

State

The Newsletter

United States Department of State

December 1983



Perth

Cotonou



Damascus



Washington, D.C.



San Francisco

Panama



Bangui



Tangier



Mbabane



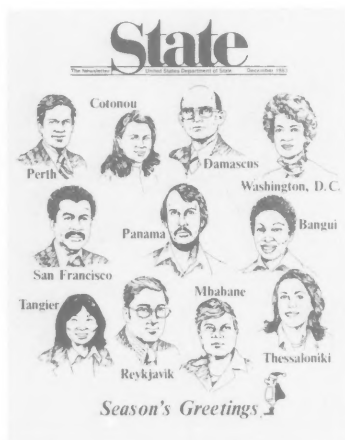
Reykjavik



Thessaloniki

Season's Greetings





THE COVER—The very best of the season to all of us, from all of us, in this great big family called State—consisting of the Foreign Service and Civil Service, spread across our own country and 252 posts over the globe. Your colleagues who wish you well include, in *Perth*, consul general STEPHEN M. ECTON; in *Cotonou*, consular officer ELIZABETH A. DZIATKIEWICZ; in *Damascus*, Ambassador ROBERT P. PAGANELLI; in the Office of Medical Services in *Washington*, FAYE WHARTON; at the *San Francisco* Passport Agency, MAURICE L. BROOKS; in *Panama*, communicator GEORGE H. EPSTEIN; in *Bangui*, administrative officer JOANNE M. THOMPSON; in *Reykjavik*, economic officer ALGIRDAS RIMAS; in *Tangier*, consular commercial officer LILI MING; in *Mbabane*, deputy chief of mission CHARLES E. LAHIGUERA; in *Thessaloniki*, secretary MARY K. RYAN; and from somewhere in the vicinity of the South Pole, searching for the North Pole, STATE magazine's own SUPERCRAAT (disguised as Santa Claus). (The sketches are from Department ID photos, selected at random by the editors.)



Letters to the Editor

Ouch! We are paddled

WASHINGTON

DEAR SIR:

On Page 75 of your August-September issue you carry a picture of Jessie Doane and his wife Jeannie of Embassy Moscow helping "to trounce Embassy Warsaw and retain the coveted Stoessel Paddle Tennis Cup." No doubt the Doanes constitute a formidable team but, as pictured, they are not playing "paddle tennis" at all.

The court on which the contest is being played is enclosed in wire drawn taut, and the combatants may play



shots off the wire as well as the board surface. Thus, one must conclude that they are playing "platform tennis," a relatively little-known sport, but one which is gaining steadily in popularity.

Paddle tennis was originally invented as a game to be played on the streets of New York and is, in fact, played like tennis on a diminished scale, dictated by the width of the Big Apple's streets. There are no walls off which shots may be played.

Platform tennis was invented in Scarsdale, N. Y., by a group of weekend athletes who wanted an outdoor winter game. Part of their invention included removable boards at the bottom of the wire (see photo) which allows die-hard players to shovel snow off the playing surface and to exercise in the worst possible weather. Certainly, this would seem to

—(Continued on Page 45)

State

December 1983
No. 262



11



34



53



62

News stories

- 4 Congress completes action on authorization bill
- 6 Staffers in Belgium aid Beirut victims
- 9 President names 3 for ambassadorships
- 12 Mark Mulvey wins \$5,000 security officer award
- 12 50 senior officers get high pay awards

Feature stories

- 7 Embassy Bonn's new financial system
- 14 Recent developments affecting personnel

- 20 How to be a good host

Photo story

- 32 Post of the month: Athens

Departments and features

9 Appointments	1,45 Letters to Editor
18 "Ask Dr. Korcak"	64 Library Booklist
46 Bureau Notes	4 News
31 Current Publications	63 Highlights
47 Diplo-Croctic, by Becker	21 Obituaries
42 Education and Training	25 Personnel: Civil Service
11 Foreign Service Families	45 Personnel: Foreign Service
	45 Transfer Tremors

More statistics on '83 Foreign Service promotions . . . 30

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester

Staff writer Donna Gigliotti
Staff assistant Rosemary Reid □

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. □



Our heartfelt wishes of the season to each and every employee of the State Department.



Nancy and Ronald Reagan



We send our warm and best holiday
greetings to our wonderful Department
family at home and abroad



O. Biv and George Shultz

News Highlights

Congress focuses on air pollution problem at Embassy Mexico

Lawmakers also act to set up fund for Soviet studies

NEW PROVISIONS were added, and others were dropped, as Congress on November 18 completed action on the bill authorizing appropriations for the Department of State (STATE, November). Agreement had been reached in a House-Senate conference committee to:

—Authorize \$4 million for air filtration improvements at the U.S. embassy in Mexico, and for land purchases and construction of additional consular facilities in that country.

—Mandate establishment in the Department of a \$5 million fund for enhancement of Soviet and East European studies.

—Allow grants of danger pay at qualifying posts even if dependents are present.

—Drop an earlier amendment calling for "substantial equivalence" between the number of Soviet government personnel in the United States and the number of U.S. Government personnel in the USSR.

—Withdraw a section added in the Senate on September 22 to curb political activity by ambassadors. This was held to be an issue that should be examined first by the congressional committees directly concerned with Hatch Act restrictions on all public employees.

Embassy Mexico

Sen. Charles Percy (R-Ill.) said on the Senate floor that the Mexican capital "is widely recognized as having the most serious air pollution problems of any capital in the world." He added: "American embassy personnel are subjected daily to air which the U.S. Government says is extremely hazardous to their health. Merely by breathing the air on an average day, members of the embassy staff inhale the equivalent pollutants of two packs of cigarettes.

"Among the embassy staff there are high incidents of pollution-related skin rashes; intestinal ailments; eye, ear, nose, and throat infections; and cardiopulmonary diseases, such as asthma, bronchitis, and emphysema.

"Such a situation would never be tolerated in a Government building in this country, and U.S. personnel should not be subjected to such hazards while serving abroad. My amendment would remedy this by installing air filter cleaners and conditioners at the embassy at a cost of just over \$1 million.

Security at embassy

"Insuring the safety of U.S. embassy personnel has become increasingly difficult in many areas of the world,

as the bombing of our embassy in Beirut earlier this year underscored. The U.S. embassy in Mexico City has attracted growing numbers of demonstrators over the past few years, and there is mounting concern among U.S. security officials about the difficulties involved in providing security for the embassy compound. My amendment would allocate just under \$3 million for the purchase of adjacent land to enhance the embassy's security."

Soviet studies

Speaking on the Senate floor in favor of the Soviet studies amendment, Richard Lugar (R-Ind.) told his colleagues: "I believe this is important due to the increasingly apparent need



The U.S. embassy in Mexico: "...extremely hazardous air."

for knowledge of the Soviet bloc. The gaps in our knowledge of the Soviet Union are enormous. The existing generation of Government and academic specialists on Soviet studies will soon retire and, according to one estimate, nearly half of the recognized academic experts currently working on Soviet affairs will be dead or retired by the end of this decade.

"The situation in our universities has become grave, as faculty positions in Soviet studies are being eliminated and funds for research libraries and journals have dwindled. Sensing a future of diminishing opportunity, talented young scholars are channeling their energy away from Soviet studies to more promising career fields.

"Recent occurrences have magnified the need to increase our expertise on the Soviet Union and East Europe. We must increase our understanding of the Soviet and mindset which will enable us to anticipate as well as understand their actions. We will then be capable of more effectively formulating policy response.

Separate fund

"Briefly, this amendment will establish within the State Department a segregated research fund of \$5 million.

"The fund will be used to develop a research agenda on the major policy

questions of the Soviet Union and eastern Europe; to conduct a national research program at an advanced level; to establish and implement a program of graduate postdoctoral, and teaching fellowships; and to disseminate research findings; and information on the Soviet Union and eastern Europe. The research fund created within State will be administered by the Secretary under the advice of an independent advisory board. Although within State, it is funded on its own."

In separate action, in an appropriation measure, Congress provided \$2 million to get the fund started in this fiscal year.

Also as a separate matter, the Senate agreed to insert in the measure this language offered by Robert Stafford (R.-Vt.): "One part of the payments made in each fiscal year shall be used to support language training in Russian and eastern European languages. Such payments shall include grants to individuals to pursue such training, and to summer language institutes operated by institutions of higher education. Preference shall be given for Russian language studies."

Students who were in a Russian-language class at the Foreign Service Institute, from left: Helen Sizemore, Stella Jattias, John Polansky, Lilli Van Laningham, Natalia Lord, Beverle Johnson.



Danger pay

The rationale for the danger pay amendment was set forth earlier in a report by the House Committee on Foreign Affairs. Citing three posts as examples—San Salvador, Belfast and Beirut—the panel said: "There are occasions at such posts when the presence or return of dependents or nonessential personnel is desirable or necessary to the morale and efficient functioning of the post. Such occasions arise, for example, when the conditions of war or the level of terrorist activities, or other dangerous conditions . . . abate sufficiently to permit the presence of these personnel."

The report continued "The committee recognizes that there is a long tradition in the Foreign Service of families sharing hardships and risks at difficult posts, and acknowledges that the importance of preserving family life in often difficult circumstances must be weighed carefully against the threat of physical harm to family members and nonessential employees."

The report also observed: "The committee contemplates the possibility that specific individuals at a given post, which is not itself a danger pay post, may be awarded danger pay in light of knowledge that credible threats have been made on their lives."

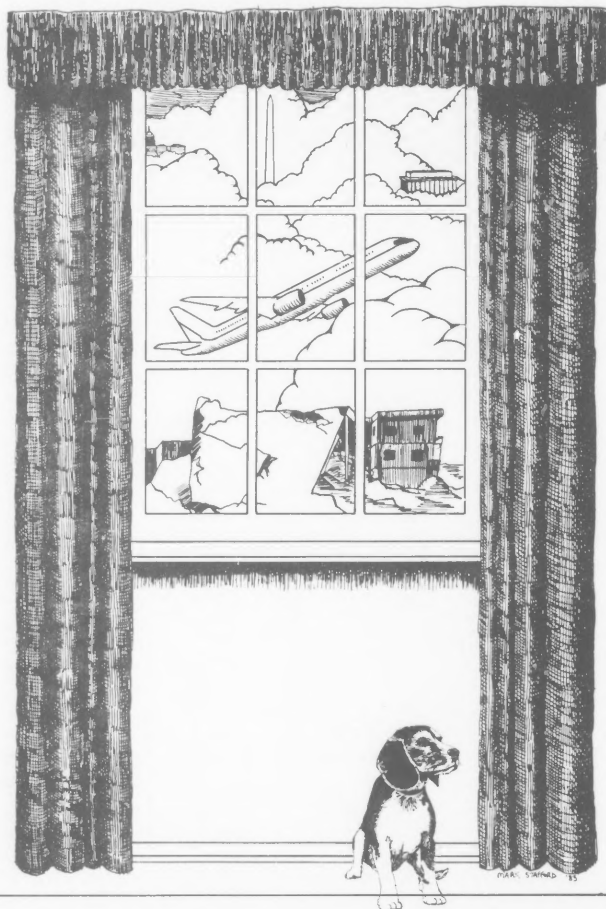
Soviet personnel in U.S.

The amendment dealing with Soviet personnel, adopted in the Senate on September 22, was dropped when the State Department advised House-Senate conferees that the provision was unnecessary because substantial equivalence in staff levels already existed as a result of a carefully balanced arrangement based on reciprocity. The Department also took the position that legislation and policies already in effect were adequate to meet America's foreign policy and counter-intelligence needs. ■

An Evacuee from Beirut

Back in Washington
 The winter winds blow
 And the Potomac is frozen solid.
 I wish I were . . . solid, not frozen.
 Can only think of one thing—
 Coming out of Beirut, fast.
 Twenty-four hours to gather, quick,
 pieces of clothing—to last the summer,
 or, how long would it be?
 Tear-splattered face saying good-bye
 to my husband, the domestics, and my shivering
 little beagle, who never grew used to the sounds
 of guns or the falling shells. (I didn't want to go.)
 Bits and pieces of me scattered all the
 way to the airport.
 Passing the war-torn streets in a frenzy—
 wondering where my friends were and if they
 were safe.
 The last plane to leave. Looking down.
 The bombing had resumed.
 The short time it took to land in Cyprus
 seemed an eternity.
 So much uncertainty, so much heartache. . .
 Would I ever see my loved ones and that
 beautiful humpty-dumpty city again?
 Listening on the hour to the news in three languages.
 The summer passed.
 Now, back home, waking in the middle of the night
 I see my husband sleeping beside me
 and our little dog safe in his bed.
 Yet I shiver and pull my blanket, close,
 around me, feeling the need of the warmth
 and security it brings me.
 Thinking of our Lebanese friends struggling
 so bravely to put their lives back together,
 as well as their "Swiss cheese" apartments.

—MAVIS BARRETT □



Employees in Belgium give \$6,171 for Beirut victims

Following the lead of their Foreign Service colleagues around the world, employees at the three U.S. missions in Brussels and at the consulate in Antwerp have presented Ambassador Charles H. Price II three checks for the

victims of the terrorist attack against the U.S. embassy in Beirut.

The collection drive, in which

some employees donated as much as 5% of their salaries, netted a total of \$6,171.68. ■



BRUSSELS, Belgium—At check presentation ceremony for Beirut victims, from left: *François Driesen*, representing Foreign Service nationals; *David Buss*, Tri Mission Association; Col. *Henry Reed*, NATO mission; Ambassador *Charles Price*; *Edward Casey*, mission to the European Communities; administrative officer *Harrell Fuller*. (Photo by John B. O'Loughlin Jr.)

Foreign Service People

Joan Martin is out front with financial management system

She's a pioneer in first installation at Bonn

MEET FOREIGN SERVICE officer Joan C. (Dede) Martin. She's blazing a trail in the Department that will be followed soon by some other budget and fiscal officers overseas. She's the U.S. disbursing officer at Embassy Bonn for State's financial management system, a major program still in its developmental stages.

The system was installed in Bonn at the beginning of this fiscal year. This is the pilot installation for the automated system, which is scheduled next for implementation in Tokyo, Brasilia, Cairo, London and New Delhi—then in 14 additional posts and three regional centers around the world. Other disbursing officers like Ms. Martin will be appointed as operations begin in the other capitals.

The disbursing features of the system include producing payments by check, controlling check stock, reconciling bank accounts, and related activities and support. These disbursing features are the first wave of the new automated accounting and budgeting features of the system.

"With the help of the disbursing features, we'll eventually be able to produce 24-hour turnaround from the time the most important bills requiring speedy handling are received at the embassy from providers of goods and services until the checks are dispatched," Ms. Martin said in an interview with STATE. "Routine checks, of course, will not require such quick turnaround, but it is an important benefit of the disbursing system that this capability is available when the need arises. Faster processing of checks has a number of additional benefits as well. We expect to be able to take advantage of discounts for prompt payment when they are available, and generally eliminate delays to vendors awaiting payments. Payments should be more accurate and timely. More payments will be produced in the form of checks



Disbursing officer "Dede" Martin. (USIA photos by Bernd Hildebrandt)



At opening ceremony, from left: State Department comptroller *Roger B. Feldman*,

deputy chief of mission *William M. Woessner*, Assistant Secretary *Robert E. Lamb*,

administrative officer *Richard C. Faulk*.

or electronic fund transfers, and this ought to reduce the number of cashier operations that are sometimes necessary now because of the time lag in producing and distributing checks."

The implementation of the disbursing capabilities supervised by Ms. Martin marks the official beginning of the installation phase of the system. A ceremony marking this milestone was held in Bonn in September. It was hosted by comptroller Roger B. Feldman and Robert E. Lamb, outgoing administrative counselor in Bonn, who has since become the new assistant secretary for administration. Top officials from other agencies, German banks, and other Department officers also attended.

"We regard FMS (the financial management system) as a major part of the Department's overall strategy to im-

prove financial systems at posts and in Washington," said Ms. Martin. "The goals of FMS and related financial projects are, first of all, to improve the availability of financial information needed to make management decisions. We also want to establish sound financial controls, modernize our existing systems, and provide standardization and control over the Department's decentralized financial functions."

She added: "So far as I'm concerned, it's gratifying to be a part of the culmination of this important project. Financial and other personnel throughout the Department have been looking forward to the implementation of FMS since the initial requirements definition was begun in 1980.

"I think that the disbursing features, and the additional accounting and budgeting features to be imple-

mented later, reflect well upon the hard work of the Department's staff and contractor personnel. To design this system, hundreds of interviews and design reviews were conducted at numerous posts and in Washington."

"We're all looking forward to when the posts and regional centers are all connected in one integrated system through the Department's telecommunications system."

Ms. Martin was graduated from the University of Virginia in 1976, and then joined the Foreign Service. Her first assignment took her to San Salvador. Later she became assistant general services officer, then budget and fiscal officer, in La Paz. From 1981 until recently, she was a budget officer in the Comptroller's Office in Washington. ■

Appointments

Asencio, Kane, Hinton are ambassadorial choices

Posts to be filled are Brazil, Ireland, Pakistan

PRESIDENT REAGAN, as of mid-November, had announced his intention to nominate three more ambassadors. The nominations require Senate confirmation. The three, in alphabetical order by post, are:

—*Brazil*—Diego C. Asencio, assistant secretary for consular affairs, to succeed Langhorne A. Motley, who has become assistant secretary for inter-American affairs.

—*Ireland*—Robert Francis Kane, senior director of a San Mateo, Calif., law firm, to replace Peter H. Dailey. Mr. Dailey will continue to advise the administration on European arms control and security issues, the White House said.

—*Pakistan*—Deane R. Hinton, former ambassador to El Salvador, to succeed Ronald I. Spiers, who has been named under secretary for management.

Following are biographical sketches of the persons chosen by the President.

Brazil

Diego C. Asencio was appointed a career member of the Senior Foreign Service, class of career minister, in October 1981. Joining the Service in 1957, he was assigned as an intelligence research analyst in the Department. He later held assignments as consular officer, Mexico City, 1959-62; political officer, Panama, 1962-64; and Panama desk officer, 1964-65.

Mr. Asencio was named special assistant to the assistant secretary for inter-American affairs in 1965. He served in that post until 1967, when he was appointed political officer, then deputy chief of mission, in Lisbon. From 1972 to 1975 he was counselor for political affairs in Brasilia and, from 1975 to 1977, he was deputy chief of mission in Caracas. In recent years he was ambassador to Colombia, 1977-80, then assistant secretary for consular affairs.

Mr. Asencio was born in Nijar,



Mr. Asencio



Mr. Kane



Mr. Hinton

Spain, on July 15, 1931, and received a bachelor's in foreign service from Georgetown in 1952. From 1953 to 1955 he was an underwriter with the Prudential Insurance Co., in Newark, N.J. He served with the Army, 1955-57.

He has won many honors and awards. They include the Department's Award for Valor; the president's award of the American Society for Public Administration; the Constantine-McGuire Gold Medal of Georgetown University; the Order of Francisco de Miranda, second class, of Venezuela; the Order of Merit of the Colombian-American Chamber of Commerce; the Grand Cross, Order of Boyaca, of Colombia; and the Grand Cross, Order of Democracy, of the Colombian Congress.

He is co-author of "Our Man is Inside," which recounts his experience in 1980 when he was held hostage for 61 days by Colombian terrorists.

Mr. Asencio is a member of the American Foreign Service Association; the New York Council on Foreign Relations; the Center for Inter-American Affairs, New York; and the Advisory Council of Notre Dame University. His foreign languages are Spanish and Portuguese. He is married to Nancy Rodriguez Asencio; they have three sons, Manuel, Diego and Francis, and two daughters, Anne and Maria.

Ireland

Robert Francis Kane has been a senior director of a California law firm, Ropers, Majeski, Kohn, Bentley, Wagner & Kane, since 1979. President Reagan nominated him last October as a member of the board of directors of the Legal Services Corp.

Mr. Kane was a justice on the California Court of Appeal, 1971-79. He was appointed by then-Gov. Reagan in 1971, and elected in 1974. Mr. Reagan also appointed Mr. Kane to be a superior court judge for San Mateo County, in 1968. He was elected for a six-year term in 1970. From 1952 to 1969 he was an attorney in San Francisco and Redwood City.

Mr. Kane was born in Denver on March 15, 1926. He received an associate-in-arts degree from San Mateo Junior College in 1948, and later attended the University of Southern California. He received a doctorate in law from the University of San Francisco in 1952. From 1944 to 1946 he served in the Navy.

Mr. Kane's honors include the St. Thomas More Award, 1978; and the principal award in the public address category, given by the Freedom Foundation, 1979. He is a fellow of the American College of Trial Lawyers and the International Society of Barristers,

APPOINTMENTS

and a member of the American Board of Trial Advocates.

Mr. Kane is married to Mary Catherine Galligan Kane; they have five children.

Pakistan

Deane R. Hinton was appointed a career member of the Senior Foreign Service, class of career minister, in 1981. Joining the Foreign Service in 1946, he was assigned as a political officer in Damascus. He then became principal officer in Mombasa, Kenya, serving from 1949 to 1951. After taking economic studies at the Fletcher School of Law and Diplomacy, and at Harvard, 1951-52, he became a financial officer in Paris. Returning to Washington in 1955, he was assigned as an intelligence research officer in the Bureau of Intelligence and Research.

After a three-year tour in that bureau, Mr. Hinton was chief of the overseas development and finance section, U.S. mission to the European Communities, in Brussels, from 1958 to 1961. Then followed a year's study at the National War College. Mr. Hinton later held assignments as chief, Commodity Programming Division, Bureau of Economic Affairs, 1962-63; director, Office of Atlantic Political-Economic Affairs, Bureau of European Affairs, 1963-67; director, AID mission and counselor for economic affairs, Guatemala, on detail to AID, 1967-69. He held a similar position in Santiago, Chile, also on detail to AID, 1969-71. He was assistant executive director, then deputy executive director, Council on International Economic Policy, on detail to the White House, 1971-74.

In recent years Mr. Hinton has served as ambassador to Zaire, 1974-75; senior adviser to the under secretary for economic affairs, 1975-76; and U.S. representative to the European Communities, in Brussels, with the rank of ambassador, 1976-79. He then was assistant secretary for economic and business affairs, 1979-81. He was appointed ambassador to El Salvador in 1981, and served there until this past summer.

Mr. Hinton was born in Fort Missoula, Mont., on March 12, 1923. He received a bachelor's from the University of Chicago in 1943 and took graduate studies at Fletcher and Harvard under the auspices of the Foreign Service Institute, 1951-52. From 1943 to 1945 he served with the Army as a second lieutenant. He is fluent in French and Spanish. He is a member of the American Foreign Service Association, the Council on Foreign Relations and the Royal Society of Asian Affairs. He won the Department's Superior Honor Award in 1967.

Mr. Hinton is married to Patricia Lopez Hinton. He has six sons—Christopher, Joe, Pedro, Guillermo, Juan and Sebastian, and five daughters—Deborah, Joanna, Veronica, Miren and Maria.

Minister rank for Stohr

President Reagan has announced his intention to nominate Edmund Stohr for the rank of minister during

the remainder of his service as U.S. representative on the council of the International Civil Aviation Organization in Montreal. Mr. Stohr has served on the council since 1982. ■

People at State

Edward J. Derwinski, counselor of the Department, has announced that his personal staff includes **John W. Kimball**, executive assistant; **Daniel Clare**, **Ron Neitzke** and **Susan Clark**, special assistants; **Ann Bolton**, personal assistant; **Anne Derse**, staff assistant; and **Ruth Airhart** and **Mildred Zywolski**, secretaries. . .

Edward M. Rowell is senior deputy assistant secretary in the Bureau of Consular Affairs. . . **John J. Drotos** has been designated assistant inspector general for investigations. . . **John T. McCarthy** has been named deputy assistant secretary for public affairs.



YAOUNDE, Cameroon—On his way to present his credentials to President Paul Biya, Ambassador **Myles Robert Frechetts**, center, is accompanied by (left to right) **Christopher**

Costanzo, political/economic officer; **David H. Shinn**, deputy chief of mission; **Victoria R. Cordova**, public affairs officer; **Bernard Wilder**, AID; and **Doug Martin**, commercial attache.

Foreign Service Families

State explains its stand on former spouse bill

With the U.S. Office of Personnel Management having decided to oppose a bill that would grant retirement and survivor benefits to former spouses of State's Civil Service employees, the Department is deferring to that decision, a House committee has been informed.

State's position was explained by Clint A. Lauderdale, deputy assistant secretary for personnel, in an appearance before the House Post Office and Civil Service Committee, on October 20. The bill being considered would in essence extend to former spouses of Civil Service employees the same provisions for benefits that are being made for former spouses of Foreign Service employees under the Foreign Service Act of 1980.

"We should bear in mind, however," Mr. Lauderdale testified, "that circumstances in the Foreign Service are not completely analogous to those for the Civil Service. For example, the problem of financial support for former spouses is especially difficult in the Foreign Service. The peripatetic nature of careers in the Foreign Service, with frequent and sometimes sudden transfers about the world makes it difficult for spouses to establish independent careers and therefore eligibility for their own retirement benefits. Also, spouses are frequently prevented from working, while accompanying the employees abroad, by local laws and customs."

Responding afterward to a question put to him by Rep. Mary Rose Oakar (D-O.), Mr. Lauderdale said: "The Foreign Service Act of 1980 is administered by the Department of State. We are the lead agency, and are more likely to take a position on what the law should be, or whether it should be amended. . . The Department does not administer the Civil Service Retirement Act. That is administered by OPM, a central organ of the Government, and the State Department is just one of many client agencies of that system, and in those circumstances

particularly we think it appropriate to defer to OPM to make the decision for the Government on bills such as this." □

Holiday ball: December 27

The holiday ball sponsored each year by the Association of American Foreign Service Women will be held Tuesday, December 27, at the World Bank, 701 19th St., N.W. This formal occasion welcomes the children, ages 15 to 22, of State Department, World Bank, International Monetary Fund and diplomatic corps personnel.

Dinner parties will be organized in private homes, to be followed by the ball at 9 p.m. For reservations, call Nancy Stempel, 320-4109, or Margaret Lane, 821-2438. Tickets are \$10. □

Pact with Philippines

A bilateral agreement permitting dependents of government employees to work in the host countries has been signed by the United States and the Philippines. □

Bookfair: record receipts

Bookfair '83 had gross receipts of \$70,000, the highest in Bookfair history. Chairman Marlen Neumann said all sections—stamps, collector's items,

art objects, foreign language books, paperbacks, fiction, nonfiction—had record sales in October. The event is sponsored by the Association of American Foreign Service Women, with proceeds earmarked for scholarships and other projects of the nonprofit organization. ■

New 'language' positions

The Department has begun a pilot program of designating certain positions overseas as "Language Preferred Support Positions." A November 4 Department Notice said 50 positions identified for the program will become vacant over the next year, and generally will be filled by employees with reading and speaking ability equal to that achieved in the Foreign Service Institute "FAST" language courses. Training is to be provided for employees without language capability who are assigned to the language-preferred positions. □

Use annual leave

Employees and supervisors were reminded in a Department Notice of October 28 to schedule and use annual leave which otherwise may be forfeited. The 1983 leave year ends next January 7. □



Youthful visitors at Bookfair's "Family Night" were entertained by "clown" David Devine.

Honors and Awards

Mark Mulvey, Paris, named 'Security Officer of Year'

Mark E. Mulvey, regional security officer at Embassy Paris, has won the Department's \$5,000 "Security Officer of the Year" award. He was cited for



Mr. Mulvey

"extraordinary performance" by a special panel of senior administrative and security officers.

The citation honoring him said: "During the past three years Mr. Mulvey has been directing a major program designed to minimize the threat of terrorism and to provide a safe environment for a large number of agencies, missions and physical installations in France. This multi-faceted program has required creativity, imagination and sophistication."

In addition to Mr. Mulvey, nominees for the award were Peter Gallant, Athens; Mark Sanaa, Ankara; John McPoland, Office of Security; Seymour DeWitt, Amman; William DeCourcy, John Wolfe, Fred Mecke and David Shaeffer, Office of Security; Charles Sparks, San Jose; John Corris, Brasilia; James Christopher, Tegucigalpa; Richard Gannon, Beirut; Peter Bergin and Joan Lombardi, Office of Security; and John N. Lechevet, Nairobi.

Mr. Mulvey joined the Foreign Service in 1970. He held assignments in Washington, Saigon, Nicosia and Abidjan before he was transferred to Paris in 1980. He won the Department's Award for Valor in 1975.

He won the Department's Meritorious Honor Award in 1977. □

Powell is a pro

Gladys D. Powell, a secretary assigned to the Division of Technical Services, Office of Security, was among 11 women from the Washington metropolitan area who have earned the title of certified professional secretary. She

and other candidates participated in examinations at Northern Virginia Community College's Alexandria campus. □

50 senior officers win pay awards

Twenty-nine career members of the Senior Foreign Service have been named winners of top presidential awards.

Five will receive the \$20,000 Presidential Distinguished Service

Distinguished Service Awards

Atherton Jr., Alfred L.
Eagleburger, Lawrence S.
Hinton, Deane R.
Hummel Jr., Arthur W.
Stoessel Jr., Walter J.

Meritorious Service Awards

Abramowitz, Morton I.
Asencio, Diego C.
Bernal, Caesar P.
Bloom, Justin L.
Byrne, Patricia M.
Chapin, Frederic L.
Holdridge, John H.
Holmes, Henry A.
Krys, Sheldon J.
Low, Stephen

Meehan, Francis J.
Murphy, Richard W.
Negroponte, John D.
Okun, Herbert S.
Ridgway, Rozanne L.
Roy, J. Stapelton
Shlaudeman, Harry W.
Smith, Michael B.
Spain, James W.
Spiers, Ronald I.
Streator Jr., Edward
Veliotes, Nicholas A.
Vest, George S.
Woessner, William M.

Performance pay awards

Armancost, Michael H.
Barnes Jr., Harry G.

Award, and 24 the \$10,000 Presidential Meritorious Service Award. In addition, 21 other senior officers were given Department pay awards ranging from \$4,000 to \$6,500 each.

The winners are:

Barry, Robert L.
Bishop, James K.
Bond, Stephen Robert
Boyatt, Thomas D.
Bray III, Charles W.
Calingaert, Michael
Cluverius IV, Wat T.
Eggertson, Paul F.
Hamilton, William C.
Landau, George W.
Maestroni, Frank E.
Paganelli, Robert P.
Palmer, Robie M. H.
Pickering, Thomas R.
Sayre, Robert M.
Swing, William L.
Viets, Richard N.
Wisner II, Frank G. □



Clockwise, from top:

Mr. Atherton
Mr. Eagleburger
Mr. Hinton
Mr. Hummel
Mr. Stoessel



CARACAS, Venezuela—Ambassador *George W. Landau*, left, presents Meritorious Honor Awards. From left: *Ann Crombie, Julieta Paredes, Jesus Rincon, Elicia Uribe, Richard Ades, Milton Chavez.*

LUXEMBOURG—Ambassador *John E. Dolibois*, left, presents gift to chauffeur *Joseph Metz* on his retirement. Mr. Metz drove for 27 years without an accident.



