUL SUTPHIN (plane team); computer specialist JOHN BENTEL; the assistant secretary for public affairs, MARGARET TUTWILER, and her deputy, KIM HOGGARD; the counselor for the Department, ROBERT ZOELLICK; DENNIS ROSS, director, Policy Planning Staff, and his personal assistant, HELEN ELLIS; RICHARD BURT, chief negotiator for arms reduction negotiations in Geneva (Moscow); the under secretary for security assistance, science and technology, REGINALD BARTHOLOMEW (Moscow); the assistant secretary for European and Canadian affairs, RAYMOND SEITZ; the assistant secretary for politico-military affairs, RICHARD CLARKE (Moscow); the assistant secretary for humanitarian affairs, RICHARD SHIFTER (Moscow); JAMES WOOLSEY, U.S. representative for the conventional forces negotiations in Europe (Moscow); RONALD LEHMAN, director, Arms Control and Disarmament Agency (Moscow); the assistant secretary of defense, PAUL WOLFOWITZ, and his deputy, STEPHEN HADLEY (Moscow); National Security Council member ROBERT GATES (Moscow) and member of the Joint Chiefs of Staff HOWARD GRAVES (Moscow). □

Office of the Deputy Secretary

GEORGE SEAY, a recent graduate of the University of Texas, has joined the deputy secretary's staff as staff assistant ... JUDITH MOORE, formerly of the Bureau of European and Canadian Affairs' Soviet affairs staff, has joined the deputy secretary's staff as secretary to his senior adviser, KENNETH JUSTER. □

Office of the Under Secretary for Political Affairs

The under secretary for political affairs, ROBERT M. KIMMITT, traveled to Riyadh, Islamabad, Peshawar and New Delhi, January 13-20, for bilateral meetings. Accompanying him were the special assistant to the under secretary, MICHAEL MALINOWSKI; WILLIAM BURNS, deputy director, Policy Planning Staff; PETER BURLEIGH, Bureau of Intelligence and Research; TERESITA SCHAFFER (New Delhi); PETER TOMSEN (Riyadh and Peshawar) and THOMAS GREENE (Islamabad and Peshawar)



SEVENTH FLOOR—Deputy Secretary Lawrence Eagleburger presents Foreign Affairs Award for Public Service, the highest honor the Department bestows on noncareer diplomats, to Frank Shakespeare, right, for his work as ambassador to the Holy See, 1986-89.

of the Bureau of Near Eastern and South Asian Affairs; and SANDRA CHARLES, National Security Council staff member. □

Protocol Office

Protocol chief JOSEPH VERNER REED accompanied the diplomatic corps to Capitol Hill to attend the President's state of the union address. Prior to the address, the Diplomatic Corps attended a reception at Blair House. The general manager of Blair House, BENEDICTE VALENTINER, and assistant manager SAMUEL

PROTOCOL—Chief of protocol Joseph Verner Reed, right, and the Bruneian ambassador to the United States, Mohammad Suni, sign a lease through which Brunei acquired a lot at the International Center, Washington, for construction of a new Bruneian chancery.

CASTLEMAN coordinated the reception.

The prime minister of Portugal and the president of Yemen were official visitors to the United States during January. Assisting WILLIAM F. BLACK, assistant chief of protocol for visits, were JOHN LA PENTA, PATRICK DALY and TANYA TURNER-SANDERS ... Additionally, three heads of government and seven foreign ministers visited Washington in a private capacity. AGNES WARFIELD, RANDY BUMGARDNER, MARLENE TERRELL-KANE and DANIEL GROWENY coordinated activities for the visiting officials. JESSIE JOHNSON and LILA BRENT also assisted with the visits ... Associate chief of protocol RICHARD GOOKIN accompanied the president of Yemen to New York and San Francisco ... The Secretary hosted luncheons for the president of Brazil, the president-elect of Brazil and the British secretary of state for foreign and commonwealth affairs. APRIL GUICE, KIM MIDDLETON and NANCY THOMPSON of the Ceremonial Division organized the events ... GEORGIA GUHIN has left that division, and SHELLY DIONNE has joined the Diplomatic and Consular Liaison Staff. □

Administration

Front Office

Assistant Secretary ARTHUR W. FORT, accompanied by Bureau of Inter-American Affairs executive director EUGENE SCASSA



LANGUAGE SERVICES—Galina Tunik (far left), Dimitry Zarechnak (left of flag) and

director Harry Obst (far right), with a group from the onsite inspection agency of the

Department of Defense, during an interpreting course at the Department.

and Mr. Fort's special assistant, ALEX KIRKPATRICK, traveled in late February to several Latin American posts, for an orientation on post administrative operations in the region. They visited Panama, San Salvador, Tegucigalpa, San Jose, Bogota, Lima, La Paz and the Miami Regional Center and Despatch Agency. Mr. Fort hosted an offsite conference for several bureau managers, February 8-10, to identify bureau goals and strengthen working relationships. □

Foreign Buildings Operations

Deputy assistant secretary RICHARD N. DERTADIAN provided a briefing for Ambassador-designate DEANE R. HINTON of Panama, in which office building/annex lease agreements, office space requirements and residence rehabilitation were discussed ... Mr. Dertadian traveled to Panama with Under Secretary for Management IVAN SELIN and Assistant Secretary for Diplomatic Security SHELDON J. KRYS, to address new real property and operational requirements ... Mr. Dertadian met with Ambassador-designate ERIC JAVITTS of Caracas, to review the post's real property holdings; no problem areas were noted ... The director of program execution, BRYCE M. GERLACH, led a Department team to Baghdad, to negotiate Iraqi compensation for U.S. mission properties expropriated by that government in 1972 ... Mr. Gerlach briefed Ambassador-designate ERIC JAVITTS of Caracas, on the new office building space plans, presently at the architectural and engineering design state ... The director of program planning and post support, RICHARD J. SHINNICK,

met Ambassador-designate EVERETT BRIGGS of Lisbon, to discuss maintenance, housing and fire/safety-related problems, and possible future construction of a U.S. Information Service library/general service office warehouse on the chancery compound. □

Office of the Procurement Executive

Following the eastern European/Yugoslavia administrative conference in Bonn in late January, CHRIS SAGER traveled to London, where he was involved in a workshop on construction and architectural/engineering services contracting, as well as personal and nonpersonal services contracts ... GREGORY MAYBERRY joined the Domestic Compliance and Policy Review Division in January, as a senior contract specialist. He was a member of the Office of Acquisition staff. □

Office of Operations

Facilities Management and Support Services: General Services: The Technical Services Branch designed and constructed the exhibits for the president of Yemen and for the Department health fair.

Overseas Schools: The American School of San Salvador has reopened, with 95% of the student body and most teachers returning ... Overseas Schools Advisory Council firms and other U.S. corporations and foundations have donated "a generous amount in the form of grants for 31 educational projects, enabling the schools to maintain a high quality of education for American children living abroad," the office reported.

Office of Language Services: FRANCES SEEDS has joined the staff as interpreter for Japanese ... ADRIENNE CLARK-OTT traveled to Germany for the military exercises ... LILLIAN NIGAGLIONI traveled to Bolivia and Peru, with a planning group on the Andean drug summit ... She also interpreted for a customs course in Ecuador ... PETER AFANASENKO went to Vienna for the Conference on Security-Building Measures ... WILLIAM HOPKINS traveled to Moscow for U.S.-Soviet maritime cargo talks ... ELIZA BURNHAM interpreted in Santa Fe for a North Atlantic Assembly subgroup meeting ... DIMITRY ZARECHNAK went to New York to assist in the testing of Polish, Hungarian and Greek candidates ... ZAKI ASLAN and two contractors supported the Yemen state visit ... STEPHANIE VAN REIGERSBERG accompanied VICE PRESIDENT QUAYLE on his trip to Honduras, Panama and Jamaica ... The Geneva Field Office reopened on January 22 and was in full operation by January 29 ... Director HARRY OBST, Mr. Zarechnak, GALINA TUNIK and Mr. Afanassenko conducted a five-day training course in consecutive interpreting, for instructors and interpreters of the onsite inspection agency of the Department of Defense.

Supply and Transportation: Commissary and Recreation Staff: RAVI SIKAND, commissary affairs director, has entered into negotiations to offer training classes to commissary personnel ... ELIZABETH WEBER, who has been designated program manager, and DONNA VAN DYKE will be traveling to Germany to continue negotiations ... "Substantial progress" was

BUREAU NOTES

reported in the establishment of a joint Department of Defense/State nonappropriated funded support office in Germany. The Defense Department organizations which operate through nonappropriated funds are providing space and personnel support in anticipation of selling more goods to African and Middle Eastern post associations. Once all logistical requirements have been finalized, a formal memorandum of understanding will be negotiated. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary HERMAN J. COHEN participated in interviews on the McNeil-Lehrer show, "Night Line," BBC, Radio South Africa, South African Broadcasting Corp. and with

Argus newspapers, February 2, as a result of President F.W. de KLERK's reform speech to parliament in Cape Town, South Africa ... On February 1, Mr. Cohen appeared on the Cable News Network ... On January 8 he briefed the National War College on U.S./Africa policy. He participated in USIA's "Anglophone Worldnet," January 12 ... He traveled to Africa and Europe, January 19-30, meeting with government officials and notables in Pretoria, Luanda and London ... He held discussions with the Soviets in London ... On January 18 he met with JESSE JACKSON, before Mr. Jackson's visit to South Africa.

Office of the Deputy Assistant Secretary: Senior deputy assistant secretary WARREN CLARK JR. met with the Black Leadership Forum, January 16, and with Jesse Jackson, January 18 ... On January 30 he briefed the Hous-

ing and Urban Development deputy under secretary for intergovernmental affairs, KEN BLACKWELL, on apartheid, in connection with Mr. Blackwell's role as adviser to the U.S. delegation to the UN Human Rights Commission ... Prior to the National Prayer Breakfast, Mr. Clark met with Kenyan President DANIEL ARAP MOI and General BANTU HOLOMISA, chairman of the Transkei military council ... Mr. Clark participated in a Cable News Network interview on February 2 ... On January 17 he participated in the USIA's "Francophone Worldnet."

On January 26 deputy assistant secretary KEVIN CALLWOOD participated in "Model United Nations IX" at Bethune-Cookman College, Daytona Beach, Fla. He spoke on the elections in Namibia, which he witnessed as a member of the presidential observer delega-



LAGOS, Nigeria—Regional security officer Robert J. Franks, left, receives Meritorious Honor Award from deputy chief of mission John M. Yates.



MBABANE, Swaziland—John Benton, support communications officer, receives Meritorious Honor Award from Ambassador Mary Ryan.



