

State

The Newsletter

United States Department of State

January 1983



New Memorial near State



THE COVER—The new Vietnam Veterans Memorial, as seen by State's chief photographer *Walter J. Booze* through a fisheye lens. Story and other photos are on Page 14.



Letters to the Editor

Raised eyebrow

WELLINGTON, NEW ZEALAND

DEAR SIR:

I refer to the map on the lower right-hand corner of Page 9 of your October issue. My wife, who was born in Kaunas, Lithuania, raised a Baltic eyebrow when she discovered that her country had somehow disappeared, apparently to become part and parcel of the USSR in the map prepared by the Office of the Geographer, Bureau of Intelligence and Research.

I was always of the impression—as I am confident the inhabitants of the captive nations of Latvia, Estonia and Lithuania still are—that the United States never recognized the incorporation of these countries into the USSR after World War II. It would be reassuring to know that this is still the case.

Sincerely yours,
DONALD R. TREMBLAY
Consul

Mr. Tremblay is correct. The United States does not recognize the annexations. □

Still with us

LOS ANGELES

DEAR SIR:

I've just received a copy of the October issue and wish to advise you that reports of my resignation (Page 57) are somewhat exaggerated. Actually, having recently obtained a law degree, I have taken a leave of absence from the Department and am working with the firm of Lawler, Felix and Hall in Los Angeles. I would appreciate your correcting the bureau's error in terminology.

Sincerely,
TIMOTHY J. DUNN ■

Buy U.S. savings bonds through the Payroll Savings Plan. Take stock in America. That's where the smart money is!

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STATE magazine (formerly the Department of State NEWSLETTER) is published by the U.S. Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th 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 numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. □

News Highlights

Department opens new Center for the Study of Foreign Affairs

Going beyond textbooks is the aim; Leo Moser is in charge

A NEW Center for the Study of Foreign Affairs has become a component of the Foreign Service Institute, in State Annex-3, Rosslyn, Va. Originated by Ambassador Stephen Low, who became director of the Foreign Service Institute last June, the center will concern itself primarily with encouraging research projects in foreign affairs. Its director is Leo J. Moser, a Foreign Service officer since 1954, who has served in several Far Eastern posts.

In an interview with STATE, Mr. Moser said the center would aim at "contributing, at a more advanced level, to the understanding of foreign affairs." He added: "Our key interest is to enhance the relevance of the Foreign Service Institute for the people of the Department and the Foreign Service."

Explaining that the institute, including the new center, has a large responsibility for professional development, under the new Foreign Service Act, he said: "We hope to develop innovative programs that create new ideas rather than merely expound on what's already in the textbooks. Also, we want to expand on the relationship between people in the Government's foreign affairs system and those in the larger foreign affairs community, which includes universities, banks, international foundations, world affairs councils and others."

Trinka, Malloy assist Moser

The center is staffed by Mr. Moser and two other Foreign Service officers—Frank Trinka and Edward Malloy—plus two secretaries—Dorothy

McCormick and Teresa Avery. It's a separate unit within the Foreign Service Institute, on a par with the institute's schools of language studies, area studies and professional studies. Like the rest of the institute, the center is open to all members of the Government's foreign affairs community. But it differs from the rest of the institute, Mr. Moser said, "in that we'll place greater emphasis on pulling information *out* of people, and helping them to analyze their own knowledge, rather than on putting skills *into* people."

Mr. Moser and his staff are now occupied with developing programs for the center. "We will look to programs that rely heavily on individual initia-

Mr. Moser, seated, with Mr. Malloy, left, and Mr. Trinka. (Photo by Tom Bash)



tive," he said. "For example, we hope to assist officers who are doing research on their own time. And we'll work with others who might be on sabbatical from State, who are on foreign affairs fellowships, or who are in programs like that of the diplomats-in-residence."

Publishing is aim

The center is exploring new ideas for research, and ways to make funds available for such projects. "We hope to help make it easier for people in the Foreign Service and the Department to get ideas published," Mr. Moser said. "The center itself plans on doing some publishing also, probably in the form of monographs, or other occasional papers."

In addition to research, the center will sponsor discussions and conferences. Two such meetings took place in December. One was a panel discussion conducted jointly with the Bureau of European Affairs, on the transition of leadership in the Soviet Union. Approximately 100 persons from the Department and other agencies, as well as academics, attended. The other was a session on the negotiating process, in which Harold Saunders, former assistant secretary for Near Eastern and South Asian affairs, played a key role.

Surveys are planned

The center intends to survey offices at State to ascertain what research projects would be helpful to them. Mr. Moser said: "We've discussed how we might assist the Historian's Office, the Policy Planning Staff and the Bureau of Intelligence and Research. And we plan to contact other bureaus as well. Individuals, too, will be surveyed to learn about their interest in doing research or special studies, or in developing an expertise that it's not possible to develop through classwork alone. We also expect to be active in helping people who have be-

come specialists to maintain and extend their competencies."

Subjects that are of particular interest to the center include the growth of democratic institutions and human rights issues, and the role of science and technology in foreign affairs. "We're also interested in the area of management and leadership within the Department, and we'll probably try to see whether there are ways in which we could help top management at State in its pursuit of objectives in that area under the new act," Mr. Moser said.

For more information on the center, go to Room C-119, State Annex 3, or telephone on 235-8830. A Department Notice was issued on November 26, and a cable (State 329898) went to posts on November 24, detailing the center's objectives. □

Program is launched to develop Civil Service managers

A new Civil Service Management Development Program has been approved for employees in Grades GS/GM-13 through 15 by the director general and director of personnel. The program is designed to develop the

skills of managers and potential managers, and to produce a pool of candidates for possible selection into the Senior Executive Service.

"The plan involves looking at an individual's skills and building a sequence of courses around those skills," said Pat Popovich, chief of the Personnel Management Division in the Office of Civil Service Career Development and Assignments. Participants would be expected to take courses in general management, interpersonal skills and organizational development. Employees would attend classes at the Foreign Service Institute, at other Government agencies and in non-Government facilities.

Although the program will be announced formally once a year, it is open continually for enrollment upon recommendations from supervisors. Participants would continue to hold current jobs while attending classes. While there will be no compulsory completion date, participants will be encouraged to complete the program within two years. They then would receive a certificate stating their level of competency.

"We will design a curriculum for each participant," said Ms. Popovich. "For example, a person with a master's in business administration might know a lot about general management and interpersonal skills, but not much about learning to develop and implement policy. So he or she would focus on courses in that area. Another employee might need more courses in general management and interpersonal skills."

She continued: "We're not developing courses—they already exist. To date, over 150 have been identified. For potential managers, the program gives them the opportunity to find out early in their careers if they're really interested in management positions, before they become ensconced in a particular career track. Individuals may elect to



Ms. Popovich (Photo by Donna Ghiotti)

move into and out of the program as their needs and the Department's needs change. Current managers will be encouraged to participate. They would get an opportunity to sharpen their skills through formal training in specific areas."

Those desiring information should contact the Office of Civil Service Career Development and Assignments, Room 2429 Main State, 632-2509. □

Confidential help is offered to employees who feel troubled

Employees at State and AID—both Civil and Foreign Service—who are troubled by problems stemming from their jobs or their personal lives, will be able now to seek help confidentially through the Department's newly-established Special Employee Consultation Service. The service is available in Room 2237, from 8:45 a.m. to 4:30 p.m. It's staffed by three clinical social workers—Deena Flowers, Clarke Slade and Anne Weiss—who are contract employees familiar with the Department and the Foreign Service. Dr. Jeffrey Speller, a psychiatrist, is available to the service part-time as a consultant. He will see employees when they are referred to him by one of the social workers for diagnosis.

Although the new unit is administratively in the Department's Office of Medical Services, it's a separate entity with an independent system of records. It's prohibited from disclosing information received in confidence from employees, except to the extent required by law or as authorized by the employee.

"The service was established in recognition of trends indicating that providing mental health programs in the workplace results in a more effective employee," said Dr. Esther P. Roberts, deputy assistant secretary for mental health, in the Office of Medical Services. With their objective being to assist employees in coping with stress that could adversely affect their job

performance, the social workers are available for crisis intervention, brief counseling and referrals. Long-term treatment is not available. "This program gives us an opportunity to intervene at an early stage with problems that may result in job difficulties," Dr. Roberts said.

Any employee may contact the social workers directly. Supervisors and career counselors are encouraged to suggest the service to employees who seem to have emotional problems, or physical symptoms related to stress, that appear to be affecting them on the job. The unit plans to offer seminars for supervisors on how to recognize troubled employees and make referrals, Dr. Roberts said. But employees are not obligated to follow advice given through the service.

Troubled employees or supervisors concerned about them may call the social workers on extensions 24929 or 20937.

Ms. Flowers earned her master's in clinical social work at the University of Maryland in 1976. She began working with the Office of Medical Services in 1978 as a psychiatric social worker. During the hostage crisis in Iran, Ms. Flowers helped to provide emotional support services to the families of those in captivity. In Jakarta, 1976-78, she assisted in the organization of a community mental health program that was partly funded by the Office of Medical Services. It served Americans and Indonesians. She became the program's administrator and clinician.

Mr. Slade, a specialist on youngsters with emotional learning problems, became associated with the Office of Medical Services in 1971. He was a consultant on education and youth concerns for the American Foreign Service Association, 1950-77, and worked part-time as chief psychiatric social worker at the Episcopal Center for Children, 1958-75. His master's in clinical social work is from Columbia.

Ms. Weiss, with the Office of Medical Services since 1980, earned her master's in clinical social work at the University of Maryland. Her experience

in the Washington area includes working as a therapist in community mental health centers and in a marriage and family counseling clinic, and as a hospital psychiatric social worker. She was also employed in Iowa and California as a social worker and has lived abroad, in Palermo and Trieste. □

Clerk-typist is sentenced to 3 months in fraud case

Darlene T. Chambers, a former GS-3 clerk-typist in the Bureau of Inter-American Affairs' Executive Office, has been ordered to a federal prison for three months in a case where she was accused of cheating the Government on overtime claims, taxi fares and office purchases.

The court also directed Ms. Chambers to complete a drug rehabilitation program and to be on supervised probation for three years. In an arrangement with the prosecution, the charges against her were reduced to a single count of submitting a false claim. She pleaded guilty and agreed to make restitution totaling \$10,000.

Special agents of the Department's Office of Security began an investigation of the defendant when another employee, noting that Ms. Chambers was submitting duplicate vouchers for the same taxi fare, alerted State's inspector general. The agents found that receipts for reimbursement for office supply purchases were fraudulent; that claims for taxi fares were supported by fraudulent receipts; and that some overtime claims were false, with signatures of certifying officers having been forged.

Ms. Chambers resigned from the Department while awaiting trial. Procedures that enabled her to carry out her schemes have been corrected. □

Record high for examination

Applications for the December 1982 Foreign Service officer written examination totaled 27,800—the largest number ever—a 19% increase over the previous record high the year before. □

High-ranking employees get salary increases

LEGISLATION that results in increased rates of pay, effective December 18, for high-ranking employees at State and other Government agencies was enacted by Congress and signed by President Reagan prior to the holidays. The legislation had the effect of removing various pay caps that held down what the employees otherwise would have earned. The salary changes are shown in the tables below:

Executive Schedule	Former payable rate	New payable rate	Percentage increase
EX-I	\$69,630	\$80,100	15.0
EX-II	60,662.50	69,800	15.1
EX-III	59,500	68,400	15.0
EX-IV	58,500	67,200	14.9
EX-V	57,500	63,800	11.0

Chiefs of mission

Class I	\$60,662.50	\$69,800	15.1
Class II	59,500	68,400	15.0
Class III	58,500	67,200	14.9
Class IV	57,500	63,800	11.0

Senior Foreign Service

ES-6 (Career minister)	\$58,500	\$67,200	14.9
ES-5 (Minister counselor)	58,500	63,500	12.0
ES-4 (MC/counselor)	58,500	63,800	9.1
ES-3 (Counselor)	58,500	61,515	5.2
ES-2 (Counselor)	58,500	59,230	1.2
ES-1 (Counselor)	56,945	56,945	—

Senior Executive Service

ES-6	\$58,500	\$67,200	14.9
ES-5	58,500	65,500	12.0
ES-4	58,500	63,800	9.1
ES-3	58,500	61,515	5.2
ES-2	58,500	59,230	1.2
ES-1	56,945	56,945	—

Foreign Service

FS-1, Step 10-14	\$57,500	\$63,115	9.8
FS-1, Step 9	57,500	61,505	7.0
FS-1, Step 8	57,500	59,714	3.9
FS-1, Step 7	57,500	57,975	0.8
FS-2, Step 14	57,500	57,775	0.5

(The annual salary of FS employees below FS-1, Step 7, and FS-2, Step 14, are not affected.)

General Schedule

GS-18, Step 1	\$57,500	\$63,800	11.0
GS-17, Step 5	57,500	63,800	11.0
GS-17, Step 4	57,500	63,800	11.0
GS-17, Step 3	57,500	63,800	11.0
GS-17, Step 2	57,500	63,800	11.0
GS-17, Step 1	57,500	63,800	11.0
GS-16, Step 9	57,500	63,800	11.0

Executive Schedule	Former payable rate	New payable rate	Percentage increase
GS-16, Step 8	57,500	63,800	11.0
GS-16, Step 7	57,500	63,800	11.0
GS-16, Step 6	57,500	63,800	11.0
GS-16, Step 5	57,500	63,800	11.0
GS-16, Step 4	57,500	62,639	8.9
GS-16, Step 3	57,500	60,741	5.6
GS-16, Step 2	57,500	58,843	2.3
GS-16, Step 1	56,945	56,945	—
GS-15, Step 10	57,500	63,115	9.8
GS-15, Step 9	57,500	61,497	7.0
GS-15, Step 8	57,500	59,879	4.1
GS-15, Step 7	57,500	58,261	1.3

(The annual salary of GS employees below GS-15, Step 7, is not affected.)

Merit pay system

GM-15	\$48,553-57,500	\$48,553-63,115	(Varies)
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(The annual salary of GM employees at GM-14 and GM-13 is not affected. Employees at GM-15 with scheduled rates of pay that were previously limited by the \$57,500 pay cap may now be paid the scheduled rate of pay within the GM-15 rate range.)

Other pay rates

Former FSOs (FQ), and FSRs and FSRUs in former Classes 1 and 2, who have not yet converted to the Senior Foreign Service will continue to be paid as if they had converted to the appropriate Senior Foreign Service level. FSRs and FSRUs in former Class 3, Step 7, and above, who have not yet converted to the Foreign Service, will continue to be paid as if they had converted to the appropriate Foreign Service class and step.

Employees paid under administrative or other statutory pay rates who are not covered by the above pay schedules may also be entitled to increased pay rates, the Office of Position and Pay Management said while the legislation was still pending. These include positions such as those in the U.S. mission to the United Nations and the International Joint Commission. The Department was expected to issue an administrative order for these positions shortly.

Miscellaneous entitlements

In addition to base pay, the increases in upper-level pay rates are expected to also affect other pay entitlements. The increase in the Executive Schedule Level I pay rate will mean a new ceiling of \$80,100 for the total amount of basic salary plus performance pay for fiscal year 1983 for members of the Senior Foreign Service and Senior Executive Service, it was said. The increase in GS-15, Step 10, will mean a new annual limitation on premium pay (e.g. overtime) of \$63,115 for covered Foreign Service and General Schedule employees. Also, the post differential (hardship differential) limitation of \$100 less than the pay of a Class I

chief of mission will be raised to \$69,700 (for combined pay and differential), the office said.

Implementation

The pay increase for pay period 26 (December 26 through January 8) should be reflected in salary checks dated January 20, 1983. Because of the date of enactment of the legislation, it will be necessary to calculate and make

manual adjustments for the week of December 18 through 25. These adjustments will take longer to process and will be implemented as soon as possible, the Department said.

Reference to earlier chart

The foregoing material supplements and modifies the pay chart that was published in the November issue of STATE, on Page 45. □

New passports have 10-year term; cost rises to \$35

The Department on January 1 began implementing regulations to issue a 10-year passport—a term twice as long as in the past. Persons under 18, however, will continue to be issued 5-year passports, the Bureau of Consular Affairs said, because their physical appearance changes more quickly. The fee for the 10-year passport is \$35; the fee for the 5-year document has been increased to \$20.

The longer-term passport is part of the Department's effort to improve services to American travelers, the bureau said, noting that the change was authorized in the Department's fiscal year 1982-1983 authorization act. The bureau pointed out that many travelers already possess one of the world's first machine-readable passports, produced by State's new travel document issuance system. More than 1 million such passports are in circulation today. They are being produced at the Washington, Los Angeles, and Chicago passport agencies.

This innovation is intended to speed travelers, eventually, through immigration formalities overseas, and upon return to the United States. They would merely slide their passports over a machine-reader at a port of entry, instead of waiting for laborious name-checking by an immigration officer. Besides being more convenient, these new machine-readable passports are touted as having built-in antifraud features which make them more difficult to counterfeit.

In calling attention to the new passport, the bureau stated:

"The Department has been

charging a 1930s price for a 1980 document. The price of a passport has risen only \$1 since 1932. But the real cost of providing passport services to the public has, of course, long exceeded the 1982 \$10 issuance fee.

"Federal Government agencies are required by the Independent Offices Appropriations Act of 1952 to set fees that recover to the fullest extent possible the cost of services provided. Under the same user-charges principle, fees for other services provided by the Department (such as for immigrant visas and notariats) were increased substantially last year to catch up with rising costs. The authority to set passport

fees, however, was only recently granted by the Congress to the Secretary of State.

"A much smaller fee—an "execution" fee—is also charged to applicants who are required to appear in person and subscribe to the truth of statements in their applications before officials designated by the Secretary. That fee has been increased from \$5 to \$7. Personal appearance and execution fees are waived for applicants who have been the bearer of a passport issued within the past eight years, were 18 or over when it was issued, and who are able to submit that passport with their new application.

"In summary, all who submit applications as of January 1, 1983, will be issued passports under the new regulations. Applicants over 18 who are required to apply in person will pay a total of \$42 for the new 10-year passport, while applicants under 18 will pay \$27 for a five-year passport. Adults who qualify for waiver of personal appearance avoid the \$7 execution fee, making the cost of their 10-year passport \$35. □



Director general Joan M. Clark with Brooke Holmes, president of the Consular Officers Association, before her address, December 9, at the Foreign Service Club on personnel issues. (Photo by David M. Humphrey, Visual Services)

Report is issued on commercial service

The U.S. comptroller general has issued a report, dated October 18, entitled "Problems Hamper Foreign Commercial Service's Progress." The report is based in part on post interviews in Mexico, Canada, Japan, West Germany, United Kingdom, France, Belgium, Saudi Arabia, Australia, Singapore, Malaysia and Hong Kong. Copies are available from the U.S. General Accounting Office, Document Handling and Information Services Facility, P.O. Box 6015, Gaithersburg, Md. 20760, telephone (202) 275-6241. ■

Life in the Foreign Service

On board the Chad-anooga choo-choo

Dinner not exactly in a diner, still nothing could be finer

By KENNETH W. PARENT

The author, an administrative officer, is now assigned to Nicosia, Cyprus. His colleagues in Chad have been out again, then back in again, since he was last there in June.

LIFE ON A ROVING Foreign Service assignment in Africa can sometimes be a little trying. The rover lives out of suitcases. He (or she) constantly gets on or off airplanes that, it seems, fly only between midnight and 5 a.m. He resides in transit quarters that are hardly up to the standards of a real home.

But there are many compensations—a great variety of experiences, a chance to see a whole continent and, frequently, great people to work with. I've always been impressed by this one facet of the so-called Foreign Service ethic—the sense of family which exists at most posts. And nowhere did I find this better

General services officer *Nigel Whitehouse* contemplates the remains of his warehouse.



exemplified than in N'Djamena, Chad.

I arrived there early last March, after the usual hassle with Air Afrique, to assist in getting the recently-reopened embassy onto a business-as-usual footing. No amount of briefings could have prepared me for the conditions I found there that hot March afternoon. The embassy at the north-central African post had closed two years earlier when fighting among 13 Chadian factions overwhelmed the capital and rendered it unsafe. Our diplomatic presence in the city was not renewed until December 1981. In the interim, all of our facilities were looted and stripped. Wiring was pulled out of walls; plumbing fixtures were removed. The chancery and most of our houses were bombed out and gutted.

'Boys' and girls' only

We reopened in two adjoining compounds at the edge of town: at the residences of the former ambassador and the former deputy chief of mission. By the time I arrived, the former was



Author *Kenneth Parent* on his makeshift steno chair.

functioning as a chancery. Three of the five other homes on the compounds had roofs restored and were habitable, but after a Spartan fashion. There were "boys" in one home, "girls" in the other, and the general services officer, his wife and child, in the third. At the age of 36, long out of college, I had re-embarked on a dormitory living experience!

Dorms are fine and I had many fine memories of college days at Whittier, Lawrence and Michigan State, but none could ever equal those of "Animal House," as the Chad men's "dorm" came to be called. (Any parallels between the slightly-disorganized but very exuberant life style pursued there and the eponymous motion picture are less than coincidental.)

Deja vu

The nine of us at post shared one set of Whitecraft furniture that had been hurriedly flown in. This outfitted our common living-dining area just



The U.S. embassy building before its renovation recently.

fine, and took care of three bedrooms. For the rest, the local market was combed; some monumentally uncomfortable beds were found. Night stands? Easy. We used sturdy boxes in which heavy-duty transformers had been shipped. When we were informed later that the Office of Communications wanted the boxes back, we had to put our alarm clocks on the floor. As for extra dressers, we found some in the market. They were the same ones that had been looted from our houses. They were minus the drawers, which had long since disappeared for firewood. A little general service officer magic produced some new drawers, made out of plywood. They served us well, despite the splinters we would get while searching in the dark (we had many power failures) for a clean shirt.

The situation for office furniture was no different; the lack of chairs could have seriously compromised the conduct of business if various creative solutions had not been tried. Used ca-

ble spools and a little foam rubber packing material, again compliments of the Office of Communications, saved the day for at least one desk!

No bagels

There was virtually nothing to do outside of the compound, so the staff that lived and worked together also played together. Meals, all taken in common, became a high point. I am a big breakfast eater and was appalled when I discovered "breakfast" was instant coffee and day-old French bread! I was soon into teaching the cook, Alphonse Mbaikoubou, the mechanics of an English breakfast—minus the kippers but including the grilled tomatoes. It took him a while to master the heretofore-unknown custom of toasting bread and using a drip-coffee machine to produce real brew, but in no time a solid breakfast was on the table regularly.

The main meal was dinner, taken the old-fashioned way at noon, and woe unto anyone who did not develop the requisite reach for the chop plate. Meals became informal staff meetings,

bull sessions and a time to let off steam. Some of the worst jokes imaginable were aired at dinner. And like the menu, the jokes were frequently repeated.

Could Kentucky-fried be better?

During my stay, two restaurants in N'Djamena were functioning. Whenever the compound walls loomed too high and heavy, we would decide spontaneously to run downtown in the old Peugeot or, if the charge was along, the big black sedan. We would brave checkpoints for a tough chicken dinner or a scrumptious steak-and-fried-egg platter. Both the restaurants sported two-page menus that bordered on pure fantasy. I delighted in persistently asking for the crepes suzettes at La Tchaddienne; on one memorable occasion, I actually received them.

When bored with the N'Djamena restaurants, we could hire a dugout canoe and be poled and paddled the mile-plus across the Chari River to Kousseri, Cameroon. We would have the "Sunday special" at the Relais du Logone. This was a comparatively rest-



The embassy after the renovation.

ful retreat from the tension at N'Djamena. The long, hot trip (temperatures were frequently about 110°F at noon) to the Cameroon side was bearable—simply because the reward at the Relais would be an ice-cold Gala, a local beer which truly is one of the finest in the world. It was a testimony to the human spirit that, through all of Chad's many troubles, they never stopped brewing Gala.

While food was never a real problem, getting some variety into the diet certainly was. Local beef, eggs and some vegetables were plentiful. But cheeses, dairy products, sausages, fruits and wine were as difficult to purchase locally as were basic construction supplies.

As a result, we frequently combined a procurement run to Maroua, Cameroon (some 100 miles away) with a food-shopping trip.

Seeing the sights

This gave us a chance to cross the Chari River by ferry and sometimes get a look at one of the hippo families who lived near the ferry landings, just out-

side of town. The road to Maroua cut through one game park and skirted another, so big game was from time to time visible. The drive through the Sahelean countryside was an eye-opener, graphically showing the deforestation process at work.

Upon the return of the travelers with the "goodies," the staffers would assemble to claim their share of the bounty, and to see what delicacies had been purchased for the common larder. One of the Department's Wang computers would have been useful to help sort out the perennial problem of who owned what and how much in whose box. Boxes of chocolate cookies arriving this way (courtesy of the defense attache in Kinshasa) were known to disappear in less than 10 minutes.

Since the embassy boasted the only functioning sports center in N'Djamena, with a swimming pool and tennis and volleyball courts all in operation, we would make many a friend and acquaintance at Tuesday and Thursday volleyball games and the cooling-off sessions at the pool



On patio of the chancery, roving secretary Kay Flynn gets haircut from itinerant barber Alhaji Housman.

afterwards.

The flagpole commandeered

Most of daily life at N'Djamena revolved around work. Our new physical plant was makeshift, to say the least; it needed constant attention and refinement. Communications techni-

cian Leo Penn, needing a tall antenna mast fast, engineered the removal of the flagpole from the old chancery and its installation at our new facility, slightly altered to fit its new function. We spent many hours wondering how close to plumb our "mast" would be, given the less-than-state-of-the-art pad he had hurriedly poured. However crude the pad may have looked, it worked fine. The mast went up almost exactly plumb.

Regardless of the outward sophistication, or lack thereof, or our Chadian employees' work techniques, they produced a good product in a timely manner. Almost all of the Chadians who had worked for us before our closing came back, volunteering for duty when we reopened. They worked incredibly hard and made our reopening their own. We wouldn't be back in business today, I feel, without their tireless labors under difficult conditions. Their tasks ranged from reconstituting the personnel, general services and fiscal systems to digging holes for giant water and fuel tanks. They laid brick for security walls and put dinner on the table at "Animal House." Sometimes they even raised the meat on the hoof, slaughtering it on site.

The week that was

In fact, through very difficult cir-



Leo Penn, left, and Abakar Mahamat, right, with the flagpole.

cumstances, everyone stuck together. Conditions went from bad to worse when voltage fluctuations and power failures K.O.'d many of our aged air conditioners, leaving us with air-conditioning only in the communications center and a few bedrooms. Urgent telegrams kept the communications officer hopping, in the face of frequent equipment breakdowns. On one memorable weekend, our generators went down at about the same time that the main water line burst. This burned out the main water pump. The city power system then let loose with a massive surge that knocked out our primary transmitter system, and we were forced to work with the much-less-than-satisfactory backup system, while struggling to repair the primary system

and handle "normal" communications functions. This was the same week, incidentally, that budgets were due, as well as our hardship cost-of-living-allowance reports. Naturally, the photocopying machine went belly-up, too. That workweek probably averaged 80 hours per employee, but I don't remember any harsh words between anyone (references to the electricity company excepted). Our "family" at post found hidden reserves of energy to carry us through.

In short, I'll always remember N'Djamena fondly, in spite of the hard living conditions, because of the fine people there and their spirit of cooperation. ■



Alexandra Woodruff, daughter of Ambassador Arthur Woodruff, Bangui, visiting with her cousin Mark Ewert. Checking them in is embassy receptionist Samdi Kotidje. The

shell, now decorated and defused, came from the embassy front yard, where it had lain, unexploded.



The security presence includes Eowyn, left, and Lothian.

Appointments

Bosworth heads new policy planning unit

Secretary Shultz has established the Foreign Policy Planning Council to "replace the existing policy planning structure." At the same time, he appointed Stephen W. Bosworth, senior deputy assistant secretary for inter-American affairs and a former ambassador to Tunisia, as chairman of the new council.



Mr. Bosworth

The Department, in a press statement on December 8, noted that the establishment of the council "reflects the importance the Secretary attaches to the need for integrated, forward planning in the formulation of U.S. foreign policy. It also reflects his desire for advice from an independent institutional body which is not bound up in day-to-day operations and, therefore, can focus on the overall context of the President's foreign policy."

The council will be made up of five or six senior policy advisers. It will have direct access to the Secretary and the deputy secretary, "with responsibility for advising them on the full range of policy questions in support of the President's foreign policy objectives." The council is expected to draw on the "talents and advice" of the foreign policy community, as well as on the internal resources of the administration. Members will be drawn from a broad cross-section of "highly-qualified and experienced" persons from academia, Government and business, the statement added. The members will be supported by a small staff of specialists in various fields.

As chairman, Mr. Bosworth will manage the council's work and staff, "to ensure that it is fully responsive to the Secretary's needs." Mr. Bosworth, who has served in the inter-American bureau since July 1981, also was deputy assistant secretary for international re-

sources and food policy in the Bureau of Economic and Business Affairs, from May 1976 to March 1977. Before that assignment, he was director of the Office of Fuels and Energy in the latter bureau.

Mr. Bosworth joined the Department in 1961. His overseas assignments include service as vice consul in Panama, 1962-63; principal officer in Colon, Panama, 1963-64; economic officer in Madrid, 1967-71; economic officer in Paris, 1971-74; and Panama desk officer in the Department, 1974-76. He also served as an international economist at Continental Illinois Bank in Chicago, under the auspices of the White House Commission for Exchange with Industry, 1973-74.

Mr. Bosworth was born on December 4, 1939, in Grand Rapids, Mich. He received his bachelor's in international relations, from Dartmouth, in 1961. He also attended George Washington, 1964-66. He received the Department's Meritorious Honor Award twice—in 1971 and 1973. He also won the Distinguished Honor Award and the Arthur S. Flemming Award in 1976. □

Arizona professor: envoy to Colombia

President Reagan has nominated Lewis Arthur Tambs of Arizona State University, who recently became a consultant to the National Security Council, as his ambassador to Colombia.