KATHMANDU, Nepal—Charge d'affaires *James R. Cheek*, center, presents outstanding performance awards to, front row, left to right, *Remal K. Thapa, Prakash L. Chitraker*. Standing: *Bishnu B. Lama, Dilip S. Lama, Tirtha B. Khadgi, Hari Saran Shrestha, Babar S. Lama, Madan R. Tamraker, Narendra S. Gurung.*



BEIRUT, Lebanon—At safe-driving award ceremony, from left, standing: *Joseph Fayad, Jaoudat Marrouche, Hussein Fakih, Jamil Boghos, Mahmoud Hattab*, Ambassador *Robert S. Dillon, Ibrahim Yachouh, Jamil Mu'akkasa, Fayad Zeiour, Salim Abu-Faraj*. Kneeling: *Sarkis Khatcherian.* ■

Department of Tax Breaks

U.S. savings bonds have unique tax-deferral advantages. Owners never pay state or local income tax on the interest, and they can postpone reporting the interest for federal income taxes until their bond is redeemed or reaches final maturity. This means that bondholders often can choose their best time to report interest, e.g., when they are retired or otherwise in a lower tax bracket.



In the Department

Catching up with developments affecting personnel

Recent activity impacts on both Foreign and Civil Service

The following article was submitted to the magazine by the Bureau of Personnel.

THE EARLY 1980s have been a time of significant activity in the Bureau of Personnel, resulting from new circumstances, technological possibilities and statutory requirements. Because of the many changes initiated within the bureau, or in response to statutory changes or other external forces, a review may provide useful perspectives on how they affect everyone associated with State. For purposes of discussion, these developments are divided into six categories: automation and paperflow; other managerial improvements; the program for Foreign Service nationals; Civil Service upgrading; training, career development and upward mobility; and implementation of the Foreign Service Act of 1980. These categories are not always discrete, but they do provide helpful frames of reference.

Automation and paperflow

The past three years have witnessed a dramatic increase in the level of automation applied to the processing of the Department's personnel workload. From 1980 to 1983, the primary target has been automation of the Foreign Service assignment process. A Wang minicomputer was installed in the bureau, and automation of the bidding process was undertaken. This was expanded to include travel messages and travel orders associated with all Foreign Service assignments. All counselors, placement officers and personnel technicians in the Office of Foreign Service Career Development and Assignments have direct access to the bureau's automated data base for such functions as tracking information on what jobs remain open and what personnel are unassigned in each cycle. They also have the latest personnel

audit report (PAR) information at their fingertips. By year's end, all will have computer terminals on their desks.

In early 1982, Personnel began to broaden its automation focus. A decision was made to initiate a study into how processing of the whole range of personnel paperwork could be accomplished more quickly and accurately. In September, a contract was let with American Management Systems to study and document all personnel processing taking place in the Department, and to make recommendations on how to improve (rationalize) the current paperflow as a basis for further automation. The contractor completed the study, and submission of documentation, last August. Decisions are still required about the pace at which personnel automation will proceed, and whether all recommendations made by the contractor "paperflow" team will indeed be implemented.

Other managerial improvements

A primary thrust of the bureau's senior management program in the past few years, as the above suggests, has been an effort to regularize all personnel operations, not only for efficiency but for fairness. The goal, which has been approached in better fashion than before—but which still requires major attention—is to insure that individuals in like circumstances are treated in the same way, consistent with law and regulation. In efforts to meet specific problems of the moment, ad hoc solutions sometimes seem attractive, but often they have led to inequities and further problems. In a personnel world of increasing complexity, it has become imperative to correct these kinds of problems through management and policy consistency, which is especially difficult for a system that has institutional memory problems due to rapid turnover of many managers. A major effort has

been underway, prodded in part by the passage of the new Foreign Service Act in 1980, to update all of our personnel regulations to make them more specific and easier to understand, as well as to incorporate changes required by the new legislation. Standard operating procedures have also been extensively revised, to the same end. Major extension of training and orientation, both for individuals newly-assigned to Personnel and for all personnel officers in the Department, have been undertaken.

One specific example may be suggestive of the kinds of efforts which are underway, that of providing accurate personnel audit reports (PARs). For a number of years, employees have complained that their PARs were inaccurate, and that therefore the fundamental information in the Department's personnel data base concerning them was wrong. Personnel stopped the "birthday cycle" of PARs altogether, for a year, to devote major resources to the task of making PAR corrections. Within one year, more than 25,000 corrections were made. As the "birthday PARs" are re-instituted, each employee requesting a PAR correction will receive a copy of the new corrected PAR, or a letter from Personnel's Operating Systems Division explaining why the requested "correction" could not be made. A similar program is under way to correct skill codes for all, in conjunction with a modernized skill code system negotiated by the Department with the American Foreign Service Association.

Foreign Service nationals

One of our most complex and important enterprises is to manage the 140 different overseas personnel systems which support the professional activities of the Foreign Service national (FSN) employees, without whom it would be impossible for our missions

abroad to function. As part of our ongoing efforts in this area, a number of changes have been introduced recently to manage these systems more effectively.

Major recognition was given in 1981 to the program for nationals. A separate Office of Foreign Service National Personnel was established, with a larger staff and a structure designed to emphasize, through separate divisions, the importance of classification and position management, salary and benefit analysis, and personnel policy.

In the interagency forum, a formal charter has been developed by the Department and six other agencies to govern the operations of the Inter-agency FSN Personnel Policy Coordinating Committee. Meetings are held quarterly, to maximize uniformity of FSN policies among agencies and their acceptance by all.

In the area of employee benefits, the Department contracted with an international insurance consulting firm to study methods of providing insured FSN benefits at lower cost to the U.S. Government, through insurance networks and master contracts. The Department also is studying alternative methods of surveying and analyzing salary and benefit data for FSNs. Another major accomplishment was reducing the time gap between salary/benefit surveys and the effective date for implementation of results.

In addition, legislation has been proposed which would permit the Department to follow prevailing local practices with respect to payment of death benefits and the establishment of provident funds, both designed to provide full compatibility with established norms in each country. Training for those managing the FSN program has been increased, and information services such as contractor bulletins, airgrams and the interagency handbooks on FSN compensation and FSN classification have received new emphasis.

Reemphasis on the Civil Service system

A natural effect of prior efforts to

place all employees in the Foreign Service system in the 1970s was the atrophy of the organizational apparatus responsible for management of the Civil Service personnel system. With the passage of the Foreign Service Act of 1980 and its emphasis on using the Civil Service system for those who do not serve abroad, major attention was needed to improve management and opportunity for the Department's important headquarters cadre.

An initial step, in mid-1981, was the establishment of the position of associate director of personnel for Civil Service, with responsibilities for providing direction and focus to the activities of the Offices of Position and Pay Management and the Office of Civil Service Career Development and Assignments, and for a new Upward Mobility Division. This has involved a major effort to provide more professional management, with each of these units being headed by newly-recruited managers, and a number of important changes in staff.

This, in turn, has led to a major program of activities. For example, some of the efforts of the Office of Position and Pay Management have been directed to the following: New regulations governing the appointment of consular agents have been revised and implemented; new regulations governing the American Family Members Program have been revised, are in the final clearance stage and will be implemented after negotiations with the American Foreign Service Association. The major revisions are: establishment of authority to appoint American family members on a Foreign Service pay scale rather than a Foreign Service national pay scale; clarification of procedures for obtaining security clearances; establishment of procedures for maintaining official personnel files; development of procedures for the classification of FSN positions designated to be filled by American family members.

In 1983, policies and procedures for the assignments of Senior Foreign Service (SFS) pay rates for all promo-

tions or appointments to the Senior Foreign Service were established by regulation. These regulations provided a general framework for SFS pay administration in each foreign affairs agency. Agency-level, more specific regulations are currently being developed, to allow salary adjustments in the very near future.

Due to changes brought about by the new Foreign Service Act, by recent decisions of the U.S. comptroller general and by new regulations of the U.S. Office of Personnel Management, State's premium pay regulations have been rewritten to provide new, expanded guidance for paying various kinds of overtime and compensatory time off. One of the new additions to this chapter is a provision for special compensatory time off for Foreign Service officers.

It has also been a busy time for the Office of Civil Service Career Development and Assignments.

As a result of the Foreign Service Act of 1980, this office has been responsible for bringing over 400 domestic Foreign Service employees into the Civil Service. In addition to the increased counseling of these employees, the office staff has undertaken extensive efforts to increase timeliness and responsiveness to Civil Service employees in the areas of career development matters, employment in other occupational fields and opportunities for advancement and competitiveness on Civil Service examinations.

In the area of Senior Executive Service positions, the U.S. Office of Personnel Management increased the Department's allocation from 107 to 130, increasing noncareer appointment opportunities from 26 to 32, and career appointment opportunities from 81 to 98.

New employee relations procedures were implemented relating to the personnel systems governing employee relations activities in the areas of grievance regulations, saved-grade and pay regulations, the unsatisfactory performance regulations for Civil Service employees, and the co-

ordination of suitability and fraud cases with the Offices of the Legal Adviser, of Security, and of the Inspector General.

Standard job analyses were developed for some of the occupations more frequently advertised through the merit promotion process. These include budget analyst, paralegal specialist, passport examiner, computer systems analyst, and secretaries. These standard analyses should reduce a considerable amount of paperwork for the bureaus, assure consistency in ranking applicants, and improve the overall quality of candidates referred to the selecting officials.

New efforts in upward mobility programs and, more generally, career development, are discussed in the next section.

Career development, upward mobility

Major emphasis has been given during this period to the development of professional development programs that will enable both Foreign Service and Civil Service employees to realize their full potential contribution to the Department's goals.

On the Foreign Service side, important accomplishments include:

—Launching of the Mid-Level Officers Professional Development Program, including procedures to ensure that all newly-tenured officers will have access to this opportunity to develop policy and management skills.

—Establishment of a Senior Officers Professional Development Program, under which all officers entering the Senior Foreign Service will have an opportunity to hone management and policy skills.

—Continued improvement in the functional and area training offered to Foreign Service officers at the Foreign Service Institute and outside institutions, with particular attention to the administrative field, where procedures have been adopted to ensure that all employees taking up administrative positions overseas will automatically be given relevant training. Major efforts to improve the institute's course content are underway.

—Establishment at the institute of a five-month information systems course, to prepare officers to manage the expanding number of computer systems at posts abroad.

—Establishment of a pilot program aimed at ensuring that a greater number of support personnel are given language training, to facilitate their work and life overseas.

—Expansion of the language incentive program, to provide step pay increases and at-post salary bonuses to personnel proficient in 23 hard languages.

These new and enlarged programs, responsive to perceived Service needs, as well as the strengthened professional development mandate of the new act, have been instituted without diminution of the ongoing professional development programs traditionally offered at all levels of the Foreign Service.

There have also been efforts to achieve improvements for the Civil Service.

The Management Development Program was established in November 1982, to provide management training and development experiences for GS/GM-13-15 managers in general management, interpersonal skills and organizational development. The program is aimed at fostering progress towards the Department's affirmative action goals, and is intended to assist in improving accountability, productivity and performance at the mid-management level. It is intended, too, to provide a foundation of early management training and appropriate development experiences for more advanced management and executive programs. Over 60 Department employees have been counseled individually about the program, and 35 have formally enrolled. Inquiries about this program have been made by at least 10 other Government agencies.

The "Employee Relations Seminar for Supervisors and Managers" and a "Labor Relations Seminar" were developed in conjunction with the U.S. Office of Personnel Management and the Foreign Service Institute, and

reportedly have been well-received by participants and bureaus.

Special efforts have also been devoted to the Senior Executive Service (SES) Candidate Program, which prepares mid-level employees for future SES positions. All participants are required to complete an individual development plan, which includes developmental assignments as well as formal training. Such plans for all candidates are completed and approved by the candidate's supervisors and the Department's Executive Resources Board. All candidates should complete program requirements this year.

Approximately 90 employees have been placed through the Upward Mobility Program since its establishment in the fall of 1978. 26 of them during fiscal year 1983. The program is designed to provide opportunities for career enhancement to employees at GS-9 and below who have high potential. The program is regarded as an effective tool for furthering employees' knowledge, skills and abilities. Examples of jobs filled through the program include contract specialist, foreign affairs analyst, intelligence research specialist, computer operator, research assistant and retirement claims examiner.

A training officer has been designated by each bureau. A group meeting is held twice each year to discuss needs, receive updates on regulations, programs, etc., and provide input to implementation of the Civil Service Employee Development Program. A newsletter, "Training News Bulletin," is distributed bimonthly to training officers and bureau executive directors, to keep them informed of upcoming Foreign Service Institute and outside training courses.

Together, these activities should provide a substantial and visible improvement in training for all employees of the Department. Without them, State simply cannot meet its future responsibilities.

The Foreign Service Act of 1980

Perhaps the most noticeable

changes in the last three years have been those occasioned by the passage of the Foreign Service Act of 1980, on October 17, 1980, with an effective date—for purposes of other than pay adjustments and raising the mandatory retirement age to 65 (both of which were effective immediately)—of February 15, 1981.

Implementation in some areas has been slower than anyone would have liked—owing to the complexity of the issues and the number of parties (both agencies and unions) involved. But on balance, we believe the implementation has been generally successful. By the third anniversary of the act, reached next February, all individuals will have been converted to the new categories established by it. Although there have been some difficulties along the way, with a few individuals initially assigned to an inappropriate category, virtually all such cases have been resolved through the administrative appeal mechanism established for this purpose and, in a few cases, through the grievance process. Now that this step is nearly complete, it should allow us to begin to see the full benefits of the new approach in terms of simplicity, ease of operation and fairness.

A particularly important aspect of the new act is, of course, creation of the Senior Foreign Service (SFS). The new mechanisms created in conjunction with the SFS have now been tested, and have been found to be workable. Performance pay, in particular, presented major implementation difficulties, but we believe that, largely, these have now been resolved, and that the future will be considerably easier. And for the first time this year, selection boards made decisions on limited career extensions—decisions which were necessitated by the act's requirement that there be "a regular predictable" flow into the Senior Foreign Service, and that retention in the Senior Foreign Service be based on need and performance. While application of the time-in-class system, of which career extensions are a part, is never easy and never welcomed by those subject to it,

we have every reason to feel that the boards have done their work well—with equity and consistent with congressional requirements.

Another major implementation requirement has already been mentioned in earlier sections—the need to revise substantially personnel allowance and travel regulations, to make them consistent with provisions of the new act. With a few exceptions, this work is now complete and, depending on the outcome of negotiations among the agencies and between them and their employee representative organizations, it should be finished in the near future.

Several new institutional structures were also created or, in some cases, revised by the act. These include the Board of the Foreign Service, the Board of Examiners for the Foreign Service, the Foreign Service Grievance Board, the Foreign Service Labor Relations Board, and the Foreign Service Impasse Disputes Panel. All have been constituted, and all are functioning as intended under the act.

In the course of implementation, a number of areas have been discovered where refinements are necessary, for the sake of clarity, to correct technical errors in the original legislation, to meet new conditions, or to accommodate shifts in policy direction. These amendments have been cleared through the executive branch, and are expected to be the subject of congressional consideration the first part of next year.

Thus, although considerable work remains to be done, implementation of the new act is on track, with the difficult tasks largely behind us. The clear benefits of the act should become more apparent as time goes by.

Conclusion

Much work is needed before personnel management in the Department can be said to be fully effective. But with a more suitable statutory base than previously existed, a full management realization of the importance of the task, the dedication of personnel managers at home and abroad, and

perhaps, most important, greater realization by employees of the circumstances which exist, we collectively can come closer to that goal. The personnel system at State is not "they." It is "us"—and we need to work jointly to continue to improve it.

In the meantime, employees who feel they do not understand how the system works—for example, with respect to the promotion process—are encouraged to ask questions. They should consult with the Office of Foreign Service Career Development and Assignments or the Office of Civil Service Career Development and Assignments. In many ways, it makes our work at the Bureau of Personnel a lot easier when we are able to clear up misunderstandings and confusion. ■

Women's program at State seeks volunteer help

The Federal Women's Program at State is recruiting volunteers of both sexes, at all grade levels, to serve on a working group to identify problems in women's career development and to propose solutions.

A Department Notice of November 7 said volunteers are needed to assist in planning programs, including one to celebrate Women's History Week, tentatively scheduled for March.

The Department's Federal Women's Program responsibilities include assisting in the Department's efforts to provide full employment for women at all levels, domestic and overseas; identifying employment problems and solutions; working with all special interest groups within the Department; sponsoring career development programs; monitoring the progress of career women in the Department; and providing support to the approximately 200 program coordinators at domestic field offices and overseas posts.

Questions and comments may be directed to Maria C. Melchiorre, acting Federal Women's Program manager, or Betty L. Thomas, program assistant, Office of Equal Employment Opportunity and Civil Rights. □

Ask Dr. 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

Can you tell me about the test recently performed on athletes which confirmed they had taken steroids? Apparently the drugs leave a fingerprint, so to speak, on one's body. How long does the drug show up in the body's system? Can the test be used for other drugs, such as marijuana or cocaine?

A. The drugs you refer to are the anabolic steroids. They are naturally-occurring or synthetic, and have three primary effects—masculinization, fluid retention, and nitrogen retention (this will increase body protein). Because of this latter property, the retention of nitrogen and increase in body protein, the steroids have been used with very limited success in the treatment of debilitated patients, such as those with advanced cancer. Some athletes (particularly weightlifters, shotputters and discus throwers) have taken these drugs in hopes of increasing their muscle mass. But drugs are totally useless for this purpose in people with adequate nutrition. The naturally-occurring anabolic steroids have half-lives in the body of two to three weeks, while the synthetic drugs usually have shorter half-lives. Either urine or blood can be analyzed for these substances; urine in particular is used to detect the presence of many substances, including marijuana and cocaine.

Q. EASTERN EUROPE
Is mistletoe lethal?

A. Yes. Unfortunately, it is highly toxic. Mistletoe contains an ingredient that mimics foxglove (digitalis) poisoning when consumed in large quantities. If a child ingests mistletoe berries, give him or her ipecac to induce vomiting. But, actually, hear this: *During the holiday season mistletoe poisoning is not as common as alcohol poisoning.* Here is the scenario. A two-year-old wakes up early, the morning after a holiday party; the toddler finishes off the leftover drinks that haven't been cleaned up from the party the night before. It only takes a few ounces to raise the child's alcohol blood level, and for it to reach a dangerous point.—Another cause of alcohol poisoning during the holidays is cologne, a common Christmas present. Small disk batteries such as those found in calculators and watches, can also be ingested by young children, may leak strong caustic material and cause severe burns, if swallowed. You parents should be alert to the extra dangers in your household during the holiday season.

Q. WASHINGTON
What is a half-life?

A. This is a measurement of the survival time of certain proteins formed in the body. If the half-life is two months, only half of the original proteins will be circulating in the body after two months. Two months later (four months from the first measurement), half of *those*, or one-fourth of the original mass, will remain.—Half-lives are also used in measuring radioactive

disintegration. For example, Iodine 125 (an element used in certain tests) has a half-life of 60 days. Approximately every two months, the radiation emitted from its sources will decrease by a factor of two. By the end of a year, these sources will not emit any measurable amount of radiation.

Q. WASHINGTON

Two weeks before I was to leave post on my home leave, I had to have an emergency operation. Then I was "medevaced" to Washington for further care and outpatient chemotherapy and treatment. Why wasn't I "medevaced" first? I had to come home on my home leave orders, and therefore couldn't receive any per diem for the two months I was receiving follow-up outpatient care.

A. According to precise General Accounting Office rulings, if international travel orders are in hand, medical evacuation travel orders can't be written. You must travel on your existing orders, which in essence pre-empt medical travel orders. The same situation occurs when other international travel orders have been issued, such as retirement orders, direct transfer orders to Washington, etc. So if you become ill and travel home for hospitalization and surgery or further treatment, you must travel on international travel orders. Although you can't receive medical per diem, we can guarantee payment of hospital and related bills not absorbed by your health insurance carrier.

Q. MARYLAND SUBURBS

I saw a doctor last week to make sure I didn't have pneumonia. He told me I just had a "Rhinovirus"! Did I catch it from my dog? What is it, something new?

A.

Scientists have discovered to date hundreds of viruses which cause the common cold. One group is the so-called Rhinovirus family. (The name comes from the Greek word for nose.) Of all the viruses that cause colds, the major ones are the Rhinoviruses. They can infect you through hand contact with someone who has a cold, or hand contact with a contaminated surface followed by rubbing eyes or probing the nose or mouth. As you can see, washing your hands frequently, as well as keeping your fingers away from your face, are important in breaking the chain of infection.—As for treatment, there has been no change in many years: we continue to recommend rest, drinking lots of fluids (including, yes, chicken soup), and aspirin or acetaminophen for the associated aches and pains.

Q.

FOGGY BOTTOM

One of the men in our office is out, recovering from infectious hepatitis. Should we co-workers take any shots or special precautions so we don't come down with it?

A.

The U.S. Public Health Service doesn't recommend gamma globulin for office, school or workplace contacts of persons with hepatitis A. Those persons with whom you've had intimate personal contacts, such as members of the family, or guests in the household who share bathroom and kitchen facilities, should receive gamma globulin if they have not already had hepatitis A. With proper handwashing after use of bathroom facilities, transmission is unlikely to occur, and office co-workers are not at risk of infection. Of course, persons residing at post, where periodic, prophylactic gamma globulin injections are recommended, should continue to

take the injections because of a constant risk of hepatitis infection.□

Dr. Korcak's health hints

Helping yourself

Stress is with us all the time; it comes from mental, emotional and physical activity. It's unique and personal to each of us. Many people find the holiday season to be a particularly stressful time, because of the many additional burdens and requirements we encounter.

When stress does occur, it's important to recognize and deal with it. Here are some ways to handle stress.

Engage in physical activity. When you're nervous, angry or upset, release the pressures through exercise or other activity. Running, walking, playing tennis or working in your garden are some of the activities you might try. Physical exercise will relieve that uptight feeling, relax you, and turn the frowns into smiles. *Your body and your mind work together.*

Talk to someone. Tell that person about your concerns and worries. A friend, family member, teacher or counselor can help you see your problem in a different light. If you feel the problem is serious, you might seek professional help from a psychologist, psychiatrist or social worker. Knowing when to ask for help may avoid more serious problems later.

Know your limits. If a problem is beyond your control and can't be resolved at the moment, don't fight it. Learn to accept what is for now—until such time when you can change it.

Take care of yourself. You're special! Get enough rest and eat well. If you're irritable and tense from lack of sleep, or if you're not eating correctly, you'll have less ability to deal with stressful situations. If stress keeps you from sleeping, you should ask your doctor for help.

Make time for fun. Your schedule should include both work and recreation. Play can be just as important to your well-being as work. You need a break from your daily routine. You

need to relax and have fun.

Be a participant. One way to keep from getting bored, sad and lonely is to go where it's all happening. Sitting alone can make you feel frustrated. Instead of feeling sorry for yourself, get involved; become a participant. Offer your services to neighborhood or volunteer organizations. Help yourself by helping other people. Get involved in the world and the people around you, and you'll find they will be attracted to you. You'll be on your way to making new friends and enjoying new activities.

Check off your tasks. Trying to take care of everything at once can seem overwhelming and, as a result, you may not accomplish anything. Instead, make a list of what tasks you have to do. Then do them one at a time, checking them off as they're completed. Give priority to the most important ones. Do those first.

Must you always be right? Do other people upset you when they don't do things your way? Try cooperation instead of confrontation. This is better than fighting or always being "right." A little give and take will reduce the strain, and make you feel more comfortable.

It's OK to cry. A good cry can be a healthy way to bring you relief. It might even prevent a headache or other physical consequence. Take some deep breaths, too. They also release tension.

Create a quiet scene. You can't always run away, but you can "dream the impossible dream." A quiet country scene, painted mentally—or, for real, on canvas—can take you out of the turmoil of a stressful situation. Change the scene around you by reading a good book. Or play beautiful music . . . to create a sense of peace and tranquility.

Avoid self-medication. Although you can use drugs to relieve stress temporarily, the drugs won't remove the conditions that caused the stress in the first place. Drugs, in fact, may be habit-forming. They could end up creating more stress than they take away. *They should be taken only on the advice of your doctor.*□

creating more stress than they take away.

They should be taken only on the advice of your doctor. □

Alcohol Awareness Program

Some tips on how to be a good host

As the holidays approach, it's a good time to remind ourselves that people can enjoy themselves at parties without overindulging. In fact, many can enjoy themselves without consuming any alcoholic beverages at all. The following article because of its timeliness, is reprinted from the December 1980 issue.

Don't be a pusher

There are two very distinct kinds of hosts at a dinner or cocktail party. One is a pusher, constantly forcing drinks on his guest. He never takes "no" for an answer.

The other host—a more reasonable fellow—may have liquor and food, or wine and cheese, or beer and nuts for his guests, but he doesn't make alcohol the prime attraction of his party. And since not everyone in the whole world likes liquor, he has some other beverages in the house, like fruit juice and soft drinks. He doesn't have a party so people can get smashed, but rather so people can enjoy each other, perhaps have a drink or something to eat, and spend a few relaxed hours among friends.

Know how to run a party

The gracious host isn't afraid to stop pouring drinks. If one of his guests has drunk too much or too fast, he doesn't ply him with another refill. Instead, he offers some food or a soft drink before the guest ruins the evening—for himself and everyone else.

The good host has his party well planned too. He knows that a pre-dinner cocktail should enhance a meal, not ruin it. And he knows that a good party doesn't require that the last drop be lapped from every bottle. By serving a nonalcoholic beverage like tea or

coffee, he announces to his guests that the liquor cabinet has been closed for the evening. Some guests may be disappointed that they didn't "tie one on." But they may be pleased to wake up the next day without a hangover. In fact, they may find they enjoyed themselves—in spite of staying sober.

Help the guest who's had too much

Regardless of the host's good intentions, there is always the chance that someone will get drunk at his party. When that happens, the host doesn't ply his guest with all kinds of "quick-fixes," because he knows the only cure for intoxication is time.

Generally, it takes about an hour of sobering-up for each drink consumed, and it takes 10 hours for the average person to get a half-pint of pure alcohol out of his system. Gulping coffee doesn't help—it is a stimulant that may make an intoxicated person feel more wide awake, but in fact, he may become more careless. Coffee just turns a sleepy drunk into a wide-awake one. And the other home remedies aren't any help either. A cold shower, exercise, tomato juice, breathing cold fresh air—none of these will sober up a person any faster. The only antidote is time.

Call the shots

The good host sets the pace for a party. If the host pours double drinks—even though some guests would prefer light ones—and if he does a lot of drinking himself, he signals to his guests that

his party is drinking-oriented. But if the host offers his guests a choice of liquor or soft drinks, has plenty of food around, and centers his party around good conversation, he sets a mood that is distinctly people-oriented.