MOMBASA, Kenya—Consul Stephen Eisenbraun presents safe-driving awards to

Nathaniel Mudukitsa and Sebastian Nderi.

tion ... Deputy assistant secretary IRVIN HICKS represented the bureau, January 26, at the funeral service for RUTH WASHINGTON in Westchester, N.Y. She was the U.S. ambassador to The Gambia ... Mr. Hicks attended the meeting of the judicial council of the National Bar Association, in Nassau, January 31-February 4 ... He spoke at Savannah State College, Savannah, GA., February 5, in celebration of Black History Month ... He met with President JIMMY CARTER at the Carter Center, Atlanta, February 6, to discuss East Africa.

Economic Policy Staff: GARY D. DEVIGHT, commercial coordinator, represented the Department at the commercial officers conference in Riyadh, February 5-7 ... DANE F. SMITH JR., office director, traveled to Khartoum, Addis, Kinshasa, Brazzaville, Lubumbashi, Lusaka and Nairobi, January 26-February 11, to assess structural adjustment programs, the status of economic reform and for consultations. □

Consular Affairs

On January 29 MARY A. RYAN, former ambassador to Swaziland, arrived to take up her position as the principal deputy assistant secretary for consular affairs.

Overseas Citizens Services: On January 18-19 BONNIE F. PAIGE, chief, Latin America and Caribbean Division, Citizens Emergency Center, represented the bureau at a Mexican in-country consular conference ... She provided consultations on consular matters to the U.S. interests section in Havana, January 21-24 ... FRANCIA SALAS has joined the Inter-American Services Division, and TIMOTHY M. WIESNET the Near Eastern and South Asian Services Division ... Mr. Wiesnet is from the Field Coordination Staff in Passport Services.

Visa Services: From January 19-23 DEAN DIZIKES, chief, Post Liaison Division, participated in an in-country consular conference in Poland ... He visited Bonn, West Germany, to discuss the nonimmigrant visa waiver pilot program ... The Visa Office welcomed RACHEL WRIGHT and MICHAEL MESZAROS to the staff.

Passport Services: JOSEPH TUFO, acceptance agents coordinator, and DUNCAN MAITLAND, fraud program coordinator, both of the Boston agency, conducted two training sessions in January in Providence. The seminars covered fraud awareness and citizenship and acceptance procedures, and were attended by 75 passport acceptance agents from 30 post offices in the Providence region ... GRACE MCCORMACK has retired from the Los Angeles agency as lead data transcriber after 10 years of service there ... On January 11 BARBARA BROPHY, acceptance agents coordinator at the Los Angeles agency, made a presentation to Los Angeles high school students on Civil Service and Foreign Service careers with the Department of State ... She visited the San Bernardino post office, to provide training and assistance to passport acceptance agents at that office ... In February the Los Angeles agency and its regional acceptance facilities began participating in the "Lock-box Depository" system for rapid deposit of passport fees through Mellon Bank, Pittsburgh ... On January 18 the San Francisco agency received a Bronze Award from the Combined Federal Campaign in the San Francisco Bay area for the agency's participation in the campaign ... The Seattle agency welcomed as new employees: JOSEPHINE JACKSON, BANG J. LEE, SETH ARMSTRONG, TERESA A. BAXTER, JACQUELYN L. CREAMER, LAURS J. HIEB, MARK MONTGOMERY and MAILY L. NGUYEN ... On January 16 SUSAN SHORT, acceptance agents coordinator at the Seattle agency, conducted a training course for travel agents at Edmonds Community College. The course covered passport acceptance procedures and how travel agents can assist their clients in obtaining a passport ... On January 20 she addressed an orientation class for Rotary Club exchange students who will be studying abroad in the 1990-91 school year. She provided



ROME, ITALY—At consular management roundtable, front row, left to right: *Nora Dempsey* (Rome), *Penny McMurtry* (Monrovia), *Jean Louis* (Karachi), Assistant Secretary *Elizabeth Tamposi*, *Michele Truitt* (fraud prevention programs), *Marilyn Povenmire* (Policy and Coordination Staff), *Dee*

Robinson (Beijing). Second row: *Nicholas Ricciuti* (El Salvador), *Ted Cubbison* (Bogota), *Michael Metrisko* (Tel Aviv), *Barry Kefauver* (executive director), *Max Robinson* (Moscow), *Norbert Krieg* (London), *Harry Coburn* (deputy assistant secretary for passport services), *Bruce Beardsley* (Manila).

the students information on obtaining a U.S. passport and on living abroad ... On January 22 EDWARD J. GAFFNEY, processing supervisor, and FLORENCE W. NEARY, senior examiner, both at the Seattle agency, attended a seminar on identification of letter bombs ... On January 30, STEVEN J. MULLEN, antifraud program coordinator at the Seattle agency, conducted a training seminar on fraud, for new passport examiners.

Executive Director's Office: TRAVIS FERRIS, Systems Applications Staff, traveled to Santo Domingo in January to review operation of the machine-readable visa pilot program, installed last October. □

Diplomatic Security

Office of the Assistant Secretary: Assistant Secretary SHELDON J. KRYS accompanied Under Secretary for Management IVAN SELIN on a factfinding trip to Panama, January 24-26 ... Mr. Krys addressed the winter meeting of the Oversea Security Advisory Council, January 31, in Los Angeles ... ROY HIGGINS has been assigned as a special assistant to Mr. Krys.

Diplomatic Security Service: Director CLARK M. DITTMER led an interagency team to Bogota, to assess the threat to the post and measures for the safety of dependents. He was accompanied by the Diplomatic Security director of operations for Latin America, STEVE CRAIGO; Threat analysis analyst JACKIE JONES; and representatives of other foreign affairs agencies.

Resource Management: RALPH FRANK

assumed duties as deputy assistant secretary for resource management, on January 16.

Countermeasures and Counterintelligence: GREG BUJAC has been named deputy assistant secretary for countermeasures and counterintelligence.

Overseas Security Advisory Council: Mr. Krys, Mr. Dittmer, and council executive secretary RALPH LAURELLO attended the winter meeting of the council in Los Angeles, January 29-February 1.

Information Services: The deputy assistant secretary for information services, ROBERT K. CARR; the director of domestic operations, LEROY W. DONAHUE JR.; and the director of planning, BRUCE MORRISON, visited mainframe computer manufacturers Hitachi Data Systems and Amdahl in Sunnyvale, Calif., from January 28-30.

Office of Protection: Special agents MIKE VAN BUSKIRK (Protective Liaison Division) and CHARLES MCCARTY, JEFF RINER, TOM DAGON and ED LIDDLE (Washington Field Office) provided a security escort for ambassadors who attended the President's state of the union address to Congress, January 31. The special agents, with the assistance at Blair House of the Domestic Facilities Division's DON BLAKE, escorted the ambassadors to Capitol Hill, from Blair House and back.

Los Angeles Field Office: DOUG ROSENSTEIN has been selected as the new special agent-in-charge.

Systems Operations: The following information management systems operations personnel were on consultation recently: JOHN DAVIS,



ROME, Italy—Support communications officer Jerry Hamilton, left, receives Meritorious Honor Award from chargé John W.

Holmes for his performance during his first tour in this European capital.

Accra; RICHARD HOFFER, Tunis; ROBERT KING, Prague; MICHAEL MEYERS, Nicosia; ALBERTO RODREGUEZ, Bangui; HARRY OLTON, Paris; RAYMOND AHRING, Tegucigalpa; STEVE WILSON, Madrid; PAUL WRIGHT, Tel Aviv; CARMEN BEVACQUA and GARY KOELSCH, Washington; WENDELL REEVES, Miami; ROBERT JOHNSON, Colombo; HOWARD KEEGAN, Abu Dhabi; ARNOLD OLIVO, Conakry; JAY CLIFTON, Frankfurt; JOSEPH ZEMAN, Cairo; HARRY HALL, London; JERRY HAMILTON, Addis Ababa; BRUCE WARREN, Bonn; CHANDRA SMITH and RICHARD BLAKELY, Washington; JON MARTINO, Cape Town; RODNEY PAINTER, Dublin; LONNIE WASHINGTON, Jeddah; GLENN COCKERILL, Bangkok; GREGORY DAVIS, Amman; CHRISTOPHER POWELL, Reykjavik; DONALD BECKER, Berlin; and JOSEPH LOGUIDICE, Washington. □

East Asian and Pacific Affairs

Assistant Secretary RICHARD H. SOLOMON traveled to Paris, January 13-17, for a meeting of representatives of the five permanent members of the UN Security Council. They discussed an enhanced role for the United Nations in a Cambodian settlement. He was accompanied by the director of the Office of Vietnam, Laos, Cambodia, CHARLES H. TWINING, and special assistant MATTHEW P. DALEY. Deputy assistant secretary DAVID F. LAMBERTSON traveled to Manila, Singapore, Jakarta, Kuala Lumpur and Bangkok, for consultations with host governments, January 16-27. He appeared

before the House Foreign Affairs Asian subcommittee, January 30.

DAVID WALKER, acting director for regional affairs, was a member of the U.S. delegation to the steering committee of the international conference on Indochinese refugees, in Geneva, January 23-24. He briefed the East Asia area studies seminar at the Foreign Service

Institute, February 7. . . . KARL SPENCE RICHARDSON, director, Office of Korean Affairs, traveled to Honolulu for a Korea security policy review meeting, January 17-18; then to Seoul and Tokyo for consultations, January 20-February 1. . . . MARK FITZPATRICK, same office, spoke on U.S. policy toward North Korea at a February 2 conference at Stanford University, hosted by the Center for International Security and Arms Control. . . . Desk officer BOB TANSEY, Office of Pacific Island Affairs, spoke on January 31 to 100 students at Central High School in Prince George's County, Md., on "Diplomacy and Opportunities for Foreign Service Careers." □

Economic and Business Affairs

Assistant Secretary EUGENE J. McALLISTER traveled to Pakistan, January 23-24, to chair the U.S.-Pakistan economic subcommittee meetings. Discussions were held on trade and investment. . . . On January 18 he spoke to the Rule of Law Committee in Washington. . . . He accompanied SECRETARY BAKER to Moscow, February 6-9, where he participated in discussions on economic issues.

Deputy assistant secretary-designate CHARLES ANGEVINE took part in U.S.-United Kingdom aviation negotiations, January 11, in Washington. RON KIRKPATRICK also participated. . . . On January 12-16 Mr. Angevine traveled to Seoul, Korea, to meet with officials regarding shipbuilding subsidies. . . . While in Seoul, on January 15, he met with South Korean civil aviation officials on bilateral issues. . . . He then traveled to Tokyo, Japan, January 17-19, to



CANBERRA, Australia—At award ceremony, from left: John Thomson, Regina Hely, Kate Danforth, Ambassador Melvin Sembler,

Henry Cartwright, Tony Freebody, Archie Ross.