Mr. Tambs served on the faculty of the university from 1969 until he became a consultant last year. At the university he was assistant professor of history, 1969-70; associate professor, 1970-75; and professor, 1975-82. He was director of the university's Center for Latin American Studies, 1972-75.

During his career Mr. Tambs also was assistant plant engineer with Standard Brands, 1953-54; pipeline engineer with the Creole Petroleum Corp., in Venezuela, 1954-57; general manager, CACYP-Instalaciones Petrolera, also in Venezuela, 1957-59; cryogenic small piping designer, the

People at State

President Reagan has nominated **Richard Fairbanks**, special assistant to Secretary Shultz, for the rank of ambassador ... The President also gave a recess appointment to **James Daniel Phillips**, to be the alternate U.S. representative to the general conference of UNESCO ... **Mary E. Hoinkes** has been named an ad hoc member of the Board of Appellate Review ... Dr. **James Reed** is the new assistant medical director for domestic programs ... Dr. **Frank Keary** has been assigned as an examining physician and consultant in internal medicine in the examining clinic ... Dr. **LaRae Washington, Claudette Dietz** and Dr. **David Hungerford** are administering the overseas aspects of the Department's medical program.

Air Reduction Corp., San Francisco, 1960-61; teaching and research assistant, University of California at Berkeley, 1961-64, and instructor, then assistant professor, department of history, Creighton University, 1965-69. From 1973 to 1982 Mr. Tambs was a member of the board of governors of the Arizona-Mexico Commission.

Mr. Tambs was born in San Diego on July 7, 1927. He received a bachelor-of-science from the University of California at Berkeley in 1953, and master's (1962) and doctorate (1967), both from the University of California at Santa Barbara.

He is the author of more than 80 articles, books and edited works. He is a member of the U.S. Global Strategy Council, the Phoenix Committee on Foreign Relations, the Council for National Policy, the Council for Inter-American Security, the Pacific Coast Council on Latin American Studies, and the Arizonans for National Security. He won the Valley Forge Freedom Foundation Award in 1982.

Mr. Tambs is married to the former Phyllis Greer. He has four children by a previous marriage—Kari, Kristin, Jennifer and Heidi. ■

Honors and Awards

Michel, Stoddard win 'presidential' rank, high cash awards



Mr. Michel



Mr. Stoddard

Two Department employees recently were among 38 career members of the Senior Executive Service to receive the presidential rank of distinguished senior executive, which includes a cash bonus of up to \$20,000. Selected in the Government-wide competition for "sustained extraordinary accomplishments" were James H. Michel, deputy legal adviser, and Philip H. Stoddard, deputy assistant secretary for current analysis, Bureau of Intelligence and Research. The awards, the

highest given to Civil Service employees in top management positions, were established under the 1978 Civil Service Reform Act. They parallel the performance awards granted members of the Senior Foreign Service under the Foreign Service Act of 1980.

As State's highest-ranking career attorney, Mr. Michel is "the Government's premier authority on the critical legal issues of war and peace," according to the U.S. Office of Personnel Management. Joining the Department's staff in 1969, he served as assistant legal adviser for politico-military affairs before his appointment as deputy legal adviser in 1974. He was the recipient of a Superior Honor Award in 1971 and of the Senior Executive Service rank of meritorious executive in 1980.

Mr. Stoddard was identified in the award as "the senior executive respon-

sible for the Secretary's intelligence data base and foreign policy analysis, [and] his evaluations and estimates are relied upon by the President, national security advisers, members of Congress and key officials of other federal agencies." Since joining the intelligence bureau in 1963, his positions have included chief of the Greece-Turkey-Iran Division, chief of the Near East Division of the Office of Research and Analysis for the Near East and South Asia, and director of the Office of Research and Analysis for Near East and South Asia. Prior to his current assignment, which began in 1980, he was detailed to the Council on Foreign Relations in New York. Mr. Stoddard received a Meritorious Honor Award in 1967 and a Superior Honor Award in 1977. A graduate of the University of Illinois, he holds a master's and Ph.D. from Princeton. □

MASERU, Lesotho—At awards ceremony, from left, front row: Edna Boorady, Alma-Gloria Michal, John Montague, Regina Montague, Ambassador Keith L. Brown, Mrs. Brown. Back row: Catherine Dudley, Robert Ribera, Randy Dudley, Thomas Phalen, Edward Michal, Duane King.

Congressman commends 2

Economic officers James M. Hawley III, New Delhi, and Joan M. Plaisted, Hong Kong, have been praised for their work by Congressman Gregory W. Carman (R.-N.Y.), who in-



serted commendations of them in the Congressional Record, December 9. The lawmaker said he received expert assistance from the two while he was on a special factfinding mission for the House Banking Committee. Their performance, he said, "brings credit" to the embassy in India and the consulate general in Hong Kong. □

\$5,000 consular award goes to Richard Mann of Embassy Manila

Richard S. Mann, FO-2, a consular officer at Embassy Manila, is the winner of the \$5,000 Consular Service Award for 1982. Mr. Mann was cited for his "imaginative, dedicated efforts over the past several years to formulate and implement structural and procedural changes in the visa operations in Manila."



Mr. Mann

A special selection committee pointed out that Mr. Mann had "contributed significantly in reducing a growing irritant in U.S.-Philippine bilateral relations." He provided "a smooth transition for planned consular automation programs; and gave sound leadership and managerial expertise" to ensure "an effectively organized and efficient operation" at one of the U.S.'s largest centers for visa operations.

After selecting Mr. Mann, the committee recommended that 16 other candidates be nominated for honor or cash awards. The panel picked two runners-up—consul general John Bennett of Embassy Lagos and consul George Lannon of Embassy San Salvador. Each will receive the Department's Superior Honor Award.

The other nominees were: Mary Mcateer, Algiers; Charles Keil, Genoa; Elizabeth Berube, Karachi; Margaret Murphy, Lima; Robert Downes, Mazatlan; Rudolph Rivera, Monterrey;

Wayne Leininger, Moscow; Leslie Ann Gerson and Sunao Sakamoto, Port-au-Prince; Allan Kepchar, Sanaa; Donald Wells, Seoul; Sarah Horsey, Tegucigalpa; Charles Anderson, Toronto; and Randy Bell, Vienna.

Mr. Mann joined the Foreign Service in 1972. He held assignments in Taipei, Kuala Lumpur, Ankara and in Washington before he was posted to Manila. □

Technical communicators honor STATE magazine

STATE magazine has been honored with an "Award of Excellence," conferred on it by the Washington chapter of the Society for Technical Communication. STATE tied with the MCI Communicator for the top honor in the house organ category in the 1982/83 contest.

The society, with 70 chapters and branches in the United States and foreign countries, is the "world's largest professional organization dedicated to advancement of the theory and practice

of technical communication in all media." The Washington chapter has entered STATE in the society's international publications contest, which will be held in St. Louis in early May. □

Rusk is honored

Former Secretary Dean Rusk has won an award sponsored by WSB Radio, Atlanta, and the Atlanta Gas Light Co. Mr. Rusk, who headed State from 1961 to 1969, was cited as "a shining light for all those who dream of a better world." An ever-glowing gas lamp and a bronze plaque in his name were installed at Dean Rusk Elementary School in Atlanta. Since 1970, he has been professor of international law at the University of Georgia School of Law. □

'Superior' honor for Palmer

Stephen E. Palmer Jr. has been accorded a Superior Honor Award for his performance in the Bureau of Human Rights and Humanitarian Affairs. ■



SANTIAGO, Chile—At awards ceremony, from left: Doreen Randell, incentive cash awards, Ambassador James D.

Theberge; Iris Orchard, retiring after 24 years of service.

'A Powerful Effect'

First impressions of the new Vietnam Veterans Memorial

Foreign Service officer describes it for a friend who served in the war

By D. THOMAS LONGO JR.

The author is a political analyst in the Bureau of Intelligence and Research, Office of Western European Analysis.

WITH THE DEDICATION recently of the new Vietnam Veterans Memorial—just down the street from the State Department—I began thinking again about an old high school friend from Boston. Let's call him Paul Greene. Paul fought in that war and survived it; he was more fortunate in this respect than his fellow Americans—the heroes whose names are inscribed on the memorial. As for me, I was more fortunate yet—I was in Europe and in the United States while Paul and the others were carrying the freight for us in Vietnam.

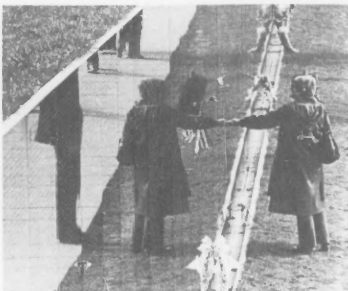
I had Paul in mind when I walked over to the new structure, which is in Constitution Gardens, east of the Lincoln Memorial. (One end of it points to the Lincoln, the other to the Wash-



Some of them leave mementoes: flowers . . .

ington Monument, "thus bringing the memorial into the historical context of our country," as a brochure points out.) When I got there, I was overwhelmed at what I saw. I thought not only about Paul, of course, but also about the large number of Foreign Service people who also served in Vietnam and who have their own memories of those times. I decided that I should write to Paul very quick-

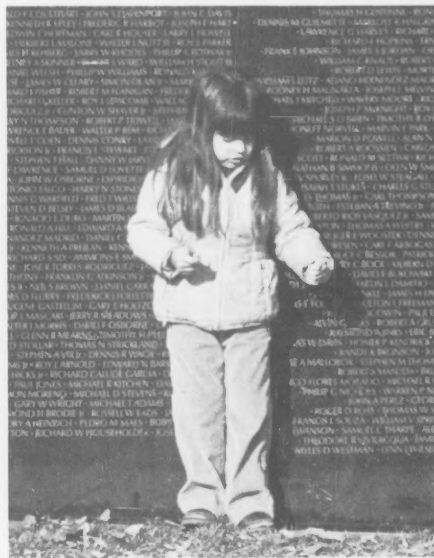
One end points to the Lincoln [Memorial] . . .



Immersed in contemplation of those walls . . . one forgets where one is . . .



The other [end points] to the Washington Monument . . .



The scene is a moving one . . . This is truly a Vietnam Vete

ly so I could put on paper my immediate first impressions.

I wrote to him that I had felt enveloped by the Vietnam memorial. I described how it starts with just a wisp of names, and then—as one descends, walking from either edge to the center—the black granite walls and the names on them rise higher and higher until they tower above, evoking our gradual envelopment in Vietnam,

'People there are quiet and reverential . . .'



(Photos by Walter J. Booze, Visual Services)



ans Memorial . . .



'As the walls and the names rise up, they compel witness . . .'

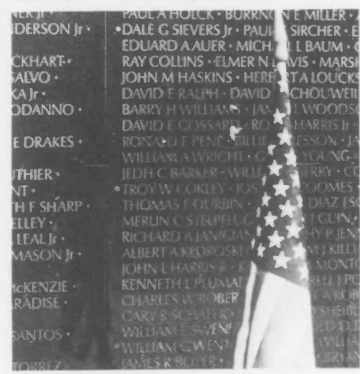
and then our slow disengagement.

It's a powerful effect. As the walls and the names rise up, they compel witness to the costs of the war—any war. It's mesmerizing; one loses oneself to those walls. And it's poetic—the inscriptions at the apex are low-key and eloquent. They let the names speak for themselves.

The scene is a moving one. Some people there are quiet and reverential. Some of them leave mementoes: flowers, wreaths, small American flags stuck in the ground, single carnations placed between the granite panels, adjacent to particular lines of names. There are occasional handwritten notes ("We remember . . ." and "Thank you . . ."), even some small photos and copies of hometown newspaper obituaries carefully taped to blank areas of the panels, close to some name.

It's quietly glorious. Immersed in contemplation of those walls, as I was—looking at thousands of names whose letters appear like snowflakes against a black sky that reflects clouds, grass and people—one forgets where one is. But when one does look up, the Washington and the Lincoln structures rise stilly to the gaze.

This is truly a Vietnam Veterans Memorial. Those names . . . ■



'The names speak for themselves . . .'

Art of the 1930s

Paintings that were in State offices go to museum

The murals will stay

TWENTY-FOUR ARTWORKS of the New Deal period, most of them on view until recently in various offices at State, have been transferred to the National Museum of American Art in Washington as part of its permanent collection.

The prints, watercolors and lithographs were inventoried over the last few months during a survey conducted by the U.S. General Services Administration, as part of its nationwide effort to round up federal artworks of the depression years, when the Government helped needy artists to create art for public buildings.

The search in the Department yielded the works of several well-

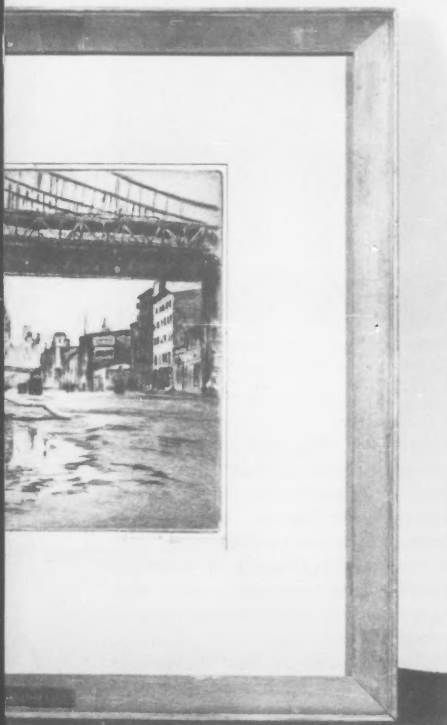
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"The American Revolution," on the fifth floor. (Photo by Robert E. Kaiser, Visual Services)

"Defense of the Four Freedoms," in State's 21st Street lobby. (Photo by Robert E. Kaiser, Visual Services)





Original wooden frame and brass plate on a New Deal print by Elias M. Grossman. (Photo by Glenn E. Hall, Visual Services)

Karel Yasko, of the General Services Administration and State's Patricia A. Poyma examining the artworks. (Photo by Glenn E. Hall, Visual Services)



"View of New York City Street near the Third Avenue El" by Carl Gustaf Simon Nelson. (Photo by Glenn E. Hall, Visual Services)

—(Continued from Page 16)

known artists. They include two lithographs by Louis Lozowick, "View of New York Bridge Under Construction" and "View of Drawbridges with Barges," and an oil, "Pioneers of the West," by Helen Lundeberg.

Most of the artworks had been on display for years in State offices in Washington and Rosslyn, Va. A few had been forgotten; for example, one was found behind a sofa. On the other hand, one employee, who prized an artwork for some 30 years, made sure it was always placed prominently on the office wall. Another employee took one artwork with him whenever his office was shifted in the main building.

In addition, the survey noted that State exhibits two murals of the era—"Defense of the Four Freedoms," by the late Kindred McCleary, on view as one enters the 21st Street lobby, and "The American Revolution," by James L. McCreery, in a reception area near Room 5930, on the fifth floor. Both murals will remain on display in the Department.

"Defense" is 50 feet long and 12

feet high. It depicts President Roosevelt's message to Congress on January 6, 1941, in which he recommended lend-lease in World War II and also enunciated the "Four Freedoms."

"American Revolution" depicts some historic battles—Yorktown, Saratoga and Bennington—and the campaign flags, cannon and uniforms of that period. Prominent are the flag, "Liberty or Death: Don't Tread on Me," and the 13-star flag of the 13 original states. It was painted for the office of the Secretary, who at the time had his office on the fifth floor.

Most of the 5,000 artists who participated in the federal programs during the depression received about \$95 a month. They were expected to turn out a new artwork every two to four weeks.

In making the survey in the Department, General Service Administration art "detectives" Arlene Platt and Quentin Smith, assisted by Patricia A. Poyma of State's Audio-Visual Services Division, looked for certain clues—such as traditional wooden frames, discoloration of the mats, notations on the labels on the back of the picture, and the brass plates which indicated for which agency the work was done.

—BARNETT B. LESTER ■

Former Secretary Vance's portrait is unveiled

Secretary Shultz unveiled a large oil portrait of former Secretary Vance at a ceremony on the seventh floor, November 22. The work of New York artist Everett Raymond Kinstler, the portrait is 53 inches high, 42 inches wide. It's the latest in the Department's collection of portraits of former Secretaries.

Mr. Schultz praised Mr. Vance, who served from January 23, 1977, un-



Former Secretary Vance at the unveiling of his portrait. (Photo by Glenn E. Hall, Visual Services)

til April 28, 1980, and is presently a partner in the New York law firm of Simpson, Thatcher & Bartlett. Mr. Shultz said Mr. Vance is "something of a legend . . . a man of tremendous stature who is always ready to serve the nation . . . a statesman and patriot, with strength of calmness and strength of character."

Guests included Mrs. Vance and friends and luminaries of the foreign affairs community. □

The Eighth Floor

Dinner for Diplomatic Reception Rooms brings in \$235,000

New endowment fund is announced

MORE THAN 250 civic and business leaders, foundation executives, Government officials and foreign ambassadors gathered in the candle-lit Diplomatic Reception Rooms, November 19, for a (minimum) \$1,000-a-plate, 18th-century-style dinner commemorating the 250th anniversary of George Washington's birth. Proceeds of the gala—\$235,000—went to the newly-established Fund for the Endowment of the Reception Rooms.

Hosted by Secretary and Mrs. Shultz, the event was also a reunion for members of the Department's Fine Arts Committee. Since 1961 the committee, headed by curator Clement E. Conger, has collected antique furniture, silver, china, oil paintings and other objets d'art, valued at more than \$26 million, to furnish the rooms. All the money has come from private donors.

Tasters' team

In keeping with the 18th-century decor, the dinner featured (as the red, white and blue-ribboned menu pointed out) "the courses indicated in records as having been used by George Washington at Mount Vernon or as President in Philadelphia." Mr. Conger's assistant, Gail Serfaty, and curator Christine Meadows of Mount Vernon helped with the research, and a team of "tasters" tried out the menu in advance.

In the Thomas Jefferson State Reception Room, guests were served quail eggs with black caviar; beaten biscuits with Virginia ham; and bouchees (small patties) with pate. Later, the U.S. Army Strolling Strings moved to the tables in the Benjamin Franklin State Dining Room, to serenade the guests as they dined on essence of tomato soup, warm cheddar seed biscuits, crab mornay, raspberry ice, roast duckling with calvados sauce, poached apples with chestnut puree, wild rice

(Diplomatic Reception Room photos)



Receiving line, from left: Mr. and Mrs. Alexander, Secretary and Mrs. Shultz, Mr. Conger.

mold and snap beans, watercress and lettuce salad, sharp cheese and herbed bread, Charlotte Russe with brandied peach halves, and demi-tasse. With the courses they sipped red and white wine. They drank champagne to toast George Washington, President and Mrs. Reagan and Secretary and Mrs. Shultz.

A \$30,000 tab

The cost of the formal dinner (about \$30,000) was underwritten by Mr. and Mrs. Edward H. Alexander of Toledo, O. Mr. Alexander, a manufacturer and president of EHA Group, is a member of the Fine Arts Committee. He was the dinner chairman.

Earlier, on arriving in the Diplomatic Lobby, each guest drew a number

from a silver bowl which indicated where he or she would sit. Table hosts, in addition to Mr. and Mrs. Shultz and Mr. and Mrs. Alexander, included Commerce Secretary and Mrs. Malcolm Baldrige, national security adviser and Mrs. William P. Clark, Deputy Secretary Kenneth Dam, Spanish Ambassador and Mrs. Nuno Aguirre de Carcer, Soviet Ambassador Anatoliy Dobrynin, Egyptian Ambassador and Mrs. Ashraf A. Ghorbal, Swiss Ambassador Anton Hegner, Austrian Ambassador and Mrs. Thomas Klestil, presidential counselor and Mrs. Edwin Meese III, Luxembourg Ambassador and Mrs. Adrien Meisch, U.S. representative to the Organization of American States and Mrs. J. W. Middendorf II, Japanese Ambassador and Mrs. Yoshio Okawara, Italian Ambassador and Mrs. Rinaldo Petrignani, former Secretary and Mrs. William P. Rogers, chief of

protocol Selwa Roosevelt and her husband, Archibald Roosevelt, Peruvian Ambassador and Mrs. Fernando Schwalb, Attorney General and Mrs. William French Smith, Chilean Ambassador and Mrs. Enrique Valenzuela, French Ambassador and Mrs. Bernard Vernier-Palliez and British Ambassador Sir Oliver Wright and Lady Wright.

The Secretary speaks

Mr. Shultz thanked the donors and lenders for their roles in making the diplomatic area "the most important public rooms in America." He also praised Mr. Conger and the Fine Arts Committee for converting the rooms into "a showcase of American traditions and basic values." He announced the establishment of the Fund for the

Diplomatic Reception Rooms, to carry on the program in the years ahead.

Since 1961 scores of American



Seven-piece silver tea service, by John Le Tellier, 1794. In the John Quincy Adams State Drawing Room.

Overall view of John Quincy Adams State Drawing Room. (Photo by Richard Cheek)

individuals and foundations have contributed funds for the Americana Project. Former Ambassador to the United Kingdom Walter A. Annenberg and his wife, Mrs. Leonore Annenberg, former chief of protocol, have given \$250,000. The Claneil Foundation has also given \$250,000. They are "philanthropists"—the project's highest membership category.

Several "major benefactors" have contributed between \$100,000 and \$250,000. They include the Allegheny Foundation, Mrs. Janet Annenberg Hooker, J. Aron & Co., Inc., the Morris and Gwendolyn Cafritz Foundation, Mr. and Mrs. Fred T. Couper Jr., former Ambassador and Mrs. Shelby Cullom Davis, Mrs. Christopher Devine, former Under





"View of the Niagara Falls from the American Shore," attributed to Robert Havell. In the Benjamin Franklin State Dining Room.

Secretary and Mrs. C. Douglas Dillon, Louise Doyle, the Franklin Mint, John Jay Hopkins Foundation, Mr. and Mrs. Edward Vason Jones, Leidesdorf Foundation, Inc., A. H. Meyer, Mr. and Mrs. O. Ray Moore, National Historical Foundation, Mrs. Richard Rhodebeck, Mr. and Mrs. Stanley P. Sax, estate of former Ambassador Walter Thurston, and Mrs. Thomas Lyle Williams Jr.

Projects on line

Mr. Conger told the guests that contributions of \$950,000 are desired "for several major projects."

These include redesigning the architectural background in the Henry Clay Dining Room, to conform with the other rooms on the eighth floor, \$150,000; funds to make the James Monroe Reception Room and the James Madison Dining Room (sometimes called the Secretary's Dining Room)

into American Federal rooms, with furniture of that period (around 1825), \$350,000—this also includes changes in the foyer and hall (Mr. and Mrs. Shelby Cullom Davis have already contributed \$100,000 to this project); improve the Secretary's reception room and connecting hallway, \$250,000; improve the Secretary's office, \$50,000.

The Fine Arts Committee is also seeking examples of "the finest quality American period furniture, American paintings and decorative arts." These include original portraits of John Jay, James Monroe, James Madison, all early presidents and secretaries of state—and their wives. Particularly needed are oil portraits of Martha Washington, Dolley Madison and Mrs. James Monroe.

The committee is seeking, too, early American landscapes, early city, maritime and Western scenes (especially those by Remington, Russell, Moran and Bierstadt); historical paintings, and "the finest quality" American Queen Anne, Chippendale, and Hepplewhite furniture, including examples



"Streets of Provincetown, Mass.," by American artist Childe Hassam. In the Dolley Madison Powder Room.

from Newport, R.I., and the Southern states.

Tribute to Mr. Jones

Mr. Conger paid tribute to the late Edward Vason Jones, of Albany, Ga., the architect who had transformed as a public service seven modern reception rooms, including the elevator hall, into 18th-century style American interiors.

Mrs. Jones, his widow who was at the dinner, was introduced to the guests; she was given a standing ovation by the guests.

The guests then adjourned to the Thomas Jefferson Room for port, madeira or liqueurs. There were imported cigars as well.

Contributions of funds to the Department are tax-deductible. Inquiries should be made to Mr. Conger, chairman, Fine Arts Committee, Room 8213, Department of State, Washington, D.C. 20520, telephone (202) 632-0298.

—BARNETT B. LESTER ■

Foreign Service Families

Booklet is seen as good reference source for family concerns

Just call it the "Yellow Pages"

BY PENNE LAINGEN

In this article, Mrs. Laingen, the wife of a former hostage in Iran, makes an assessment of the 67-page booklet which was compiled under the auspices of the Overseas Briefing Center at the Foreign Service Institute and the Association of American Foreign Service Women.

THE BOOKLET, "What Do I Do Now? A Sourcebook on Regulations, Allowances and Finances," grew out of the aftermath of several traumatic years for



Mrs. Laingen

Foreign Service families involved in the Iranian hostage crisis and various evacuations from overseas posts. It is not meant to be a replacement for the Foreign Affairs Manual or Standardized Regulations, but it succeeds as an invaluable directory of skeletal information, paring mountains of administrative detail and bureaucratic wordage into a readable, workable and understandable reference source. One might call it the "Yellow Pages" for Foreign Service families.

As the introduction implies, some wives are sensitive about the use of the word "dependent" because it connotes helplessness and lack of self-esteem. Perhaps another term *would* be more appropriate, such as "part and parcels." Can anyone deny that an Air Force general's wife who has moved 18 times in a 26-year marriage is not somehow "part and parcel" of the Air Force? In the same vein, Foreign Service wives and children who are given diplomatic passports and certain benefits are "part and parcel" of the Foreign Service, whether or not

they derive their full support from their husbands.

Sometimes, however, when the object of this dependency fails, through separation or the traumas of death and divorce, a wife's whole life can fall apart if she is unprepared for these events. The major thrust of this sourcebook is to help such persons overcome the helplessness of dependency and to learn to be a responsible individual within the family. It makes such contingency planning possible. For starters, it suggests ways for a spouse who has no personal income to establish a good credit rating, order credit cards in her own name, open her own bank account, prepare herself for employment overseas, establish sound financial practices and acquire her own access card to the Department. It includes sections of importance to all family members on life and medical insurance, estate planning, taxes, educational benefits and so on. Though it may not fully answer the question "What do I do now?"; it is chock-full of resources and references to people who can.

We are reminded that the Department is "not a social service institution" and "no one is obliged to help" us through a crisis. Yet the very publication of this booklet concerning matters of such social significance as medical services, benefits and allowances, divorce and widowhood shows how far the Department has come in recognizing how some social problems relate to Foreign Service life.

The Department may not be a social service institution but, at the same time, it must not appear to be a large, disorganized, uncaring bureaucracy either. This booklet, which helps the dependent to cope independently if need be, is "money in the bank" for the Department. If a Foreign Service employee, who has been taken hostage or who must live apart from his family, knows in his heart that his family

can cope and has the wholehearted support of the Service to which he has dedicated his life—and for which he might have to give it—then he can do his job better and, by extension, morale within the Foreign Service is better all around.

The longer a spouse is "connected" to the Foreign Service, the greater the expectations of support from the Department in times of crisis. And though such support may not be considered the automatic due of a spouse, still a well-nurtured and cultivated sense of allegiance to the Foreign Service can pay dividends for the Department in terms of loyalty when crisis strikes.

The booklet states as fact what allowances and benefits are available to family members, but makes no judgment as to the fairness, generosity or equity of such. It is assumed, therefore, that the process of adapting to change will be an ongoing one. The loose-leaf format suggests that updated pages will be forthcoming as changes occur, essential in maintaining the effectiveness of the material within it. The booklet has been distributed to all members of the Association of American Foreign Service Women and to each chief of mission and administrative counselor overseas. It's available at the Overseas Briefing Center (telephone 235-8784). It should be an invaluable addition to the household file of every Foreign Service family.

The sourcebook reminds us of the tremendous progress that has been made since World War II by the Department in caring for and communicating with Foreign Service families. The volunteers of the women's association are to be commended for serving the interests of the families so well in recent years, as are the contributors of the Community Skills Workshop at the Overseas Briefing Center, who made this work possible. It has been com-

piled, as director general Joan Clark has said, in the true spirit of the Foreign Service, and is evidence that the Department does not consider its families excess baggage, but "part and parcel" of the Foreign Service. □

Scholarships being offered to qualified dependents

The American Foreign Service Association, in cooperation with the Association of American Foreign Service Women, is again offering college scholarships to "qualified, dependent" children of Foreign Service personnel who are serving or have served abroad. Deadline for applications for the 1983/84 academic year is March 1.

About 22 merit awards, each for \$500, will be given to graduating high school seniors, based "solely on excellence." Financial aid scholarships, based "solely on need," will be awarded students for full-time undergraduate study in the United States.

Application forms may be obtained from Dawn H. Cuthell, scholarship programs administrator, American Foreign Service Association, 2101 E Street NW, Washington, D.C. 20037. Applicants need not be members of the association or the women's group. □

Defense hospitals more costly

Rates at overseas hospitals of the Department of Defense were raised recently to \$369 a day, State's Office of Medical Services reported. ■

'It's going to be a rotten day when ...'

... Your birthday cake collapses from the weight of the candles.

... Your boss tells you not to bother to take off your coat.

... You call suicide prevention and they put you on hold.

—(Courtesy of *Quito Quitus*, newsletter of the U.S. embassy in Ecuador.)



KHARTOUM, Sudan—Husband-and-wife team receives awards from Ambassador C. William Kontos. Building maintenance supervisor Chester P. Barwick, left, receives Meritorious Service Award with step increase, while supervisor, preventive maintenance team, Rose Mary Barwick, gets cash award.

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

President Reagan

"Paths Toward Peace: Deterrence and Arms Control." White House, letter to Congress and statement, November 22 (Current Policy No. 435).

Secretary Shultz

"Reflections Among Neighbors." General Assembly of the Organization of American States, Washington, November 17 (Current Policy No. 432).

"Chemical Warfare in Southeast Asia and Afghanistan: An Update," report from the Sec-

retary to Congress and member states of the United Nations, November (Special Report No. 104)

Arms control

"Freezing Chances for Peace." James L. Buckley, counselor of the Department, Commonwealth Club of California, San Francisco, October 27 (Current Policy No. 428).