Many hosts would be embarrassed if a guest at their party became sick from the food that was served, yet couldn't care less if the same guest became drunk on their liquor. But the good host would no more allow his guests to get sick from his drinks than he would from his food. Better to have a party remembered as a warm, friendly affair than not remembered at all.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, Washington, D.C. (telephone: (202) 632-1843 or 632-8804). Department regulations prescribe that all contacts with the program be handled on a medically-confidential basis. There will be no record of this matter in your personnel file. Your promotion and assignment possibilities will in no way be jeopardized. ■

MONROVIA, Liberia—Health unit staffers with air-conditioned van, outfitted with collapsible stretcher, oxygen unit and other equipment, acquired by U.S. embassy for use as an ambulance. From left: Dr. Hal Rinier, regional psychiatrist; Dr. Elwyn R. Hasse, regional medical officer; Peggy Tagis and Alfreda Mitchell, nurses; Kathy Williamson, receptionist; Joyce Carroll, technologist; Nixon Nimely, lab assistant. (Photo by Elwyn Hasse)



Personnel: Civil Service

Promotions

GG-6

Harris, Ivy L., U.S. Mission to the United Nations

GG-11

Sapountzis, Aspasia A., Foreign Service Institute

GG-12

Michalski, Michael P., U.S. Mission to the United Nations

GM-13

Kerr, Donna L., Intelligence and Research, Office of Intelligence Liaison, Control Office

GM-15

Buchanan, James Eldon, Intelligence and Research, Office of Analysis for American Republics

Cooper Jr., Robert A., Office of the Under Secretary for Management

Danylyk, John T., Intelligence and Research, Office of Economic Analysis

Konkel, David R., Intelligence and Research, Office of Economic Analysis

GS-3

Davis, Merle L., Passport Agency, Chicago

Flemons, Pamela, Passport Agency, Washington

Stuckey, Jeanette, Passport Agency, Miami

Turner, Shirley, Passport Agency, New York

Williams, Regina, Foreign Affairs Information Management Center

Winter Jr., Jeffrey Shaw, Bureau of Personnel, Office of Management

GS-4

Barrett, Barbara Jean, Central American Affairs

Burke, Robin L., Information Systems Office

Johnson, Kim Aurelia, Visa Operations

Littlefield, Timothy R., Diplomatic Pouch and Courier

Operations

Precha, Adrienne M., Bureau of Personnel, Office of Management

Robertson, Melinda, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs

Trent, Michelle D., Information Systems Office

Tyson, Richelle Maria, Office of the Comptroller, Financial Operations

GS-5

Adams, Lamay B., Near Eastern and South Asian Affairs, Office of Israel and Arab-Israeli Affairs

Adams, Wanda D., Bureau of Personnel, Office of Management

Anderson, Arleen Belinda, Office of the Comptroller

Arnold, Pamela I., Office of Security

Chambers, Jeffrey A., Passport Agency, Los Angeles

Crozzoli, Gina M., Bureau of Administration

Jones, Vanessa Renee, Office of Security, New York Field Office

Lucio, Eulalio, Passport Agency, Los Angeles

Mackell, Christine X., Economic and Business Affairs, Trade Agreements Division

Parker, Mary Ann, Diplomatic Pouch and Courier Operations

Robinson, Jessie M., Passport Operations

Seaborn, Joyce M., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Shield, Anthony, Diplomatic Pouch and Courier Operations

Troy, Denise M., Central American Affairs

GS-6

Davis, Larry, Legislative and Intergovernment Affairs

Herman, Daniel A., Visa Operations

Jackson, Brenda Delois, Passport Operations

Mullaney, Shawn T., Management Operations

Mullen, Bernard Alan, Diplomatic Pouch and Courier Operations

O'Keefe, Allison J., Office of Security

Sisk, Mary E., Bureau of Personnel

Smith, Gloria A., Foreign Service Institute

Thomas, Tanya M., Office of Overseas Schools

Thompson, Kristin D., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Trevor, David A., Consular Affairs

Wood, Amy J., Bureau of Personnel, Office of Employee Relations

GS-7

Artis, Mildred L., Passport Operations

Christian, Joanne C., Office of the Assistant Legal Adviser for Iran Claims

Frederick, Daisy B., Office of Communications

Jones, Brenda Fay, Politico-Military Affairs

Maust, Mary C., Foreign Affairs Information Management Center

McBayer, Regina C., Foreign Affairs Information Management Center

McCormick, Eileen E., Office of the Coordinator for International Communications and Information Policy

Rice, Etheleen, Intelligence and Research

Shields, Barbara J., Office of Security

Sykes, Cecelia P., Intelligence and Research

GS-8

Caldwell, Joyce Ann, Office of the Under Secretary for Security Assistance, Science and Technology

Merrifield, Rene A., Information Systems Office

Pullom, Georgia M., Office of the Coordinator for Interna-

tional Communications and Information Policy

GS-9

Bobby, Wayne S., Economic and Business Affairs

Carroll, Helen I., Passport Agency, New York

Cox, Stephen G., Passport Operations

Dorman, Stephen T., Consular Affairs

Farrell, Stephen T., Office of Communications

Long, Michelle S., Bureau of Personnel, Office of Recruitment, Examination and Employment

Lotz, Sharon Ruth, Foreign Affairs Information Management Center

Miller, Jeffrey D., Consular Affairs

Pollard, Mary E., Office of the Comptroller, Financial Services

Robb, Eileen J., Bureau of Personnel, Office of Management

Stewart, Linda G., Economic and Business Affairs, Office of Transportation and Telecommunications Affairs

Stone, Mary Susan, Inter-American Affairs

Stone, Mary Susan, Inter-American Affairs

Stone, Mary Susan, Inter-American Affairs

GS-10

Holton, Howard L., Information Systems Office

GS-11

Hermesman, Geoffrey F., Foreign Affairs Information Management Center

Hitts, Beverly M., Passport Agency, New Orleans

Johnson, Ralph E., Passport Agency, Philadelphia

Kirk, Mary Catherine, Inter-American Affairs, Public Affairs Staff

Lawrence III, David B., Information Systems Office, Systems Design and Programming Division

Verity, Eileen D., Bureau of Administration

Watts, Linda S., Foreign Affairs Information Management Center

GS-12

Evans, Linda Elaine, Office of the Comptroller
Gidez, Frances Z., Bureau of Personnel, Office of Position and Pay Management
Hayden, David C., Allowances Staff
Konicki, John, Office of Security
Krips, Charles G., Office of Foreign Buildings
Soel, Eloise W., Public Affairs
Steel, Deborah L., Office of Communications

GS-13

Cooper, Donna M., Information Systems Office, User Support Services Staff
Elliott, Richard S., Office of the Assistant Legal Adviser for Economic and Business Affairs
Harris, Eleanor J., Visa Operations
Knecht, Peter A., Public Affairs, Office of Public Opinions and Analysis
Lange II, John Edward, Office of the Assistant Legal Adviser for African Affairs
Pasek, Michael S., Information Systems Office, User Support Services Staff
Price, Daniel M., Office of the Assistant Legal Adviser for Inter-American Affairs

GS-14

Asher, Steven E., Office of the Legal Adviser
Bag, James D., East Asian and Pacific Affairs
Danaher, Michael J., Office of the Assistant Legal Adviser for Oceans and International Environmental and Scientific Affairs
Foreman, Dennis I., Office of the Assistant Legal Adviser for Education, Cultural and Public Affairs
Johnston, Marion Patricia, Office of the Legal Adviser
Moody, Kathleen, International Organization Affairs, Office of UN Systems Budgets
Van Reigersberg, Stephanie, Office of Facilities Management and Administrative

Services

Yanagida, Joy A., Office of the Assistant Legal Adviser for Oceans and International Environmental and Scientific Affairs

GS-15

Schwartz, Jonathan B., Office of the Assistant Legal Adviser for Near Eastern and South Asian Affairs

Appointments

Austin, Wanda Mae, Administrative and Clerical Pool
Barnes Jr., Walter G., Foreign Service Institute
Black Jr., Charles Alden, National Bipartisan Commission on Central America
Bumgardner, Randell David, Office of the Comptroller, Financial Operations
Cheng, Debra Shu-Pao, Administrative and Clerical Pool
Choi, Bok Sook, Foreign Service Institute
Clark, Yolanda B., Classification/Declassification Center
Cox, Claudine B., U.S. Mission to the United Nations
Culhane, Curtis C., Office of Facilities Management and Administrative Services, Language Services Division
Deitchman, Kathryn Ann, Intelligence and Research
Fleck, Benjamin A., Classification/Declassification Center
Francis, Cheryl Ann, Office of the Assistant Legal Adviser for Economic and Business Affairs
Galin, Nilgun, Foreign Service Institute
Gannon, John Edward, International Joint Commission
Gvozdaz, Kathleen D., Classification/Declassification Center
Hansen, Robert William, Politico-Military Affairs
Harrison, Dawn D., Administrative and Clerical Pool
Harrison, Linda Gaye, Passport Operations
Hart, Linda R., Central European Affairs
Hathaway, Christine P., Office of Protocol
Heckman, Susan Diane, Administrative and Clerical Pool
Herzberg, John M., U.S. Mission to the United Nations
Hill, Robert C., Oceans and International Environmental and Scientific Affairs
Holwill, Richard N., Inter-American Affairs
Hoffnagle, Lutchae Ann, Administrative and Clerical Pool
Keyes, Alan L., U.S. Mission to the United Nations
Kline, Gladys, Foreign Service Institute
Lacks, Vivian Yvette, Administrative and Clerical Pool
Lawson, Marilyn J., Northern European Affairs
Leacacos, Velia C., European and Canadian Affairs
Magruder, Robyn T., Passport Operations
Markoff, Michele G., Politico-Military Affairs
McCarthy, Karen L., Refugee Programs
Metz, Carol Jane, Office of Security
Plunkett, Christine L., Economic and Business Affairs, Office of Transportation and Telecommunications Affairs
Pollard, Laura, Office of the Assistant Legal Adviser for Iran Claims
Reese, Doris M., Office of Security, Washington Field Office
Reyes, Oscar J., Foreign Service Institute
Riersgard, Linda F., Central European Affairs
Rogge, Susan C., Public Affairs, Office of the Historian
Samuels, Jocelyn F., Office of the Assistant Legal Adviser for Iran Claims
Savard, Keith Durand, Intelligence and Research, Office of Economic Analysis
Searles, Vera B., European Affairs, Office of Security and Political Affairs
Sherrill, David G., Administrative and Clerical Pool
Stater, Timothy Murdock, National Bipartisan Commission on Central America
Stone, Nancy V., Office of Security
Stoycheff, Dimitar, Foreign Service Institute
Talib, Mahani, Foreign Service Institute
Taylor, Lucia S. C., U.S. Mission to the Organization of American States
Timbie, James Peter, Office of the Deputy Secretary
Tower, Linda A., Foreign Service Institute
Tu, Lawrence P., Office of the Assistant Legal Adviser for Economic and Business Affairs
Valdes-Cogliano, Sally J., Oceans and International Environmental and Scientific Affairs
Watson, Harold K., Passport Operations
Wharton, Eilan Kathryn, Legislative and Intergovernmental Affairs
Williams, T. Byron, Passport Operations
Yniguez, Susan K., Economic and Business Affairs

Reassignments

Abraham, Luberta, Office of Security to European and Canadian Affairs
Borek, Ted Andrew, Office of the Assistant Legal Adviser for European and Canadian Affairs to Office of the Assistant Legal Adviser for United Nations Affairs
Brown, Dorothy F., International Organization Affairs, Office of Communications and UNESCO Affairs to International Organization Affairs, Office of U.S. Budgetary Presentation and Payments
Casso, Geraldine J., International Organization Affairs, Office of UN System Coordination to International Organization Affairs, Office of UN Political and Multi-

lateral Affairs
Crozzoli, Gina M., Bureau of Administration to Visa Operations
Dodds, Carol Anne, Administrative and Clerical Pool to Office of Security, Investigations Division
Evans, Dorothy B., Office of the Secretary, Policy Planning Staff to Office of the Under Secretary for

Management
Evans, Elizabeth Ann, International Organization Affairs, Office of Communications and UNESCO Affairs to International Organization Affairs, Office for Policy Management
Heitkotter, Karen Rae, Bureau of Administration to International Organization Affairs, Office of Interna-

tional Conferences
Hempel, Lisa Marie, Administrative and Clerical Pool to Office of the Comptroller, Budget and Planning
Johnson, Sheila D., Office of Communications to Information Systems Office
Krucelyak, Cynthia R., Economic and Business Affairs, Special Trade Activities and Commercial Treaties Div-

ision to Public Affairs, Office of Public Programs
Lively, Elizabeth G., Economic and Business Affairs, Aviation Negotiation Division to Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division
Long, David E., Intelligence and Research, Office of Analysis for Near East and

Corrections

Through an inadvertence in the November issue, some sections of the "Personnel: Civil Service" lists were transposed. The following should have been listed under "Appointments" rather than "Resignations":
Meukow, Sonja W., Foreign Service Institute
Morgan, Michelle Ann, Consular Affairs, Passport Agency, Washington
Nakagawa, Hajime Jimmy, Passport Agency, Los Angeles
Pugh, William H., Classification/Declassification Center
Reddon, Bessie E., Office of Security, Washington Field Office
Reese, Sherry L., Passport Agency, Seattle
Russi, Eric R., Inter-American Affairs, Office of the U.S. Mission to the Organization of American States
Skrobisz, Margott L., Office of the Comptroller, Financial Operations
Sodhi, Cecilia K., Economic and Business Affairs, Office of International Energy Policy, Energy Consumer-Country Affairs
Sontag, John Philip, Bureau of Intelligence and Research, Office of Analysis for East Asia and Pacific
Soper, Nancy Ann, Refugee Programs

Stern, Eve Center, East Asian and Pacific Affairs
Stevens, Mark Anthony, Administrative and Clerical Pool
Tahtinen, Dale R., Economic and Business Affairs, Office of International Resources and Food Policy
Thompson, Samuel, Office of the Ambassador at Large and Special Assistant to the Secretary of Non-Proliferation and Nuclear Energy Affairs
Treacy, Kathleen Marie, U.S. Mission to the United Nations
Wapensky, Russell A., Economic and Business Affairs
Wheeler, Diane M., Office of Security, Los Angeles Field Office
Williams, Carl Lindsay, Passport Operations, Office of Program Support
Willis, Rosalind Denise, Administrative and Clerical Pool

The following should have been listed under "Resignations" rather than "Appointments":
Long, Patrice E., Passport Agency, Los Angeles
Love, April M., Medical Services
Lowery, Delrita, Passport Agency, Houston
Lueiro, Ana Sandra, Passport Agency, New

Orleans
Maddrey, Lee A., Legislative and Intergovernmental Affairs
Makle, Thomas E., Information Systems Office, Systems Design and Programming Division
McGown, Florence J., Passport Agency, Washington
McNulty, Joseph A., Office of Security
Miller, Annette Dorothy, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs
Minarick, Jean Ellen, Inter-American Affairs
Mitchell, Darryl Paul, Consular Affairs, Passport Agency, Chicago
Moody, Brenda Joyce, Passport Agency, Los Angeles
O'Meara, Peter F., Bureau of Personnel, Office of Management
Pasi, Geeta, Bureau of Personnel, Office of Management
Petrola, Richard R., Passport Agency, Boston
Pickering, Margaret S., Office of the Legal Adviser
Pickett, Tracey Charleen, Passport Agency, New York
Pratt, Robin R., Information Systems Office, Systems Design and Programming Division
Prieto, Cira Catalina, Passport Agency, New York
Radsan, Afsheen, Inter-

American Affairs
Rapp, Gail, Passport Agency, Stamford
Reynolds, Gerald H., Passport Agency, San Francisco
Roback, Edward A., Information Systems Office, Systems Design and Programming Division
Schwartz, William I., Office of the Legal Adviser
Shamwell Jr., Horace F., Office of the Assistant Legal Adviser for Management
Singer, Eric Harris, Inter-American Affairs
Staton, Juanita, Passport Agency, New York
Tiller, John R., International Organization Affairs, Office of Communications and UNESCO Affairs
Trottie, William K., Passport Agency, Stamford
Valadez, Jeffrey L., Bureau of Personnel, Office of Management
Velott, Gregory Alan, Information Systems Office, Systems Design and Programming Division
Wenley, Sarah E., Foreign Service Institute
Weron, George S., Passport Agency, San Francisco
Weygand, Anna Laura, Foreign Service Institute
Wilder, Gloria A., Passport Agency, New York
Wright, Denise E., Passport Agency, New York

- South Asia to Office of the Secretary, Policy Planning Staff
- Longstreet Jr., John**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Bureau of Personnel, Office of Management
- Mackell, Christine X.**, Office of the Under Secretary for Management, Executive Office to Economic and Business Affairs, Trade Agreements Division
- Manley, Alberta T.**, Overseas Citizens Services, Emergency Center to Medical Services
- Marshall, Renee M.**, Office for Combatting Terrorism to Politico-Military Affairs
- McClelland, Regina Kay**, Administrative and Clerical Pool to Bureau of Personnel, Office of Recruitment, Examination and Employment
- Miller, Beverly L.**, Administrative and Clerical Pool to Refugee Programs
- O'Brien, Joan C.**, Economic and Business Affairs, Office of International Energy Policy, Energy Producer-Country Affairs to Office of Overseas Schools
- Poyner, Pamela P.**, Passport Operations to Bureau of Personnel, Office of Management
- Prynada, Iwan**, Despatch Agency, New York to Office of Security
- Robinson, Valerie F.**, Office of the Legal Adviser to Near Eastern and South Asian Affairs
- Sager, Jeffrey Michael**, Administrative and Clerical Pool to Inter-American Affairs, Economic Policy Staff
- Schmid, Patricia A.**, Office of the Under Secretary for Management to Bureau of Personnel, Office of Management
- Small, David H.**, Office of the Assistant Legal Adviser for United Nations Affairs to Office of the Assistant Legal Adviser for Economic and Business Affairs
- Thomas, Sherlinda D.**, Overseas Citizens Services, Emergency Center to Despatch Agency, Baltimore
- Vogel, Kelly Jeanne**, Administrative and Clerical Pool to Office of Security
- Resignations**
- Amani, Todd Hanson**, Inter-American Affairs
- Baer, Katherine O.**, Bureau of Personnel, Office of Management
- Beasley, George F.**, Foreign Service Institute
- Brown, Cynthia Lynne**, Inter-American Affairs
- Busuttill, James J.**, Office of the Assistant Legal Adviser for Law Enforcement and Intelligence
- Byrd, Steven E.**, U.S. Mission to the United Nations
- Cahill, John F.**, Oceans and International Environmental and Scientific Affairs
- Cotter, Joanne Miller**, Office of Communications
- Coughlan, Thomas Richard**, Passport Agency, Boston
- Eagan, Jennifer Ann**, Passport Agency, Boston
- Ferrari, Lisa Ann**, Office of Security
- Fields Jr., Pearl D.**, Passport Agency, Boston
- Fitzgerald, James G.**, Passport Agency, Stamford
- Howard, Elizabeth A.**, Office of Overseas Schools
- Jefferson, Cheryl Faye**, Passport Agency, Los Angeles
- Jimenez, Vail A.**, Bureau of Personnel, Office of Management
- Jurgensen, Timothy G.**, Passport Agency, Seattle
- Kronmiller, Theodore G.**, Oceans and International Environmental and Scientific Affairs
- Lamb, Lynne Dorothy**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments, Senior Officer Division
- Laxalt, Michelle Dominique**, Oceans and International Environmental and Scientific Affairs
- Luster, Joi Darlene**, Bureau of Personnel, Office of Civil Service Career Development and Assignments
- Mack, Betty Jean**, Intelligence and Research, Office of Economic Analysis
- Manber, Susan H.**, U.S. Mission to the United Nations
- Marshall, Joan Rose**, Passport Agency, Los Angeles
- McCarthy, Karen L.**, International Boundary Commission
- McKinnon, Delores**, Passport Agency, Miami
- Novitsky, Mernia Ellen**, Bureau of Personnel, Retirement Division
- Plattner, Marc F.**, U.S. Mission to the United Nations
- Powell, Robin Elaine**, Passport Agency, New York
- Quarles, Donald P.**, Office of the Comptroller, Financial Services
- Ray, David William**, Office of Foreign Buildings
- Ross, Laverne R.**, Passport Agency, Philadelphia
- Ryan, Robert G.**, Office of the Ambassador at Large and Special Adviser to the Secretary on Non-Proliferation and Nuclear Energy Affairs
- Savitt, Robert P.**, Intelligence and Research, Office of Politico-Military Analysis
- Scocozza, Matthew V.**, Economic and Business Affairs, Office of Transportation and Telecommunications Affairs
- Smith, Alexander**, Passport Agency, New York
- Smith, Sandra Curey**, Bureau of Administration
- Stevens, Lee R.**, Oceans and International Environmental and Scientific Affairs, Office of Marine Science and Technology Affairs
- Sutton, Patricia Ann**, Passport Agency, New Orleans
- Thomas, Dorothea Janice**, Passport Agency, Los Angeles
- Thornton, Peter**, Diplomatic Pouch and Courier Operations
- Van Gorkom, Jerome W.**, Under Secretary for Management
- Woods, Terri Denise**, Passport Agency, Seattle
- Woolston, Charlotte A.**, Bureau of Administration, Office of Overseas Schools
- Wooten, Toni V.**, Office of Facilities Management and Administrative Services, Language Services Division
- Retirements**
- Fartro, Elizabeth V.**, Consular Affairs
- Gadson, Marion B.**, Foreign Affairs Information Management Center
- Murdock, Vivian D.**, Office of Supply, Transportation and Procurement
- Ruggiero, Marion T.**, Passport Agency, Boston
- Slayton, William L.**, Bureau of Administration ■

Library Services

Location: Room 3239 New State.

Collection: 680,000 volumes, 1,100 periodical titles.

Services:

- Loan of books, periodicals, Government documents, maps.
- Locating, borrowing items from other libraries.
- Assistance in finding information (legal, statistical, historical, biographical, geographical, etc.).
- Automated retrieval of information relating to foreign affairs.
- Daily newspapers (back issues on microfilm).

Installment saving beats installment buying. Join the Payroll Savings Plan for U.S. savings bonds. Buy "stock" in America!

Personnel: Foreign Service

Appointments

Aguayo, Daniel E., Guatemala
Alexander, Susan Elaine, Training Complement
Anske, Ralph Dhelo, Training Complement
Austin, Lauren Alisa, Training Complement
Barnes, Shirley Elizabeth, Training Complement
Botts, Eric Christopher, Training Complement
Boyack, Kerry A., Brasilia
Brock, Samuel Vincent, Training Complement
Burt-Lynn, Jane, Training Complement
Clark, Howard Dean, Training Complement
Cookson, Robert S., Monrovia
De Pirro, Velia Maria, Training Complement
Debusk, Loretta Helen, Training Complement
Dipaolo, Donna Marie, Training Complement
Dorschner, Jon Peter, Training Complement
Evans, Isabel C., Guatemala
Evans, Trevor James, Training Complement
Fenzi, Jewell, Port of Spain
Foley, James Brendan, Training Complement
Garriga, Jose Gustavo, Training Complement
Georgiadis, Hourmouzis G., Intelligence and Research, Office of Economic Analysis, Methods and Analysis Staff
Horn, P. Evelia, Managua
Howard, Joseph Ernest, Training Complement
Keat, Stephen K., Training Complement
Keeton, Margaret Ellen, Training Complement
Kelley, Martha Novick, Training Complement
Korp, Ralph V., Department of Treasury
Kosnett, Philip S., Training Complement
Krainess, Merrill M., Training Complement
Kunstadter Jr., John W., Training Complement
Lanier, Jerry P., Training Complement

Lechnir, Dorothy M., Kuala Lumpur
Martin, Laura Spencer, Sao Paulo
Matrin, Charles S., Maputo
McAnulty, James P., Training Complement
McCall, Louis A., Calcutta
Moreno, Luis G., Training Complement
Ortiz, Alberto, Brasilia
Owen, William H., Training Complement
Patterson, William S., Lome
Pinon Jr., Guadeloupe, Paris
Poulter, Cristina M., Training Complement
Probst, Leslie, Office of Communications
Ragsdale, Marguerita D., Training Complement
Salazar, Paula M., Mexico
Schlosser, John K., Training Complement
Shapiro, Lisa J., Training Complement
Smith III, Hampton D., Training Complement
Smith, Jacqueline R., Madrid
Sullivan, Roy F., Training Complement
Tanner, Crosby M., Jakarta
Todd, Evelyn J., Havana
Tracy, Mary M., Training Complement
Trotter, Paula Marie, Tokyo
Whitehead, Robert E., Training Complement
Yamate, Robert T., Training Complement

Transfers

Achterhof, James M., Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training
Acosta, Luis E., Bureau of Personnel to Intelligence and Research, Office of Economic Analysis
Alderman, J. Mikel, Foreign Service Institute to Suva
Ames, Aldrich H., Mexico to Inter-American Affairs
Amine, Assad, Morocco to Near Eastern and South Asian Affairs
Amstutz, J. Bruce, Near Eastern and South Asian Affairs to Bureau of

Personnel

Anderson, Phyllis Sachiko, France to European and Canadian Affairs
Appleton, Richard, Nigeria to Guadalajara
Arenas, Manuel, Uruguay to Mexico
Arnett, Patty Sue, Nigeria to Hong Kong
Arrizabalaga, Edward P., Nigeria to Santiago
Ashley, Rachel Christine, Eastern European Affairs to Bureau of Personnel
Atchley, John K., Mexico to Caracas
Atkins, Marshall F., Egypt to Conakry
Augustenborg, Lon D., Soviet Union to European and Canadian Affairs
Augustine, Peter K., Foreign Service Institute to Intelligence and Research
Augustine, Robert C., Czechoslovakia to Lusaka
Aulds, Susan I., Nicaragua to Bureau of Personnel
Austin, Kathleen T., Foreign Service Institute, Language Training to Kigali
Bacha, Jules D., Argentina to Bogota
Bahti, James H., Egypt to Near Eastern and South Asian Affairs
Baker, Jerald, United Arab Emirates to Office of Communications
Barlow, Bryon Swanson, Philippines to San Salvador
Barr, Joyce A., European and Canadian Affairs to Bureau of Personnel, Office of Recruitment, Examination and Employment, General Recruitment Division
Barrett, Leonard K., Trinidad-Tobago to Inter-American Affairs
Bates, William G., Office of Communications to Manila
Beasley, George F., United States Information Agency to Foreign Service Institute
Beckham, Robert W., Oceans and International Environmental and Scientific Affairs, Office of Non-

Proliferation and Export Policy to Foreign Service Institute, University Training

Belgard, Leonard H., Soviet Union to U.S. Mission to Geneva
Bellamy, Conrad L., East Asian and Pacific Affairs to Madras
Berkman, Gypsie C., Office of Communications to Bureau of Personnel, Office of Recruitment, Examination and Employment, General Recruitment
Berger, Rosella R., East Asian and Pacific Affairs to Legislative and Intergovernmental Affairs
Berggren, Edith L., Brazil to Inter-American Affairs
Berghofer, Gale Ellen, Venezuela to San Jose
Bigelow, Lee S., France to Bangkok
Bigler, Alan O., Foreign Service Institute, Language Training to Beirut
Black, H. Clay, Department of Commerce to Agency for International Development
Blackwill, Robert D., European and Canadian Affairs to Inter-Governmental Assignment
Blakeburn, Paul H., Inter-American Affairs, Office of Brazilian Affairs to Abidjan
Block, Stephen M., Foreign Service Institute to Bureau of Personnel, Office of Performance Evaluation
Bobbin, John, Venezuela to Buenos Aires
Bolinski, Joseph J., Ivory Coast to Caracas
Bonsteel, Christopher M., Argentina to Office of Communications
Booher, Sarah L., Colombia to Bucharest
Booth, Donald E., East African Affairs to Egyptian Affairs
Booth, Richard Thomas, Peru to Brussels
Boudreau, William J., African Affairs to Politico-Military

PERSONNEL: FOREIGN SERVICE

- Affairs
Brackeen, Rogers L., Inter-American Affairs to Office of Foreign Buildings
Brana, Manuel, Inter-American Affairs to Guatemala
Brendley, Richard E., Finland to Riyadh
Broe, Patricia A., Colombia to Vienna
Brown, Timothy C., Inter-American Affairs, Office of Cuban Affairs to Fort-de-France
Brown, William A., Inter-Governmental Assignment to East Asian and Pacific Affairs
Browne, Edward S., Kuwait to Singapore
Browne, Lilia Leano, Kuwait to Singapore
Brzozowski, Clifford E., Korea to Abidjan
Buckley, Daniel George, Office of Communications to Alexandria
Buffalo Jr., Harvey A., Bureau of Administration to Office of Foreign Buildings
Bullick, Linda C., Japan to Belgrade
Bullock, Margaret J., Refugee Programs to Lusaka
Burgess Jr., Roger E., Denmark to Management Operations
Burkhardt, Paul G., Kuwait to Manila
Burkhardt, Ruth M., Kuwait to Office of Communications
Carpenter Jr., Harlow J., China to American Institute-Taiwan
Carroll III, Edward J., Mauritania to African Affairs
Cassman, Joel F., Mexico to East Asian and Pacific Affairs, Industrial and Strategic Materials Division
Cavallaro, John F., Italy to European and Canadian Affairs
Cavoli, Clare Marie, African Affairs to Port Louis
Cecil, Joseph A., Togo to Office of Communications
Chaddic, Joe H., Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology to Office of Communications
Chamberlin, John W., Islamabad to West African Affairs
Chang, Vivian Sau-Woon, Office of Supply, Transportation and Procurement to Office of Facilities Management and Administrative Services
Clark, Bruce W., U.S. Mission to the United Nations to Tokyo
Clark, Karen R., Operations Center to Office of the Secretary
Clark, Patricia R., France to Office of Citizens Consular Services, African Division
Clarke, Robert John, Spain to Foreign Service Institute
Cleverley, J. Michael, Finland to Foreign Service Institute, University Training
Clute, Janet E., Bureau of Personnel to Bangkok
Coffman, Steven P., Australia to Operations Center
Coley Jr., Joel J., Sri Lanka to Lubumbashi
Collins Jr., John A., El Salvador to Monrovia
Conlon, Odelia Claire, Botswana to The Hague
Connelly, Claude P., India to Near Eastern and South Asian Affairs
Cook, Frances D., Bujumbura to Alexandria
Cooper, Tushinde C., Bureau of Consular Affairs to Visa Services, Office of Public and Diplomatic Liaison, Written Inquiries Division
Costanza, William A., Inter-American Affairs to Brasilia
Cottrill, Charles E., Brazil to Inter-American Affairs
Courlang, Edward M., Australia to Information Systems Office, User Support Services Staff
Cox, Patricia E., Brazil to Lisbon
Cramer, Jeannene J., Senegal to Foreign Service Institute, University Training
Crea, Nicholas S., France to Office of Communications
Dalsimer, Anthony S., Upper Volta to African Affairs
Dankert, Roger L., Foreign Service Institute, University Training to Office of the Director General of the Foreign Service and Director of Personnel
Daroczy, Lynn D., European and Canadian Affairs to Beijing
Davenport, Claudia P., El Salvador to Inter-American Affairs
Davidow, Jeffrey, Foreign Service Institute, University Training to Office of Inter-African Affairs
Day Jr., Robert E., Berlin to Special Domestic Assignments Program
Dean, Jonathan, Special Domestic Assignments Program to Bureau of Personnel
Dent Jr., Lynwood M., Foreign Service Institute, Language Training to Bureau of Administration
Difillipo, Donna, Morocco to Near Eastern and South Asian Affairs
Doane Jr., James V., Soviet Union to Bureau of Administration
Doucet, Henry L., Greece to Office of Communications
Drost, Richard J., Colombia to Office of Communications
Ducote, Robert A., Haiti to Inter-American Affairs
Duffy, William J., Foreign Service Institute, Language Training to Fukuoka
Dunbar Jr., Charles F., Afghanistan to Near Eastern and South Asian Affairs
Earls, Robert F., Denmark to Bueharest
Edgette, Judith A., Argentina to Inter-American Affairs
Edwards, Naomi Sue, Personnel Management Division to Georgetown
Eggertsen, Paul Fred, Austria to Medical Services
Entwistle, James F., Cameroon to Niamey
Espejo, Dante U., Hong Kong to Riyadh
Essington Sr., Robert R., Lebanon to Office of Operations
Eures Jr., Ernest P., France to Office of Communications
Evans, Betty Sue, Switzerland to Islamabad
Evans, Teresa Matthews, Mexico to London
Falzgraf, Marietta Barbier, Spain to Luxembourg
Farrar, Lawrence F., Foreign Service Institute, Language Training to Bonn
Farsakh, Andrea Morel, Saudi Arabia to Abu Dhabi
Feeney, Jon J., Ivory Coast to London
Feigenberg, Mitchell H., Economic and Business Affairs to Bujumbura
Fields, Odie Nelson, European and Canadian Affairs to Foreign Service Institute, Language Training
Fitzgerald, John M., Burma to East Asian and Pacific Affairs
Flohr, Linda C., Inter-American Affairs to Bridgetown
Flora, Brian M., Germany to Conference on Security and Cooperation in Europe
Flora, Stephen B., Iraq to London
Foskey, Michael E., Ethiopia to Office of Communications
Frisbie-Fulton, Thomas R., Harare to Niamey
Galassi, Priscilla, Soviet Union to East Asian and Pacific Affairs, Public Affairs
Galovich Jr., Theodore G., Inter-American Affairs to Antananarivo
Gamber, Daniel C., Czechoslovakia to Bonn
Garcia, Jenaro A., Italy to Buenos Aires
Gardner, D. Jean, Training Complement to Foreign Service Institute, Language Training
Garniss, Cornelia E., Czechoslovakia to Havana
Gaskill, Patricia A., Ecuador to Quito
Gemmill, Ceilia M., Kenya to Harare