ECONOMIC AND BUSINESS AFFAIRS—
Harvey J. Winter, right, director, Office of Business Practices, receives Superior Honor

Award from deputy assistant secretary William B. Milam for his work on the Berne convention for literary and artistic works.

meet with maritime officials regarding shipbuilding subsidies ... Special negotiator JAMES TARRANT negotiated on aviation issues with Australia, January 23-24, in Honolulu, and with Canada, January 31-February 1, in Ottawa ... ROBERT STERN, deputy director, Office of Aviation Negotiations, chaired consultations with Poland, December 19-20, in Washington ... The deputy director of maritime and land transport, JOE RICHARDSON, attended the negotiations in Moscow on a bilateral maritime agreement, January 22-25 ... PAUL WISGERHOF, director, Office of Aviation Negotiations, chaired civil aviation negotiations with Saudi Arabia, January 7-9, in Jeddah, and with Turkey, January 11-12, in Ankara.

On January 30 WILLIAM C. RAMSAY, deputy assistant secretary for energy, resources and food policy, attended a meeting of the north-east gas markets utility group, in New York. He discussed plans and developments in the liquefied natural gas trade ... Also on February 2, he briefed members of the Council on Foreign Relations in New York, before their corporate trip to the gulf, on energy developments in the area and downstream.

From January 23-31, under the auspices of the Executive Council on Foreign Diplomats, STEPHEN GALLOGLY traveled to Chicago, Los Angeles, San Francisco, Houston and Dallas, to discuss energy issues with oil company executives. Meetings were held with a wide range of companies, and centered on prospects for U.S. energy firms in the Soviet Union.

RALPH ANSKE, Energy Consumer-Country Affairs Office, attended the 36th session of

the gas committee of the Economic Commission for Europe, January 15-18, where there was a distancing of eastern European countries from Soviet gas suppliers. The U.S. delegation was approached by members of the Russian delegation, who claim to be searching for guidance in restructuring their gas industry.

In December and January the AFL-CIO sponsored a visit to the United States by several dissident Russian miners representing their fellow workers in the Donbas and Kuzbas coal fields. Coal and gas officer Anske and interagency experts participated in a four-hour, wide-ranging exchange of views with the miners.

On January 16 LARRY W. ROEDER JR., Office of East-West Trade, testified before a panel on the future design and implementation of U.S. national security export controls, a body of the National Academy of Sciences. Mr. Roeder was there as the Department's expert on multilateral chemical and biological weapons export controls. His testimony was in conjunction with a study mandated by Congress on the adequacy of the export administration system in safeguarding national security while maintaining U.S. international competitiveness and western technological preeminence. Following the National Academy of Sciences meeting, Mr. Roeder briefed JEAN-DANIEL GERBER (Swiss minister for economic affairs) and his delegation on the subject.

People: Recent arrivals: EDWARD B. O'DONNELL, MICHAEL VARGA, HAIRAM NONBLATT, Planning and Economic Analysis Staff; GEORGE KENNEY, Office of Energy Consumer-Country Affairs; JEROME TUR-TOLA, Textiles Division. □

Finance and Management Policy

On January 17 chief financial officer JILL E. KENT participated as a panel speaker at a joint conference of the President's Council on Integrity and Efficiency, the Chief Financial Officers Council and the President's Council on Management Improvement.

On January 7-23 RILEY RANKIN, Financial Management, traveled to Mexico to direct post-implementation Financial Management System training for the Regional Administrative Management Center ... JEANNE TOPKA, Financial Management, traveled to Brasilia, January 21-26, to conduct a cashing conference with the Bureau of Inter-American Affairs ... From January 24-29 JUDY ROUSE and ED LUKSIC, Financial Management, traveled to Ottawa to review with the Treasury Department the new pilot Foreign Service national U.S. disbursing officers program.

On December 31 HOWARD HOLLAND, Financial Management, retired after 44 years of Government service. □

Foreign Service Institute

EUGENE BRUNS, chairman for Southeast Asia area studies, lectured, January 23, at the Defense Institute for Security and Management, Wright-Patterson Air Force Base, Oh., on great power relations in Southeast Asia ... ANNE IMAMURA, chairwoman of Asian studies, gave the inaugural lecture on January 28 for the Japan-American Society of Washington's Japanese film series ... BARRY WELLS, director of curriculum and staff development, School of Professional Studies, and FREDERICA BURNETT, education specialist, conducted a two-day offsite meeting in mid-January for the assistant secretary for consular affairs, ELIZABETH TAMPOSI, and her senior staff.

MADELINE EHRMAN, director of research, evaluation and development, School of Language Studies, spoke on her research on language-learning styles and strategies, at a joint meeting of the Association for Applied Linguistics and the Linguistic Society of America ... The Office of Management Training welcomed SHEILA URMAN as education specialist in January ... LINDA TOOLE, deputy coordinator and chairwoman of the Foreign Service and Civil Service secretarial courses, has departed. □

Inspector General's Office

At an award ceremony on January 19, JAMES K. BLUBAUGH and JOHN C. PAYNE received Senior Executive Service performance awards, and SANTA W. PARKER received a Superior Honor Award. Length-of-service certificates went to ROBERT E. BARBOUR, and WALTER J. SILVA for 40 years' service; CECIL S. RICHARDSON, 35 years; ALAN W. BERENSON, 25 years; FREDERICK R. GEDRICH, PETER C. KOECHLEY, EDWARD W. LINHART, M. MILTON MacDONALD,

BUREAU NOTES

ROBERT E. PONZO, THOMAS R. TARLA and RICHARD J. TIERNEY, 20 years; and CLIFTON L. BROWN JR., MARK L. HOLLOMON and ROBIN WALDO, 10 years.

Office of Audits: CHRISTOPHER L. DESHONG, formerly of the Tennessee Valley Authority, has joined the staff of the Property Management and Procurement Division.

Office of Security Oversight: The Audits Division issued a report, "Construction Security Certification." ... KATHY SCHULTZ, formerly with Health and Human Services' Office of Inspector General, joined the division.

Office of Inspections: Inspections of Yemen, Qatar, Oman and the United Arab Emirates, as well as Belize, Honduras and Guatemala, planned originally for this quarter, have been rescheduled because of travel restrictions, pending congressional action on the authorization bill. The action permitted an inspection of the Bureau of African Affairs earlier than planned. Other inspections being conducted this quarter include Mauritius, Comoros Islands, Madagascar, Seychelles and Somalia, headed by ARTHUR TIENKEN; Senegal, Cape Verde, Mauritania and Mali, under DAVID ZWEIFEL; Sudan, Ethiopia and Uganda, under FRED RONDON; and Egypt, under a team headed by senior inspector GORDON STREIB. □

Inter-American Affairs

Assistant Secretary BERNARD W. ARONSON attended PRESIDENT BUSH's meeting with Brazilian President-elect FERNANDO COLLOR DE MELLO, and attended the luncheon hosted by SECRETARY BAKER for the president-elect at Blair House, January 26 ... Mr. Aronson was a member of the U.S. delegation, headed by VICE PRESIDENT QUAYLE, at the inauguration of Honduran President RAFAEL LEONARDO CALLEJAS, January 27 ... On January 28 he accompanied the vice president to Panama for meetings with President GUILLERMO ENDARA and other members of the new government, on the U.S. economic recovery assistance package ... On January 29 he accompanied the vice president to Jamaica for discussions with Prime Minister MICHAEL MANLEY, on bilateral and regional issues ... Mr. Aronson attended a White House ceremony, January 31, honoring former Vista volunteers and swearing in new volunteers; he had served as a volunteer in Appalachia, 1969-70 ... Deputy assistant secretary MICHAEL KOZAK briefed 75 Washington representatives of nongovernmental organizations, January 31, on U.S.-Panama relations.

KEITH C. SMITH, director, Office of Southern Cone Affairs, accompanied Senator ROBERT DOLE (R.-Kan.) in December on a trip to South America. They visited Bolivia, Argentina, Paraguay, Venezuela and Trinidad ... JAIME GUTIERREZ, intern in the office, resigned at the end of December ... JOEL CASSMAN, Chile desk officer, traveled to Santiago in December for the elections of Chile's new president ... ALEXANDER MARGULIES departed the Office of Southern Cone Affairs, the



BOGOTA, Colombia—Ambassador *Thomas E. McNamara*, right, joins the information systems staff at inauguration of the 7310

Wang computer system. Others, from right: *Sebastian Moya*, *Kimberly Kaestner*, *Javier Dossman*.

first part of December, to take an assignment to Panama ... PATRICIA BROE received a Meritorious Honor Award in January from Mr. Aronson. □

International Narcotics Matters

Assistant Secretary MELVYN LEVITSKY was in Panama, January 9-10. He met with the Panamanian president and vice president and, on January 10, signed a counternarcotics cooperation agreement with Panama ... Program officer JIM McHUGH accompanied the assistant secretary,

and remained an additional day to discuss plans for a subsequent bilateral agreement ... Mr. Levitsky traveled to Vienna, January 24-31, to attend UN major donors and Commission on Narcotic Drugs meetings.

Office of Transnational Issues: DIANNE H. GRAHAM also attended the UN donors meetings in Vienna, and stayed on through February 4 to prepare for the February 20-23 UN General Assembly special session on narcotics, which SECRETARY BAKER was scheduled to attend ... Air Division operations officer DAVID RANKIN attended the helicopter international convention in Dallas, February 3-6, to inspect state-of-the-art technical developments within the international helicopter manufacturers community

... ANDREW G. THOMAS visited Bolivia and Peru, January 29-February 4, to inspect air wing facilities and operations, including a visit to Peru's upper Huallaga valley.

Senior special agent RICCARDO J. OLIVIERI has been assigned as the U.S. Customs liaison to the bureau. He is from Customs headquarters, where he was manager of the Exodus command center. Exodus is a Customs enforcement program for export of high-tech and munitions items. Prior to that, he was assistant customs attaché in Rome, Italy ... Former AID liaison officer JOHN CHAMPAGNE replaced DAN CHAIJ, who was deputy chief, Human Resources Division in the Near East bureau. □

International Organization Affairs

Assistant Secretary JOHN R. BOLTON traveled to Paris to co-chair the U.S. delegation to the meeting of the five permanent members of the Security Council on Cambodia ... Deputy assistant secretary JACKIE WOLCOTT traveled to Geneva, where she attended opening sessions of the UN Commission for Human Rights and met with the high commissioner for refugees ... She met in Paris with officials of the UN Education, Scientific and Cultural Organization, and consulted with the U.S. observer to that organization ... Principal deputy assistant secretary JOHN WOLF traveled to Moscow, London and Helsinki for consultations. In Helsinki, he participated in a seminar organized by the Finnish Institute of International Affairs, "The UN Security Council in a New Global Environment."