General foreign policy

"Foreign Relations Machinery." "Atlas of U.S. Foreign Relations," August (Bulletin reprint).

International economics

"Population Growth and the Policy of Nations." Richard Elliot Benedick, coordinator of population affairs, Bangladesh Institute of Strategic Studies, Dacca, October 5 (Current Policy No. 429).

Refugees

"Proposed Refugee Admissions for Fiscal Year 1983." Kenneth W. Dam, acting secretary of state, and ambassador H. Eugene Douglas, U.S. coordinator for refugee affairs, Senate Judiciary Committee, September 29; and President Reagan's memorandum of October 11 (Current Policy No. 427).

GIST

Caribbean basin initiative, 11/82.
Law of the sea, 11/82.

Background Notes

Bahamas (10/82).
Colombia (11/82).
Costa Rica (11/82).
Macau (10/82).
Sweden (10/82).
Zimbabwe (10/82). □

Best Photos of 1982

THE EDITORS OF STATE, functioning without the assistance of a computer, have decided that these are the best photographs that appeared in the magazine over the last year. Beeps there a computer anywhere that could have made better subjective choices?

JUNE—Bronze statue of *Benjamin Franklin* is erected near diplomatic entrance to State. (Photo by *Robert E. Kaiser, Visual Services*)



OCTOBER—Blind athlete *Billie Ruth Schlank* at her newsstand in the Department. (Photo by *Donna Gigliotti*)

NOVEMBER—A residential street in San Salvador. (Photo by *Donna Gigliotti*)



DECEMBER—Ambassador *Douglas Heck*, retired, mans the kitchen at his home in Washington while his wife, *Ernestine Heck*, pursues her Foreign Service career. (Photo by *Donna Gigliotti*)

OCTOBER—Working on crisis in Lebanon, from left: *Secretary Shultz, Philip C. Habib, Morris Draper, President Reagan*. (AP photo)



AUGUST-SEPTEMBER—A street in Asuncion, Paraguay. (Photo by Donna Gigliotti)



NOVEMBER—In Abu Dhabi, political officer *John Klekas*, sporting local garb, poses with two of his neighbors. (Photo by John Klekas)

OCTOBER—*Erik Kolb*, resting here in his pulk at Tromso, Norway, is a Foreign Service baby born north of the Arctic Circle.



JULY—U.S. staffers at gym in Belize City are, from left, *Darrell Jenks*, *Thelma Coyoc*, *Charles Rogers* (gym owner), *George Fitch*, *Dorothy Zuniga*. (Photo by Donna Gigliotti)



DECEMBER—In Tegucigalpa, Honduras, *Sondra K. Dubbs* and her horse, *Chili*, perform in a jumping competition.

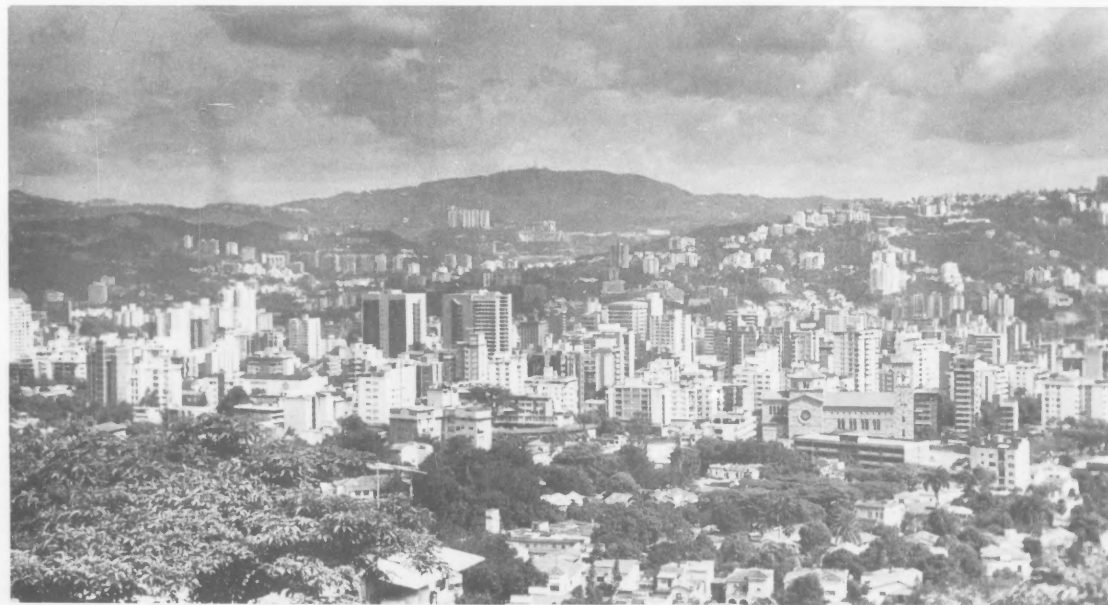


OCTOBER— Embassy staffers in Caracas, in off-hour, are, from left, *Phil French*, *Wayne Rogers*, *Gale Berghoefer*, *Sam Andrade*, *Susannah Kelley*. (Photo by *Donna Gigliotti*)

AUGUST-SEPTEMBER—In Bureau of Economic and Business Affairs, *James C. Todd*, left, receives Meritorious Honor Award from Assistant Secretary *Robert D. Hormats*. (Photo by *Glenn Hall*, Visual Services)



OCTOBER—The Caracas skyline. (Photo by *Donna Gigliotti*)



AUGUST-SEPTEMBER—At embassy reception in Iceland are visiting Harlem Globetrotter *Sam Sawyer* and, from left, *Pat Limeri, Debbie Hesch, Selma Abasy, Londa Scanlin.*



JUNE—Tribute to European bureau secretaries features executive director *Dick Bowers*, right, and personnel officers *Chuck Skellenger* and *Irene Harrison*, left, bringing and serving the coffee and pastries. The in-



credulous secretaries, from right: *Ann Garner, Janet Ford, Carol Zierjack, Loretta Oliver, Felicia Stevens.* (Photo by David M. Humphrey, Visual Services)

JUNE—Others may run, but Ambassador *Julius W. Walker Jr.* is a committed walker. Flanking him at his post in Upper Volta are Marines *Timothy Doherty*, left, and *Randy J. Monohan.* ■



Ask Doctor Korcak



This column by Jerome M. Korcak, 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. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q.

CENTRAL AMERICA

A recent paper I saw concerned the use of antibiotic sulfa drugs to counter travelers' diarrhea. It said these drugs reduce the persistence of diarrhea to 30 hours, as opposed to 96. Will you be making these drugs available in the near future?

A.

The drugs are trimethoprim-sulfamethoxazole (also known as TMP/SMX or Bactrim) and trimethoprim alone. But the authors of this article warned against routine use of these drugs: "Despite the obvious effectiveness . . . there is considerable concern about the broad application of antimicrobial agents for preventing or treating travelers' diarrhea. Indeed, among authorities in the field, there is virtually uniform agreement that such drugs should not be used in routine travel, since widespread use of antimicrobials would induce antibiotic resistance in bacteria. These drugs also create problems for the traveler because of their side effects and toxicity. With TMP/SMX there is a risk of rash and anemia." It's possible, too, that rare but serious life-threatening problems could occur. I therefore believe the use of these drugs in treating travelers' diarrhea should be only on the advice of a physician who has screened each patient to particularly rule out the possibility of drug allergy. For mild diar-

rrhea, you can use Pepto-Bismol or Lomotil. If the diarrhea is more severe, you shouldn't treat yourself with potentially dangerous antibiotics; you should consult a physician who could evaluate the need for and prescribe the appropriate antibiotic, which may well be Bactrim or trimethoprim alone. Be assured that we here are in continued contact with investigators in this field so newer developments can be utilized in an appropriate manner by our domestic and overseas medical staff members.

Q.

WASHINGTON

My husband's high blood pressure was treated last spring and is now back to normal. Why must he still take pills?

A.

The management of high blood pressure must be considered a lifelong endeavor, with regular blood pressure readings the criteria for determining if adequate treatment is being given. After normal readings are achieved with medication, as has occurred with your husband, it may be possible to discontinue treatment, and I must emphasize this aspect. Once good control is obtained, the patient's blood pressure remains stable. Remeasurements of blood pressure readings every three to six months should be adequate, nevertheless, and the medication regime must be adhered to in order to ensure that the blood pressure remains in the normal range. The goals of hypertension therapy are to *achieve* and *maintain* normal blood pressure levels with minimal adverse effects. Remember: patients with high blood pressure do not have symptoms, and that's why regular follow-up blood pressure readings are essential.

Q.

AFRICA

Now that obstetrical care is covered

overseas, can you tell me if expenses for pediatrician check-ups after delivery are included?

A.

Routine nursery fees and pediatric care fees while in the hospital may be charged against the FS-569. Subsequent pediatric evaluations and well-baby checkups, however, are not considered part of the obstetrical care provisions of the new benefit. The mother's post-partum evaluation, or visit six weeks or so postdelivery, would be considered a valid outpatient treatment day related to the obstetrical hospitalization, and expenses would be covered.

Q.

EUROPE

I travel TDY [on temporary duty] a lot and oftentimes have to leave on the spur of the moment. I keep my shots current, but I can't always check with the health units to see if I need to start taking the malaria pills. Is it essential to start taking pills before departure?

A.

If your TDYs take you to malaria areas frequently, it might, perhaps, be prudent to continuously take the weekly antimalarial suppressant. If, however, your last-minute TDYs take you out once or twice a year, I'd suggest you immediately report to the health unit at post upon arrival. You may then inquire and find out if malaria is present, and if you need to take suppressants. Beginning your pills immediately upon arrival in an endemic area is acceptable, since the drug is rapidly absorbed and enters the blood stream within hours. From the moment you are bitten by an infected mosquito, it takes a minimum of seven days for malaria parasites to appear in the bloodstream, where they are suppressed by the drug. When it's feasible, I recommend start-

ing pills one or two weeks before travel, in order to establish the routine and to assure that the pill is well-tolerated. When this can't be done for some reason, it's acceptable to wait until you're at post, but then, do promptly begin if the post physician or nurse advises you that malaria is present.

Q.

EUROPE

What's your personal opinion of car seats for infants?

A.

Babies and young children should ride in federally-approved child restraints, starting with the ride home from the hospital! The No. 1 cause of death for children over the age of 1 is motor vehicle accidents. Nearly 1,500 children under 5 die each year, and nearly 60,000 are injured, in auto accidents in the United States. Most of these deaths are preventable, and more than 80% could be avoided by using effective child restraint systems. A child held in an adult's lap isn't safe from injury. In many accidents the adult crushes the child when the adult is thrown forward on top of the youngster. Not restraining your infant or child is an invitation to disaster. □

How to handle frostbite, hypothermia

The following article was submitted by the Office of Medical Services.

Cold is usually just a minor discomfort, but it can become life- and limb-threatening if it leads to two particular cold-weather hazards—frostbite and hypothermia. Both can sneak up so slowly that the victim doesn't notice their onset. So this is one good reason for using a buddy system for extended time outdoors, during activities such as snow sports.

Frostbite, the most common inju-

ry resulting from exposure to the cold, occurs when ice crystals form in the fluids and underlying soft tissues of the skin. The nose, cheeks, ears, fingers and toes are the most common areas of frostbite. Frostbite is accelerated by wind and humidity. The person who's had frostbite once is more susceptible to it again than someone who has never had it before.

Just before frostbite develops, the skin may look slightly flushed. As it develops, the skin becomes white or grayish-yellow. Pain is sometimes felt early. But later it disappears.

State's Office of Medical Services suggests that you take the following steps to help someone suffering from frostbite: Protect the frozen area from further injury by covering it up. If possible, provide extra clothing or blankets. Bring the victim indoors as soon as possible. Give him or her something to drink—not alcoholic.

Rewarm the frozen part quickly by immersing it in warm, not hot, water. Pour some water over the inner surface of your forearm to test it. If warm water isn't available or practical, wrap the frostbitten part gently in a sheet and warm blankets. Do not rub it; that could cause gangrene.

If the affected part has been thawed and refrozen, it should be warmed at room temperature.

Obtain medical assistance as soon as possible.

Hypothermia is low internal temperature. The temperature of the body core, rather than skin temperature, is important. If not treated, hypothermia can lead to death. Even on a nice 50°F day, a person may show signs of hypothermia. And if a person gets wet, hypothermia can occur very quickly.

Hypothermia's symptoms begin with shivering and numbness and eventually lead to stupor and unconsciousness.

We suggest these first-aid steps for someone suffering from hypothermia: Give artificial respiration if necessary. Bring the victim into a warm room as quickly as possible. Remove wet or frozen clothing and anything else that is

constricting.

To rewarm the victim, wrap him or her in warm blankets, or place the victim in a tub of warm, not hot, water. If the victim is conscious, give him or her nonalcoholic hot liquids. Obtain medical assistance.

Urban hypothermia is the name given to the hypothermia that strikes mostly elderly people and young children indoors. Elderly people especially should try to keep indoor temperatures warm enough, and to wear adequate clothing. □

Alcohol Awareness Program

The telephone call that saved the life of a man overseas

The author of what follows has been a Foreign Service employee for 12 years.

Four years ago, on a warm Sunday afternoon, I had just about decided that my three-hour-old resolution to stop drinking had been hastily made, and that a cold beer would be entirely in order. It was at that point that the regional medical officer called and asked if I could come to his office for a few minutes. He and I had been friends and associates for some time, and I discreetly tried to determine if he wanted to see me on business or friendship. His response, that he only wanted "to talk" with me, made the purpose of his call very clear. For it was the call I had been waiting for—and dreading—for 22 years.

I told my family I had to go to work, which was not unusual for a weekend and did not require further explanation. Although I do not now recall my exact thoughts as I drove to the embassy, I'm sure they were mixed—uncertainty, fear, relief. An hour later, the medical officer and I arrived at a mutual decision, that I would be medically evacuated within 48 hours—for alcoholism.

During the preceding 22 years, nearly everyone around me either

knew or had good reason to suspect I had alcoholic tendencies. But what they didn't know was that I also had begun to realize and admit to myself that I was facing a real crisis. This decision was not easy, by any means, but it was made clearer to me by my secretive reading of the literature on alcoholism that my wife had collected as a member of Alcoholics Anonymous. Because of this, I was prepared for the type of discussion that inevitably had to take place, and did on that Sunday afternoon.

When I returned home from the man's office, I told my family about the decision, and that I would be undergoing treatment for the next four weeks. Their happiness and loving reassurances to me were almost enough to make a grown man cry.

The next day saw a flurry of activity—getting orders and everything else that went with an evacuation. Although the embassy was buzzing with speculation, the actual purpose of my evacuation was medically-privileged information, available only to those in whom I chose to confide. For me, and for my family, there was no shame, either then or now. For we all knew I was on my way to get the help that I so desperately needed. Even now, I don't always hide behind a shield of anonymity. I will readily talk about my alcoholism if I think it will generate greater understanding, or make it easier for others to seek the assistance they need.

Through the cooperation of the Department's Alcohol Awareness Program and the medical officer, I was able to go directly into a treatment center, where I remained for the next 28 days. Although I spent an apprehensive 12 hours en route, I was even more apprehensive as I walked into the center—because I "knew" in my mind that everyone was staring at me and whispering. But, within 30 minutes, I was entirely comfortable with the nearly 40 others who were seeking relief from the same disease.

In the following four weeks, I was exposed to everything that is known

about alcoholism, which, in reality, isn't much. In overly simplistic terms, alcoholism can be described as "an incurably fatal disease of unknown origin." Fortunately, however, it can be arrested, and the person so afflicted can learn to live a normal and happy life. For me, as it does for so many other alcoholics, knowledge about alcoholism and the continuing recovery program come as literally a new lease on life. I have relearned how to live, in a manner which I had not really known since I started drinking as a teenager.

For me, this knowledge and learning experience was a real personal awakening. I found out that a Foreign Service lunch doesn't require three hours, and that some people actually eat instead of "drink" their lunch. I no longer waste my evenings and weekends drinking, but now spend the time in the enjoyable company of my family or doing productive chores. I can actually go to a sitdown dinner and not offend the hostess by refusing to drink. I can go to a party and remember it all, even remember where I left my car keys and how I drove home. I no longer try to convince doctors that something is wrong with my stomach, but that I don't know what is causing the discomfort. I also don't have to help the host tend bar just so I can load my own drinks.

There are related assets, too: My wife finds it comforting to hear the key go into the doorlock on the first try, when I come home late. My children are no longer ashamed to bring their friends home with them. I feel confident that I am performing my job as a professional, to the best of my ability. I no longer fear the unexpected call to my supervisor's office or to see the ambassador. If I am criticized, I have the knowledge that I did my best or, if I made a mistake, I am mentally equipped to accept the responsibility for it and shoulder the blame. My wife can live up any slow-moving party with the quiet question: "Do you know that my husband is an alcoholic?"

I still look forward to a temporary duty assignment—but because it is an-

other opportunity to do my job, not because it means a reprieve from explaining why my late return home coincides with the closing of the bars. I can look forward to tomorrow as another beautiful day, regardless of how dismal it may be, because every day that I live now is one more day that I may not have had if I were still drinking.

To be able to do all of these things, and to feel as I do about my family, my job and my friends, I only have one choice to make—and I must make it each and every day for the rest of my life: Can I afford to take a drink and *pretend* that I am like everyone else? Everyday, and sometimes several times a day, the answer is still the same: NO. For I have gained too much to throw it all away on the nebulous thought that there is truly such a thing as only one drink.

Now that I have had my phone call, my life is happy and full. Are you still waiting for yours? ■

Solution to Diplo-Croctic Puzzle No. 18

(See December issue)

Alistair Cooke.
The Americans

"More than most presidents he deserves somewhere in Europe a statue. Make it an equestrian statue, facing the east with a cape rising in the wind and his mustachios bristling and the inscription underneath: 'Dean Gooderham Acheson—to restore the fabric of Europe.'"

- | | |
|---------------------|-----------------|
| A. Affection | N. Thrust |
| B. Lesson | O. High Hopes |
| C. Idea | P. Endman |
| D. Safe Deposit | Q. Attenuate |
| E. Taste | R. Midshipman |
| F. Anchors Aweigh | S. Eeriest |
| G. Iphigenia | T. Restore |
| H. Red Auerbach | U. Instead |
| I. Cinque Ports | V. Constitution |
| J. Otherwise | W. Annamese |
| K. Over the Rainbow | X. Notches |
| L. King Arthur | Y. Stammered |
| M. Endure | |

Education and Training

Schedule of courses at Foreign Service Institute

Program	Feb.	Mar.	Apr.	Length of course
Administrative training				
* Administrative CORE	28	28	25	3 weeks
General Services Operations	21	21	18	3 weeks
Personnel	21	—	18	2 weeks
Budget and Financial Management	21	21	18	6 weeks
** Coping with Violence Abroad	14,28	14,28	11, 25	1 day
* Prerequisite before taking GSO, PER and B & F.				
** This course used to be available on a walk-in basis. You must now register.				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment		24 days	
Immigration Law and Visa Operations	Correspondence course		6 months	
Nationality Law and Consular Procedure	Correspondence course		6 months	
Overseas Citizens Services	Correspondence course		6 months	
Advanced Consular Course	—	—	11	3 weeks
Consular Employees Professional Seminar	To be announced		1 week	
Economic and commercial training				
Information Systems Manager Training	—	7	—	3 weeks
Executive development				
* Advanced Television Workshop	—	17	—	3 days
Executive Performance Seminar	—	6	—	5 days
Overseas Supervisory Workshop	—	20	—	5 days
Supervisory Studies Seminar	6	—	17	5 days
Executive EEO Seminar	—	22	26	1 day
* By invitation only				
Political training				
Foreign Affairs Interdepartmental Seminar	—	—	4	2 weeks
Executive Congressional Relations	—	—	18	1 week
Orientation				
Department Clerical Orientation	14,28	—	4	5 days
Orientation for Foreign Service Personnel	14	—	11	1 week
Department Officer Orientation Program	14	—	11	2 days
Orientation for Foreign Service Officers	—	2	27	6½ wks
Foreign Service Secretarial Training	—	7	—	6 days
* Secretarial workshops				
First-time Ambassador's Secretary's Briefing	Individual		4 hours	
<i>Foreign Service only:</i>				
Workshop in the Preparation of Travel Vouchers	Individual lab		4 hours	
Stenography Laboratory (Advanced)	Individual lab		4 hours	
Department Correspondence, Diplomatic Notes, and other forms of Communication, i.e., Telegrams, Airgrams, etc.	Individual lab		4 hours	
Foreign Service (Diplomatic Notes)	Individual lab		4 hours	
Management Skills Seminar for Secretaries	—	28	—	3 days
* Arranged on individual basis (self-paced, instructor-monitored).				
Clerical workshops				
Telephone Techniques Workshop	—	25	—	4 hours
Secretarial skills				
Basic Office Skills and Techniques	7	—	—	24 hours
Human Relations and Secretarial Office Procedures Seminar	—	—	11	24 hours

—(Continued on next page)

Agriculture's school is offering foreign affairs courses

The Graduate School of the U.S. Department of Agriculture is offering several training programs for Government employees who live, work or travel abroad. The courses include management studies for professionals in the tourism industry, and for managers and supervisors of international organizations.

In addition, the school has scheduled three-day workshops in cross-cultural communications and a course on international negotiations. Another course, "Foreign Affairs: An Evening with the Diplomats," taught by Robert Mill Donihi, a former attorney with State, is slated for Tuesday nights, from 6 to 8:30, beginning February 1.

"Great Decisions Seminar: Current Topics in Foreign Policy," will begin January 11, and will be given on Tuesday evenings from 6 to 8. The school also offers 10-week foreign language classes, one night a week, from 6 to 9, in Greek, Italian, Japanese, Polish, Russian, Spanish, Arabic, Chinese, Czech, French and German. A daytime

SECRETARY'S OPEN FORUM—The former under secretary and law of the sea representative, *Elliot L. Richardson*, discusses multilateral diplomacy at a session on October 13.



EDUCATION AND TRAINING

foreign language tutorial service is also available to students at a cost of \$15 per hour.

In cooperation with Central Michigan University, the Graduate School has designed a nine-month, master's program in international management. The program has been taken by Foreign Service men and women and other individuals who want to work overseas. In this program, Americans study alongside officials and participants from other nations.

Those interested in information on these courses may write to Graduate School, U.S. Department of Agriculture, Capital Gallery Building, 600 Maryland Avenue S.W., Room 129, Washington, D.C. 20024 (telephone 447-7476). □

Harper's Ferry is site of supervisors' seminar

A supervisory studies seminar, for employees in their first jobs as supervisors, is being offered by the Foreign Service Institute, February 6-11, at Harper's Ferry, W. Va. The course is designed to develop communication and evaluation skills, as well as an understanding of human motivations.

Employees at GS 7-11, FO 6-4 and FP 7-4, who are in positions that require supervisory skills, are eligible to apply. Forms DS-755 should be submitted to Registrar's Office, B-level, State Annex-3, by January 20. Transportation and accommodations will be arranged by the Institute.

For information, call Jenness Kleiboeker, School of Professional Studies, 235-8781. □

Records for '50-'54 are available for research

The first segments of Department records for the years 1950-54 are available for research, in the diplomatic branch of the National Archives and Records Services.

Included are selected decimal subject files of the Department and related files maintained at Foreign Service

—(Continued from preceding page)

Program	Feb.	Mar.	Apr.	Length of course
Communications skills				
Fundamentals of Writing for Government	—	—	12	5 weeks 20 hours
Speech and Oral Communication	—	—	5	6 weeks 30 hours
Reading Dynamics	—	—	4	20 hours
Fundamentals of Speech	—	1	—	24 hours
Workshops for managers				
The Art of Dictation Workshop	Individual and group			4 hours
Notetaking for Managers	To be announced (individual and group)			14 hours
Advanced Writing for Senior Managers	7	—	—	22 hours
Effective Oral Communications for Managers	—	24	—	15 hours
Overseas Briefing Center				
Two-Week Family Workshop	—	7	—	2 weeks
English-Teaching Seminar	7	—	—	1 week
Career Counseling Seminar	—	1	—	4 days
Regulations, Allowance and Finances in the Foreign Service	16	—	—	3 days
Going overseas				
Saturdays	—	5	—	1 day
Evenings	—	16	20	1 day
Re-Entry—Mondays	28	—	—	1 day

Area studies and language training

Area studies				
Africa, Sub-Sahara	22	—	18	2 weeks
Western Europe	22	—	18	2 weeks
People's Republic of China	—	7	—	2 weeks
East Asia	—	—	18	2 weeks
Eastern Europe and USSR	—	—	18	2 weeks
Latin America	22	—	18	2 weeks
Near East and North Africa	22	—	18	2 weeks
South Asia	—	—	18	2 weeks
Southeast Asia	—	—	18	2 weeks
Language and advanced area courses				
Afrikaans	7	—	—	24 weeks
Arabic (Egyptian)	7	—	—	24 weeks
Arabic (Modern Standard)	7	—	—	24 weeks
Arabic Modern Standard (Advanced in Tunis)	7	—	—	12/15 mos
Bengali	7	—	—	24 weeks
Chinese (Standard)	7	—	—	24 weeks
Danish	7	—	—	24 weeks
Dari (Afghan Persian)	7	—	—	24 weeks
Dutch	7	—	—	24 weeks
French	7	7	4	20 weeks
German	7	7	—	20 weeks
Greek	7	—	—	24 weeks
Indonesian	7	—	—	32 weeks
Italian	7	7	—	20 weeks
Japanese	7	—	—	24 weeks
Japanese (Advanced in Yokohama)	7	—	—	12/15 mos
Norwegian	7	—	—	24 weeks
Pilipino	7	—	—	24 weeks

—(Continued on next page)

posts on Korea (covering the entire period of the Korean war), Costa Rica, Guatemala, Honduras, Nicaragua, Panama and El Salvador. In addition, records for 1950-54 maintained at the Foreign Service posts in Laos, Cambodia and Vietnam (Hanoi and Saigon) are to be opened, with selected decimal and subject files of the Department on Colombia, Ecuador, Peru, Bolivia, Chile, Venezuela, Brazil, Argentina, Uruguay and Paraguay.

Other files pertaining to the above countries and files pertaining to other countries and regions of the world will be opened as review of them is completed. Archives will notify scholarly journals on a quarterly basis and maintain a monthly update of available files.

Results of the review analyzed so far indicate that 94% of the pages reviewed have been released, the Department has said. □

Seminar on terrorism is Georgetown topic

Representatives from Government, business, academia and foreign embassies met with former U.S. hostages, social scientists, and journalists to discuss "Diplomats and Terrorists: Lessons from Experience," at a seminar sponsored by Georgetown's Institute for the Study of Diplomacy, on December 8.

Panelists included E. C. Ackerman, international security consultant, Miami; Robert Cox, former editor, Buenos Aires Herald; L. Douglas Heck, retired director of State's Office for Combatting Terrorism; and L. Bruce Laingen, a former hostage and charge d'affaires in Iran.

The symposium was a sequel to "Diplomats and Terrorists: What Works, What Doesn't," a monograph published by the institute last year (STATE, August-September). ■

Panelists, from left: Mr. Cox, Mr. Laingen, Mr. Heck, Mr. Ackerman, with moderator Martin Herz (right). (Photo by Donna Gigliotti)

—(Continued from preceding page)

Program	Feb.	Mar.	Apr.	Length of course
Polish	7	—	—	24 weeks
Portuguese	7	7	—	24 weeks
Romanian	7	—	—	24 weeks
Russian	7	—	—	24 weeks
Serbo-Croatian	7	—	—	24 weeks
Spanish	7	7	4	20 weeks
Swahili	7	—	—	24 weeks
Swedish	7	—	—	24 weeks
Thai	7	—	—	24 weeks
Turkish	7	—	—	24 weeks
Urdu	7	—	—	24 weeks
Familiarization and short-term (FAST) courses				
French (Metrop.)	7	7	4	10 weeks
French (Sub-Sah.)	7	7	4	10 weeks
German	7	—	—	10 weeks
Italian	7	—	—	10 weeks
Japanese	—	7	—	6 weeks
Portuguese (L.A.)	7	—	—	10 weeks
Portuguese (Eur.)	7	—	—	10 weeks
Spanish (Eur.)	—	7	4	10 weeks
Spanish (L.A.)	7	7	4	10 weeks
Early morning language classes¹				
Chinese (Standard) ²	21	—	—	17 weeks
French ³	21	—	—	17 weeks
German ³	21	—	—	17 weeks
Italian ³	21	—	—	17 weeks
Portuguese ³	21	—	—	17 weeks
Russian ²	21	—	—	17 weeks
Spanish ³	21	—	—	17 weeks

¹—February 21, 1983, start; ends June 17, 1983.

²—MLAT score of 60 or better or previous language experience required (see Early Morning Announcement for details).

³—MLAT score of 50 or better or previous language experience required (see Early Morning Announcement for details). ■



Post of the Month: Madras

MADRAS, India's fourth-largest city, is on the Bay of Bengal—on the subcontinent's south-eastern coast. Employees and family members at the U.S. consulate general are shown here as part of STATE's continuing series. (Photos by Dennis Skocz)



Political officer *David Telleen*.



Christopher Datta and Kathryn Frazier tour Mylapore, the old section of Madras, by cycle rickshaw.



Mary Skocz, wife of consular officer Dennis Skocz, in the Mylapore section of Madras.



Judy (J.J.) Telleen, wife of political officer David Telleen, with her daughters and the ayah, Antonia, left.



Consular assistant S.R. Balmkund.



Mary Skocz, wife of consular officer Dennis Skocz, tutors children of political officer David Telleen, at Harrington School. From left: Karin, Eric, Kirsten.



Maria Munro, wife of communicator Larry Munro, with daughters Marcella and Christelle at the Madras Club pool.



Communicator Einer "Butch" Jarvinen and Claire Votaw, with Cleo.



Administrative officer *Alberta Rorick* at the consulate gate. In background is billboard of *Sivaji Ganesan*, a local movie star and politician.



