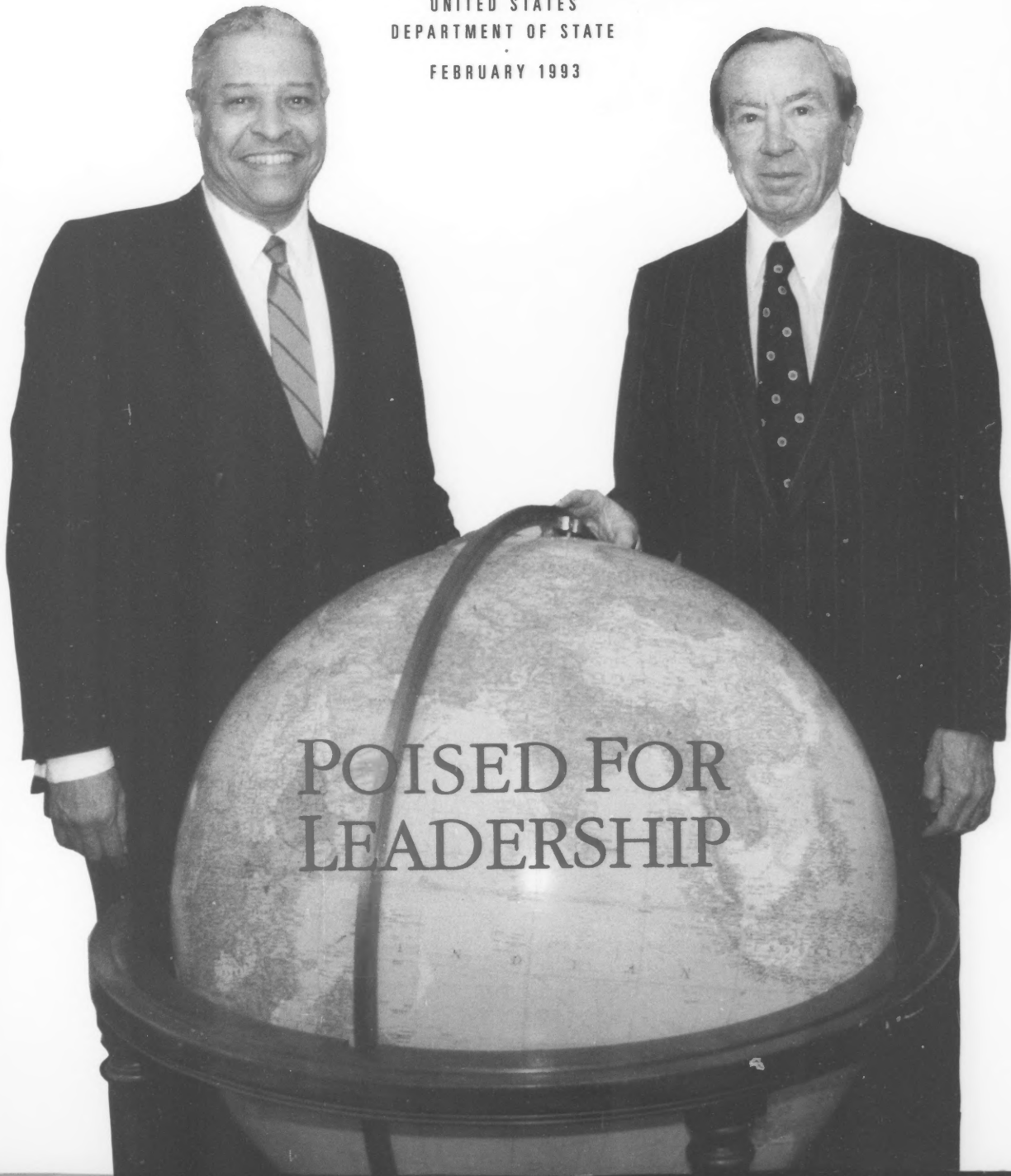


State

UNITED STATES
DEPARTMENT OF STATE
FEBRUARY 1993



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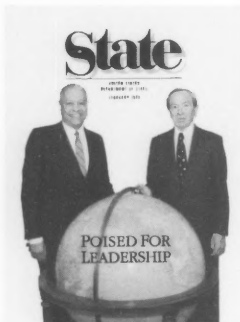
LETTERS

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

Deadline for submitting material is in the first week of each month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions to STATE magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 516-1677. Contributions may also be dropped off in Room 3811 Main State.

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

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Secretary Warren M. Christopher, right, in the transition office on the first floor at Main State, with Clifford R. Wharton Jr., who was named deputy secretary by President Clinton before his inaugural. (State Department photo by Shawn Moore)

Stay-at-homes

REDWOOD CITY, CALIF.

DEAR EDITOR:

I read with interest the article by Foreign Service officer Mary Ann Singlaub about Barbados, "Caroming Around the Caribbean," in the November issue. One sentence in the article disturbed me, however. Ms. Singlaub writes that "I've become better acquainted with a typically Barbadian way of life than is usually possible when Foreign Service officers are accompanied by nuclear families they remain secluded with."

As a former Foreign Service officer, I can attest to the fact that married officers managed to learn about the countries they were posted in as well as, if not better, than single officers. At one of my posts, Montreal, I served with a single officer who lived 10 blocks from the consulate, never traveled out of the city and seldom ventured beyond his apartment-hotel room and the consulate. He managed to seclude himself without a nuclear family. The married officers, on the other hand, took an active interest in their children's school and extracurricular activities, which helped them become better acquainted with the Canadian way of life.

Sincerely,
DAVID WARHEIT □

Laboring not in vain

BLOOMINGTON, MINN.

DEAR EDITOR:

Reading through STATE for November, I was surprised and delighted to find considerable attention paid to labor attachés and labor reporting officers whose work, I believe, has been less recognized than that of officers in other cones.

I myself was the first woman appointed directly as a labor attaché. That was back in 1962. I was appointed laterally from the Labor Department after many years of service there. My assignments were to Holland (1962-67) and Israel (1967-72). I retired after 30 years of Government service. I hope more women have been appointed as labor attachés since then. Best wishes to all you labor skates.

Sincerely,
MARGARET L. PLUNKETT □

Missing persons

SANTAFE DE BOGOTA, D.C., COLOMBIA
DEAR EDITOR:

Your post of the month feature on Tunis (STATE, December) was an interesting photo review of the administrative officer's family. Lets see, there's Rachel and Teresa Kramer, then Rick Kramer himself, then Rachel again, and oh, yes, another picture of Sarah and Teresa. Does the administrative section and a couple of

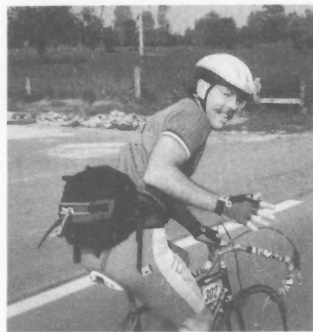
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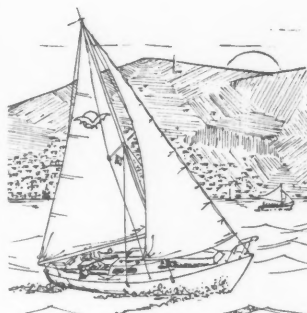
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FEBRUARY 1993



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

Clinton's choices: Christopher No. 1, Wharton No. 2, Albright: UN envoy

A new leadership team was poised in mid-January to take the helm at the State Department as the countdown continued for the January 20 inaugural, with the incoming administration awaiting action by the Senate on its choices. President-elect Clinton designated Warren M. Christopher as Secretary of State and Clifford R. Wharton Jr. for the No. 2 position—that of deputy secretary. In addition, he said he would appoint Madeleine K. Albright as ambassador to the United Nations, assigning her a seat in his cabinet as well.

Mr. Christopher, who would become the 63rd Secretary of State, succeeding Lawrence S. Eagleburger, was making plans for a return to the seventh floor at State, where he had been deputy secretary in the Carter administration. The President-elect said of Mr. Christopher, who had directed his search for a vice presidential running mate, serving afterward as head of the transition operation: "I have come to rely heavily on his judgment in a wide variety of areas, and I have come to know him as a friend I want nearby."

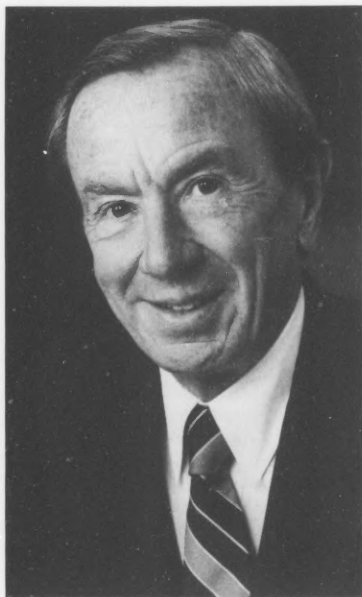
Mr. Christopher is chairman of a Los Angeles law firm, O'Melveny & Myers. Mr. Wharton is an international economist whose father was an ambassador. Ms. Albright is a professor at Georgetown University whose own father, too, was a diplomat. She has served as an adviser on foreign affairs to several Democratic presidential candidates.

Following are biographies of the three.

Secretary of State

Warren M. Christopher began his career as a law clerk to Supreme Court Justice William O. Douglas in 1949. He joined O'Melveny & Myers the following year, becoming a partner at the firm in 1958. He served as deputy attorney general in the Johnson administration, 1967-69, then rejoined the firm.

Taking office as deputy secretary of



Warren M. Christopher

the Department in 1977. Mr. Christopher was credited with helping to negotiate the release of American hostages in Iran and with helping to win ratification of the Panama Canal treaties. President Carter awarded him the Medal of Freedom, the nation's highest civilian honor, in 1981.

Mr. Christopher returned again to his law firm after his tenure at State. He is a director of the Southern California Edison Co., First Interstate Bancorp and the Lockheed Corp. He is a director, too, of the Los Angeles World Affairs Council, a member of the board of trustees at Stanford and a fellow of the American Academy of Arts and Sciences. He was chairman of a citizens commission that investigated the riots last year in Los Angeles.

The Secretary-designate's professional activities have included service as president of the Los Angeles County Bar Association; member of the American Bar Association's House of Delegates; member of its Commission on a National Institute of Justice and its constitutional convention study committee; vice president of the association's Section on Individual Rights and Responsibilities; chairman of the association's standing committees on aeronautical law and the



Clifford R. Wharton Jr.

federal judiciary; member of the board of governors and member of the board of bar examiners, State Bar of California; and special counsel to former California Gov. Edmund G. (Pat) Brown.

His civic activities have included stints as director and vice chairman of the Council on Foreign Relations; chairman of the Carnegie Corp. New York board of trustees; member of the board of trustees at Occidental College and at Harvard School, Los Angeles; director, Pacific Mutual Life Insurance Co.; vice chairman of the governor's commission on the 1965-66 Los Angeles riots; member of the Trilateral Commission; president of the Coordinating Council on Higher Education in California; member of the executive committee of the American Agenda; special consultant to Under Secretary of State George W. Ball on foreign economic problems; special representative of the Secretary of State at the wool textile meetings in Tokyo, London and Rome, 1964-65; and chairman of the U.S. delegation to the U.S.-Japan cotton textile negotiations and the Geneva Congress on Cotton Textiles, 1961.

Mr. Christopher was born in Scranton, N.D., on October 27, 1925. He was graduated magna cum laude from the



Madeleine K. Albright

University of Southern California and earned a law degree from Stanford, where he was president of the law review and was elected to the Order of the Coif. He served in the Naval Reserve, with active duty as an ensign in the Pacific. His honors include the Jefferson Award from the American Institute for Public Service, the U.C.L.A. Medal, the Harold Weill Medal from New York University, the Thomas Jefferson Award in Law from the University of Virginia Law School and the Louis Stein Award from Fordham Law School. He is the author of numerous articles in professional journals.

He is married to the former Marie Wyllis and has two daughters and two sons.

In a statement to the press, Mr. Christopher said: "In my law school days, I was inspired to public service by the examples of General George Marshall and Dean Acheson (both former Secretaries of State) ... Today we face a new and more complicated era ... While the risk of nuclear war has diminished, the new era has produced a new set of dangers—ethnic and religious conflicts threaten to ignite widespread hostilities in central and eastern Europe; weapons of mass destruction may reach the hands of untested and

unstable powers; new threats spring from old rivalries in the Middle East, Europe and Asia. At the same time, we face a world where borders matter less and less; a world that demands we join other nations to face challenges that range from overpopulation to Aids to the very destruction of our planet's life support system.

"In confronting these challenges, we must remain cognizant that a great power requires not only military might but a powerful economy at home—an economy prepared for global competition. In today's world, that means that foreign and domestic policy must be addressed simultaneously—not sequentially—or else neither will be successful for very long.

"American foreign policy is a continuum. It is at its best when it reflects a bipartisan consensus, as with the Marshall Plan or the quest for arms control. Politics may stop at the water's edge but its intensity should yield to the national interest. Nothing could be more wasteful than for a new administration to abandon constructive initiatives like the Middle East peace talks or relief efforts in Somalia."

Deputy secretary

Clifton R. Wharton Jr. has been chairman and chief executive officer of the Teachers Insurance and Annuity Association of America and the College Retirement Equities Fund, the world's largest private pension fund, since 1987. He is also a director of the Ford Motor Co., the New York Stock Exchange and the Council on Foreign Relations. As a black American, his career has included many firsts—first black to head a Fortune 100 company, the first to chair the board of a major U.S. foundation and the first to head a predominantly white university in the United States.

Mr. Wharton began his career in 1948 at the American International Association for Economic and Social Development, where he headed the reports and analysis department. He was a research associate in economics at the University of Chicago, 1953-57. In 1957 he joined the Agricultural Development Council, a private nonprofit international organization headed by John D. Rockefeller III. He was the council's associate in Malaysia, 1958-64, where he also worked on programs in Laos, Vietnam, Thailand and

Cambodia. During this time he was also a visiting professor at the University of Malaya. He was a visiting professor at Stanford, 1964-65.

Mr. Wharton served as director of the council's American universities' research program, 1964-66. He became acting director of the council in 1966, then vice president in 1967. He served on an advisory panel on East Asian and Pacific affairs at State, 1966-69, and on President Johnson's task force on agriculture in Vietnam, 1966. In 1969 he became a member of Governor Nelson Rockefeller's presidential mission to Latin America. He was also a founding member of the Overseas Development Council.

Mr. Wharton was president of Michigan State University, 1970-78. He was a trustee, then chairman, of the Rockefeller Foundation, 1970-87. He chaired the food advisory panel, Office of Technology Assessment, U.S. Congress, 1974-76. In 1976 President Ford named him the first chairman of the Board for International Food and Agricultural Development at A.I.D. He was reappointed to the post by President Carter in 1980. He served as chancellor of the State University of New York, the largest university system in the United States, 1978-86. President Carter appointed him a member of the Presidential Commission on World Hunger in 1978. In 1983 he was named cochairman of the Commission on Security and Economic Assistance by Secretary of State George Shultz. He was appointed by President Bush to the Advisory Committee on Trade Policy and Negotiations in 1991.

Mr. Wharton was born in Boston on September 13, 1926. The son of Clifton Wharton Sr., the first black career ambassador, he spent his early childhood in the Canary Islands, where he became fluent in Spanish. He entered Harvard at 16 and earned a bachelor's there. He holds a master's from Johns Hopkins and a second master's from the University of Chicago, where he also received a doctorate. He has 48 honorary degrees. He has been elected a fellow of the American Agricultural Economics Association and has received the Black History Makers' Award, the Frederick Douglass Medallion, the President's Award on World Hunger and the Joseph C. Wilson Award for achievement in international affairs. He was editor of "Subsistence Agriculture and Economic Development," and co-author of "Patterns for Lifelong



The Secretary-designate with President-elect Clinton.



The deputy secretary-designate with President-elect Clinton.

Learning."

He is married to the former Dolores Duncan; they have two sons.

In a statement to the press, Mr. Wharton said: "President-elect Clinton has been given an unprecedented opportunity to forge a new foreign policy in the post-Cold War era. As the child of a career Foreign Service officer, I understand what this opportunity means for our country and for the world. I hope that my experience in foreign economic development, agriculture and international education will help to define that mission."

UN ambassador

Madeleine Korbel Albright has been president of the Center for National Policy, a public policy organization in Washington, since 1989. In addition, she

People at State

Robert F. Goodwin has a recess appointment on the International Joint Commission, United States and Canada. □

is a research professor of international affairs and director of women in foreign service at Georgetown University's School of Foreign Service, where she has been a faculty member since 1982.

Ms. Albright served as an adviser to the Clinton-Gore campaign and, earlier, held foreign policy positions in the Mondale and Dukakis presidential campaigns. In 1976 she joined the staff of Senator Edmund S. Muskie (who later became Secretary of State) as his chief legislative assistant. In 1978 she became a member of the National Security Council staff, where she was responsible for legislation. She held fellowships at the Center for Strategic and International Studies and the Woodrow Wilson International Center for Scholars before joining the faculty at Georgetown.

Ms. Albright is a native of Czechoslovakia who speaks four foreign languages—French, Czech, Russian and Polish. She has a bachelor's from Wellesley and a master's and doctorate from Columbia. She also holds a certificate in Russian studies from Columbia. She is a member of the Council on Foreign Relations and the American Political Science Association, and a member of the boards of the National Endowment for Democracy, International Media Fund, Atlantic Council of the United States and the Black Student Fund. She is the author of "Poland, the Role of the Press in Political Change" and "The Role of the Press in Political Change: Czechoslovakia 1968."

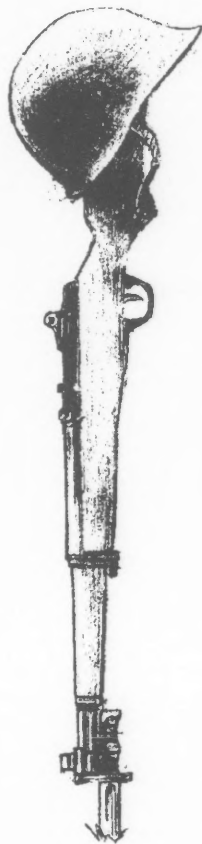
She has three daughters.

In a statement, Ms. Albright said: "When (Mr. Clinton and I) spoke about this position, he said he wanted the United Nations not only as peacekeeper but also as peacemaker, not only helping to resolve disputes but also preventing them.

"It is a special personal honor for this American to be asked to serve. I was born in Czechoslovakia and came to this country with my family in 1948 after the Communist coup. My father, Joseph Korbel, was asked to represent his country as chairman of a special UN commission. When he completed his work, he asked the U.S. Government for political asylum. As a result of the generous spirit of the American people, our family had the privilege of growing up as free Americans. You can, therefore, understand how proud I will be to sit at the United Nations behind the nameplate of the United States of America." ■

FRANCE HAS NOT FORGOTTEN

By
Niels
Marquardt



The author is an economic officer at the U.S. Embassy in Paris.

HAVING LEFT THE TENNIS COURTS, the windsurfing and the swimming pools in Bangkok for the sublime but waist-expanding delights of Paris, I was in dire need of exercise. Then my wife saw an announcement for the "Voie de la Liberté" (Liberty Trail), an annual week-long, 800-mile bicycle trip across France to commemorate D-Day and France's liberation by allied forces in World War II.

Thus, from scratch, I took up cycling, France's favorite sport, and began training around Paris. I discovered two real cycling buffs—John Lange, minister-counselor for financial affairs at the U.S. mission to the Organization for Economic Cooperation and Development, and Phil Bunch, communicator at the U.S. mission to Nato. The trip would have special significance for us Americans, as it would follow General Patton's route across France to Belgium.

Based on our earlier experiences, we were concerned about the lack of consideration by the populace for many of the cyclists' ignorance of French—the sole language in which announcements were to be made. The participants would come primarily from four countries: France, the United States, Canada and Belgium. Most of the Americans were to be GIs from U.S. bases in Germany. They spoke no French and would have no idea where they were eating or sleeping, when they would depart, etc. We feared their patience would wear thin during the public ceremonies and speeches all across France, and faux pas—such as walking out of events before they were over—would be inevitable.

So I suggested to the trip organizers that they engage a bilingual master of ceremonies. But this was not to be. Instead, the president of the "Voie" summoned me. He said he was glad I had volunteered to serve as spokesman and interpreter for the U.S. riders and, before I could object, led me on stage to translate the mayor's departure message and to thank the mayor for sending us off. But I knew my services were needed

when the U.S. riders filled a moment of silence for fallen comrades—announced only in French—with a long, hearty round of enthusiastic applause.

Every day for eight days, there were public ceremonies in the towns, villages, and cities which hosted us across Normandy, Brittany, the Loire valley, the Ile de France, Champagne, Lorraine, Luxembourg and the Ardennes forest in Belgium. We laid wreaths on monuments to fallen war dead, drank champagne toasts (what a thirst quencher after 100 miles!) with several dozen mayors, made and heard speeches, marched in parades, listened to brass bands, cut ribbons, waved flags, found ourselves being greeted warmly as "Yankees," slept in gymnasiums and attended banquets. The toll of each long day's events generally had us falling asleep in our



The author and his family in Cherbourg.

soup, especially as we contemplated lights coming on around 5 each morning, before an early departure.