- Giegling, Gilbert H. C.**, Hong Kong to Mogadishu
- Gilhooly, John F.**, Hong Kong to East Asian and Pacific Affairs
- Gilstrap, Opal Kay**, Office of Inter-African Affairs to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
- Glatz Jr., Charles L.**, Foreign Service Institute, Language Training to Krakow
- Gnehm Jr., Edward W.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Secretariat Staff
- Gober, Sally M.**, Foreign Service Institute to Citizen Emergency Center
- Goldstein, George L.**, Mexico to Bonn
- Gorbett, Alton P.**, Israel to Near Eastern and South Asian Affairs
- Gregory, Joan E.**, Fiji to Stuttgart
- Griffiths, Richard M.**, Soviet Union to Nairobi
- Hall, Norman C.**, Germany to Berlin
- Haluska, Marianne J.**, Czechoslovakia to Foreign Service Institute
- Harty, Maura A.**, Mexico to Visa Operations
- Hassani, Frederic C.**, Zambia to Scoul
- Hatcher, Theresa**, France to Fort-de-France
- Hauptmann, Jerzy J.**, Foreign Service Institute, Language Training to Beijing
- Hawkins, Genta A.**, Foreign Service Institute to African Affairs
- Hearney, Robert P.**, Singapore to Madrid
- Heichler, Lucian**, Turkey to Intelligence and Research
- Helms, Richard H.**, Jordan to Sanaa
- Hendrix, John W.**, Singapore to Algiers
- Hernandez, A. Daniel**, Brazil to Asuncion
- Hicks, Irvin**, Foreign Service Institute to African Affairs
- Hickson, Durwood**, Liberia to Nairobi
- Hirakawa, Marlene S.**, Turkey to Buenos Aires
- Hodges, Eann T.**, Inter-American Affairs to Copenhagen
- Holland, John E.**, Kenya to Frankfurt
- Holley, Robert Michael**, Haiti to Politico-Military Affairs
- Holm, Craig Granniss**, Office of Security to Management Operations
- Holt, Peter G.**, Luxembourg to European and Canadian Affairs
- Hooks, J. Aubrey**, Turkey to Foreign Service Institute, University Training
- Hopkins, Lance G.**, Ecuador to Inter-American Affairs
- Howard, Phyllis A.**, Soviet Union to Brussels
- Hubbard Jr., Lyman L.**, Jamaica to Mexico
- Hughes, James R.**, Yemen Arab Republic to Near Eastern and South Asian Affairs
- Hyams, Robert Steven**, Office of the Under Secretary for Economic Affairs to Economic and Business Affairs, Aviation Negotiations Division
- Ivie, John K.**, Foreign Service Institute, Language Training to Brasilia
- Jackson, Bradley D.**, Office of Communications to Riyadh
- Jackson, Cherie J.**, Kenya to Mogadishu
- James, Doris Ann**, Inter-American Affairs to Brasilia
- Jarocki, Joseph P.**, Guyana to Office of Communications
- Jaworski, Ronald R.**, Canada to Stockholm
- Johnson, Daniel A.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Bureau of Personnel, Office of Management, Human Resources Management Division
- Johnston, Ronald B.**, Germany to Office of Communications
- Jones Jr., Charles**, Canada to St. Johns
- Jones, Betty Jane**, Bureau of Personnel to European and Canadian Affairs, Organization for Economic Cooperation and Development, European Community and Atlantic Political Economic Affairs
- Jones, Glenn T.**, Germany to Port Louis
- Joyce, Rebecca A.**, Mali to Intelligence and Research, Office of Intelligence Support, Current Intelligence Staff
- Kelley, James T.**, Liberia to African Affairs
- Kendall-Johnston, William M.**, Mexico to Kuala Lumpur
- Kennon, Lawrence J.**, Netherlands to European and Canadian Affairs
- Kiang, Daniel**, Foreign Service Institute to Beijing
- Kilgore, Gerald J.**, Israel to Office of Security, Foreign Operations
- Kilgore, Hulya**, Israel to Near Eastern and South Asian Affairs
- Killham, Edward L.**, European and Canadian Affairs to Politico-Military Affairs
- Kilner, Scott F.**, Turkey to Berlin
- Kinney, Douglas S.**, U.S. Mission to the United Nations to Foreign Service Institute
- Kinney, Stephanie Smith**, United States Information Agency to Foreign Service Institute
- Klebenov, Eugene**, Inter-Governmental Assignment to Politico-Military Affairs
- Komitor, Jack S.**, Office of Citizens Consular Services to Consular Affairs
- Kopf, George Benjamin**, Training Complement to Hermosillo
- Kornbluth, David A.**, Jamaica to Hong Kong
- Koss, Janet Lee**, Inter-American Affairs to Mexico
- Kriendler, John**, France to Caracas
- Krys, Sheldon Jack**, Foreign Service Institute to Management Operations
- Lackey, James B.**, Office of Foreign Buildings to Jakarta
- Lamb, Dennis David**, European and Canadian Affairs to Madrid
- Lambrakis, George B.**, Foreign Service Institute to Bureau of Personnel
- Langan, Douglas**, European and Canadian Affairs to Office of Foreign Missions
- Lange, John E.**, Mexico to Paris
- Larre, Cynthia Frances**, Intelligence and Research to Office of the Deputy Secretary
- Leach, Paul R.**, African Affairs to Nairobi
- Lecuona, Richard M.**, Spain to European and Canadian Affairs
- Leneave, Marvin E.**, Trinidad-Tobago to Santo Domingo
- Leonard, Catherine L.**, Ivory Coast to Dar-es-Salaam
- Lief, Elliot R.**, Malaysia to Niamey
- Livingston, James A.**, Sweden to European and Canadian Affairs
- Lopez, Siria R.**, Turkey to Toronto
- Loskot, William F.**, Foreign Service Institute, Language Training to Prague
- Lutkus, Anthony J.**, Liberia to Office of Communications
- Lynch Jr., Thomas A.**, Belgium to Foreign Service Institute, University Training
- Lynde, Howard J.**, Office of Security, New York Field Office to Office of Security, Command Center
- Macias, Arturo S.**, China to Barranquilla
- Maddocks, Paul Kevin**, France to Tunis
- Mahn, Mark A.**, Thailand to Office of Communications
- Maire, Joseph F.**, Liberia to Office of Communications
- Malin, Herbert S.**, Philippines to East Asian and Pacific Affairs
- Malinowski, Michael E.**, Sri Lanka to Intelligence and Research, Office of Analysis

PERSONNEL: FOREIGN SERVICE

- for South Asia
- Maloney, Steven Scully**, Romania to Visa Operations, Office of Legislation, Regulations and Advisory Assistance
- Martin, William S.**, Liberia to Office of Communications
- Mason, J. Richard**, Montevideo to Information Systems Office, User Support Services Staff
- Matlock Jr., Jack F.**, Czechoslovakia to National Security Council
- Matteson, Lois Jean**, Cameroon to Visa Operations
- Matthews, Lamoyne Mason**, Foreign Service Institute, Language Training to Monterrey
- May, Patricia F.**, Cyprus to Organization for Economic Cooperation and Development/Paris
- Mayfield, Katherine A.**, Sri Lanka to Belgrade
- Maysa, John**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Beijing
- Maysa, Nilsa**, African Affairs to Beijing
- Maziarz, Joseph S.**, Kenya to Office of Communications
- McGhee, Janet M.**, East Asian and Pacific Affairs to Rome
- McCann, Murray J.**, Lebanon to Near Eastern and South Asian Affairs
- McEldowney, Frederick C.**, Trade Negotiations to Ontario
- McGuckin, Patricia R.**, Malawi to African Affairs
- McMillen, John J.**, Ecuador to San Jose
- McSwain, Robert J.**, Foreign Service Institute, University Training to Economic and Business Affairs, Planning and Economic Analysis Staff
- Medina, Georgia M.**, Inter-American Affairs to San Salvador
- Metras, Suzanne M.**, China to East Asian and Pacific Affairs
- Meyers, Alfreda E.**, Indonesia to Dhaka
- Meyers, Donald F.**, Commerce Department to Bureau of Personnel
- Milam, William B.**, Economic and Business Affairs, Office of International Finance and Development to Yaounde
- Miller, Barbara R.**, Intelligence and Research to Foreign Service Institute, Language Training
- Milligan, Linda A.**, Near Eastern and South Asian Affairs to Cairo
- Milovanovic, Gillian A.**, European and Canadian Affairs to Paris
- Mintz, Mary E.**, Austria to Eastern European Affairs
- Mondejar, John P.**, Training Complement to Bureau of Personnel
- Moody, William**, Mexico to Singapore
- Moore, Annette J.**, Foreign Service Institute to Capetown
- Moose, George E.**, U.S. Mission to the United Nations to African Affairs
- Morgan, Thomas J.**, Special Domestic Assignments Program to Politico-Military Affairs, Office of Munitions Control
- Morley, Robert B.**, Inter-American Affairs, Office of Mexican Affairs to Inter-American Affairs, Office of Southern Cone Affairs
- Motch, Joan F.**, Liberia to Manila
- Mozena, Dan W.**, Zambia to Kinshasa
- Napierkowski, David**, Guyana to Inter-American Affairs
- Napper, Larry C.**, Soviet Affairs to Foreign Service Institute
- Narcavage, Pauline T.**, India to Near Eastern and South Asian Affairs
- Natrop, Rosalie M.**, Romania to Rabat
- Natwick, Carol E.**, Cameroon to African Affairs
- Newland, Frank R.**, Pakistan Office of Communications
- Newman, Ramelle A.**, Costa Rica to Inter-American Affairs
- Nider, Ralph Lawrence**, Foreign Service Institute, Language Training to Mexico
- Nilson, Sam M.**, Soviet Union to Office of Communications
- Norberg, Carl E.**, Germany to Bangkok
- Norville, William P.**, African Affairs to Moscow
- Nuernberger, Robert J.**, El Salvador to Kabul
- O'Connell, John G.**, Saudi Arabia to European and Canadian Affairs
- O'Rourke Jr., William H.**, Berlin to Office of Security, Protective Security Staff
- Olivarez, Ernest R.**, Cuba to Beirut
- Ortblad, Dennis J.**, Poland to Hamburg
- Orum, Thomas Tondée**, U.S. Army to San Jose
- Papendick, Dennis R.**, Bureau of Personnel, Office of Recruitment, Examination and Employment, Examination Division to International Narcotics Matters
- Papendorp, J. Theodore**, U.S. Mission to the United Nations to Office for Combating Terrorism
- Pariseau, Christopher Paul**, Office of Communications to Cairo
- Park, Deborah Perrie**, Trinidad-Tobago to Beirut
- Paul, Catherine**, Soviet Union to Berlin
- Pawloski, Joseph J.**, Liberia to Office of Communications
- Payne, Patricia**, Egypt to Manila
- Pearson, W. Robert**, China to Operations Center
- Perez, Carlos**, Praia to Guatemala
- Peters, John G.**, Yugoslavia to European and Canadian Affairs
- Pfeifle, Linda Margaret**, Nicaragua to Inter-American Affairs
- Pingree, Michael M.**, African Affairs to Jakarta
- Pixley, Michael M.**, European and Canadian Affairs to Ankara
- Polansky, Sol**, European and Canadian Affairs to Politico-Military Affairs
- Pone, Vanessa M.**, Ghana to African Affairs
- Porter, Blaine D.**, Commerce Department to East Asian and Pacific Affairs, Economic Policy Office
- Porter, James J.**, Switzerland to Vienna
- Povenmire, Dale M.**, Foreign Service Institute, Language Training to Rome
- Povenmire, Marilyn Ross**, Foreign Service Institute, Language Training to Rome
- Presgrove, Barbara Anne**, African Affairs to Foreign Service Institute, Language Training
- Price, Linda Kay**, Burma to Athens
- Price, Norma J.**, Paraguay to Family Liaison Office
- Proctor, Nickolas W.**, Office of Security to Bonn
- Quinn, Eileen J.**, Training Complement to Seoul
- Rackmales, Robert**, Italy to Kaduna
- Ramirez, Adolfo A.**, Cuba to Praia
- Reed, Karla**, Laos to Bangkok
- Reed, Rickey J. C.**, Sri Lanka to Seoul
- Reid, William F.**, Dominican Republic to Foreign Service Institute, University Training
- Renno, Sharon L.**, United Kingdom to Frankfurt
- Reside, Julie M.**, Japan to Manama
- Ressler, Harold K.**, Algeria to Economic and Business Affairs, Office of International Finance and Development, Office of Business Practices
- Rhodes, Linda May**, Inter-American Affairs to La Paz
- Rinker, Joseph H.**, Pakistan to Pretoria
- Ritterhoff, Robin R.**, U.S. Mission to the United Nations to Madrid
- Rochester, Beverly D.**, Mali to Tokyo

- Rodenhauer, Georgia E.**, Ghana to Bangkok
- Rodriguez, Judith**, France to Asuncion
- Rogers, Montgomery L.**, Zaire to African Affairs
- Rope, William Frederick**, East Asian and Pacific Affairs to Foreign Service Institute
- Roppe, Dorothy Ann**, Germany to Lima
- Rorick, Alberta Irene**, India to Antananarivo
- Rosdahl, Lyle H.**, Qatar to Rabat
- Rossano, Gerard N.**, Afghanistan to Office of Communications
- Rushing, Charles E.**, European and Canadian Affairs to Management Operations
- Russell, Lawrence D.**, Belgium to European and Canadian Affairs
- Saif, Miriam**, European and Canadian Affairs to Trieste
- Sattler, Martin J.**, Italy to Tokyo
- Savino, Carmela**, India to Algiers
- Scheid, Carl P.**, El Salvador to Inter-American Affairs
- Schiveley, Lynn Roger**, Panama to Guatemala
- Schmelzlen, Linda K.**, Norway to European and Canadian Affairs
- Schneider, Donald A.**, Liberia to Office of Communications
- Schroeder, Beverly A.**, Australia to Muscat
- Schwegel, Virginia S.**, Netherlands to Kuwait
- Scobey, Margaret**, Peru to Peshawar
- Sellers, Peter S.**, Saudi Arabia to Karachi
- Sentowski, Valeria P.**, Germany to Montreal
- Seroor, Jeanette**, Thailand to Helsinki
- Shealy, Thomas E.**, Australia to East Asian and Pacific Affairs
- Shelton, Elizabeth W.**, Malaysia to Lagos
- Sherman, Richard Morey**, United Kingdom to Yaounde
- Shouse, Eloise K.**, Foreign Service Institute to European and Canadian Affairs
- Shumway, Jeddy K.**, Burma to Kabul
- Siemienkiewicz, Gerald**, Kenya to Monrovia
- Silins, Ints M.**, Soviet Union to Stockholm
- Simcoe, Mary L.**, Nigeria to African Affairs
- Simon, Alan P.**, African Affairs to Bujumbura
- Simons, Mark L.**, Soviet Union to European and Canadian Affairs
- Sinsabaugh, Ann Marie**, Thailand to Yaounde
- Sirabian, Doris A.**, Hong Kong to Berlin
- Smith, Audra B.**, Greece to European and Canadian Affairs
- Smith, George A.**, Belgium to Athens
- Smith, Greenleaf H.**, Israel to Near Eastern and South Asian Affairs
- Spelman, Douglas Gordon**, Hong Kong to Beijing
- Spitzform, Kenneth G.**, Greece to Office of Communications
- Stadius, Bernarr L.**, Philippines to Foreign Service Institute. Language Training
- Stahl, Kenneth C.**, Somalia to Office of Communications
- Stanback, Barbara**, Cyprus to Toronto
- Stanford, Gary S.**, Tunisia to Monrovia
- Stephens, Sabiha M.**, Turkey to Lagos
- Stern, Robert H.**, Bureau of Personnel to Office for Combatting Terrorism
- Stewart, Teresa Faye**, Niger to U.S. Mission to Geneva
- Sting Jr., Joe T.**, Yugoslavia to London
- Stitt, Mary P.**, Mexico to Bureau of Personnel. Office of Recruitment, Examination and Employment. Administrative Support Division
- Stoddart, Jonathan D.**, Belgium to European and Canadian Affairs
- Stott Jr., David S.**, African Affairs to Commerce Department
- Struck, William W.**, Foreign Service Institute to Visa Services Office of Field Support and Liaison
- Sutton, Gerald M.**, Office of Inspector General to Inter-American Affairs
- Sylawa, Bernice Ann**, Greece to Seoul
- Tanes, Mary M.**, Trinidad-Tobago to Oceans and International Environmental and Scientific Affairs
- Taylor, Carl**, Near Eastern and South Asian Affairs to East Asian and Pacific Affairs
- Taylor, James E.**, Cameroon to Office of Supply, Transportation and Procurement
- Tefft, Bruce D.**, Nigeria to Johannesburg
- Tefft, Patricia Irene**, African Affairs to Johannesburg
- Terzuolo, Eric Robert**, Barbados to Beirut
- Thomas, Louis C.**, Soviet Union to European and Canadian Affairs
- Thomas, Mary Jane**, Foreign Service Institute. Language Training to Sofia
- Thomas, Walter J.**, African Affairs to St. Johns
- Thompson, Cameron S.**, Bulgaria to Intelligence and Research
- Thornton, Calvin F.**, Germany to Office of Communications
- Tobin, James E.**, Foreign Service Institute. Language Training European and Canadian Affairs
- Townsend, Benny C.**, Office of Communications to Addis Ababa
- Trieberg, Lillian E.**, Sweden to European and Canadian Affairs
- Trodden, Cindy Marie**, Greece to Port-au-Prince
- Turley, Frank Craigo**, Training Complement to Paris
- Turner III, Hugh J.**, Afghanistan to Near Eastern and South Asian Affairs
- Urli, Lawrence A.**, Barbados to Bucharest
- Van Horn, Mary E.**, Japan to London
- Vance, William R.**, Canada to Islamabad
- Vanravenswaay, Lyle A.**, New Zealand to Port-au-Prince
- Villegoureux-Ritaud, Phyllis**, Niger to Mexico
- Wagner, Jimmie E.**, Nicaragua to Madrid
- Wales, Jackie Cyril**, Office of Communications to Karachi
- Walker, Gerald H.**, Ghana to Kinshasa
- Walker, Jenonne R.**, Stockholm to Politico-Military Affairs
- Warnock, John A.**, Office of Special Assistant to the Secretary and Coordinator of International Labor Affairs
- Washington, Gilder**, Frankfurt to American Institute-Taiwan
- Wax, Jean Catherine**, Somalia to Frankfurt
- Whiddon, Ronald A.**, Pakistan to Office of Communications
- Wick, David Steven**, Kenya to Bangkok
- Wiener III, Howard C.**, Paris to Information Systems Office
- Wilcox, Rose Marie**, El Salvador to Inter-American Affairs
- Wildermuth, Ronald A.**, Pakistan to Bridgetown
- Wiley, Marion B.**, Canada to Brussels
- Willcox, John M.**, Madagascar to Brussels
- Williams, Gene H.**, Congo to African Affairs
- Williams, James E.**, Diplomatic Pouch and Courier Operations to Accra
- Williams, James T.**, Liberia to Office of Communications
- Winnick, Seth D.**, United Kingdom to Kinshasa
- Wong, Wayne W. S.**, Australia to Executive Secretariat
- Wood Sr., Lawrence P.**, Office of Communications to Port-au-Prince
- Woods, Beverly L.**, Argentina to Copenhagen

PERSONNEL: FOREIGN SERVICE

Wright, Orrin M., Switzerland to Bureau of Administration, Office of Communications
Yeager, Kenneth R., Niger to Bujumbura
Zabetakis, Kathryn, Philippines to Abidjan

Resignations

Able, Patricia J., Seoul
Bohmann, Karl E., Guatemala
Davis, Vera Lyn, Office of the Legal Adviser
Fahey, Patrick J., Office of Security, Detroit Field

Office
Friedersdorf, Max L., Hamilton
Gifford, Teresa S., Tegucigalpa
Lawson, Marilyn J., Ankara
Loeb Jr., Langeloth John, Copenhagen
McKillop, Carol J., Rome
Rowan, Richard J., Brussels
Sapienza, Douglas Jerome, Monrovia
Tobin, James E., European and Canadian Affairs

Retirements

Benton, Fannie L., Kuala

Lumpur
Blase, Sam E., Office of Communications
Carle, Jack M., Special Domestic Assignments Program
Harter, John J., U.S. Mission to Geneva
Kelley, Frederick T., African Affairs
Kettenhofen, George B., Matamoros
Miller, Dorothy J., Family Liaison Office
Miller, Robert Marden, Office of the Inspector General
Moore, Herman E., Foreign

Service Institute
Moot, Joanne Ling, Visa Operations
Payne, George E., Ottawa
Perry, Jack R., Inter-Governmental Assignments
Sandvick, Jerel Keith, East Asian and Pacific Affairs
Stephens, Carmen P., Kuala Lumpur
Wentz, Joyce M., International Organization Affairs
Zamarrrippa, Beatrice K., Bureau of Administration, Office of Communications ■

More statistics on '83 Foreign Service promotions

The following analysis of the 1983 Foreign Service promotion results was prepared by the Office of Performance Evaluation. The analysis gives the average time-in-class and length of service of employees eligible for promotion and those promoted by class and occupational category. The data have little significance for competition groups with relatively small numbers or very limited promotional opportunities. This information supplements the summary of promotions in the November issue (Page 50). Comparable data for 1982 were published in the January issue. 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.	6.3	8.1	26.8	27.4
Admin.	3.9	—	23.0	—
Cons.	4.5	—	28.7	—
Econ.	4.4	—	26.0	—
Pol.	4.7	—	24.7	—
Specialists	3.5	—	17.3	—
CLASS AVERAGE	5.6	8.1	25.17	27.4
<i>Generalists</i>				
<i>FEOC to FEMC (classwide competition and by cone; individuals in program direction field competed in secondary cone)</i>				
Admin.	3.8	5.0	19.5	18.2
Cons.	3.7	4.0	23.6	22.3
Econ.	4.0	4.6	22.9	22.2
Pol.	3.5	3.0	23.8	22.3
Labor	4.3	—	19.0	—

CLASS AVERAGE	3.9	3.6	22.9	21.7	GSO Per.	2.6	2.1	14.0	9.5
						2.4	1.7	17.8	18.1

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

Admin.	4.9	5.5	18.4	19.6
Cons.	4.8	5.0	21.2	19.2
Econ.	5.0	4.3	20.3	18.4
Pol.	5.2	7.2	21.1	23.1
Labor	6.7	7.9	24.6	24.5
CLASS AVERAGE	5.1	5.9	20.5	20.7

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

Admin.	3.9	5.2	16.1	15.7
Cons.	3.8	4.5	15.4	14.9
Econ.	5.0	4.8	14.4	13.7
Pol.	4.6	5.8	14.6	15.5
B&F	4.0	5.5	15.2	15.4
GSO	3.5	6.0	15.0	17.5
Per.	4.6	6.1	18.5	16.5

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

Admin.	3.6	3.7	10.0	10.7
Cons.	3.9	3.9	12.2	9.7
Econ.	3.2	3.8	8.1	8.7
Pol.	4.1	4.2	8.4	9.0
B&F	3.6	4.3	15.4	9.7
GSO	4.5	3.5	17.9	9.8
Per.	3.4	2.6	19.8	21.0

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

Admin.	3.7	4.5	5.7	5.0
Cons.	3.6	3.0	5.7	5.2
Econ.	2.8	2.9	4.6	4.6
Pol.	2.7	2.5	4.5	4.3
CLASS AVERAGE	3.3	3.3	5.2	4.8

Members not in Junior Officer Program

Admin.	2.0	2.0	14.0	3.5
Cons.	6.4	11.1	19.4	29.3
B&F	2.7	2.0	14.4	6.4

Specialists
FEOC to FEMC (competition by occupational category)

Comm. off.	2.2	—	26.0	—
Sy off.	17.9	—	15.5	—
Sy eng. off.	10.7	—	21.2	—
Auditor	1.9	—	3.5	—
FBO off.	4.3	—	17.2	—
Med. off.	3.5	3.0	7.2	6.4
Psychiatrist	1.9	—	5.0	—
Sci. off.	6.2	—	11.0	—
Narc. off.	9.1	—	9.1	—

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

Comm. off.	4.4	—	23.6	—
CEO	5.6	—	17.0	—
Sy off.	4.9	—	15.4	—
FBO off.	4.3	—	6.5	—
Med. off.	3.3	3.6	3.3	3.6
Psychiatrist	4.0	4.0	4.0	4.0
Nurse	9.5	—	22.1	—
Sci. off.	6.5	6.5	19.5	17.6
Narc. off.	5.4	—	5.7	—

FS-2 to FS-1

Comm. off.	5.5	3.2	23.7	20.0
CEO	5.7	2.2	17.0	17.4
Courier	3.0	—	26.9	—
Sy off.	4.4	10.4	11.0	16.7
Sy eng. off.	5.3	5.7	10.3	9.4
Auditor	3.6	3.6	3.5	3.5
Nurse	9.7	—	20.0	—

FS-3 to FS-2

Comm. off.	5.9	7.3	21.4	22.8
CEO	4.7	4.0	15.1	12.6
Courier	4.8	—	19.7	—
Sy off.	3.6	4.3	7.8	8.1
Sy eng. off.	3.7	2.7	6.5	4.7
Auditor	2.5	2.5	2.5	2.5
Med. tech.	3.8	—	11.9	—
Nurse	7.1	—	13.7	—
Secretary	10.3	—	28.4	—



FS-4 to FS-3

Comm. off.	6.8	6.9	21.1	19.5
CEO	3.8	4.2	7.4	17.5
Courier	8.9	—	21.0	—
Sy off.	1.9	1.9	3.5	3.5
Sy eng. off.	2.4	2.4	2.4	2.4
Med. tech.	2.4	3.0	7.9	10.3
Nurse	3.4	3.0	6.9	5.7
Secretary	6.9	—	23.6	—

FS-5 to FS-4

Comm. off.	5.0	5.2	16.5	16.2
Courier	8.5	—	17.0	—
Secretary	5.4	7.7	17.7	18.2

FS-6 to FS-5

Comm. off.	3.1	2.7	10.1	8.7
Secretary	5.1	6.3	13.1	12.9

FS-7 to FS-6

Comm. off.	2.3	1.9	5.2	4.6
Secretary	4.1	4.3	7.2	7.4

FS-8 to FS-7

Secretary	2.2	2.0	2.6	2.5
-----------	-----	-----	-----	-----

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

"Economic Progress Through Individual Freedom," Boards of Governors of the World Bank and International Monetary Fund, Washington, September 27 (Current Policy No. 513).

Secretary Shultz

"The Situation in Lebanon," Senate Foreign Relations Committee and House Foreign Affairs Committee, October 24 (Current Policy No. 520).

African affairs

"The Libyan Problem," Department of State report, October (Special Report No. 111).

East Asian and Pacific affairs

"The Soviet Role in Asia," William A. Brown, deputy assistant secretary for East Asian and Pacific affairs, Subcommittees on Europe and the Middle East, and on Asian and Pacific Affairs, of the House Foreign Affairs Committee, October 19 (Current Policy No. 521).

"Kampuchea After Five Years of Vietnamese Occupation," John C. Monjo, deputy assistant secretary for East Asian and Pacific

affairs, Subcommittee on East Asian and Pacific Affairs, House Foreign Affairs Committee, September 15 (Current Policy No. 514).

Human rights

"The Cuban Revolution and Its Impact on Human Rights," Elliott Abrams, assistant secretary for human rights and humanitarian affairs, Center for Strategic and International Studies, Washington, October 6 (Current Policy No. 518).

International economic affairs

"Protecting the World Economy," Allen Wallis, under secretary for economic affairs, Business Council of New York, October 1 (Current Policy No. 516).

"International Energy Security," E. Allan Wendt, deputy assistant secretary for international energy policy, Oxford Energy Seminar, Oxford, England, September 2, and Richard T. Kennedy, ambassador-at-large and special adviser to the Secretary on nonproliferation policy and nuclear energy affairs, World Energy Conference, Washington, September 7 (Current Policy No. 512).

Middle Eastern and South Asian affairs

"Major U.S. Interests in the Middle East," Robert H. Pelletreau, deputy assistant secretary for Near Eastern and South Asian affairs, Subcommittee on Europe and the Middle East, House Foreign Affairs Committee, September 26 (Current Policy No. 515).

Refugee affairs

"Proposed Refugee Admissions for Fiscal Year 1984," Edward J. Derwinski, counselor of the Department of State, and Ambassador H. Eugene Douglas, U.S. coordinator for refugee affairs, Senate Judiciary Committee, September 26, and President Reagan's memorandum of October 7 (Current Policy No. 517).

GIST

Foreign indebtedness to U.S. Government (10/83).

U.S.-Japanese relations (10/83).

United Nations' positive contributions to the United States (10/83).

Background Notes

Bolivia (10/83).

Burundi (9/83).

Czechoslovakia (10/83).

Fiji (9/83).

Hong Kong (10/83).

Indonesia (9/83).

Netherlands Antilles (10/83).

Philippines (9/83).

Sao Tome and Principe (9/83).

Taiwan (9/83).

Western Samoa (9/83).

Zaire (10/83). □

National Guard rules

Final regulations on placement assistance for National Guard tech-

nicians, who are applying for or receiving disability retirement based on a disability which disqualifies them from membership in the National Guard, have been issued by the U.S. Office of Personnel Management. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2429, New State. □

Overseas schools council to meet Dec. 14

The Overseas Schools Advisory Council will hold its annual meeting Wednesday, December 14, at 9:30 a.m., in Conference Room 1205.

Items scheduled for discussion include a status report on the council's 1982-83 activities; results of surveys and reports concerning fundraising drives and activities of regional school associations; recommendations of the council's evaluation committee, regarding new projects submitted by regional overseas school associations for the 1984 program; and the participation of overseas personnel of U.S. corporations and foundations on school boards and other school committees.

Members of the public desiring to attend the meeting should call Joyce Bruce, Office of Overseas Schools, (703) 235-9600, prior to December 14. The public may participate under the chairman's instructions. □

International radio study group

Study Group 8 of the U.S. Organization for the International Radio Consultative Committee was to meet on December 2 at the Federal Aviation Administration in Washington. The group studies matters relating to systems of radiocommunications and radiodetermination for the mobile services.

The purpose of the meeting was to prepare documents and other matters in connection with the interim meetings to be held in Geneva next May.

Members of the public were invited to the study session. Richard E. Shrum was the Department contact. □

Post of the Month: Athens

THIS CAPITAL CITY is in the southeastern corner of Greece, the ancient cradle of civilization that is in the southeastern corner of the European continent. This is another in STATE's continuing series on our overseas posts. (Photos by Donna Gigliotti)

Deputy chief of mission *Alan Berlind*.



Jessica Hughey.

The ruins at Cape Sounion, about an hour from Athens.



Marine security guard *Timothy Bradley*.