Consular officer *Dennis Skocz* receives ashes at temple in Mylapore.



Consul general *Douglas Cochran*, right, views metal relief by the Indian artist, *Vasudevan*, left. ■

American Diplomacy 1783

The danger within

January 1783

BY JAN K. HERMAN

"THE ARMY, as usual, are without Pay; and a great part of the Soldiery without Shirts; and tho' the patience of them is equally thread bare [*sic*], the States seem perfectly indifferent to their cries."

The present situation General Washington writes about to a fellow officer is certainly not extraordinary. For more than seven years of war, the troops have often been ill-clothed, have teetered on the edge of starvation, and witnessed few paydayes. What seems different now is the general mood. Although there has been the threat of mutiny in the past, open rebellion among the officer corps seems a real possibility. The Army's leaders have not been paid for months, and

(One of a series)

now rumors abound that the embittered men will never be able to collect back pay and the pensions they have earned.

A delegation of officers travels to Philadelphia to plead before Congress, but without the power to tax the States, that body is bankrupt, and can offer the soldiers little but sympathy. Veterans warn the delegates that a violent overthrow of civil authority is more than a remote possibility. The real danger to the Revolution comes not from the British, now isolated in New York City, but from those who would vent their frustrations by plunging the new nation into chaos.

In Europe, Franklin and his colleagues try to sweeten the bad taste caused by their signing the preliminary treaty with Britain. Vergennes himself is really in no position to harbor a grudge. Much negotiating is still required between France, Spain and Britain before a final agreement can be consummated. In the meantime, the French foreign minister continues to indulge the Americans with loans from



his depleted treasury.

For their part, Franklin and his fellow commissioners are only too happy to pledge their continuing support for the French alliance. Writing to Lafayette on the 19th, John Jay expresses surprise that his nation's fidelity could be questioned. "It appears to me singular that any doubts should be entertained of American good faith. America has so often repeated and reiterated her professions and assurances of regard to the [Franco-American] treaty . . . that I hope she will not impair her dignity by making any more of them . . ."

By the 20th, Britain, France and Spain are ready to sign both a set of preliminary articles and a Declaration of the Cessation of Hostilities, the lat-

ter in order to improve the climate for negotiating the final peace treaty. Alleyne Fitzherbert for Britain, the Count d'Aranda for Spain, and Vergennes for France sign the preliminary articles in Vergennes' office at Versailles, with Franklin and Adams present as observers. As participants, the American commissioners affix their signatures and seals to an additional cessation-of-hostilities agreement with Britain. An armistice now exists between the European belligerents as they continue to negotiate a final rearrangement of their possessions in Europe, Asia, Africa and America. What it all means for the United States is a formal end to the fighting and the hope that a final peace is not far away.

What it all means for Lord Shelburne's government is a struggle to survive a firestorm of criticism. Everyone from opposition politicians, displaced Loyalists and merchants to British fishermen assail the prime minister for mishandling the negotiations and signing a preliminary treaty that relinquishes far too much to the Americans. The boundaries are controversial; so are the concessions regarding the Newfoundland fisheries. King George himself is in a profound state of depression for finally and publicly having to "declare them free and independent States . . ." As Shelburne defends the preliminary treaty as the best that could be negotiated under the circumstances, his foes accuse him of trying to dismember the British Empire. In the House of Lords, Viscount Stormont, long a vociferous opponent of American independence, charges that the conditional treaty signed by the British commissioners is really unconditional and irrevocable. There is even confusion among Shelburne's own supporters over what the treaty really means. One fact appears certain. Swift ratification of any treaty with America appears as doubtful as Shelburne's future. ■

Grievance Actions

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

Subsistence denial is overturned

(G-010)—As the grievant neared the end of his second two-year tour at his overseas post, he was nominated and accepted for a special three-month course to be held in Washington. He departed at a time the post was anxious to reduce personnel, in anticipation of the general evacuation which occurred two weeks later. His orders read "home leave and transfer," and were never amended to reflect that he was in fact an evacuee on his way to Washington for temporary-duty training. Post authorities admitted the error. They promised to take corrective action but did not, doubtlessly due to chaotic conditions caused by the evacuation. When the grievant left post, he joined his family at the nearby country where they were safe-havened. They terminated the family's residence there and proceeded to their home-leave address in the United States, where his family remained while the grievant attended the course.

A subsistence expense allowance was subsequently established to help evacuees recover some of their expenses incurred in connection with evacuation. The grievant applied under provision of the allowance for reimbursement of certain expenses he and his family incurred in connection with their evacuation and his assignment to the training course. He was told he was not entitled to the requested allowance because he was in the United States on

home leave orders.

The board found that the agency's denial relied on unrevised transfer orders which did not reflect the realities of the presence in the United States of the grievant and his family—and that the decision constituted an arbitrary and capricious misapplication of the standardized regulations. It directed payment of the SEA allowance to the grievant. □

Evaluated by wrong officer, he says

(G-012)—The grievant, a 16-year veteran with his agency, was reassigned to Washington after serving tours abroad in three countries. He joined his office about midway through the evaluation cycle but, according to him, he quickly developed a close professional relationship with the office director, which resulted in their totally excluding the deputy director from the supervisory process. Thus it came as a complete surprise to him that the deputy director prepared his evaluation report at the end of the cycle and that the director reviewed the rating. Although conceding that on paper the deputy director was the officer assigned to perform that function, the grievant contended that only the director had sufficient knowledge of his performance and should have prepared the report, not merely review the deputy's rating.

In his expanded appeal to the board, the grievant alleged that, throughout the shortened evaluation cycle and until halfway into the second evaluation cycle, neither the deputy director nor the director consulted him about performance standards or the shortcoming which appeared in the grieved evaluation report. He also complained that, because he grieved the evaluation report, the office atmosphere had deteriorated and that he believes he cannot obtain an unbiased and accurate evaluation report. For relief, the grievant asked that the board find that agency personnel failed to comply

with agency regulations with respect to the preparation of his evaluation report and his supervision. He requested that his evaluation report have a document attached which contains that finding. He also asked to be transferred.

The board found that the office director and deputy were negligent in the supervisory responsibilities with regard to the evaluation process. They should have consulted with the grievant on performance standards at intervals established in the regulations. The board also found that the grievant, a long-time employee, had an obligation to determine, in spite of his close working posture with the office director, who was to prepare his evaluation report. With respect to the office atmosphere, the board found that it was not so charged that the grievant should be transferred. The board gave the grievant the option of having appended to his evaluation report a document containing its findings. □

Report stays in file, board rules

(G-013)—The grievant maintained that an evaluation report that he received was procedurally and substantively defective, and requested that it be expunged from his file.

The agency, in denying the grievance, had stated that its investigation failed to substantiate the grievant's allegations; however, it did order some unsubstantiated adverse comments removed from the evaluation.

The board found that the grievant had failed to support his major contentions. A procedural deficiency was noted, but the board concluded it was not of such significance as to justify removal of the report. □

He must pay only part of storage cost

(G-031)—The grievant complained that his agency unjustly held him responsible for storage charges on his household effects, which exceeded his weight allowance. Prior to leaving

Washington for his overseas post, he had formally requested the packing company to notify him immediately if the weight of his household effects exceeded his allowance. Nineteen months later, his agency told him that the storage company had reported that his household effects were 1,000 pounds more than his allowance. On the advice of an agency official, he applied to a special administrative committee to grant an increase in his storage allowance. After the committee turned down the request, the agency informed him that the packing company had agreed to absorb all storage charges prior to the date he was notified, and that he should either ask the company to dispose of overweight effects or pay for their storage himself.

The agency said that the traveler bore the ultimate responsibility by regulations, and that the grievant either should have relocated the excess goods or otherwise settled the matter during his Washington consultation at a time about midpoint in his tour.

In its decision, the board drew attention to the fact that the uniform travel regulations now carried a stipulation that, whenever possible, employees should be advised of excess transportation charges before effects are shipped. The board was persuaded that the grievant had behaved prudently until his first home leave. But as an experienced officer, he should not, in the board's view, have required special agency guidance on his options and responsibilities at that juncture.

The board determined that the grievant's responsibility should commence at the time when he could reasonably have been expected to deal effectively with the problem of excess items in storage—that is, the end of his home leave—and should not be called upon to defray the costs accruing prior to the end of home leave. □

He's gone 3 years; so is his sick leave

(G-037)—The grievant had been employed for nearly a decade, and had

accrued a large amount of sick leave when he was separated through a reduction in force. Following a period of almost five years, he was reemployed and posted abroad where, soon after arrival, he became seriously ill. His convalescence required him to borrow the maximum allowable of sick leave and to use his annual leave. He asked that the reservoir of sick leave accrued in his earlier employment be restored. The agency refused on grounds that the interim between his separation and reemployment exceeded a three-year limit for restoration established by Government-wide regulations.

The grievant then complained to the grievance board. He argued that, because of the involuntary nature of his earlier separation, the failure of the agency to relocate him in another agency position following the reduction and for other reasons, the three-year limitation should not be applied in his case.

While commending the grievant for his thoughtful presentation, the board stated that it had no choice, in the circumstances it described, but to honor 3 FAM 493.3. The regulation specifies that an employee who experiences a break in Service of more than three years cannot have his earlier leave restored. Accordingly, the grievance was denied. □

Agency can't pay for trips, board holds

(G-039)—The grievant contended that his agency had an obligation to facilitate visits with his family "at reasonable intervals." He had been assigned to a hardship post for a two-year tour. His family, however, did not accompany him because one of his children was not medically cleared. Subsequently, the grievant was authorized a separate maintenance allowance. He was also entitled to one rest and recreation trip during his tour.

He requested that his agency authorize and pay for two trips a year for himself and his family because of his

son's condition, which he said was due, at least partially, to previous service and the hardship of family separation.

The agency sympathized, but stated it lacked congressional authority to fund such travel.

The board found that the grievant had not demonstrated that the agency had an obligation or authority to grant the relief requested. In its examination of the issues, and particularly the compassionate aspects, the board could find no basis in existing regulations for concluding that the grievant had been wrongfully denied funding for visitation trips for himself and his family. Therefore the grievance was denied. □

Board: Yes, he could have taken his leave

(G-054)—The grievant submitted that his agency had wrongfully denied his request for restoration of annual leave. He claimed that he was unable to use this leave because of an exigency of public business.

Just prior to the beginning of his scheduled leave, the grievant was sent unexpectedly overseas on temporary duty. On his early return to Washington, he continued to work through the remainder of his planned leave because of claimed, urgently required briefings.

His agency denied the grievance on the grounds that there was no evidence, as required by regulations, of the operational demand for his services of such importance as to justify the forfeiture and eventual restoration of his leave for the period in question.

The board noted that there had been time between the grievant's return from temporary duty and the end of the approved leave period for the grievant to have used scheduled leave. It found no evidence in the record to show that the work he performed in that period met the rigorous requirements of the agency's definition of "Exigency of the Public Service." The board concluded that the agency had not violated any applicable law, regulation or policy in denying the grievant's request. □

Once around track is enough, board finds

(G-066)—The grievant charged that his agency had failed to fulfill commitments allegedly made to him concerning the removal of performance material from his file. As a consequence, he asserted, he had received low selection board rankings that led to his designation for selection-out.

The agency held that a final decision rendered on the basis of a hearing by a review board precluded the grievance board from taking jurisdiction in the case.

The grievance board found that the matters which were the basis of the grievant's appeal had already been decided by the review board, and that there was no justification for accepting jurisdiction. To do so, the board concluded, would defeat the purpose of the election of remedies provision of Section 1109 of the Foreign Service Act of 1980, namely, to avoid duplication of review proceedings and costs. □

Annuity overpayment waiver is refused

(R-001)—The grievant requested a waiver of annuity overpayments made to him while he was on a temporary assignment to an overseas post. The agency denied his request, stating he had previously accepted a fair and equitable solution, developed with his agreement, which resulted in financial advantage to him of more than the amount of the overpayments.

The grievant was a retired Foreign Service officer, but was rehired for temporary assignments. The agency continued to pay the annuity payments, even though it knew they were overpayments, because of the special circumstances at post.

The board denied his appeal, stating that over a period of several months an agreement was worked out between him and the agency under which the grievant was recalled to full active duty, on a retroactive basis, at a grade and salary level considerably

above that at which he had taken the temporary duty assignment originally. When added to his other benefits accruing as a result of his newly-altered status, he was ahead by [number withheld] dollars. In addition, his annuity was increased by [withheld] dollars per month. □

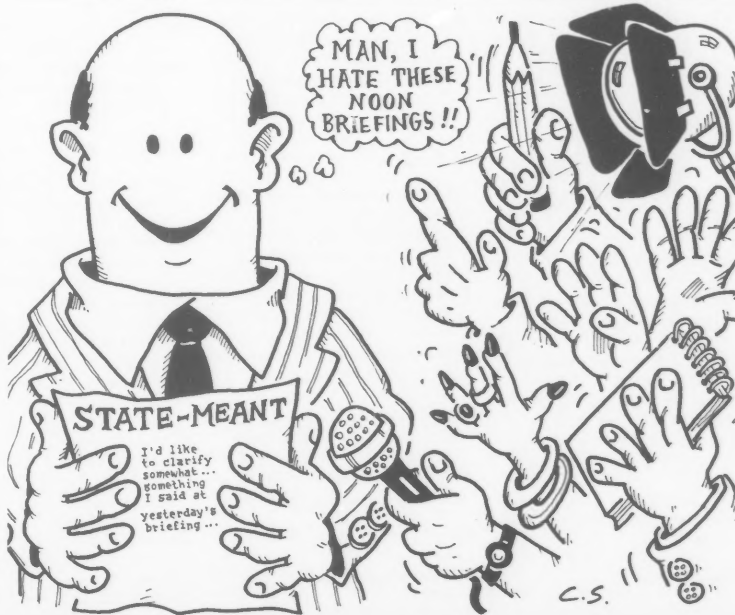
He didn't do his 'simple arithmetic'

(R-002)—The annuitant contended that agency A had erred in requesting him to refund overpayments of his annuity. As relief, he asked that he be granted a waiver of recovery of the overpayments.

The annuitant maintained that he had sacrificed his own interests in agreeing to change from a part-time to full-time status to fulfill the urgent need of agency B. He cited Section 17.5(2) of the regulations as being addressed to cover situations like his. He asserted that a note from his retirement counselor had assured him that his an-

nuity was being suspended so that he would not be overpaid.

The board, in denying the grievance, noted that the annuitant had received a notice sent to all annuitants, which stressed the importance of reviewing the status of their salary/annuity periodically to insure they were not exceeding the statutory limitation. The board also examined the regulation cited by the annuitant and found no reason why the annuitant should be treated differently from other annuitants who have made repayments under similar circumstances. As for the retirement counselor's note, the board observed that there was no way in which the counselor could foresee how long the grievant would work at the full-time position, nor could he request agency B to adjust his salary in order for him to complete the year in compliance with his salary/annuity limitation. Simple arithmetic by the annuitant would have shown that his new salary, along with salary/annuitant payments already received, would exceed his salary/annuity limitation. ■



Personnel: Civil Service

Promotions

GG-8

Lichtig, Karen, U.S. Mission to the United Nations

Padovano, Constance J., U.S. Mission to the United Nations

Walker, Michael D., U.S. Mission to the United Nations

GG-13

Liccardi, Lillian R., U.S. Mission to the United Nations

GM-13

Hodge, Cheryl R., Bureau of Personnel, Office of Performance Evaluation

Jones, Benjamin L., Passport Agency, San Francisco

Piansay, Rolando B., Office of Communications

GM-14

Biedrzycki, Edward F., Office of Communications

Howard, Norman F., Public Affairs, Office of Public Communication

Rogers, Georgia A., Citizens Emergency Center

GM-15

Clark, Robert D., Office of Security, Washington Field Office

Claussen Jr., Martin Paul, Public Affairs, Office of the Historian

Healey, James J., Intelligence and Research, Office of Intelligence Liaison, Control Division

GS-3

Giles, Daphne S., Office of the Comptroller, Budget and Planning

Irvin III, William R., Executive Secretariat

Precha, Adrienne M., Administrative and Clerical Pool

Randall, Eric Leon, Passport Services, Office of Program Support

Riley, Tammy Deloris, Passport Services, Office of Program Support

GS-4

Barnes, Alicia Jenell, Office of

the Comptroller, Financial Operations, Foreign Payroll Branch

Dantzer, Alfreda, Passport Services, Office of Program Support

Garrett, Berneta J., Office of the Under Secretary for Security Assistance, Science and Technology

Hewlett, Regina, Office of the Comptroller, Financial Operations, General Claims Division

Libera, Thomas V., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Lynch, Valerie D., Passport Services, Office of Program Support

Mavritte, Donna Marie, Passport Services, Office of Program Support

Parisek, Lisa P., Administrative and Clerical Pool

Parker, Beverly Ann, Passport Services, Office of Program Support

Scarfo, Claudette M., Office of Facilities Management and Administrative Services, Translating Branch

Smith, Rachael E., Office of Citizens Consular Services, African Services Division

Watson, Yvonne Marie, Passport Services, Office of Program Support

Williams, Gwendolyn C., Passport Services, Office of Program Support

GS-5

Anderson, Dorothy Ann, Dispatch Agency, Miami

Bailey, Jerlene, Diplomatic Pouch and Courier Operations Division

Cox, Tammy Ann, Economic and Business Affairs, Office of Investment Affairs

Cunningham, Phyllis M., Near Eastern and South Asian Affairs

Douglas, Sharon D., Medical Services, Office of Health Care Programs

Fitzgerald, Estela S., Office of Security, Washington Field Office

Herring, Lillie A.E., Visa Services

Holloman, Susan, Consular Affairs

Olds, Deborah M., Office of the

Comptroller, Financial Operations, Travel Claims Section

Robinson, Juan A., Diplomatic Pouch and Courier Operations Division

Winston, Brenda A., Office of Facilities Management and Administrative Services

Woggon, Judith A., Intelligence and Research, Office of Intelligence Resources

GS-6

Arroyo, Jose L., Office of Supply, Transportation and Procurement

Casso, Geraldine J., Visa Services

Coy, David, Diplomatic Pouch and Courier Operations Division

Gibson-Martin, Delilia, Office of Citizens Consular Services, Inter-American Services Division

Kirby, Valerie Y., Office of Chinese Affairs

Mahdavi, Rena H., Refugee Programs

McLain, Kerstin J., International Organization Affairs, Office of UN Political and Multilateral Affairs

Murchison, Margaret Ann, Office of Security, New York Field Office

Perkins, Linda B., Office of the Inspector General

Sweeney, Wanda Fortune, Bureau of Personnel, Office of Management

GS-7

Bobby, Joanne A., Economic and Business Affairs, Office of Maritime Affairs

Chism, Karen Anne, Bureau of Personnel, Office of Civil Service Career Development and Assignments

Dunlap, Sandra Lea, Office of Central American Affairs

Early, Sharon D., Economic and Business Affairs, Planning and Economic Analysis Staff

Filson, Sandra D., European Affairs, Office of the Director for OECD, European Community and Atlantic Political Economic Affairs

Gamble, Victoria B., Passport Services, Office of Program Support

Kirk, Cynthia D., Public Affairs, Office of Press

Relations

Kuhn, Lisa T., Art in Embassies Staff

Lamb, Lynne Dorothy, Bureau of Personnel, Office of Foreign Service Career Development and Assignments, Senior Officer Division

MacMillin, Katherine Ann, Bureau of Personnel, Office of Recruitment, Examination and Employment, Examination Division

Parker, Susan S., Visa Services

Sinsel, Caryn Lynn, Bureau of Personnel, Office of Foreign Service Career Development and Assignments, Consular Officer Division

Walsh, Leonora L., Passport Services, Office of Program Support

Wendell III, Lewis C., Office of Protocol

Whitaker, Evelyn E., Intelligence and Research, Executive Office, Personnel Unit

GS-8

Berry, Ruby A., Oceans and International Environmental and Scientific Affairs, Office of Non-Proliferation and Export Policy

Dunnigan, Joan H., International Organization Affairs, Office of U.S. Budgetary Presentation and Payments

Hawkins, Anna J., Congressional Relations

Jenkins, Barbara Ann, Office of the Assistant Legal Adviser for Near Eastern and South Asian Affairs

Jernigan, Tamara G., Office of Security

Jones, Debbie Ann, Congressional Relations

Reed, Roxanne L., Congressional Relations

GS-9

Albro, Denise A., Passport Agency, Boston

Bacon, Nellie J., Passport Agency, Miami

Barrett, Ann Mary, Passport Operations, Evaluations and Standards Division

Cockrill, Ilona J., Passport Agency, Washington

Cooper, Jacqueline H., Bureau of Personnel, Office of Position and Pay Manage-

ment
Finn, Nancy Kay, Passport Agency, Boston
Hamlin, Rebecca C., Passport Agency, Washington
Hanifin, Janet Lyon, Oceans and International Environmental and Scientific Affairs
Hartman, Steven G., Despatch Agency, New York City
Markey, John D., Passport Agency, Washington
Mayo, Audrey P., Bureau of Personnel, Office of Foreign Service Nationals
Mullen, Steven James, Passport Agency, San Francisco
Onufrak, Gary A., Visa Services, Office of Public and Diplomatic Liaison, Telephone Inquiries Division
Picard, Mary Jane, Bureau of Administration, Financial Management Division
Pusateri Jr., Philip J., Passport Agency, New Orleans
Shearn, Margaret M., Passport Agency, Philadelphia

GS-10

Page Jr., Clarence N., European Affairs
Ulmer, Sandra, Office of the Under Secretary for Political Affairs

GS-11

Croak, Carolyn Anne, Foreign Affairs Information Management Center
Handley Jr., Frank Gray, International Organization Affairs, Office of Technical Specialized Agencies
Krips, Charles G., Foreign Buildings Office
Reardon, Julia Lee, Oceans and International Environmental and Scientific Affairs
Rosendahl, Bradley J., Office of Communications
Steel, Deborah L., Office of Communications

GS-12

Caldwell, Edwina Z., Passport Agency, Houston
Dangelo, Rosalie M., Bureau of Personnel, Office of Civil Service Career Development and Assignments
Daniel, Ernest H., Intelligence and Research, Office of Intelligence Liaison, Control Division

Gigliotti, Donna L., Bureau of Personnel, Office of Public Affairs and STATE Magazine
London, Aundra M., Office of Citizens Consular Services, European Division
Mayr, Thomas H., Office of Citizens Consular Services, African Division
Stemplinski, Kathleen A., International Organization Affairs
Zipser, Janet R., Information Systems Office, Systems Design and Programming Division

GS-13

Alba III, Isaias, Congressional Relations
Fox, Cindy J., Consular Affairs
Podolsky, Lynette Malkin, Bureau of Personnel, Office of Foreign Service Nationals
Renwick, Lisbeth Elkins, Office of Security, Threat Analysis Group
Saridakis, Anthony A., Visa Services

GS-14

Arnaudo, Raymond V., Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs
Desantis, Hugh S., Intelligence and Research
Oliver, Rozanne D., Refugee Programs
Whitman, Torrey Stephen, International Organization Affairs, Office of UN System Coordination

WG-6

Perchell, Theodore D., Office of Communications

Appointments

Abo, Masao, Passport Agency, Los Angeles
Abramson, Ruth M., Foreign Service Institute
Akins, Peggy E., Passport Agency, Stamford
Allen, Bettye Joyce, Passport Agency, Los Angeles
Barnes, Cheryl Roselyn, Passport Agency, Washington
Beddow, Jeffrey W., Foreign Service Institute

Bell, Sonya M., International Organization Affairs, Office of International Conferences
Bermudez, Mira, Passport Agency, Miami
Black, Kathryn Ella, Passport Agency, San Francisco
Bowker, Terri Lee, Passport Agency, Los Angeles
Brooksbank, Bruce K., Passport Agency, Stamford
Calhoun, Marvin Pat, Passport Agency, Los Angeles
Capote, Ivette M., Passport Agency, Miami
Clark, Glenn W., International Organization Affairs
Cobb, Joe Michael, U.S. Mission to the Organization of American States
Cordoba, Louis G., Passport Agency, Miami
Cruz, Lourdes D., Passport Agency, Miami
Davis, Lynda L., Economic and Business Affairs
Dowdell, Lynda Katrice, Passport Agency, Miami
Duncan, Constance Rae, Passport Agency, Houston
Dunn, Albert P., Office of the Legal Adviser, Iran Claims
Dunne, James T., Bureau of Administration, Personnel Management Division
Ebetino, Jack, Oceans and International Environmental and Scientific Affairs, Office of Non-Proliferation and Export Policy
Garrison, Susan H., Office of the Comptroller, Office of Financial Systems
Gaskin, Aminata F., Foreign Service Institute
Glick, Nathan, Classification/Declassification Center
Halston, Thomas K., Passport Agency, New York
Hempel, Lisa Marie, Administrative and Clerical Pool
Hinkle, Twana Gail, Passport Agency, Miami
Hoffenberg, David Alan, Passport Agency, Stamford
Holmes, Gale C., Office of the Comptroller, Washington Financial Center
Jackson, Frederick R., Passport Services, Office of Program Support
Jackson, Michael Brian, Passport Agency, Philadelphia
James, Debra, Passport Agency, New York
Johnston, Carolyn D., Eco-

nomics and Business Affairs
Jones, Debbie Ann, Politico-Military Affairs
Jones, Kathleen, Passport Agency, Philadelphia
Jurgensen, Timothy G., Passport Agency, Seattle
Kelly, Debra Anne, Intelligence and Research, Office of Analysis for Near East and South Asia
Kitsios, Mary B., Passport Agency, Philadelphia
Kobayashi, Tadao, Classification/Declassification Center
Link, Louis J., Office of the Legal Adviser, Law Enforcement and Intelligence
Lisane, Danita Lynn, Administrative and Clerical Pool
Lorens, Nina Maria, Passport Agency, Philadelphia
Lord, Suzanne K., Bureau of Personnel, Records Management and Research Division
Mahoney, Michael T., East Asian and Pacific Affairs
Massey, Valerie Ann, Passport Agency, Washington
McDowell, Cammy Brenda, Passport Agency, Seattle
McKinnon, Delores, Passport Agency, Miami
Miller, Arlene M., Passport Agency, New York
Monterrey, Alina C., Passport Agency, Miami
Moore Jr., Thomas Joseph, Passport Agency, Stamford
Murray, Theresa Lynne, Passport Agency, Miami
O'Keefe, Thomas J., Passport Agency, Stamford
Payne, Althea Louise, Passport Agency, Los Angeles
Peoples, Yolanda A., Passport Agency, Miami
Peters, Deborah A., Bureau of Personnel, Office of Foreign Service Career Development and Assignments, Junior Officer Division
Phillips, Maureen Denise, Passport Agency, Miami
Pratt, Vickie Michelle, Administrative and Clerical Pool
Robinson, Mara Sabrina, Passport Agency, Miami
Rollins, Shearita Marie, Administrative and Clerical Pool
Schneider, Deborah L., Passport Agency, Philadelphia
Scott, Elizabeth Ann, Passport Agency, Miami
Sharkey, Maryellen C., Passport Agency, Philadelphia

Simeone, Bruce Albert, Passport Agency, Los Angeles
Storer, James Allen, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs
Stuckey, Jeanette, Passport Agency, Miami
Styles, Janice Elaine, Passport Agency, Miami
Tengan, Jamie Lel, Passport Agency, Los Angeles
Tisdol, Veverly Ann, Passport Agency, Miami
Travers, Annie E., Economic and Business Affairs, Office of Business Practices
Trueheart, Corrine Lee, Passport Services, Office of Program Support
Turman, Renita J., Administrative and Clerical Pool
Usenik, Frances A., Classification/Declassification Center
Valera, Rita Maria, Passport Agency, Miami
Van Diepen, Vann, Intelligence and Research, Strategic Forces Division
Vandevelde, Kenneth J., Office of the Legal Adviser, Iran Claims Division
Ventrelli, Karen, Office of the Legal Adviser, Iran Claims Division
Walker, Novella L., Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division
Winnitzki, Maryann, Passport Agency, New York
Young, Sonya Patrice, Passport Agency, Los Angeles

Reassignments

Airhart, Ruth A., Economic and Business Affairs, Tropical Products Division to Office of the Counselor
Augustosky, Audrey J., Information Systems Office to Economic and Business Affairs, Food Policy Division
Barnes, Karen M., Passport Agency, Boston to Passport Agency, New York
Bergamaschi, Dorothy E., Intelligence and Research, Office of the Geographer to Oceans and International Environmental and Scientific Affairs, Office of Marine Science and Technology Affairs
Braxton, Constance, Adminis-

trative and Clerical Pool to Inter-American Affairs, Office of Southern Cone Affairs.