To add a special touch of class and a measure of safety, the "Voie" was escorted by the "Garde Républicaine" squadron of motorcycle policemen, the uniformed force that tends to President Mitterrand and state visitors to France. They closed roads to allow the smooth passage of us cyclists and our entourage, which included also World War II-vintage



The author prepares to light the eternal flame in Rennes.

military vehicles, ambulances, rolling repair stations and a "sag wagon" bus to transport the weary.

For us Foreign Service people, the tour turned into an incredible—and completely unexpected—diplomatic tour de force. At almost every stop, we met the local politicians, translated their speeches, made speeches of our own and invariably heard each mayor's poignant, personal tale of his or (often) her liberation 48 years previously. Phil had the honor of serving as a "capitaine de route," in charge of leading and maintaining discipline.

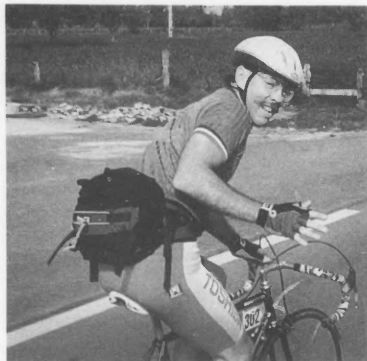
In Rennes, the capital of Brittany, I was handed an enormous, blazing torch with which to light the city's "eternal" flame; then I received the city's medal from the mayor. In Orléans, literally in the shadow of its majestic cathedral, a moving rendition of our national anthem and the "Marseillaise" brought traffic to a halt throughout the center of Joan of Arc's home town. In tiny towns across France, the Stars and

Stripes flew alongside the French "Tricolore" in spontaneous and clearly genuine displays of local gratitude and friendship to the American people.

In Chateau-Thierry, an agricultural town on the Marne liberated by U.S. forces in both World Wars, the mayor tearfully recounted his distant memories of seeing his mother

tear apart clothing to sew into American flags to be waved as our soldiers set them free. At Jouy-les-Reims, a one-church village in champagne country, the town's entire population (which was smaller than our entourage by a good margin) had baked pastries for us and waved American flags made by their schoolchildren specially for our passage.

At Rethel, a smart little city in the Lorraine, our arrival was doubly auspicious, coming on the anniversary of General de Gaulle's 1940 radio message announcing to all Frenchmen the establishment of a Free France government. Main street was closed to accommodate a parade in our honor, a brass band played, the mayor and prefect delivered speeches, wreaths were laid. John, Phil and I were invited to spend the night, not in the usual gymnasium, but in the home of a woman who, as a small girl, had been liberated by the United States. Our hostess said she "knew (she) liked Americans," but—incredibly—had never met any. She slept on the



Communicator Phil Bunch.

couch so we'd get a good night's sleep in real beds. She was up at 4:30 a.m. to get hot croissants from the back door of the otherwise closed bakery, made us coffee and gave us each a souvenir bottle of vintage Bordeaux.

The entire trip took place under clear skies (though into fierce headwinds) until the last day. It was grey and drizzling when we woke up in Sandweiler, Luxembourg, for the final stretch to Belgium. First, we went to the American cemetery to pay respects to General Patton, buried there alongside troops fallen in the Battle of the Bulge. Under a somber sky and to the eerie tune of a lone bugler playing "God Bless America," the designated Canadian representative and I made our way through a seemingly endless sea of simple white crosses to share the honor of laying an enormous floral wreath at the foot of Patton's grave. After a bilingual reading of the "Lord's Prayer," there was not a dry eye in the crowd. In a sense, it was the spiritual end to a trip across 800 miles of territory liberated mostly by our troops, at great cost in human life, which many



The author receives medal from Rennes Mayor Edmond Hervé.

Frenchmen have chosen never to forget.

After that emotional ceremony, the final 50 miles to the magnificent war memorial at Bastogne, Belgium, was almost anticlimatic—and, in a

chilly rain—very uncomfortable.

Along with friends and family who had come to greet us, we assembled in the rain for one last, grand ceremony led by the bourgmestre of Bastogne, set on a high point overlooking the battlegrounds of the Battle of the Bulge.

Then, after a closing banquet, we parted company, promising to be back again in 1993 for the next "Voie de la Liberté."

In retrospect, the most striking impression from this ride was how it belied the common image of the French as arrogant and unappreciative of America's role in the world and in their history. Across France, in numerous formal ceremonies and in many spontaneous demonstrations, thousands of men, women and children went to great lengths to assert a very different truth. Tellingly, the initiative for keeping alive this moving monument to a great moment in our collective history remains almost entirely French: it is they who most fear that our contribution to their freedom could be forgotten. Of us Americans, they ask only that we continue to participate. ■



Entering Bastogne, Belgium.

HONORS & AWARDS

Karachi's Duncan wins \$5,000 consular award

Kenneth Duncan, chief of the consular section in Karachi, is the latest winner of the Consular Service Award. He will receive \$5,000 and a certificate signed by the Secretary.



Mr. Duncan

Sixteen others were nominated: Paul Andersen, Freetown; Raymond R. Baca, Toronto; H. Pablo Barreyro, Santo Domingo; Kathleen M. Cayer, Munich; Barbara Cummings, Tirana; Stephen Edson, Tokyo; Alcy Frelick, Seoul; Mary Grandfield, Guatemala City; Dennis Hankins, Port-au-Prince; Stuart M. Hatcher, Bucharest; Kevin F. Herbert, La Paz; Peter Kaestner, Kuala Lumpur; Patricia A. Murphy, Brasilia; Wanda Nesbitt, Kinshasa; Kenneth Sackett, Manila; and Dona Sherman, Jerusalem.

An award panel was chaired by James L. Ward, acting assistant secretary for consular affairs. Members were John H. Adams, Maura Harty, David Hobbs, Barry Kefauver and Bret Wacker, all of the consular bureau, plus Peter Burleigh, Bureau of Personnel, and Brunson McKinley, Bureau for Refugee Programs.

Mr. Duncan was nominated by Ambassador Nicholas Platt for overhauling consular services in Pakistan. "From the day he arrived, Ken provided leadership and direction to a section which had been chronically understaffed and demoralized by backlogs," the ambassador wrote. "In the nonimmigrant visa unit, which handles over 45,000 interviews annually, he was able to abolish a longstanding and time-consuming system which relied on written requests for interviews. He calculated that applicants assured of prompt and courteous service would be less inclined to foment riots. A key part of Ken's streamlining was his insistence that first-tour officers staffing the line avoid unnecessary and irrelevant questions. Because the system functioned smoothly, the introduction of machine-readable visa

equipment was accomplished with no delay.

"In the immigrant visa section, Ken also worked closely with his officers to ensure that anomalies in applications were pursued only if they could lead to a finding of ineligibility. Following an embassy decision to consolidate all immigrant visa issuance in Karachi by October 1, 1992, he established a timeline with Lahore to ensure that its 20,000 cases were transferred well in advance of the deadline. He also arranged for his officers to assist Lahore with its end of the operation."

Mr. Duncan was praised for devising methods to reduce visa fraud in Pakistan. "Ken encouraged his staff to establish contacts with trustworthy Pakistani immigration and law enforcement officials," Mr. Platt said. "He also mounted an aggressive campaign to familiarize airline officials with legitimate visas. His efforts to recruit Pakistani officials in the struggle against illegal immigration paid off handsomely when one tipped us to a plan to smuggle 16 Pakistanis, Chinese and Bangladeshis on one flight. The helpful official noted that Ken and his colleagues were the only consular officers in Karachi who treated him in a respectful manner. Ken's concern about fraud was equally apparent in a four-part letter he devised to make photo substitution almost

impossible."

Mr. Duncan was commended for strengthening consular services for U.S. citizens:

"One of the first tasks he undertook was revising the seriously outdated warden system and citizen registry program," Mr. Platt said. "In the past year the warden system was activated three times to alert citizens to possible anti-U.S. demonstrations, which history shows can become violent quickly. In each case, approximately 70% of the community was alerted within 24 hours. Ken also revised and expanded the hours for routine consular services, such as notarial and passport applications.

"All of this was done to the accompaniment of jackhammers, drills and saws, as he coordinated with the general services officer the long-desired expansion of the consular section. His plan doubled the number of interviewing windows, while providing for the first time private office space. What had been a cramped, badly configured space is now attractive and organized. The morale of the Foreign Service national employees climbed and the American staff eagerly accepted the challenge of revitalizing the section. With his deft managerial touch, Ken drew from his staff the cooperation needed to make Karachi one of the most productive posts in South Asia." □



INTER-AMERICAN AFFAIRS—Members of the Office of Press and Public Affairs receive group Meritorious Honor Award. Left

to right: Douglas Gray, Philip Peters, Marjorie Weisskohl, Linda Hamilton, Assistant Secretary Bernard Aronson, Patricia Cooper.



BOGOTA, Colombia—At a group Superior Honor Award ceremony held in this capital in the center of the country, front row, from left: *María Cristina Gómez, Emilia*

Zorrilla, Cecilia Inés de Galvis. Back row: María Eugenia Vesga, Edward M. Jordan, Ambassador Morris D. Busby, Patricia A. Butenis.



PRETORIA, South Africa—Foreign Service national *Marcus Phora*, left, retiring after 39 years, receives plaque from Ambassador *Princeton Lyman*.



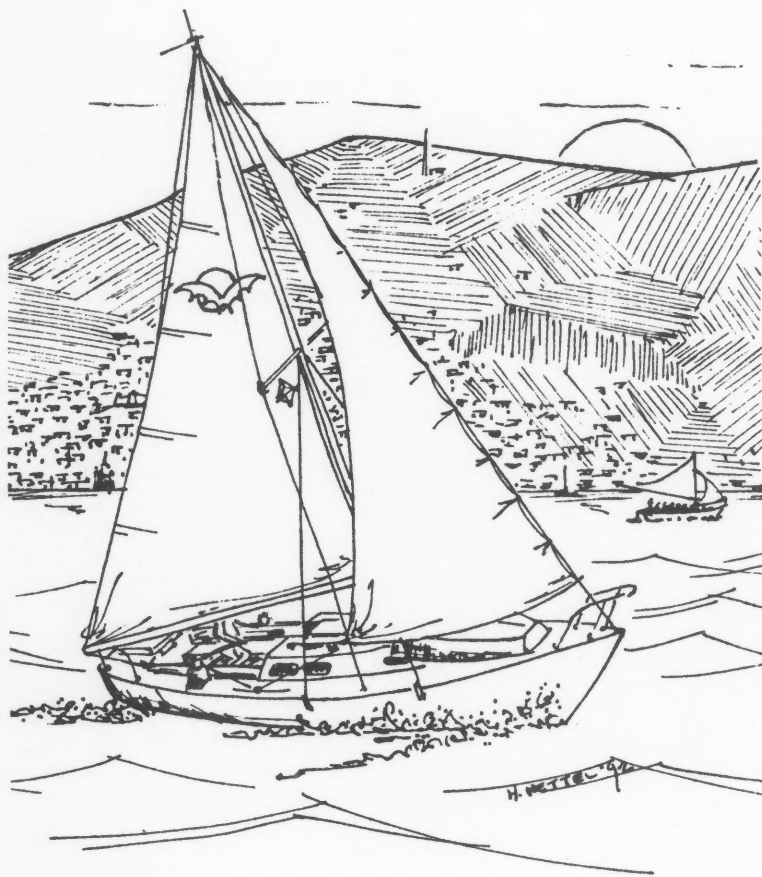
PORT-OF-SPAIN, Trinidad and Tobago—At award ceremony in this Caribbean island nation off the northeastern coast of Venezuela, from left, front row: *Michael McCamman, Patricia Clarke, Angeli Blood-*

Lewis, Allison de Gannes, Francine Edghill, Arrindell Henry, Kevin Cheerangie, Ambassador Sally G. Cowal (with scarf), Evelyn Weston, Edana Booker, Deborah Deane, Deborah de Verteuil. Second row: Gregory

O'Brien, Silene Mohammed, James Bryant, Winston Garcia, Valman Branche, Wilfred Jimmette, Sedick Mohammed. Third row: Teemul Razac, Bertram Solomon, Gifton Jack. ■

A DO-IT-YOURSELF EVACUATION

BY KENT C. BROKENSHIP



AS THE SUN SET over Isle La Gonave, close to Port-au-Prince, my 24-foot sloop, the Seabat, slipped past the reefs off Cacique Island and headed for the Windward Passage and the coast of Cuba. The afternoon breeze that regularly sweeps down the St. Marc Channel had long ago died, and we motored towards the northwest over flat water.

Darkness falls quickly in the tropics. Within an hour the mountains of Haiti rose high and black against the stars, while on the coast the flicker of kerosene lamps marked fishing villages along the shore. I'd passed through these waters many times since I skippered the Seabat to post a year earlier. In happier days, we sailed alongside porpoises and flying fish, and ate lobster bought from fishermen in canoes. On longer cruises, we anchored in remote coves and listened to faint drumbeats drifting down from the hills at night.

That was before the September 1991 coup d'etat, before the embargo and the exodus of boat people. Now the Seabat had a different errand: a hasty flight out of Haiti, taking with her the last three consular officers to be ordered home in the wake of the embassy drawdown. Our destination was the U.S. Naval Station at Guantanamo Bay, Cuba.

All three of us had been working in the American Citizen Services section when the order came to leave. Bob Benson, a former Coast Guard Reservist, saw the passage as an adventure. As for Maria Rudensky, well, I like to think that I persuaded her with pleas of friendship. After all, we'd joined the Foreign Service on the same day, passed through "Con-Gen" and Creole classes together and flew to Haiti for our first tour (arriving on the same flight in adjacent seats.) For two years we were neighbors. An escape to Cuba, I implored, would complete the circle on a dramatic note. No sentimentalist, Maria hesitated until she found a more prac-

tical reason to skip out on a boat—there were no scheduled commercial flights.

With the *Seabat* moving through the darkness, a black shape appeared ghostlike over the water, perhaps 200 meters off the port bow. As the distance closed, it slowly took the form of a gaff-rigged sail, the kind used in the days of the buccaneers. Elsewhere in the world, this rig has pretty much disappeared. But in Haiti you can see these beauties flying along at night like ghosts from another era. I passed the tiller to Bob (who only a few hours before had been our supervisor in American Citizens Services), and tracked the vessel with a handheld compass. Our greatest fear in the first hours of the passage was collision with a boat full of refugees.

Haitian sailing vessels carry no running lights, making it difficult to predict their course. We too had darkened ship to avoid attracting attention. The shape continued to loom larger, until its high stern came into view with a vague figure standing at the tiller. We passed within a few meters of each other; then the ancient vessel faded out of sight.

Several more boats drifted past during the night, but by dawn we sailed alone, and land was no more than a string of mountains fading in the north and east. Bob and Maria had both managed a few hours of sleep during the night, while I remained on deck steering. The wind picked up about two in the morning, allowing the *Seabat* to sail quietly along the coast.

At the time of our flight from Haiti, in mid-November the year before last, the exodus of boat people had reached crisis proportion, with hundreds of refugees being picked up daily by Coast Guard cutters. As we cruised into the wider waters of the Gulf of la Gonave, we entered the U.S. Coast Guard's area of operation. Falcon jets and helicopters buzzed overhead as they combed the waters for boats, while fast-moving cutters steamed across the horizon. Several helicopters hovered so close we could



The three voyagers at Guantanamo: Bob Benson, left, with Maria Rudensky and the author.

see their pilots waving. Being innocent Foreign Service officers, we assumed they had only our safety in mind. Only later, as we expressed our gratitude in Guantanamo, did a pilot explain.

"We were all set to board and search your vessel for drugs," she said. "You guys looked pretty suspicious out there in that little boat."

Apparently, a sinking Haitian vessel diverted the operation, and our voyage continued.

The *Seabat* carried with her a standing three-week supply of food



Haitian vessels like this were encountered during the voyage.

and water. Granted, provisions consisted of Spam, corned beef, rice and other shipboard delicacies, while some of the water tasted slightly of salt, Clorox and rubber hose. But we didn't brag about this to Maria in persuading her aboard. Skeptical of the bill of fare, she dug into her own stores and came up with a breakfast of home-made chili, water chestnuts and champagne. We ate the chili on the spot, and deferred the champagne for our arrival. The water chestnuts are still aboard, in a box marked for severe emergencies only.

As our last sight of Haiti edged its way under the horizon we switched on the Satnav, a device that uses satellite signals to determine the boater's exact position. A precise landfall on Guantanamo was essential for this passage, as the wandering of three Foreign Service officers through Cuban waters could well be misinterpreted by local authorities.

It soon became obvious, however, that the unit wasn't functioning properly. A quick check of the electrical systems aboard determined that the batteries were extremely low—the result of severe power outages in Haiti prior to our departure, and of having had only an hour to prepare for the voyage.

Borrowing from Columbus' method, I took out a sextant and determined our latitude by the sun. With the handheld compass providing a bearing off the last Haitian landmass, we were able to calculate our position on the chart. Now all we had to do was sail 80 miles in a straight line for Guantanamo.

At this point the weather changed.

The windward passage, as the name suggests, is a breezy place. Up until now, we had been sailing along under the lee of Haiti's mountains. But as we drew away from the land, we met the wind funneling into the passage between Haiti and Cuba. At first favorable puffs pushed us comfortably along. We remained in the cockpit taking in the sun with every

stitch of canvas flying, as the wind filled the sails and the hull glided through the Caribbean swells. All land had disappeared, and flying fish skidded across the sea.

But the wind picked up. Within an hour, the Seabat was tearing through the waves in 30 knots of breeze. We raised a smaller jib and shortened the mainsail to calm the motion of the boat. The wind rose further, and she continued pounding through the water. As darkness approached, the first waves began to break aboard and, by midnight, the motion turned violent. Every wave brought water heaving over the bow. Flying spray pelted the helmsman while the seas, bent and steepened by the land masses of Cuba and Hispaniola, cascaded aboard—half filling the cockpit. Sailing in these conditions is not unlike riding a roller coaster through a car wash.

Still, the wind stood fair for Guantanamo. Despite the wild scene on deck, the cabin remained warm and dry, though coffee cups and spice jars had a tendency to go airborne. Bob stayed with me in the cockpit while Maria lay sound asleep, cuddled in a sleeping bag. In all my voyages at sea, I had never seen anyone so comfortably dormant in a gale.

Despite the high winds, the Seabat wasn't in danger. I'd been with her in truly terrifying conditions off the coasts of Maine and Georgia and the Bahamas. This was nothing. The difference here was the landfall. As we closed with the coast of Cuba, we had to maintain a precise course for Guantanamo and couldn't apply the traditional sailor tactic (called heaving to) of letting the boat drift under storm sails while we retired to our bunks below.

By 2 in the morning, Bob was exhausted and needed sleep. Maria put on some foul-weather gear and crawled into the cockpit.

"Hey, these waves are really big," she said, peering at whitecaps sweeping down under the moonlight.

I'd hoped to remain on deck all night as Maria steered. But by 3 in



Flying the flag in high winds.

the morning I felt exhaustion set in, a result of being without sleep for 40 hours. I thought it was best to get some rest while still in international waters.

"Go below and don't worry about me," said Maria. "I'll be fine. This is exhilarating." For someone who'd never sailed before, she sounded oddly like Katharine Hepburn in "The African Queen."

Maria claimed to have no ancestral tradition of seafaring. However, her deft handling of the Seabat under these conditions left us with doubts. We later maintained that she must be descended from the famed Ukranian buccaneer Red Rover Rudensky, a jolly fellow we invented on the spot and glorified with many improbable heroics.

I crawled into the forward cabin and lay in my bunk. Once or twice, I heard Maria's voice over the pounding waves. But it was only to tell Bob how clear the stars were, or to ask for a drink.

Some time later she called out: "I see huge lights on the horizon. They're casting a glow all over the sky."

The motion of the boat was different. We must be under the lee of Cuba, I thought. It was still dark when I came on deck. Off the bow rose a halo of white. When the Seabat reached the crest of a wave, our eyes were blinded by lights so bright it looked like a couple of football stadiums parked on the shore. (We'd later learn that these lights emanated from U.S. radar and other installations.)

Through the glare, we spotted the faint pulsations of a lighthouse, still miles away, flashing at the interval designated for Guantanamo. As we closed with the shore, the seas calmed considerably. Purple came to the sky, and the hills of Cuba rose into view, rolling across the horizon. The sky lightened, and the hills turned green—not a deep verdant shade of jungle, but the scrub color of the Virgin Islands and Antigua. A bay opened before us, and we sailed along its steep rocky shores until we came abeam the lighthouse, where a small flag fluttered nearby.

Maria focused the binoculars on the shore.

"This could be interesting if that's not an American flag," said Bob.

We agreed.

"I see the flag," Maria called out. "Yes, it's ours."

* * *

Afterword:

Bob Benson is currently assigned to the Department's Nuclear Risk Reduction Center.

Maria Rudensky went to Kiev in January 1992, and is serving as a consular officer.

The author returned to Haiti three weeks after the voyage, and finished his tour six months later. He's due to begin a tour in Lima early this year, following language training. He's a licensed yacht captain.

The Seabat is back at her home port, Annapolis, and continues her happy escapades on the Chesapeake Bay. ■

GRIEVANCE ACTIONS

Board orders 2 tenure reviews for grievant

(G-043(89))—The grievant, an untenured officer, alleged that his performance rating was erroneous and falsely prejudicial, and that the reviewing officer was biased against him, denigrated his accomplishments and influenced the rating officer to make his comments more negative.

The grievant alleged that, in the rating at issue, the reviewing officer ignored or belittled his accomplishments and, in one section, limited himself to negative allegations.