Motor pool supervisor *George Mamatas* (in suit) with garage mechanics, from left: *Bill Dzoannou, Stavros Avarakis, Spiro Tsangris, George Bayas, Dmitrios Adam*. Mechanics not present for photo: *Panayiotis Bougadiotis, John Papavomvalakis, Nick Zaharis*.



Consul general *Dick Williams* with his family, on a ferry departing for the island of

Aegina. From left: *Viviane, Annabelle* and her friend, *Angela Gain*, and *Thibaut*.



Christopher Kushlis in his schoolroom.

POST OF THE MONTH: ATHENS



Visiting Philopapou, a hill known for its view of the Acropolis are, from left, *Martha Psaromatis, Eli Friedman, Ann Robertson, Donna Sloan, Tuula Aber, Helen Brandon.*

Secretary *Sandra McNeilly.*



Consular officer *Margaret Murphy.*



Political-military officer *Robert F. Ober Jr.*





On roof of the chancery, from left:
Apostolos Papadelis, contracting supervisor;
Tom Turley, building and maintenance
officer; *Chris Dmitriadis*, consulting
engineer.

The chancery.

Visa assistants *Lily Dessipri*, left, and *Mary Foussiani*.



Nurse *Ruth Sanders*.



A street near the center of town.

Hillary Farr, left, and *Juliet Mount*, learning French.

Ambassador *Monteagle Stearns* with his daughter *Emily* and son *David*, who is holding "Teagle," the family's dog.





Marine security guard *Richard Echazarreta*.

Consular employee *Alex Angelides*.



Vendor with a cart of nuts.



Personnel officer *Carol Turtle*.



Community liaison officer *Linda Murray*, at Kesariani Monastery.



Consular officers *Charles Robertson*, left, *Jacques de Coster*, right, and visa assistant *Jimmy Moutsios*.



Touch football players, seated, from left: *Travis Poston, Gus Turney, Rob Larsen.* Second row: *Joe Austin, Joe Unterreiner, DuWayne Wirta.* Standing: *Paul Underwood, Joe Russell, Brian Holzworth.*



Embassy driver *Petros Kakaroubas.*

St. Nicholas Church, as seen from an employee's balcony.



Political officer *William Kushlis*.



Consular officer *Stan Valerga* and his wife, *Marlene*.



Travel assistant *Tota Alexanian*.



General services officer *Ron Gain*.

Consular officer *Peggy Elliott*, left, presents a passport to *Jad Alexandre*, a three-week-old American citizen, and his mother, *Rita Meouchy*.



Marietta Synodis.



Communicator *Donald Brown*. ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	Jan.	Feb.	Mar.	Length of course
Area studies				
Africa, sub-Sahara	23	21	—	2 weeks
East Asia	23	—	—	2 weeks
Latin America	23	21	—	2 weeks
Near East and North Africa	23	21	—	2 weeks
People's Republic of China	—	—	5	2 weeks
South Asia	23	—	—	2 weeks
Southeast Asia	23	—	—	2 weeks
USSR/Eastern Europe	23	—	—	2 weeks
Western Europe	23	21	—	2 weeks
Overseas Briefing Center				
Two-week family workshop	9	27	—	2 weeks
English-teaching seminar	—	6	—	1 week
Career counseling seminar	—	—	13	4 days
Regulations, allowances and finances in FS	—	14	—	3 days
Going overseas				
Saturdays	—	—	3	1 day
Evenings	—	—	14	1 day
Re-entry				
Mondays	—	—	12	1 day
Center for the Study of Foreign Affairs				
Foreign policy symposia	Dates to be announced			1 day
Science and technology symposia	Dates to be announced			1 day
Language and advanced area courses				
Afrikaans	—	6	—	24 weeks
Arabic (Egyptian)	—	6	—	24 weeks
Arabic (modern standard)	—	6	—	24 weeks
Chinese	—	6	—	24 weeks
Danish	—	6	—	24 weeks
Dutch	—	6	—	24 weeks
French	9	6	5	20 weeks
German	—	6	5	20 weeks
Greek	—	6	—	24 weeks
Indonesian	—	6	—	32 weeks
Italian	—	6	5	20 weeks
Japanese	—	6	—	24 weeks
Norwegian	—	6	—	24 weeks
Polish	—	6	—	24 weeks
Portuguese	—	6	5	24 weeks
Romanian	—	6	—	24 weeks
Russian	—	6	—	24 weeks
Serbo-Croatian	—	6	—	24 weeks
Spanish	9	6	5	20 weeks
Swedish	—	6	—	24 weeks
Thai	—	6	—	24 weeks
Turkish	—	6	—	24 weeks
Urdu	—	6	—	24 weeks
Familiarization and short-term (fast) courses				
Arabic, Egyptian	9	—	—	6 weeks
Arabic, formal spoken	9	—	—	6 weeks
Chinese	23	—	—	6 weeks
French (metrop.)	9	6	5	10 weeks
French (sub-Sah.)	9	6	5	10 weeks
German	—	6	5	10 weeks
Italian	—	6	5	10 weeks
Japanese	—	6	—	6 weeks
Portuguese (L.A.)	—	6	5	10 weeks
Portuguese (Eur.)	—	6	5	10 weeks

—(Continued on next page)

Courses are offered on Capitol Hill

The Government Affairs Institute, a training branch of the U.S. Office of Personnel Management, is offering several courses on legislative and governmental operations. Intended for current and future executives and managers, the courses are taught on Capitol Hill and include attendance at congressional committee proceedings and a simulation of the legislative process. The following courses are scheduled for next year:

Personal liability of the federal executive (January 13, February 17, June 29, September 14).—This five-hour course examines court cases that have dealt with individual liability, and how to respond to such suits. It discusses prospects for proposed legislation that would limit such liability. Background information is provided to participants in advance of the program. Employees at GS-14 and above are eligible on a first-come basis, with enrollment limited to 50.

Government operations seminar (January 30-February 1, July 30-August 1).—An overview of federal operations and policies is provided in this course. Topics covered include the constitutional and political basis of government; the presidency and the Office of Management and Budget; and the role of the courts, Congress, special interest groups and state and local governments in the implementation of Federal programs. Eligible are employees at GS-5 through 10, or equivalent, who are new professionals or who are preparing to take on new responsibilities that will require knowledge of federal organization and structure.

Congressional operations institute (January 23-27, February 27-March 2, April 30-May 4, June 4-8, July 16-20, September 24-28).—This institute is intended to develop a knowledge of several topics which include: authorization, appropriation and budget processes in Congress; the congressional leadership system; the role of congressional members and staff in making policy, overseeing agency programs

and serving constituents; organizations and operations supporting the members of Congress; interaction between the executive and legislative branches, and between the public and private sectors; and impact of the media and special interest groups on policy formation. Nominees should be at GS-9 through 13.

Executive interchange series.—This series offers federal executives and senior managers a chance to meet with their peers, and with experts in various fields, to discuss topics of managerial and professional interest. The focus is on issues that reflect administration initiatives. Sessions will run from approximately 10 a.m.-2 p.m., and will include working luncheons. The series is limited to employees at GS-15 and above, or equivalent. The schedule of topics is as follows:

The federal workforce: personnel reform initiatives, January 20; fiscal management issues, February 24; the freedom of information and privacy acts: implementation policy, trends and issues, April 27; personnel improvement initiatives, July 20; altering the role of government: a look at current initiatives, September 21.

For information, contact your bureau training officer or call the Government Affairs Institute, 632-5662. □

Individualized computer training is offered

The Individualized Learning Center of the Agriculture Department Graduate School has announced self-instructional courses in computer science, on an individual basis. Participants are to work at their own pace, using programmed material that takes them through their course of study.

The courses cover the entire area of computer science: concepts, programming, management, operations/hardware and systems design. The Apple IIe and TRS-80 Model III microcomputers are used to provide "hands-on" training in many of the programming courses. Videotape, audiotape, and pro-

—(Continued from preceding page)

Program	Jan.	Feb.	Mar.	Length of course
Russian	—	6	—	6 weeks
Spanish (Eur.)	9	6	5	10 weeks
Spanish (L.A.)	9	6	5	10 weeks
Thai	—	6	—	6 weeks
Early morning language classes¹				
Chinese 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 start, ends June 15.				
2—MLAT score of 60 or better and previous language experience required (see Early Morning Announcement for details).				
3—MLAT score of 50 or better or previous language experience required.				
Administrative training				
*Administrative CORE	3,30	27	26	3 weeks
General services operations	3,23	21	19	3 weeks
Personnel operations	—	—	19	2 weeks
Budget and financial management	3,23	21	19	6 weeks
**Coping with violence abroad	9,23	6,21	12,19	1 day
*Pre-requisite before taking GSO, PER and B & F.				
**This course used to be available on a walk-in basis. You must now pre-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	—	—	5	3 weeks
Consular employees professional seminar	—	6	—	2 weeks
*See Airgram A-2653.				
Economic and commercial training				
Information systems managers' program	—	—	19	4 weeks
Information systems studies program	—	20	—	20 weeks
Executive development				
*Advanced television workshop	—	—	15	3 days
*Deputy chief of mission seminar	**	—	—	10 days
Executive performance seminar	22	—	11	5 days
Overseas supervisory workshop	—	—	4	5 days
Supervisory studies seminar	—	5	—	5 days
Executive EEO seminar	Dates to be announced			
*By invitation only				
Political training				
Foreign affairs interdepartmental seminar	9	—	19	2 weeks
Analytic reporting skills	—	6	—	2 weeks
Orientation				
Orientation for Foreign Service officers	4	29	—	6½ wks
Orientation for Department officers	—	13	—	1½ days
Orientation for Foreign Service personnel	—	13	—	1 week
Departmental clerical orientation	16	13	19	5 days
Foreign Service secretarial training				
Foreign Service secretarial training	—	—	5	6 days
Foreign Service secretarial refresher/re-entry				Individual
First-time ambassador's secretary's briefing	To be arranged			Individual
	To be arranged			

—(Continued on next page)

EDUCATION AND TRAINING

—(Continued from preceding page)

Program	Jan.	Feb.	Mar.	Length of course
Clerical workshops				
Managing words (word processing training)	To be arranged			Individual
Department correspondence	To be arranged			Individual
OCR telegram preparation workshop	To be arranged			Individual
*The art of dictation workshop	—	—	23	4 hours
*The art of machine transcription workshop	—	—	23	4 hours
Workshop in the preparation of travel vouchers	—	—	—	Individual
Telephone techniques workshop	—	—	16	4 hours
*To be announced				
Secretarial skills				
Basic office skills	—	20	—	24 hours
Management skills seminar for secretaries	—	—	26	3 days
Clerical skills				
Stenography lab	10	—	—	9 weeks
Workshop for speed and accuracy	9	—	—	4 weeks
Communications skills				
How to communicate by letter and memo	—	6	—	10 days
English and communication skills	—	6	—	40 hours
Fundamentals of writing for government	—	28	—	5 weeks
Reading dynamics	9	—	—	20 hours
Fundamentals of speech	—	—	5	24 hours
Workshops for managers				
Notetaking for managers	To be announced			24 hours (Individual)
Advanced writing for senior managers	—	—	19	22 hours
Effective oral communications for managers	—	—	19	18 hours <input type="checkbox"/>

grammed text, or a combination of these media, are also used for instruction. Participants receive a certificate after the completion of each course.

Registration for courses is held every Tuesday from 1 to 3 p.m. at the South Agriculture Building, Room 6836, 14th and Independence Avenue.

Participants must present an approved agency training authorization for registration. Scheduling of courses is flexible, allowing individuals to set their own time for training.

The center is open Monday, Thursday and Friday, from 7:30 a.m. to 5 p.m., and Tuesday and Wednesday from 7:30 a.m. to 8.

The center also offers courses in management, supervision, accounting, communications, math and statistics. For information, call Janice Whittaker, 447-6693.

ATHENS, Greece—Consul general *Richard H. Williams*, center, presents certificates for completion of visa correspondence course to, from left: *Andreas Papanastopoulos*, *Antonia Firigou*, *Mary Dafni*, *Pantelis Papazachariou*.



Oral communication for managers

"Effective Oral Communication for Managers," an 18-hour seminar for mid- and senior-level officers on the physical and psychological techniques employed in effective oral communication, with enrollment limited to 12 participants, first-come, first-served, is being offered, December 7-19, Mondays, Wednesdays and Fridays, from 9 a.m. to noon, at the Foreign Service Institute.

In the course, extensive use is made of videotaping, and on-the-spot critiquing by means of instant replay, as training and evaluation tools. Each participant, during a private conference with the seminar leader, gets an opportunity to critique the final performance on tape and review specific areas of his or her techniques requiring further concentration and attention.

For information, telephone the Office of the Registrar, 235-8765, or your bureau training officer in the Department. ■

Letters to the Editor

—(Continued from Page 1)

be a prime necessity for players in either Moscow or Warsaw.

Based on its nine-year record, the Moscow team must be a tough one indeed, and perhaps should be accorded due recognition by the American Platform Tennis Association for its missionary work in carrying the game overseas.

Sincerely,

ROBERT L. JORDAN
Director, public affairs
Overseas Private Investment Corp. □

Who's the greatest?

OSAKA-KOBE, JAPAN

DEAR SIR:

Your caption in the May issue (Page 42) implied that our claim to being the most productive NIV (nonimmigrant visa) post in the world was unsubstantiated. We can only note that it is documented in Visa Office statistics for the past five years that Osaka-Kobe does indeed produce more visas per man-hour (person-hour?) than any other post in the world. We are also the third largest NIV post in the world.

Sincerely,

JAMES W. CARTER
American consul □



OSAKA-KOBE, Japan—Consul general *Dalton V. Killion*, with Foreign Service nationals *Keiko Hirose*, left, and *Kikue Saito*, who have received Superior Honor Awards, accompanied by \$1,000 cash awards, for their work in "the world's most efficient and productive non-immigrant visa unit."

Transfer Tremors by ebp

I was almost transferred to GREECE, but you wouldn't believe what WRATH ENSUED when I got the assignment changed.

I was almost transferred to BUENOS AIRES but, as I was a

POPULAR GENT IN Another bureau, they wouldn't release me.

I was almost transferred to ALGIERS, but at the hospital GERIATRIC unit it was decided that I shouldn't go.

Hailing Jan Herman

TOKYO, JAPAN

DEAR SIR:

Since February 1981, when I joined USIA, I have been reading and enjoying the continuing feature, "American Diplomacy." Let me add my voice to those who have probably already expressed a sense of loss that the series has ended. Please give my congratulations to Jan Herman for some fine scholarship and an exciting narrative.

I would like to suggest, if it hasn't been already, that the series be compiled into a book. I know professors here in Japan who are teaching American diplomatic history without the detailed attention that the series gives to the Revolution, and so I believe the project would fill a need here and perhaps elsewhere.

Sincerely yours,

RICHARD SCORZA
Deputy director
Tokyo American Center □

the same: Is it fair to refund at 3% interest when employees could easily earn three times that, were excess contributions left under their control? At the bottom line, it means that the employee who serves for more than 35 years suffers a significant financial penalty—potentially several thousands of dollars.

Would the Department consider placing on its legislative agenda a proposed amendment which would revise Section 815(h), either to discontinue retirement contributions after 35 years of service or to require reimbursement at a rate of interest more commensurate with rates currently available in the money market?

It might be noted that the Internal Revenue Service now refunds excess withholdings at an interest rate of 11%.

Sincerely yours,

JOHN O. GRIMES, FS-I
Deputy examiner

Interest rates

WASHINGTON

DEAR SIR:

Was it by design or oversight that the Foreign Service Act of 1980 (Section 815(h)) continued the provision that 3% interest be paid when refunding contributions in excess of 35 years?

When mandatory retirement was at age 60, relatively few employees contributed for significant periods beyond the statutory 35 years. With mandatory retirement at 65, however, the question becomes more acute.

But, if more persons may now be affected, the basic question remains

The 3% interest rate, the Department replies, has been increased to a current market rate—by Executive Order 12446, signed by President Reagan on October 17. □

Oregon retirees

TIGARD, ORE.

DEAR SIR:

I would like to start a Foreign Service retiree group in Oregon but need to know if there is interest among others to do so. Those interested should contact me at 16695 S.W. Royalty Parkway, Tigard, Ore. 97223, (503) 620-2118.

Sincerely,

SHIRLEY KANE ■

Bureau Notes

The Seventh Floor

Office of the Secretary

SECRETARY SHULTZ traveled to Halifax, Nova Scotia, October 16-17, to meet with the deputy prime minister and secretary of state for external affairs, ALLAN J. MACEACHEN.

Accompanying him were RAYMOND SEITZ, executive assistant to the Secretary; TOM FARRELL, special assistant to the Secretary; KATE MILNE, secretary, Office of the Secretary; LYNDA DUNN, secretary to the executive secretary; BRUNSON MCKINLEY, deputy executive secretary of the Department; GEORGE TWOHIE, executive director, Executive Secretariat; W. ALLEN WALLIS, under secretary for economic affairs; BILL BROWNFIELD and DAVID WEISS, staff officers, Executive Secretariat; and LINDA LEYBLE and SAADIA SARKIS, secretaries, Executive Secretariat.

On October 26-27, the Secretary held consultations in Paris with the foreign ministers of the contributing nations to the multinational forces in Lebanon. Accompanying him were Mr. Seitz; ERIC EDELMAN and KAREN CLARK, special assistants to the Secretary; JOYCE NESMITH, administrative assistant to the Secretary; JAMES COVEY, deputy executive secretary of the Department; Mr. Twohie; MARGERY LEMB, staff officer, Executive Secretariat; Mr. Weiss; BONI BENDER and MARIE MORRIS, secretaries, Executive Secretariat; and RICHARD FAIRBANKS III, special negotiator in the Middle East.

Secretary Shultz accompanied PRESIDENT REAGAN to Camp Lejeune, N.C., November 4, to attend a memorial service for the U.S. servicemen who were in Beirut and Grenada.

The Secretary accompanied President Reagan to Tokyo and Seoul, for bilateral consultations, November 8-14. Traveling with him were MRS. SHULTZ; Mr. Seitz; LORA SIMKUS, personal assistant to the Secretary; Mr. Edelman and Mr. Farrell; ELIZABETH GASTON, administrative assistant, Office of the Secretary; Ms. Dunn; Mr. Covey; Mr. Twohie; FERRY PFLAUMER, C. J. HALL and CAROL VAN VOORST, staff officers, Executive Secretariat; Saadia Sarkis; MILDRED ENGRAM and SHARON OHTA, secretaries, Executive Secretariat. □

Operations Center

ALEC MALLY has joined the center as a watch officer. His last assignment was in the consular and economic sections of Athens. . . NANCY H. CADY, director, Special Operations and Task Force Office, left for an assignment in Tegucigalpa . . . KAREN

CLARK, former watch officer, has joined the staff of the immediate office of the Secretary, as a special assistant to the Secretary . . . TIMOTHY ROYBAL, former watch assistant, has joined the staff of UN Ambassador JEANE KIRKPATRICK . . . Lieutenant Colonel HENRY STOCKER, military representative in the center, is now with the Special Operations and Task Force Office. □

Policy Planning Council

Chairman STEPHEN BOSWORTH traveled to Dallas, October 28, to address the Foundation for American Communications, on U.S.-Latin America policy. He later participated in a conference on Soviet affairs, at the University of Chicago, October 30-31. . . . A few days earlier, council member JEREMY AZRAEL had also been in Chicago, addressing a gathering sponsored by the Chicago Council on Foreign Relations, on U.S.-Soviet relations in the aftermath of the Korean Air Lines incident.

After accompanying Under Secretary LAWRENCE EAGLEBURGER to meetings in Tel Aviv, council member PETER RODMAN stopped in Rome, to take part in a seminar on Mediterranean economic and security questions. It was sponsored by the Council for the United States and Italy, November 6-8. . . . Staff member DAVID LUFT gave a presentation at the Hudson Institute, October 20, on "Official Finance, Exchange Rates and Trade." . . . LUCIAN

PUGLIARESI participated in a series of meetings with Government officials and business representatives, on policy issues and perspectives on North American natural gas trade, at Stanford University, November 2-3. . . . RALPH BRAIBANII also traveled to Stanford, for a conference on Central American and Caribbean policy, early in October.

EUGENE BOVIS was in Atlanta, November 5-9, for the conference on the Middle East. □

Office of Protocol

The recent schedule of state and official working visits included those of President KARL CARSTENS of the Federal Republic of Germany, Lt. General HUSSAIN MUHAMMAD ERSHAD of Bangladesh, President ANTONIO DOS SANTOS RAMALHO EANES of Portugal, and President MAUNO KOIVISTO of Finland . . . LYNNE MILLER accompanied the presidential delegation headed by Secretary of Defense CASPAR WEINBERGER and the deputy secretary of state, KENNETH DAM, at funeral services in Seoul for Korean officials killed by terrorists in Burma . . . The associate chief of protocol, RICHARD GOOKIN, traveled to Los Angeles, November 8, to consult with the Olympic Games Committee. Participants in the 1984 Olympics have been designated as "Official Guests of the United States." . . . REBECCA EDWARDS BOYD has transferred into Protocol as a visits officer. □

OFFICE OF PROTOCOL—At awards ceremony, front row, from left: James T. Payne, Shirley Stewart, Catherine Murdock,

Ambassador Selwa Roosevelt, Mary Masserini, Mary K. Paskus. Rear: Georgia Booth, Delilah Lilly, Marie Reardon, Eugene Lewis.



Administration

Office of Communications

Deputy assistant secretary STUART E. BRANCH visited posts in Argentina, Brazil, Chile, Peru, Uruguay and Venezuela, November 7-19, to discuss communications operations and programs. . . PATRICK DUFFY, operations officer for the inter-American area, and DAVID BORTER, director of communications for the inter-American area, traveled to Embassies Belize, Bogota, Managua, Paramaribo, and Tegucigalpa, to discuss communications operations and programs at those posts. . . GYPSIE BERCKMAN, Human Resources Staff, has transferred to the Recruitment Division, Office of Recruitment, Examination, and Employment, Bureau of Personnel. . . ETTA WILKINSON, CHRISTOPHER BONSTEEL, WILLIAM COVEY, RICHARD DROST, and RONNIE FONTENOT joined the Human Resources Staff, to fill recently-established communications rover positions. The rovers, based in Washington, are available for temporary duty anywhere in the United States and its possessions, and anywhere overseas.

The following were here for consultations in October:

WILBERT ROEBUCK, Rio de Janeiro; ARTHUR CROWFOOT, Mexico; PATRICIA VAVRECKA, Durban; DWIGHT BOHNET, Paris; SANDRA MUENCH, Karachi; GREGORY TYSON, Prague; and LOUIS VRANIAC, Bonn. . . Completing courses in the Communications Training Division were CELESTINE QUINN, Abu Dhabi; MARY L. SCHENK, Peshawar; MARY REED, Tijuana; DOUGLAS ELLICE, Brunei; CHARLES JONES, Antigua; THOMAS COUCH, Rome; HENRY HILKER, Lisbon; MICHAEL MYERS, Moscow; WILLIAM VANCE, Islamabad; DENNIS HURST, Kingston; DWIGHT BOHNET, Paris; CHARLES HUSEMAN, Bonn; ARTHUR CROWFOOT, Mexico; LUIS DIAZ RODRIGUEZ, Cape Town; ETTA WILKINSON, CHRISTOPHER BONSTEEL and RICHARD DROST, Human Resources Staff, and JOSEPH FAGAN, JAMES CARTER, VERNON ROBINSON and ROY McCABE, Communications Center Division. □

Foreign Buildings Office

Front Office: Deputy assistant secretary HARVEY BUFFALO, accompanied by area officer HEINZ ZIMMERMAN, traveled to Ottawa to discuss the proposed new chancery office building capital project with Canadian government officials and with post personnel. . . Assistant project director OLEG SKIDAN (Moscow) and project managers TOM FARLEY (Riyadh) and NEWTON MERRICKS (Colombo) arrived in Washing-

ton for consultations with Mr. Buffalo. . . Mr. Buffalo and Foreign Buildings Operations senior staff conducted a briefing and hosted a luncheon for the following visiting Chinese personnel: ZHAO ZHIJING, deputy director, Beijing City Planning Commission; GAO HUANJUN, deputy director of construction, Diplomatic Services Bureau; LIN KAIWU, architect, Beijing Design Institute; LI BAIDONG, senior embassy interpreter, Diplomatic Services Bureau; and JAY SALLEY, interpreter. . . On October 26 Mr. Buffalo and area officer DON BRYFOGLE met with Ambassador JOHN DOLIBOIS (Luxembourg) and DONNA BOARDLEY to discuss the problem of severe office space shortage in the Luxembourg chancery. . . Mr. Buffalo, architect REX HELLMANN and area officer FRED SHIRLEY briefed Ambassador NICHOLAS A. VELJOTES on ongoing projects in Cairo. . . Mr. Buffalo, area officer P. L. DiTANNA and liaison officer LOUIS PRUITT met, September 26, with Ambassador LEWIS A. TAMBS, Bogota, for discussion on the short-term leasing of a building for use as new embassy annex, to be occupied by several agencies at post. . . Deputy director MARVIN SMITH chaired a meeting on the rehabilitation of chancery buildings in eastern European countries. . . Mr. Buffalo, area officer ED HARKNESS and contract specialist LINDA SHENWICK met with BURT LEVIN, consul general, Hong Kong, to discuss the status of the New World project.

Operations/Europe: Mr. Bryfogle returned, October 3, from a three-week visit to Luxembourg, Paris and Budapest. The trip involved a space survey for office space requirements in Luxembourg, office space allocations and renovation projects in Paris, and living quarter renovations for staff housing in Budapest. . . Area officer JOHN HELM, assistant director, Building Designs Division, WILLIAM McCOLLOUGH and contract specialist CHARLES KRIPS were in Ankara, negotiating an entrepreneurial property exchange arrangement. . . Mr. Helm met with RUSSELL MORROW, budget and fiscal officer for Madrid, to discuss the proposed air conditioning project. . . Mr. Bryfogle briefed the outgoing ambassador to Brussels, JEFFREY SWABE, and European post management officer DONNA BOARDLEY on October 18.

Operations/Near East and South Asia: Area officers met with contract architects to discuss the upcoming master plan study that was to be conducted in New Delhi in November. . . Area officers KEITH GWYN and FRED SHIRLEY briefed Ambassador Veljotes on the status of the ambassador's residence construction in Cairo. . . Area officer JACK TAYLOR departed from Dhaka, to participate in a feasibility study for a new chancery. Also, he will travel to Calcutta for the presentation of the new USIA office building design, and to Lahore for the presentation of the new staff housing designs

to the chiefs of mission. Finally, he will assist the contract architectural firm in completing the new Delhi master plan proposal. . . Area officers FRED SHIRLEY and DICK DAVIS briefed FRANK BERRY, new administrative officer to the United Arab Emirates, on foreign buildings operations matters.

Operations/Africa: Area officer JOHN HOLLINGSWORTH met with CHARLES PRUITT and DAVE WILLIAMS to discuss the move of the chancery at Maputo. . . GILBERT GIEGLING, recently-assigned general services officer for Mogadishu, called on the area officer to discuss the status of the Afgoi site, the location of the partially completed embassy compound complex. . . Area officer ROBERT McGOVERN was visiting Lagos, Cotonou, Abidjan and Yaounde. At Lagos he was to review the rehabilitation of the chancery and construction of the new warehouse. He was to discuss an entrepreneurial scheme for a new chancery at Cotonou, which has been put forward by the post. At Abidjan, he was to pursue avenues for relocating the chancery, which is a matter under litigation. He was to review foreign buildings operations matters at Yaounde, including possibly relocating the consulate at Douala.

Architect RANDY PARKER of the firm of Olivola & Parker, working on the Maputo chancery conversion, gave a progress report on

Solution to Diplomatic No. 23

(See November issue)

(Harrison) Salisbury. *Without Fear or Favor*

"Tad Szulc looks like a secret agent. He acts like one. He talks like one. And not a few young reporters, seeing him in action—classical tan trenchcoat and all, a weary arrogance that suits a spy who can't come in from the cold—have imagined that he might be a secret CIA agent."

A. Sycamore	O. Unattached
B. Astigmatic	P. Tenth one
C. Laotian	Q. Freckles
D. Innings	R. Easter eggs
E. Stake	S. Achilles heel
F. Buckthorn	T. Royal palm
G. Unseen	U. Otto
H. Ringside	V. Ricocheted
I. Yellowwood	W. Fantan
J. Witch hazel	X. Acacia
K. Instate	Y. Vacant
L. Tamarack	Z. Onset
M. Hitchhike	a. Red maple
N. Osage orange	

the architectural and engineering drawings to the area officer on November 1. Also, he provided comments on some suggested changes to the space layout made by the ambassador. . . On November 2, ROBERT LAPARDE, administrative specialist, called on the area officer to discuss his temporary duty assignment to Kampala. A full briefing of foreign buildings operation matters pertaining to that post was given. . . A meeting was held with IVAN SIVE of May nol Langenau and Moffat, Inc., of Pretoria, South Africa, to further explore the possibilities of building a new chancery in Pretoria. PETER HAHN and area officer GARY LEE (Foreign Buildings Operations), and JACK BRYANT (Africa bureau), were in attendance.

Operations/Western Hemisphere: Area officer P. L. DiTANNA met with BRIAN BARLOW, newly-assigned general services officer in San Salvador, on conditions at post, including an update of his recent trip to San Salvador and Foreign Buildings Operations' plans for construction of a new prefab-type building as a proposed chancery annex. . . Area officer EDWARD L. HOWELL departed for Caracas and Maracaibo, October 25. In Caracas he was to meet with embassy officials and assist in the review and inspection of foreign buildings properties. In Maracaibo, he was to assist with the short-term leasing negotiations for the proposed consulate office space in the Sofimara Building. CAROL HORNING, Office of Security, and architect PETER HAHN were to meet Mr. Howell in Maracaibo, to assist in the space layout of new consulate building. . . On October 31 Mr. DiTanna met with SHEPARD C. LOWMAN, deputy chief of mission, Tegucigalpa; administrative officer HOWARD MCGOWAN, AID representative ANNE DALSTADT and members of the foreign buildings design staff, in reference to development and construction of an embassy annex in Honduras. . . Mr. DiTanna met with JOHN FUHRER, budget and management officer, Mexico, to discuss budgets and current long-term leases for consulate office buildings. . . Area officer L. G. MILLSPAUGH met with HARLIE SMITH, administrative officer, Port-au-Prince, and GARY ALEXANDER, post management officer, to discuss the post's request for Foreign Buildings Operations assistance in solving consular space problems. In addition, design and construction of the Marine security guard residence was discussed.