Brown, Renee, Administrative and Clerical Pool to Bureau of Personnel, Office of Position and Pay Management
Cassover, Betty R., Near Eastern and South Asian Affairs to Refugee Programs
Conway, Suzanne M., Office of Security, Command Center to Office of Security, Threat Analysis Group
Cook, Marianne L., Intelligence and Research, Office of Analysis for Africa to Intelligence and Research, Global Issues Staff
Dhoop, Ruth L., Near Eastern and South Asian Affairs, Office of the Economic Adviser to Near Eastern and South Asian Affairs, Office of the Director for Algeria, Libya, Morocco and Tunisia
Doster, Carole E., Intelligence and Research, Office of the Geographer to International Organization Affairs, Office of International Conferences
Eatmon, Frederica P., Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health to European Affairs, Office of Security and Political Affairs
Edwards, Rebecca, Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs, Office of Ocean Law and Policy
Engel, Bernard, International Organization Affairs, Office of Communications and UNESCO Affairs to International Organization Affairs, Office of International Economic Policy
Ennis, Mary Wild, Office of the Assistant Legal Adviser for Oceans and International Environmental and Scientific Affairs to Office of the Legal Adviser, Canadian Maritime Boundary Adjudication Division
Ferguson, Deborah F., African Affairs, Office of Inter-African Affairs to Bureau of Personnel, Human Resources Management Division
Filson, Sandra D., European Affairs to European Affairs, Office of the Director for

OECD, European Community and Atlantic Political Economic Affairs

Fitzgerald, Meta R., Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division to Office of Security, Threat Analysis Group
Han, Lori Jean, Passport Agency, Los Angeles, to Passport Agency, San Francisco
Hooper, Cheryl L., Consular Affairs to Passport Services
Janowitz, Lori N., Administrative and Clerical Pool to Bureau of Personnel, Office of Recruitment, Examination and Employment
Jones, Debbie Ann, International Joint Commission to Politico-Military Affairs
Krome, Marjorie D., Foreign Affairs Information Management Center to Public Affairs, Office of Public Programs
Lester, Marguerita L., Refugee Programs to Passport Services
Marable, James B., Foreign Service Institute to Office of the Comptroller, Financial Operations
Massey, Patricia B., Office of the Comptroller, Financial Operations to Bureau of Administration, Financial Management Division
McNutt, Leta, Office of the Secretary, Policy Planning Staff to Office of Security, Command Center
McGuigan, Kathleen, Executive Secretariat to Office of Communications
Melo, Barbara M., Foreign Service Institute to West African Affairs
Middleton, Jennifer V., Office of the Under Secretary for Economic Affairs to Congressional Relations
Mitchell, Warren, Bureau of Personnel, Office of Management to Foreign Affairs Information Management Center
Newmaster, Herbert R., Visa Services, Office of Public and Diplomatic Liaison to Office of Operations, Support Planning Staff
Novak, Daria I., East Asian and Pacific Affairs to Office of Chinese Affairs
Phillips, Glenn Alan, Administrative and Clerical Pool to Office of the Legal Adviser, Iran

Claims Division
Podolak, Raissa, Office of Southern African Affairs to Intelligence and Research, Office of the Geographer
Powell, Shirley T., Congressional Relations to Office of the Secretary, Policy Planning Staff
Precha, Adrienne M., Administrative and Clerical Pool to Bureau of Personnel, Operating Systems Division
Price, Stephen O., Office of the Comptroller, Financial Operations to Foreign Affairs Information Management Center
Randall, Randolph E., Office of the Secretary to Diplomatic Pouch and Courier Operations Division
Riordan, Jerris Kathleen, Intelligence and Research, Office of the Geographer to Office of the Under Secretary for Economic Affairs
Seablom, Judith M., Economic and Business Affairs, Energy Consumer-Country Affairs to Economic and Business Affairs, Office of Monetary Affairs
Stojakovich, Kathleen, Medical Services, Office of Health Care Programs to Medical Services, Office of Mental Health, Alcohol and Drug Abuse
Tortorici, Mary Kathleen, Office of the Under Secretary for Management, Executive Office to Office of the Comptroller, Office of Budget and Planning
Watkins, Ruby Thomas, Bureau of Personnel, Office of Recruitment, Examination and Employment to Office of the Under Secretary for Economic Affairs
Winder, Clarence B., Oceans and International Environmental and Scientific Affairs, Policy Assessments Staff to Oceans and International Environmental and Scientific Affairs, Office of Non-Proliferation and Export Policy
Zern, Jeanne F., Office of West African Affairs to Foreign Service Institute

Resignations

Buckley, James L., Office of the Counselor
Coies, Kevin Lamont, Office of

- Facilities Management and Administrative Services, Audio-Visual Services Division
- Connor, Constance G.**, Office of Protocol
- Conroy, Matthew J.**, Office of the Comptroller, Budget and Planning
- Cunningham, Janie L.**, Classification/Declassification Center
- Czajkowski, Susan Shook**, Passport Agency, Boston
- Dant, Janine Roberte**, Foreign Service Institute
- Darnell, Donna L.**, Classification/Declassification Center
- Dietzman, Kathryn Ann**, Diplomatic Pouch and Courier Operations Division
- Derryck, Vivian L.**, Office of Equal Employment Opportunity and Civil Rights
- Dirndorfer, Theresa K.**, Near Eastern and South Asian Affairs
- Epstein, Judith H.**, Congressional Relations
- Evans, Barbara G.**, Foreign Service Institute
- Fukuyama, Yoshihiro**, Office of the Secretary, Policy Planning Staff
- Garufi, Celesta M.**, Passport Agency, New York
- Haendel, Dan**, Congressional Relations
- Hairston, Michelle Candia**, Office of the Comptroller, Financial Operations
- Hicks Jr., Irvin**, African Affairs
- Irby, Karen A.**, Information Security Staff
- Jackson, Kenneth E.**, Passport Services, Office of Program Support
- Jameson, Lee K.**, Passport Agency, Seattle
- Jenkins, Shirley A.**, Passport Agency, Los Angeles
- Jones, Cynthia D.**, Foreign Service Institute
- Jones, Debbie Ann**, International Joint Commission
- Kaufman, Paula R.**, U. S. Mission to the United Nations
- Maddox, Nancy Lou**, Passport Agency, Los Angeles
- Mehler, Susan P.**, Economic and Business Affairs
- Miles, Louise V.**, Bureau of Personnel, Office of Position and Pay Management
- Moss, Frank E.**, Refugee Programs
- Payne, Kevin James**, Passport Services, Office of Program Support
- Pepys, Mary Noel**, Office of the Ambassador-at-large for Cultural Affairs
- Rast Jr., Walter**, International Joint Commission
- Ringinary, Theresa J.**, Passport Agency, Philadelphia
- Roberson, Marcia**, Passport Agency, New York
- Rose, Susan A.**, Near Eastern and South Asian Affairs
- Ruffin, Anthony K.**, Public Affairs, Office of Public Communication
- Schilling, Dawn L.**, Office of Supply, Transportation and Procurement
- Smith, Geneva Marie**, Economic and Business Affairs, Office of Aviation
- Smith, Walter Z.**, Passport Agency, Stamford
- Somerville, Patti M.**, Economic and Business Affairs, Office of Monetary Affairs
- Sparks, Darnell**, Economic and Business Affairs
- Spears, John L.**, Passport Agency, Los Angeles
- Stewart, Sheila M.**, Foreign Buildings Office
- Stewart, Tucker Richmond**, Passport Operations
- Tevlowitz, Steven Mark**, Foreign Affairs Information Management Center
- Thompson, Janice**, Office of Supply, Transportation and Procurement
- Vasquez, Johanna P.**, Passport Agency, Boston
- Weber, Norman E.**, Diplomatic Pouch and Courier Operations Division
- Wulf, Norman Alan**, Oceans and International Environmental and Scientific Affairs, Office of Marine Science and Technology Affairs
- Zerhouni, Khadija**, Foreign Service Institute

Retirements

- Carey, Catharine Daley**, Office of Citizens Consular Services, Near East and South Asia Division
- Trinks, Bess N.**, U. S. Mission to the United Nations ■



FOREIGN SERVICE INSTITUTE—
Graduates of the clerical orientation class, first row, left to right: *Frances*

Hester, Dianne Maher, Yvonne Curry, Rosemary Reid, Donna Alexander, Liz Lively.
Second row: *Jimmy Benson, Bernie Mul-*

len, Eric Vore, Mary Gibson, Donna Garrett (faculty).

Personnel: Foreign Service

Appointments

Bates III, Frank, Office of Security, Technical Services Division
Castro, Angelina T., Guatemala
Clyne, Jessie P., Tegucigalpa
Dorcus, Deborah A., Niamey
Downes, Sara Sorelle, Mazatlan
Fermoselle, Pamela M., Santo Domingo
Frisbie-Fulton, Thomas R., Foreign Buildings Office
Hultslander, Sandra Maria, Guatemala
Lara, Elva R., Nassau
Luce, Kellyk, Mexico
Marks, G. Rosalind, Inter-American Affairs
Olivarez, Chu Lung-Ming, Havana
Poza, Heidi, San Jose
Rohiting, Diana Elizabeth, Asuncion
Ryan, Thomas W., Mexico
Schmitt, Leonard G., Karachi
Smith, Ben Franklin, Office of the Inspector General
Toussaint, Joseph W., Foreign Buildings Office, Cairo
Vickers, Willie Jo, Buenos Aires
West, Peter A., Sanaa
Wurdeman, Ginger L.K., Mexico

Transfers

Abnett, William B., East Asian and Pacific Affairs to Beijing
Anderson, Evelyn V., Ankara to Zagreb
Braley, Rodney M., New Delhi to Manila
Bray, Steven B., Dar-es-Salaam to Beijing
Cohen, Charles Irvin, Foreign Service Institute, Language Training to Jakarta
Cortez, Florida A., Paramaribo to Manila
Farrell, Eileen A., Bureau of Personnel, Office of Recruitment, Examination and Employment to Brussels
Fitts, Robert W., Foreign Serv-

ice Institute, Language Training to Jakarta
Gay, Jennie T., Accra to Jakarta
Haas, George F., Pretoria to Bangkok
Kolankiewicz, Anthony M., Training Complement to Manila
Lamm, Charles F., Philippines to Seoul
Lanham, James M., Belgrade to Wellington
Marsh, Marcia M., La Paz to Manila
Nelson, Marsha E., Moscow to Canberra
Runckel, Christopher W., Bangkok to Foreign Service Institute, Language Training
Smylie, Richard M., East Asian and Pacific Affairs to Commerce Department
Stockman, Christine, Cairo to Tokyo
Wardlaw, Frank P., Valletta to Shenyang
Wilson, Barbara A., East Asian and Pacific Affairs to Manila
Winge, Russell M., Citizens Emergency Center to Vancouver

Zetkull, Jack Matthew, Training Complement to Guangzhou

Resignations

Alvey, Joseph C., Vienna
Barney, Robert Stewart, Intelligence and Research, Current Intelligence Staff
Chochowski, Joseph Francis, Helsinki
Cotter Jr., William C., Diplomatic Pouch and Courier Operations Division
Gettinger, Hugo Carl, Near Eastern and South Asian Affairs
Harms, Terry, Office of Communications
Jones, William L., Manila
Kocsmaros, Dolores M., Tokyo
Martin, Charles M., East Asian and Pacific Affairs
McCall, Louis A., Mexico
Paulin, Maria Del Carmen, Havana
Post, Patti, Tel Aviv
Radosevich, Maryjo, Office of Security, San Francisco Field Office
Skelton, Leonard D., Kaduna

Whiting, Isabel H., Rabat
Wurlitzer, Frances F., Office of Central African Affairs

Retirements

Link, Louis J., Office of the Legal Adviser
Lubkeman, Walter H., Bureau of Personnel
Oudsteyn, Sylvia C., Organization for Economic Cooperation and Development, Paris
Pezzullo, Lawrence, Inter-Governmental Assignment
Prince, Thomas, Bureau of Administration
Quigg, Marlon R., Kuala Lumpur
Rudy, Robert T., Bureau of Personnel, Operating Systems Division
Sullivan, James P., African Affairs
Trattner, John H., Politico-Military Affairs
Williams, Frednell, Office of the Under Secretary for Management, Executive Office
Wright, William D., Banjul □



THE HAGUE, Netherlands—At awards ceremony. First row, left to right: *Ann E. Jensen*, *Joseph G. Hobbs*, *Edward A. Newnham*. Second row: *Richard M. Fabbri*, *Eric van Maanen*, *Jolanda Wassenaar*, *Joseph Helinski*, *Angie van Motman*, *Cornelis van der Beek*,

Adrianus van Aken, *Capt. Paul B. Grozen*, *Ambassador William J. Dyess*, *Hans Hurenkamp*, *Johannes Planje*, *Marinus Breeman*, *Gerardus A.M.*, *Willie C. Nelissen*, *Peter Koromilas*.

Transfer Tremors

by ebp

I was almost transferred to CANADA, but my friends CAL, GARY, AL, BERT And Sam talked me out of it.

I was almost transferred to MONTEVIDEO, but my gURU, GUA-Yang, advised me against it.

I was almost transferred to TURKEY, but I wanted to drive by road. ANA direct route couldn't be found.

Boards praise rating, reviewing officers

Following are the names of rating and reviewing officers who were commended by 1982 Foreign Service selection boards for the quality of evaluation reports that the officers prepared on their subordinates:

Adams, Madison M.
 Albrecht, Anthony C.
 Allen, Thomas F.
 Anderson, Charles
 Anderson, Donald M.
 Arp, Merle
 Arthur, Lawrence L.
 Asencio, Diego C.
 Babin, Anthony J.
 Baldadian, John
 Baquet, Charles R.
 Barbour, Robert E.
 Barkley, Richard C.
 Barrett, Robert
 Barron, Thomas F.
 Beachner, William F.
 Beckner, Michael
 Blacken, John D.
 Blakeley, Sidney
 Boehm, Richard W.
 Bogosian, Richard W.
 Borg, C. Arthur
 Boutan, Norman M.
 Bowers, Charles R.
 Bowman, Francine L.
 Brand, Robert A.
 Brement, Marshall
 Briggs, Everett
 Brown, Kent
 Brown, Spencer
 Brown, Timothy C.
 Brown, William A.
 Buffalo Jr., Harvey A.
 Burgess Jr., Roger E.
 Burleigh, A. Peter
 Cafolla, Virginia E.
 Cao-Garcia, Jose
 Casagrande, Ronald B.
 Cason, James C.
 Chapman, Christian A.
 Christiano, Joseph
 Clark-Bourne, Kathryn
 Clunan, James L.
 Cook, Philip R.
 Coon, Carleton S.
 Coon, Jane A.
 Countryman, Jo'in R.
 Craig, John B.
 Dane, Ernest B.
 Davison, John S.
 Day, Terrance M.
 DeJarnette, Edmund T.
 Del Guidice, Paul
 Derryck, Vivian L.
 Dertadian, Richard N.
 Dickman, Francois

Disney, Christopher M.
 Dols, Richard J.
 Dotson, Christopher
 Downes, Jack C.
 Drescher, Conrad M.
 Durkee, Michael L.
 D'Urso, William J.
 Eagleton, William R.
 Einaudi, Luigi R.
 Ellen, Don C.
 Eltz, Regina M.
 Enders, Thomas O.
 Englebrecht Jr., Henry A.
 Farley, Vincent J.
 Farrand, Robert W.
 Ferch, John A.
 Figura, Thaddeus J.
 Fischer, David J.
 Flanagan, Brian
 French, Kenneth A.
 Fry, Samuel E.
 Funseth, Robert L.
 Galanto, Fred J.
 Garrett, Marvin L.
 Gawf, John L.
 Geffer, Saul S.
 George, Lloyd
 Gerlach, Bryce M.
 Gerlach, Frederick H.
 Giamporcaro, Luis
 Glasoe, Paul J.
 Goodman, Dennis C.
 Gralnek, Maurice N.
 Grobel, Olaf
 Grove, Brandon
 Gussman, William
 Hagerty, Herbert G.
 Hanks, J. Wayne
 Harrison, Carl D.
 Hart, Samuel
 Hartman, Arthur
 Hawes, John H.
 Hayes, Patrick
 Hefflin, Martin G.
 Herrmann, George
 High, George
 Hirschfeld, Thomas J.
 Hobbs, David L.
 Holmes, Marilyn
 Hornblow, Michael
 Hoshal, Wayne
 Johnson, Charles K.
 Kalla, Richard L.
 Kelly, Elijah
 Kennedy, Donald N.
 Kenney, George R.

Kidwell, Kenneth C.
 Kilgore, Gerald J.
 Kilesnick, James
 Kontos, C. William
 Kornblum, John
 Kovner, Milton
 Kreuser, Edward
 Kriebel, P. Wesley
 Krieger Jr., George J.
 LaFleur, Jerome
 Larson, Alan
 Leary, John
 Ledogar, Stephen
 Lechevet, Jon N.
 Linderer, Donald L.
 Lineburger, Edward
 Linville, Duane T.
 Lochmiller, Robert L.
 Lopez, Gerard
 Lundy, Walter
 Mack, David L.
 Malone, James L.
 Mark, Jim D.
 Marthinsen, Charles E.
 Matthews, Wade H. B.
 Mauck, Joseph E.
 McCall, Sherrod
 McCallie, Marshall F.
 McClintock, Susan
 McDonald Jr., John W.
 McQuade, William
 McMillen, John J.
 McNamara, Brian M.
 McNamara, Thomas E.
 Meade, Frazier
 Meehan, Edward J.
 Melton, Richard H.
 Moede, Austin L.
 Moon, Richard B.
 Mueller, Richard
 Murray, Marie
 Myrick, James
 Nagy, Ernest A.
 Ness, Donald L.
 Newton, David G.
 Nicholson, Robert P.
 Nugnes, Paul R.
 Ogden, Geoffrey
 O'Herron, Thomas F.
 Olsen, Arthur V.
 O'Reilly, Thomas F.
 Parker, Alan
 Pascoe, Lynn
 Peck, Robert A.
 Pelikan, Robert G.
 Peltier, Kenneth N.
 Pendleton Jr., Miles S.
 Perkins, Edward J.
 Phelps, Kathryn A.
 Pickering, Thomas R.
 Placke, James A.
 Precht, Henry

Pringle, Robert
 Ratliff, John
 Ravndal, Frank M.
 Redecker, J. Brayton
 Render, Arlene
 Ribera, Robert C.
 Richardson, Robert P.
 Roberts, Owen
 Robinson, Stanley H.
 Roddy, Timothy E.
 Rodgers, H. Clarke
 Rondon, Fernando
 Root, William A.
 Rope, William F.
 Rosenthal, James D.
 Roy, J. Stapleton
 Salmon Jr., Charles B.
 Sargent, Walter
 Schoeb, Donald R.
 Schunter, Elaine B.
 Sebastian, Peter
 Sheehan, Geraldine
 Simpson, Daniel
 Singer, Norman
 Siprelle, Dudley
 Smith, David W.
 Smith, Morton S.
 Sorenson, Roger
 Southwick, E. Michael
 Spalding, Peter F.
 Spillane, John
 Spruce, William E.
 Sternberg, Michael D.
 Sterns, Monteagle
 Stout, Charles R.
 Streeb, Gordon L.
 Sura, George
 Sutherland, Peter A.
 Thayer, Harry E. T.
 Thompson, John B.
 Thoms Jr., Andrew G.
 Todman, Terrance A.
 Toussaint, Donald R.
 Trail III, George A.
 Trites, William
 Vallese, Domic
 Vandivier, James R.
 Vickers, Harold E.
 Viets, Richard N.
 Vought, John
 Walker, Howard K.
 Ward, Jennifer
 Watson, Alexander F.
 Watson, Douglas K.
 Whitman, Gerald J.
 Williams, Howard F.
 Willow, Ruth
 Woessner, William M.
 Wrampelmeir, Brooks
 Wright, Roderick M.
 York, Charles
 Zimmerman, Warren □

Time-in-class affects 20

Twenty Foreign Service officers

who were not promoted by the 1982 selection boards are scheduled for mandatory retirement for expiration of their

time-in-class. The effective date for their separation has been established as June 30. □

More statistics on '82 Foreign Service promotions

THE FOLLOWING ANALYSIS of the 1982 Foreign Service promotion results was prepared by State's Office of Performance Evaluation. The analysis gives the average time-in-class and length of service of employees eligible for promotion, and of those promoted by class and occupational category. This supplements the summary of promotions which appeared in the November issue of STATE. Comparable data for 1981 were published in the March issue. The office says that the data are most useful for those classes having relatively numerous population groups in competition for promotion opportunities. The data have little significance, the office adds, for competition groups with relatively small numbers or very limited promotional opportunities. Class averages are given for those groups subject to classwide competition. All data are in years.

SKILL GROUPS	TIME-IN-CLASS		LENGTH OF SERVICE	
	Eligibles	Promotees	Eligibles	Promotees
<i>FEMC to FEMC (classwide competition of all eligible officers)</i>				
Prog. dir.	6.0	7.9	26.1	27.8
Admin.	3.9	—	22.9	—
Cons.	4.1	—	27.8	—
Econ.	4.3	—	26.0	—
Pol.	4.6	—	25.6	—
Specialists	5.7	—	13.8	—
CLASS AVERAGE	5.5	7.9	25.0	27.8

Generalists

FEOC to FEMC (classwide competition)

Prog. dir.	4.9	4.0	23.4	21.1
Admin.	4.0	3.9	20.2	21.1
Cons.	3.8	5.1	23.5	26.9
Econ.	3.7	3.9	22.3	18.8
Pol.	3.8	4.8	23.2	23.9
CLASS AVERAGE	4.0	4.4	22.7	22.2

FS-1 to FEOC (competition classwide and by cone; individuals in program direction field competed in primary cone; eligibles include only those requesting threshold review)

Prog. dir.	5.9	4.9	22.6	21.5
Admin.	4.7	4.8	18.5	16.8
Cons.	4.8	4.3	21.6	20.2
Econ.	4.8	4.2	20.6	19.9
Pol.	4.8	5.4	20.6	20.0
CLASS AVERAGE	4.8	5.0	20.3	19.4

FS-2 to FS-1 (competition by cone, except FP members in administrative subfunctions who were competed separately by subfunction)

Admin.	4.3	5.9	16.6	18.2
Cons.	4.0	5.4	15.9	17.3
Econ.	5.3	6.5	14.6	15.2
Pol.	4.8	6.6	15.2	16.7
B&F	3.9	5.9	15.8	14.0
GSO	4.1	2.0	10.8	10.1
Per.	2.8	2.9	19.9	23.6

FS-3 to FS-2 (competition as in FS-2 to FS-1)

Admin.	3.2	3.8	10.2	10.7
Cons.	3.7	4.0	11.8	11.3
Econ.	3.0	3.7	7.7	8.2
Pol.	3.8	4.3	8.4	8.6
B&F	3.5	3.9	14.9	16.6
GSO	3.7	3.2	15.7	11.5
Per.	3.7	2.0	17.0	19.1

FS-4 to FS-3 (tenured junior officers competed classwide; FP generalists competed by cone or administrative subfunction)

Tenured Junior Officers

Admin.	3.1	4.1	6.3	8.1
Cons.	3.3	3.8	5.8	6.2
Econ.	2.7	3.6	4.5	5.4
Pol.	3.0	4.5	5.2	6.6
CLASS AVERAGE	3.0	3.9	5.5	6.6

Members not in Junior Officer Program

Admin.	5.4	6.7	15.3	23.1
Cons.	5.2	3.2	17.7	4.0
B&F	2.6	2.6	15.9	17.3
GSO	3.8	2.8	12.6	10.7
Per.	2.6	2.0	13.8	14.4

Specialists (competition by occupational category)

FEOC to FEMC

Com. off	3.2	—	33.7	—
Sy. off	4.7	—	17.4	—
Sy. eng.	4.4	—	20.2	—
Auditor	3.0	—	3.0	—
FBO off	2.0	—	8.2	—
Med. off	3.7	3.1	6.2	4.6
Psych.	3.7	3.1	6.2	4.6
Sci. off	9.8	—	11.9	—
Narc. off	4.6	—	4.6	—

FS-1 to FEOC (eligibles include only those requesting threshold review)

Com. off	4.3	2.0	23.9	15.2
CEO	4.7	—	16.0	—
Courier	5.1	—	31.0	—
Sy. off	5.7	8.5	14.2	8.5
Sy. eng.	4.8	5.6	16.3	15.0
FBO off	5.1	3.7	6.3	3.7
Med. off	4.3	4.3	4.3	4.3
Sci. off	5.6	—	16.7	—
Narc. off	3.9	—	4.4	—

FS-2 to FS-1

Com. off	6.3	3.3	24.7	23.2
CEO	10.6	14.7	15.7	16.7
Courier	4.8	—	26.3	—
Sy. off	4.1	3.0	10.6	9.1
Sy. eng.	3.9	—	10.5	—
Auditor	2.6	2.3	2.6	2.3
Nurse	8.3	—	19.1	—
Sci. off	2.0	2.0	11.2	11.2

FS-3 to FS-2

Com. off	6.6	4.8	20.5	19.7
CEO	5.7	7.5	15.1	16.2
Courier	7.1	9.4	18.8	19.3
Sy. off	3.2	3.2	7.4	8.2
Sy. eng.	3.4	4.1	6.4	5.7
FBO	2.0	2.0	5.6	5.6
Auditor	1.5	1.5	1.5	1.5
Nurse	6.5	2.0	12.6	13.3
Secy.	9.1	—	28.9	—

FS-4 to FS-3

Com. off	7.6	5.7	20.8	17.4
CEO	3.7	5.1	7.7	9.3
Courier	8.7	9.4	21.0	23.5
Sy. off	2.4	2.3	4.5	4.5
Sy. eng.	4.3	6.7	7.0	12.3
Nurse	2.9	2.0	6.6	5.6

—(Continued on next page)

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SKILL GROUPS	TIME-IN-CLASS		LENGTH OF SERVICE						
	Eligibles	Promotees	Eligibles	Promotees					
Secy.	6.9	—	23.8	—	Courier	6.5	6.5	14.8	14.8
					Secy.	5.2	5.6	12.9	13.2
<i>FS-5 to FS-4</i>					<i>FS-7 to FS-6</i>				
Com. off	6.5	8.5	17.0	17.5	Com. off	2.7	2.1	6.0	5.3
Courier	7.6	—	15.9	—	Courier	4.7	4.7	8.3	8.3
Secy.	5.0	6.5	17.7	18.1	Secy.	3.8	3.3	7.2	6.5
<i>FS-6 to FS-5</i>					<i>FS-8 to FS-7</i>				
Com. off	3.0	2.2	10.2	7.8	Secy.	2.0	1.9	2.4	24 □

Specialist board recommends 183 candidates for tenure

The Specialist Tenuring Board has completed its review of the files of 227 specialist career candidates in 10 occupational categories who were eligible for consideration at its initial session in October. Together, the panels recommended 183 candidates for tenure. All of the 44 candidates not recommended will be reviewed a second time, the Department said. Following is the list of candidates recommended for tenure:

Acs, Frank J.
 Alexander, Bertha L.
 Arceneaux, Robert L.
 Arenas, Manuel
 Avalos, Henry
 Awantang, Mary E.
 Ayres, James Robert
 Babcock, Kenneth B.
 Bacon, Maureen L.
 Baker Jr., William E.
 Baker, Robert J.
 Baker, Stephen P.
 Barwick, Chester P.
 Bauer, Mary K.
 Benedict, Robert
 Benson, Edward L.
 Bettis, David R.
 Bigelow, Stanton R.
 Black, David Stewart
 Bowker, Donald G.
 Brana, Manuel
 Burrell, William J.
 Busick, John G.
 Cadena, Jose A.
 Carpenter, Paul S.
 Carter, Joan G.
 Carter, Joseph J.
 Cecil, Joseph A.
 Chamberlain, Boyd M.
 Chambers, Robert G.
 Christopher, James M.
 Cipriano Jr., Joseph
 Clark, Sharon A.
 Colantonio, Andrew J.
 Comiskey, Thomas J.
 Considine, Michael G.
 Cook, Marvin C.
 Coyne Jr., Marvin J.
 Cramer, Jeannene J.

Czirjak, Andrew
 Daniels, Joseph
 Davis, Ronald A.
 De Salvo, Gerald L.
 Deering, Walter B.
 Dekeyser, James L.
 Denitto, Gary T.
 Dewindt Jr., Victor
 Diaz, Manuel A.
 Dubreuil, Richard W.
 Duray, Louis J.
 Dwyer, Thomas F.
 Esch, Royal L.
 Ferguson, Jack E.
 Flynn, Peter S.
 Frick, Robert G.
 Gamble, Melvin L.
 Gelinax, Paul Robert
 Gelman, Morris S.
 Gibson, Gary M.
 Gilstrap, Lewis G.
 Ginader, John A.
 Gleason, Steven R.
 Golden, John T.
 Goldstein, George J.
 Goodrich III, George
 Gordon, Alan W.
 Graninger, Robert L.
 Grant, Lee R.
 Grenier, Robert L.
 Hagemann, Charles E.
 Hall, Robert W.
 Harris, Mary-Margaret
 Hassler Jr., Herman J.
 Hawe, William J.
 Healy, Timothy R.
 Hepokoski, Warren
 Hickson, Durwood
 Hoilman, Carroll

Hunter, Robert G.
 Huscilowicz, Walter M.
 Hush, James A.
 Inskip, Eleanor T.
 Jenkins, Henry M.
 Johnson, Rodney C.
 Jones, Byron L.
 Jones, William L.
 Kennedy, Marilyn
 Keppler Jr., William E.
 Kettering, William N.
 Kinn, Charles N.
 Kircher, Robert J.
 Knight, Melvin C.
 Koch, Barbara L.
 Kowalchek, Kenneth C.
 Kurland, Roger B.
 Labastida, Beatrice
 Lamb, William H.
 Larios, Martin S.
 Leibengood, Paul
 Lewandowski, Donald J.
 Lyons, Christopher D.
 Mahoney, Howard L.
 Mallory, Thurron J.
 Manning III, James F.
 Marwitz, Antoinette S.
 McCauley, George
 McGill, Robert M.
 McNeil, Stephen F.
 Mears, James F.
 Meece, Roger A.
 Metzler, Jack D.
 Meyer, Charles J.
 Meyers, Carol Lee
 Morin, Erick G.
 Mortimer, Lesley J.
 Morton, Joe D.
 Nelson, Bruce L.
 Nordholm, Lane A.
 Nowakowski, Raymond M.
 O'Donnell, William P.
 Oldham, Glenn V.
 Olnhausen, Charles B.
 Ornburn, Russell F.
 Pace, Jerry R.
 Patterson, John G.
 Patton, John F.
 Payne Jr., George E.
 Penn, Leo R.
 Pixley, Burnett Q.
 Plamondon, Richard R.
 Platt, E. Alan

Proctor, Michael S.
 Radosovich, Mary Jo
 Reid, Ronald J.
 Reynolds, Don F.
 Roberts, Esther P.
 Roberts, John E.
 Rodriguez, Raul
 Rossano, Gerard N.
 Ryan, James F.
 Sarisky, David D.
 Schmidt, Richard L.
 Schroeder, Charles A.
 Schulz, Herbert W.
 Severns, Dennis L.
 Sharpe, Thomas J.
 Shepherd, Edgar H.
 Sherman, Roger P.
 Shouse, Eloise K.
 Silves, Larry A.
 Sines, Elizabeth U.
 Smith, Michael W.
 Smith, Paul L.
 St. Cyr, Charles E.
 Stanko, Richard F.
 Strahm, Raymond O.
 Strand, Marlow L.
 Swain, Levia F.
 Swartz, Linda A.
 Swenson, Christopher
 Sykes, Kenneth E.
 Taconi, Edward C.
 Takajy, Debie R.
 Takajy, James T.
 Taylor, Arthur R.
 Taylor, Donna R.
 Taylor, Wade A.
 Tingle Jr., John
 Tullius, Charles E.
 Turner, Pauline E.
 Urbaniak, Leo F.
 Vaccarino, Joseph C.
 Vorce, Charles H.
 Vukson Jr., Nicholas G.
 Wagner, David A.
 Wagner, Kurt A.
 Walker, Gerald H.
 Wanagel Jr., Michael
 Webb, Robert B.
 White, Robert H.
 Willis, Larry G.
 Wisecarver, Delores L.
 Yarbrough Jr., Lanier B. ■

Bureau Notes

Secretary's Office

Office of the Secretary

SECRETARY SHULTZ traveled to Moscow, November 13-16, to attend the funeral of LEONID BREZHNEV. Accompanying him were RAYMOND SEITZ, executive assistant to the Secretary; MICHAEL KLOSSON, special assistant to the Secretary; LORA SIMKUS, personal assistant to the Secretary; JOYCE NESMITH, administrative assistant to the Secretary; CLAYTON McMANAWAY, deputy executive secretary; GEORGE TWOHIE, executive director, Executive Secretariat; THOMAS FARRELL and ERIC KUNSMAN, staff officers, Executive Secretariat; BONITA BENDER and JACALYN STEIN, secretaries, Executive Secretariat.