The agency denied a conspiracy or prejudice on the part of the grievant's rating and reviewing officers, and affirmed the view that the two incidents used as examples constituted poor judgment.

The board noted the almost unrelievedly negative tone of the rating document and the tendency of the rater and reviewer to counter any favorable comments with immediate qualifications or disclaimers. However, it concluded that the grievant had not sustained his burden of proving that that section of the rating was falsely prejudicial.

The board did take issue with the evaluation of the grievant's potential, which contained criticism of the grievant's lack of judgment on the basis of the two cited incidents.

The board noted that the grievant had been twice reviewed for tenure. The first review was annulled as a result of the prior grievance; the second was based, *inter alia*, on the rating involved in this grievance. The board concluded that the grievant was entitled to two tenure re-

views on the basis of full and fair evaluations. It ordered that the grievant be reviewed for tenure after his next rating and, if he did not receive tenure in that review, be reviewed again after an additional year of evaluation. □

Security suspicion unfounded, agency agrees; board orders promotion

(G-077(89))—The grievant discovered that his agency had not given him an assignment for a protracted period because of allegations concerning security which were never substantiated. He grieved that he had been denied due process, that is, his tour was curtailed but he was never officially charged with any wrongdoing and never had his security clearance withdrawn. The agency admitted its wrongdoing, stated that there was no security obstacle to any future assignment and extended the grievant's time-in-class by two years.

The employee appealed to the grievance board, alleging that his career prospects were still under a cloud because, some four years after allegations against him were first raised and even after the agency admitted its wrongful action, he still had not received an appropriate assignment. The board found that, subsequent to the agency's admission of error, the agency had acted properly and the employee had received some appropriate assignments. The board noted, however, that no explanation for the long hiatus in earlier meaningful assignments had ever been placed in the employee's performance record. It directed the agency to place an explanation in his file stating that improper actions by the agency were responsible for the lengthy gaps. The board noted that the grievant had been ranked two places below the cutoff line by a recent selection board which reviewed his file flawed by the agency's error. It stated that under the Reiner rule (*Reiner v. United States*, 686 F(2d) 1017 (D.C. Cir. 1979)), the agency had the burden of proof to show by a preponderance of the evidence that, absent its error, the promotion results for the grievant would have been the same. The agency responded that

the gaps by themselves were not that harmful.

The grievance board found that, absent agency error, the grievant probably would have been promoted and the agency had not carried its burden of proof to demonstrate the contrary. The board's recommendation that the grievant be promoted under the provisions of section 1107(d) of the Foreign Service Act was accepted by the agency. □

Time-in-class expires; large pay raise is lost

(G-063(90))—A senior officer who stood to gain a large financial advantage from a sizable pay raise that was in prospect grieved the date set for his retirement following expiration of his maximum time-in-class. He alleged that the head of personnel had favored some officers over others by deferring the separation of some for a longer period. He asked for a postponement equal to that given the majority of his colleagues.

The grievant argued that the majority of officers had almost a year following their time-in-class expiration before they were forced to retire, whereas he had less than three months. That meant he would be forced out before the big pay raise took effect.

The agency argued that regulations gave discretion in the matter to the head of personnel and that his judgment could not be questioned by the grievance system in the absence of clear evidence of arbitrariness or unfairness. The variations in the postponements of retirements occurred, the agency said, because September 30 had been set as the separation date for nearly all officers whose time-in-class expired at any time within the fiscal year—a policy expected to be followed also in future years.

The board said it assumed that the last day of the fiscal year was established as the mandatory separation date because it met an agency need to standardize personnel or financial processing. Though that policy could be of greater benefit to some than to others, said the board, it appeared that a determining principle underlay the policy, making it rational.

—(Continued on page 15)

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

EDUCATION & TRAINING

Schedule of courses at the Foreign Service Institute

Program	Feb.	March	April	Length
AREA STUDIES: INTENSIVE COURSES				
Africa, sub-Sahara (AR 210)	1	8	—	2 weeks
East Asia (AR 220)	1	8	—	2 weeks
Latin America/Caribbean (AR 230)	1	8	—	2 weeks
Near East/North Africa (AR 240)	1	8	—	2 weeks
China (AR 250)	—	—	5	2 weeks
South Asia (AR 260)	1	8	—	2 weeks
Southeast Asia (AR 270)	1	8	—	2 weeks
Central and East Europe/successor states to the Soviet Union (AR 280)	1	8	—	2 weeks
Western Europe (AR 290)	1	8	—	2 weeks

AREA STUDIES: ADVANCED COURSES

Andean (AR 533)
Arabian Peninsula/Gulf (AR 541)
Balkans (AR 583)
Baltic states (AR 584)
Benelux (Netherlands) (AR 595)
Brazil (AR 535)
The Caribbean (AR 538)
Central America (AR 539)
Central Asia (AR 586)
China (AR 521)
Eastern Africa (AR 511)
Fertile Crescent (AR 542)
Francophone Africa (AR 513)
French-speaking Europe (AR 592)
German-speaking Europe (AR 593)
Greece/Cyprus (AR 589)
Haiti (AR 536)
Hungary, Czechoslovakia (AR 582)
Iberia (AR 591)
Indonesia (AR 571)
Italy (AR 594)
Japan (AR 522)
Korea (AR 523)
Lusophone Africa (AR 514)
Malaysia (AR 575)
Mexico (AR 531)
Mongolia (AR 524)
Netherlands (AR 595)
Northern Africa (AR 515)
Philippines (AR 574)
Poland (AR 587)
Russia, Ukraine, Belarus (AR 581)
Scandinavia (Nordic countries) (AR 596)
South Asia (AR 560)
South Caucasus (AR 585)
Southern Cone (AR 534)
Southern Africa (AR 512)
Thailand, Burma, Laos (AR 572)
Turkey (AR 543)
Vietnam/Cambodia (AR 573)

LANGUAGE AND ADVANCED AREA COURSES

Afrikaans (LAA 100)	16	—	—	23 weeks
Albanian (LAB 100)	16	—	—	23 weeks
Amharic (LAC 100)	16	—	—	23 weeks
Arabic (modern standard) (LAD 100)	16	—	—	23 weeks
Arabic (Egyptian) (LAE 100)	16	—	—	23 weeks
Arabic (western) (LQW 100)	16	—	—	23 weeks
Bengali (LBN 100)	16	—	—	23 weeks

These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.

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Call for papers on management

The sixth annual National Conference on Federal Quality, with the President's Council on Management Improvement among the sponsors, has issued a call for papers with a February 15 deadline. The conference will be held July 19-23 at the Washington Hilton and Towers Hotel. For information, call Joyce Jarrett Thor, (202) 376-3747. □

Group diplomacy

The Foreign Service Institute has scheduled a three-day workshop in multilateral diplomacy, for Foreign and Civil Service employees, February 8-10. It will include exercises and case studies. For information, call the Political Training Office, (703) 875-5140. □

On intelligence

A three-day seminar for mid-level officers with intelligence responsibilities will be offered at the Foreign Service Institute, February 22-24. The course is on the origins, structure and dynamics of the U.S. intelligence community and the relationship between intelligence-gathering and foreign policy. A top-secret clearance is required to attend. For information, call (703) 875-5140. □

Life overseas

The Foreign Service Institute's Overseas Briefing Center will offer "Introduction to Foreign Service Life," February 22-26. The course covers challenges and opportunities abroad for adult family members, the structure and characteristics of overseas missions and interacting across cultures. To register, call (703) 875-5342 or send your name, address, agency and social security number to 1400 Key Boulevard, Room 400, Arlington, Va. 22209. □

Research grants

The Bureau of Oceans and International Environmental and Scientific Affairs has announced that it will award

research grants in mid-year, ranging from \$5,000 to \$12,000, in response to proposals focusing on sustainable use of tropical forest resources, especially in Mexico, Guatemala and Belize. Deadline for the proposals is February 19. For information, call (703) 235-2946. ■

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Grievance Actions

—(Continued from Page 13)

The grievant had made no showing that the personnel head's discretion in fixing his retirement date was exercised in bad faith, according to the finding, and the action was ruled not arbitrary or inequitable. The grievance was denied. □

Marriage lacks agency sanction; tenure is denied

(G-095(89))—An untenured officer had married a person from a "criteria" country without seeking advance clearance from his agency. After becoming aware of the marriage, a security investigation led to a temporary, then permanent, revocation of his security clearance and a proposed 30-day suspension. Meanwhile, a tenuring board denied tenure.

The agency had indicated during the course of the officer's grievance that, if the decision to revoke his security clearance was upheld on appeal within the agency under 3 FAM 160, it would not implement the 30-day suspension.

The board considered the grievance after revocation of the grievant's clearance was upheld under the internal appeal process.

The board determined that the Supreme Court decision in Department of the Navy v. Egan barred its consideration of the merits of the revocation, but not certain procedural errors which allegedly occurred in the personnel office handling both the proposed suspension and security revocation. The board found, however, that the agency had not erred in that process, and concluded that the permanent security revocation mooted the issue of tenure and the 30-day suspension. It therefore denied the grievance. □

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Program	Feb.	March	April	Length
Bulgarian (LBU 100)	16	—	—	23 weeks
Burmese (LBY 100)	16	—	—	23 weeks
Chinese (Cantonese) (LCC 100)	16	—	—	23 weeks
Chinese (standard) (LCM 100)	16	—	—	23 weeks
Czech (LCX 100)	16	—	—	23 weeks
Danish (LDA 100)	16	—	—	23 weeks
Dutch/Flemish (LDU)	16	—	—	23 weeks
Estonian (LES 100)	16	—	—	23 weeks
Finnish (LFJ 100)	16	—	—	23 weeks
French (LFR 100)	16	22	19	24 weeks
German (LGM 100)	16	—	19	24 weeks
Greek (LGR 100)	16	—	—	23 weeks
Hebrew (LHE 100)	16	—	—	23 weeks
Hindi (LHJ 100)	16	—	—	23 weeks
Hungarian (LHU 100)	16	—	—	23 weeks
Icelandic (LJC 100)	16	—	—	23 weeks
Indonesian (LJN 100)	16	—	—	23 weeks
Italian (LJT 100)	16	—	19	23 weeks
Japanese (LJA 100)	16	—	—	23 weeks
Khmer (LCA 100)	16	—	—	23 weeks
Korean (LKP 100)	16	—	—	23 weeks
Lao (LLC 100)	16	—	—	23 weeks
Latvian (LLE 100)	16	—	—	23 weeks
Lithuanian (LLT 100)	16	—	—	23 weeks
Malay (LML 100)	16	—	—	23 weeks
Nepali/Nepalese (LNE 100)	16	—	—	23 weeks
Norwegian (LNR 100)	16	—	—	23 weeks
Persian/Farsi (Iranian) (LPF 100)	16	—	—	23 weeks
Persian/Dari (Afghan) (LPG 100)	16	—	—	23 weeks
Polish (LPL 100)	16	—	—	23 weeks
Portuguese (Brazilian) (LPY 100)	16	—	19	24 weeks
Portuguese (European) (LPY 101)	16	—	—	24 weeks
Romanian (LRQ 100)	16	—	—	23 weeks
Russian (LRU 100)	16	—	—	23 weeks
Russian (advanced) (LRU 101)	16	—	—	23/44 weeks
Serbo-Croatian (LSC 100)	16	—	—	23 weeks
Singhalese (LSJ 100)	16	—	—	23 weeks
Slovak (LSK 100)	16	—	—	23 weeks
Spanish (LQB 100)	16	22	19	24 weeks
Swahili/Kiswahili (LSW 100)	16	—	—	23 weeks
Swedish (LSY 100)	16	—	—	23 weeks
Tagalog/Pilipino (LTA 100)	16	—	—	23 weeks
Thai (LTH 100)	16	—	—	23 weeks
Turkish (LTU 100)	16	—	—	23 weeks
Ukrainian (LUK 100)	16	—	—	23 weeks
Urdu (LUR 100)	16	—	—	23 weeks
Vietnamese (LVS 100)	16	—	—	23 weeks

FAMILIARIZATION AND SHORT-TERM (FAST) COURSES

Albanian (LAB 200)	—	22	—	8 weeks
Arabic (modern standard) (LAD 200)	16	—	—	8 weeks
Arabic (Egyptian) (LAE 200)	16	—	—	8 weeks
Arabic (North African) (LQW 200)	16	—	—	8 weeks
Bengali (LBN 200)	16	—	—	8 weeks
Chinese (standard) (LCM 200)	16	—	—	8 weeks
Estonian (LES 200)	16	—	—	8 weeks
Finnish (LFJ 200)	16	—	—	8 weeks
French (LFR 200)	16	—	19	8 weeks
German (LGM 200)	—	22	—	8 weeks
Hindi (LHJ 200)	16	—	—	8 weeks
Hungarian (LHU 200)	—	22	—	8 weeks
Icelandic (LJC 200)	16	—	—	8 weeks

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Program	Feb.	March	April	Length
Indonesian (LJN 200)	16	—	—	8 weeks
Italian (LJT 200)	16	—	19	8 weeks
Japanese (LJA 200)	16	—	—	8 weeks
Latvian (LLE 200)	16	—	—	8 weeks
Lithuanian (LLT 200)	16	—	—	8 weeks
Malay (LML 200)	16	—	—	8 weeks
Norwegian (LNR 200)	—	—	19	6 weeks
Polish (LPL 200)	11	22	—	8 weeks
Portuguese (Brazilian) (LPY 200)	16	—	19	8 weeks
Romanian (LRQ 200)	—	22	—	8 weeks
Russian (LRU 200)	—	22	—	8 weeks
Serbo-Croatian (LSC 200)	—	22	—	8 weeks
Spanish (LQB 200)	16	—	—	8 weeks
Thai (LTH 200)	16	—	—	8 weeks
Urdu (LUR 200)	16	—	—	8 weeks
EARLY-MORNING LANGUAGE CLASSES				
Arabic (modern standard) (LAD 300)	—	1	—	17 weeks
Chinese (standard) (LCM 300)	—	1	—	17 weeks
French (LFR 300)	—	1	—	17 weeks
German (LGM 300)	—	1	—	17 weeks
Italian (LJT 300)	—	1	—	17 weeks
Japanese (LJA 300)	—	1	—	17 weeks
Portuguese (Brazilian) (LPY 300)	—	1	—	17 weeks
Russian (LRU 300)	—	1	—	17 weeks
Spanish (LQB 300)	—	1	—	17 weeks
ADMINISTRATIVE TRAINING				
Budget and financial management (PA 211)	22	—	19	6 weeks
C.O.R. training for nonpersonal services contracts (PA 127)	—	1	—	3 days
C.F.M.S. miscellaneous obligations (PA 154) (prerequisite PA 150)	1	—	—	2 days
C.F.M.S. travel orders (PA 155) (prerequisite PA 150)	25	—	—	2 days
Customer service (PA 143)	25	—	—	2 days
Foreign Service national classification and compensation (PA 232)	1	—	—	2 weeks
General services operations (PA 221)	22	1	5	12 weeks
	—	8	12	12 weeks
	—	15	19	12 weeks
	—	22	—	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	—	24	—	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Management control workshop (PA 137)	23	—	—	3 days
Overseas cashier's training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			
Personnel course (PA 231)	—	—	26	7 weeks
Property management training for custodial officers (PA 135)	18	—	—	2 days
CONSULAR TRAINING				
ConGenRoslyn basic consular course (PC 530)	Continuous enrollment			26 days
Consular orientation program (PC 105)	Continuous enrollment			6 days
Immigration law and visa operations (PC 102)	Correspondence course			

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4 months without an evaluation wasn't harmful, board holds

(G-086(90))—The grievant argued that his supervisor left post without preparing an evaluation report for him, thus leaving almost four months of his performance unrated at a critical time in his career. He argued that a report was required by 3 FAM 521.2a(2) because, when his supervisor departed, he was an untenured officer and more than 60 days had passed since his previous evaluation. He requested that a report be prepared and that a reconstituted promotion panel then review his file for promotion. Alternatively, he requested that an additional four months be added to his time-in-class.

The agency argued that no report was required because, at the time of the supervisor's departure, the grievant had been recommended for tenure, and 3 FAM 575.1b provided that an officer recommended for tenure should be treated as a tenured officer for all rating purposes and periods. As a tenured officer, the grievant was not entitled to an evaluation upon the departure of his supervisor because less than 120 days had passed since the date of his previous evaluation. The 60-day requirement, the agency asserted, was meant for officers going before tenure boards, not selection boards.

The agency also argued that, whether or not an evaluation was required, the grievant was not harmed by the absence of one. Since the grievant had been "mid-ranked," it was very unlikely that any evaluation for so short a period would have been so compelling as to cause him to be ranked high enough for promotion.

The board concluded that it was not clear whether the regulations required the grievant's supervisor to prepare an evaluation upon his departure. However, the board was not required to determine that issue because the grievant had not demonstrated that the absence of the evaluation may have been a substantial factor in the failure of the selection boards to rank him high enough for promotion. The board had no reason to conclude that, had the

disputed report been present, the results of the selection boards would have been different. Therefore, the board found no basis for extending grievant's time-in-class.

The board also agreed with the agency that it was impractical to have the former supervisor prepare an evaluation at that time, almost three years after it had been due, and concluded that the continuing absence of a rating for such a relatively short period of time was neither uncommon nor of any tangible harm. It pointed out, however, that if the grievant still wished to document his accomplishments during this period, a personal statement might be admitted for filing in his performance file on the right side of the folder, with the agency memo explaining the absence of an evaluation. The agency had the authority to supplement material in a performance file in the interests of justice, under 3 FAM 515.1. □

Superior officer can't nix pay bonus voted by selection board

(G-008(91))—The grievant contended that his agency wrongfully denied him a performance pay award after the selection board had recommended it. He claimed that the official who had disapproved the award had violated agency precepts and policies by using a standard which was directly contrary to precept instructions.

The agency argued that the precepts governed the selection board, not the approving official, whose authority stemmed from a delegation of authority.

The grievance board found that, although the precepts naturally were addressed to the selection boards, it did not follow that the approving official was free to disregard them, stating that a contrary finding would undermine the functions of the selection boards. The board further determined that any such authority as the approving official claimed could not be inferred from the delegation of authority, but would have to be specifically granted.

The board directed the agency to pay the grievant the performance award as recommended by the selection board. □

—(Continued on next page)

—(Continued from preceding page)

Program	Feb.	March	April	Length
Nationality law and consular procedures (PC 103)				
Overseas citizens services (PC 104)				
Passport examiners (PC 110)				
		Correspondence course		
		Correspondence course		
		Correspondence course		
CURRICULUM AND STAFF DEVELOPMENT TRAINING				
Basic facilitation and delivery workshop (PD 513)	24	—	—	3 days
Design and evaluation workshop (PD 511)	—	—	7	3 days
ECONOMIC TRAINING				
Export promotion (PE 125)	8	—	—	1 week
EXECUTIVE DEVELOPMENT				
E.E.O. awareness for managers and supervisors (PT 107)	—	18	—	2 days
Foreign affairs leadership seminar (PT 119)	—	—	25	11 days
Introduction to management skills (PT 207)	—	15	—	4 days
Performance management seminar (PT 205)	—	—	5	2 days
Supervision for the experienced supervisor (PT 121)	—	29	—	3½ days
Washington tradecraft (PT 203)	22	—	—	2 weeks
INFORMATION MANAGEMENT TRAINING				
Advanced PC course (PS 114)	—	1	—	2 days
Information management seminar (PS 144)	—	15	—	8 weeks
Information systems operation training program (PS 108)	—	1	—	4 weeks
Introduction to Lotus 1-2-3 (PS 118)	11	—	15	2 days
Introduction to PC and MS-DOS (PS 111)	8	—	12	3 days
OFFICE MANAGEMENT COURSES				
Advanced Word Processing (PK 103)	22	—	12	2 days
Advanced WP Plus (PK 154)	18	9	8	2 days
	—	23	26	2 days
Basic WP (PK 129)	1	1	1	2 days
Basic WP Plus (PK 155)	7	3	3	2 days
	11	16	15	2 days
Better office English (oral) (PK 226)	1	—	5	30 hours
Better office English (written) (PK 225)	16	—	—	40 hours
Civil Service secretarial training for entering personnel (CS-Step) (PK 104)	—	15	26	2 weeks
Decision-processing (PK 152)	25	29	28	1 day
Drafting correspondence (PK 159)	—	1	—	1 week
Effective speaking and listening skills (PK 240)	—	15	—	18 hours
Foreign Service secretarial training (PK 102)	9	—	—	13 days
Glossary (PK 151)	—	17	15	1 day
Proofreading (PA 143)	—	—	22	2 days
State Department knowledge, information and learning for secretaries (PK 132)	—	1	—	5 days
Supervisory studies seminar (PK 245)	—	22	—	4 days
T.A.T.E.L. (PK 140)	12	5	16	1 day
	—	11	21	1 day
	—	12	23	1 day
	—	18	30	1 day
	—	19	—	1 day
	—	25	—	1 day
	—	26	—	1 day
	—	31	—	1 day
Telephone techniques (PK 141)	—	10	—	1 day
Wang office (PK 161)	5	30	29	1 day
WP+ transition (PK 153)	8	8	7	1 day
	26	22	22	1 day

—(Continued on next page)

—(Continued from preceding page)

One-time extension held not to alter time-in-class

(G-011(91))—The grievant was scheduled for mandatory retirement after he failed to be promoted into the Senior Foreign Service. However, because of staffing problems, his agency offered selected officers a one-time three-year extension of their career appointments, but without the right to compete for senior promotion during that period. The grievant was offered and accepted such an

extension.