On January 10 CHARLOTTE M. PONTICELLI, director, Policy and Planning Staff, participated in a panel discussion for approximately 60 college students, sponsored by the Foreign Service Institute. The discussion, on "Women at Work in the Department of State," was presented as part of the Women and Public Policy Washington Seminar for 1990 ... JOHN D. FOX, managing director, UN System Administration, spoke on January 27 on the United Nations, at a meeting on "Great Decisions: 1990" hosted by the University of New Hampshire, Durham, N.H., and cosponsored by the Foreign Policy Association and the State Department. ... NEIL A. BOYER, director for health and transportation programs, served as an observer delegate at the meeting of the executive board of the World Health Organization in Geneva, January 15-24. LEE ANN HOWDERSHELL, same office, was a member of the U.S. delegation to the meeting of the UN Commission on Narcotic Drugs in Vienna, January 29-February 2 ... She also served on the U.S. delegation to the UN General Assembly's special session on narcotic drugs, in New York, February 20-23, and to the meeting of the preparatory commission for that meeting, February 12-14.

People: JO-ANN L. HUNTER transferred from the Bureau of Personnel to the Office of Technical Specialized Agency Affairs ... BER-

NICE A. POWELL transferred from the Office of Technical Specialized Agency Affairs to Cape Verde, via the Foreign Service Institute ... MARY C. REED transferred from the Office of the Afghan Coordinating Unit to the Department of Commerce.

JACKIE WOLCOTT transferred from the Department of Veterans Affairs as the deputy assistant secretary for international social and humanitarian affairs. □

Legal Adviser's Office

Legal adviser ABRAHAM D. SOFAER traveled to The Hague, for discussions on the U.S./Iran Claims Tribunal; to Bonn, for consultations with government and embassy officials; to Berlin, for consultations with mission and government officials; and to Paris, for other discussions. Accompanying him were MICHAEL K. YOUNG, deputy legal adviser; PATSY B. SCHAUBEL, senior staff assistant; BRUCE C. RASHKOW, assistant legal adviser for UN Affairs, and ROBERT W. CLARKE and JOHN OSBORNE, special assistants ... He also traveled to Providence, to attend the symposium on the law of naval warfare.

MICHAEL J. DENNIS and JUDITH K. COLE, attorney-advisers, Office of International Claims and Investment Disputes, traveled to Dayton, O., to meet with personnel at Wright-Patterson Air Force Base ... MARY HELEN CARLSON, attorney-adviser, same office, traveled to The Hague, to participate in discussions before the Iran/U.S. Claims Tribunal ... Mr. Rashkow traveled to New York, to participate in the university study group on UN reform ... SUSAN BINIAZ, attorney-adviser, Office of Oceans, International Environmental and Scientific Affairs, traveled to Moscow for Soviet maritime boundary negotiations ... ROBIN JO FRANK, attorney-adviser, Office of Law Enforcement and Litigation, traveled to Santa Cruz and Bogota, for Andean summit extradition agreements.

People: Joining the Bureau were MARTHA HILL, special assistant to the legal adviser, and PAULA BARTON, attorney-adviser, Office of Management ... Departing were AYESHA FENNEL and MOIRE MACDONALD QUEEN ... PETER OLSON returned following a tour with AID in Pretoria. □

Legislative Affairs

Assistant Secretary JANET G. MULLINS spoke at the Executive Council on Foreign Diplomats briefing, on "American Foreign Policy Formation: A Washington Road Map," February 6 ... STEVEN K. BERRY has been appointed deputy assistant secretary for the House, replacing STEPHEN COLOVAS, who has joined the private sector ... The director of legislative operations, STEPHEN DELROSSO, addressed a class of new Foreign Service officers, February 6, on executive-congressional relations ... ERIN ROSS has transferred from the Bureau of International Organization Affairs to Legislative

Affairs, where she is the administrative officer ... JOHN CARTER has transferred from the Office of Foreign Buildings to Legislative Affairs, where he is travel assistant ... MARK VANSCHAICK and JULIE VINYARD have joined the office as interns. □

Medical Services

In January, the medical director, Dr. PAUL GOFF, traveled to Paris, Dakar, Bamako, Abidjan, Monrovia, Accra, Lagos, Douala, Yaounde, Kinshasa and Brazzaville, to assist health care professionals and post management, as well as to evaluate post medical resources ... Dr. EMIL VON ARX, assistant medical director for health care programs, traveled to Karachi, Dhaka, Bangkok, Rangoon, Jakarta, Sydney and Suva, to consult with post management and health care professionals ... JANE WHITE, nurse practitioner in Prague, consulted briefly in Washington on post health care issues while she was in the United States during the holidays ... In early January Dr. MARTIN WOLFE, tropical medicine consultant, attended a worldwide conference on malaria, in Honolulu ... In late January, Dr. ELMORE RIGAMER, assistant medical secretary for mental health services, traveled to Athens, under the auspices of the Near East South Asia International Schools Association, to present a paper on substance abuse to teachers and guidance counselors from the region ... BARBARA MAHONEY, nurse practitioner in Ouagadougou, consulted in Washington early in the New Year, while she was in the United States for the holidays ... In mid-January contract nurse CAROL MERMELSTEIN, Helsinki, visited the Office of Medical Services for a day to meet staff and review post health care procedures. □

Near Eastern and South Asian Affairs

BERNARD J. WOERZ, executive director, accompanied the under secretary for management, IVAN SELIN, on a December 26-January 9 trip to the Middle East, to meet with ambassadors and embassy staffs and to discuss matters relating to security, refugees, and management issues. They visited Amman, Baghdad, Basra, Kuwait, Manama, Cairo, Tel Aviv and Jerusalem ... Mr. Woerz then continued on to Nicosia and Damascus before returning to Washington.

GORDON GRAY, Office of Arabian Peninsula Affairs, spoke on January 8 to students at the National War College who will visit Kuwait this spring ... On the same day, MARGUERITA D. RAGSDALE, country officer for Oman and the United Arab Emirates, briefed Senate staffers preparing to travel to those two countries ... ANDREW LIEPMAN joined the Office of Regional and Multinational Force and Observers Affairs in early January. He replaces WALTER MAYO as political-military officer. Mr. Mayo left for training in connection with his onward assignment. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary FREDERICK BERNTHAL traveled to Colorado Springs, Colo., January 18-19, to address the fourth annual Congressional and Scientific Forum on Global Change. The forum, organized by the Office for Interdisciplinary Earth Sciences, developed this program to promote interaction among congressional staff members, agency representatives and leaders of scientific programs addressing global environmental change.

CHUCK CECIL, Office of Ecology, Health, and Natural Resources, attended a workshop in Washington, January 23-26. This was the last in a series of four workshops leading up to the Economic Commission for Europe ministerial conference on "sustainable development," which will be in Bergen, Norway, in May ... ANDREW SENS, director, Office of Environmental Protection, led U.S. delegations to a monitoring committee meeting, a meeting of plenipotentiaries of the Cartagena convention and an intergovernmental meeting of the Caribbean environment program, in Kingston, Jamaica, January 10-18. Mr. Sens joined representatives of 12 other governments in signing a regional protocol on specially-protected areas and wildlife ... NANCY FOSTER, director, Office of Protected Resources, National Oceanographic and Atmospheric Administration, served as alternate U.S. representative. Among the delegation members were JOAN DONOGHUE, Legal Adviser's Office; MARK WILLIS, Office of Ecology, Health, and Natural Resources; and NICHOLAS MACNEIL, Office of Environmental Protection ... RICHARD E. BENEDICK, on detail as senior fellow at the World Wildlife Fund/Conservation Foundation, addressed the Morrison Colloquium at Stanford University, January 10, on "Population, Environment and Economic Development." ... On January 15-19 he participated in the Global Forum on Environment and Development, in Moscow, and in meetings with scientists at the Soviet Space Research Institute ... On January 24 he addressed U.S. Catholic bishops in Washington on environment and ethics.

The week of January 8, FRANCIS M. KINNELLY and CHRISTIAN KESSLER, Office of Nuclear Technology and Safeguards, and CARLTON THORNE, Office of Nuclear Export Control, participated in bilateral consultations in Moscow on nuclear nonproliferation and International Atomic Energy Agency matters.

On January 18 LARRY L. SNEAD, director of fisheries affairs, headed an interagency delegation that met in Washington with Canadian fisheries officials, led by ROBERT APPELBAUM, director general of the Department of Fisheries and Oceans' international directorate. The Canadians provided detailed comments on a draft North Pacific salmon convention that has been the subject of U.S.-Soviet discussions over the past year. The convention would promote conservation and management of salmon in general, and

seeks to curb illegal salmon fishing in the North Pacific in particular. GEORGE HERRFURTH, Office of Fisheries Affairs, and officials from the Department of Commerce and U.S. Coast Guard attended the talks ... R. TUCKER SCULLY, director, Office of Oceans Affairs, and ROBERT SMITH, same office, participated in discussions on the U.S.-Soviet maritime boundary, in Moscow, January 15-19 ... RAY ARNAUDO, head of the Division of Polar Affairs, attended the third session of the working group on Arctic international relations, in Murmansk and Moscow, January 21-27. International Arctic environment cooperation was discussed.

MARTIN PROCHNIK, U.S. executive secretary for the China-U.S. science and technology agreement, met with his counterpart, HUANG XING, January 9-10. Each of the 29 protocols under the umbrella science and technology agreement were reviewed, and discussions were held on steps necessary to move forward on negotiation of the intellectual property rights annex to the agreement ... BERNARD F. OPPEL, Office of Cooperative Science and Technology Programs, participated on the U.S. delegation which met with the Hungarians in Budapest, January 22-24, to plan the establishment of a regional environmental center for central and eastern Europe ... While in Budapest, he led a group of U.S. experts in discussions with the Hungarians on implementation of the cooperative science and technology agreement with Hungary. □

Politico-Military Affairs

Assistant Secretary RICHARD A. CLARKE addressed the National War College class of 1990, on January 22, on the interagency process and the bureau's role in it ... Deputy assistant secretary ELIZABETH VERVILLE met with Soviet deputy foreign minister VIKTOR KARPOV, January 18, in Moscow, to discuss chemical weapons and missile proliferation ... CHAT BLAKEMAN and JIM LEWIS served as political advisers to General MAXWELL THURMAN in Panama following military operations there ... EDWARD IFFT spoke at the Stanford University Center for International Security and Arms Control, on the nuclear and space talks, January 16 ... He then participated in a workshop on strategic modernization and the strategic arms reduction talks.