Operations/East Asia: Area officer HERB TYSON met with liaison officer DONALD BLOON, East Asia post manager PARKS OLMAN, and the Foreign Commercial Service's MIKE GAVIN, on new cost estimates for construction of consulate and staff housing for Osaka Kobe. . . Area officer BRUCE GERMAN returned, October 11, following a two-and-one-half week trip to inspect the new Marine quarters in Bangkok, the chancery rewiring project in Rangoon, the new chancery and Marine quarters in Kuala Lumpur, and the chancery rehabilitation and new medical unit in Jakarta. . . Assistant

area officer ED HARKNESS was accompanying a Chinese delegation visiting various construction projects in Chicago. . . Mr. Tyson met with East Asia bureau and Office of the Comptroller representatives on design and construction budget for the Micronesia islands. . . Mr. Tyson briefed LEMMON BRIAN, New Zealand National General Services Office employee, on real property matters.

Building Design: RICHARD GRAY and PETER GURVIN were to attend a two-week seminar on security enhancement, sponsored by the Office of Security. . . Architect FIORE DiPAOLO was a member of the public access control team which visited Florence, Genoa and Rome. . . JIM SCHOONOVER was establishing a list processing equipment inventory of major mechanical equipment at the posts' larger buildings. The inventory format is complete, and input data is being received from a recent all-posts survey on this subject. . . ART STELLMACH's new block of instruction, on setting up a manual preventive maintenance system at small posts, has begun. . . Engineer PETER GURVIN chaired a briefing on enhancing the communications facility for Mombasa. . . The Ad Hoc Asbestos Advisory Board met October 19 to discuss proposals on the asbestos program requirements study. Battelle Columbus Labs was regarded as having submitted the best proposal, a contract award expected soon. . . Architect J. REID HERLIHY was in Nicosia, assisting the contract architect in his site visit/feasibility study for the new Nicosia embassy office building and embassy residence. He was to travel to Riyadh for work on the new staff housing.

Architect CARL A. PETCHIK was traveling to Osaka-Kobe for work on the entrepreneur consular office building and housing. . . PETER GURVIN met with PAUL WEIDLINGER of Weidlinger Associates (structural engineers), to discuss the proposed scope of work for evaluation of options to decrease vulnerability of chanceries to terrorist bombing. . . Chief architect RICHARD GRAY left, October 27, for Niamey, Niger, to evaluate the reuse of existing embassy office building plans for a new AID facility, to be located on the embassy compound there. . . Peter Gurvin met with experts to review the analysis he is performing on the structural adequacy of the

chancery in Rangoon. . . Mr. Schoonover and ART STELLMACH were developing an organizational and staffing plan for a maintenance program. The program will utilize the electro-mechanical inspection and training team concept as originally proposed in 1982. . . The maintenance staffing project model developed to estimate required manpower to maintain those posts with newly-constructed facilities has been put on the Wang computer. The model uses input of 11 different workload quantities, such as square feet, tons of air conditioning, etc., to automatically output man-years for each of 12 crafts.

Contracts: DANIEL CROWLEY and WILLIAM GALLAGHER met with GALAL EL-ABD, general contractor for the Cairo embassy residence, to discuss outstanding claims on the project. . . CHARLES KRIPS met with ENGIN URAL, attorney from Ankara, Turkey, to make final revisions in the contract for the exchange of properties in Istanbul and Ankara, Turkey. . . Mr. Crowley, accompanied by architect REID HERLIHY, went to Beirut, Lebanon, in conjunction with the Porfin chancery project. The team met with construction contractors, local consultants, and post officials to review construction plans and develop contract conditions. Bids were invited and were scheduled to be received on November 15. . . A contract was awarded to Jack's Roofing Co., October 21, for chimney and roof repairs at Embassy Prague.

Construction/Maintenance: JAMES A. LOVELL was appointed assistant director, effective October 31. He went to Lagos in October to review the status of contractor claims. . . JOSEPH P. WHITE (cost estimator) and Mr. Herlihy (project architect) traveled to Houston for consultations with the cost estimating firm, and with the architects and engineers, to evaluate information requested from a group of low bidders for the Riyadh project.

Fire: Fire protection officer LARRY ALLEN returned from posts in India, where he inspected buildings for fire and life safety. . . Fire protection officer WALTER FUTRELL departed for South Africa, where he will conduct a survey for fire and life safety at various posts. . . The chief of fire protection, DENNIS LUNDSTEDT, held a special debriefing with architects and fire protection engineers doing design work in Monrovia. . . Mr. Lundstedt and GENE LINDLEY met with an engineering firm on sprinkler installations for upgrading buildings. . . Mr. Lundstedt departed, November 4, for Europe, for site visits at capital improvements projects in Rome, Bonn, Vienna and Prague. . . Mr. Allen departed, November 4, for a fire and life safety inspection tour of the Caribbean. . . Mr. Lundstedt and DALE GELDERT met with Maryland Fire Equipment Corp. officials to discuss installation of the fire alarm system upgrade in Rome. . . Mr. Geldert and HERBERT SCHULZ, Bogota, Colombia, had a conference on fire and life safety issues for the proposed Bogota office annex, on October 21. Prior to this meeting, Mr. Geldert met with the counselor for



"Oh no! Another hardship post!"

administration in Bogota, MICHAEL COUGHLIN, to discuss the same issues. . . On October 25, Mr. Lundstedt, while interviewing applicants for the fire marshal international positions in Chicago, met with a Chinese contingent, which he and area officer ED HARKNESS escorted to Underwriters Laboratory to observe a listing test on fire doors. . . Mr. Lundstedt met with architects and fire protection engineers on upgrades planned for Rome and Prague. . . Mr. Lindley returned from Kaduna, where he was dispatched on an emergency basis to investigate a fire and provide assistance to the post. . . Mr. Allen traveled to Port-au-Prince, to assess damage to the fire alarm system after a fire occurred there.

Automated Data Management Systems: KEVIN HARNISCH gave a demonstration of the Office of Foreign Buildings' office information system network to officials from several Government agencies who are interested in emulating this design. . . He gave a demonstration of computer/word processing hardware and software capabilities to the deputy sergeant-at-arms, U.S. House of Representatives, and several representatives from the House information management services. The group was interested in State's Wang network. . . Mr. Harnisch attended a demonstration of prototyping software.

Interior Design: MARTHA PERSINGER met with MRS. GEORGE E. MOOSE, wife of the ambassador to Conotonou, to further discuss representational items for the official residence. . . MAUREEN MURPHY was attending the Designers Saturday Furniture Market in New York, to review new furniture lines and new sources. . . VIVIEN WOOFER met with Mrs. WENDY LUERS, wife of the ambassador to Prague, to discuss matters pertaining to furnishings and furniture for the residence. . . LISA SCHOLAR and BETTY HARBOR attended High Point Furniture Market to review new furniture and furnishings products. □

Language Services Division

VIVIAN CHANG interpreted for the foreign minister of the People's Republic of China during the latter's visit to Washington, October 10-14. French translator JACQUELINE JARMAN and the Arabic interpreter ZAKI ASLAN traveled to Morocco to reconcile the three official versions of a U.S.-Morocco treaty on mutual assistance in criminal matters, in time for signature by the attorney general on October 17. . . Interpreting Branch chief DON BARNES left a plane, just minutes before departure from Miami, for El Salvador, October 23—and NEIL SEIDENMAN's trip to Brazil was likewise canceled—owing to a change in SECRETARY SHULTZ's plans, in consequence of the bombing of the Marines in Lebanon. Instead, Mr. Seidenman took off for Paris, October 24, to assist the Secretary in his meetings with the foreign ministers representing the multinational peacekeeping force. . . GALINA TUNIK-ROSIANSKY traveled to Helsinki, to assist the U.S. delegation at the preliminary meeting of the Con-

ference on Disarmament in Europe, which began October 25 for a three-week period. . . Staff reporter FERD KUYATT covered Deputy Secretary KENNETH DAM's speech before the American Jewish Committee, in Philadelphia, October 27.

The division's long-time diplomatic interpreter, ANTHONY HERVAS, who joined Language Services in 1961, with a brief interruption during which he served as the director of the then-State Department Reception Center in New Orleans, retired at the end of October.

Mr. Seidenman left for Maputo, November 2, for a week-long series of meetings between deputy assistant secretary FRANK WISNER and Mozambican authorities. . . CYRIL MUROMCEW left for Geneva, November 2, to spell DIMITRY ZARECHNAK on the arms talks. . . Staff reporter MARIE TAYLOR covered Mr. Dam's keynote address at the conference on "A Search for Solutions: USA-USSR" in Chicago, October 31. . . On November 4 Mr. Kuyatt traveled to Louisville, Ky., for the deputy secretary's speech before the Associated Press

OFFICE OF SECURITY—At special agent graduation, left to right: Alan Golacinski, Marlene Terrell, Elizabeth Wood, Beverly Small, Robert Standley, Gordon Sjue, Albert Mason, Rick Thomas, William Harmon, Bill Lee, Kenneth Shockley, Marvin Garrett, Harry Ballas, Mike Darnell, Frederick Byron, Albert DiPlacidi, Harold Countryman, Donald Charlson, James Marek, Jody Wyche, Richard Gawthrop, Richard Weber, Lynnda Tibbetts, James Moss, Marilyn Wanner, Richard Stanko, Roy Higgins, Adam Giampietro, Clifton Allen.



managing editors convention. . . Staff reporter MARILYN PLEVIN and retiree contractor ARNOLD COHN proceeded to The Hague to cover Iranian claims hearings, November 7-10. . . LORALYN ANDERSEN-PETRIE rejoined the Language Services Russian-language contingent in Geneva, November 14, replacing former employee ALLISON RODGERS. . . CORNELIUS IIDA interpreted for the President during his visit to Japan, November 9-12. Two contractors were dispatched to Korea for the President's visit there.

TED HERRERA and STEPHANIE VAN REIGERSBERG interpreted for investment treaty talks with Honduras, November 8-10. Ms. van Reigersberg gave a career talk at Wheaton High School, October 12. □

Office of Security

Deputy assistant secretary MARVIN L. GARRETT JR. and the assistant director for operations, ROGER ROBINSON, attended the two sessions of the regional security officer/security engineering officer conference, in Rome, October 24-25 and 27-28. They then traveled to Geneva, Vienna, Budapest, Frankfurt, London and Belfast, before returning to the Department, November 5. The conference, which was held for security personnel in the Near East and South Asia, was also attended by MARVIN DOIG, chief, Technical Services Division; JAMES BIRMINGHAM, chief, Division of Foreign Operations; DON NESS, chief, Physical Security Division; CHUCK RUNNER, Near East desk officer, Division of Foreign Operations; DAVE ROBERTS, associate director for security, Casablanca; and STEPHANIE STAUFFER, the Threat Analysis Group.

A regional security officer/security engineer-

BUREAU NOTES

ing officer conference for security personnel in eastern Europe was held in Frankfurt, November 7-10. The headquarters personnel attending the conference included GORDON HARVEY, deputy director; JIM LANNON, chief, Special Assignments Staff; DON HOOVER, deputy chief, Technical Services Division; JOHN WOLF, deputy chief, Physical Security Division; and JEFF BOWERS, desk officer for Europe, Division of Foreign Operations.

The 90th annual International Association of Chiefs of Police conference, in Detroit, October 1-6, was attended by Mr. Garrett; Mr. Robinson; GARY SCHATZ, Division of Foreign Operations; AL GOLACINSKI, chief, Education and Training Staff; BOB STANDLEY, Education and Training Staff; BILL DECOURCY, chief, Protective Liaison Staff; PETE GALUPPO and BOB FRANKS, Chicago Field Office; and GEORGE HERITAGE, the resident agent in Detroit. Mr. Garrett made a presentation on the role of the Office of Security in countering international terrorism.

On October 4, JOSEPH MORTON, assistant director for policy, training and information, and Mr. Golacinski attended the graduation of Special Agent Class XXIV, at the Federal Law Enforcement Training Center, Glynco, Ga. Among those honored as Distinguished Graduates (95% or above) were ALBERT DIPLACIDI, ADAM GIAMPIETRO, GORDON SJUE and RICHARD WEBER. In addition, Mr. SJUE was named as the overall honor graduate. □

African Affairs

Assistant Secretary CHESTER A. CROCKER participated in the National Episcopal Roundtable meeting, October 24, and appeared on Channel 32's "Evening Exchange," October 25. Both engagements were in Washington . . . Ambassador FRANK G. WISNER traveled to Munich, Germany, to participate in a Hanns Seidel-Stiftung Foundation program, November 3 . . . Deputy assistant secretary PRINCETON LYMAN has received a performance pay award for his service during the period July 1, 1981-June 30, 1982. Mr. Lyman, an AID employee detailed to the bureau, also received a special letter of commendation from AID administrator PETER McPHERSON.

The letter and award were presented to Mr. Lyman by Assistant Secretary CHESTER A. CROCKER.

In the Office of Inter-African Affairs, director JEFFREY DAVIDOW participated in a Department-sponsored speechwriters seminar, in October; took part in an Aspen Institute Johnson Foundation Conference, in Racine, Wis., October 27-30; traveled to Maxwell Air Force Base, Montgomery, Ala., November 3, to give a

AFRICAN AFFAIRS—*Sheikh M. Hassan of the Embassy Yaounde staff displays his Superior Honor Award. Mrs. Hassan holds the medal.*

AFRICAN AFFAIRS—Performance pay award and letter of commendation is presented to deputy assistant secretary

Princeton Lyman, left, by Assistant Secretary Chester A. Crocker.



briefing at the Air War College . . . Deputy director JOHN VINCENT briefed participants in the Washington Seminar Program at American University, in the Department, November 3.

JAMES B. MORAN, executive director, traveled to 16 African countries, to consult with posts on post operations, October 10-November 20.

In the Office of East African Affairs, director RICHARD BOGOSIAN spoke to a number of classes at the U.S. Naval Academy, Annapolis, October 19 . . . EDWARD J. PERKINS, director, Office of West African Affairs, attended Liberia, Louisiana Week, October 17-21, in New Orleans. He also spoke before the Liberian Shipowners' Council annual dinner, in New York, October 25. □

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO received a badge and certificate, designating him as an honorary U.S. customs agent, on October 14. The U.S. commissioner of customs, WILLIAM VON RAAB, and the assistant commissioner of customs for international affairs, JAMES W. SHAVER, presented the certificate . . . Mr. Asencio was also honored as "The Spaniard of the Year" by Club Espana of Newark, N.J., November 5.

Deputy assistant secretary ROBERT B. LANE addressed students at the Foreign Service Institute's A-100 course, October 25. On November 10 he addressed students attending the mid-level consular course . . . CORNELIUS SCULLY, director, Legislation and Regulations Division, was guest speaker at the immigration

seminar of the Practicing Law Institute, in New York, October 13, and San Francisco, October 26-28 . . . On October 20, DAVID HOBBS addressed the Washington branch of the Returned Services League of Australia, on "Emergency Consular Services."

LOUIS P. GOELZ, deputy assistant secretary for visa services, traveled to Port-au-Prince, Santo Domingo and Bogota, to review visa policy and procedures, including systems applications, October 30-November 4.

FRANK HEADLEY and BILL CHRONISTER, Passport Evaluations and Standards Division, traveled to Glynco, Ga., October 6, for training of customs agents on passport fraud . . . CINDY J. FOX, public affairs adviser, traveled to New York, October 24-26, to discuss airing of the bureau's public service announcements with various television and radio stations. Ms. Fox also attended the National Association of Government Communicators annual conference on "The Public's Right to Know and The Government's Responsibility to Provide," in Washington . . . VIVIAN A. FERRIN, passport associate director for operations, and FRANK KUBIC, Systems Applicants Staff, participated in the International Standards Organization's conference in Tokyo, Japan, October 3-14. Mr. Ferrin also visited the San Francisco and Honolulu passport agencies, to review operations and to meet with employees . . . GENE BURKE, Los Angeles regional passport director, conferred with the director of government relations and protocol of the Los Angeles Olympic Organizing Committee, regarding traffic and security measures for the 1984 Olympic games. . . Ms. Burke has been appointed to the College Federal Council for Southern California which, under the auspices of the

Federal Executive Board, advises colleges on federal personnel needs for the future, and provides advice and assistance in placement matters.

Personnel throughout the bureau handled hundreds of congressional, media and public inquiries about the Grenada invasion. Staffing for the Grenada working group was provided on a 24-hour-a-day basis. . . MAURA HARTY and GEORGE LANNON, Post Liaison Division; ROBERT LUACES, Public Inquiries; DALE SHAFFER and PATTY SPECHT, Overseas Citizens Services; and KARL DANGA, Executive Director's Office, traveled to Barbados and Grenada to provide emergency consular services in the aftermath of the Grenada invasion, October 25-November 4. . . JAMES BLANFORD, Public Inquiries, and JAY RINI, CARL TROY and GARRY BASEK, Overseas Citizens Services, traveled to Charleston, S.C., to receive evacuees from the invasion, October 27-30.

On November 7, DAVID HOBBS, director, Citizens Emergency Center, attended the White House Rose Garden ceremony where PRESIDENT REAGAN welcomed U.S. medical students evacuated from Grenada. He was accompanied by BRUCE MCKENZIE and MARY ALICE NOYES, also of the Citizens Emergency Center, and JAY RINI, CARL TROY and REED CLARK, Citizens Consular Services.

COLUMBUS GEER, assistant regional director, Washington Passport Agency, received a cash award for his service as the acting regional director while LOUIS DEANER was on temporary assignment with the Sinai Support Mission . . . HELEN SLOAN, the Seattle Passport Agency's fraud coordinator, was honored as one of seven finalists for the Federal Executive Board's Employee Service Award, in the managerial professional category. . . After arriving from his previous post in Frankfurt, Seattle Passport Agency assistant regional director PAUL BIGELOW was held to be instrumental in helping the agency through its peak season.

Bureau personnel attending courses and seminars in October include NANCY MEYER, CELESTE LEWIS, RICHARD P. McCLEVEY and JOHN M. HOTCHNER (employee relations seminar for supervisors and managers); ELEE ROEDER, LOUIS HARRIS and SHIRLEY CRAWFORD (effective writing for managers);

MARSEILLE, France—At ambassadorial visit, first row: Elizabeth Sacchet; consul general Edward M. Sacchet; Ambassador Evan G. Galbraith; Mrs. Marie Galbraith; Alfred Stimpflin, Patrick Lopez. Second row: Willis W. Ward, Marie Fella, Alain Rabany, Daniel P. Carbognin. Third row: Igor Lepine, Ramon Garcia, Marie Halebian, Vivienne Z. Ascher, Anthony Benesch, Michele Missud. Fourth row: Willy Theron, Danielle Gallo, Danielle Pascal, Aline Riviere, Theo Maurier. Fifth row: Thomas Lyon, Christiane Dague.



BUREAU NOTES

MARGARET OLIVER and KIM TAYLOR (speech and oral communications); and GUIDA EVANS-MAGHER (supervisory management skills of the new and prospective manager; the federal budget process). . . JAMES MURRAY is attending the mid-level officer professional development course.

Newly-assigned bureau employees include EDWARD M. ROWELL, senior deputy assistant secretary for consular affairs; HENRY ZIMEROWSKI, Refugee Processing and Humanitarian Affairs Division; STEVE MALONEY, Coordination Division; GINA CROZZOLI, Immigrant Visa Control and Reporting Division; DEBRA HASKINGS, Program Support Office; and LOUIS ARCHER, CARL WILLIAMS and HAROLD WATSON, Records Services Division. . . Three Citizens Consular Services secretaries who accepted temporary assignments at the United Nations in New York were RACHEL SMITH, LULA ELLIS and DELILIA GIBSON-MARTIN. . . The following employees have departed or retired from the bureau: GEORGIA PULLOM, JOANNE MOOT and DIANE DANIEL. . . JACK KOMITOR, Citizens Consular Services, retired in October following 35 years of service. His foreign assignments included posts in Europe, Central America, the Far East and Africa. . . MAURICE BROOKS, San Francisco Passport Agency, was to retire November 30. He had been with the Government for 30 years, 25 of them with State.

His foreign assignments included Amman, Jordan; Berlin and Dusseldorf, Germany; Hue, Vietnam; and Rome, Italy.

On October 24, the bureau kicked off its campaign urging Americans to apply for passports during the less-busy season, from now through February. Public service spots have been sent to approximately 425 television and 2,000 radio stations, as well as 100 magazines and 400 newspapers. □

East Asian and Pacific Affairs

Principal deputy assistant secretary WILLIAM A. BROWN traveled to New York, September 25-27, in connection with PRESIDENT REAGAN's and SECRETARY SHULTZ's meetings with Asian leaders, during the UN General Assembly sessions. Together with Ambassador ARTHUR HUMMEL and the director for the Office of Chinese Affairs, DONALD ANDERSON, he escorted Chinese Foreign Minister Wu and his party from Boston to Washington, October 10. . . On October 25, Mr. Brown spoke at the Washington Journalism Center's conference on Asian-American relations, at the Watergate Hotel.

Deputy assistant secretary JOHN C. MONJO attended the Fletcher School conference on Indonesia, October 6-7, in Boston. He also traveled to Thailand, Laos, Malaysia, Indonesia and Singapore, on consultations, October 22-

November 9. . . In the Office of Korean Affairs, director DAVID LAMBERTSON traveled to Seoul, November 9-17, in connection with the President's visit. . . ALBERT L. SELIGMANN, executive director of the U.S.-Japan Advisory Commission, with JAMES PRZYSTUP, deputy director, and MARLENE ROUDEBUSH, administrative assistant, attended a meeting of the commission, at Airlie House, September 1. Mr. Seligmann and Mr. Przystup also attended the September 2-4 Shimoda Conference that followed. . . Mr. Seligmann spoke on the work of the commission, to the Japan-America Society of Washington, September 20, and to a Japan program meeting of the National Academies of Sciences and Engineering, September 23. He also addressed a September 29 luncheon meeting, of the Miami annual Japan trade seminar, on U.S. policy towards Japan. . . In the Executive Office, personnel management specialist STEPHANIE A. GILLESPIE will be leaving the bureau for a two-year assignment as personnel officer of the American embassy in Monrovia, Liberia. She departs Washington next month. □

Economic and Business Affairs

On October 14, Assistant Secretary RICHARD T. McCORMACK attended a White House seminar for business school deans, where he

briefed the group on international economic problems. On October 26, he was host for the bureau's executive-diplomat seminar. On November 3, he addressed the Palm Beach Roundtable, on Central American issues. . . Senior deputy assistant secretary ELINOR CONSTABLE represented the United States at the Paris Club discussion, October 24-28. The club discussed debt rescheduling for Poland, Morocco and Malawi. Following the meetings in Paris, Mrs. Constable traveled to Zaire, where she met with local officials on a proposed bilateral investment treaty with the United States, and a stabilization program with the International Monetary Fund. During her stay, she was hosted by Ambassador PETER CONSTABLE. . . E. ALLAN WENDT, deputy assistant secretary for international energy and resources policy, headed the U.S. delegation to the September 28 meeting, in Ottawa, of the U.S.-Canada energy consultation mechanism. He was accompanied by CHARLES HIGGINSON, office director for energy producer-country affairs, and PRESCOTT WURLITZER, in charge of U.S. energy relations with Canada. . . JANICE LYON, Office of Energy Producer-Country Affairs, was in New York, October 20-21, for discussions with representatives of U.S. oil companies and investment firms, concerning private investment in energy projects in the oil-importing less-developed countries.

GORDON S. BROWN, director, Office of Maritime and Land Transport, took part in



JAKARTA, Indonesia—Ambassador John H. Holdridge presents plaque to members of the Army Post Office unit 96356, citing its operation

as "best in the Pacific." From left: Staff Sgt. Sandy Hackett, Mr. Holdridge, Staff Sgts. Dale Fosnight and Daniel Blue Jr.

negotiations, the week of October 24, in Rio de Janeiro, leading to renewal of the shipping agreement between the United States and Brazil. The agreement secures for the ships of both countries the right to take full part in the bilateral seagoing trades. . . STEPHEN M. MILLER of the same office attended, as a member of the U.S. delegation, the October 24-28 meeting of the Organization for Economic Cooperation and Development Maritime Transport Committee and its subgroups in Paris. The committee discussed proposed joint policy statements, and strategies regarding UN shipping initiatives.

G. PAUL BALABANIS, director, Planning and Economic Analysis Staff, was invited by the Stanley Foundation to participate in the 24th "Strategy for Peace" U.S. foreign policy conference, at Airlie House, Warrenton, Va., October 6-8. He discussed development finance and north-south trade. . . MICHAEL ULAN, Planning and Economic Analysis Staff, traveled to New York, October 17-18, to address students and faculty at City College, on the role of the economist in government.

New employees in the bureau include PAUL PILKAUSKAS, chief, Textiles Division; BARBARA McCOY, Office of East-West Trade; TYWANA PENDLETON, Aviation Negotiations Division; and SUSAN YNIGUEZ, Office of Energy Producer-Country Affairs. □

European and Canadian Affairs

On October 16-17, Assistant Secretary RICHARD BURT accompanied SECRETARY SHULTZ to Halifax, Nova Scotia, for bilateral



meetings with the Canadian foreign minister. From November 6-11, he accompanied Deputy Secretary KENNETH DAM to London, Rome, Paris, Bonn, the Hague and Brussels for consultations. On November 3-4, Mr. Burt and

HAMBURG, West Germany—The Americans' tradition! Christmas tree is situated on a balcony adjoining the office of the U.S. consul general. (Photo by Horst Eichner)



the director of Soviet Union affairs, THOMAS W. SIMONS JR., spoke on U.S.-Soviet relations to conferences organized by the World Affairs Councils of San Diego and Inland Southern California. On November 2, Mr. Burt and RICHARD HAASS, deputy for policy and special coordinator for Cyprus, appeared before the House Foreign Affairs Subcommittee on Europe and the Middle East. Mr. Haass gave testimony on U.S. policy towards Cyprus, before the Subcommittee. On November 3, he presented a lecture on current issues in American foreign policy, at Harvard University.

On October 12-16, principal deputy assistant secretary JOHN H. KELLY traveled to Europe

BONN, West Germany—The Superior Honor Award is presented to the Regional Procurement Office for its work with the Office of Supply, Transportation and Procurement in effecting savings in the handling of freight. From left: Peter Knott, Luise Braun, Elisabeth Leuchtman, Egon Kinzel, Thomas A. Pettit, Johannes Goehler, Helmut Bartel, Marianne Stenschke, Jacqueline Gaertner, Bessy Tabin, Klaus Gerhardt, Birgit Borth, Brigitte Konrad.

BUREAU NOTES

for discussions in Paris, London, Reykjavik, Amsterdam, Copenhagen, Helsinki and Oslo. On October 27-28, he attended the Nordic chiefs of missions conference, in Stockholm. On November 4, he addressed the NATO Defense College. . . . On November 9-12, deputy assistant secretary THOMAS M. T. NILES traveled to Europe, to discuss U.S.-European economic issues with officials at the European Commission, the U.S. mission to the commission in Brussels, and the government in Bonn. . . . On October 24-November 1, deputy assistant secretary MARK PALMER headed a delegation of experts on the Soviet Union to talks in Korea, Japan and the People's Republic of China. . . . On October 18, deputy assistant secretary JAMES MEDAS spoke with the Harvard University Consortium on Research on North America, in Cambridge, Mass. . . . On October 23, GEORGE S. VEST, U.S. ambassador to the European Communities, testified at a hearing of the Subcommittee on International Economic Policy, of the Senate Foreign Relations Committee. The subject of the hearing was "U.S.-European Economic Relations: Problems and Prospects." . . . On October 21-22, the ambassador to Italy, MAXWELL RABB, was in the Department for consultations, and to accompany the Italian prime minister on his official visit to Washington. . . . On November 9, Ambassador NICOLAS SALGO arrived in Budapest to assume his new duties.

On October 6-23, JOHN C. KORNBUM traveled to Germany to address the German-American conference, and to meet with media leaders in Hamburg. He also consulted with German government officials in Berlin and Bonn. . . . KEITH McCORMICK, country officer for the German Democratic Republic, traveled to Bonn, Munich and East and West Berlin, for consultations, November 2-20. . . . On November 8, WILLIAM SALISBURY participated in a panel on German-American relations, sponsored by the Atlanta International Affairs Council and Georgia Tech University.

RICHARD E. COMBS, director, Office of Eastern European Affairs, attended the NATO eastern European experts' meeting in Brussels, October 5-7, and then visited the U.S. embassies in Bucharest and Warsaw, for consultations. . . . NICHOLAS R. LAND, Yugoslav desk officer, visited Zagreb and Belgrade on consultations, October 26-November 5. . . . PAUL HACKER, Czechoslovak desk officer, visited Prague and Warsaw on consultations, November 12-22. . . . ROBERT W. SMITH, economic officer for Yugoslavia and Romania, attended the Joint American-Romanian Economic Commission meeting, in Bucharest, October 4-9, and then consulted at U.S. embassies in Sofia, Vienna and Belgrade. . . . The economic officer at Embassy Belgrade, P. J. NICHOLS, visited the Department on consultations, November 7-10.

JOHN W. HOLMES, director, Office of European Regional Political/Economic Affairs, accompanied Under Secretary W. ALLEN WALLIS to the November 7-8 meeting of the Organization for Economic Cooperation and

Development's executive committee in special session. . . . ERIC REHFELD, special assistant, Office of European Security and Political Affairs, participated as a member of the U.S. delegation in the senior NATO logisticians conference, at NATO headquarters in Brussels, the week of October 21. . . . JOSEPH LIMPRECHT traveled to Helsinki as a member of the U.S. delegation to the preparatory meeting of the Conference on Security and Confidence Building Measures and Disarmament in Europe, October 25-November 11. . . . RICHARD S. THOMPSON, officer-in-charge of Greek affairs, on November 2, briefed the commandant of the U.S. Coast Guard, Admiral JAMES S. GRACEY, in preparation for the latter's forthcoming visit to Greece. . . . DIANE McCLELLAN, Turkish desk officer, spoke to the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base, O., November 1. . . . On October 3-4, ALEXANDER VERSHBOW presented an address, on the implications for arms control of new weapons technologies, to the 1983 Conference on International Politics, in Hamburg, West Germany. . . . ROBERT GELBARD, deputy director, Office of Western European Affairs, traveled to Paris, Lishon, Madrid, Rome and Naples for consultations, in late October. In early November he traveled to Paris for consultations with the French government. . . . EDGAR J. BEIGEL, the bureau's narcotics coordinator, attended the European Near Eastern regional narcotics conference, in Madrid, October 11-12. . . . LEWIS GIRDLER, officer-in-charge of Portuguese affairs, participated in the continuing Portuguese base negotiations, in Lishon, October

31-November 11. . . . MICHAEL POLT, country officer for Portugal, spoke to the advanced Iberian area studies course, October 13. . . . WILSON GRABILL has joined Western European Affairs, as country officer for France. □

Foreign Service Institute

LEO MOSER, director, Center for the Study of Foreign Affairs, participated in an October panel on U.S. relations with the Indochina nations, chaired by U. ALEXIS JOHNSON, at National Defense University. . . . Ambassador JOHN W. McDONALD spoke to the combined classes of the National War College and the Industrial College of the Armed Forces, August 31, on "The Art of Negotiation." He spoke to the Veterans Administration and the University of Virginia medical school, Salem, Va., September 22; the U.S.-Japan symposium in Washington, September 26; and St. John's Episcopal Church, Georgetown, October 7, on the subject of aging. He lectured at an institute seminar, October 18; at San Diego State

FOREIGN SERVICE INSTITUTE—Secretary of Agriculture *John R. Block* center, with officials of the Executive Seminar in National and International Affairs, which he addressed on October 17. Left to right: *Donald R. Woodward*, associate dean/coordinator; *James Ross*, agriculture member, seminar; *Stephen Low*, director, institute; *Joseph W. Twinam*, executive seminar and professional studies.