Subsequently, the grievant's agency changed its cumulative time-in-class requirements from 24 to 27 years, and eliminated its special window of opportunity for promotion into the senior service.

The grievant had completed 24 years of service prior to the three-year extension, and asked that the new rules be applied to him, allowing him three additional years of service in which to compete for promotion into the senior service. The agency denied his request on grounds that the new time-in-class limits were not applicable to employees who had accepted the three-year extensions.

The board denied the grievance, noting that the agreement between the agency and the union on the three-year extensions provided that officers granted such extensions would not be considered for promotion during the three-year period.

The changes in time-in-class limits and procedures for promotion into the senior service also were the result of collective bargaining, and these new procedures did nothing to rescind the limitations on persons who had received the three-year extensions.

The grievant had accepted these limitations and otherwise would have been separated from the Service. In response to the grievant's argument that he should receive consideration on equity grounds, the board concluded that he had failed to show that he was entitled to a remedy by virtue of some law, rule, regulation or policy applicable to officers in his circumstances. The grievant could not show that he was prejudiced by the new rules, since his career was extended three years beyond the terms of his service and the new rules did not alter or diminish this benefit. Therefore, the grievance was denied. ■

—(Continued from preceding page)

Program	Feb.	March	April	Length
Writing effective letters and memos (PK 241)	—	29	—	15 hours
ORIENTATION				
Department officers (PN 105)	—	9	—	3 days
Foreign Service officers (PG 101)	—	22	—	9 weeks
Foreign Service specialists (PN 106)	—	4	22	17 days
Orientation for designated posts (PN 112)	—	16	13	4 days
	11	—	—	2 days
	25	—	—	2 days
OVERSEAS BRIEFING CENTER				
American studies (MQ 115)	—	4	—	2 days
Documenting mobile experiences (MQ 701)	—	31	—	1 day
Employment planning (MQ 700)	—	29	—	1 week
Encouraging resilience in the Foreign Service child (MQ 500)	—	—	28	1 day
English-teaching seminar (MQ 107)	17	—	21	3 days
Going overseas (families, singles, couples) (MQ 200)	—	—	—	1 day
Introduction to effective training skills for the Foreign Service spouse (MQ 111)	—	—	26	1 week
Introduction to Foreign Service life (MQ 100)	22	—	—	1 week
Life after the Foreign Service (MQ 600)	2	—	—	2 days
Marketing spouse talents (MQ 702)	—	—	1	1 day
Post options for employment and training (MQ 703)	—	30	—	1 day
Protocol and representational entertaining (MQ 116)	—	3	7	1 day
Security overseas seminar (MQ 911)	8	8	12	2 days
	22	29	26	2 days
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	—	24	—	3 days
POLITICAL TRAINING				
Executive-congressional relations (PP 204)	—	—	12	1 week
Foreign affairs interdepartmental seminar (PP 101)	1	—	—	2 weeks
Intelligence and foreign policy (PP 212)	22	—	—	3 days
Multilateral diplomacy (PP 211)	8	—	—	3 days
National security and arms control (PP 203)	—	—	26	1 week
Political tradecraft (PP 202)	—	22	—	3 weeks ■

State-ing the facts

BY BARBARA QUIRK

—In which country do the U.S. Foreign Service posts close for observances of Children's Day, Adult's Day and Respect for the Aged Day?

—Who are Mr. Admire and Mr. Surprise?

—This Foreign Service officer joined the Service after she became a grandmother. Who is she?

—This officer speaks seven foreign languages. Who is he, and what are his languages?

—At this post, "taking a sauna" is a national pastime, and most apartment buildings are equipped with them. Which is the post?

(Answers on Page 43) □

Ticket hours

The American Express ticket office in Room 1243 Main State is now open from 7 a.m. to 6 p.m. □

A S K D R. K E M P

Q.

CENTRAL AMERICA

I'm pregnant with our first child and am due in late spring. Should I be taking fluoride supplements so our baby won't have cavities with his/her primary and permanent teeth?

A.

No. We've extensively researched this question with the National Institute of Dental Research, as well as the American Dental Association. The consensus is that administration of fluoride supplements to pregnant women can't be recommended because conclusive clinical evidence that the procedure reduces dental caries (tooth decay) in the teeth of your offspring is lacking at this time. Do, however, be certain to take the other vitamin and calcium supplements prescribed by your physician. After the birth of your baby, check the post's health and information report and ask the medical officer whether fluoride supplementation is needed for your infant.

Q.

EASTERN EUROPE

It has gotten quite cold here at post, and our apartment is not easy to heat to my comfort zone. I've heard bad things about electric blankets and space heaters. Is there any solution?

A.

I assume you've already tried to eliminate heat loss from exterior doors and windows. Adding thermal barriers to these areas will reduce heat loss and should keep your apartment warmer. Contact your general services officer for advice in this area ... Considerable controversy has recently surfaced regarding the health impact of very low electric and magnetic fields, especially with regard to children. These fields are generated by any electric device or transmission line, though their strength greatly diminishes as the distance from the device increases. Electric blankets generate measurable electric and magnetic fields. Debate over any health effects from using them will continue until further research is conducted ... Space heaters, on the other hand, clearly



This column by LaRae Kemp, 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. Kemp directly. In either case, your privacy will be respected; your post will not be identified. □

present potential health risks, as carbon monoxide will be produced if the fuel isn't completely burned. Carbon monoxide may be produced with the use of gas, kerosene and oil space heaters. To minimize your exposure to carbon monoxide, the space heater flame should burn pure blue (a yellow flame indicates incomplete combustion), a window should be left partially open to ensure some ventilation, and the heater shouldn't be used when you're asleep. Carbon monoxide in pure form is odorless and colorless, although it's usually accompanied by other gaseous byproducts which do have some odor. You should also be aware that the surface of the heater may become quite hot and cause severe burns if touched. Space heaters should be kept well away from curtains and drapes or upholstered furniture ... Although not high-tech, my advice is to wear extra layers of clothing or add extra blankets or comforters to your bed. In addition, this helps to conserve energy in the country where you're living.

Q.

ASIA

As often as I have been involved in and heard of various medevacs, I remain confused about the regulations regarding medical per diem associated with home leave and rest and relaxation. Please clarify when per diem can be authorized during these two official travel periods.

A.

Washington-issued travel orders (for home leave) take precedence over all other travel orders, including medevacs, so that medevac and medevac per diem cannot be authorized in conjunction with home leave ... My office doesn't generally approve medical per diem in conjunction with rest and relaxation, since one of the purposes of this travel is to complete needed medical and/or dental follow-up. However, we'll occasionally approve medical per diem in conjunction with rest and relaxation travel, if a medical condition requires extended consultations or treatment or surgery with a prolonged postoperative recovery period of more than five days. Approval for per diem is based upon a report from the treating physician. My office doesn't cover transportation costs for these medical appointments. You may request consideration for medical per diem by contacting my Foreign Programs Division.

Q.

WASHINGTON

With the holiday season now over, I am resolved to improve my family's diet—to drastically reduce the amount of junk food in which we seem to constantly overindulge. Could you please provide some much-needed guidance in your next column?

A.

You're wise to recognize that inordinate amounts of junk food not only harm you nutritionally (being very often high in calories, fat, sodium, sugar and refined sugar and flour), but can increase risks of long-term disease, such as cancer of the G.I. tract and heart disease. Eating a more balanced diet will also make you feel better ... Adjust to these new eating habits gradually—make one change at a time—until you find that junk food will be the exception, not the rule, in your diet. First, cut down on salt by choosing a chip or cracker that is low in salt. (Grocery labels are now much more helpful in choosing a healthier snack.) Then progress to unsalted pretzels or popcorn, or buy or make the unsalted and then add a few of your own grains, if you like. Second, the sweet

—(Continued on Page 43)

FOREIGN SERVICE PERSONNEL

Appointments

Allegra, Anita K., Karachi
 Armbruster, Kathy C., Havana
 Barwick, Dennis Ray, Singapore
 Bezos, Carmen C., Panama
 Bolt, Arlene J., London
 Boyd, Jean A., Rabat
 Brown, Susy Yeh, Beijing
 Bufalo, Laureen, Brazzaville
 Bush, Dianne F., Helsinki
 Cavanaugh, Deborah W., Nairobi
 Cheng, Martha S., Cairo
 Cintron, Josephine, Bangkok
 Constantine, Beatrice D., Cairo
 Covington, Nadia Thili, Lagos
 Crider, Michelle H., New Delhi
 Crowley, Patricia Jean, Tirana
 Doherty, Nelita, Accra
 Dunn, Kathleen Ann, Kampala
 Ellis, Anne N., Shenyang
 Flynn, Bonnie L., Nairobi
 Garcia, Leyda M., Rio de Janeiro
 Gilbert, Terri L., Bombay
 Gills, Edith V., Panama
 Gresham, Veronique D., Casablanca
 Guthrie, Steven Lester, Nicosia
 Gutierrez, Gloria, Mexico City
 Hamilton, Elizabeth, Sofia
 Harden, Kathleen G., Manila
 Harrison, Deborah, Pretoria
 Hatchell, Linda Marie, Gaborone
 Helm, Kathleen E., Madrid
 Hemmings, Wayne D., Accra
 Hughes, Cathy L., Bureau of Administration, Information Management
 Jepsen, Mary Ann C., Dakar
 Johnson, Patricia M., Naha
 Jungman, Nadine, La Paz
 Kazaco, Jeannine G., Bangui
 Keyes, Roberta P., Khartoum
 Kubiske, Daniel E., Shanghai
 Larson, Jane A., Nairobi
 Lawless, Kami Lynn, Djibouti
 Lebaron, Mary E., Singapore
 Linchango, Artemio L., Mexico City
 Lineburger, Brita M., Manila
 Lynch, Shelba Jeanne, Freetown
 MacIntosh, Deborah K., Frankfurt
 Mance, Brenda, Moscow
 Mintz, Jane Matsie, New Delhi
 Nicholas, Nonglak, Islamabad
 Nunes, Arlene M., Praia
 Oliver, Hope C., Tokyo
 Ortiz, Myrna M., Port Moresby
 Pike, Judy Ann, Gaborone
 Polson, Virginia K., Shanghai
 Pugh, Sharon A., Helsinki
 Roland, Laura J., London

Ryefield, Cheryl A., Bangkok
 Santoni, Charmaine E., Harare
 Siddiqi, Raja L., Khartoum
 Silva, Maria C., La Paz
 Smith, Fraya, Mexico City
 Stephens, Sabiha M., Paris
 Stevens, Elizabeth Joanne, Addis Ababa
 Stubbs, Amy Lynn, Cairo
 Sullivan, Eileen D., Monrovia
 Ulrich Vivar, Grimaldo J., Lima
 Wilder, Pauline A., Ouagadougou

Transfers

Barton, Robert Douglas, Diplomatic Security, Mobile Security Division to Diplomatic Security, San Juan Resident Office
 Bomberger, Michael D., Warsaw to European Affairs
 Boneski, Raymond A., Manila to Lisbon
 Bowell, Eric J., Near Eastern and South Asian Affairs to Office of Under Secretary for Management
 Bowen III, Richard T., Ottawa to Bangui
 Boy, Donald, Guadalajara to Tijuana
 Breckon, M. Lyall, Arms Control and Disarmament Agency to Bureau of Personnel
 Burleigh, Albert Peter, Office of Counter-Terrorism to Bureau of Personnel
 Chamberlin, James W., Office of Ecology, Health and Conservation to Foreign Service Institute, Language Training
 Conord, Mark S., Diplomatic Security, Washington Field Office to Diplomatic Security, Mobile Security Division
 Cook, Brian K., Diplomatic Security, New York Field Office to Diplomatic Security, Secretary's Detail
 Dlouhy, David Bryan, Luxembourg to La Paz
 Doggett, Laurence L., Foreign Service Institute, Language Training to Moscow
 Duncan, Richard L., Inter-American Affairs, Office of Executive Director to Santiago
 Dunkerley, Craig G., Foreign Service Institute, Functional

Training to Vienna
 Eason, Bobby F., Mexico City to Office of Under Secretary for Management
 English, Christopher P., Consular Affairs, Citizens Emergency Center to International Organization Affairs, Office of Technical Specialized Agencies
 Faulk, Richard C., Bureau of Personnel to Karachi
 Fiorini, Marc A., Diplomatic Security, Passport Fraud Branch to Diplomatic Security, Phoenix Resident Office
 Foulger, Thomas Frank, European Affairs to Foreign Service Institute, Language Training
 Frayne, Warren Henry, Geneva to International Organization Affairs
 Furuta-Toy, Julie Anne, Inter-American Affairs to Port-au-Prince
 Gilbert, Charles A., Near Eastern and South Asian Affairs to Bombay
 Glaspie, April C., Diplomat-in-Residence to International Organization Affairs
 Goldstein, Jeffrey Louis, Foreign Service Institute, Language Training to Moscow
 Grappo, Gary Anthony, European Affairs to Office of Counselor of the Department
 Haley, Linda Gursky, Kuwait to Near Eastern and South Asian Affairs
 Harley, Timothy W., Warsaw to Bishkek
 Henfin, David Edward, Canberra to La Paz
 Hirst, Dennis F., Bureau of Administration, Information Management to Tirana
 Holmberg, Christopher G., Yokohama Regional Language School to Department of Commerce
 Jackson, Linda L., African Affairs to Bureau of Personnel
 Kazacos, Stacey G., Antananarivo to Bangui
 Kochanek, Louis J., Foreign Service Institute, Language Training to Moscow
 Ledesma, James V., African Affairs to Accra
 Lindsey, Kevin A., Foreign Service Institute, Language Training to Prague
 Lineberry, Laura E., Office of the Secretary to Office of

Anapestic Assignments

By EBP

There was a person assigned to Belize

Who let go with a humongous sneeze.

She was most surprised at her reaction,

And she almost ended up in traction.

She said: "I'll go, anyway, if you please." □

Under Secretary for Management
 Litzenger Jr., Earle D., Foreign Service Institute, Language Training to Sofia
 Lugers, Judith L., Santiago to Nairobi
 Mayfield, Mark Steven, Intelligence and Research to Lagos
 McCallum, Douglas F., Near Eastern and South Asian Affairs to Department of Commerce
 McNamara, Thomas E., National Security Council to Office of Counter-Terrorism
 Melzow, Martha L., International Organization Affairs to Inter-American Affairs
 Miller, David Norman, Lisbon to Inter-American Affairs
 Millington, Jeffrey V.S., African Affairs to Bureau of Personnel, Policy Coordination Staff
 Mills II, Arthur H., Intelligence and Research to Lagos
 Moore, Joann, Tel Aviv to Lusaka
 Nowell, Joseph B., African Affairs to Riyadh
 Palmer, Virginia Evelyn, Operations Center to Near Eastern and South Asian Affairs
 Phillips III, William M., American Affairs to Kingston
 Pruett, Steven R., Fisheries Affairs to Economic and Business Affairs, Office of Intellectual Property and Competition
 Ricciardone Jr., Francis J., Baghdad to Amman
 Rosen, Gerald A., Office of Legal Adviser to Economic and Business Affairs
 Ryan Jr., Robert J., Office of Chief Financial Officer, Of-

Office of Special Projects to Office of Ecology, Health and Conservation

Safir, Rose, Bureau of Administration, Information Management to Office of Chief Financial Officer

Sanchez-Carlo, Maria, Inter-American Affairs to Recife

Schaefer, Karen R., Diplomatic Security, Washington Field Office to Diplomatic Security, Overseas Operations, European and Canadian Region

Searby, David P., Rome to Economic and Business Affairs, Office of Assistant Secretary

Sides, Ann B., Belgrade to Zagreb

Simpkins, Leroy C., Office of Ecology, Health and Conservation to Brasilia

Slatin, Steven R., Intelligence and Research to Oceans bureau, Office of Nonproliferation and Export Policy

Snider, Penelope Williams, Operations Center to Vienna

Sweeney, Eugene Paul, Intelligence and Research to Naples

Taylor, Paul Daniel, Inter-American Affairs to Politico-Military Affairs

Trogdon, Alan K., Diplomatic Security, Boston Field Office to Washington Field Office

Turner, Christopher L., East Asian and Pacific Affairs to Department of Commerce

Vogelgesang, Sandra Louise, Environmental Protection Agency to Bureau of Personnel

Wais, Adam L., European Affairs to Stockholm

Walker, Stephen William, Intelligence and Research to Zuckerman Fellowship Program

Weston, Jennifer K., Inter-American Affairs to Quito

Whitney, Peter D., Inter-American Affairs to Buenos Aires

Woodward, Katherine F., Mexico City to Santo Domingo

Resignations

Adriance, Susan J., Nairobi

Almeida, Paul M., Southern European Affairs

Armbruster, Kathy C., Havana

Armstrong, Sana J., Gaborone

Baum, Leslie C., Gaborone

Bembers, Ivan, Warsaw

Bendt, Margaret A., Bangui

Bodge, David S., Diplomatic Security, Miami Field Office

Booth, Sandra L., Budapest

Bultrowicz, Aracely L., Moscow

Daniel, Luther B., Leave-without-pay status

Frahm, Narcisa, Mexico City

Goodwin, Robert F., Wellington

Hickman, Christopher B., Khartoum

Houston, Kathleen M. Marque, Algiers

Johnston, Maureen Kathryn, Leave-without-pay status

Jungman, Nadine, La Paz

Korth, Penne P., Port Louis

Lee, Juanita, Leave-without-pay status

Linchango, Artemio L., Mexico City

Lolas, Claudia Frink, Athens

Maher, Marilen J., Athens

McCarthy, Nancy H., Nairobi

McGuire, Elizabeth Trent, Victoria

McKee, Christina M., San Salvador

Mlynarchik, Roy A., Tokyo

Muckerman, Lucy Anne, Reykjavik

Murray, Vera Elizabeth, Moscow

Niesen, Lane L., Leave-without-pay status

Panther, Kathryn J., Lome

Pascoe, Diana L., Leave-without-pay status

Patterson, Pamela C., Moscow

Randall, Jane M., Pretoria

Rogers, Christopher John, Riyadh

Smith, Fraya, Mexico City

Stacey, Katherine L., Bonn

Strauss, Robert S., Moscow

Stroock, Thomas F., Guatemala

Sutherland, Carolyn Lura, Freetown

Swisher, Marian, Budapest

Timmons, Lori I., Vienna

Viss, Joanne G., Athens

Witson, Terrence G., Leave-without-pay status

Retirements

Blanchard, Philip C., Bureau of Administration, Information Management

Finneran, Richard, Inter-American Affairs, Regional Center, Miami, Fla.

Greenan, Flora S., Brussels

Selection-out panels meet

Two performance standards boards have been designated to review the records of members referred by the 1992 selection boards for consideration for selection-out of the Foreign Service for substandard performance. Board I was to convene December 8 to review the records of generalist officers.

Board II was to convene the same day, to review the records of specialists.

On Board I are Parker W. Borg, chairman, and Arma Jane Karaer and Sylvia G. Stanfield. On Board II are James R. Vanlaningham, chairman, and Ollie P. Anderson Jr., Edward B. Wilson and Loretta Micklow Hight. □

Hansen, Peter T., Leave-without-pay status

Ryan Jr., Robert J., Office of Ecology, Health and Conservation □

68 are granted tenure by board

The Commissioning and Tenure Board has completed its review of the files of candidates eligible for tenure consideration at its September session. Granted tenure:

Archibald, Francis K.
Barrosse, Colombia
Bendler, Dale B.
Bernlohr, John T.
Bourghner, James A.
Brown, Paul A.
Chadason, Mark P.
Cushing, John A.
Daghton, Thomas F.
Dahl-Dunn, Sheila J.
Dayton, John W.
Del Principe, Michael A.
Detwiler, Isabella
Dinkleman, John W.
Dougherty, Bob J.
Forde, Robert W.W.
Gaffney, Michael J.
Gaines, Jerome D.
Galindo, David R.
Ganzer, Ann K.
Goldsmith, Leslie K.
Hanson, Kathleen
Hayes, Elizabeth S.

Hernandez Jr., Felix
Holtzman, Daniel L.
James, Makila
Jones, Laurence K.
Kasper, Robert A.
Kiene, Robert R.
Kontos, Stephen L.
Labonte, Michelle A.
Lee, Christine D.
Long, Mary Beth
Lyders, Kristin E.
Masters, Michael W.
Mellor, John R.
Nagy, Eleanor J.
Nelson, Teresa A.
Nichols, Brian A.
Oglesby, Holly A.
Olesen, David Eric
O'Reilly, Steven M.
Pedrick, Arlin K.
Pennington, Joseph S.
Peterson, Lisa J.
Pforzheimer, Ann
Pittman, Howard D.
Plame, Valerie E.
Plants, Donald G.
Pommersheim, John M.
Powell, Mark J.
Quinn, Patricia A.
Rakestraw, Andrew K.
Rudek, Jeanne M.
Ryan, Timothy
Schilling, Elin C.
Silverman, Robert J.
Smith, Pamela S.
Solberg, Sarah A.
Tong, Kurt W.
Trimble, Carol
Underwood, Thomas A.
Vail, James P.
Voien, Robert S.
Whiteside, Janet S.
Woodward, Donna K.
Wu, Shirley Hsu-Wen
Yonker Jr., David S. ■

Money quiz

Q—What about U.S. savings bonds held less than five years?