Office of Weapons Proliferation Policy: MICHAEL WEINGARTEN left for a temporary assignment to Geneva, January 6, to represent State on the U.S. delegation to the conference on disarmament ... ROBERT DUBOSE participated in the conference on disarmament talks, November 6-December 16 ... FRED VOGEL addressed the Cincinnati World Affairs Council, on chemical weapons policy.

Office of Defense Trade Policy: SCOTT MILLER joined the office as deputy director, January 8. He previously served as special assistant to the director of the Arms Control and Disarmament Agency, and most recently worked in the private sector ... BARBARA KIRKPATRICK EISENBEISS has joined the office as a secretary.



SARYOZEK, Soviet Union—Political officer Carey Cavanaugh, a Soviet officer and the chief of the arms control unit, Eileen A. Malloy, at Embassy Moscow, as they witness the elimination of the last Soviet short-range missiles under the intermediate-range nuclear forces treaty.

She worked formerly in the Office of Security Assistance and Sales, and served overseas in Dhahran and Tel Aviv ... PETER G. TINSLEY attended the strategic trade experts meeting in Paris, January 8-12.

Office of Defense Relations and Security Assistance: CRAIG DAVIDSON met in New York, January 26, with Israel's defense procurement mission, receiving a briefing and tour of the facility.

Office of International Security Operations: Commander GAIL DADY and Lieutenant Colonel FRANK RAY have joined the office. Colonel JIM EAST is office director.

Office of Strategic and Theater Policy: KENT BROWN, principal deputy director, traveled to Key Biscayne in early January, to participate in an arms control roundtable sponsored by the University of Miami ... MARY STUCKEY, secretary to the office director, left the office, January 26, for a position in the Office of Counter-Terrorism ... PETER SCHOETTLE, deputy office director, was a member of the U.S. delegation in Budapest, January 29-February 2, to attend the preparatory conference for the Ottawa open skies conference ... PATRICIA HANSCOM and DAVID APPLETON traveled to Brussels in January, for meetings of the Nato high-level task force on conventional forces in Europe, and additional meetings related to developing the Nato position on conventional forces in Europe verification ... BENNETT RAMBERG delivered a presentation on "Signaling in an International Crisis," at a negotiations seminar at Johns Hopkins School for Advanced International Studies, January 19 ... THOMAS DOWLING returned to Geneva, January 15, for the resumption of the nuclear-testing talks with the Soviet Union. He is serving as acting deputy head of the U.S. delegation to the negotiations ... STUART SELDOWITZ went to Geneva, January 22, to serve as a State adviser on the U.S. delegation to the strategic arms reductions talks ... In mid-January THOMAS FARR visited Warren Air Force Base, Wyo., to consult with Air Force officials on strategic arms reduction verification issues. □

Public Affairs

Office of Public Programs: On January 10 regional program officer CONSTANCE DUNAWAY arranged a New York program for RICHARD SOLOMON, assistant secretary of state for East Asian affairs. He addressed a breakfast meeting of bankers and brokers from the financial district of New York, at the Council on Foreign Relations, where he gave an overview of developments in Asia ... He later met with the editorial division of the New York Times, where he discussed East Asia, China and the Cambodia meeting in Paris ... On January 17 Ms. Dunaway arranged for the special adviser to the deputy secretary, ROBERT L. BARRY, to visit New York, where he addressed 250 members of The Downtown Association in the Wall Street area, on economic assistance to eastern Europe ... Following that event, he visited with the editorial board of the Wall Street Journal, where he discussed developments in the Soviet Union ... On January 25 Ms. Dunaway arranged for the assistant secretary for European affairs, RAYMOND G. H. SEITZ, to address a meeting in New York of the Jewish Community Relations Council, an umbrella organization for some 60 Jewish organizations around the country ... The same day, Mr. Seitz met with editors of the New York Times. Present for this meeting were JACK ROSENTHAL, editor of the editorial page; BERNARD GWERTZMAN, foreign editor; JOSEPH LELYVELD, managing editor; WARREN HOGE, assistant managing editor; and LESLIE GELB, editor, op ed page ... On January 27 Ms. Dunaway was conference coordinator for a regional foreign policy conference in New Hampshire, cosponsored by the World Affairs Council of New Hampshire, the Foreign Policy Association and State. The conference was on the Foreign Policy Association's "Great Decisions Issues for 1990." The conference, in the conference center at the University of New Hampshire in Durham, attracted a capacity crowd of 250 residents of New Hampshire, and was widely covered by the local New England media.

The Washington Programs Division facilitated Deputy Secretary LAWRENCE EAGLEBURGER's briefing in the Department for a group of Soviet exchange students sponsored by Middlebury College (Vermont) ... Special briefings were also scheduled for people from the Fletcher School of Diplomacy and for international business communicators and members of the Maryland State Bar Association ... Bureau of Inter-American Affairs deputy MICHAEL KOZAK and Bureau of Economic and Business Affairs deputy AL LARSON discussed political and economic developments in Panama at the monthly meeting of nongovernmental organization representatives, in the Department ... Six Department representatives attended the Foreign Service Institute's executive media workshop.

Regional program officer SUSAN MAGGIO arranged the following platforms for State Department officials to address the public on national security, South Africa, Foreign Service careers and the changes in eastern Europe:

Ambassador RICHARD BURT, head of the delegation on nuclear and space talks, addressed the luncheon meeting of the Academy of International Relations, in Kansas City, Mo., December 28. During his brief visit he was interviewed by the Kansas City Times-Star ... EDWARD PERKINS, director general of the Foreign Service and director of personnel, traveled to Des Moines, January 18-19. He addressed the dinner meeting of the Des Moines Committee on Foreign Relations. In addition, he met with representatives from the Iowa Department of Economic Development and, later, with members of Des Moines' black community. He also addressed an inner city school on careers in the Foreign Service, and met with representatives of the Des Moines Register, WHO-AM and KLYF-FM ... The director of the Office of Regional Political-Economic Affairs, RICHARD KAUZLARICH, addressed the dinner meeting of the International Affairs Council and the Committee on Foreign Relations, in Omaha, January 23 ... In addition, he was interviewed by the Omaha World-Herald, WOWT (NBC-TV), KFAB-AM, KVNO-FM, KMTV (CBS) and KETV (ABC). On January 24 he addressed Omaha Rotary.

Media liaison officer NANCY COPE has resigned from the Department ... JOYCE NICHOLS has been named chief of the Regional Programs Division.

Office of the Executive Director: JUDITH McNEARNEY has joined the bureau as a personnel officer.

Office of Public Diplomacy: ANTHONY A. DAS, director, spoke to a group of 50 Fletcher School of Law and Diplomacy staff members and students, as part of the students' tour of Washington ... He addressed 40 Government and private industry public relations officials, on how public affairs operates at State ... On January 2 he addressed 320 high school juniors and seniors who were part of the Congressional Youth Leadership Program meeting in Washington. □

Refugee Programs

PRINCETON N. LYMAN, bureau director, and JEWEL S. LAFONTANT, U.S. coordinator for refugee affairs, hosted a daylong meeting with executive directors of voluntary agencies ... SARAH E. MOTEN, deputy assistant secretary for international refugee assistance, provided an overview of the assistance program, and PRISCILLA A. CLAPP, deputy assistant secretary for refugee admissions, described the worldwide admissions program ... After the meeting, the voluntary agencies representatives toured the Washington Processing Center in Rosslyn, Va. ... Mr. Lyman, ROBERT L. FUNSETH, senior deputy assistant secretary, Ms. Clapp, Ms. Moten and bureau staff met with and hosted a lunch for JAMES N. PURCELL, director general, International Organization for Migration ... Mr. Lyman met with the new Immigration and Naturalization Service commissioner, GENE McNARY ... Mr. Lyman and representatives from the refugee bureau, the Bureaus of East Asian and Pacific Affairs and International Orga-

nizations Affairs and the Office of the U.S. Coordinator for Refugee Affairs, were briefed on conditions in Hong Kong camps, by members of the Women's Commission for Refugee Women and Children. Commission members included the former assistant secretary for human rights and humanitarian affairs, PATRICIA DERIAN, and LIV ULLMANN ... Mr. Lyman addressed the National Governors Association workshop in Washington.

Mr. Funseth headed the U.S. delegation to the comprehensive plan of action steering committee meeting on Indochinese refugees, in Geneva ... DOUGLAS R. HUNTER, director, Office of Policy and Program Coordination; ALLAN G. JURY, deputy refugee coordinator, Bangkok, Thailand; DAVID M. WALKER, assistant director, Office of Regional Affairs, Bureau of East Asian and Pacific Affairs; and JEFFREY D. KOVAR, attorney-adviser, Office of the Legal Adviser, were members of the U.S. delegation ... Following his return, Mr. Funseth briefed the staff of the House Foreign Affairs Committee on the Geneva meetings ... Mr. Funseth and RICHARD C. BEER, refugee officer, Office of Refugee Admissions and Processing, attended a public hearing on the resettlement of former re-education center detainees, presented by the Office of Refugee Resettlement, Department of Health and Human Services.

Ms. Clapp met with the Ethiopian Community Development Council, Inc., to assess the development needs of Ethiopian refugees in the United States ... KAREN L. MCCARTHY and LINDA THOMAS-GREENFIELD, program officers, attended the meeting ... Ms. Moten traveled to Geneva to attend the executive committee and working group meetings of the Office of the UN High Commissioner for Refugees, and to Southeast Asia to review U.S. refugee assistance programs ... MARTHA L. SARDINAS, program officer, Office of Asian Refugee Assistance, joined Ms. Moten in Southeast Asia ... The bureau hosted a debriefing of staffers from the Immigration and Refugee Subcommittee of the Senate Judiciary Committee, on their recent visit to Pakistan. Drs. RICHARD CRAVEN and JOANNE LUOTO, Office of Refugee Health, Department of Health and Human Services, provided a briefing on their recently-completed assessment of health and medical conditions in refugee camps.

ANN MORGAN, director, Office of Refugee Training, performed semiannual monitoring of English-as-a-second-language and cultural orientation programs in Thailand and the Philippines ... NORMAN W. RUNKLES, comptroller, participated in meetings in New York with voluntary agencies, on refugee loan collection procedures ... ANITA L. BOTTI, acting director, Office of Refugee Placement, Ms. McCarthy and BETSY A. FITZGERALD monitored voluntary agency and affiliate programs in New York.

Visiting the bureau were MORTON I. ABRAMOWITZ, ambassador to Turkey; ROBERT G. HOUEK, chargé d'affaires, Ethiopia; MARISA S. LINO, refugee coordinator, Islamabad; JAMES C. MARTIN, refugee coordinator, Lilongwe; and KAY BELOR, joint voluntary agency representative, Kuala Lumpur. ■

Letters to the Editor

—(Continued from Page 1)

opposition to it was that the people of China were defenseless: they did not have guns.