University, October 24; and at the mid-level course, November 3, on negotiations. In addition, he spoke to the United Nations Association of San Diego, October 24, on "The UN Water Decade." . . . LOUIS KAHN visited the University of Pittsburgh, October 24, to discuss, with Dean JOHN FUNARI and other faculty members in international affairs, possible joint seminar and other programs involving the Center for the Study of Foreign Affairs and the University of Pittsburgh.

New employees at the institute include JEANNIE CHICK and LINDA TOWER, School of Professional Studies; GLORIA SMITH and NGA SMITH, School of Language Studies; and BECKY VIGIL, Office of the Registrar. . . . The following language and culture instructors have entered on the duty: GIUSI HAPPE (Italian); MARIA MAZZONI (Spanish); DIMITER STOYCHEFF (Bulgarian); and ERNESTINA WILLIAMS (Spanish). □

Human Rights and Humanitarian Affairs

Assistant Secretary ELLIOTT ABRAMS has testified before the Subcommittee on Human Rights of the House Foreign Affairs Committee, on human rights issues in the Philippines; before the Subcommittee on Immigration and Refugee Policy of the Senate Judiciary Committee, on immigration matters; and before a joint hearing of the Subcommittee on Human Rights and the Subcommittee on Western Hemisphere Affairs, of the House Foreign Affairs Committee, on issues of concern in the southern cone. . . . Mr. Abrams traveled to London, in early October, for

a conference of the International Commission of Jurists. . . . In early November he made a factfinding trip to Guatemala, El Salvador and Honduras, to consult on human rights issues. . . . He has spoken recently before the Round Table Political Action Committee; the Center for Strategic and International Studies' conference on Cuba; National Defense University; the Georgetown University leadership seminar; Union of Councils of Soviet Jewry; the Anti-Defamation League young Jewish leaders group; and the Congressional Human Rights Caucus. Interviews were granted by the assistant secretary to the Voice of America; the "American Interests" program of the Public Broadcasting Service; Reader's Digest and Policy Review magazine.

Senior deputy assistant secretary GARY MATTHEWS spoke to members of the World Affairs Council of Northern California; to foreign correspondents sponsored by the World Press Institute; B'nai B'rith in Baltimore; National War College; the American Christian Trust; and to a group of nongovernmental organizations, at a briefing sponsored by the Department. . . . Deputy assistant secretary CHARLES FAIRBANKS testified before the Subcommittee on Human Rights, of the House Foreign Affairs Committee, on psychiatric abuse in the Soviet Union. He also testified before a special hearing of the Senate Foreign Relations Committee, in Chicago, on the status of human rights in eastern bloc countries, in particular the Soviet Union. . . . Deputy assistant secretary SCOTT BURKE spoke at a symposium at the University of Virginia law school, and at the Center for the Study of Democratic Institutions, Santa Barbara, Calif.

JIM THYDEN, director, Office of Human

Rights, traveled to Chile, Argentina, Paraguay, Uruguay and Ecuador, to hold consultations with human rights organizations, government officials and embassy officers in those countries. . . . In Buenos Aires Mr. Thyden made a speech at the University of Belgrano and, in Ascension, he addressed a group at the Binational Center. . . . DONALD ROBERTS, regional officer for East Asian and Pacific affairs, Office of Human Rights, traveled to the People's Republic of China, Taiwan and South Korea, for consultations on human rights issues with government officials in those countries. . . . ELEANOR RIDGE, international organizations officer, Office of Multilateral Affairs, attended the general conference of UNESCO, as an adviser to the U.S. delegation. □

Inspector General's Office

Inspector general-designate WILLIAM C. HARROP attended a two-day seminar in November sponsored by the President's Council on Integrity and Efficiency, on the use of micro-computer technology in audits and investigations. The seminar was part of a project, of the council's computer audit committee, designed to enhance the effectiveness and efficiency of Government audits and investigations, through the use of briefcase-size microcomputers that can access large computer systems, replace the manual, ledger-type spreadsheet and perform voluminous and complex analysis electronically. Similar computer auditing seminars were attended by deputy inspector general WILLIAM B. EDMONDSON and inspectors TIMOTHY R. HEALY and FRANK J. MANGANIELLO. During the inspection cycle which begins next month, inspectors will begin to use portable business computers in the course of their audits, both in Washington and at overseas posts.

The former assistant inspector general for investigations, PHILIP J. HARRICK, and administrative inspector ROBERT C. WASKA JR. spoke to classes in administrative training, at the Foreign Service Institute, on problems of waste, fraud and mismanagement. . . . JOHN DROTOS, formerly a member of the Investigative Staff, assumed the duties of assistant inspector general for investigations at the end of October. . . .

JIM SANDLIN and ARTHUR MAUREL of the investigative staff attended a one-week course in Rockville, Md., on analytical techniques for the investigation and prosecution of complex criminal cases. □

Intelligence and Research

Office of the Executive Director: The executive director, DAVID E. L'HEUREUX, has completed a six-week (90 classroom hours) course, "Contemporary Executive Development," at George Washington University.



Office of Analysis for the Soviet Union and Eastern Europe: ROBERT BARAZ, director, visited the University of Virginia campus at Charlottesville and delivered a lecture on "20 Years of Soviet Diplomacy in Europe," November 2. . . MARTHA MAUTNER, deputy director, addressed the Air War College at Maxwell Air Force Base, Ala., on USSR-East European relations, October 12. She briefed a St. Louis World Affairs Council delegation, visiting the Department, on Soviet developments, October 18. On October 27 she lectured on the USSR and eastern Europe, at the American University foreign policy seminar. She briefed the international leadership seminar of the Foreign Students Service Council, on U.S.-USSR relationships, November 1. . . ALVIN KAPUSTA, special assistant for Soviet nationalities, spoke to various groups in Indiana and Kentucky, on nationality issues, October 5-7. He participated in a symposium at the Ukrainian Institute of America, in New York, on "Impact of the Helsinki Conference on Human Rights in Eastern Europe and the USSR," October 8. . . MORTON SCHWARTZ, analyst, lectured at the Army War College, Carlisle Barracks, Pa., on "Socio-Political Factors Affecting Soviet Foreign Policy," October 12. He spoke on U.S.-Soviet relations, to media groups and the University of Dayton, October 26-27. . . FRANK CRUMP, analyst, visited Japan, China, South Korea, Singapore, Thailand and India, to discuss Soviet-Asia relations, with embassy and host government officials, September 17-October 24

. . . JANE FLOYD, analyst, traveled to Bulgaria, to consult with embassy and local officials. Her visit included travel to Plovdiv, for the International Trade Fair; Varna, Pleven and a total of 18 of Bulgaria's 27 okrugs (provinces), September 29-October 9. She spoke to the Network of Women in Slavic Studies, on "Making the Transition from Academia to Government Work," October 11, in Washington. . . WAYNE LIMBERG, analyst, lectured to a Foreign Service Institute class, on Soviet policy in the Middle East, October 13. . . DONALD GRAVES, division chief, attended the NATO experts meeting in Brussels October 5-7. He consulted with embassy officials in Munich, Bonn, Koeln and Paris. . . PAUL GOBLE, analyst, presented two papers at the American Association for the Advancement of Slavic Studies national meeting in Kansas City: "Representation Without Representatives: Advancing Siberian Interests in Moscow" and "What Has Soviet Power Got To Do With It?" Literature as a Source for the Meaning of Ethnicity for Central Asian Elites," October 23-24. . . Mr. Limberg also attended, and presented a paper on Soviet options in the Middle East, October 21-23.

Office of Analysis for Near East and South Asia: GEORGE S. HARRIS, director, attended the Middle East consultation of the Carter Center, in Atlanta, November 6-9. He also gave a lecture on Lebanon, at a seminar at Dartmouth College, Hanover, N.H., November 15. . . AARON MILLER, analyst in the Near East

Division, attended the Middle East Studies Association conference in Chicago, November 4. . . ELIZA VAN HOLLEN, analyst in the South Asian Division, participated in a conference on Afghanistan, at the Russian Research Center at Harvard University, October 17.

Office of Analysis for East Asia and Pacific: JAY TAYLOR, director, participated in a conference on the People's Republic of China, Hong Kong and Taiwan, at the John Fairbanks Center, Harvard University, October 27-28. . . LOUIS G. SARRIS, deputy director, participated in an interagency executive development seminar, in Oak Ridge, Tenn., October 24-November 4.

Office of Analysis for Western Europe: ALAN W. LUKENS, director, consulted with mission officers and host country officials in Sweden, Norway, the Netherlands, Brussels, West Germany and the United Kingdom, October 4-18. He also spoke to various groups in Tucson and the University of Arizona, on developments in Europe, principally in arms control and the peace movement, October 26-27. On November 8, he chaired an interagency conference, hosted by the bureau, on the Craxi government in Italy, featuring Professors MICHAEL HARRISON, ROBERT LEONARDI and ROBERT NILSSON and former Foreign Service officer JOHN DiSCIULLO, now with the Carnegie Endowment for International Peace. . . F. HERBERT CAPPS, deputy director, lectured to the Scandinavian area studies class, on Scandinavian foreign policy issues, at the



Foreign Service Institute, October 11. . J. RICHARD THURMAN, chief, Southern Europe Division, briefed a group of officers visiting the Department from Fort Bragg, on current U.S.-western European relations, October 15. Mr. Thurman also participated in the program directors' management seminar, at the Foreign Service Institute, October 12-14. . WARD THOMPSON, analyst, lectured on U.S.-Scandinavian relations, to the Scandinavian area studies class, at the Foreign Service Institute, October 25. . WILLIAM SIEFKEN, analyst, visited Brussels and Paris for consultations, September 26-October 1. . EDWARD VAZQUEZ, analyst, consulted with mission officers and host country officials in Spain and Portugal, September 21-October 7. He also lectured to the Iberian area studies class, on Spanish and Portuguese foreign policy issues, September 26-October 1. . ALAN MAKOVSKY, analyst, consulted with mission officers and host country officials in Greece, Turkey and Cyprus, October 7-November 10.

Office of Analysis for Inter-American Affairs: WILLIAM LOFSTROM has returned from consultations in Peru, Chile and Bolivia. While in Santiago, he interviewed more than 50 representatives of the government, labor and the political opposition. He also gave a lecture at the National Academy of Science in La Paz, on his recently-published book, "El Mariscal Sucre en Bolivia.". . JERRY McCULLOUGH, analyst,

spent two weeks in Venezuela, Colombia, Ecuador and Panama, on consultations in early October. . JAMES DAVIS, analyst for Nicaragua and Mexico, visited those countries, September 27-October 7 on consultations. . In early October, STEPHEN TOMCHIK gave a presentation to the U.S. Naval Academy history seminar, on Salvadoran political perspectives. . Mr. Davis, Mr. Tomchik, and JERRY GALLUCCI addressed the Immigration Law Judges Conference, in Miami, Fla., November 8-9. . Mr. Gallucci, Cuba and Brazil analyst, visited Brasilia, Rio de Janeiro, and Sao Paulo, for consultations with government and private sector leaders, October 3-14. □

Inter-American Affairs

Assistant Secretary LANGHORNE A. MOTLEY visited Belize and Nicaragua, October 12-15. . N. SHAW SMITH, director, Office of Central American Affairs, with RICHARD R. WYROUGH, deputy director and coordinator for Panama Canal and treaty affairs, and Ambassador EVERETT E. BRIGGS of Embassy Panama, traveled to Tallahassee, Fla., November 7, to attend the granting by Florida State University of an honorary doctor-of-laws degree to President RICARDO DE LA ESPRIELLA of Panama. . CHARLES S. SHAPIRO, desk officer for El Salvador, visited El Salvador and

Panama, October 30-November 6. . STEPHEN OLSON, assistant desk officer for El Salvador, is in Grenada on temporary duty, assisting charge CHARLES A. GILLESPIE. . Regional affairs officer DONNA J. HRINAK spent three days in Charleston, S.C., assisting evacuees from Grenada as they disembarked from U.S. military aircraft. Ms. Hrinak also spoke, October 7-8, at Michigan State University and Edgewood United Church in Lansing, Mich., and at Washington and Jefferson College in Washington, Pa., October 25. She also participated in a panel discussion, at the Foreign Service Institute, on Mexico's interests in Central America.

GEORGE B. HIGH, director, Office of Mexican Affairs, participated in a seminar on U.S.-Mexican relations, at the University of Santa Barbara, Calif., November 7-8. Mr. High also addressed the Corpus Christi Chamber of Commerce, on the same theme, November 9. . PAUL WACKERBARTH, economic officer, Office of Mexican Affairs, traveled on an orientation trip to Mexico City, Merida, Guadalajara, Monterrey and Ciudad Juarez, November 5-19. . PAUL STORING, special representative for the International Boundary and Water Commission, accompanied the Environmental Protection Agency associate administrator, FITZHUGH GREEN, to San Diego and El Centro, Calif., November 7-9, to review border environmental problems.

On October 5, MICHAEL SKOL, deputy



PANAMA—At labor officers conference, front row: Bill Morrow, John McCracken, Don Knight, Bill Doherty, Tony Freeman, Irving Brown, Jim Taylor, Craig Johnstone, Edwardo Baez, John Stephens, Jake Dyels, Jerry Holmes,

Enrique Perez. Others, left to right: Harold Davey, Peter Accolla, Ken Thompson, Jim Bumpus, David Peterson, Mike Verdue, Harold Baum, Irv Rubenstein, John Leonard, Ed Scoon, Nelson Nugent, Jack Francis, Charlotte

Roe, Jim Bell, Lars Hydle, Fred Becker, Abelardo Perez, David Randolph, Len Sandman, Louie Licht, John Spilsbury, John Keane, Paul Hilburn, Manuel Rocha, Tony Kern, Robert Beville.

director, Office of Policy Planning and Coordination, briefed the Committee of World Affairs Councils on U.S. policy toward Central America. He also delivered speeches on Central America to the Forum 49 (World Affairs Council) and Alaska Pacific University, in Anchorage, October 24. .RICHARD HARRINGTON, policy planning officer, Office of Policy Planning and Coordination, briefed the Latin American studies group of the Army War College, on U.S. policy in Central America. Central American policy was again the topic of several speeches and press interviews by Mr. Harrington, in the Seattle-Portland area, October 13-16. October 18 saw Mr. Harrington in St. Louis, where he addressed the World Affairs Council.

The director of southern cone affairs, ROBERT B. MORLEY, has returned from a two-week trip to the southern cone countries. During part of the trip he accompanied the Department counselor, EDWARD DERWINSKI, on his factfinding visit to Chile, Paraguay and Uruguay. In addition, Mr. Morley also spent several days in Argentina. .N. BRUCE PICKERING has joined the Office of Southern Cone Affairs, replacing RAY WALSER, who left to join the Kissinger commission.

LINDA PFEIFFLE, country officer for Venezuela, visited Caracas and Maracaibo, October 24-28. .The country officer for Colombia, GABRIEL GUERRA-MONDRAGON, visited Colombia, for country orientation, October 10-19. .DAVID W. COX, deputy director, Office of Regional Political Programs, represented the bureau at a ceremony marking the delivery of F-16 aircraft to the Venezuelan air force. The ceremony was held in Fort Worth, Tex., September 9. .Mr. Cox attended a conference on "Modern Weapons: Third World Motivations, Capabilities and Performance," at the Georgetown University Center for Strategic and International Studies, October 6-7. .JAKE M. DYELS JR., labor adviser for the bureau, was in Panama, September 23-29, to organize and participate in the bureau's labor officers conference. The conference was attended by almost all labor attaches and labor reporting officers of the region, with participation from the Department of Labor, AID, and the AFL-CIO. Mr. Dyels also attended the AFL-CIO's convention in Hollywood, Fla., September 30-October 5. .DATUS C. PROPER, director, Office of Regional Political Programs, addressed the Committee on Foreign Relations, in Little Rock, Ark., September 14. He also addressed the Nashville, Tenn., Committee on Foreign Relations, September 15. The topic in both forums was U.S. relations with Central America. .LAURA A. CLERICI, narcotics officer for the bureau, traveled through Central America, September 19-30, with officers from the Bureau of Refugee Programs. The group visited refugee camps, and discussed human rights and refugee matters with embassy and host country personnel. □

International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO met in Mexico, October 26-27, with members of the Mexican attorney general's office, to conduct the quarterly bilateral review of the Mexican drug crop eradication program. He was accompanied by deputy assistant secretary JON THOMAS and program officer LANA CHUMLEY. While in Mexico, Mr. DiCarlo addressed a meeting of the International Narcotic Enforcement Officers Association, in Cancun.

Deputy assistant secretary CLYDE D. TAYLOR and JAY GRAHAME of the bureau's program office traveled to Madrid, Vienna, Bonn and Wiesbaden, October 9-19. In Madrid they participated in the joint Bureau of European and Canadian Affairs/Bureau of Near Eastern and South Asian Affairs narcotics coordinators conference, presided over by Mr. DiCarlo and keynoted by Attorney General WILLIAM FRENCH SMITH. In a two-day comprehensive agenda, the participants, from 26 embassies and some 10 agencies, considered current developments, patterns and trends in drug trafficking, control in source countries and abuse in the United States and abroad. Narcotics control strategy, U.S. drug control objectives and judicial tools in drug control were other key issues on the conference agenda. Mr. Taylor and Mr. Grahame went on to Vienna, to meet with officers of the UN drug agencies. This was followed by meetings in Bonn with officials of the West Germany foreign, interior, health, economic cooperation and finance ministries and, in Wiesbaden, with German federal criminal police officials responsible for narcotics control and enforcement.

CHUMAR HAYAT, the procurement specialist for the narcotics assistance unit in Islamabad, visited the bureau, for orientation purposes, October 18-20. .DONALD YELLMAN of the bureau's Asian division attended the narcotics coordinators conference at Madrid, October 11-13. He then continued on to Turkey and Pakistan, to review bureau-sponsored narcotics programs in those countries. In Pakistan, Mr. Yellman made calls on customs and police officials at Karachi and Lahore, then reviewed areas of Pakistan's Northwest Frontier Province, where bureau opium poppy eradication programs are underway. .Bureau training officer ROBERT RETKA visited the Federal Law Enforcement Training Center, Glynco, Ga., October 25-27, to review program operations with staff of the Drug Enforcement Administration. The fiscal year 1984 international training program was discussed in detail, and a financial review of 1983 program operations was conducted. .ALBERT W. CARPENTER, the bureau's telecommunications management specialist, was in Colombia, September 26-October 6, assisting the American embassy narcotics assistance unit on the various narcotic enforce-

ment projects. .Consulting in the bureau were Ambassador LEWIS TAMBS, Colombia, and STANLEY SAMUELSON, narcotics assistance unit, Pakistan. .JAMETA SEABROOKS has been detailed to the bureau until January 1, from the Procurement Division of the Office of Supply, Transportation and Procurement. □

International Organization Affairs

On October 28-29, under the patronage of PRESIDENT and MRS. REAGAN and VICE PRESIDENT and MRS. BUSH, the United Nations Association of the United States hosted celebrations in Washington of the 38th anniversary of the founding of the United Nations. SECRETARY and MRS. SHULTZ and MR. and MRS. THORNTON BRADSHAW, chairman of RCA Corp., were co-hosts of the 23rd annual UN concert and dinner. Special tribute was paid to World Communications Year, as proclaimed by the UN General Assembly. William Ellinghaus, president, American Telephone & Telegraph Corp., and chairman of the U.S. Council for World Communications Year, was appointed by President Reagan as the 1983 National UN Day chairman. .Secretary Shultz made a presentation before the annual concert. At the dinner, the Vice President responded to a toast, made to him and the chiefs of diplomatic missions and the ambassadors to the Organization of American States, by Mr. Bradshaw. Other guests included the assistant secretary of state for international organization affairs, GREGORY J. NEWELL, and MRS. NEWELL. .The under secretary for political affairs, LAWRENCE EAGLEBURGER, was the guest of honor at a United Nations Association reception in the Diplomatic Reception Rooms on the evening of October 28. .On October 25 deputy assistant secretary ROGER KIRK addressed the United Nations Association of Eastern Oklahoma, in Tulsa, at its United Nations Day dinner.

ANTONIO GAYOSO, director, Office of International Development, served as an adviser at the 22nd session of the conference of the Food and Agriculture Organization, in Rome, November 5-24. The delegation was led by Agriculture Secretary JOHN R. BLOCK, who also chaired the conference, the first time an American agriculture secretary has chaired the Food and Agriculture Organization's governing body in more than 30 years. .CLARK NORTON, Office of Transportation and Telecommunications, attended the extraordinary session of the council of the International Civil Aviation Organization. The topic was the Soviet interception of Korean Air Lines Flight 007 on September 15-16. .He also participated in the International Civil Aviation Organization assembly, September 20-October 7, in Montreal. .RODERICK C. MACKLER, Office of Technical Specialized Agencies, was to attend the 20th session of the permanent committee of the UN Industrial

Development Organization, in Vienna, November-December 2.

LACY A. WRIGHT, deputy director, Office of UN Political Affairs, traveled to Georgia and Alabama, October 20-22, to speak and give interviews on arms control and disarmament issues. On October 27-28 he spoke in Pittsburgh, at Duquesne University, on the United Nations. He appeared later on local radio and television stations. . . ERNEST GRIGG, officer-in-charge of multilateral and institutional affairs, Office of UN Political Affairs, participated as State Department representative on the U.S. delegation to the International Parliamentary Union, which met in Seoul, Korea, October 1-14. . . To mark the 38th anniversary of the founding of the United Nations, HARRY SIZER, officer-in-charge of Middle East, Asian and refugee affairs, of the same office, visited Frankfurt, Ky., where he spoke to the UN Association of Kentucky on the U.S. role in the United Nations. . . Traveling to the campus of Stanford University on September 30, JON GUNDERSEN, political officer, of the same office, spoke to the university's arms control study group, on nuclear morality. As part of United Nations Day, on October 25, he spoke to students at Marymount College, N.Y., on U.S. participation in the United Nations. On October 27, Mr. Gundersen took part in a discussion on "The Test Ban—20 Years Later," sponsored by Harvard University, at the John F. Kennedy Library. On November 8, as a participant in an arms control symposium sponsored by Melville High School, N.Y., he spoke to students on the topic of a nuclear freeze. On November 10, Mr. Gundersen traveled to Ramapo College, N.J., to speak on arms control. . . On October 11-21, ROBERT FILBY, political officer, Office of UN Political Affairs, attended the Legal Committee debate at the UN General Assembly, which considered the report of the Special Committee on Enhancing the Effectiveness of the Non-Use of Force in UN Organizations. . . ELIZABETH BARNETT, political officer for inter-American affairs and decolonization matters, Office of UN Political Affairs, traveled to the Marshall Islands to escort a UN mission to observe the plebiscite on the Compact of Free Association, September 7. . . MARY ATHENS and MARY CARDOSO,

secretaries in the Office of UN Political Affairs, traveled to New York, September 18-October 1 and October 3-16, respectively, to assist the U.S. mission during the opening weeks of the General Assembly. . . KERSTIN McLAIN, also a secretary in the office, spent November in Paris, assisting the UNESCO mission.

CRAIG LINGEL, Office of International Development Assistance, has resigned to accept a position in private industry. . . JOYCE WENTZ, Office of the Deputy Assistant Secretary for Political and Multilateral Affairs, has retired. . . KAREN HEITKOTTER has been assigned to the Office of International Conferences, from the Bureau of Administration. □

Legal Adviser's Office

On October 21, in Ottawa, State's legal adviser, DAVIS R. ROBINSON, addressed the annual conference of the Canadian Council on International Law. He spoke on conflicts of jurisdiction, and participated in a panel discussion on the subject, with the United Kingdom legal adviser, Sir IAN SINCLAIR, and Canada's ambassador to the United States, ALLAN GOTLIEB. . . THOMAS A. JOHNSON served as an adviser on the U.S. delegation to the general assembly of the World Tourism Organi-

MADRAS, India—Foreign Service national B. Pattabhiram, embassy political specialist, right, receives Superior Honor Award from consul general Daniel F. Waterman, upon his retirement after more than 27 years' service.



You know it's going to be a bad day when:

You turn on the morning news and they are displaying emergency routes out of your city.

Your pet rock snaps at you.

Suicide Prevention puts you on hold.

—From the *Tel Aviv Star*, newsletter of the U.S. embassy.

zation, in New Delhi, October 3-14. . . TERENCE J. FORTUNE, assistant legal adviser, Office for Political-Military Affairs, left the Department, November 24, to join the Washington office of Paul, Weiss, Rifkind, Wharton & Garrison. □

Near Eastern and South Asian Affairs

On October 26, Assistant Secretary RICHARD MURPHY met with the National Republican Jewish Coalition, in Washington, to discuss U.S. policy in the Middle East and Lebanon. . . Deputy assistant secretary JAMES PLACKE met with the Arab-American Association for Commerce and Industry, in New York, October 4, to discuss economic issues in the Near East. . . On October 5, deputy assistant secretary ROBERT PELLETREAU briefed members of the National Council of Community World Affairs Organizations, in the Department. On October 19 Mr. Pelletreau met with B'nai B'rith's Anti-Defamation League officials, in the Department. On October 27, he briefed the Young Presidents' Organization on U.S. policy in Lebanon. . . On October 7 and November 1, Mr. Placke and Mr. Pelletreau participated in a Dartmouth University roundtable discussion of the Middle East and management of the U.S.-Soviet conflict.

The ambassador-designate to Egypt, NICHOLAS VELIOTES, met with a group of constituents of Senator CLAIBORNE PELL (D.-R.I.), in the Department, October 13, to discuss Lebanon and U.S. Middle East policy. On October 20 Mr. Veliotes met with the Mid-

America Committee, in Chicago, to discuss U.S.-Egyptian relations and U.S. policy in the Middle East. . . BRYCE M. GERLACH, executive director, visited the Gulf posts and Cairo, October 5-24, for consultations with chiefs of mission. Thereafter, Mr. Gerlach was the bureau representative at the regional security officers conference in Rome, October 24-27. . . The deputy for Middle East negotiations, WILLIAM KIRBY, met with a Jewish group from Chicago, October 20, at the White House, to discuss Lebanon and U.S.-Israel policy. . . JOSEPH H. MELROSE JR., acting director, Office of Multinational Force and Observers, traveled to Rome, to participate in a trilateral meeting with Egyptians and Israelis, sponsored by the multinational force organization, the week of November 6.

Ambassador JANE COON returned to Washington, to participate in the official working visit of the Bangladesh head of government, Lieutenant General H. M. ERSHAD, October 24-26. Subsequently, Ms. Coon and JACKSON McDONALD, country officer for Bangladesh, accompanied General Ershad on his visits to Houston and Los Angeles.

The special assistant for Middle East negotiations, THEODORE FEIFER, met with students from the Army War College, in the Department, to discuss U.S. policy and interests in the Near East. . . JOHN HERBST, Office of Israel and Arab-Israeli Affairs, briefed a Washington Missions Program group from Memphis, Tenn., on U.S. policy in the Middle East. . . DAVID GREENLEE, political officer, Office of Israel and Arab-Israeli Affairs, met with a Washington Missions Program group from Pennsylvania, October 6, to discuss U.S. Middle East policy. . . On October 14, JONATHAN BRECHT, Office of the Public Affairs Adviser, and Mr. Herbst met with students from Old Dominion University, to discuss U.S. Middle East issues and Lebanon. . . Mr. Brecht met with a group of students from Woodbury Forest High School, October 17, to discuss events and U.S. policy in Lebanon. . . On October 18, Mr. Herbst briefed a Washington Missions Program Group from New Jersey. . . WILLIAM STANTON briefed students from American University and local community colleges on events in Lebanon, October 18.

Colonel DIEHL MCKALIP, political-military affairs adviser, and PETER SEBASTIAN, director, Office of North African Affairs, met with a group of students from the Air War College, October 25, to discuss U.S. policy in the Near East and North Africa. . . On that same day, THEODORE FEIFER met with students from various local community colleges to discuss U.S. peace efforts in the Middle East. . . MARK HAMBLEY, deputy director, Office of Arabian Peninsula Affairs, accompanied a State/Defense team to bilateral talks in Bahrain and Oman. Subsequently, he visited the United Arab Emirates and Kuwait, for consultations at U.S. posts in those Persian Gulf countries.

PHYLLIS OAKLEY, country officer for Afghanistan, made an orientation trip to

Pakistan, October 2-13. She visited Karachi, Islamabad, Quetta and Peshawar, with trips to Afghan refugee camps and the International Committee of the Red Cross hospitals for war victims. She also attended Embassy Islamabad's political officers' conference, at Murree, October 11-12, and consulted at Embassy Paris en route home. . . NORMA (MICKI) KLEIBER, post management officer, visited posts in Pakistan, Bangladesh, India, Nepal and Sri Lanka, October 1-30, for consultations with post administrative officers. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JAMES L. MALONE headed the U.S. delegation in bilateral negotiations with Canada in regard to oceans policy and law of the sea matters, October 11. From November 1-5 he was in Seoul as chairman of the U.S. delegation to the annual session of the Joint Standing Committee on Nuclear and Other Energy Technology. He visited Tokyo, November 6-7, to conclude discussions there regarding the seabed mining agreement. . . Principal deputy assistant secretary HARRY R. MARSHALL delivered opening remarks to an assembly of Washington embassy science counselors, at the National Institutes of Health, October 25. He discussed the range of operations of the bureau, and emphasized the role the bureau plays in coordinating international health and biomedical affairs. . . ROBERT C. HILL came to the bureau from the White House, October 11, to work as a special assistant to the assistant secretary. He is responsible for Ambassador Malone's press and public relations.