A—They earn interest at a fixed, graduated rate based on the time a bond has been held. Bonds may be redeemed at any time after being held six months.

Q—Where can my U.S. savings bonds be redeemed?

A—They can be redeemed at most commercial banks and many savings banks.

Q—How can I find out the latest interest rate that is now being paid on U.S. savings bonds?

A—Just call this number: (703) 377-7715. □

POST OF THE MONTH

PRAIA

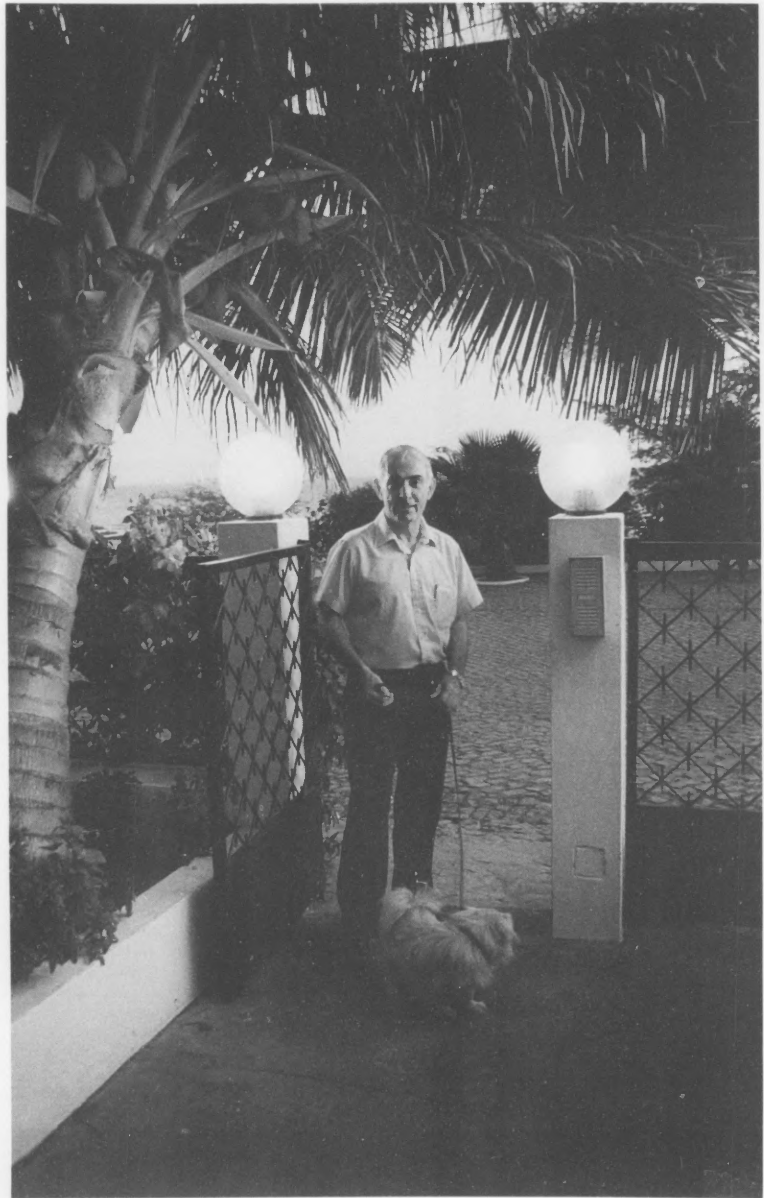
This embassy is in the capital of Cape Verde, the island nation just west of Africa's western bulge. U.S. Foreign Service people there are featured as part of STATE's continuing series. (Photos by Mary Agnes McAleenan)



A child—the “shy” type—peeks from a doorway.

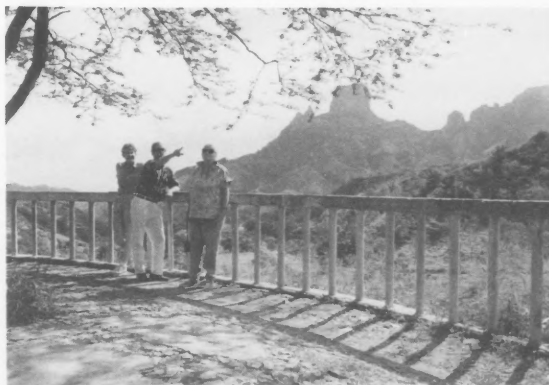


Protocol assistant *Chila Camacho* and boat captain *Gerry Dom* at the Plaza Diogo Gomes at Praia harbor.



Ambassador *Francis Terry McNamara* at his residence, with “Yoyogi.”

Administrative officer *David Joyce* with consular rover *Evie Wythe* at Praia harbor.



At Pico d'Antonia Mountain, from left: consular rover *Evie Wythe*, administrative officer *David Joyce* and secretarial rover *May Agnes McAleenan*.



Cashiers *Ana Maria Silva* and *Manuel Vicente*, right, with administrative officer *David Joyce*.



A.I.D. contractor *Paul Theisen* and wife *Aspasia* in Prainha, where many embassy staffers live.



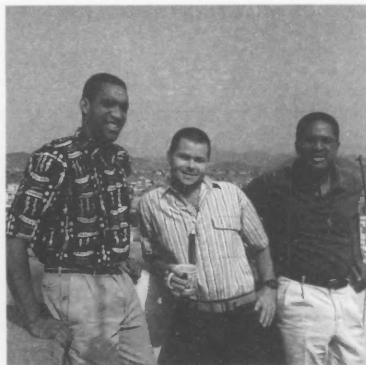
Inspecting customs paperwork at Praia's port, from left: general services employee *Jose Mendes* and chauffeurs *Julio Carvalho* and *Lismano Ribeiro*.



A.I.D. employees at Igreja do Nazareno Church, from left: *Paul Theisen*, *John Jones*, *Les Glad*.



Pat Houston, the ambassador's secretary, and husband, *Jim*, at vegetable market.



Summer interns *John Searles*, left, and *Marshall McKiver*, right, with communicator *Todd Roe* on the embassy roof.



Embassy staffers, from left: *Jose Salazar, Filomeno Silva, Joao Andrade, Mario Semedo, Angelica and Maria Gomes, Julio Carvalho.*



Consular assistants *Maria Theresa Leitao, left, and Conceicao Cardoso,* outside the embassy.



Guard supervisor *Joao Germano, center,* with guard *Augusto Pino* and A.I.D. contractor *Les Glad,* outside the embassy.



Personnel and travel assistants *Eunice Ramos and Antonia Duarte.* ■

CIVIL SERVICE PERSONNEL

Promotions

GM-13

Chapman Jr., James A., Department Facilities Management and Support Services
Cromley, Laura L., Bureau of Administration, Office of Operations
Jackson Jr., Charles G., Executive Secretariat, Records Management
Lewis, Colleen E., Foreign Service Institute, Office of Acquisitions
Mason, Charles V., Department Facilities Management and Support Services
Meehan, Sheila M., Philadelphia Passport Agency
Nichols, Billie Lee, Inter-American Affairs, Office of Executive Director
Pleasant, Patricia W., Office of Foreign Service National Personnel
Thomas, John L., East Asian and Pacific Affairs, Office of Executive Director
Watson, Janet G., Foreign Service Institute, Budget and Management Office
Whyman, William Edward, Intelligence and Research, Office of Economic Analysis

GM-14

Carrol, Elizabeth Ferre, International Narcotics Matters
Harrington, Patricia A., Diplomatic Security, Office of Investigations, Employee/Contractor Branch
Luchi, Paola V., Office of Civil Service Ombudsman
Matano, Albert Konin, International Narcotics Matters
McCullen Sr., Larry W., Diplomatic Security, Office of Investigations, Clearance Readjudication and Standards Branch
Oshima, Wayne A., Foreign Service Institute, Management Services

GM-15

Bass, Peter Evan, Office of Legal Adviser
Finton, Timothy C., International Communications and Information Policy
Hembree, Eric L., Office of Chief Financial Officer, Budget and Program Execution

McHale III, Austin, Oceans bureau, Office of Executive Director

GS-4

Anderson, Jennifer Leigh, European Affairs, Office of Executive Director
Young, Charles William, Los Angeles Passport Agency

GS-5

Coley, Shirl Denise, Passport Services
Livingston, Sandra Anne, Foreign Service Institute, Country and Regional Training Programs
Lynch, Karen Nicole, Medical Services
Nelson, Sarah Audrey, Diplomatic Security, Office of Investigations, Employee/Contractor Clearance Section
Penny, Kimberly N., Southern European Affairs
Weeks, Annie R., Passport Services

GS-6

Adams, Aleecha L., Office of Chief Financial Officer, Vendor Claims
Dyson, Dana, Office of Chief Financial Officer, Vendor Claims
Frazier, Helen A., Office of Chief Financial Officer, Domestic Financial Operations
Hunt, Janet L., Passport Services
Maynard, Dianne Victoria, Passport Services
Miller, Wendy Ann, Passport Services
Paninski, Manuela Monika, Bureau of Personnel
Thomas, Ruby Mae, Executive Secretariat, Combined Message Center

GS-7

Aceto, Mia P., Bureau of Administration, Personnel Management
Barker, Deborah A., Office of Protocol, Accreditation Section
Brown, Kimberly S., Office of Legal Adviser, Treaty Affairs
Collier, Amanda Ruth, Office of Under Secretary for Management
Davis, Dora E., Diplomatic Security, Applicant Investigation Section

Dubose, Valerie L., Bureau of Administration, Information Management

Gonzalez, Miguel A., San Francisco Passport Agency

Lewis, Justina B., Passport Services

Manning, Wilma M., Bureau of Administration, Information Management

Murchison, Ann R., Passport Services

Murphy, Bernard C., Executive Secretariat, Combined Message Center

Nowakowski, Emilie Arlette, Office of Foreign Buildings, Interior Design & Furnishings

Scott, Michele D., Office of Chief Financial Officer, Travel Advance Section

Sherry, Peter Paul, Northeast Passport Processing Center

Snowden, Deniz, European Affairs

Thomas, Amanda L., Bureau of Diplomatic Security, Office of Investigations, Employee/Contractor Clearance Section

GS-8

Able, Patricia J., Bureau of Public Affairs, Office of Executive Director
Bell, Jean S., Office of Under Secretary for Political Affairs
Brown, Tywana, Bureau of Administration, Information Management
Crosby, Kimberly E., Bureau of Administration, Information Management
Gaither, Jacqueline A., Equal Employment Opportunity and Civil Rights
James, Bonita B., Office of the Secretary, Office of Program Management
Johnson, Crystal Ann, New Orleans Passport Agency
Webb, Sharlean, Equal Employment Opportunity and Civil Rights

GS-9

Dudley, Barbara A., Medical Services
Hobson, Dean L., Office of Under Secretary for Management
Kinney, Joyce Roymane, Bureau of Administration, Information Management
Lantz, Kathryn L., Office of Inspector General

O'Rea, Eric V., Bureau of Administration, Information Management

Wood, Jean B., Consular Fraud Prevention Programs

GS-10

Burnett, Jilondra Smith, Houston Passport Agency

GS-11

Bagley, Gertrude S., Equal Employment Opportunity and Civil Rights
Bullivant, Nancy Lynn, Office of Foreign Service National Personnel
Cerone, Elaine M., Bureau of Personnel, Retirement Division
Cook, Richelle M., Office of Foreign Service National Personnel
Dixon, James, Bureau of Administration, Information Management
Greene, Roy Bernhard, Diplomatic Security, Management Systems Division
Groves, Norman Scott, Office of Chief Financial Officer, Domestic Financial Operations
Henderson, Michael, Bureau of Administration, Information Management
Johnson, Pershing D., Department Facilities Management and Support Services
Johnston, Wileva L., Department General Services Division
Martin, Yolonda Ribot, Executive Secretariat, Systems Management
Moran, Travis A., Office of Inspector General
Rosenberg, Faye Lynn, Consular Affairs, Office of Citizenship Appeals and Legal Assistance
Roth, Carol K., Department Building Management Operations
Scarborough, Jean Savoy, Bureau of Administration, Office of Operations
Schmidt, Maria Crocco, Diplomatic Security, Office of Investigations, Employee/Contractor Clearance Section
Snipes, Deborah E., Bureau of Personnel, Office of Performance Evaluation

GS-12

Blount, Tina L., Diplomatic Se-

curity, Financial Management
Brown, Tracy C., International Organization Affairs, Office of Technical Specialized Agencies

Childress, Karen A., Diplomatic Security, Applicant Clearance Section

Curtis, Don D., Bureau of Administration, Financial Management

Egbert, Melissa Anne, Diplomatic Security, Office of Investigations, Applicant Clearance Section

Fleischmann, Steven K., Intelligence and Research, Office of Strategic and Proliferation Affairs

Kershner, Stewart H., Office of Chief Financial Officer, Domestic Financial Operations

King, Rachel S., Office of Legal Adviser, International Claims and Investment Disputes

Lalley, Thomas M., Diplomatic Security, Applicant Clearance Section

Latimore, Yvette, Diplomatic Security, Applicant Clearance Section

Martin, James G., Office of Inspector General

Massie, Laverne B., Consular Affairs, Office of Citizenship Appeals and Legal Assistance

McManus, Matthew T., Economic and Business Affairs, Office of Global Energy, Energy Producer-Country Affairs Division

McNamee, Danielle Dunn, Bureau of Administration, Information Management

Melcher, Margaret Monroe, Office of Foreign Buildings, Planning and Programming Division

Smith, James C., Office of Inspector General

Wright, Roy D., Bureau of Administration, Office of Operations

GS-13

Evans, Madelyn Jeanne, International Organization Affairs

Green, Diane Goode, Diplomatic Security, Clearance Readjudication and Standards Branch

Riordan, Jerris Kathleen, International Organization Affairs

WG-6

Clark, Kenny Ray, Department

Fleet Management and Operations

Appointments

Abed, Shukri Butrus, Foreign Service Institute, Asian and African Languages

Abrams, Crystal S., Bureau of Administration, Information Management

Arndt, Rachel M., Office of Chief Financial Officer, Office of Budget and Program Execution

Atkins, Matthew D., Politico-Military Affairs

Austin, Marc T., Presidential Management Intern Program
Barnes, Lynetta Rose, Bureau of Administration, Information Management

Barrett, Natashamika N., Washington Passport Agency

Becker, John P., Human Rights and Humanitarian Affairs

Belsches, Kathy D., Bureau of Administration, Information Management

Bonnell, Melinda V., Office of Foreign Buildings, Acquisitions Division, Contracts Branch Central

Botet, Violanda I., Office of Legal Adviser, International Claims and Investment Disputes

Bragg, Brendan C., Office of Chief Financial Officer, Domestic Financial Operations

Bridgeman, Reginald S., Bureau of Administration, Information Management

Brooks, Troy Spencer, Bureau of Administration, Information Management

Bushrod, Karen L., Medical Services

Buttross, Mylene L., Refugee Programs

Cantor, Joshua Seth, Politico-Military Affairs

Catliota, Donna M., Office of Legal Adviser, International Claims and Investment Disputes

Chichester, Mark H., Summer Student Aid Program

Chuhan, Punam, Economic and Business Affairs, Planning and Economic Analysis Staff

Clark, Judith Lee, Refugee Programs

Clemons, Lenwood Ray, Diplomatic Security, Office of Security Administration

Clendenen, Boyd Dale, Medical Services

Cox Jr., Cody L., Bureau of Administration, Information Management

Davidow, Gwen M., Politico-Military Affairs

Davids, Michael D., Bureau of Administration, Office of Operations

Davis, Yolanda J., Bureau of Administration, Information Management

Delawter, Jerry W., Office of Foreign Buildings, Cost Engineering Branch

Dixon, Marc I., Bureau of Administration, Information Management

Donohue, John A., Office of Deputy Secretary

Estefan, Gloria M., International Organization Affairs

Fallon, Susan K., Bureau of Administration, Information Management

Featherstone, Sharon K., Family Liaison Office

Fluet, Andrew W., Bureau of Administration, Information Management

Forbord, Nancy J., Foreign Service Institute, Political Training

Fura, Jason W., Refugee Programs

Fura, Ryan Bradley, Office of Inspector General

Gamble, Tyrone A., Office of Chief Financial Officer, International Financial Operations

Garrett, Edwin G., Pre-Assignment Training

Gonzalez, René A., Bureau of Administration, Information Management

Gordon, Debra L., Economic and Business Affairs, Office of Maritime and Land Transport

Gorham, Shaconna D.L., Consular Affairs, Office of Executive Director

Grassle, John E., Diplomatic Security, Office of Security Technology

Graves, Donald E., Intelligence and Research

Gumpert, Emily K., Office of Legal Adviser, International Claims and Investment Disputes

Harris, Angel S., Consular Affairs, Office of Citizenship Appeals and Legal Assistance

Harris, Sharon D., African Affairs, Office of Executive Director

Hooper, Sylvia, Family Liaison Office

Jackson, Ceasar M., Bureau of Administration, Information Management

Jackson, Robyn R., Office of the Chief Financial Officer, Domestic Financial Operations

Jackson, Sheri G., Office of the Chief Financial Officer, Domestic Financial Operations

Jackson, Tannia J., Politico-Military Affairs

Jaworski, Ronald R., Bureau of Administration, Information Management

Jenkins, Michael H., Executive Secretariat

Joiner, Patricia L., Bureau of Administration, Information Management

Jones, Dayna S., Bureau of Administration, Information Management

Kaufman, Stephen E., Politico-Military Affairs

Keen, Erica A., Office of Coordinator for Population Affairs

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

Kim, Jina, Bureau of Administration, Information Management

Kim, Judy, Medical Services

Kish, Kathleen C., Politico-Military Affairs

Kohlenbush, Gretchen A., Summer Clerical Program

Kropf, John W., Office of Legal Adviser, International Claims and Investment Disputes

Kurth, Timothy, Bureau of African Affairs, Office of Executive Director

Kusrow, Daniel C., Bureau of Administration, Information Management

Kyle, Christopher S., Diplomatic Security, Management Systems

Lee, Carlos L., Office of Chief Financial Officer, Domestic Financial Operations

Lewis, Scott C., Bureau of Administration, Information Management

Link, Louis J., Office of Legal Adviser

Littlefield, Marlene E., National Passport Center, New Hampshire

Lloyd, Robert Earl, Bureau of Administration, Office of Procurement Executive

MacAdam, Andrew C., Bureau of Administration, Information Management

Mamedova, Naida, Foreign Service Institute, North and East European Languages

Manning-Cabrol, Denise, Office of Legal Adviser, International Claims and Investment Disputes

Marshall, Walter C., Bureau of Personnel, Systems Design and Administration

Mayo, Gerrod Alan, Politico-Military Affairs

McGarry, Rebecca Sue, Medical Services

McMahon, Margaret E., Office of Legal Adviser, International Claims and Investment Disputes

Meng, Zong, Foreign Service Institute, Asian and African Languages

Miller, Pamela Denise, Bureau of Administration, Information Management

Mithoefer Jr., William C., International Organization Affairs

Mizelle, Hope L., Foreign Service Institute, Language Studies

Monroe, Donita G., East Asian and Pacific Affairs, Office of Executive Director

Montgomery, Parker, International Organization Affairs

Moore, Gregory T., Office of Chief Financial Officer, Domestic Financial Operations

Nell, Sheryl N., Bureau of Administration, Information Management

Nelson, Dennis E., Bureau of Administration, Information Management

Norring, Helle N.S., Foreign Service Institute, North and East European Languages

O'Bryant, Kimberly M., Bureau of Administration, Information Management

Oliphant, Eric B., Bureau of Administration, Information Management

Patterson, Crishana L., Bureau of Administration, Information Management

Pence, Constance Anne, Economic and Business Affairs, Planning and Economic Analysis Staff

Plofchan Jr., Thomas K., Human Rights and Humanitarian Affairs

Pollach, Gideon Kavanaugh, Executive Secretariat

Price, Kelly Elizabeth, Summer Clerical Program

Prince, Lashawn A., Summer Clerical Program

Raether, Carl Noble, Legislative Affairs

Rawles, Eric B., Bureau of Administration, Information Management

Reilly, Neil M., Bureau of Administration, Small Purchasing Branch

Rich, Michael D., Bureau of Administration, Information Management

Richards, Nicole Marie, Politico-Military Affairs

Robertson, Renee R., Bureau of Administration, Information Management

Robinson, Keith Gerald, Summer Clerical Program

Robinson, Prezell R., International Organization Affairs

Romagnoli, Nicole M., Summer Clerical Program

Roots, Darren T., Bureau of Administration, Information Management

Roots, Michael V., Visa Services

Rushing, Charles C., Bureau of Administration, Personnel Management

Russell-Staten, Shawnte L., International Communications and Information Policy

Ryan Jr., Robert J., Oceans bureau

Scales, Latoya D., Summer Clerical Program

Skinner, Tasha, Inter-American Affairs

Slade, Celena T., African Affairs, Office of Executive Director

Smith, Elizabeth Ann, Office of Inspector General

Smith, Meghan L., Politico-Military Affairs

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

St. Aubin, Rene-Enrico, Bureau of Administration, Information Management

Stern, Rochelle E., Office of Legal Adviser, International Claims and Investment Disputes

Stewart, Yolanda Y., Bureau of Administration, Information Management



OFFICE OF THE OMBUDSMAN—At presentation on “Merit Promotion—What it is and How it Works,” on December 8, left to right: *Shirley Davis*, Office of Civil Service

Personnel Management; *Joseph McGuire*, Bureau of Administration; *Pamela Holliday*, Washington Passport Agency; *Doris Minneman*, Career Resource Center.