The Secretary accompanied PRESIDENT REAGAN to Brasilia, Sao Paulo, Bogota, San Jose and San Pedro Sula, for meetings with leaders on matters of mutual interest. Traveling with him were Mr. Seitz; E. ANTHONY WAYNE, special assistant to the Secretary; Ms. Simkus; LYNDA DUNN, secretary, Office of the Secretary; ALVIN ADAMS, deputy executive secretary; Mr. Kunsman and Mr. Farrell; LAURIE JOHNSTON, DICK SHINNICK and JUDY FERGIN, staff officers, Executive Secretariat; Ms. Bender; SAADIA SARKIS, SHARON OHTA, MILDRED ENGRAM and BETSY NEIL, secretaries, Executive Secretariat.

The Secretary traveled to Bonn, Brussels, The Hague, Rome, Paris, Madrid and London, to attend North Atlantic Council ministerial meetings and U.S./European Community cabinet-level consultations. Traveling with him were MRS. SHULTZ; Mr. Seitz; Mr. McManaway; Mr. Wayne; Mr. Klosson; Ms. Simkus; Ms. Nesmith; ELIZABETH GASTON, secretary, Office of the Secretary; Ms. Dunn; Mr. Twohie; GRETCHEN GERWE, staff officer, Executive Secretariat; DIANE STUART, secretary, Executive Secretariat.

CAROL VAN VOORST and KAREN R. CLARK have joined the Operations Center as editors/watch officers. Ms. van Voorst was formerly assigned to Rotterdam, and Ms. Clark to Hong Kong. Commander PETER ANGELINA has joined the staff of military representatives in the Operations Center, replacing Commander RICHARD WILLIAMS. SUSAN SHANKLE has left the Operations Center to join the Bureau of Public Affairs. □

Office of Under Secretary for Political Affairs

Under Secretary LAWRENCE S. EAGLEBURGER, accompanied by his executive assistant, WILLIAM MONTGOMERY, traveled to South Korea, Japan, Pakistan, India and the Sudan, for a series of bilateral consultations. Special assistant DARRYL JOHNSON participated in the meetings in South Korea and Japan; special assistant ROBIN RAPHEL participated

in the Pakistan, India and Sudan meetings. Mr. Eagleburger presented a 35-year length-of-service award to WALTER McCLELLAND, executive secretary of the Board of the Foreign Service. □

Administration

Office of Communications

The following were in the office on consultation recently: JOHN TYBURSKI, Pretoria; JAMES FARRELL, Bucharest; J. DONALD GRIFFIN, Zagreb; MORREY GRAYMES, Izmir; KENNETH HILL, Praia; DAVID JACKS, Geneva; HAROLD JEFFERSON, Rome; JOSEPH PACIORKA, Brussels; YVONNE WHITE, Bamako; GENE GRAVELLE, Monrovia; DAVID JONES, Bangkok; JOHN LEMANDRI, Istanbul; JEWELLENE WILSON, Bonn.

Attending courses in the Training Division were: ROBERT BUFORD, U.S. mission to the United Nations; CAROL CRAFT, Genoa; JAMES FARRELL, Bucharest; ERMAN HARRIS, Dacca; JOHN LEMANDRI, Istanbul; FRANCES MASTERMAN, Havana; RAYMOND SCHOENBERG, Sofia, DONALD SNEAD, Amman; RICHARD CRAM, Communications Center Division; LINDA KENT, Banjul; MICHAEL LEVINSON, Oslo; JAMES ALLEGRO, Rome; CAROL BURRIS, Kinshasa; CHARLES CAESSENS, Jerusalem; MORREY GRAYMES, Izmir; DALE JOHNSON, Kuala Lumpur; DALE LARSON, Moscow; HAROLD MASON, Singapore; BEVERLY WILLIAMS, Accra; AL SPIRE, Communications Center Division; FREDERICK KING, Kuwait (rover); MAUDINE CONLEY, Doha; MICHAEL GALLAGHER, Freetown; DAVID HAZZARD, Moscow; GARY MANCINELLI, Freetown. □

Foreign Buildings Office

Front Office: Deputy assistant secretary WILLIAM L. SLAYTON, with area officer KEITH GWYN and contracts specialist LINDA SHENWICK, met with Ambassador RICHARD VIETS to discuss acquiring a community pool for Amman. The session also covered the request-for-bid proposal to trade the existing ambassador's residence and collocated facilities for similar properties in another sector of Amman. On December 2, Mr. Slayton videotaped an explanation of the automated preventive maintenance program; it will be distributed to the field. Mr. Slayton also met with MR. and MRS. JAN DOETZ (he's director of real property affairs for the City of Rotterdam), November 17. Mr. Slayton and European area officers met with Ambassador DAVID ANDERSON,

Belgrade, to discuss real property issues in Yugoslavia.

Operations: EDWARD L. HOWELL entered on duty November 29 as an assistant area officer in the American republics area. TONI PRESLEY joined the branch as a secretary. Area officers RICHARD DAVIS and KEITH GWYN, with other representatives from the Department, met with the ambassador from Algeria regarding the long-standing U.S. Government property claim in Algiers. Mr. Davis joined a Department team in Algiers in December to resolve the issue. Area officers Gwyn and JOHN HELM met with embassy staff concerning the minor improvement of the consular section in Kuwait. Assistant African area officer DONALD S. BRYFOGLE and Foreign Buildings Office architect CARL A. PETCHIK departed Washington, November 10, to visit Khartoum, Sudan; Dar es Salaam, Tanzania, and the proposed new Tanzanian capital, Dodoma; Pretoria, South Africa; Mbabane, Swaziland; Lilongwe, Malawi; Maseru, Lesotho; Nairobi, Kenya; and Port Louis, Mauritius. Mr. Bryfogle and Mr. Petchik surveyed U.S. Government properties and discussed problems and programs with post officials. These included electrical problems with the new office building in Khartoum; the site of the proposed new Tanzanian capital of Dodoma; and space studies for a possible new chancery building in Pretoria.

Area officer L. BENJAMIN SARGENT and representatives from the Office of Eastern European Affairs and the Office of Foreign Missions met at the Bulgarian embassy to discuss the issue of rent payments by the Bulgarians to their Washington landlord. Area officers met and briefed Toronto administrative officer EVERAND TAYLOR, November 16; Islamabad Foreign Service national budget officer ALA MIRZA and Lisbon administrative officer EMIL MORIN, November 19; Addis Ababa's chief of the budget and fiscal office, GOITOM GIDE and Warsaw budget and management officer-designate DAVID MULENEX, November 23, as well as JAMES STANITZ, the new general services officer in Muscat.

Building and Design: The branch arranged to fly a new 250-kilowatt diesel engine generator by military support aircraft to Lagos, to replace one of the two existing units. This was intended as the short-term solution to the embassy's frequent and extended power outages. The plan for the long-term solution calls for a third generator to back up the two main units. Architect J. RICHARD GRAY returned from Beijing, where he conferred with embassy officials, officials of the Beijing Design Institute, and "Construction Brigade" officials, to resolve problems with the proposed Foreign Commercial Service building, an addition to the American school, and future recreation facilities and other proposals for the new chancery com-

pound. A revised master plan was prepared for the compound so construction could begin on the drives, parking areas, planting areas and walls. Mr. Gray continued on to Hong Kong, where he reviewed plans for the 96-unit housing tower with architect P.K. NG, who was developing the plans. He also reviewed plans for housing in Guangzhou, proposed by a Hong Kong developer ... RICHARD RAPIER returned from Havana, where he conducted a communications survey ... Office of Foreign Buildings structural engineer PETER GURVIN went to Lagos, to consult with the contractor for the Lagos staff housing project, and to Libreville, to consult with the project manager on the Libreville housing project. He then went to New York, to brief the Ehrenkrantz architectural firm on construction variances for the staff housing project underway in Libreville. He was to send the design engineer to Libreville to resolve the variations between the contract drawings and the "as built" construction. Afterwards, Mr. Gurvin left for Prague to investigate structural problems at the chancery ... JAMES SCHOONOVER returned from Havana, where he coordinated the post communications center design ... REX HELLMANN went to Rotterdam and Amsterdam, where he conducted public access control surveys ... ROBERT GARDNER was negotiating bids on the consular modifications project in Athens.

Construction and Maintenance: Project manager E. C. LINEBERRY visited the office on consultation, while on home leave. He is being reassigned from New Delhi to Lagos, where he is to be project manager for the chancery renovation and the 22-unit housing construction project. ... Area branch chief BILL SMAYDA returned from a trip to East Asia. He went to Singapore with contract architect W. FAULKNER to review possible modifications to the administrative management assistance team report. From there he went to Jakarta, to inspect the housing project with project manager JIM LOVELL. Eight of the 14 housing units were accepted, and the remaining units were to be completed this month. Mr. Smayda also visited Kuala Lumpur, to inspect construction of the chancery building, under the supervision of project manager TOM FARLEY. He then traveled to Hong Kong, to inspect the 26 housing units which were in the final stages of construction, under the supervision of project manager OWEN HENDON. Mr. Smayda then went to Manila to inspect the 24 housing units that also were in the final stages of construction. This project was under the supervision of project manager BERT LORA. Afterwards, he went to Tokyo, to confer with project manager JOE DALY on construction of the swimming pool and recreational center ... Assistant area branch chief EDUARDO GAARDER returned from Islamabad, Dacca and New Delhi. In New Delhi, he reviewed with the Office of Foreign Buildings staff the procedures for

conducting the "substantial completion" inspections which were to take place on the project. In Dacca, he reviewed with the contract construction manager the construction of the warehouse and the testing procedures. In Islamabad, he coordinated with the project manager the status of the delivery of Government-furnished equipment and the construction progress schedule ... Area branch chief WILLIAM W. GALLAGHER and contract specialist DANIEL F. CROWLEY departed for Cairo, to discuss contractual and technical matters relating to the following projects: the new office building, renovation of the existing office building, apartment buildings and the ambassador's residence. From Cairo, they traveled to Athens, to inspect the renovation of the consular section. They then went to Lisbon, to review the contractor's claim on the new office building complex and its completion schedule. Then they returned to Washington.

Contracts: The branch has determined that bonds and insurance policies submitted by the contractor for the new Cairo chancery were satisfactory. The project manager was authorized to issue a "notice to proceed" to the contractor.

Fire Protection Program: DENNIS LUNDSTEDT was named to the Committee on Automatic Sprinkler Protection. This key panel is a technical committee of the National Fire Protection Association, which establishes

prototype building codes for the United States ... A small electrical fire occurred in Accra. Although it was not necessary to send a fire marshal there, Office of Foreign Buildings electrical engineer HARRY MARINOS and a consulting engineer were to visit Accra to determine what remedial action to the electrical systems at the embassy compound is necessary ... Dublin now has a completed fire-an-1-smoke detection system throughout the chancery. The same project is underway in Brussels and Vienna ... LARRY D. ALLEN conducted a fire protection class for 10 Seabees prior to their departure to overseas posts. On November 22, he presented the fire safety portion of the "Coping with Violence Abroad" seminar, for approximately 40 people. On November 12, a class was conducted for Marine security guards to make them aware of fire-related problems at foreign posts.

Interior Design: On November 17, SUSAN McQUEEN and SUSAN MEYER met with representatives from Price Waterhouse to discuss applications of automatic data management systems ... On November 18, MRS. ARTHUR H. DAVIS, wife of the ambassador to Asuncion, met with Ms. Meyer to discuss furniture and furnishings at the residence ... MAUREEN MURPHY conducted a briefing regarding furniture and furnishings for the ambassador's residence in Quito.

Executive Office: ELLSWORTH DONOVAN, from the executive office of the Bu-



"I hate it when they let kids with braces fly."

BUREAU NOTES

reau of Administration, briefed the branch chiefs on "Management Control of Fraud, Waste and Abuse of Resources."

Automated Data Management Systems: FREDERICK B. COOK, systems development officer, attended the International Society of WANG Users conference, in Boston, November 1-3. □

Language Services Division

HARRY OBST was assigned to the Washington visit of CHANCELLOR KOHL of the Federal Republic of Germany, November 14-16. GISELA MARCUSE assisted with the chancellor's meetings with the secretaries of defense and the treasury ... ALEC TOUMAYAN left for Kinshasa, November 18, to interpret for VICE PRESIDENT BUSH during his visit to that city ... MARIE TAYLOR, verbatim reporter, handled the Secretary's interview by New York Times correspondent BERNARD GWERTZMAN, November 22. Mr. Obst was on hand at the White House, November 19, when the president of the Austrian Chamber of Industry and Trade presented a Lippizaner stallion to PRESIDENT REAGAN ... JORGE PEREZ of the division's translating branch departed for Costa Rica, November 28, for the final touches to be put on an extradition treaty that was to be signed during the President's visit to San Jose ... JIM BROWN left for the People's Republic of China, November 28, to interpret for a medical delegation engaged in discussions there under Defense Department sponsorship.

SOPHIA PORSON preceded the presidential party to Brazil, November 28, to be ready to render interpreting assistance to the President during his stay in that country. DON BARNES and STEPHANIE VAN REIGERSBERG made their way to Bogota, December 2, to provide interpreting services in that city. From there, both proceeded to San Jose and shared interpreting duties there. From San Jose, Mr. Barnes continued to San Pedro Sula, where he had been preceded by NEIL SEIDENMAN, to handle interpretation for the Presidential party during the last stop on the tour.

On December 4 Mr. Toumayan left for Algiers, to join the secretary of commerce for negotiations there ... LORALYN ANDERSEN-PETRIE, CYRIL MUROMCEW, GALINA TUNIK-ROSNIAANSKY and DIMITRY ZARECHNAK returned from Geneva at the conclusion of the latest sessions of the intermediate nuclear forces negotiations and strategic arms reduction talks, in late November ... Staff reporter FERD KUYATT traveled to Chicago to report Deputy Secretary KENNETH DAM's speech before the Chicago Law Club, December 3 ... JIM FEENEY and TONY SIERRA of the translating branch attended a week of half-day sessions on word processing, November 29-December 3 ... Ms. Porson left for Mozambique, December 8, to assist in meetings there ...



MALABO, Equatorial Guinea—Administrative officer Robin Morritz receives instruction from Naval Commander W. A. Nurthen on handling of embassy's emergency and evacuation boat. (Photo by Ken Welch)

TED HERRERA assisted former Venezuelan President CARLOS ANDRES PEREZ, who visited Washington as part of a Socialist International delegation, December 8 ... Mr. Seidenman traveled to Italy, to interpret for the Secretary during the latter's visit there, December 11-14. Mr. Toumayan arrived in Paris in time to assist the Secretary, December 14-15, while Ms. van Reigersberg interpreted for MRS. SHULTZ, then continued to Madrid to assist the Secretary there, December 15-16. □

African Affairs

Assistant Secretary CHESTER A. CROCKER spoke at a dinner hosted by the U.S. Chamber of Commerce for senior-level corporate representatives, on "U.S. Business Activities in Africa," November 23 ... Deputy assistant secretary JAMES K. BISHOP spoke to businessmen at a seminar hosted by Harvard's Africa Research Program, December 15, and also spoke to students and faculty at Tufts University's Fletcher School of Law and Diplomacy, later in the day, on the state of U.S.-Africa relations ... Deputy assistant secretary PRINCETON LYMAN briefed students and faculty at the Air War College, in Pennsylvania, November 16, on "U.S.-African Security Assistance Issues" ... ROBERT OAKLEY, ambassador-designate to Somalia, delivered the keynote address, on the African economic crisis, at the national meeting of the Black Caucus of

State Legislators, December 2, in Hilton Head, S.C. ... MARY LEE GARRISON, deputy director, Office of Economic Policy, briefed students from American University, December 2, on "The Role of Africa in the New International Economic Order."

GLENN A. MUNRO, deputy director of the Office of Central African Affairs, visited Bangui, Central African Republic; N'Djamena, Chad; Yaounde and Douala, Cameroon; and Malabo, Equatorial Guinea, during an orientation and consultation trip, November 5-23 ... On November 22, ROBERT K. BOGGS, country officer for Congo and assistant country officer for Zaire, spoke at the Foreign Service Institute's African studies course, on "U.S. Policy Toward Central Africa" ... LARRY WILLIAMSON, director of inter-African affairs, traveled with the Sen. MARK HATFIELD (R.-Ore.) congressional delegation, to seven stops in northern, eastern and southern Africa, October 26-November 4 ... DEBORAH FERGUSON has departed the Office of Inter-African Affairs for her new assignment in the Office of Management, Bureau of Personnel ... DANIEL SIMPSON, director of the Office of Southern African Affairs, attended a conference at the University of California, November 10-14, on U.S.-Soviet relations. □

Arms Control and Disarmament Agency

The ongoing U.S.-USSR nuclear weapons negotiations have recessed at Geneva for a scheduled eight-week interval. The strategic arms reduction talks recessed December 2, while the intermediate-range nuclear forces negotiators closed their most recent session on November 30. The reduction talks are scheduled to reconvene February 2; the intermedi-

ate-range talks are tentatively set for a January 27 resumption. The purpose of the strategic arms reduction talks is to achieve equitable, verifiable reductions in the strategic nuclear arsenals in the United States and USSR. The U.S. delegation is headed by Ambassador EDWARD L. ROWNY. Members of his delegation include: JACK MENDELSON, MICHAEL H. MOBBS, WILLIAM J. SPAHR, DONALD C. TICE and Rear Admiral WILLIAM A. WILLIAMS III. In the intermediate-range talks, the United States—with the aim of restoring tactical nuclear stability to Europe—has proposed foregoing its European deployment of 572 intermediate-range missiles if the USSR will completely dismantle its tactical missiles now trained on western Europe. Heading the U.S. intermediate-range delegation is Ambassador PAUL H. NITZE. Delegation members include Brigadier General WILLIAM F. BURNS; NORMAN CLYNE, THOMAS GRAHAM JR. and JOHN A. WOODWORTH.

During November 12–December 10, the following Arms Control and Disarmament Agency officials addressed the topics of arms control policy and nuclear weapons reduction: ROBERT T. GREY, deputy; *speeches*: National Council of World Affairs, Department, November 12; Conrad Adenauer Stiftung meeting, Bonn, Federal Republic of Germany, November 20; Dutch Atlantic Commission conference, The Hague, Netherlands, November 21; *briefing*: officials of American colleges and universities, Department, December 7. JAMES P. TIMBIE, special assistant to the director; *briefing*: Quaker Leadership Seminar, Department, November 16. JOSEPH D. LEHMAN, public affairs adviser; *interview*: Voice of America's "Press Conference, USA," Washington, November 23; *speeches*: arms control seminar, University of Maryland, College Park, Md., December 2; Senator RICHARD LUGAR (R-Ind.) Youth Forum, Indianapolis, December 4; University of Wisconsin, Madison, December 7; D.C. chapter, Physicians for Social Responsibility, Bethesda, December 8; *briefing*: Christian College Coalition, Department, December 6. MARY E. HOINKES, deputy assistant director, multilateral affairs bureau; *briefing*: Quaker Leadership Seminar, Department, November 16. □

Consular Affairs

Assistant Secretary DIEGO C. ASCENCIO met with the Council on Foreign Relations study group on immigration and refugees from Latin America, November 15, at the International Club, Washington. On November 16 he participated in a panel on "Future Immigration Pressures," at the Immigration and Naturalization Service commissioner's annual conference, in Leesburg, Va. Mr. Ascencio participated in a Caribbean migration policy roundup panel, at the Center for Strategic and International



CONSULAR AFFAIRS—Participants in the advanced consular course at the Foreign Service Institute, seated, left to right: Joan Garner, James Crowley, Joanne Moot, Barbara Chesman, Mary Alice Noyes, Assistant Secretary Diego Ascencio, Robert Benson, Patricia Clark, Laddie Valis, John Daly. Standing: Carl Tray, Robert Chipfield, Claude Guyant, David Lyon, George Lannon, Kirk-Patrick Kotula.

Studies/Georgetown University conference, in Miami, December 8. He was interviewed by the Miami Herald on immigration policy as it pertains to the Department.

Mr. Ascencio, with senior deputy assistant secretary ROBERT E. FRITTS and deputy assistant secretaries J. DONALD BLEVINS and LOUIS P. GOELZ, and acting deputy assistant secretary CARMEN A. DIPLACIDO, opened the first of a series of seminars on management for first-line supervisors, at Harpers Ferry, W. Va., November 28–30. The supervisory studies seminar was conducted by STEPHEN R. CHITWOOD, professor of public administration at George Washington University. The seminars are a part of Consular Affairs' ongoing effort to improve what it terms the quality of working life in the bureau. Seminars are planned on such topics as performance evaluation writing, equal employment opportunity, upward mobility, goal setting, and awards. Participants at the seminar from the bureau included in addition to those named above, ELEANOR B. LEECH, WILLIAM G. MALCOMSON, DELORES GRAY, CAROL MAXWELL, TIMOTHY BARRY, ROBERT FARRIS, CAROLYN P. HOLLIDAY, ROSANNE POOLE, REBA RHYNE, SHIRLEY SARNOWSKI, ALEC PELTIER, JAY RINI, DONALD WALLACE, BRIAN THOMAS, GEORGIA ROGERS,

INGRID STEGELMANN, ROBERTA McGOUGH, CINDY J. FOX, THOMAS YOUNG, JUDITH LYMAN, HARRIET SOMMERS, SANDRA TRENDIC, HULDAH ALLEN, PAMELA CHAVEZ, ROBERT CHIPERFIELD, STEPHEN FISCHER and LEONARD GRAVETT. Participants from the Passport field agencies include STUART T. SCHULTZ and JUDITH E. STETSON (Boston); RICHARD S. BECKMAN (Chicago); DOROTHY B. BLACKMAN (Houston); J. MICHAEL BOARD (New Orleans); RUTHE B. JOHNSON, SONIA R. MILLAN and ANNA LINCOLN (New York); LILLIAN A. CLEVELAND (Philadelphia); SARAH E. DAVIS (San Francisco); SANDRA J. GASTON (Stamford); and MARY ATHENY (Washington).

On November 30–December 1, RICHARD McCOY visited the consulate general in Vancouver, to discuss immigrant visa workload problems and related personnel and work space matters. On December 2 he spoke at a luncheon to the Seattle United Nations Association and the King County Bar Association, on immigration policy. Later that day, he was the featured speaker before the Seattle Council on Foreign Relations, on immigration policy and the issue of undocumented aliens. During his stay in Seattle, he consulted with Immigration and Naturalization Service and Seattle Passport agency personnel, on antifraud activities and related subjects.

Passport chief Blevins traveled to Miami; San Juan, Puerto Rico; and Charlotte Amalie, St. John's U.S. Virgin Islands, November 14–19. In Miami, Mr. Blevins toured the Miami Passport Agency, to inspect progress on the installation of the computer-assisted travel document issuance system. Mr. Blevins represented the Department at the Air Transport Association conference in San Juan, and discussed passport computerization and the visa waiver

bill. He also visited the San Juan passport issuing office, and the issuing facility in Charlotte Amalie.

Deputy assistant secretary ROBERT B. LANE and other officers in Overseas Citizens Services met with the chief, Division of International Operations, Social Security Administration, November 16, to discuss management of the federal benefits operation abroad—a subject of increasing importance to the bureau and the Department. Officers in Overseas Citizens Services, as well as the Veterans Administration and the Treasury Department, met with CARL MONTOYA, regional federal benefits officer in London. On November 12, Mr. Lane addressed the Foreign Service Institute's advanced consular course.

On November 18, NANCY MEYER, Evaluations and Standards Division, discussed passport fraud awareness, at a Drug Enforcement Agency-sponsored seminar for Indiana state and county law enforcement officers, in Indianapolis ... EDWARD ODOM, acting chief, Division for European Affairs, Citizens Consular Services, traveled to Tunis and Rome, to participate in negotiation of consular conventions with Tunisia and Italy ... On November 15-18, ANN SWIFT, acting director, Citizens Emergency Center, represented Overseas Citizens Services at the East Asian liaison group meeting in Bangkok. She also attended the China consular conference in Hong Kong, November 19-21 ... DONNA HAMILTON, chief, Fraud and Documentation Division, traveled to Montreal for a border fraud workshop, November 23 ... JOHN MOLLER, Post Liaison Division, traveled to Havana on temporary duty, to assist the post in consular operations, November 22-December 3 ... RICHARD DUNBAR, chief, Systems Liaison and Procedures Division, traveled to Kingston, as a member of a team regarding site surveys for the immigrant visa applicant control systems and the nonimmigrant visa computer-assisted processing systems, November 11-16.

The Acceptance Facilities and Insular Coordination Division held a workshop for the insular issuing offices, December 1-3. The participants included, from Puerto Rico, assistant secretary of state LOURES I. DE PIERLUISI and passport director SANDRA LIZARDI and, from Guam, passport officer JOSE M. PEREZ. A welcome session by Ambassador Asencio was followed by a complete review of passport acceptance and issuance procedures ... Other bureau personnel attending conferences or completing courses during December included: TONY SARIDAKIS (Executive Training Seminar in Capapon, W. Va.); GUIDA EVANS-MAGHER (congressional symposium on Capitol Hill); GERALD BROWN (eighth regional conference of the National Association of Foreign Student Advisors, Easton, Md.); STEPHEN FISCHER (World Institute conference in Miami); and LULA ELLIS and RACHEL SMITH (telephone techniques course) ... On November 15, GEORGIA ROGERS,

former director of the Philadelphia Passport Agency, assumed her new responsibilities as deputy director of the Citizens Emergency Center.

The bureau has produced television, radio, newspaper and magazine public service announcements featuring veteran actor E. G. MARSHALL. These messages, distributed to over 3,000 media outlets in the major U.S. markets, urge Americans to apply for their U.S. passports during the less busy season, before March or after July. The public service announcements campaign is one of several means by which Consular Affairs said it hopes to prevent another summer passport crunch. In another version of the public service announcement, Mr. Marshall warns of severe penalties for involvement with illegal drugs overseas. □

East Asian and Pacific Affairs

Assistant Secretary JO N. HOLDRIDGE visited Korea, November 10, for discussions with Blue House and foreign ministry officials ... Deputy assistant secretary ANTHONY C. ALBRECHT addressed members of the Japan Group, at the Council on Foreign Relations, New York, September 22. From October 1-2, he participated in a conference on Thailand sponsored by the Fletcher School of Law and Diplomacy, in Boston. On October 19, Mr. Albrecht addressed members of the international transportation conference sponsored by the Port of Oakland, in Oakland, Calif. From October 28-30, he addressed the Asia-Pacific Council of American Chambers of Commerce,

in Tokyo. From November 4-5, he addressed an audience at the General Electric Corp., on southeast Asia, in White Plains, N.Y. ... Deputy assistant secretary ROBERT A. BRAND made a two-and-a-half-week trip to the South Pacific, October 21-November 8. He attended the South Pacific conference in Pago Pago; conferred in Tonga, Fiji; and accompanied SECRETARY WEINBERGER for defense talks in Australia and New Zealand.

Office of Chinese Affairs: Director WILLIAM F. ROPE and the deputy director for economic affairs, RICHARD W. MUELLER, participated in the U.S.-Japan-China experts talks, in Tokyo, at the end of November. After the conference, Mr. Rope traveled to Seoul on consultations. On November 15, RICHARD H. HOWARTH, deputy director for Chinese affairs, spoke on U.S.-China relations, at the Coast Guard Reserve Training Academy, Yorktown, Va. He also delivered a briefing on China at the U.S.-Asia Institute, November 23 ... FRANCES R. WASKA, formerly of Bureau of Near East and South Asian Affairs, joined the staff of the Office of Chinese Affairs, November 29. STEVEN YOUNG joined the office as a political-consular officer, November 16. DEAN L. WELTY of the office delivered a speech, November 15, at the George Washington University symposium on trends in North Korea.

Office of Korean Affairs: Director FRED LAMBERTSON traveled to Korea, November 4-12, to attend a conference sponsored by the Korean Development Institute and the Asia Society, on the future of U.S.-Korea relations. He also consulted with embassy officials ... Desk officer BILL BREER briefed a delega-



BANGKOK, Thailand—Attorney General William French Smith, left, and Alan Nelson, U.S. immigration commissioner,

with Ambassador John Gunther Dean, right, visit cultural orientation class during tour of refugee center near here.

tion of congressional staffers prior to their departure for Korea.