I too deplore the violence committed by those with guns, knives, clubs or any other weapon against innocent persons. However, a gun is merely an instrument and should neither be glamorized nor decried. Maybe Mr. Sampas would like to see the people of the United States, bereft of their right to bear arms—a right as fundamental as the right to freedom of speech or of religion. I am grateful that the U.S. Constitution was not written by men like Mr. Sampas. I am truly surprised at the printing of his letter by STATE.

I hope that Mrs. Helen Fouche learns how to shoot straight and well, so that she will be able to defend herself and her family against wanton violence and terrorism should the need ever arise to do so. More power to her.

Sincerely,
GEORGE C. STAVROU
Foreign Service officer □

And another retort

HANCOCK, N.H.

DEAR EDITOR:

With reference to Jim Sampas' letter in the January issue, I find it regrettable that Jim's bias appears to have denied him the realization that, had not the Chinese populace been systematically and thoroughly disarmed by laws similar to those the antigunners would like to inflict upon American sportsmen, the massacre in Tiananmen Square might never have taken place. As Ms. Fouche states: "There is no glamour in being helpless."

Sincerely,
HUGH MCL. WOODWARD
Foreign Service information
officer (retired) □

System seen as unfair

WASHINGTON

DEAR EDITOR:

I would like to respond to remarks by Under Secretary Ivan Selin, reported in the January STATE. While I generally agree with his aims, i.e., being more proactive in recruitment, speeding up the assignment process and examining the conal system, I do not believe sufficient attention is, or ever has been, focused on the reasoning behind late EERs [employee evaluation reports] and promotions.

My opinion about why so many EERs are late is that *too many rating and/or reviewing officers don't give a damn* about

Anapestic Assignments

by ebp

There was a young lady assigned to Kuwait,
Who said: "So this is to be part of my fate!
I am off to a land of sand and oil,
Where at the embassy I'll toil.
I am so excited I can hardly wait!" □

the officers they evaluate. Mr. Selin defines this as "a complete lack of discipline that's completely unacceptable." And it is. But it is also a damning indictment of those Foreign Service officers who, having reached supervisory positions, assume an attitude of undisguised disdain or indifference toward officers they must evaluate.

How often have Foreign Service officers, with little input and even less interest, developed their own list of goals and objectives in work-requirement statements; initiated and carried the periodic conversations about their job performance; encouraged their supervisors to adhere to due dates; and suffered the faint words of praise from reviewing officers who knew little, and cared less, about the officer in question? Clearly, the up-and-out system we have leaves these supervisors little time to worry about anyone or anything but their careers.

Regarding promotions, I would like to know from where Mr. Selin draws his conclusions that "promotion panels are seen as unbiased and their judgments (as) legitimate." Seen by whom as unbiased? What survey revealed that information?

I strongly suspect that virtually all officers are recommended for promotion in virtually every evaluation. Yet promotions and mentors, the latter described by Mr. Selin as "unfortunately necessary for advancement in the Foreign Service," are analogous to the bidding process. While office and deputy directors insist that no one is ever "wired" for a job, the perception is pervasive that in fact some people receive preferential consideration.

Similarly, an officer with a mentor stands a much better chance of receiving a favorable rating, and certainly in some instances a much better job description—one written for the person, not the position. Thus, for example, promotion panels receive a false sense of whether an officer one grade below his/her position truly deserves to be promoted on the basis of the work required.

I wish Mr. Selin well in his efforts, because only through reforming the evaluation, promotion, bidding and mentor processes—both the reality and perception

of these processes—will we have a Foreign Service based on true competency and competition.

Sincerely,
RICHARD C. WESTON
Legislative Affairs

The Department's Office of Performance Evaluation replies: Mr. Weston correctly suggests that the Foreign Service must continue its efforts to encourage all rating and reviewing officers to live up to their vital responsibility for preparing full, frank and timely evaluations on the employees they supervise. On the other hand, it is reassuring to recall the Bremer report's conclusion that "on the whole the promotion system works," and that all recent selection boards have reaffirmed to the director general their belief in the integrity and efficacy of the evaluation system. □

State Department bumf

WASHINGTON

DEAR EDITOR:

Could you please identify the individual who authorized the installation of the new toilet paper dispensers in the Department's bathrooms? For those unfamiliar with these contraptions, it is sufficient to note that they are the ones which require hand contact with both the toilet paper and the fixture wherein that paper is contained.

It is bad enough that so many persons do not wash their hands before exiting the bathrooms. Now, the rest of us are forced to contact the same dispenser surfaces where their unclean hands have been placed.

Hasn't anybody in the Department ever heard of the germ theory of disease?

Lest you think that I am being an alarmist, I encourage your pursuit of this matter with the Office of Medical Services or, for that matter, with any high school hygiene instructor.

Sincerely,
JERRY SUSSMAN
Foreign Affairs Information
Management Center □

Promotions for secretaries

QUITO, ECUADOR

DEAR EDITOR:

Over the past year, the Department management has manifested some interest in improving the financial and working conditions faced by Foreign Service secretaries. I think it is fair to conclude that management has recognized that Foreign Service secretaries constitute a pool of highly-skilled labor critical to the function-

ing of the Service as a whole, as well as to the achievement of the administration's foreign policy goals. Among the highly-specialized skills possessed by many Foreign Service secretaries are an ability to adapt rapidly and with little guidance (particularly overseas) to technological change; knowledge of one or more foreign languages; understanding of foreign political, cultural, economic and social norms and conditions; understanding of administrative, budgeting and office management practices acceptable in the Department and in the United States in general, as well as the usual typing, word-processing, shorthand, protocol and communications knowledge essential to secretarial work. Many also serve as backup communicators. These skills are prized in the private sector, where business is becoming increasingly international in scope.

The Department has had an advantage in attracting good secretaries because we can offer overseas service, and the possibility of service to the public and "higher goals," rather than service to a private-sector profit motive.

Having reviewed the promotion statistics published in the January issue of *STATE*, however, I am concerned that the Foreign Service could lose our advantage in retaining the highly-skilled labor of Foreign Service secretaries. In the five grade levels into which most Foreign Service secretaries fall, FS-7 to 2, promotion rates for secretaries compare unfavorably with promotion rates for almost all other specialists, but particularly with communications specialists. In the FS-7 to 6 category, for example, 73% of communicators with an average time in grade of 1.3 years were promoted, while only 22% of secretaries with an average time in class of 3.5 years were promoted. In all other rank levels, this general situation is repeated—secretarial promotion rates are much lower, and time in grade much longer than for communicators. Given the similarities in skill levels between communications specialists and secretaries—both groups are considered valuable skilled labor in the overall U.S. labor market—it is difficult to explain the rationale for the Department's promotion policies for secretaries. The result of this promotion system, whether or not it is management's intention, is lower wages and less opportunity for advancement for one category of highly trained labor—secretaries (most of whom are female)—than for another category of skilled employee—communicators (most of whom are male).

A possible consequence of low/slow

—(Continued from Page 22)

Program	April	May	June	Length
Security overseas seminar (MQ 911)	2 23 — —	7 21 — —	4 11 18 25	2 days 2 days 2 days 2 days
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	11	—	6	3 days
Political training				
Advanced political course (PP 502)	—	—	18	3 weeks
Executive-congressional relations (PP 204)	23	—	—	1 week
Foreign affairs interdepartmental seminar (PP 101)	—	14	—	2 weeks
Human rights reporting from abroad (PP 506)	9	14	—	1 day
Human rights in the foreign policy process (PP 507)	10	15	—	1 day
Labor officer functions (PL 103)	—	—	4	8 weeks
National security/arms control (PP 203)	16	—	—	1 week
Negotiating arts and skills (PP 501)	—	7	—	1 week
Political tradecraft (PP 202)	—	29	25	3 weeks
Workers rights reporting (PP 504)	—	21	11	2 days ■



MBABANE, Swaziland—At workshop of the Consular Training Division, Foreign Service Institute, front row, left to right: Arma Jane Karaer, Mr. Sampson, Betty Swope, Emily Jeffers, Denise Blackburn, Barbara Johnson, Tom Furey. Second row: Dan Claffey, Roz

Claffey, Liz Barnett, Sarah McGhee, Beatrice McKenzie, Sandra Shipshock, Sally Gober. Back row: Chuck Stephan, George Frederick, Dennis Hankins, Ken McGhee, Bruce Lowry, Phil Carter.

promotion rates for Foreign Service secretaries is faster attrition, as secretaries will be increasingly attracted to the better benefits (salaries, advancement, child care, health, education) offered in other economic sectors.

This would represent a serious loss to the Foreign Service and would make accomplishment of our foreign affairs objectives that much more difficult. The unfair situation our secretarial colleagues

face merits management's priority attention now, so that we avoid a skilled labor crisis (such as hospitals now face with the severe shortage of nurses, another profession with traditionally high female participation rates) in the next few years.

Sincerely,
LAURIE TRACY
Political officer
American Foreign Service Association
representative ■

U.S. and Foreign Commercial Service

Assisting U.S. computer exporters in Nigeria

It was 'a bit like show business'

BY NORMAN D. GLICK
Commercial counselor, Lagos

ONE OF THE MORE REWARDING aspects of commercial work is that, after we identify a market opportunity, we can implement an action plan and, with a bit of luck, bring an entire project to fruition. There may be some risks in breaking new ground, but there's the satisfaction of accomplishment. The success of the solo exhibitions on computers and telecommunications equipment, organized by the Foreign Commercial Service in Lagos these last two years, brought us just that kind of satisfaction.

We organized these events because changes in the Nigerian government's policies regarding the economic role of the private sector had created new market opportunities. As local companies began to respond to changing conditions, billboards appeared along the roadside advertising various newly-available products. I noticed advertisements for American computers and peripherals. Although you wouldn't consider Nigeria to be a growth market for computers, I thought that perhaps enough local agents and distributors were selling computers to make possible an exhibition promoting American products.

It's no simple task to identify potential exhibitors, since American companies or their representatives usually don't contact an embassy commercial section unless they're having a problem. We broadened the participant base by adding telecommunications and office equipment to the exhibition theme, and "CTO '88" (computer, telecommunication and office equipment) was born.

We identified several potential exhibitors from our files and local business directories. As word spread through the marketplace, the list grew to 22 exhibitors. We rented two large rooms in the Sheraton hotel, thereby making substantial financial commitments before receiving the first payment from the exhibitors (Commerce requires that exhibitor contributions cover all event costs).

The next hurdle was convincing local companies to pay in advance for an exhibition booth. Whereas traditional fairs in Nigeria resemble country fairs exhibiting everything from food and clothes to industrial equipment, ours was the first embassy-

organized solo exhibition and also the first limited to a few product categories. It would last only three days and wouldn't be open to the public. Since the phones seldom work and the Nigerian postal system is unreliable, our communications to prospective exhibitors were hand-delivered. We ended with 16 participants.