RICHARDE E. BENEDICK, coordinator of population affairs, visited Italy, October 1-4, for discussions on population issues with the bishop of Isernia and Venafro, and with officials of the Pontifical Commissions on the Family, the Laity, and Justice and Peace, the Society of Jesus, and the Pontifical Lateran and Gregorian Universities. . . From October 5-12, he was U.S. representative at a special meeting of the Economic Commission for Europe, in Sofia, Bulgaria, and also met with PEKO TAKOF, deputy president of the State Council of Bulgaria. . . On October 14, Mr. Benedick addressed the annual meeting of the International Society of Reproductive Medicine, in Washington. On October 20, he gave several lectures on population growth and U.S. foreign policy, at "World Population Day" at Cornell University as well as in press and radio interviews. On October 21, Mr. Benedick, together with VINCENT BARABBA, former director of the U.S. Bureau of the Census, and recently-named U.S. representative to the UN Population Commission, had consultations in New York with the leadership of the UN Fund for Population Activities and the UN Population Division, with the Rockefeller

Foundation and the Population Council, and at the U.S. mission to the United Nations. . . On October 27, Mr. Benedick and Mr. Barabba discussed the preparations for the UN Population Commission meeting, with representatives of Washington-based population organizations and Department officials. . . On October 31, Mr. Benedick was interviewed by the Turner Cable News Network on issues of population and national security. . . Mr. Benedick and HERBERT THOMAS met several times during the week of October 24-28 with a visiting delegation of the Nigerian National Population Commission, headed by Chief ALHAJI ABDURRAHMAN OKENE. Other participants in the program for the Nigerians, concerning census planning and other population activities, included officials of the Bureau of the Census, AID, the World Bank, and the UN Fund for Population Activities.

CARLTON R. STOIBER, director, Office of Nuclear Export and Import Control, chaired a meeting of seven technology-holder nations, concerning enhanced nuclear export controls in Vienna, Austria, October 17-18. . . ELEANOR BUSICK STEINBERG, deputy director, Office of Export and Import Control, lectured on "Multilateral Nuclear Export Controls, the Nuclear Non-Proliferation Treaty and the International Atomic Energy Agency," at the University of Buffalo law school, October 10. . . MARTIN PROCHNIK, director, Office of Energy Technology Cooperation, was the Department representative at the meetings of the International Energy Agency Committee on Research and Development, and the Organization for Economic Cooperation and Development's Nuclear Energy Agency, the week of October 17.

LARRY L. SNEAD, deputy director, Office of Fisheries Affairs, headed the U.S. delegation for technical talks with the Dominican Republic, in Santo Domingo, October 13-14, to discuss remaining issues relating to the proposed maritime boundary and fishery access treaty. The Dominican delegation was headed by Ambassador HORACIO VICIOSO. The two sides worked out a draft treaty text for submission to their respective governments. The text is under consideration by affected local interests, including the governments of Puerto Rico and the Virgin Islands. . . Deputy assistant secretary MARY ROSE HUGHES headed the U.S. delegation to the third session of the Ad Hoc Working Group of Legal and Technical Experts for the Elaboration of a Global Framework Convention for the Protection of the Ozone Layer. The session took place in Geneva, Switzerland, October 17-21. . . SALLY VALDESCOGLIANO entered on duty in the Office of Environment and Health, October 11. Mrs. Valdez-Cogliano, a fellow in the Department's internship program with the American Association for the Advancement of Science, will be concentrating on environmental health matters during the one year that she will be with the bureau. . . RALPH T. ROSS, Office of

Environment and Health, attended a meeting of the chemicals group at the Organization for Economic Cooperation and Development, in Paris, October 25-27. □

Personnel

Deputy assistant secretary CLINT A. LAUDERDALF participated in the consular conference at Tunis, September 26-27, and consulted on personnel issues at Embassy Madrid, September 28. . . Deputy assistant secretary ANDREW L. STEIGMAN consulted with the following posts during a trip to the Far East in late October and early November: Osaka-Kobe, Tokyo, Beijing, Shanghai, Guangzhou and Hong Kong. . . The associate director of personnel for the Civil Service, MYRA HOWZE SHIPLETT, attended the automated information systems management course for senior executives, at National Defense University, November 14-16. . . DONALD A. KRUSE spoke to political science students at Wheaton College, Wheaton, Ill., on Foreign Service careers, October 28.

DIANA HENSHAW, assignments officer in the European Assignments Division, visited posts in Vancouver, Ottawa, Toronto and Montreal, September 30-October 7, to review personnel policies with staff members. . . TODD STEWART, chief of the division, attended a three-week program on executive leadership and management, at the Federal Executive Institute, Charlottesville, Va., October 3-21. . . Employees assigned to the bureau include KENNETH D. MOLLER, career development officer, Communications Assignments Division; KAY GILSTRAP, personnel technician, Senior Officers Division; and JOYCE SEABORN, secretary, Security Counseling/Assignments Division. □

Politico-Military Affairs

Director JONATHAN T. HOWE testified before the House Armed Services Committee, November 2, on the U.S. presence in Lebanon. Admiral Howe also accompanied SECRETARY SHULTZ when the latter testified in the House and Senate on the Beirut bombings. . . Deputy director ARNOLD L. RAPHEL accompanied the assistant secretary of defense, RICHARD ARMITAGE, for talks in Oman, Bahrain, Tunisia and Morocco, October 28-November 5. . . Deputy director ROBERT DEAN twice represented the Department on the "McNeill-Lehrer Report" TV programs in discussions of the President's decisions on the strategic arms reduction talks and the intermediate-range nuclear forces negotiations. . . ROBERT HOLLEY has joined the politico-military bureau, as one of the staff assistants to the director, Mr. Howe.

RICHARD SIMPSON, Office of the

Executive Director, with RUTH SINCLAIR, Office of the Director, and PETER PERENYI, Office of Theater Military Policy, accompanied Ambassador JAMES GOODBY, to Helsinki, as members of the U.S. delegation to the preparatory session of the Conference on Confidence-Building Measures and Disarmament in Europe. . . On October 25, WILLIAM B. ROBINSON, director, Office of Munitions Control, addressed the Export/Import Committee of the Electronic Industries Association, in Washington. . . RICHARD J. SLOTT, deputy director, Office of Munitions Control, addressed U.S. industry representatives at Wright-Patterson Air Force Base, August 17. . . JOSEPH P. SMALDONE, chief, Arms Licensing Division, Office of Munitions Control, conducted seminars on arms export licensing, at International Laser Systems, Orlando, Fla., August 12. . . During the week August 29, he traveled to Brazil, with the U.S. delegation to conclude negotiation of a bilateral agreement on industrial-military cooperation. . . On September 21, he addressed a conference on export licensing sponsored by the International Trade Association, in Torrance, Calif. . . On October 22, he presented a paper, on U.S. and Soviet arms transfers to Africa, to the international conference of the Inter-University Seminar on Armed Forces and Society, in Chicago.

KENNETH HUMBORG, special assistant, Office of Munitions Control, addressed a U.S. Customs Service agents' seminar, at Glyneo, Ga., August 24. . . ALLEN SUCHINSKY, deputy chief, Arms Licensing Division, addressed the same seminar, August 10. . . At a ceremony in the East Auditorium, October 12, JAMES H. FOWLKES, Office of Munitions Control, received an award from under secretary for management, JEROME VAN GORKOM, for contributing six gallons of blood in the Department's Blood Donor Program.

ROBERT GALLUCCI, director, Office of Regional Security Affairs, traveled to New London, Conn., September 23, where he spoke on regional security issues at the Coast Guard Academy. . . JOHN FINNEY, deputy director, Office of Regional Security Affairs, represented the bureau as a panelist, at a conference sponsored by the Center for Strategic and International Studies, on modern arms and Third World conflict. Mr. Finney also addressed a National War College conference, on "U.S. Foreign Policy Options in East Asia in the 1990s." . . STEVEN AOKI, Office of Regional Security Affairs, represented the Department on the U.S. delegation to the second seabed arms control treaty review conference. The conference, in Geneva, September 12-23, concluded that the treaty, which prohibits emplacement of nuclear weapons on the seabed, has operated effectively, and remains a significant multilateral arms control measure. Marine Colonel DICK GANNON visited Somalia, Sudan and Egypt, to observe Exercise Bright Star '83, August 18-September 5. . . Air Force Colonel TED SMITH, Office of Regional Security Affairs, was a member of the planning team which set up the annual West African training

cruise. From August 24-September 15, the team traveled to eight countries and met with host government officials, military leaders and embassy personnel of the 15 countries involved in the naval visits. . . Navy Commander MICHAEL AUSTIN, Office of Regional Security Affairs, organized the semiannual U.S.-United Kingdom political-military talks, in Washington, October 18-19. . . MARK L. WIZNITZER, Office of Regional Security Affairs, and KEVIN KEARNS, Office of Security Assistance and Sales, traveled through Central America on consultations, September 18-October 5, with stops in Panama, Costa Rica, El Salvador, Nicaragua, Guatemala and Belize.

MICHELE G. MARKOFF has joined the Office of Strategic Nuclear Policy. On November 2-3 Ms. Markoff traveled to San Diego and Riverside, Calif., to address two foreign policy convocations on U.S.-Soviet relations and arms control, cosponsored by the World Affairs Council and the State Department. . . WILLIAM H. COURTNEY, deputy director, Office of Strategic Nuclear Policy, participated in a TV panel discussion on nuclear policy. Other panelists were MICHAEL PILLSBURY, Senate Republican Steering Committee; JEREMY STONE, president, American Federation of Scientists; and Rear Admiral GENE LAROCQUE, director, Center for Defense Information. The discussion was aired, October 2, in the Washington Metropolitan area, on Channel 56 (WNVT), following the showing of a documentary film, "Target Seattle." It is being aired on other public television stations around the country. . . On October 16, Mr. Courtney participated by telephone, in a discussion on nuclear policy, aired on WBAI Radio, New York. . . On October 26, in San Francisco, Mr. Courtney spoke to the World Affairs Council of Northern California, on the strategic arms reduction talks and the talks on intermediate-range nuclear forces.

On November 3, Air Force Colonel MICHAEL SEATON, Office of Strategic Technology and Nuclear Affairs, traveled to College Station, Tex., where he addressed university professors at Texas Agriculture and Mining University on nuclear arms control. . . GREG-

Paying for college with U.S. bonds

Under the Internal Revenue Code, up to \$1,000 in unearned income may be accumulated without a tax liability. Assuming that they have no other unearned income, each of your children could own bonds earning up to \$1,000 interest per year without taxation.

Or file when cashing bonds for college expenses. No tax is due if the child's income and interest on bonds cashed each year are less than the exemption.

ORY SANDFORD, Office of Theater Military Policy, attended NATO's special consultative group meeting, on intermediate-range forces, in Brussels, October 20, and in Rome, November 10. . . HOWARD STOFFER, Office of Theater Military Policy, attended NATO's high-level group meeting, in Brussels, October 5, and the ministerial-level nuclear planning group meeting, in Canada, October 27-28. . . Mr. Gallucci, the Office of Regional Security Affairs director, traveled with the Secretary to Paris, October 26-27, to participate in discussions with foreign ministers on the multinational force. □

Public Affairs

Office of the Assistant Secretary: Assistant Secretary JOHN HUGHES accompanied SECRETARY SHULTZ to Halifax, Nova Scotia, for bilateral consultations, October 14-17. On October 26-27 Mr. Hughes went with Mr. Shultz to Paris, for discussions on the multinational force. Mr. Hughes also accompanied Mr. Shultz to Seoul and Tokyo, in conjunction with PRESIDENT REAGAN's meetings with heads of state there, November 8-14. . . Deputy assistant secretary ROBERT M. SMALLEY reported on U.S. public opinion toward Central America, at a Bureau of European and Canadian Affairs-sponsored conference in Paris, October 13-14. He also spoke in the Federal Republic of Germany, October 17-21, addressing a wide range of foreign policy topics in Heidelberg, Dusseldorf, Saarbrücken and Frankfurt.

Office of Opinion Analysis and Plans: Deputy director IRWIN PERNICK spoke at the George Washington University federal government seminar, on "Recent Foreign Policy Development and the Role of the State Department," October 6. . . VIVIAN GILLESPIE and ALVIN RICHMAN addressed a speakers' seminar, October 18. Their topic was "Central American Issues."

Office of Public Communication: VERA SMITH, Editorial Division secretary, served as information and registration officer, October 20-29, at the International Cotton Advisory Committee's 42nd plenary meeting, in Memphis, Tenn. The meeting drew delegates from 41 countries. . . DOUGLAS KLEIN, a senior at the University of California at Santa Barbara, has joined the Special Projects Staff as an intern under the Capitol Hill Program. Mr. Klein, who is majoring in political science and business economics, will serve as a special projects officer until the middle of this month.

Office of Public Programs: Regional foreign policy conferences on U.S.-Soviet relations were held in San Diego and Riverside, Calif., November 3 and 4, respectively. Co-sponsored by local World Affairs Councils and numerous civic organizations, the meetings drew audiences of nearly 600. The assistant secretary for European and Canadian affairs, RICHARD R. BURT, was keynote speaker at both events. Other



PUBLIC AFFAIRS—Writer-editor *Harry F. Young*, center, receives Superior Honor Award and \$1,000 in cash, and writer-editor *Colleen A. Sussman*, center, receives Meritorious Honor Award and \$1,000. Information specialist *Mary*

Catherine Kirk, left, is awarded a quality step increase. Others, from left: deputy assistant secretary *Alan Romberg*, director of public communication *Paul Auerwald*, and director of public programs *C. Thomas Bleha*.

Department officers participating included Ambassador EDWARD MARKS, Office of Combatting Terrorism; THOMAS W. SIMONS JR., Office of Soviet Union Affairs; and MICHELE MARKOFF, Bureau of Politico-Military Affairs. BARBARA BOLLER, GLORIA GASTON-SHAPIRO, and MARJORIE KROME served as conference officers at both sites. . . KATHLEEN KENNEDY organized 18 "direct line" (telephone) editorial background briefings and eight radio television interviews by Department officers in advance of, and as follow-up to, PRESIDENT REAGAN's October 27 speech on

Lebanon and Grenada. . . JO COLLINGE accompanied Deputy Secretary KENNETH DAM and Under Secretary LAWRENCE EAGLEBURGER to a series of network television appearances, following the destruction of the U.S. Marine Corps headquarters in Beirut and the U.S. military operation in Grenada. . . MARIE BLAND, in cooperation with the Bureau of Economic and Business Affairs, conducted an executive-diplomat seminar, October 26-27, for 40 vice presidents of U.S. corporations doing business abroad. . . MARY KENNEDY organized a special briefing, November 2, for 40 representatives of Washington-based media organizations. . . Ambassadors MORRIS DRAPER and DEANE HINTON and the deputy assistant secretary for European and Canadian affairs, MARK PALMER, addressed the group. . . CYNTHIA KRUCELYAK, formerly with the Bureau of Economic and Business Affairs, reported for duty as secretary, October 31. □



REFUGEE PROGRAMS—Director *James N. Purcell* presents Superior Honor Award to *Carol P. Hecklinger*, director, Office of Reception and Placement.

Refugee Programs

Director JAMES N. PURCELL JR. headed the U.S. delegation to the 34th session of the executive committee meeting of the Program of the UN High Commissioner for Refugees, in Geneva, October 9-15. The delegation included representatives from the U.S. mission in Geneva and the Office of the Legal Adviser and the refugee bureau. . . Recently joining the bureau were NANCY SOPER, Admissions Programs Division; BEVERLY MILLER, Regulations and Correspondence Division; and KAREN McCARTHY, Office of Budget. ■

Obituaries

Mary Alice McClelland, 59, a Foreign Service secretary who retired in January after 39 years of service, died of cancer on November 6 at Georgetown University Hospital.

Her first assignment was to Juarez as a clerk. She was secretary to ambassadors in Canberra and Tel Aviv, and served at many other posts, including Asuncion, Vienna, Athens, Seoul, Saigon and Bangkok. In 1969, she was a recipient of the Vietnam Award for Civil Service. From 1979-83, she was assigned to Refugee Programs.

Born in Brownswood, Tex. Ms. McClelland was graduated from the University of Texas at El Paso in 1944. Survivors include her mother and three brothers. □

Marion W. Worthing, 73, a Department economist who retired in 1970, died on September 4. Joining State in 1948, she was chief of the National Resources Board, Division of International and Functional Intelligence. She served in Paris as an economic officer from 1957 until 1962, when she returned to the Department.

Ms. Worthing was born in Michigan. She was a graduate of the University of Wisconsin. She earned a master's at the University of Pittsburgh and worked there as an economist, 1934-37. She was employed by the Department of Commerce, 1947-48, the National Resources Planning Board, 1940-43, and the War Production Board, 1943-47. Survivors include a sister. □

Irene C. Smith Brittingham, 79, a personnel officer who retired in 1969, died of cancer on September 27 at George Washington University Hospital.

During her 19 years at State, Ms. Brittingham served in the Bureaus of Personnel and Inter-American Affairs. After retiring, she worked as a Department consultant on salary and wage administration.

Ms. Brittingham was born in Ottawa County, Mich. She earned a bachelor's and master's at George

Washington University, and also attended Northwestern and the University of Michigan. Her career in the federal Government included employment at the Departments of Interior, Army and Navy. She leaves a cousin, nephew and niece. □

Percy de Forest Warner, 77, who served in Porto Alegre as consular officer before retiring in 1961, died on November 4.

He had been chief of the inter-American section of the Civil Aeronautics Administration from 1939 until he joined State in 1943. After serving in the Department as an aviation specialist for two years, he was assigned to Rio de Janeiro as civil air attache. He later served in Rio as first secretary and consular officer. Detailed to the International Cooperation Agency in 1956, he was chief of the Transportation Office in Buenos Aires, 1958-59.

Mr. Warner was born in Canada to American parents. He attended Antioch College, New York University and George Washington University. Survivors include his wife. □

Owen L. Dawson, 90, a retired Foreign Service officer and agricultural specialist who served at several Far Eastern posts, died after a heart attack at Sibley Memorial Hospital, September 30.

Mr. Dawson was an agricultural statistician and economist at the De-

partment of Agriculture before his appointment to Berlin in 1929 as assistant agricultural commissioner. After serving in Shanghai as agricultural attache, he was detailed to Agriculture for one year. Subsequent assignments were to Chungking and Shanghai as agricultural attache. From 1949-50, he was counselor in Seoul. His last assignment before retiring in 1952 was to Taipei as first secretary and counselor. He went on to work for the UN Food and Agricultural Organization, and for a consulting firm in Baghdad, before retiring again in 1956.

Mr. Dawson was born in Michigan. A graduate of the University of Illinois, he earned a master's at South Dakota State College. During the first world war, he served overseas in the Army. Survivors include his wife, a daughter, two sons and three grandchildren. □

Franco Pini, a Foreign Service national employee at the consulate general in Milan for over 30 years, died on August 25. He was the senior Italian administrative employee at the consulate when he retired in 1981. Survivors include his wife and a daughter, both of Milan. ■

RABAT, Morocco—At memorial service for victims of the Beirut bombing attack are U.S. Ambassador *Joseph Verner Reed*, at microphone, and on his right, deputy chief of mission *R. T. Curran*.



Library Booklist

International organizations

Part I

United Nations and related institutions

- AMERI, HOUSHANG. *Politics and process in the specialized agencies of the United Nations*. Brookfield, VT., Gower Publications, 1982. 284p. On order.
- ANDEMICAEL, BERHANYKUN, ed. *Regionalism and the United Nations*. Dobbs Ferry, N.Y., Oceana, 1979. 603p. JX1977.R43
- BAILEY, SYDNEY D. *How wars end: the United Nations and the termination of armed conflict, 1946-1964*. 2 vols.. Oxford, Clarendon Press, 1982. 1,119p. JX1981.P7B26
- GRUHN, ISEBIL V. *Regionalism reconsidered: the European Commission for Africa*. Boulder, CO, Westview, 1979. 154p. On order.
- HALDERMAN, JOHN W. *The political role of the United Nations: advancing the world community*. New York, Praeger, 1981. 217p. JX1977.H229
- HOGGART, RICHARD. *An idea and its servants: UNESCO from within*. New York, Oxford Univ. Press, 1978. 220p. AS4.U83H63
- KAUFMANN, JOHAN. *United Nations decision-making*. 3rd ed. Rockville, MD, Sijthoff and Noordhoff, 1980. 282p. JX1977.K26
- LUARD, EVAN. *A history of the United Nations. Vol. I: the years of Western domination, 1945-1955*. London, Maemillan, 1982. 404p. JX1977.L79
- LUARD, EVAN. *The United Nations: how it works and what it does*. New York, St. Martin's, 1979. 187p. On order.
- MOSKOWITZ, MOSES. *The roots and reaches of United Nations actions and decisions*. Rockville, MD, Sijthoff and Noordhoff, 1980. 210p. JX1977.M64
- MURPHY, JOHN F. *The United Nations and the control of international violence: a legal and political analysis*. Totowa, NJ, Allanheld, Osmun, 1982. 212p. JX1977.M827
- NICOL, DAVIDSON. *The United Nations Security Council: towards greater effectiveness*. New York, UN Institute for Training and Research, 1982. 334p. JX1977.N48
- RAJAN, MANNARASWAMIGHALA S. *Expanding jurisdiction of the United Nations*. Dobbs Ferry, NY, Oceana, 1982. 252p. On order.
- ROHSTEIN, ROBERT L. *Global bargaining for a new international economic order*. Princeton, NJ, Princeton Univ. Press, 1979. 286p. HF1428.R59
- UNITED NATIONS DEPT. OF PUBLIC INFORMATION. *Basic facts about the United Nations*. New York, United Nations, 1983. 135p. JX1977.A382 1982 Ref.
- European Community**
- ARBUTHNOTT, HUGH AND GEOFFREY EDWARDS, eds. *A common man's guide to the Common Market: the European Community*. London, Maemillan, 1979. 213p. HC241.2.C578
- BAILEY, RICHARD. *The European connection: implications of EEC membership*. Oxford, Pergamon, 1983. 310p. On order.
- COOMBS, DAVID. *The future of the European Parliament*. New York, State Mutual Book, 1981. 136p. On order.
- ESSER, KEAUS AND OTHERS. *The European Community and acceding countries of southern Europe*. Berlin, German Development Institute, 1979. 168p. HC241.25.M4E98
- FREY-WOUTERS, ADELE E. *The European Community and the Third World: The Lomé Convention and its impact*. New York, Praeger, 1980. 290p. HC241.25.A32F73
- IONESCU, GHITA, ed. *The European alternatives: an inquiry into the policies of the European Community*. Alphen aan der Rijn, Sijthoff and Noordhoff, 1979. 522p. HC241.2.E7
- LALL, K. B. ed. *The EEC and the Third World*. New York, Humanities, 1980. 500p. HC241.2.E1326
- LODGE, JULIET AND VALENTINE HERMAN. *Direct elections to the European Parliament: a Community perspective*. London, Maemillan, 1982. 322p. On order.
- LODGE, JULIET, ed. *Institutions and policies of the European Community*. New York, St. Martin's, 1983. 320p. On order.
- LUDLOW PETER. *The making of the European Monetary System: a case study of the politics of the European Community*. London, Butterworth, 1982. 309p. HG930.5.L83
- MORRIS, BRIAN. *The European Community: a guide for business and government*. Bloomington, Indiana Univ. Press, 1982. 303p. HC241.2.M54 Ref.
- MOWER, ALFRED G. *The European Community and Latin America: a case study in global role expansion*. Westport, CT, Greenwood Press, 1982. 180p. HF1532.5.L3M68
- PALMER, MICHAEL D. *The European Parliament: what it is - what it does - how it works*. Oxford, Pergamon, 1981. 128p. JN36.P34 Ref.
- PAXTON JOHN. *A dictionary of the European Communities*. 2nd ed. New York, St. Martin's Press, 1982. 282p. HC241.2.P38 1982 Ref.
- RUTHERFORD, MALCOLM. *Can we save the Common Market?* Oxford, Blackwell, 1981. 124p. HC241.25.G7R87
- SCALINGI, PAULA. *The European Parliament: the three-decade search for a united Europe*. Westport, CT, Greenwood, 1980. 221p. JN36.S3
- SEERS, DUDLEY AND CONSTANTINE VAITSOS, eds. *The second enlargement of the EEC: the integration of unequal partners*. London, Maemillan, 1982. 312p. HC241.2.S39
- STEENBERGEN, JACQUES AND GUIDO DE CLERCQ. *Change and adjustment: external relations and industrial policy of the European Communities*. Hingham, MA, Kluwer Academic, 1983. 240p. On order.
- TAYLOR PAUL G. *The limits of European integration*. New York, Columbia Univ. Press, 1983. 320p. HC241.2.T385
- TAYLOR PHILLIP. *When Europe speaks with one voice: the external relations of the European Community*. Westport, CT, Greenwood Press, 1979. 235p. HF1532.92.T38
- TIMMERMANS, C. W. A. *Divisions of power between the European Communities and their member states in the field of external relations*. Hingham, MA, Kluwer Academic, 1981. 166p. On order.
- TSOUKALIS, LOUKAS. *The European Community and its Mediterranean enlargement*. London, Allen and Unwin, 1981. 273p. HC241.25.G9T85
- TSOUKALIS, LOUKAS, ed. *The European Community: past, present and future*. Oxford, Blackwell, 1983. 244p. On order.
- TWITCHETT, CAROL C., ed. *Harmonization in the EEC*. New York, St. Martin's 1981. 144p. On order.
- USHER, JOHN A. *European Community law and national law: the irreversible transfer?* London, Allen and Unwin, 1981. 96p. K76.A2U84
- WALLACE, HELEN. *Budgetary politics: the finances of the European Communities*. London, Allen and Unwin, 1980. 120p. HJ2094.5.W34
- WALLACE, HELEN, WILLIAM WALLACE, AND CAROLE WEBB, eds. *Policymaking in the European Community*. 2nd ed. New York, Wiley, 1980. On order.
- WOOD, DAVID M. AND ALAN WOOD. *The Times guide to the European Parliament*. London, Times Books, 1979. 267p. JN36.W76 Ref.

OPEC

- AI-CHALABI, FADHIL J. *OPEC and the international oil industry: a changing structure*. Oxford, Oxford Univ. Press, 1980. 165p. HD9560.A2W4
- DANIELSON, ALBERT L. *The evolution of OPEC*. New York, Harcourt, Brace, 1982. 305p. HD9560.5.D36
- GRIFFIN, JAMES M. AND D. J. TEECE, eds. *OPEC behavior and world oil prices*. Boston, Allen and Unwin, 1982. 231p. HD9560.4.06
- SEYMOUR, IAN. *OPEC: an instrument of change*. New York, St. Martin's, 1981. 256p. HD9560.5.S43
- SHIHATA, IBRAHIM F. *The other face of OPEC: financial assistance to the Third World*. New York, Longmans, 1982. 320p. HC60.S464

The Super Bureaucrat
SUPERCRAAT

BY
**CHIP
BECK**

Diet Plan for
Bureaucrats
Part III

©1983



OKAY 'CRATS, OUT FROM
BEHIND THOSE DESKS!
THAT MEANS EVERYONE!
MEN AND
WOMEN.



THIS IS AN E.O.D. -
"EQUAL OPPORTUNITY DIET."
REMEMBER, WE HAVE A LONG
TRADITION OF USING NON-
SEXIST TERMINOLOGY....



... SUCH AS
"BUREAUCRAT"
....AND
"LARD BOTTOM."



FOR ALL OF YOU WHO
ARE AFRAID TO START
THIS PLAN - CHEER UP!
REMEMBER -
DIETS ARE
LIKE
GOVERNMENT
BUDGETS!



... THEY ARE CONCEIVED
LEAN BUT INFLATED
DURING IMPLEMENTATION.



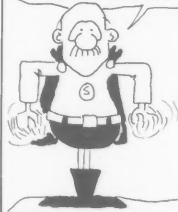
BOONDOGGIE WILL
DEMONSTRATE OUR
FIRST BUREAUCRATIC
EXERCISE - "FALLING
ASLEEP AT YOUR
DESK."



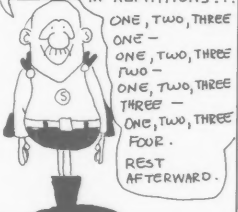
THIS IS A GOOD ONE TO DO WHEN
YOU HAVE THE URGE TO
SNACK - IT DOESN'T
BURN UP MANY
CALORIES, BUT AT
LEAST YOU CAN'T
STUFF YOUR FACE WHEN
YOU ARE NODDING OFF.



HERE'S AN EASY LITTLE
EXERCISE KNOWN TO
ALL BUREAUCRATS -
"THE HANDSHAKE."



...AND "THE FOUR COUNT."
JUST STAND PERFECTLY
STILL AND COUNT TO FOUR
IN REPETITIONS...



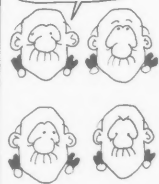
OKAY, WE'RE GOING TO GET
HARDER NOW. HERE
COMES "THE INVERSE
PUSHUP!" LET'S GO...
FLAT ON YOUR BACKS.
LIKE THIS...



...NOW EXTEND YOUR
ARMS UPWARD! HOLD'EM
THERE!! HOLD. GOOD.
NOW CRANK OUT FIFTY
OF THOSE BABIES!



NOW "EYE
EXERCISES.."



THIS IS GOOD
FOR DEVELOPING
HINDSIGHT....



AND DESPITE CLAIMS
TO THE CONTRARY,
THERE ARE NO KNOWN
EXERCISES FOR
DEVELOPING
FORESIGHT...



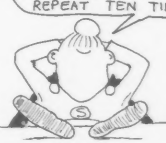
NEXT "THE
THOUGHT-
PROVOKERS."



SIT AT YOUR
DESK AND
THINK....
REAL HARD.



...THEN WIND DOWN
BY PUTTING YOUR
FEET UP ON
THE DESK AND DAYDREAM.
REPEAT TEN TIMES..



©1983 CHIP BECK

WELL THAT'S ENOUGH
OF A WORKOUT FOR
NOW. BEFORE WE
STOP I'LL GIVE YOU
SOME "DIET TIPS"
TO USE
UNTIL OUR
NEXT
SESSION.



DIET TIP #1: "ONLY ACCEPT
DINNER INVITATIONS FROM
SKINNY PEOPLE."



...THEIR PRESENCE WILL MAKE
YOU FEEL SO CHUNKY, YOU
WON'T EAT SO MUCH!



.... BUT BEWARE - AFTER
WARD YOU MAY BE SO
HUNGRY AND DEPRESSED,
YOU'LL INDULGE IN
"OVER-GORGE."



BUREAU OF PERSONNEL
DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

CONTROLLED CIRCULATION RATE



If address is incorrect
please indicate change.
Do not cover or destroy
this address label.
Mail change of address to:
PA/OAP
Room 5815A