Office of Australia and New Zealand Affairs: Director JOHN C. DORRANCE visited Auckland, Wellington and Christchurch, in New Zealand; and Sydney, Melbourne, Canberra, Adelaide and Perth, in Australia, during October and November, for consultations. He met with senior Australian and New Zealand officials, parliamentarians, media persons, businessmen and faculty members of various universities. While in Canberra, he participated in Secretary Weinberger's meetings with various Australian officials. At both ends of the trip he had consultations in Honolulu with Defense officials. He also met with the faculty of the East-West Center and with the chancellor of the University of Hawaii, to discuss U.S. relations with Australia and New Zealand and the programs of these institutions in those areas.

Office of Economic Policy: HOWARD LANGE attended the semiannual meeting of the Asia-Pacific Council of the American Chambers of Commerce, in Tokyo, October 28-31. □

Economic and Business Affairs

E. ALLAN WENDT, deputy assistant secretary for international energy policy, and DOUG HARTWICK, Office of Energy Producer-Country Affairs, visited Ottawa, November 22, for informal energy consultations with Canadian energy officials. Mr. Hartwick attended the Canadian Gas Association marketing conference in Calgary, Canada, then proceeded to Vancouver for energy consultations, October 17-24. . . . The director of the Office of Energy Consumer-Country Affairs, JOHN FERRITER, was in Paris, October 25-29, for meetings of the International Energy Agency standing group on long-term cooperation, which he chairs, and the agency's governing board. FREDERICK GERLACH, deputy director of the office, was in New York, October 12-14, to consult on UN energy issues, and to meet with bankers and private companies concerned with international coal and natural gas developments. MICHAEL GALLAGHER and CHARLES RIES joined Mr. Gerlach at the UN meetings, and in several private company meetings, respectively. Mr. Gallagher represented the U.S. Government at a meeting of the International Energy Agency's ad hoc group on international energy relations, October 23, in Paris, and at a UN Conference on Trade and Development meeting of energy experts, on the transfer of technology, October 25-November 3, in Geneva. . . . JOHN MEDEIROS, also of Energy Consumer-Country Affairs, accompanied a Department of Energy mission to Italy, France and the United Kingdom, to investigate the possible establishment of a trans-Atlantic coal forum. He also attended the international

coal trade, transportation and handling conference, October 26-28, in Paris. Mr. Medeiros attended the fifth international coal utilization conference, in Houston, December 7-9, and delivered a speech on "Proposals of U.S. Coal Exports." . . . STEPHEN NOBLE of the same office attended two international energy agency meetings in Paris: of the experts group on renewable energy policy, October 20-21, and of the subgroup on conservation, October 22. After spending one further day in consultations at that agency, the Nuclear Energy Agency and the U.S. mission to the Organization for Economic Cooperation and Development, Mr. Noble traveled to Vienna, to join the U.S. delegation attending the meeting, October 27-November 2, of the third preparatory committee of the UN Conference on the Peaceful Uses of Nuclear Energy.

On November 30 MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, was the featured speaker at the annual meeting of the Kansas Wheat Commission, in Salina, Kan. He spoke on "Agriculture and Foreign Policy." While in Kansas, he also spoke with the press and was interviewed on TV by the Mid-America Ag Network. In addition, Mr. Calingaert addressed the Agricultural Policy Committee of the National Grain and Feed Association, and the Blue Ribbon Committee of the National Council of Farmer Cooperatives, both in Washington.

ROBERT PASTORINO, chief of the Industrial and Strategic Materials Division, attended the fifth council session of the International

Natural Rubber Organization, in Kuala Lumpur, Malaysia, November 5-19. ROBERT GOLDBERG of the division led the U.S. delegation to the first preparatory meeting on bauxite, under the auspices of the UN Conference on Trade and Development's integrated program for commodities, November 8-12, in Geneva. STEPHEN THOMPSON, also of Industrial and Strategic Materials, served as alternate representative on the U.S. delegation to the meeting on tropical timber, November 29-December 3, in Geneva. That meeting considered institutional arrangements and financial issues for a possible "other measures" commodity agreement on tropical timber.

WILLIAM A. ROOT, director of the Office of East-West Trade; RON KIRKPATRICK and MARIANNE KUNKEL, headed delegations during November, in Paris, for the continuing Coordinating Committee export control negotiations. WILLIAM F. BEACHNER, deputy director of the office; GRANT ALDONAS and KATHERINE MONTGOMERY represented the Department on interagency/industry panels, during public hearings in Boston, Chicago and Dallas, respectively, sponsored by the Department of Commerce, on the Export Administration Act.

ANNIE TRAVERS has entered on duty in the Office of Business Practices. □

European Affairs

Assistant Secretary-designate RICHARD BURT traveled to New York, November 18, to speak before the Council on Foreign Relations



BRUSSELS, Belgium—Ambassador Charles H. Price II, left, presents Meritorious Honor Group Award to the embassy's political section. From left: Catherine

Redles, John Heimann, Laura Woolf, Ed Fugit, Don Terry. Not in photo: Judy Heimann, Regina Eltz, Bill Owen.



on U.S.-European relations. He accompanied SECRETARY SHULTZ on his visit to Moscow, November 13-15, to attend the funeral of PRESIDENT BREZHNEV, and on his visit to seven Western European countries, December 6-19. Mr. Burt chaired the European chiefs of mission conference in London, December 17-18, in which the Secretary participated. Also attending the conference from the bureau were deputy assistant secretary JAMES DOBBINS, deputy for policy RICHARD HAASS and executive director CHARLES R. BOWERS.

Principal deputy assistant secretary ROBERT BLACKWILL visited Wheaton, Ill., November 16, to speak before students of Wheaton College on nuclear deterrence and the Reagan administration's arms control policy. Mr. Blackwill also visited Oxfordshire, England, December 1-6, for consultations with the British government, and to participate in the Ditchley Foundation's conference on "Safeguarding Western Interests outside the NATO Area." As acting assistant

PARIS, France—At awards ceremony, from left: consul general *John DeWitt, Maurice Dumont, Francoise Debled, Celio Sandate, Monique Bro, Carman Williams, Camille Dumont, Jean Claude Bro, Ambassador Evan G. Galbraith, Le Thi Nga, Betty Swope, deputy chief of mission Jack Maresca.*

secretary-designate, Mr. Blackwill participated in the visits of the Danish and Portuguese prime ministers, December 12-14 and December 14-16 respectively . . . Mr. Haass was the guest on the November 12 Larry King Show, a nationwide radio call-in program, where he discussed the administration's arms control policy. Mr. Haass accompanied VICE PRESIDENT BUSH on an official visit to Bermuda, November 23-24. On December 3 he addressed a seminar on "War and Peace: Arming, Disarming and Public Ferment," sponsored by the National Conference on Editorial Writers and the University of Maryland,

College of Journalism.

Ambassador ARTHUR BURNS, Federal Republic of Germany, accompanied Chancellor HELMUT KOHL on his visit to the United States, November 14-16, for meetings with the President, the Secretary and other U.S. officials. Ambassador DAVID ANDERSON, Yugoslavia, accompanied VICE PRESIDENT DRAGAN to Washington for his participation in the U.S.-Yugoslav Economic Council. Ambassadors JACK MATLOCK, Czechoslovakia, FRANCIS MEEHAN, Poland, MARK AUSTAD, Norway, JOHN LOEB JR., Denmark, ROBERT STRAUS-HUPE, Turkey, FAITH WHITTLESSY, Switzerland, HERBERT S. OKUN, German Democratic Republic, and FRANKLIN FORESBERG, Sweden, were in Washington for consultations during this period. Ambassador ALLEN HOLMES accompanied Portugal's Prime Minister FRANCISCO BALSEMAO to Washington.

CARL J. CLEMENT, political counsel, Vienna, was in the Department for consultations, November 29-December 10. ERWIN

VON DEN STEINEN, economic officer, Bonn, was in the Department for consultations and to participate in the civil aviation meetings, December 6-10. RUSSELL PRICKETT, economic officer, Belgrade, was in Washington for the U.S.-Yugoslav Economic Council meeting, and for consultations, December 1-3 ... CHRISTIAN A. CHAPMAN, newly-appointed U.S. special Cyprus coordinator, traveled to Nicosia and also visited London, Rome and Paris, November 5-21. He consulted at the United Nations in New York, November 29-30 and December 7-8 ... Ambassador REGINALD BARTHOLOMEW, U.S. special negotiator for defense and economic cooperation negotiations between the United

ing, November 17-19, of the Organization for Economic Cooperation and Development, in Paris ... ERIC REHFELD, special assistant, Office of European Security and Political Affairs, participated as part of the U.S. delegation in the Joint Communications Electronics Committee and the Command, Control and Information Systems and Automatic Data Processing Committee, at NATO headquarters in Brussels, the week of November 11 ... RICHARD S. THOMPSON, officer-in-charge of Greek affairs, Office of Southern European Affairs, traveled for orientation and consultation to Greece and Cyprus, December 4-22 ... DIANE B. McCLELLAN, Turkish desk officer, Office of Southern European Affairs,

and financial communities ... LARKY C. NAPPER, officer-in-charge of multilateral political relations in the Office of Soviet Union Affairs, accompanied Assistant Secretary for African Affairs CHESTER A. CROCKER to Moscow for talks with the Soviets on southern Africa, December 6-7 ... ALEXANDER VERSHBOW of the same office served as State Department adviser to the strategic arms reduction talks delegation during October and November. □

Foreign Service Institute

Seventeen officers from 15 African posts met in Lome, Togo, for the institute's Overseas Supervisory Workshop, November 28-December 3. Designed primarily for administrative and consular officers, the workshop aims at developing broad management principles and providing training in decisionmaking, problem-solving and leadership, with attention to developing specific skills such as self-assessment, teamwork, time management, understanding people and motivation, listening and communication and performance appraisal. The institute representative attending the workshop was JENNESS KLEIBOEKER, program assistant for the Executive Development Division. Participants included JOHN F. CLOVER, Niamey; GARY T. DeNITTO, Yaounde; ROBERT HOUSTON, Nouakchott; CHARLES P. HUSEMAN, Lome; JACK M. LAW, Kinshasa; JAMES D. McGEE, Lagos; CAROLYN M. MOORE, Abidjan; ROBIN MORRITZ, Malabo; PAUL P. POMETTO II, Brazzaville; JEANETTE PORPORA, Banjul; RONALD S. ROBINSON, Lagos; SANDRA R. SMITH, Lome; JOANNE M. THOMPSON, Bangui; JACK S. VIERGUTZ, Ouagadougou; STEPHEN G. WESCHE, Freetown; ERNESTINE WILSON, Monrovia; ROBERT D. WILSON, Bujumbura. □



States and Greece, and his executive assistant, DAVID T. JONES, left on December 6 for the second round of talks with the Greek government concerning a new defense and economic cooperation agreement ... THOMAS C. ADAMS, personnel officer of the Office of the Executive Director, was in London, December 14-19, for consultations on administrative matters at the European chiefs of mission conference ... JOHN C. KORNBLUM, director, Office of Central European Affairs, traveled to Germany, to participate in the Secretary's visit, December 6-7; Brussels, to attend the NATO ministerial meeting, and further consultations in Berlin December 8-17 ... WILLIAM GUSSMAN, Federal Republic of Germany desk officer, Office of Central European Affairs, traveled to Philadelphia, November 29, to give a speech to the Philadelphia World Affairs Council ... THOMAS WOLFSON, Federal Republic of Germany desk officer, was on consultations in Germany, December 2-17.

JAMES LIBERA, Office of Regional Political-Economic Affairs, attended a meet-

FOREIGN SERVICE INSTITUTE—Participants in the workshop in Lome, Togo, from left standing: James D. McGee, Lagos; Gary T. DeNitto, Yaounde; Joanne M. Thompson, Bangui; Mary Magee, instructor; Charles P. Huseman, Lome; Ernestine Wilson, Monrovia; Ronald S. Robinson, Lagos; Carolyn M. Moore, Abidjan; Robert D. Wilson, Bujumbura; Jack M. Law, Kinshasa; Jenness Kleiboeker, institute representative; Jack S. Viergutz, Ouagadougou; Sandra R. Smith, Lome; John F. Clover, Niamey. Front row, kneeling: Paul P. Pometto II, Brazzaville; Richard Magee, instructor; Stephen G. Wesché, Freetown; Robert Houston, Nouakchott. Not pictured: Jeanette Porpora, Banjul; Robin Morritz, Malabo.

accompanied Ambassador Strausz-Hupe to New York, December 6-7, for consultations with the United Nations and with the business

Human Rights and Humanitarian Affairs

December 10 marked the 34th anniversary of the United Nations' adoption of the Universal Declaration of Human Rights. The occasion was highlighted by a presidential statement made in the East Room of the White House, where dignitaries included senior officers of the bureau.

To gain a greater understanding of the state of human rights in Africa, and to explain the administration's human rights policy, Assistant Secretary ELLIOTT ABRAMS spent November 10-18 as part of VICE PRESIDENT BUSH's official delegation to Senegal, Nigeria and Zimbabwe. He also traveled to South Africa, for meetings with government officials and private individuals involved in the field of human rights. On November 6 the assistant sec-

retary addressed the Conference on Free Elections, in the Department. On December 1 he addressed the Washington Institute of Foreign Affairs. He recently granted interviews to the Denver Post, New York Times, the Argus Newspapers of South Africa, Washington Post and the London Observer. He made television appearances on "Good Morning America," and on "The Journal," the national current events program of the Canadian Broadcasting Co.

Senior deputy assistant secretary MELVYN LEVITSKY participated in a panel discussion sponsored by the New York University Journal of International Law and Politics and the New York University School of Law. He also addressed the B'Nai B'rith leadership con-

O. . . TERRY RUSCH has transferred from the Asylum Unit of the bureau, to the Bureau of Refugee Programs . . . LINDA DAVIS has joined the rights bureau as a secretary. □

Inspector General's Office

Inspector general ROBERT L. BROWN was to launch the first inspection cycle for the new year, January 17. After the preparatory phase of the cycle in Washington, two teams were to head overseas, to carry out conduct-of-relations inspections in Korea, Thailand and

with the inspection staff at the in-house conference held every January.

BENJAMIN F. SMITH entered on duty in December as the newest audit-qualified inspector in the office . . . Secretary LINDA DAVIS, who transferred to the Bureau of Human Rights and Humanitarian Affairs, was replaced on the secretarial staff by LINDA PERKINS . . . SANTA PARKER, staff assistant and supervisor of the secretarial staff, took part in a two-day seminar on employee relations for supervisors and managers, held in the Department by the U.S. Office of Personnel Management. □



INTELLIGENCE AND RESEARCH—
Upon retiring, *Robert L. Flanagin*, right, director, Office of Intelligence Coordination, receives *John Jacob Rogers Award* from bureau director *Hugh Montgomery*.

ference in Washington, and the Women's League for Conservative Judaism in Pittsburgh . . . While in Pittsburgh, Mr. Levitsky was interviewed by WPIX-TV and by a local radio station. During November he also granted interviews to the American News Service, and WGBH, a National Public Radio affiliate in Boston.

RALPH GRANER, director, Office of Multilateral Affairs, addressed a seminar of the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base,

Laos. Audits of refugee grants and joint administration operations are to require team travel in southeast Asia, Syria, Jordan, the Dominican Republic and Barbados. Washington-based teams will inspect the Foreign Service career development division, the security enhancement program, the procurement and contracting function, visa and passport fraud countermeasures, and the Bureau of Inter-American Affairs.

Earlier, inspectors participated in the between-cycle training program, after completing their third-cycle 1982 inspection and audit reports. They attended courses in minicomputer and information systems, and the management seminar sponsored by University Affiliates, Inc. The audit-qualified inspectors joined Foreign Service administrative personnel at the Foreign Service Institute for administrative training through modules. Following the training, Mr. Brown was to meet

Intelligence and Research

ALAN W. LUKENS, director, Office of Analysis for Western Europe, and EUGENE ZAJAC, analyst in that office, attended a conference on the Aegean, at Airlie House, Warrenton, Va., October 23-24. BOWMAN H. MILLER, also of that office, addressed the Air War College, in Montgomery, Ala., on "The Global Dimensions of Terrorism," November 4. MICHAEL E. PARMLY, analyst for Spain and Portugal, participated in a panel discussion on the Spanish elections, at Georgetown's Center for Strategic and International Studies, November 4.

GEORGE S. HARRIS, director of the Office of Analysis for Near East and South Asia, traveled to Egypt, Sudan, North Yemen, Syria, Kuwait, Iraq and Tunisia, to consult with government officials, October 26-November 23. He attended the Fletcher series on the Middle East program in Boston, December 3.

ROBERT BARAZ, director, Office of Analysis for the Soviet Union and Eastern Europe, lectured at the National Defense Institute, Washington, on U.S.-Soviet relations, October 15. MARTHA MAUTNER, deputy director, spoke to participants in the Fort Bragg Foreign Affairs officers course, on Soviet-East European developments, October 7. She addressed the Air War College at Maxwell Air Force Base, October 12, and the Coast Guard Petty Officers Academy, at Yorktown, Va., November 8, on U.S.-USSR relations.

SIDNEY PLOSS, analyst in that office, had an article on Soviet succession published in the USIA journal, Problems of Communism, September-October issue. JOHN PARKER, also in that office, attended the NATO experts meeting in Brussels, and visited Geneva, Vienna and Bonn for consultations, October 18-30. He spoke to faculty members at the Coast Guard Academy, in New London, on the new Soviet leadership and the outlook for domestic and foreign policies, November 22. MORTON SCHWARTZ, in the Soviet Foreign Political Division, gave a lecture on "Socio-Political Influences on Soviet Security Objectives," at the Air War College, Maxwell Air Force Base, Montgomery, Ala., October 5. □

Inter-American Affairs

RICHARD B. HOWARD, alternate director, Office of Southern Cone Affairs, traveled to Chile and Argentina for consultations, November 28–December 10 . . . Salvador desk officer PETER ROMERO made an orientation trip to El Salvador for two weeks in October. He met with a wide cross-section of political and military leaders and members of the church . . . ED WOLTMAN, officer-in-charge of Panamanian affairs, visited Panama with deputy assistant secretary THEODORE KRONMILLER's tuna negotiating team, November 29–December 3, and for consultations. A break-through agreement on a tuna fish licensing regime was reached with Costa Rica and Panama . . . PETER SARROS, coordinator for congressional and public affairs, Central America, participated in a Caribbean basin seminar, in New Orleans, November 11–13, for representatives of 150 business organizations. □

International Narcotics Matters

Assistant Secretary DOMINICK DICARLO, deputy assistant secretary CLYDE TAYLOR and Program Office acting director PAUL GLASOE represented the bureau at the recent East Asia regional narcotics conference in Kuala Lumpur. The conference brought together officers from several agencies stationed at East Asian posts with officials from Washington agencies, including State, Treasury, Customs, Justice, the Drug Enforcement Administration and National Institute for Drug Abuse. The subjects, in a variety of plenary sessions and workshops, ranged from strategic narcotics intelligence to problems of the American community . . . Following the conference, Mr. DiCarlo and Mr. Taylor discussed with officials in Singapore and Tokyo key issues relating to narcotics control and, in Tokyo, the U.S. hope that Japan will become actively involved in cooperative anti-narcotics efforts in drug producing countries. After the conference, Mr. Glasoe traveled to Thailand, where he discussed the bureau program and Thai antinarcotics efforts with American and Royal Thai government officials. He visited hill-tribe settlements in northern Thailand, where the bureau is assisting the Thai government to try to break the pattern of opium production in which many such hill tribes are engaged.

Deputy assistant secretary JON R. THOMAS gave the commencement address at the U.S. Customs Service international narcotics control mid-management seminar, at the Department of the Treasury, November 10 . . . Consultations in the bureau involved Ambassador to Burma PATRICIA BYRNE, Ambassador to the Bahamas LEV E. DOBRIANSKY, Ambassador to Turkey ROBERT STRAUSZ-HUPE, Amba-



PANAMA—Foreign Minister *Juan Jose Amado III*, right, bestows Panama's highest honor, the Order of Vasco Nunez de Balboa, on *Melville E. Blake Jr.*, charge at the American embassy, in recognition of Mr. Blake's contributions to U.S.-Panamanian relations.

sador to Colombia THOMAS BOYATT, and Guatemala deputy chief of mission PAUL TAYLOR . . . Commodity management officer MEL R. HOLGUIN went on temporary duty to Fort Lauderdale, Fla., to take inventory on bureau-funded equipment at the Colombia air force facility, and to arrange for its shipment to Colombia via commercial air transport. □

International Organization Affairs

Assistant Secretary GREGORY J. NEWELL spoke at the opening ceremony of the International Children's Festival in Washington sponsored by the U.S. Committee for UNICEF. MRS. GEORGE P. SHULTZ, chairwoman of the festival, also participated, as did JAMES SHEFFIELD, president of the U.S. Committee for UNICEF; Norwegian Ambassador KNUT HEDEMANN; and WMAL radio personalities. Mr. Newell also participated, December 9–11, in the Harvard Subcabinet Seminar in Public Management, at the White House. On November 15 he addressed the United Nations Association in New York, on policy priorities for U.S. conduct of multilateral affairs. On November 5–7 he participated in a high-level gathering of French and American personalities in San Francisco, sponsored by the French-American

Foundation, on the theme "French-American Young Leaders."

NEIL A. BOYER, director for health and narcotics programs, served on the U.S. delegation to the World Health Organization's program committee, meeting in Geneva, October 25–29. GRAY HANDLEY of the directorate was on the U.S. delegation to the UN General Assembly, in New York, November 20–December 10, to handle the issues relating to narcotics control . . . DANIEL WEYGANDT, Office of Technical Specialized Agencies, participated in the UN Environment Program intersectoral consultations, in Nairobi, November 26–December 3 . . . C. EDWARD DILLERY, director, Office of UN Political and Multilateral Affairs, visited Berlin, to participate in the Aspen Institute seminar on Turkey, November 27–December 2 . . . The following from the latter office participated at the General Assembly in New York, during October, November and December: JOHN L. MARTIN and JON GUNDERSEN, on the U.S. delegation to the General Assembly for First Committee meetings, during October and November; ROBERT FILBY, as an adviser on the Sixth Committee, October 18–November 5; and ELIZABETH BARNETT, at meetings of the Fourth Committee (decolonization), October 25–29 . . . MARY CARDOSO of the secretarial staff of the office, traveled to Madrid, Spain, to assist at the Conference on Security and Cooperation in Europe, November 29–December 17.

JAMES J. GORMLEY, chief of the Agricultural Development Division, Office of International Development, served as delegate to the 82nd session of the Food and Agriculture Organization Council, in Rome, November 22–December 3 . . . CRAIG LINGEL, of that office attended the governing council of the International Fund for Agricultural Development,



VIENNA, Austria—At U.S. mission to International Atomic Energy Agency, Ambassador *Roger Kirk* presents meritorious service increase to *Suzanne Davis*.

as an adviser, December 13–15, in Rome.

JOHN KIMBALL, Office of International Conferences, has been assigned to work for the counselor of the Department ... GLENN CLARK is serving as special assistant to Assistant Secretary GREGORY NEWELL ... YVONNE SCHNEIDER has transferred to the Office of Communications and UNESCO Affairs, from AID ... CAROL DOSTER has transferred from the Bureau of Intelligence and Research to the Office of International Conferences, replacing KAREN HEITKOTTER, who has accepted a position in the Bureau of Administration ... HILARY CUNNINGHAM has been assigned to the Office of UN System Budgets, from the Bureau of African Affairs ... JACQUELINE BELTON has been assigned to the Office of Administrative Services.

Ambassador JOHN W. McDONALD JR. was in New York for the UN General Assembly session, November 9–16. On November 19 he spoke in Washington to nongovernmental organizations on the UN Water Decade. He was the principal speaker at the 35th annual meeting of the Gerontological Society of America, in Boston, November 19, and a panelist at that same conference, November 23, discussing the World Assembly on Aging. He spoke at the Foreign Service Institute, on the art of negotiations, November 30, and to the Central Intelligence Agency, on "UN Perspectives Today," December 9. □

Legal Adviser's Office

MICHAEL DANAHER, Office of the Assistant Legal Adviser for Oceans and International Environmental and Scientific Affairs,



was in San Juan, Puerto Rico, November 17–19, to discuss with Puerto Rican officials a proposed negotiation with the Dominican Republic on maritime boundary and fisheries matters ... JOY YANAGIDA was in Panama, November 30–December 2, participating in negotiations on a tuna agreement between the United States and Panama ... STEVE ASHER was in London, November 21–23, for consul-

tations relating to the law of the sea and deep-seabed mining arrangements; he was in Jamaica, December 6–10, on the U.S. delegation to the final session of the third UN conference on the law of the sea ... SCOTT HAJOST was in Geneva, December 8–17, for meetings with UN Environmental Program officials, on the ozone layer.

The following attorneys have joined the staff of the legal adviser: DENNIS FOREMAN, educational, cultural and public affairs; MARION JOHNSTON, human rights and refugee affairs; RONALD KLEINMAN, economic and business affairs; DANIEL PRICE, inter-American affairs; KENNETH PROPP and JOHN REYNOLDS, Iranian claims; ELIZABETH TEEL, economic and business affairs; and KENNETH VANDELDE, Iranian claims. □

Near Eastern and South Asian Affairs

Senior deputy assistant secretary DAVID SCHNEIDER briefed the U.S. Advisory Committee on Public Diplomacy, November 23 ... On November 4 deputy assistant secretary JAMES PLACKE briefed the World Trade Council, in Fort Lauderdale, Fla.; on November 15 he addressed the International Energy Forum, in Washington ... Executive director SHELDON J. KRYS recently visited the embassy in Beirut, for consultations. Mr. Krys then

KATHMANDU, Nepal—Cash awards are presented by chargé *James Cheek* to U.S. mission employees, from left: *Mangal M. Manandhar, Ramesh P. Shrestha, Om Raj Joshi, Surya L. Shrestha, Madan K. Manandhar, chargé Cheek, Min B. Rayamajhi, Basudev P. Gorkhaly, Indra M. Joshi, Dhana B. Maharjan.*



attended a dedication ceremony at the American hospital in Weisbaden, in honor of the former Tehran hostages who had spent time there en route back to the United States after their release.

On November 8 WINGATE LLOYD, director, Office of Egyptian Affairs, and special negotiator RICHARD FAIRBANKS addressed the Egypt-U.S. Business Council, in San Francisco ... DAVID MACK, director, Office of Lebanon, Jordan, Syrian Arab Republic and Iraq Affairs, traveled to Oregon, where he addressed the Portland World Affairs Council and students and faculty at Lewis and Clark University, November 18 ... On November 16, the special assistant to the assistant secretary, WILLIAM KIRBY, met with the Jewish Community Relations Council of Greater Washington ... ROBERT U. GREEN, chief budget officer, Office of the Executive Director, visited Beirut, Baghdad, Cairo and Amman recently, to consult with post administrative and budget officers on fiscal matters ... Members of the national council of Young Israel were briefed in the Department by TOM MILLER, Office of Israel and Arab-Israel Affairs, November 10. On November 21, Mr. Miller met with B'nai B'rith members in Charlottesville, Va.; He met with the participants in the Washington Missions

BEIRUT, Lebanon—Ambassador Robert S. Dillon, center, presents safe-driving awards to, back row, from left: Salim S. Abu-Faraj, Mahmoud A. Hattab, Jaoudat A. Marrouche, Jamil A. Mu'akkasa, Moustafa H. Kreidieh, Hussein I. Fakih, Cesar R. Bathiard, Hassan D. Ayache, Ali H. Saad, Fayad A. Zeiour. Front row: Sarkis A. Khatcherian, Haroun F. Al-Hakim, Jamil H. Boghos, Joseph A. Fayad.

Program, from Syracuse, N.Y., November 22 ... STEVE PATTISON, Office of Regional Affairs, met with participants in the American University Washington Justice Semester Program, November 11 ... On November 12, LAURALEE PETERS, Office of Israel and Arab-Israel Affairs, met with students from Montgomery College, to discuss the Middle East and the President's peace initiative. On November 30, Ms. Peters briefed members of the Washington Missions Program, from Greensboro, N.C.

JOHN HAMILTON, political-economic officer, Office of Morocco, Algeria, Tunisia and Libya Affairs, lectured on the western Sahara, at the U.S. Naval Academy, Annapolis, Md., October 25 ... In the Office of Israel and Arab-

Israel Affairs, MILES S. PENDLETON has assumed duties as director, and EDWARD A. ABINGTON JR. as deputy director ... Mr. Kirby was recently assigned to the Office of the Assistant Secretary as special assistant for Middle Eastern matters ... The following were recently welcomed to the bureau: JOELLE LIRA, Office of Israel and Arab-Israel Affairs; JAMIE HARDING, Office of Egyptian Affairs; PHYLLIS CUNNINGHAM, Office of the Executive Director; and BARBARA MARTIN, Office of Economic Affairs ... Ambassadors recently consulting in the bureau included RONALD I. SPIERS, Pakistan; SAMUEL W. LEWIS, Israel; and RICHARD N. VIETS, Jordan. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JAMES L. MALONE spoke in San Diego before the Natural Resources Committee of the National Association of Manufacturers. He outlined the national oceans policy which the bureau is in the

process of developing. While in San Diego, he was interviewed by local newsmen and discussed with them aspects of U.S. fish ng policy ... Mr. Malone visited several European capitals, the week of November 20. He met with high-level officials in each country, to discuss the developing U.S. oceans policy and related matters. Among the countries he visited were the United Kingdom, the Federal Republic of Germany and Belgium. While in London, he appeared on a British broadcasting program, to discuss the U.S. position on the law of the sea.

Principal deputy assistant secretary HARRY MARSHALL addressed the International Energy Forum in Washington, on "Japan and the United States—An Opportunity Now for Improving Nuclear Energy Cooperation." ... He testified, December 2, before two House foreign affairs subcommittees, on U.S. nuclear energy policy regarding South Africa. The hearings were chaired by New York Democrats Howard E. Wolpe and Jonathan B. Bingham ... PRINCETON LYMAN, deputy assistant secretary in the African affairs bureau, presented an overview of U.S. policy with respect to South Africa. Witnesses appeared on behalf of the Department of Energy, the Arms Control and Disarmament Agency and the Nuclear Regulatory Commission.