But this was only the beginning. Next came anxious moments about attracting serious buyers. We decided to hold a seminar concurrently with the exhibition, while scheduling enough breaks for attendees to visit the displays. Local computer consultants, seeing an opportunity for free publicity, agreed to present papers, and we set a nominal seminar fee to cover the airfare of one speaker from London, and to weed out mere tourists.

To interest the public in this event, we relied heavily on paid advertisements in the general and business press. The first few

'We couldn't accommodate all who wanted to come'

ads had to be placed several weeks before the event, and paid for before we'd signed up the minimum of 10 exhibitors to cover costs. We did a mailing to over 700 companies, hand-delivered by the embassy drivers.

Organizing an exhibition is a bit like show business, with a lot of effort by many people behind the scenes and a lot of anxiety: you don't know until the curtain goes up whether or not you have a hit. We had a

hit! Over 1,000 visitors came to the exhibition, including 205 paid registrants for the seminars. The Foreign Commercial Service in Lagos had established itself in the Nigerian computer market.

In light of the response by the exhibitors, visitors and seminar participants, I scheduled a repeat performance, CTO '89, eight months later, while their memory of '88 was still fresh. The local agents and distributors who'd been skeptical about joining us the first time were quick to reserve space now, even at the higher fee we set. With the early registration of 30 exhibitors, representing 45 American companies and occupying 40 booths in the Eko Meridien Ballroom, we couldn't accommodate all who wanted to come (they'll have to wait for CTO '90).

You have to be prepared for the unexpected. Civil riots on opening day reduced attendance, and we faced the possibility that the finest exhibition to be held in Nigeria might play to an empty hall. Fortunately, the riots lasted only a day, and close to 2,000 visitors came, including 350 paid registrants for the seminar.

Exhibitors and visitors to these events commented on the professional organization and attractive layout. Many said they were impressed with the quality and variety of products, while others admitted they'd been unaware that many of the products on display were available on the market. The success in sales and business leads and the response from exhibitors and visitors made our efforts (and anxiety) worthwhile. ■



ROME, Italy—Ambassador Peter F. Secchia, right, presents Superior Honor Award to H. Kirby Ressler for his contribution to the

entry of a U.S. multinational company into the Italian and European market.

Obituaries

F. Paul Churchill, who had accompanied his son, Foreign Service officer Paul G. Churchill, to Embassy Riyadh, died from complications of heart surgery on January 4. He was a retired graphic artist who had accompanied his son to other postings in Belgrade, Amman and Kathmandu. His other survivors include a son, Jon B. Churchill; two daughters, Carole Churchill and Sara Abraham; and a sister, Rene Howell. □

LaShawn Clarke, 4 months, daughter of the Bureau of Diplomatic Security's Margo Clarke and her husband Richard, died of sudden infant death syndrome on January 25 in Washington. □

Paul S. Dwyer, 70, a retired Foreign Service officer who founded the Department's employee assistance program that counsels workers with drug and alcohol problems, died of emphysema in Miami on November 15.

Mr. Dwyer began his career with the Department in 1947 as a vice consul in Izmir, Turkey. His next posts were San Luis Potosi, 1950-53, and Guadalajara, 1953-1957, where he became consul. He served as chief of the consular section in Tegucigalpa, 1958-61, and consul general in Merida, 1961-66. He returned to the Department as an educational exchange officer, 1966-67, and then became an international relations officer, 1968-69. He was detailed to AID as an area development officer in Saigon in 1970. After that, he was assigned to the Office of Medical Services, where he set up the employee assistance program. He retired in 1974.

Mr. Dwyer was born in Toledo on September 21, 1919. After graduating from Purdue in 1941, he served in World War II as a Navy lieutenant. Mr. Dwyer was a 30-year member of Alcoholics Anonymous, who began the first Alcoholics Anonymous group in Tegucigalpa. He leaves three daughters, Patricia Staub, Katherine Manrique and Cecilia Baldacci; two sons, Timothy and Paul Dwyer Jr.; a sister, Ann McCarthy of Toledo; a brother, Thomas Dwyer of Portland, Ore.; and six grandchildren. His family suggests contributions in his name to Alcoholics Anonymous. □

Robert T. Greenfield, 73, a retired publications supervisor, died in Washington on January 7.

Mr. Greenfield began his career with State as a messenger in 1931. After serving in the military during World War II, he returned to the Department as a publications clerk in 1946. He became a supervisor in

1965 and retired later that year. He leaves his wife, Avis Greenfield of Washington, and three children, Robert Greenfield and Charlotte Ann Greenfield, both of Washington, and Augusta Barnes of Montclair, N.J. □

William C. Herrington, 86, a retired fisheries and wildlife expert at State, died in Stafford Springs, Conn., on November 22.

Mr. Herrington was named special assistant for fisheries and wildlife, to one of the under secretaries, in 1951, and he took part in negotiating a number of treaties. His position was later changed to special assistant to the Secretary, and he was awarded at one time the personal rank of ambassador. He retired in 1966.

Mr. Herrington was born in Harvard, Ill., on January 24, 1903. After graduating from Stanford, he became a federal fisheries official in Cambridge, Mass., 1930-47. He worked in Japan after World War II, to help revive the fishing industry there. Before his tenure at State, Mr. Herrington was an official of the U.S. Bureau of Fisheries. In retirement, he headed the Kalmia Woodland Corp. He leaves two sons, William A. Herrington of San Jose and John Herrington of Oakton, Conn.; a daughter, Phyllis Herrington of Portland, Ore.; and six grandchildren. □

Edward R. Kelley, 73, a retired Foreign Service officer, died December 29.

Mr. Kelley joined the Service in 1949 and was assigned to Frankfurt the following year as an administrative officer. He was posted in Pusan, 1952-54. He worked as an organization and methods examiner and post management officer in the Bureau of European Affairs, 1955-57. His next assignments were as administrative officer in Budapest, 1957; Warsaw, 1957-59; Paris, 1960-61; Benghazi, 1962; Tripoli, 1963-64; and Rangoon, 1965-67. He last served in the Bureau of East Asian and Pacific Affairs before retiring in 1968.

A native of New York, Mr. Kelley received a bachelor's from Syracuse and a master's from American. He leaves his wife, Magdalen Kelley of Rockville, Md. □

Harald W. Jacobson, 79, a retired Foreign Service officer, died on October 15 in Alexandria, Va., STATE has learned.

Mr. Jacobson began his career at the Department as chief of the China branch in 1957. He served as a political officer in Hong Kong, 1957-61, and New Delhi, 1962-64. After a tour in Washington, 1965-67, he returned to Hong Kong as deputy principal officer in 1968. He retired in

1971. After leaving State, he advised USIA on China issues.

Mr. Jacobson was born in Aalesund, Norway, on September 24, 1910. He earned a bachelor's from North Park College, where he taught briefly, and a doctorate from the University of Chicago. Before his tenure at State, he held positions at the Central Intelligence Agency and its predecessor, the Office of Strategic Services.

Mr. Jacobson is survived by his sister, Margaret Swanson of Indianapolis, and a brother, Roland Jacobson of Chicago. Contributions may be sent to North Park College, Office of Development, 3225 W. Foster Avenue, Chicago, Ill. 60625, where a scholarship is being established in his name. □

Laura Langdon, 91, widow of retired Foreign Service officer William R. Langdon, died in Winchester, Mass., last May 10, STATE learned recently.

Ms. Langdon accompanied her husband, who last served as consul general in Singapore in 1950, on many overseas tours, including tours in Tsinan, Dairen, Montreal, Seoul, Mukden, Tokyo and Kunming.

While in the Far East, the Langdons began collecting Oriental art, and they opened a shop in Wellesley, Mass., after Mr. Langdon left the Service in 1951. Mrs. Langdon established a business in Boston after her husband's death in 1961. She tended her shop until she was 91.

Ms. Langdon leaves three daughters, Ann Magill of Washington, Louise van Agt of Boston, and Ruth Inglis of London; eight grandchildren; and 10 great-grandchildren. □

Barbara Leah Laura, 65, a Foreign Service secretary stationed in Kathmandu, died in Alaska on December 17. Ms. Laura, who began her Department career in 1985 in Tunis, had also worked for the Navy, 1942-44, the Army, 1949-50, the War Department, 1950-52, and the Air Force, 1957-58.

She also held several positions in Colorado Springs with the city government, the police department and the Acorn Petroleum Co. Ms. Laura was a docent at the Colorado Springs Fine Arts Center for 20 years. She was born in Pensacola, Fla., on August 26, 1925, and attended Virginia Interment College, Bristol, Tenn. She is survived by eight children. □

Marjorie E. Lindsey, 67, a retired Foreign Service personnel specialist, died of

cancer in Sonoma, Calif., on December 30.

Ms. Lindsey joined the Service in 1956. Her posts included Paris, Saigon, Dohar, New Delhi, Beirut, Warsaw and West Berlin. She worked in the Bureau of Personnel at her retirement in 1982.

Ms. Lindsey was born in Fairfax, Calif., on January 26, 1922. During World War II she was employed at Hamilton Air Force Base in the communications section and later worked for the American Telephone & Telegraph Co.

Her survivors include her sisters, Sarah Daveler of Larkspur, Calif., Barbara Thompson of Fontana, Calif., and nieces and nephews. Her family suggests contributions in her name be sent to the Valley of the Moon Hospice, 347 Andrieux, Sonoma, Calif., 95476. □

Saverio Parisi, 63, a retired Foreign Service employee, died on January 25.

Mr. Parisi joined the Service in 1959 as a communications clerk in San Jose. He became a communications and records supervisor in Ciudad Trujillo in 1961. He was assigned to Tunis, 1964-66; Hamburg, 1966-68; and Kinshasa, 1969-70, where he became a communications officer. He returned to the Office of Communications in Washington in 1970.

Mr. Parisi was posted to Lisbon, 1972-74, before serving a second tour in the Office of Communications, 1974-76. He was assigned to Rome, 1977-79, and Frankfurt, 1980-81, before becoming a supervisory communications officer in Paris in 1982. He retired in 1983.

Mr. Parisi was born in Massachusetts on August 15, 1926. He attended the University of Pittsburgh. He leaves his wife, Dorothy Parisi, of Maitland, Fla., and a son, Joseph Parisi. □

Herbert F. Propps, 72, a retired Foreign Service officer, died on December 21.