Strassberger, William R., Diplomatic Security, Public Awareness Division

Sykes, Tracie J., Summer Clerical Program

Talley, Vinay D., African Affairs, Office of Executive Director

Taylor Jr., William B., Office of Deputy Secretary

Thomas, Damon L., Bureau of Administration, Information Management

Thompson, Dionne, Bureau of Administration, Information Management

Tolson, Erin K., Politico-Military Affairs

Vidali, Giuditta, Foreign Service Institute, Romance Languages

Watson, Marian Marie, Bureau of Personnel, Career Development and Training Division

Wilder, Timothy Edward, Economic and Business Affairs, Planning and Economic Analysis Staff

Wilkie, John K., Office of Foreign Buildings, Acquisitions and Disposals Branch

Williams, Elizabeth A., Office of Foreign Buildings, Resource Management Office

Williams, Ernest, Bureau of Administration, Small Purchasing Branch

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

Windham, Cheryl L., Bureau of Public Affairs, Office of Executive Director

Witherspoon, Asenath D., Bureau of Administration, Information Management

Witt, John E., East Asian and Pacific Affairs, Office of Executive Director

Woods, Paula Denise, Passport Services

Wright, Christian C., Bureau of Administration, Information Management

Yates, Laura T., Office of Chief Financial Officer, Office of Fiscal Operations, Report Preparation Section

Young, Lori A., Bureau of Administration, Information Management

Younts Jr., George R., Bureau of Administration, Information Management

Reassignments

Byerly, John R., Office of Legal Adviser, African Affairs to African Affairs

Call, Kristin B., Pe-Assignment Training to Bureau of Personnel, Recruitment Division

Collins, Kathleen Sara, Pre-Assignment Training to Bureau of Personnel, Administrative Division



FOREIGN SERVICE INSTITUTE—In the secretarial training class scheduled for new State Department Civil Service

employees, standing (left to right): *Eric Nickens, Marie Prince, Michael Daniel, Latricia Bannister, Annette Day, Roniece Briscoe,*

John Balas, Francine Uzzell, Seated (left to right): Christine Elizabeth Smith, Debra Johnson, Fulena (instructor), Francis Ferolyn Brooks, Carol Carnaham, Terri Sutton, Thelmi Johnson. Summy, Cheryl Harris.

Crews, Fred R., Pre-Assignment Training to Bureau of Personnel, Office of Recruitment, Exams and Employment

Gabriel, Deborah J., Pre-Assignment Training to Bureau of Personnel

Jones, Kim Y., Passport Services to Foreign Service Institute, Office Management Training

Koban, Danielle Woerz, Office of Under Secretary for Management to Bureau of Administration

Lehmann, Patricia A., Office of Under Secretary for Management to Office of Foreign Buildings

Sheppard, Suzanne M., International Narcotics Matters to European Affairs

Weiner, Allen Sydney, Office of Legal Adviser, International Claims and Investment Disputes to Office of Legal Adviser, Inter-American Affairs

Office of Foreign Buildings, Information Resource Management

Davis, Thomas Ellsworth, Oceans bureau

Durica, Betty A., Office of Foreign Buildings, Resource Management Office

Flynn, Bonnie L., Bureau of Administration, Employee Services Center

Gross, Harry, New York Passport Agency

Hall, Ava Mariea, Bureau of Administration, Information Management

Hester, Frances J., Equal Employment Opportunity and Civil Rights

Holloway, Willa Gunter, Eastern European Affairs

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

Kennedy, E. Ruth, International Organization Affairs, Administrative Services

Long, Jennifer S., Bureau of Personnel, Recruitment Division

Martell, Yolanda, Houston Passport Agency

Moheban, Steven Michael, Consular Affairs

Newson, Gloria J., Passport Services

Purohit, Lopa U., Economic and Business Affairs, Office of Development Finance

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

Reinhart, Diana, East Asian and Pacific Affairs

Roots, Darren T., Bureau of Administration, Information Management, Graphics and Editorial Services

Rushing, Charles C., Bureau of Administration, Personnel Management

Salvatierra, George, International Organization Affairs

Simons, Marie Victoria, Foreign Service Institute

Smith, Sheldon Scot, Passport Services

Snyder, Charles R., African Affairs, Office of Regional Affairs

Sour, Jennifer A., Office of Counselor of the Department

Stephanopoulos, John C., Foreign Service Institute, North and East European

Languages
Stevens, Laura, Foreign Service Institute, Personnel Office

Taylor, Matthew D., Foreign Service Institute, Audio-Visual Facility

Vorce, Janet R., European Affairs, Office of Executive Director

Woods, Paula Denise, Consular Affairs, Office of Executive Director

Retirements

Alexander, Clara W., Diplomatic Security, Personnel Management

Bryant, Carole L., Oceans bureau, Office of Executive Director

Green, Jennifer May, Diplomatic Security, Office of Investigations, Applicant Branch

Hart, Mary, U.S. Mission to Organization of American States

Peterson Jr., Lynn N., Consular Fraud Prevention Programs
Seidler, Herman, Passport Services ■

Resignations

Arroyo, James McAllister,

BUREAU NOTES

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY EAGLEBURGER traveled to Stockholm to attend the Conference on Security and Cooperation in Europe ministerial meeting, to Geneva to attend the international conference on the former Yugoslavia steering committee meeting, and to Brussels to attend the Nato ministerial meeting, December 12-18. Accompanying him were his executive assistant, WILLIAM MONTGOMERY; special assistant SANDRA ULMER; his political adviser, JAMES FOLEY, and CLAIRE GILBERT; deputy executive secretary ROSS WILSON; Secretariat Staff officer LEE O'DONNELL and JUDY WEAVER (advance team); MARY HAINES, trip officer; CINDY TRODDEN, computer systems specialist; DENNIS ROSS, director, Policy Planning Staff, and his deputy, WILLIAM BURNS; the under secretary for international security affairs, FRANK G. WISNER, and senior adviser JAMES TIMBIE; the acting counselor of the Department, KENNETH I. JUSTER, and special assistant KURT VOLKER; the acting assistant secretary for public affairs, RICHARD BOUCHER, and special assistant JUDY WEBSTER and staff aide BETH DEWEERDT; the assistant secretary for European affairs, THOMAS NILES, and members of his staff, JAMES CUNNINGHAM and JAMES JEFFREY; Dr. RICHARD BRUNO,

Office of Medical Services; LINTON BROOKS and STEPHEN HAMNER, Arms Control and Disarmament Agency; the Joint Chiefs of Staff's RICHARD WALLACE and BARRY McCAFFREY; the National Security Council's DAVID GOMPERT and JOHN GORDON; and VIC ALESSI, Department of Energy.

Secretary Eagleburger attended the presidential summit in Moscow, January 1-3. Accompanying him were Mr. Montgomery and Mr. Ulmer; Mr. Burns; Ms. Haines, Mr. Niles; Mr. Juster; the director of the Arms Control and Disarmament Agency, RONALD LEHMAN; the National Security Council's NICHOLAS BURNS, BRENDA HILLIARD, RICHARD DAVIS and Mr. Gordon; WALTER KANSTEINER, White House; Under Secretary FRANK G. WISNER; STEPHEN HAMNER, LINTON BROOKS and THOMAS GRAHAM, Arms Control and Disarmament Agency; the Joint Chiefs of Staff's McCaffrey and JAY ENGELBRECHT; STEPHEN HADLEY and SALLY HORN; and DEMITRI ARENSBURGER and PETER AFANASENKO, Office of Language Services. □

Office of the U.S. Coordinator for Refugee Affairs

On December 4 coordinator JEWEL LAFONTANT-MANKARIOUS appeared on KRON-TV's "California This Week," discussing the world refugee situation ... On December 5 she delivered the keynote address at a joint

luncheon sponsored by the American Women for International Understanding and the Commonwealth Club of California, in San Francisco. She received, from the American Women's Club, the Award for Internationalism. □

ADMINISTRATION

Front Office

Assistant Secretary ARTHUR W. FORT presented Certificates of Appreciation to the College Entrance Examination Board's Office of International Education, and the president of the board, DONALD M. STEWART, for their collaboration with the Office of Overseas Schools to provide college counseling programs to American students overseas ... SUSAN ERLANDSEN has assumed duties on December 21 as special assistant, handling information management matters. She is a recent "distinguished graduate" of the four-month program in advanced information resource management at National Defense University ... DANIELLE WOERZ-KOBAN joined the office, December 7, in the position of staff assistant. □

Office of Operations

Office of Safety/Health and Environmental Management: The annual "Saved by the Belt" ceremony was held to recognize employees who participated in the safety-belt promotion campaign. This year, 18 stories were submitted by domestic and overseas employees relating, despite major accidents, how they were saved from serious injury because they were wearing their safety belts ... STEVE URMAN, along with BRUCE SINCOX from the Office of Foreign Buildings Operations, briefed East Asian and Pacific Affairs' executive director BRUCE CLARK and post management officers on fire and hazard control issues and recent office initiatives ... Formal safety health and environmental management assessment reports were sent to the deputy chiefs of mission at Budapest and Jakarta ... The annual meeting of the Advisory Committee for Occupational Safety and Health was held to advise Assistant Secretary Fort on office accomplishments and goals/objectives for next year.

Supply Division/Property Management Branch: Property management specialist CHARLES LYONS visited Bonn to review property operations. He reviewed internal controls of expendable and nonexpendable personal property, and assessed the post's compliance with property regulations.

Office of Real Property Management: Director ROBERT MACK received a performance award for his management and leadership role in acquiring and constructing the Visa Passport Center in Portsmouth, N.H. ... The office bid farewell to MARGARET SARHAN,





BUREAU OF ADMINISTRATION— The deputy assistant secretary for operations, **Charles B. Respass**, left, and the director of the Support Planning Staff in the

bureau, **Vincent Chaverini**, center, present Superior Honor Award to the director of the Office of Real Property Management, **Robert J. Mack**.

secretary to the director, who departed with her husband on assignment to Lilongwe, Malawi ... The National Visa Center, at the Pease International Tradeport, Portsmouth, is now under construction. The building will occupy 69,953 square feet, and construction is scheduled for completion in August. The National Passport Center, on the same site, began operations on October 26.

Office of Language Services: JOSHUA SAUL was in Moscow for Nuclear Risk Reduction Center talks, and interpreted for Secretary EAGLEBURGER in Brussels at the Nato ministerial meeting, as did Italian interpreter SIM SMILEY-COPP ... PETER AFANASENKO traveled to Kazakhstan for negotiations on technology safeguards, and assisted Secretary Eagleburger in Stockholm and Ambassador MICHAEL ARMITAGE in Paris ... DIMITRI ARENSBURGER and GALINA TUNK were in Moscow for arms control discussions ... GAMAL HELAL interpreted, and conference reporters FERD KUYATT and MARILYN PLEVIN transcribed, the arrival and departure statements of participants in the Middle East peace talks ... The reporters also transcribed Secretary Eagleburger's appearances on "Meet the Press" and the "MacNeil/Lehrer News Hour." ... CAROL WOLTER traveled to Stuttgart with former staff member ALEC TOUMAYAN for military talks ... The trip of VICE PRESIDENT QUAYLE and Assistant Secretary BERNARD ARONSON to El Salvador was supported by PATRICIA ARIZU, LILLIAN NIGAGLIONI and BARBARA PHILLIPS ... Comparison of the English, Spanish and French texts of the North American free trade agreement was completed in time for the December 17 signing, due to the combined efforts of ADOLFO MacCRAGH, ELIZABETH COUTS, JAMES FEENEY, RUTH CLINE and contractors ... Other comparisons included a tax convention with Holland, completed by PAUL HOPPER, and a debt rescheduling agreement with Bolivia, done by LAURA MYERS ... The

office said farewell to Spanish translator TERESA DUNCAN, who resigned to join her Foreign Service officer husband in Chile. □

Foreign Buildings Operations

The deputy assistant secretary for foreign buildings, JEROME F. TOLSON JR., met with Ambassador ALAN WENDT, Slovenia, to review prospects for locating an acceptable chancery and ambassador's residence at this new post in Ljubljana ... Ambassador CHARLES R. BAQUET III, Djibouti, met to discuss the post communications center, public access control and perimeter wall projects, each of which were being completed in December. The ambassador was advised that the architectural and engineering design work for the modifications to the chancery, administration and three other buildings on the compound will be completed this month, and that special maintenance and repair funds have been set aside for this purpose. The ambassador was informed that an overall plan is being developed and will be presented to him early this year. □

Information Management

Systems Operations: ANDY HOFF and JEFF FLAVIN visited the Miami Field Office ... JON WOODLEY and LARRY COLE are in training at the Warrenton Training Center ... ROBERT MASON participated in a job fair in San Antonio.

Information Services: Publishing Services: A ceremony on December 2, with ribbon-cutting by Assistant Secretary Fort, signaled the opening of the new Customer Services Center in Room 1758A Main State. With the opening, requests for editorial, graphics, printing and distribution services are being handled in one office.

Office of Information Services: On December 4 the office sponsored a seminar, "Management and Leadership Skills for Women." The aim was to provide motivational and coaching techniques, including the development of interactive skills for use in positions of leadership, training and supervision.

Records Management: Analysts JOHN CRUCE and RONALD HAMPTON visited Port Moresby, Singapore and Manila, November 29-December 19 ... Analysts AUDREE HOLTON and VICTORIA COFFINEAU traveled to Antigua, Martinique and Nassau, December 1-16 ... The purpose of these visits was to discuss with post personnel their records management operations.

Planning and Development: DAVID JOHNSTON traveled to Amman to restore the post's C-Lan system. □

AFRICAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary HERMAN J. COHEN participated in Georgetown University's "U.S.I.A. 2002 Study," at the Institute for the Study of Diplomacy, School of Foreign Service, December 3 ... On December 6-14 Mr. Cohen traveled to Cairo, Khartoum, Nairobi, Addis Ababa, Djibouti, Asmara and Paris ... He briefed the Somalia contributors group in the Benjamin Franklin Room, on the situation in Somalia, December 16 ... On December 17 he testified before the House Foreign Affairs Committee on Somalia ... He attended a reception in honor of Prime Minister John Major, hosted by the President at Camp David, December 19 ... On December 29 Mr. Cohen met with Ambassador ROBERT OAKLEY, the U.S. special envoy for



PRETORIA, South Africa—Meritorious Honor Awards go to shipping and customs employees Diane Pirie, left, and Rina Toledo, right. With them is general services officer Sally Walker.

Somalia.

Office of the Deputy Assistant Secretaries: Principal deputy assistant secretary JEFFREY DAVIDOW gave a speech on democracy in Africa to the Association for Diplomatic Studies at a luncheon on December 8 ... On December 9 he traveled to New York and met with UN secretary general BOUTROS BOUTROSGHALI ... He attended the American University Carter-Menil human rights prize dinner in honor of former President Carter, December 9 ... He traveled to Rome, Lisbon and Luanda, December 19-22 ... Deputy assistant secretary ROBERT HOUDEK traveled to London, Addis Ababa and Asmara for consultations and attendance at the humanitarian conference on Somalia, December 1-8 ... He attended the Kenyan national day reception, December 11 ... On December 14 he

spoke on the Horn of Africa before a meeting of the American Jewish Leaders ... He participated in the contributing partners briefing on Somalia, December 23 ... He met with Ambassador Oakley on December 29 ... On December 3 deputy assistant secretary LEONARD ROBINSO traveled to Pennsylvania to address the Lincoln University/Liberian election support group on the situation in Liberia ... He attended the national day reception, "Vin d'Honneur," for Cote D'Ivoire, December 7 ... On December 8-14 he traveled to Abidjan, Conakry, Dakar and Paris ... Acting deputy assistant secretary WILLIAM DAMERON met with the foreign policy chairman of the American Legion, December 10 ... He spoke at the Industrial College of the Armed Forces on African policy, December 11.

Office of Anglophone and Lusophone West African Affairs: Director ALAN McKEE represented the bureau at Dover Air Force Base, Del., December 8, at arrival ceremonies for the return of the remains of three of five nuns killed in Liberia ... On December 3 deputy director OLLIE ANDERSON delivered an address on U.S. policy in Liberia, at a seminar organized by the Liberia Election Support Group at Lincoln University, Pa. ... He spoke on December 5 to the World Affairs Council of Washington's international project for educators, on U.S. policy in Africa ... Liberia desk officer CHARLES GURNEY discussed business prospects in Liberia, December 9, with the Federation of American Controlled Shipping, in New York ... Cape Verde desk officer HERB THOMAS accompanied Ambassador JOSEPH SEGARS to New England, December 9-12, to visit members of the Cape Verde community. □



N'DJAMENA, Chad—At award ceremony in this central African nation, south of Libya, left to right: *Kenneth Payne, Jeffrey*

Wagner, Dave Howard, Rhonda Grider, Ambassador Richard Bogosian, Lenna Flora, Kurt Montgomery, Ron Haines.

CONSULAR AFFAIRS

Visa Services: KAREN LYNCH has left the Written Inquiries Division for a position in the Bureau of Medical Services.

Passport Services: In December, two Hong Kong immigration officers toured the Los Angeles Passport Agency and conferred with regional director SAKAE HAWLEY ... Ms. Hawley attended a reception at the Japanese consulate in honor of the emperor's birthday ... TIMOTHY WIESNET, assistant regional director, Los Angeles, and MARY JONES-JACKSON, equal employment opportunity counselor, attended a briefing to discuss regulations recently enacted in the equal employment



DAKAR, Senegal—At safe-driving award ceremony (kneeling, from left): *Mbaye Thiam, Maguette Gueye, Malick*

NDiaye, Mamadou Diakhate. Standing: Aminata Fall, Georgette Alfama, Doudou Gning, Amadou Fall, chargé Robert Kott,

Mbaye NDiaye, Malamine Mane, Sharon Denitto, Thierno Ndiaye, Ousman Djigo, Maura Sene, Djibril Seydi.

opportunity field ... R. GARY VALLEY, supervisory passport examiner, Los Angeles, attended an emergency preparedness meeting sponsored by the Federal Executive Board, on disaster preparedness in the Los Angeles area. □

DIPLOMATIC SECURITY

Diplomatic Security Service: Washington Field Office special agent ELLSWORTH (SANDY) LAWRENCE was designated as the unit supervisor in the special investigator contractor section ... Special agent PETER GIBBONS has transferred from the Washington Field Office's criminal section to the Passport Fraud Branch ... Special agent KAREN SCHAFFER was assigned to the Operations Division in December ... Special agent BRUCE WARREN has been temporarily assigned to the staff of Assistant Secretary ANTHONY C. E. QUANTON ... Washington Field Office special agent DON CHARLSON served as agent-in-charge of the protective detail for the foreign minister of Turkey, HIKMET CETIN. The detail received a letter of commendation for "outstanding performance and professionalism." Special agents assigned to it included HARRY BALLAS, DANIEL O'KELLY, THOMAS CUMMINGS, JOEL HENDERSON, STEVE COONTZ, MICHAEL KOPERLEIN, JANET LETANG, SUZANNE CANTER, ROBERT CONRAD and CHARLES GILBERT.

Countermeasures and Counterintelligence: BILL MARSDEN is the new chief of the Investigations Division in the Office of Counterintelligence ... CHARLES BRANDEIS has been assigned as a new special assistant to



DIPLOMATIC SECURITY—Janice Smyth (left) receives a commemorative Diplomatic Security Service badge and plaque from Ronald Reams, Director of investigations, for her work in the Criminal Investigations Division.

deputy assistant secretary WILLIAM CLARKE.

Resource Management: Development and Training Division staff members CHARLES CHASE (program manager), X.L. BEARD, MICHAEL FOSTER, JOHN KONICKI, GEORGE LAMBERT, DENISE MONTGOMERY and WILLIAM TRITES presented the V.I.P. protection course to law enforcement officers from the Philippines. One law enforcement officer from Cyprus also attended the course. □

ECONOMIC AND BUSINESS AFFAIRS

The director of the Office of Investment Affairs, STEPHEN GIBSON, attended the Organization for Economic Cooperation and Development's capital movements and invisible transactions meeting in Paris, December 14-16, and chaired the U.S. delegation to the December 17-18 meeting of the Committee on International Investment and Multinational Enterprises ... On December 21-22 he cochaired the bilateral investment treaty negotiations with Venezuela in Washington ... JACK CRODDY, deputy director of the office, participated in negotiations of the energy charter meeting in Brussels, December 14-18. DAN FANTOZZI, formerly with the office, participated.

ROBIN MATTHEWMAN, Developed Country Trade Division, attended the December 10-11 meeting in Geneva of the committee on trade in civil aircraft of the General Agreement on Tariffs and Trade, which addressed limitation of government supports for aircraft development ... TODD KUSHNER of the division participated in Uruguay Round services negotiations, December 5-19, in Geneva.

JOSEPH PENNINGTON, Office of Cocom Affairs, participated in export control discussions in Prague and Bratislava, December 9-11, then headed the U.S. delegation to the Cocom working group on correlation session in Paris, December 14-17.