The deputy assistant secretary for nuclear energy and energy technology affairs, JAMES B. DEVINE, was the U.S. speaker at the British nonproliferation symposium, in London, November 4-6. He also made a presentation at the international meeting on reduced enrichment uranium for research and test reactors, at Argonne National Laboratory, Ill., November 9 ... ELEANOR STEINBERG, deputy director, Office of Nuclear Export Control, spoke on "The Functioning of the International Uranium Market," at the School of Business Diplomacy, Georgetown University, October 13. Ms. Steinberg attended the fifth annual "Uranium Colloquium," sponsored by the Nuclear Assurances Corp., at Grand Junction, Colo., October 6-7. At several panel discussions she articulated State's views on the legislation proposed by Senator Pete Domenici (R-N.M.) to impose restrictions on uranium imports ... ROBIN DeLaBARRE, accompanied by Ms. Steinberg, toured weapons development sites, and were briefed on weapons testing and development equipment at Lawrence Livermore Laboratory, October 1 and 4 ... JOHN ILLIGE, Special Projects Division of Livermore, who arranged the briefings and facility tour, attended the interagency subgroup on nuclear export control, chaired by CHARLTON STOIBER, director, Office of Nuclear Export Control, September 24. The purpose of these visits was said to be to establish a closer working relationship between laboratory personnel responsible for the technical analysis for various nuclear export cases and State officials responsible for nuclear export control ... MARTIN PROCHNIK, director,

Office of Energy Technology Cooperation, represented the Department at the ceremony marking the completion of a major fusion energy test facility at the Oak Ridge national laboratory. The ceremony also served to mark the arrival of a Japanese high-field superconducting magnet to be used in the facility. Representatives of the Economic Community, Switzerland and the Japanese Atomic Energy Research Institute also participated.

THEODORE G. KRONMILLER, deputy assistant secretary for oceans and fisheries affairs and head of the U.S. delegation, and BRIAN HALLMAN, Office of Fisheries Affairs, represented the Department at tuna negotiations with Costa Rica and Panama, in Panama City, November 29-December 1. Negotiations on a regional licensing agreement for tuna fishing in the eastern Pacific Ocean were completed. The agreement will take effect after ratification by five coastal states ... CHRISTINE DAWSON, Office of Fisheries Affairs, represented the Department at negotiations between the United States and Canada over salmon interception. Discussions were held in Seattle, November 22-December 3 ... STEPHEN SAVAGE, Office of Fisheries Affairs, and BARRY KEFAUVER, bureau executive director, attended the third special meeting of the International Commission for the Conservation of Atlantic Tunas, in Funchal, Madeira, Portugal, November 10-16.

The director of the Office of Food and Natural Resources, BILL L. LONG, participated in the fourth Woodlands Conference, November 7-10, at The Woodlands, Tex., on "Sustainable Development and the Private Sector." Some 400 participants from Government, industry and academia addressed aspects of this subject, which included global trends in employment, housing, resource management and agriculture; the future role of technology; and changing economic and social relationships between the United States and Mexico.

The director of the Office of Cooperative Science and Technology, SAMUEL THOMSEN, traveled to Brussels for a November 11-12 meeting of the working group on science and technology established by the Versailles summit conference, which discussed increased cooperation in various technical areas.

On October 21, RICHARD E. BENEDICK, coordinator of population affairs, met in New York with the United Nations Fund for Population Activities executive director, RAFAEL SALAS, and representatives of leading U.S. population organizations, to plan for the 1984 international population conference in Mexico City. While in New York, Mr. Benedick also had meetings with Archbishop GIOVANNI CHELI, permanent observer of the Holy See to the United Nations, and representatives of the International Planned Parenthood Federation-Western Hemisphere region. Mr. Benedick spoke, November 2, at the

University of Michigan, Ann Arbor, on "World Population and U.S. Foreign Policy," before a seminar of faculty and graduate students. On November 3 he held consultations on issues of biomedical research, at the Upjohn Co., Kalamazoo, Mich., with the company president, W. N. HUBBARD JR., and the directors of the research and international programs. □

Politico-Military Affairs

Director JONATHAN T. HOWE accompanied Deputy Secretary KENNETH W. DAM to Capitol Hill, December 1, for testimony before the Senate Foreign Relations Committee on Lebanon. On December 6, he traveled to Bonn with SECRETARY SHULTZ for consultations in Germany, prior to the North Atlantic Council meeting, which was held in Brussels, December 9-10.

ROBERT W. DEAN, deputy director for strategic and theater military affairs, conducted a briefing on arms control issues for foreign journalists from NATO countries, November 17. On November 29, Mr. Dean was the administration spokesman for the press conference which presented the second report of the Secretary of State on the Soviet use of chemical warfare in southeast Asia and Afghanistan. Also participating in the press conference was a panel of U.S. experts on chemical and biological warfare, which included Army Colonel JAMES E. LEONARD of the bureau's Office of Theater Military Policy. Mr. Dean also conducted a press conference on the same subject at the Foreign Press Center, November 30. He traveled to Detroit, December 3, to appear on the Public Broadcasting System's television show "Late Night." He represented the administration on this nationally-syndicated television broadcast, which presented the latest evidence of Soviet use of chemical weapons in southeast Asia and Afghanistan. On December 6, Mr. Dean represented the administration in a debate with PAUL WARNKE and DAVID McGIFFERT on intermediate range nuclear forces in Europe. The debate, on Capitol Hill, was hosted by the Committee for National Security.

Deputy director STEFAN HALPER led the U.S. delegation which traveled to London, Bonn, Rome and Paris to negotiate certain military technology agreements. Accompanying him on the December 8-19 trip was LOUIS B. WARREN ... Special assistant JON SMRTIC participated as a panelist with ROBERT SIMMONS, staff director of the Senate Select Committee on Intelligence, and JOHN B. KEELEY, national security correspondent for the Cable News Network, November 19, at the Foreign Service Institute seminar on "The Impact of Intelligence on the Policymaking Process." The seminar was part of the program on intelligence and foreign policy sponsored by

the School of Professional Studies. On November 30, Major Smrtic presented a speech on alliance politico-military issues to a group of military officers from the United Kingdom, West Germany, Canada, France and Australia, who are attending the U.S. Armed Forces Staff College in Norfolk, Va.

Ambassador JAMES E. GOODBY, vice chairman of the U.S. delegation to the strategic arms reduction talks, returned from Geneva, Switzerland, December 4. The second session of the talks convened October 5 and adjourned December 2. Accompanying Mr. Goodby were EDWARD M. IFFT, State Department adviser, and DONNA J. PETRICH, secretary to the ambassador. On October 4, Mr. Goodby accompanied the chairman of the delegation, Ambassador EDWARD ROWNY, to the North Atlantic Council in Brussels for a pre-round consultation. On December 3, Mr. Goodby consulted with experts from NATO capitals at a special meeting in Brussels. During November, he met with a number of congressional delegations who were visiting the talks in Geneva.

ARNOLD KANTER, director of the Office of Policy Analysis, traveled to the U.S. Air Force Academy, November 18, to speak to faculty and students about "The National Security Council System in the Reagan Administration" ... JOSHUA EPSTEIN, a Council on Foreign Relations international affairs fellow, will be spending the year in the Office of Policy Analysis; he received his Ph.D. from the Massachusetts Institute of Technology in 1981, and has been a consultant to the Rand Corp. and a post-doctoral fellow at Harvard ... JOSEPH P. SMALDONE, chief of the Arms Licensing Division, participated in a panel discussion on African military affairs, at the annual African Studies Association meeting in Washington, November 4. On November 10 he addressed General Electric Co. corporate managers on arms export control policy. On November 23 he lectured at the Defense Intelligence School on Soviet arms transfers to the Third World ... ALLAN E. SUCHINSKY, deputy chief of the Arms Licensing Division, served on a technology transfer panel at the Federal Laboratory consortium meeting, November 16, in Colorado Springs, Colo. On December 1 he spoke on export controls to industry representatives attending a course at the Defense Institute of Security Assistance Management, Wright-Patterson Air Force Base, O ... On November 29 RICHARD J. SLOTT assumed his position as deputy director of the Office of Munitions Control ... On November 1 CHRISTOPHER LEHMAN, director, Office of Strategic Nuclear Policy, was interviewed by Radio Station WRC on the nuclear freeze ... GREGORY M. SUCHAN debated the nuclear freeze issue at Brown University and Dartmouth College, October 28-29, and chaired a panel on nuclear arms control issues at the student conference on U.S. affairs, at the U.S. Military Academy, November 19-21 ... On November 8, RICHARD ROSS spoke on nuclear deterrence and the ad-

ministration's arms control policy, at Simon's Rock College, Great Barrington, Mass ... JUDY MANDEL spoke on nuclear arms control policy, November 12, at a forum sponsored by the Caribou Community Forum and Christian Fellowship, in Presque Isle, Me.

HERBERT HOFFMAN represented the bureau as a participant in the counterterrorist exercise, "Roughen Turf" at Hurlbert Air Force Base, Fla., November 6-10 ... ANGEL RABASSA, Office of Regional Security Affairs, represented the Department in a military survey team in Honduras, November 1-15 ... JANET LYNCH and BEVERLY ROUNDTREE joined the Office of Regional Security Affairs in November.

OLAF GROBEL, director of the Office of Theater Military Policy, led a five-member interagency team to New York, November 23, to brief a number of UN ambassadors on the status of chemical weapons use in Asia ... Colonel JAMES LEONARD led a team to New York, November 15, to brief the UN experts group investigating chemical weapons use ... PETER B. SWIERS, deputy director, traveled to Brussels for a NATO nuclear planning group meeting, November 30, and subsequently to Bonn and Copenhagen, for consultations on intermediate nuclear force issues ... GREGORY W. SANDFORD traveled to Brussels, November 5-11, for meetings of the NATO special consultation and high-level groups on intermediate nuclear forces ... JOHN W. LIMBERT, faculty member, participated on a panel discussion on the Rapid Deployment Joint Task Force, October 21, at the U.S. Army War College, Carlisle, Pa. Also on November 5, he presented a paper entitled "The Politics of Cables and Fables," as

part of a panel on the Iranian revolution, for the Middle East Studies Association in Philadelphia. □

Public Affairs

JOHN HUGHES, assistant secretary and department spokesman, accompanied SECRETARY SHULTZ, December 6-18, to Bonn, Brussels, The Hague, Rome, Paris, Madrid and London.

Office of Intergovernmental Liaison: On November 27 JAYNE PLANK, director, attended a National League of Cities conference in Los Angeles, the topic of which was the nuclear freeze resolution. She also gave a speech to Spanish-speaking elected officials and met with representatives of the Los Angeles City Council.

Office of Opinion Analysis and Plans: BERNARD ROSHCO, director, went on a speaking tour of five NATO countries, November 10-December 12; his topic was European public opinion. Secretaries MARY ROKEY and SUZANNE HICKS traveled to Nairobi, Kenya, as members of the U.S. delegation to the International Telecommunications Union plenipotentiary conference, September 28-November 5.

Office of Press Relations: On October 22, EILEEN McCORMICK was presented a cash award for her job performance, and DARLENE KIRK received a high-quality step increase. The awards were presented by JOHN H. KELLY, senior deputy assistant secretary for public affairs. ■



"He's a bit unorthodox, but he's the best inspector in the Service."

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Obituaries

John M. O'Grady, 60, a retired Foreign Service officer and specialist on labor affairs in Latin America, died after a heart attack on November 29 at a hospital in Panama City. He was employed there as a representative of the Institute for Free Labor Development.

Mr. O'Grady worked for the Labor Department from 1952 until he joined the Foreign Service in 1960. He served as labor attache in Tegucigalpa, Bogota and Mexico City. From 1972-79, he was assigned to the Bureau of Inter-American Affairs as a labor/political officer. Before retiring in 1979, he served on a brief detail to the Labor Department.

Born in Michigan, Mr. O'Grady was graduated from Sacred Heart Seminary in Detroit. He earned master's degrees at Catholic University and at Mexico City College in Mexico. Survivors include his wife, three sons, a brother and a sister. □

Joseph Rand, 71, a Foreign Service officer who retired in 1971, died on September 29.

Mr. Rand began his Government service with the War Department in 1943. He was employed by the Department of Justice from 1944 until 1947, when he was appointed to a Department of Defense position under the Joint Chiefs of Staff in Japan. Returning to Washington in 1950, he became a division director at the White House for the National Security Resources Board, Office of Defense Mobilization. In 1955, he was appointed secretary of the Council on Foreign Economic Policy at the White House.

Joining the Foreign Service in 1961, Mr. Rand served as commercial officer and first secretary in Manila and Vienna. His last assignment was a detail to the Export-Import Bank. In 1969, he was the recipient of a Meritorious Honor Award.

Mr. Rand was born in New York. He earned a law degree at John Marshall College and was a member of the New Jersey bar. Survivors include his wife, two daughters and two grandchildren. □

Irwin M. Tobin, 69, a Foreign Service labor officer who retired in 1973, died on October 31.

Mr. Tobin was a field representative with the Office of War Information and an intelligence officer with the Office of Strategic Services before joining the Department in 1945. He served as labor attache in Vienna and Bonn, and was consul general and deputy chief of mission in Beirut, 1965-69. His Department assignments included chief of the British Commonwealth section, Division of International Labor, Social and Health Affairs; deputy to the Secretary's special consultant on migration affairs; deputy director, Office of European Regional Affairs; and director, Office of Research and Analysis for the Soviet Union and Eastern Europe. Mr. Tobin also served on details to the National War College and the White House.

Born in Massachusetts, he was graduated from Tufts and earned master's degrees at Clark and the Fletcher School of Law and Diplomacy. He received a Ph.D. from Brown in 1941. From 1935-44, Mr. Tobin was director of the World Affairs Council of Rhode Island. Survivors include his wife. □

Russell A. Potter, 67, a Foreign Service employee who retired in 1966, died of a heart ailment in his hometown, Cleghorn, Io., on October 21.



Mr. Potter

From 1961-66, he was assigned to the Bureau of Personnel.

Mr. Potter worked for the War Department, 1937-42, and for the Departments of the Army and Navy in Panama, 1942-47. Survivors include his sister, a niece and two nephews. □

Preben R. Nielsen, 61, a retired Foreign Service employee whose last assignment was to Paris as a support communications officer, 1977-79, died on October 31.

Mr. Nielsen was born in Denmark. He served in the Navy during the war, then joined the Foreign Service in 1946. Assignments early in his career were to Copenhagen and Reykjavik, as a guard, and to London and Bonn, as a clerk/messenger. He was assigned to Karachi, as a mail and records supervisor, in 1956; to Vienna, as a mail and communications supervisor, in 1959; and to Cairo, as a communications clerk, in 1965. After serving in the Operations Center for three years, he was transferred to Bangkok in 1969, as a communications and records assistant. From 1972-77, he was a records officer in Frankfurt.

Mr. Nielsen was the recipient of a Meritorious Honor Award in 1977. Survivors include his wife and two children. □

William E. Woodyear, 76, a former personnel management specialist who retired in 1969, died of cardiac arrest on September 21 at Crofton Convalescent Center in Maryland.

Born in Baltimore, Mr. Woodyear worked for the state of Maryland before joining the Department in 1945. His assignments included chief of the Recruitment and Placement Branch in the Division of Foreign Service Personnel, chief of the Performance Measurement Branch, and chief of the Pay, Leave, Retirement and Planning Branch. He received a Meritorious Service Award in 1960.

Survivors include two sons, a brother and six grandchildren. □

Walter M. Walsh, 89, a consular officer who retired in 1962 after an assignment to London, died on November 5.

Beginning his career in 1924, he served as a clerk in Danzig, and as consular officer in Hamburg, Windsor, Prince Rupert, Vancouver and

Marseille. From 1950-59, he was assigned to the Department as an adjudicator.

Mr. Walsh was born in Pennsylvania. A graduate of the University of Colorado, he also attended the Georgetown University School of Foreign Service. He served in the Army, 1917-19. Survivors include a son. □

Dr. Gerta Ettinger, 71, a physician at the embassy in Bangkok from 1959 until 1972, died of lung cancer on November 4. Dr. Ettinger had continued to work at the Bangkok Nursing Home and as a consultant and family doctor to many Americans in Bangkok until shortly before her death.



Dr. Ettinger Born in Austria, she was graduated from the University of Vienna. She was employed at a mission hospital in China before moving to Thailand in 1949.

Survivors include her husband and a son, who are also doctors, and a daughter. □

Norma Munroe, 39, wife of Foreign Service officer Lee Munroe, who is assigned to the U.S. Despatch Agency in San Francisco, died of cancer in Orinda, Calif., last May 2, STATE was informed recently.

Ms. Munroe, a native of Germany, accompanied her husband on assignments to Frankfurt, Washington, Poznan, The Hague, Colombo and San Francisco. In addition to her husband, survivors include a daughter and a brother. □

Bartan L. Connnett, wife of retired Foreign Service officer William B. Connnett, died of cancer on November 3 at the American Hospital in Paris.

Mrs. Connnett accompanied her husband on assignments to several countries, including Venezuela, Guatemala, the Dominican Republic,

Mexico and France. While in Guatemala and Paris, she raised money for donations to the blind, by giving cooking classes. She continued to teach French cooking until shortly before her death.

Survivors include her husband. □

* * *

In the November issue, the first and last names in an obituary were reversed. The name should have read **Mitchell Styma**. STATE regrets the transposition. ■

Grave of 'American' is decorated in Bulgaria

The British embassy in Sofia recently informed the American embassy there that an American officer named "Clark" is buried at Litakovo near a British officer who was a liaison to Bulgarian partisans during World War

II. U.S. military historical records failed to turn up information on graves of any American servicemen in Bulgaria, or on anyone by the name of Clark.

The U.S. embassy decided nonetheless to decorate the graves of the "American officer," Bulgarian partisans and five unknown persons. Charge H. Kenneth Hill and Major Larry L. Shoffner, air attache, joined the British ambassador and several members of the British embassy, who decorated the grave of the British liaison officer, Major Frank Thompson, northeast of Sofia.

The Anglo-American party was graciously received by Litakovo's mayor and a welcoming committee, the embassy reported. □

Mr. Hill and Major Shoffner pay their respects at grave of the putative American. British Ambassador Giles Bullard and Mrs. Bullard are at left.



Library Booklist

Israel: Part I*

General

- EL-ASMAR, Fouzi, et al., eds. *Debate on Palestine*. London, Ithaca Press, 1981. 151p. DS119.7.D37
- AVNI-SEGRE, Dan V. *A crisis of identity: Israel and Zionism*. New York, Oxford Univ. Press, 1980. 182p. DS126.5.A919
- BEN-DOR, Gabriel. *The Druzes in Israel: a political study: innovation and integration in a Middle Eastern minority*. Jerusalem, Magnes Press, 1979. 287p. DS113.72.B46
- EPP, Frank H. *The Israelis: portrait of a people in conflict*. Scottsdale, Pa., Harold Press, 1980. 205p. DS126.5.E63
- FOREIGN Area Studies. *Israel, a country study*. Washington, American University, 1979. 414p. DS126.5.A5 1979
- GERVASI, Frank H. *The life and times of Menachem Begin: rebel to statesman*. New York, Putnam, 1979. 382p. DS126.6.B33G47
- GINOR, Fanny. *Socio-economic disparities in Israel*. Rutgers, N.J., Transaction Books, 1979. 313p. HC415.25.Z91513
- GOLANY, Gideon. *Arid zone settlement planning: the Israeli experience*. New York, Pergamon Press, 1979. 567p. HD850.Z63A73
- GOREN, Dina. *Secrecy and the right to know*. Ramat Gan, Israel, Turtledove, 1979. 194p. JC597.G67 (On freedom of information in Israel.)
- HOROWITZ, David. *In the heart of events: Israel, a personal perspective*. Forest Grove, Ore., Turtledove, 1980. 292p. DS125.3.H6H67
- KAHHALEH, Subhi. *The water problem in Israel and its repercussions on the Arab-Israeli conflict*. Beirut, Institute for Palestine Studies, 1981. 51p. HD4465.175K35
- KRAUSZ, Ernest. *Studies of Israeli society*. New Brunswick, N.J., Transaction Books, 1980. HN660.A8S83
- LEWIS, Arnold. *Power, poverty, and education*. Forest Grove, Ore., Turtledove, 1979. 213p. DS113.8.S4L48 (On the oriental Jews in Israel.)
- MEYER, Lawrence. *Israel now: portrait of a troubled land*. Lexington, Mass., Delacorte Press, 1982. 404p. DS126.5.M485
- PERES, Shimon. *From these men: seven founders of the State of Israel*. New York, Windham Books, 1979. 254p. DS126.6.A2P4713
- RABIN, Yitzhak. *The Rabin memoirs*. Boston, Little Brown, 1979. 344p. DS126.6.R32A37
- RAPOPORT, Louis. *The lost Jews: last of the Ethiopian Falashas*. New York, Stein and Day, 1980. 252p. DS135.E75R27
- SHOKEID, Moshe and Shlomo Deshen. *Distant relations: ethnicity and politics among Arabs and North African Jews in Israel*.

- New York, Praeger, 1982. 1979p. DS113.2.S56
- SLATER, Robert. *Golda, the uncrowned queen of Israel: a pictorial biography*. Middle Village, N.Y., J. David., 1981. 277p. DS126.6.M42
- STERN, Geraldine. *Israeli women speak out*. Philadelphia, Lippincott, 1979. 250p. HQ1728.5.S73
- WOOLFSON, Marion. *Prophets in Babylon: Jews in the Arab world*. Boston, Faber and Faber, 1980. 292p. DS135.A68W66

History

- HALIBI, Rafik. *The West Bank story*. New York, Harcourt Brace Jovanovich, 1982. 304p. DS119.7.H345613
- HARDIE, Frank. *Britain and Zion: the fateful entanglement*. Belfast, Ire., Blackstaff Press, 1980. 117p. DS149.H37
- KNOX, D. Edward. *The making of a new Eastern question: British Palestine policy and the origins of Israel, 1917-1925*. Washington, Catholic Univ. of America Press, 1981. 219p. DA479.177K58
- POLK, William R. *The elusive peace: the Middle East in the twentieth century*. London, Croom Helm, 1979. 201p. DS119.7.P65
- SACHAR, Howard M. *A history of Israel: from the rise of Zionism to our time*. New York, Knopf, 1979. 887p. DS126.5.S154
- VITAL, David. *Zionism, the formative years*. New York, Oxford Univ. Press, 1982. 514p. DS149.V52
- WASSERSTEIN, BERNARD. *Britain and the Jews of Europe, 1939-1945*. New York, Oxford Univ. Press, 1979. 389p. D810.J4W372
- WILSON, Harold. *The chariot of Israel: Britain, America and the State of Israel*. London, Weidenfeld and Nicolson, 1981. 406p. DS126.5.W55

Wars

- ADAN, Avraham. *On the banks of the Suez: an Israeli general's personal account of the Yom Kippur War*. San Rafael, Calif., Presidio Press, 1980. 479p. DS128.17.A3213
- ALLEN, Peter. *The Yom Kippur War*. New York, Scribner, 1982. 310p. DS128.1.A64
- BARKER, A.J. *Arab-Israeli wars*. London, Ian Allan, 1980. 176p. DS119.7.B27
- BAR-SIMAN-TOV, Yaacov. *The Israeli-Egyptian war of attrition, 1969-1970: a case study of limited local war*. New York, Columbia Univ. Press, 1980. 248p. DS119.8.E3B37
- BEN-AMI, Yitshaq. *Years of wrath, days of glory: memoirs from the Irgun*. New York, R. Speller and Sons, 1982. 601p. DS125.3.B347A38
(On a pre-independence underground Jewish military organization.)

- BLUMBERG, Stanley A. and G. Owens. *The survival factor: Israeli intelligence from World War I to the present*. New York, Putnam, 1981. 307p. UB251.178B56
- BRECHER, Michael and Benjamin Geist. *Decisions in crisis: Israel, 1967 and 1973*. Berkeley, Univ. of California Press, 1980. 479p. DS127.B69
- CLARKE, Thurston. *By blood and fire: the attack on the King David Hotel*. New York, Putnam, 1981. 304p. DS126A.C57
- DEROGI, Jacques and Hesi Carmel. *The untold history of Israel*. New York, Grove Press, 1979. 346p. DS119.6.D4613
(On the Israeli intelligence service.)
- HERZOG, Chaim. *The Arab-Israeli wars: war and peace in the Middle East from the War of Independence through Lebanon*. New York, Random House, 1982. 392p. DS119.2.H47
- NETANYAHU, Jonathan. *Self-portrait of a hero: the letters of Jonathan Netanyahu (1963-1976)*. New York, Random House, 1980. 304p. U55.Y665.A3513
(The author, leader of the July 1976 raid on the Entebbe airport, was the only member of the Israeli force to be killed.)
- STEIN, Janice G. and Raymond Tanter. *Rational decision-making: Israel's security choices, 1967*. Columbus, Ohio State Univ. Press, 1980. 399p. DS119.2.S73
- STEVEN, Stewart. *The spymasters of Israel*. New York, Macmillan, 1980. 329p. UB251.178S73
- TAVIN, Eli and Yonah Alexander. *Psychological warfare and propaganda: Irgun documentation*. Wilmington, Del., Scholarly Resources, 1982. 265p. DS126A.P72

Immigration

- AVRUCH, Kevin. *American immigrants in Israel: social identities and change*. Chicago, Univ. of Chicago Press., 1981. 243p. DS113.8.A4A9
- AZBEL, Mark Ya. *Refusenik, trapped in the Soviet Union*. Boston, Houghton Mifflin, 1981. 513p. DS135.R95A937
- GITELMAN, Zvi. *Becoming Israelis: political resocialization of Soviet and American immigrants*. Praeger, New York, 1981. 362p. DS113.8.R87G57
- MCNEISH, James. *Belonging*. New York, Holt, Rinehart and Winston, 1980. 192p. CT1919.P35B44
(Experiences of 15 Jewish immigrants.)
- SHCHARANSKY, Avital. *Next year in Jerusalem*. New York, William Morrow, 1979. 189p. JV8749.P35S55 ■

*All books are in the Department Library.

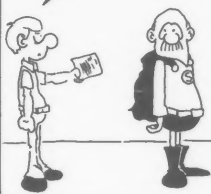
The Super Bureaucrat
SUPERC RAT

BY
CHIP BECK

SUPERC RAT BEGINS
A TERRORIZING
EXPERIENCE IN RATAN...



WE JUST GOT THIS
CABLE FROM WASHINGTON....



A WELL KNOWN TERROR-
IST IS BELIEVED TO BE
ON HIS WAY
TO RATAN.

WHO IS
HE?



'PEDRO IVAN ABDUL
VON BONZAI!'

NOT
"PEDRO"
!



©1983 Chip Beck

HIS NAME SOUNDS
LIKE HE HAS CON-
NECTIONS TO MOST
OF THE TERRORIST
GROUPS IN THE
WORLD.

EITHER THAT OR
HE HAS ONE HECK
OF AN ANCESTRY.

SIR! A LOCAL
SOURCE JUST
INFORMED US
THAT "PEDRO" IS
ALREADY IN RATAN AND
HE'S "AFTER SUPERC RAT."

COME !!
HERE !!



WHAT
SOURCE?



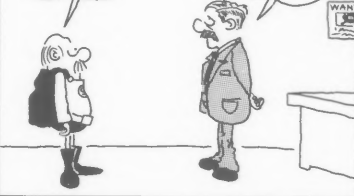
THE RECEPTIONIST-
THIS MESSAGE
JUST CAME!

TIME TO
VISIT THE
SECURITY
OFFICER!



WHAT CAN I
DO TO PROTECT
MYSELF?

VARY YOUR
ROUTINE IN THE
MORNINGS!



ROUTINE? MY ROUTINE IN
THE MORNINGS CONSISTS OF A
SHOWER, SHAVE, SCALP MASSAGE,
BRUSHING MY TEETH, AND
BLACK COFFEE. I CAN'T
CHANGE THAT!

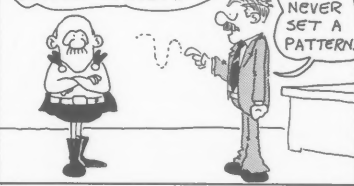


BESIDES, HOW WILL
ADDING CREAM AND
SUGAR TO MY
COFFEE STOP A
TERRORIST??

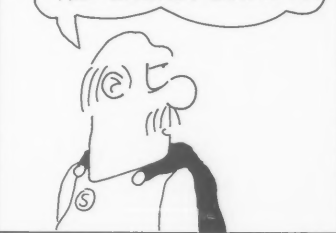


No, NO, I MEAN YOUR ROUTE TO THE
EMBASSY. LEAVE YOUR HOUSE AND
GO DIFFERENT DIRECTIONS GETTING
HERE. DRIVE AROUND TOWN BY
VARIOUS STREETS.

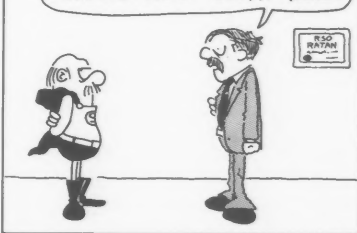
NEVER
SET A
PATTERN.



BUT I'M LIVING HERE ON
THE EMBASSY COMPOUND.



OH, BAD PATTERN! YOU
SHOULD MOVE OUTTA HERE!



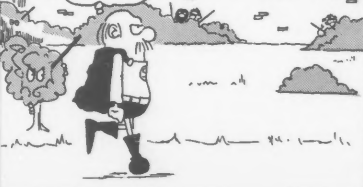
THIS
IS
NONSENSE.



'PEDRO ABBA
WHOZAMACALLHIM'
CAN'T TERRORIZE
ME!



IT'S A
BLUFF!



**WILL
SUPERC RAT
FALL
VICTIM
TO THE
TERROR-
ISTS ??**

TO BE
CONTINUED
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DEPARTMENT OF STATE, U.S.A.
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