Mr. Propps joined the Service in 1947 and was assigned to Bern the following year. He served in London, 1949-52, before becoming a consular officer in Quebec, 1953-54. He pursued graduate studies at Harvard, 1954, then was assigned to Canberra as an economic officer, 1955-57. He returned to the Department as an international economist, 1957-62. Mr. Propps attended the National War College, 1962-63. He was assigned to the U.S. mission in Geneva, 1963-69, and detailed to the White House, 1969-73. He then became a Foreign Service inspector, a position he held until his retirement in 1979.

Mr. Propps was born in University

Place, Neb., on November 14, 1917. He earned a bachelor's in 1937 and a master's in 1939 from the University of Illinois. He served in the military, 1943-45, and taught high school math in Illinois before joining the Service. His survivors include his wife, Cecile Propps, of Vienna, Va. □

Robert E. Peck, 76, a retired Foreign Service officer who was deputy assistant secretary for administration, died at Manor Care Nursing Home, Arlington, January 3.

Mr. Peck began his career at the Department in 1957 as chief of the Division of Supply Management. After a tour as an executive officer in Seoul with AID, 1961-63, he became a special assistant in the Office of Operations. He served as deputy director, 1964-66, then director, 1967. After his tenure as deputy assistant secretary, he served a final tour in Tokyo. He retired in 1970.

Mr. Peck was born in Ottumwa, Io., on May 30, 1913. He received a law degree from Southeastern and served with the Navy during World War II. Before joining the Service, he worked for the old Public Buildings Service, U.S. Public Health Service and the Social Security Administration. In retirement, Mr. Peck sold real estate. He leaves his wife, Dorothy Peck of McLean, Va.; a daughter, Jean Krisch of Ann Arbor, and a grandchild. □

Stephen Peters, 83, a retired Foreign Service officer, died of cancer at Alexandria Hospital, Alexandria, Va., on January 17.

Mr. Peters began his career at the Department as a research analyst in 1945.

After working as a foreign affairs specialist and research intelligence specialist, he joined the Foreign Service in 1957, the first Albanian-American to do so. Mr. Peters was assigned to Trieste and Rome before retiring in 1966. He received the Department's Superior Honor Award.

After leaving State, Mr. Peters worked as a researcher at American University and a teacher in Virginia public schools. He wrote several books, including "The Anat-

omy of Communist Takeovers," "Area Handbook for the Soviet Union" and "Area Handbook for Albania."

Mr. Peters was born in Treske, Albania, on March 15, 1906. He came to this country in 1920 and received a bachelor's in 1934 and master's in 1936 from Harvard. He taught education in Albania, 1936-39, then returned to the United States to assist the Office of Strategic Services during World War II. His duties for that agency took him into German-occupied Yugoslavia and Albania.

He leaves his wife, Martha Jean Peters of Alexandria; a daughter, Stephanie Schaeffler of Walnut Creek, Calif., a son, Lawrence Peters of McLean; and four grandchildren. □

Nancy Nicholson, 33, daughter of retired Bureau of Diplomatic Security special agent Bob Nicholson, died of pneumonia in Chandler, Ariz., on January 7. Ms. Nicholson had accompanied her parents on assignments to Canberra, 1982-86, and San Jose, 1986-87. □

Douglas P. Rabie, 40, a communications electronics officer, died of a brain tumor at his parents' home in Zillah, Wash., on January 24.



Mr. Rabie

Mr. Rabie joined the Foreign Service in 1975 and was assigned to Accra the following year. After a tour in Bangkok, 1980-83, he was assigned to the Office of Medical Services, 1984-87, then to the Beltsville Communications Center in 1988.

When he was stricken with cancer, 200 State employees donated 4,000 hours of annual leave to him, chief of communications personnel John Whitridge said. Mr. Rabie was born in Yakima, Wash., on July 14, 1949. Before joining the Department, he served as an electronics technician in the Navy aboard the U.S.S. Manley. Mr. Rabie received a Superior Honor Award last year, delivered to him in Zillah by Assistant Secretary Sheldon Kryss, deputy assistant secretary Robert Caffrey and former chief of communications William Fitzpatrick.

A memorial service for Mr. Rabie was held in Zillah on January 30. Besides his parents, Elmer and Lois Rabie, he leaves two sisters, Betty Jo Davis, of Kirkland, Wash., and Mary Jane Bault of Yakima,

William Curley memorial

Three birch trees were planted at the consulate general in Frankfurt on September 1 in honor of diplomatic courier William Curley, who died from cancer at the age of 49 last January. The birches, donated by the regional diplomatic courier division, were planted in a triangular pattern.

Mr. Curley served several tours in Frankfurt, where he married and raised a family. He was an active outdoorsman who designed the wooden picnic tables scattered about Frankfurt's Siedlung. A tribute to Mr. Curley in the consulate's newsletter noted: "Bill was an ecologist before the word was popularized. It is therefore fitting that we remember Bill with trees." □

Wash.; a brother, Ronald Rabie of Los Alamos, N.M.; and two daughters, Ivy and Aleia Rabie of Dumfries, Va. Donations may be sent to St. Elizabeth's Medical Center, Home Health Care and Hospice, 110 South 9th Ave., Yakima, Wash. 98902. □

Mary P. Saladino, 77, a retired visa examiner, died in Fayetteville, Ark., on December 21.

Ms. Saladino began her career at the Department as a clerk in 1939. She began working for the visa section in 1941 and

remained there until her retirement in 1967. After a brief tenure as a Foreign Service employee, she returned to the Civil Service and became a section chief in 1955. She served as consular affairs officer, 1959-63, and visa examiner, 1963-67.

A native of Arkansas, Ms. Saladino attended the University of Arkansas and the Horner Conservatory of Music. Her husband, William Saladino, died in 1966. She leaves no known survivors. □

Ruth V. Washington, 67, who was sworn in as ambassador to Gambia only last December, was killed January 20 in an auto accident in Greenburgh, N.Y. Her car was struck head-on by a



Ms. Washington

21-year-old woman who was charged with driving while intoxicated. Ms. Washington was due to leave for Gambia the week of her death.

She began her career as a probation officer in New York in 1945, then served on the state parole board. In the mid-1950's, Ms. Washington became an attorney for the U.S. Department of Labor

in New York and Washington. After that, she served as associate counsel for the New York State Commission for Human Rights and commissioner for that state's Workers' Compensation Board. She became appeals board chairwoman for the U.S. Department of Labor's Benefits Review Board in 1974. Ms. Washington taught at Pace University and Fordham, and served as U.S. magistrate in New York, 1979-87, as one of only two minority women in the country to attain that office. She was arbitrator for the New Jersey Mediation Board and an attorney in private practice before accepting her post in Gambia.

A native of Buffalo, she earned a bachelor's from Hunter in 1944 and a law degree from New York University in 1947. She received the Martin Luther King Drum Beater for Justice Award in 1985 and was honored several times for her civic work in New York state.

Director general Edward Perkins, Gambian Ambassador Ousman Sallah and New York Supreme Court Justice Bruce Wright were among those who paid tribute to her at a memorial service in White Plains on January 26. Ms. Washington leaves two sisters, Leonora Lark of Queens, N.Y., and Bernice Jackson of Richmondville, N.Y., and two brothers, James and Bernard Washington, both of Buffalo. ■



ROME, Italy—U.S. Marines form an honor guard at gravestone of the first U.S. diplo-

matic representative to Italy and the Papal States. Left to right: William Jones, James

Watson, Mark Leiding, Michael Ball.

Library Booklist

Nationalism

Occurring in all 5 geographic regions

Background and theory

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- ANDERSON, BENEDICT. *Imagined Communities: Reflections on the Origin and Spread of Nationalism*. London, Verso, 1983. 160 p. JC311.A656
- BEER, WILLIAM R.. *Language Policy and National Unity*. Totowa, NJ, Rowman & Allanheld, 1985. 244 p. P119.3L36
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- CONNOR, WALKER. *National Question in Marxist-Leninist Theory and Strategy*. Princeton, Princeton Univ. Press, 1984. 614 p. HX550.N3C66
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- MERKL, PETER H., ed. *Religion and Politics in the Modern World*. New York, New York Univ. Press, 1983. 276 p. BL65.P7R4324
- SEERS, DUDLEY. *Political Economy of Nationalism*. New York, Oxford Univ. Press, 1983. 218 p. HD82.S398
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- SNYDER, LOUIS L. *Macro-nationalism: a History of the Pan-movements*. Westport, CT, Greenwood Press, 1984. 308 p. JC311.S59
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- MAZRUI, ALI A. *Nationalism and the New States in Africa from about 1935 to the Present*. Nairobi, Heinemann, 1984. 402 p. DT31.M398
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- Black Africa in the Postwar Era*. New York, Harper and Row, 1984. 412 p. DT30.M46
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- TLILI, BECHIR. *Nationalisme, Socialisme, et Syndicalisme dans la Maghreb des Annees 1919-1934*. Tunis, Universite de Tunis, 1984. 2 v. DT294.5T55
- WILSON, KEITH M., ed. *Imperialism and Nationalism in the Middle East: the Anglo-Egyptian Experience, 1882-1982*. London, Mansell Publishing, 1983. 172 p. DT82.5.G7144

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- FERNANDEZ, RONALD. *Los Macheteros: the Wells Fargo Robbery and the Violent Struggle for Puerto Rican Independence*. New York, Prentice-Hall, 1987. 272 p. F1976.F39
- HANDLER, RICHARD. *Nationalism and the Politics of Culture in Quebec*. Madison, WI, Univ. of Wisconsin Press, 1988. 217 p. F1053.2H36
- PHILIP, GEORGE. *Oil and Politics in Latin America: Nationalist Movements and State Companies*. New York, Cambridge Univ. Press, 1982. 577 p. HD9574.L3P48

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- SYMMONS-SYMONOLEWICZ, KONSTANTIN. *National Consciousness in Poland: Origin and Evolution*. Meadville, PA, Maplewood Press, 1983. 68 p. DK414.S96

The Middle East

- ARMOJAND, SAID AMIR, ed. *From Nationalism to Revolutionary Islam*. Albany, State Univ. of New York Press, 1984. 256 p. DS62.4F76
- FARAH, TAWFIC E., ed. *Pan-Arabism and Arab Nationalism: the Continuing Debate*. Boulder, CO, Westview Press, 1987. 208 p. DS63.6P36
- MUSLIH, MUHAMMAD Y. *Origins of Palestinian Nationalism*. New York, Columbia Univ. Press, 1988. 277 p. DS125.M87
- REUTHER, ROSEMARY RADFORD. *Wrath of Jonah: the Crisis of Religious Nationalism in the Israeli-Palestinian Conflict*. New York, Harper & Row, 1989. 277 p. BT93-R84
- SIMON, REEVA S. *Iraq between the Two World Wars: the Creation and Implementation of a Nationalist Ideology*. New York, Columbia Univ. Press, 1986. 233 p. DS79.S57 ■

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