HOWARD LANGE, director, Office of Intellectual Property and Competition, participated in meetings in London on a possible new international agreement on copyright and related rights, December 7-8, and traveled to Brussels for consultations on copyright issues with the European Community, December 9 ... Curtis Stone, deputy director, participated in bilateral consultations with the Philippines on intellectual property issues, November 23-24, in Manila ... He took part in consultations with Taiwan, December 4-9, in Taipei. KATHRYN CABRAL, same office, led a U.S. delegation to meetings of the intergovernmental committee of the universal copyright convention, in Paris, December 14-16 ... STEVEN PRUETT of the office joined in bilateral consultations with the government of

Venezuela on intellectual property issues, in Caracas, November 5-6, and in Washington, December 2-3 ... STEPHEN K. KEAT, same office, participated in meetings in Paris of the Organization for Economic Cooperation and Development's committee on competition law and policy, December 1-4.

Recent arrivals include those of TIMOTHY WILDER and ANNE PENCE, Planning and Economic Analysis Staff, and THOMAS J. McNULTY, Office of Global Energy. □

FOREIGN SERVICE INSTITUTE

The Overseas Briefing Center welcomed SHARON CARPER as the secretary to the director, and EILEEN STONE to the security overseas seminar as the workshop assistant ... In December, the center staff met with the Family Liaison Office staff for a joint meeting, to discuss client services and support to Foreign Service employees and their families ... The Chinese section of the School of Language Studies has hired two new Chinese-Mandarin instructors, XIAO FENG WU and LIMIN ZHENG ... Chinese language training supervisor CHARLES MIRACLE presented a paper, "The Structure of Arguments in Formal Chinese Discourse," at the Chinese Language Teachers Association annual meeting in Chicago.

BARRY L. WELLS, associate dean, School of Professional Studies, attended the Federal Executive Institute's training program, "Leadership for a Democratic Society," November 15-December 11, in Charlottesville, Va. Mr. Wells, along with 68 other senior Civil Service employees from 25 federal agencies, studied topics as varied as ethics, values and the Constitution, stress management, and presidents of the 20th century.

The institute and Columbia University's Center for International Business Education co-hosted a symposium on "American Diplomacy for Global Competitiveness," December 8. The symposium was part of the institute's quest for innovative training methods to enhance the effectiveness of U.S. missions in supporting American competitiveness overseas. Participants were a selected group of about 30 persons: a third from top business ranks, a third from the academic, business and economic community, and a third from senior current or past diplomatic representatives, career and political.

Participants quickly established a common premise: with the passing of the Cold War, American interests are increasingly defined by economic rather than security considerations. Breaking into working groups, they engaged in informal discussions centering on the evolving role of U.S. representatives abroad in advancing American economic interests. One conclusion was the need to focus the entire embassy—not just the economic and commercial sections—in

support of American competitiveness. Another was the need to make clear to Department personnel that America's economic interests are part of their professional self-image and responsibilities. Specific training recommendations included emphasis on mission leadership in the economic area, and a new focus on rapidly-changing areas like science, technology and the environment.

A new departure for the institute, the symposium was seen as being valuable for business, academic and Government participants, illuminating issues of importance to all three groups and creating a network for future interchange. For the institute in particular, it was held to be a valuable part of the broad curriculum and training review that is part of its "agenda for change," which aims to move training to a level of excellence to coincide with the move in the fall to the National Foreign Affairs Training Center at Arlington Hall. □

HUMAN RIGHTS AND HUMANITARIAN AFFAIRS

On December 10 Assistant Secretary PATRICIA DIAZ DENNIS presided at the Department's annual Human Rights Day program, celebrating the anniversary of the adoption of the Universal Declaration of Human Rights in 1948 by the UN General Assembly. The under secretary for political affairs, ARNOLD KANTER, presented the keynote address, which was followed by a presentation by Ms. Dennis and a panel discussion. In the discussion, the U.S. ambassador to the Organization of American States, LUIGI EINAUDI; the U.S. ambassador to the Human Rights Commission, KENNETH BLACKWELL; bureau deputy assistant secretaries JAMES BISHOP, NANCY ELY-RAPHEL and AMY L. SCHWARTZ; Bureau of International Organization Affairs deputy assistant secretary CHARLOTTE PONTICELLI, and National Security Council staff director NANCY BEARG DYKE responded to questions from Ms. Dennis and the audience of invited human rights activists and diplomats ... On the same day, Ms. Dennis was the guest on a U.S.I.A. "Worldnet" television broadcast to Latin America, on human rights issues, responding to questions from Guatemala, La Paz and Lima.

The bureau and U.S.I.A. organized and sent to Slovakia, December 20-23, a delegation of three U.S. judges to work with the Slovak judges association, which had sought advice on the operations of a judicial association. The U.S. delegation included Judge BETTY FLETCHER, president of the Federal Judges Association; Judge SPENCER WILLIAMS, founder of that association; and Judge LESLIE JOHNSON,

former president of the Association.

Senior policy adviser GEORGE LISTER addressed the Cameroon Students Association, on human rights and U.S. foreign policy, December 12 ... The director of the Office of Bilateral Affairs YVONNE THAYER, led a human rights program at the Drug Enforcement Administration's attaché course, December 9. □

INSPECTOR GENERAL'S OFFICE

Inspector general SHERMAN FUNK who, by law, also serves as inspector general of the Arms Control and Disarmament Agency, completed a legislatively-mandated report reviewing the impact of international security issues on the arms control functions in the executive branch. The report was submitted in December to the President and Congress. The report noted that arms control, including controls over the proliferation of weapons of mass destruction, remains of critical importance to U.S. security in the post-cold war era. The panel appointed by the inspector general to conduct the review concentrated on two organizational options: (1) fold the Arms Control and Disarmament Agency into the Department of State and (2) retain a separate—but realigned, refocused and rejuvenated—Arms Control and Disarmament Agency, with greater technical expertise and increased research capabilities. After lengthy deliberation and interviews with more than 300 Government and private sector leaders in the field, the panel and the inspector general concluded that the second option was the better solution, that a separate and independent agency would be more effective as a watchdog on issues of arms control implementation and non-proliferation, and as an advocate for arms control and as a source of technical innovation. The panel of experts was led by retired Ambassador JAMES E. GOODBY. Other members had served in most of the U.S. security agencies, including the Departments of State, Defense and Energy, as well as the Central Intelligence Agency and the Arms Control and Disarmament Agency.

The Office of Inspection teams are in the midst of their winter-cycle reviews. Team 1, led by RICHARD HOWLAND, is inspecting Jordan, Syria, and Cyprus. Team 2, directed by WILLARD DePREE, is reviewing Guinea, Guinea Bissau, The Gambia and Sierra Leone. Team 3, under the leadership of SAM LUPO, is examining operations in Indonesia, Malaysia, Brunei and Singapore. Team 4, led by ELINOR CONSTABLE, is inspecting Nigeria, Niger and Burkina Faso. Team 5, led by DAN O'DONOHUE, is conducting a review of Embassy Mexico.

Settling into their new quarters in the

Rosslyn Metro building are the inspector general's offices of audits, inspections, investigations, security oversight and policy, planning and management, with the deputy executive director and the Plans, Reports and Analysis Division ... A new Rosslyn shuttle stop at 1700 North Moore Street (SA-39) serves the new offices. The Offices of the Inspector General, Deputy Inspector General, Office of Counsel, and all assistant inspectors general remain at Main State. □

INTELLIGENCE AND RESEARCH

Office of Analysis for the Commonwealth and Eastern Europe: RAYMOND SMITH, director, and JOHN PARKER, division chief, participated in a session of the Commonwealth of Independent States working group, at Georgetown University's School of Foreign Service, September 9 ... Mr. Parker also participated in a Georgetown working group session on "Peace-keeping: The Paralysis of European Institutions," November 4 ... CAROL RODLEY, analyst, attended the weekend session of a seminar at Wye Woods, on "Reconstructing States, Politics and Society in the Former Soviet Union," September 19-20 ... GENE FISHEL, Belarus, Moldova, and Ukraine analyst, completed a two-week familiarization trip to Ukraine



INTELLIGENCE AND RESEARCH—With toys collected for the marines' "Toys for Tots" campaign are bureau staffers (left to right) Robert Deason, Connie Mayer, Marilyn Morin, Philip C. Wilcox, Ann Marshall, Irish Butler (front).

and Moldova, October 11. He also traveled to the conflict zone in Moldova's Dniester region, and to the separatist Gagauz area in the south of the country.

MARTHA MAUTNER, deputy director, addressed the Air Force Staff and Command University at Maxwell Air Force Base, Montgomery, Ala. on developments in eastern Europe, September 23 ... She spoke at the commemorative service for Willy Brandt at the German embassy, November 23 ... JON WESTERN, analyst, addressed the University of Michigan's Institute of Public Policy Studies and Center for Russian and East European Studies, on the status of East European transitions, October 16. □

INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY

On November 15-20, coordinator BRADLEY P. HOLMES led a team of 25 senior-level Government and private-sector experts to Kiev, Ukraine. The Kiev telecom policy seminar is regarded as the major multilateral event of the telecom technical assistance program sponsored by State and the bureau. It was a gathering of all ministers of communications and key parliamentarians of the newly independent states, to discuss basic telecom legislation and regulation, technology trends and financing

... The U.S. delegation to the additional plenipotentiary conference of the International Telecommunication Union was chaired by Mr. Holmes in Geneva, December 7-22. Deputy directors RICHARD C. BEAIRD and MICHAEL T.N. FITCH served as vice chairmen; WILLIAM JAHN, director of telecommunications policy for Mexico and Micronesia, served as executive director; WILLIAM HORNE participated as a delegate. During this conference, International Telecommunication Union members succeeded in revising the structure and working methods of the organization, in an attempt to make it more responsive to its members and new technologies.

JULIE REESE, special assistant to Mr. Holmes, participated on the U.S. delegation to the Organization for Economic Cooperation and Development's special session on privacy, in Paris, December 11-12. The session provided a forum to combine policy and technologies issues, and to address the privacy work taking place in the European Community. □

INTERNATIONAL NARCOTICS MATTERS

During the first week of December, deputy assistant secretary WILLIAM OLSON led a U.S. interagency team to Mexico City to review the status of the Mexican Drug Control Planning Center, which reflects an interagency effort to bring greater coordination to Mexican counter-

narcotics activities. His team included program officer ELIZABETH CARROLL ... Mr. OLSON also traveled to Maxwell Air Force Base to speak on U.S. counternarcotics efforts to the 1993 class of the Air Force Command and Staff college. The lecture was part of the college's review of U.S. foreign initiatives.

Transnational Issues' office director, DAVID LYON, with GERALD DAVID, chief, Aviation Liaison Division; Air Wing chief JOHN McLAUGHLIN; TIM HENDERSON, chief, Procurement and Technical Services Division; JOHN CROW, senior program analyst; and contract specialist LINDA GOWER traveled to Patrick Air Force Base, December 15-17, for performance review meetings with aviation contractors and subcontractors ... THOM BROWNE traveled to Malaysia to participate in the December 4-12 international drug prevention conference.

JOHN McLAUGHLIN traveled to Las Vegas, December 7-10, for an agriculture/aviation trade association meeting on crop-dusting ... ELAINE BOYD, from Patrick Air Force Base, was in Washington, December 1-3, for the secretarial orientation class ... PATRICIA EVANS-SCALZO, also from Patrick Air Force Base, participated in the basic equal employment opportunity counseling course, December 7-11 ... Air Wing logistics chief ED MOWREY was in Washington, December 1-4, attending a contracting course.

On December 18 Assistant Secretary MELVYN LEVITSKY presented Superior Honor Awards to Mr. Olson, for strengthening the bureau's work in policy planning, evaluation and intelligence coordination; congressional liaison officer MICHAEL J. MITCHELL, for giving the bureau a voice in developing the administration's congressional agenda for counternarcotics; and staff assistant BETTE WARFIELD, for establishing and managing the bureau's staff secretariat ... Earlier, on December 3, he presented a Superior Honor Award to senior policy adviser RAYBURN HESSE, in recognition of his leadership in developing U.S. and international policies to counter money-laundering and related financial crimes. □

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary EDWARD P. DJEREJIAN continued his regular meetings with the delegations attending the eighth round of bilateral Middle East peace talks in Washington, December 7-17 ... On December 18 he met with journalists to give an on-the-record briefing on the status of the talks ... Deputy assistant secretary DAVID MACK addressed the American Foreign Service Association's International Associates, December 8, on developments in the Middle East and how



TEGUCIGALPA, Honduras—Hugo Llorens, center, counselor for economic affairs in this Central American nation,

receives award from the Drug Enforcement Administration's Max Pooley, left, and Ambassador Cresencio Arcos.

they affect U.S. business concerns ... On December 2 deputy assistant secretary LINCOLN P. BLOOMFIELD JR. spoke at the national anniversary celebration in honor of former American hostages in Lebanon. The event was sponsored by the American Task Force for Lebanon, at the Grand Hyatt in Washington.

Office of the Public Affairs Adviser: Deputy public affairs adviser CALVIN A. MITCHELL III traveled to Jordan, Syria, Egypt, Israel and the occupied territories, December 1-17. He met with U.S. officials, journalists and information officials in the host countries.

Office of Arabian Peninsula Affairs: On December 11 director RICHARD McKEE spoke on Gulf issues to students from National Defense University attending a daylong program in the Department ... Desk officer JANICE TRICKEL traveled to Abu Dhabi, Dubai and Muscat for consultations, December 3-14 ... Kuwait desk officer ETHAN GOLDRICH met with students to discuss U.S. relations with Kuwait, December 12. The students were in Washington preparing for a trip to Kuwait under the auspices of the National Council on U.S.-Arab Relations.

Office of Egyptian Affairs: Deputy director TED FEIFER spoke on Egypt, December 11, to students from the National Defense University attending a daylong program in the Department.

Office of Israel and Arab-Israeli Affairs: Director TOM MILLER met with 75 members of the United Jewish Appeal rabbinic cabinet, December 8, to discuss U.S. relations with Israel and peace efforts ... On December 10 he traveled to New York to consult with officials at the Israeli purchasing mission ... Economic officer JAKE WALLEES led a U.S. team in discussions in Jerusalem and Tel Aviv, Decem-

ber 17-21, concerning the Middle East multilateral working group on economic development.

Office of Maghreb Affairs: On December 11 director STEPHEN BUCK spoke on North Africa to students from the National Defense University attending a daylong program in the Department.

Office of Northern Gulf Affairs: Deputy director DAVID REUTHER was one of the officials who briefed DANIEL LUDWIG, incoming chairman of the American Legion's foreign relations commission, December 10. He spoke on Iran and Iraq ... KIRBY SIMON, a junior Foreign Service officer on temporary assignment with the desk, has left for language training. He has been replaced by junior officer GREG SULLIVAN, who will spend several months with the office before beginning language training in preparation for an assignment in Cairo ... FRANK RICCIARDONE, deputy chief of mission-designate to Baghdad, received the "Exceptional Collector National Humint Award" in December. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

Deputy assistant secretary ROBERT A. REINSTEIN led the U.S. delegation to the sixth session of the intergovernmental negotiating committee on the framework convention on

climate change, in Geneva, December 7-10. The United States, which ratified the convention on October 15 (the fourth country to do so), became the first to table its national action plan pursuant to the resolution on "interim arrangements." The United States also outlined procedures by which developing countries and countries with economies in transition may request support under the U.S. climate change country studies initiative, which will provide \$25 million in fiscal years 1993-94 for this purpose. DANIEL A. REIFSNYDER, director, Office of Global Change, served as alternate U.S. representative at this session, and SUSAN K. BINIAZ, assistant legal adviser for oceans, environment and science, served as legal adviser to the U.S. delegation.

From November 9-10 Mr. Reinstein and Mr. Reifsnnyder took part in the third session of the ad hoc task force on structure of the intergovernmental panel on climate change, in Harare. Thereafter, they served as U.S. representative and alternate, respectively, to the eighth plenary session, November 11-13, also in Harare. Mr. Reinstein was elected cochairman of the new working group II, which will deal with climate change impacts, as well as mitigation and adaptation options in preparing the second assessment report, anticipated for the fall of 1995.

Principal deputy assistant secretary RICHARD J. SMITH led the U.S. delegation to the first round of negotiations with Mexico and Canada on the establishment of the North American Commission on the Environment ... MINERVA ROJO, Ms. Biniaz and SARA ALEXANDER served as delegates to the meeting, which took place in Mexico City, December 15-16. On December 17 Ms. Rojo represented the Department at a meeting of the U.S.-Mexico bilateral environmental work group in Mexico City.

CARLTON STOIBER, director, Office of Nuclear Technology and Safeguards, was a member of the U.S. delegation to the International Atomic Energy Agency board of governors meeting in Vienna, December 3-5 ... He headed the U.S. delegation to the G-7's nuclear safety working group meeting in London, December 11-12 ... ROBERT BOYNTON participated in trilateral consultations with Canadian and South Korean officials in Toronto, December 1-2 ... Mr. Boynton was a member of the U.S. delegation to a meeting concerning the transportation of hazardous cargo, in London, December 7-11 ... JILL COOLEY participated in safeguards discussions with visiting Argentine officials, December 7-8 ... CHRIS KESSLER participated in safeguards discussions in Luxembourg, Paris and London, December 3-11.

DAVID A. COLSON, deputy assistant secretary for oceans and fisheries affairs, met with the Canadian Department of Fisheries and Oceans assistant deputy minister, VICTOR RABINOVITCH, on December 10. The talks, which took place at the Department, covered fisheries issues confronting the two governments.



Mr. Colson was joined by WILLIAM W. FOX, assistant administrator for fisheries, National Oceanic and Atmospheric Administration, U.S. Department of Commerce, at the talks. □

PERSONNEL

Medical Services

EVA MOLNAR of the Employee Consultation Service and Howard University, has been selected by the J. William Fulbright Scholarship Board and the government of Hungary for a Fulbright award to Hungary, through next June. She will lecture on the psychosocial aspects of disabling conditions of children, at the Barcze Gusztav College of Special Education in Budapest. She will also address related topics at medical schools, and will join Hungarian colleagues in research projects.

On December 9, nurse practitioner SUSAN SUMMERS briefed Medical Services colleagues upon accompanying a patient to Washington from Tokyo ... Consulting in the Department, from Seoul, was nurse practitioner ELAINE LEACH, December 10, after she accompanied a patient to Washington ... nurse practitioner KAREN McGUIRE-RUGH and Dr. MARTIN WOLFE, tropical disease specialist, presented their study concerning the Kampala malaria outbreak of May 1992 to the medical staff, on December 9. Their study highlights important

preventive and epidemiologic issues ... A visit on December 10 in Medical Services was made by Brasilia contract nurse KATHY PRAY, after she accompanied a patient to Washington ... Nurse practitioner DONNA SCHLOSS consulted in Medical Services during her home leave from Managua in mid-December. She returned to Nicaragua for the extension of her tour there.

Accompanying Secretary Eagleburger's delegation to Stockholm, December 13-16, was Dr. RICHARD BRUNO, director of the clearance section ... Nurse practitioner EDITH GIDLEY received a Meritorious Honor Award for performance in Dakar ... Dr. JOHN WILLIAMS, in Dakar, and nurse practitioner PAULINE MARTIN, in Mexico City, have been granted tenure ... Nurse practitioner MARJORIE HARWOOD has begun Russian language study in preparation for her posting to Moscow ... Taking over the foreign programs assistant position for Ms. Harwood is nurse practitioner JEANNENE CRAMER ... With Secretary Eagleburger in Geneva, December 26-28, was Dr. LAURENCE BROWN ... Regional medical technologist MARY AWANTANG visited in Medical Services, December 29, as she passed through Washington from Cairo.

On December 31 Dr. PAUL GOFF retired from the Foreign Service in Bangkok. He served three years as medical director and three as deputy medical director. He was regional medical officer in Bangkok, Dhaka, Panama and Abidjan. He also served as director of the exam clinic in Medical Services. □

group expanded its membership, increased its transparency through issuance of two public documents and considered its future in light of the chemical weapons convention ... JOHN KNILEY spearheaded diplomatic efforts to rally as many countries as possible to sign the convention, at the January 13 signing ceremony in Paris ... Office director VANN VAN DIEPEN joined the Secretary of Commerce and the assistant secretary of state for East Asian and Pacific affairs in Beijing, December 16-17, and held talks with Chinese officials on proliferation ... Early in the month, he led an interagency delegation to South Africa for talks on missile proliferation.

Office of Policy Analysis: Foreign affairs officer NICHOLAS RASMUSSEN is on a three-month rotational assignment to Embassy Seoul. He will be working on developing the North-South military-to-military dialogue.

Office of Arms Control Policy for Compliance and Implementation: ERIC RUNNING was a member of the U.S. delegation that traveled to Belarus, December 15-17, for informal talks with the independent states of the former Soviet Union, on the implementation of the treaty on the elimination of intermediate-range missiles ... GUY LUNSFORD traveled to Kiev as a member of the delegation to the third session of the joint compliance and inspection commission related to implementation of the treaty on the reduction and limitation of strategic offensive arms ... He also participated in consultations on this treaty's implementation, in Moscow, Minsk and Alma Ata.

Office of International Security Operations: Director JOHN PIAZZA, accompanied by FRANK RAY, visited UN offices in New York, to help coordinate U.S. humanitarian responses in Somalia and the former Yugoslavia. This office played what was regarded as a significant role on the Somalia task force, coordinating State Department and Department of Defense relief efforts ... ROBERT McCREIGHT served as bureau adviser to both the Liberia and Somalia task forces ... Deputy director BARBRO KIRKPATRICK prepared briefings for principals on both the former Yugoslavia and the Somalia task forces ... KATHRYN SOLON served as humanitarian assistance action officer for Somalia ... ANNE WRIGHT worked towards bringing about a police force in Somalia ... HOWARD SIDMAN, MARTIN O'MARA, ALEX MARGULIES and MARTIN BARILLAS coordinated responses received from around the world to aid Somalia ... DAVE GOWDEY was involved in planning global de-mining efforts ... MATT ATKINS, a senior at the University of Virginia, has joined the office.

Office of Defense Trade Policy: Deputy director JAMES LEWIS and action officers LINDA LUM and JESSE CLEAR attended the December 15 meeting of the Defense Trade Advisory Group executive committee meeting, hosted by deputy assistant secretary RAND BEERS. Members of the executive committee attending included WILLIAM SCHNEIDER,



DHAKA, Bangladesh—Meritorious Honor Award is presented to regional medical officer Tom Yun by Ambassador William B. Milam, right.

POLITICO-MILITARY AFFAIRS

Office of Nuclear Weapons Proliferation: Director STEVEN AOKI, accompanied by STEPHEN DODSON, lead a team of U.S. Government representatives to Kiev, Moscow and Minsk to discuss possible U.S. assistance to these republics in developing export control systems ... STACY BERNARD returned from participating in a weapons inspection in Iraq as a team reporter.

Office of Strategic and Theater Policy: DON COLE participated on a U.S. delegation to Canberra and Adelaide, Australia, December 8-11, for consultations on a global protection system ... PATRICIA L. HANSCOM participated in U.S.-Russian consultations in Moscow, December 16-18, on nuclear weapons safety and testing issues.

Office of Weapons Proliferation Policy: Assistant Secretary ROBERT GALLUCCI presented Air Force Captain JEFF RENEHAN a Meritorious Service Medal, December 16 ... TOM PRASTER accompanied deputy assistant secretary ROBERT EINHORN to the December plenary of the Australia Group in Paris. The



RIYADH, Saudi Arabia—Chargé C. David Welch presents Secretary of Defense Medal and Certificate for Meritorious Civil-

ian Service to William A. Pierce, left, counselor for political/military affairs in this capital in the center of the nation.

policy working group chairman; RAMONA HAZARA, regulatory working group chairwoman; and JOHN WALSH, technical working group chairman. The committee discussed progress and plans for the next plenary meeting of the defense trade advisory group.

Office of Defense Trade Controls: Deputy director MICHAEL T. DIXON headed an interagency delegation to Prague and Bratislava, December 9-11, to brief the emerging republic governments of the requirements for effective defense trade controls and policies ... Foreign affairs officer DEAN ROGERS (Office of Defense Trade Policy) traveled with Mr. Dixon to assist with these briefings ... Mr. Dixon spoke at an encore session of the Society of International Affairs fall licensing conference, December 3, in Washington. Participating in the conference were Compliance Analysis Division chief CLYDE G. BRYANT, along with compliance specialists MARY SWEENEY, MARTHA WRIGHT, EVA TYLER, RUTH

JACKSON and NANCY MEYER ... The bureau's Arms Licensing Division personnel speaking at the conference included MAL ZERDEN, ALLAN SUCHINSKY, CAROLYN LANCASTER, SUE CLARK, CAROL BASDEN, SAM CAPINO, DANIEL BUZBY, ANDREW CHURCH, MARTIN MAIER and GARY ONCALE. □

REFUGEE PROGRAMS

WARREN ZIMMERMANN, bureau director, traveled to Haiti to review refugee processing operations and discuss the refugee situation with U.S. mission personnel and international organization officials ... He met with ROY WILLIAMS, chief of operations, International Rescue Committee, and SHEPPIE ABRAMOWITZ, its Washington representative, to discuss

refugee assistance in Bosnia ... SARAH E. MOTEN, deputy assistant secretary for international refugee assistance; ALBERT A. THIBAUT JR., director, Office of European, Near Eastern and Latin American Refugee Assistance; and his deputy, JUDY J. CHAVCHAVADZE, also attended ... CATHERINE BERTINI, executive director, World Food Program, called on Mr. Zimmermann to discuss refugee feeding programs. Also attending were Ms. Moten; MELINDA KIMBLE, deputy assistant secretary; and PAULA R. LYNCH, acting director, Office of International Refugee Organizations ... Mr. Zimmermann chaired a meeting with JAN ELIASSON, the UN under secretary for humanitarian affairs, on the situation in Iraq and Somalia, and was interviewed on "Nightline," on refugees and the war in Bosnia.

MARGARET J. MCKELVEY, director, Office of African Refugee Assistance, attended the Mozambique donors conference in Rome. THERESA L. RUSCH, director, Office of Refugee Admissions and Processing; NANCY LEES-THOMPSON, program officer; and VEDA R.L. DWYER, program officer, Office of Policy and Budget Coordination, reviewed operations of the International Organization for Migration, in Geneva ... Ms. Rusch visited the U.S. Naval Base at Guantanamo Bay, Cuba, in a mission associated with the problem of Haitian refugees.

JAMES F. LAWRENCE, executive director, and JANICE S. FINNEY, information systems specialist, reviewed automated data processing activities at the refugee data center in New York ... EVELYN E. WHITAKER, personnel officer, attended the human resource development national conference in Baltimore ... Ms. Chavchavadze traveled to Croatia and Bosnia to review humanitarian assistance to refugees/displaced persons, and spent a day in Geneva to review findings with the U.S. mission and International Committee of the Red Cross officials ... JUNE M. O'CONNELL, program officer, Office of Asian Refugee Assistance, monitored the refugee situation in Bangkok, Thailand, and Dhaka, Bangladesh, and consulted with refugee and migration affairs officers in Geneva ... KELLY T. CLEMENTS, program officer, Office of International Refugee Organizations, attended an administrative and financial meeting in Geneva.

KATHERINE K. PERKINS and CARLA T. NADEAU, program officers, Office of Reception and Placement, monitored refugee reception and placement in Richmond, Va. ... JOSEPH M. BRACKEN, former refugee officer in Hong Kong, participated in an A.I.D. assessment of the needs of displaced persons in the former Yugoslavia ... Visiting the bureau were the U.S. ambassador to Bangladesh, WILLIAM B. MILAN; MIRIAM LUTZ, deputy joint voluntary agency representative in Nairobi; TERRI KOOPMAN, joint voluntary agency representative in Khartoum; and RICHARD MOYER and PEG TIPPLE, Center for Disease Control, Atlanta. ■

HONORS & AWARDS



NUEVO LAREDO, Mexico—Granted a Special Achievement Award at this consulate in the northeast, on the Rio Grande River,

standing, from left: *Ernesto Rios, Ismael Reyes, Antonio Gonzalez, Arturo Guajardo, Jorge Guerra, Juan Carlos Ruiz, Luis Carva-*

jal, Manuel Garcia. Seated: *Irma C. de Ochoa, Mary M. Daniel (principal officer), Hilda C. de Gomez.*



LONDON, United Kingdom—Ambassador *Raymond G.H. Seitz* honors *Sheila Connolly*, senior voucher examiner, on her retirement after 42 years of U.S. Government service.

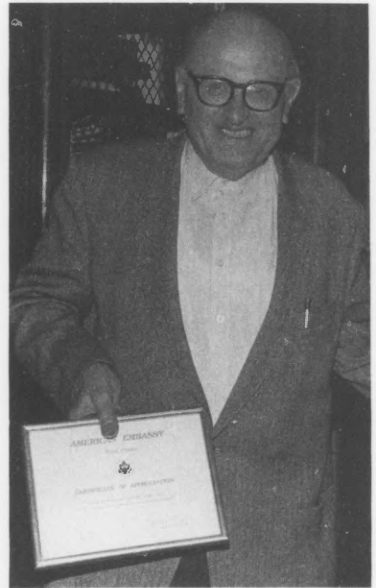


COLOMBO, Sri Lanka—At award ceremony, from left: *Roger Freeman, Raymond J. Pepper*, Ambassador *Teresita C. Schaffer*, *Robert K. Boggs Jr.*

HONORS AND AWARDS



LAHORE, Pakistan—At award ceremony in this consulate general on India's northwest border, first row left to right: Syed Ghulam Khaliq, Khairat Ali, Ali Khan. Second row: Malik Abdul Munir Tiwana, consul general Laurie Johnston, Noor Mohammad. Third row: Ghulam Farid, Malik Shafique Ahmed. Fourth row: Akhtar John, Nausher A. Farooqi, Ramzan Ali, Sultan Khan, N.A. Bhatti.



PARIS, France—Theodore (Sarge) Liska, a mail handler for the post, with his certificate for 50 years of Government service.



MUNICH, Germany—At award ceremony, kneeling: Alex Geisler. Standing, left to right: Werner Jahn, Alfred Reinl, Dieter Hackl, Andrea Proctor, consul general Andrew G. Thoms, Margaret Serej, Willie Meier, Don Brown. ■

—(Continued from inside front cover)

A.I.D. employees really make an embassy? And is there no ambassador, deputy chief of mission, political, economic or consular section?

Sincerely,
JIM WEINER

Administrative counselor

The editor replies: The best usable photos submitted by a post are published. □

Foreign Service nationals

ARLINGTON, VA.

DEAR EDITOR:

Twenty-one guns for Ambassador Veliotis' report on the Department's personnel system (STATE, December), particularly for its findings concerning Foreign Service nationals, one of the most valuable but, hitherto, most neglected personnel assets of the U.S. Government. May the panel's recommendations be heard and implemented.

Sincerely yours,
JOHN O. GRIMES □

A suggestion

ANDERSON, S.C.

DEAR EDITOR:

Over the years the media have provided a continuous outpouring of stories on Vietnam veterans and their call for recognition of their sacrifices. From my observation, the Department of State has

totally ignored those civilian employees who served in Vietnam and endured life-threatening situations. I know of one Foreign Service employee who came home in a body bag. In my case, I was ordered to the U.S. embassy in Saigon for a two-year assignment as communications officer, from April 1967—April 1969. This was a two-year enforced separation from my wife.

I think it would be appropriate for STATE magazine to start a column, "Vietnam—A Look Back." The Department's archives must contain a wealth of information on this subject, and could be tapped for interesting material.

Sincerely,
GORDON J. BRUEGL □

Go ahead: pop in

GREEN BAY, WISC.

DEAR EDITOR:

Jim Steeves' letter in the November issue has an excellent idea which I support. My wife and I have been in the same situation many times while traveling across the United States during retirement. Please put my name and address in any listing you will publish. We would love to have former colleagues ring us up and "pop in."

Sincerely yours,
JAMES F. PROSSER □

Retiree responds

INDIANA, PA.

DEAR EDITOR:

I am a Foreign Service retiree who would like to take you up on your kind offer in the November issue to publish addresses and telephone numbers of retirees so requesting. I'm at 471 South 7th Street, Indiana, Pa. 15701. Phone: (412) 463-1629

Thank you; it's a great service.

Sincerely,
JOHN D. COFFMAN ■

Meetings on safety of life at sea

The working group on radiocommunications of the Subcommittee on Safety of Life at Sea will conduct open meetings at 9:30 a.m. on February 17,

April 21, May 19 and June 16. The meetings will be in the Department of Transportation headquarters building.

The purpose is to prepare for the 39th session of the Internal Maritime Organization's Subcommittee on Radiocommunications, which is scheduled for late 1993 in London, England.

Agenda items primarily relate to the implementation of the Global Maritime Distress and Safety System.

Members of the public may attend up to the seating capacity of the room.

For information, contact Ronald J. Grandmaison, (202) 267-1389. □

Defense meeting

The Department's Defense Trade Advisory Group was to meet February 2 in the Loy Henderson Conference Room, with sessions open to the public at the beginning and end of the meeting. For information, call 647-4231. □

February in Estonia

Reflections on temporary duty in Tallinn:

*Slowly they fall
those pieces of heaven called snow
quietly giving the earth where they touch
a soft white glow*

*Sound diminishes, quiet descends
heaven's way of making amends
for all the noise that afflicts our life
the discord, anger, and endless strife
All will cease for a day or so
in the peace and beauty of new-fall'n
snow*

*Frosted branches against greyest skies
Beauty, as always, in beholders' eyes*

*Spring is flowers and sudden storms
Summer days are long and warm
Autumn is peace, a fading light
Winter is sleep, in a bed of white*

*But rain will melt the snow away
White magic of a winter's day
will soon disappear without a trace
only mud and puddles in its place ...*

—DORIS RIVERA
Communications officer, London □

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to ensure confidentiality. □

O B I T U A R I E S

Verna (Pete) Cohn, 71, wife of retired Foreign Service officer David H. Cohn, died after surgery for peritonitis at Mount Sinai Hospital in New York on November 3.

Beginning in 1956, Ms. Cohn accompanied her husband on overseas postings to Istanbul, Paris, Karachi, Kabul and Jakarta. She was a graduate of Philadelphia's Episcopal Hospital School of Nursing and the University of Pennsylvania. She served as a lieutenant in the Army Nurse Corps during World War II. She had worked as a visiting nurse, hospital section chief, public health school nurse and staff nurse at Sibley Memorial Hospital in Washington, and later volunteered at All Saints Episcopal Church in New York. In addition to her husband of 43 years, she leaves a brother, John A. Peterson of Windgap, Pa., and four nieces. □

Frederick W. Dickens Jr., 73, a retired Foreign Service officer, has died of heart ailments at Sibley Memorial Hospital in the District of Columbia.



Mr. Dickens joined the Foreign Service in 1950 and became cultural and public affairs officer in La Paz the following year. In 1955 he became assistant cultural affairs attaché in Rio de Janeiro, where he initiated a Fulbright exchange program.

After a stint as public affairs officer and vice consul in Bahia, he returned to Washington in 1960 as officer-in-charge of Brazilian and Colombian affairs at U.S.I.A. In 1964 he became consul and public affairs officer in Sao Paulo. He served as public affairs officer and president of the U.S.-Ecuadorian Educational Exchange Commission in Quito before retiring in 1970.

Mr. Dickens was born in Lacrosse, Wisc., on August 9, 1919. He earned a bachelor's from the University of Minnesota. He served in the Navy, 1945-46, and later became a lieutenant in the Air Force Reserve. He worked as a translator for the U.S. military attaché in Buenos Aires before beginning his career in the Foreign Service. After leaving the Service, he was an international trade consultant

and a member of the board of New World Dynamics, an organization which seeks to further public participation in the formulation of foreign policy. He leaves his wife, Josephine B. Dickens of Rockville, Md., two brothers, two sisters and two sons. □

Virginia Ellis, 88, a retired Foreign Service officer, died in Washington on November 19.

Ms. Ellis joined the Service in 1947 and was assigned first to New Delhi. She was vice consul in Montreal, 1950-52, and Frankfurt, 1952-54. After an assignment in Berlin, she became visa officer in Tokyo in 1955. In 1960 she was detailed to the Foreign Service Institute. After a final posting in Mexico City, she retired in 1962.

Ms. Ellis was born in Washington on February 4, 1904. She worked as a clerk at the War Department and at State before joining the Service. She leaves a sister, Joan Ellis of Wellesley, Mass. □

Catherine L. Leonard, 55, a retired Foreign Service secretary, died in Tallahassee, Fla., on November 20.

Ms. Leonard joined the Service in 1963 and was assigned to the New York Passport Agency. She went to Paris as communications and records assistant later that year. In 1966 she became a secretary in Gaborone. After a tour in Cotonou, she was assigned to the Bureau of African Affairs in 1974. Next, she was a secretary in Bamako, 1977-79, Abidjan, 1979-83, and Dar Es Salaam, 1983-84. After a posting to Harare, she returned to the Africa bureau's executive office in 1986. She was senior secretary in N'Djamena, 1988-90. She served as secretary to the ambassador in Ouagadougou before retiring last year.

Ms. Leonard was a native of Georgia who earned a bachelor's from Oglethorpe College in Atlanta. She received two Superior and two Meritorious Honor Awards. Her survivors include a sister, Margaret B. Leonard of Tallahassee. □

Ann Snowden Marshall, 78, a retired Foreign Service secretary, died at Sibley Memorial Hospital in Washington on December 14.

Ms. Marshall joined the Service in 1941. Her 30-year career included assignments with the Economic Cooperation Administration, the International Cooperation Administration and A.I.D. in Santiago,

London, Dublin, Jakarta, Paris, The Hague and Managua.

Ms. Marshall was a native of Baltimore who served in Nelson Rockefeller's Office of the Coordinator of Inter-American Affairs, in addition to her work overseas. After leaving the Service, she did volunteer work for Recording for the Blind in Washington. Her survivors include a sister, Elizabeth Shepard of Trumbull, Conn., and three nieces. Her family suggests contributions to the Washington chapter of Recording for the Blind, or the Nature Conservancy in Arlington, Va. □

Parke Duncan Massey Jr., 72, a retired Foreign Service officer, died of emphysema on his 51st wedding anniversary, in Boca Raton, Fla., on December 19.

Mr. Massey joined the Service in 1947 and was assigned to Mexico City later that year. After a posting to Genoa, he was detailed to the Mutual Security Agency in 1952. He served as finance officer in Bonn, 1953-57. Next, he was assigned to Abidjan, 1957-59. After economic studies at Harvard, he became an international economist in Washington in 1963. He was posted to Managua in 1967 and Panama City in 1970. Next, he served in La Paz, 1973-75, Santiago, 1975-76, and Port-au-Prince, 1976-77. After a final assignment as a deputy mission director for A.I.D. in Montevideo, he retired in 1979.

Mr. Massey was born in New York on February 8, 1920. He earned a bachelor's from Haverford College and a master's from Harvard. He served in the Army overseas during World War II. After leaving the Service, he worked as an international consultant in Africa and Central America. In addition to his wife, Suska K. Massey of Boca Raton, he leaves a daughter and a granddaughter. □

Francesca Dekum Mills, 86, widow of Ambassador Sheldon Tibbets Mills, died at Valley Verde Nursing Home in Santa Barbara, Calif., on November 26. She had accompanied her husband on assignments in La Paz, Panama City, Bucharest, Santiago and New Delhi.

Ms. Mills was a native of Portland, Ore., who attended Reed College there. She worked as a society reporter for the Oregonian newspaper before her marriage, and served on the boards of social service agencies in Santa Barbara after her husband's retirement. She is survived by three daughters, seven grandchildren and

five great-grandchildren. □

Janet Alice Nordstrom, 59, a retired Foreign Service secretary, died at George Washington University Hospital in Washington on December 17.



Ms. Nordstrom joined the Service in 1959 and was assigned to the U.S. mission to Nato in Paris the following year. She was posted to Yaounde, 1964-67, and Athens, 1967-69. After a tour in Lisbon, she was assigned to the Office of Southern European Affairs in 1972. She served in the Bureau of Politico-Military Affairs, 1972-77, and the Office of Northern European Affairs, 1977-79. After a final assignment on the Policy Planning Staff, she retired in 1984.

Ms. Nordstrom was born in Michigan City, Ind., on March 16, 1933. She worked for the American Bridge Co., in Gary, Ind., for eight years before joining the Service. She held the Meritorious Honor Award for her work at State. She leaves her mother, Vera Nordstrom of Portage, Ind., two sisters, a brother, five nephews and a niece. □

Albert W. Scott, 97, a retired Foreign Service officer and father of Genevieve Bell, a treaty depository officer in the Office of the Legal Adviser, died of respiratory failure at Suburban Hospital in Bethesda, Md., on December 7.

Mr. Scott joined the Service in 1920. After serving as vice consul in Dunfermline, he was assigned to Hull in 1921. He was posted to Leeds, 1926-27, Basel, 1927-31, and Belfast, 1931-35. After a tour in Jerusalem, he became second secretary in Cairo in 1941, where he also served as judge of the consular court. Next, he was consul in Brazzaville, 1943-45, and Palermo and Milan, 1946-47. He served as first secretary and consul in Bern, 1947-49, and Stockholm, 1949. He was assigned to the Department and detailed to the Economic Cooperation Administration, 1949-51. After a final tour as economic counselor in Montreal, he retired in 1955.

Mr. Scott was born in Lexington, Ky., on November 15, 1895. He served

in the Army in Europe during World War I, where he participated in the battles of Belleau Wood, Meuse Argonne and other combat operations. He attended the University of Grenoble in France, the University of Basel in Switzerland and Queens University in northern Ireland. In addition to his daughter, he leaves his wife of 70 years, Madeleine B. Scott of Bethesda, a son, three brothers and three grandchildren. ■

Passport examiner is sentenced

Dhanny J. Hemchand, a passport examiner at the Miami Passport Agency, was sentenced in a bribery case to 120 days of electronically-monitored home confinement, five years' probation and a \$1,500 fine on December 7. He had been employed by the passport agency since December 1989.

The sentence was a result of an investigation by special agents of the Diplomatic Security Service and the Office of the Inspector General, which disclosed that Mr. Hemchand had solicited and received a bribe in return for the fraudulent issuance of U.S. passports to two non-U.S. citizens. □

Ask Dr. Kemp

—(Continued from Page 19)

baked goods are now also labeled as "light," meaning low in sugar and/or fat content.

Again, if your time and interest allow, try baking your own and reduce the amount of both sugar and oil, margarine or butter. (Substitute water for moistness, oatmeal for texture and taste.) Again, the amount is important, so choose one cookie as opposed to five.

Third, nonfat ice cream and yogurt provide tasty desserts and snacks, some brands yielding only the calories of a glass of skim milk. Fourth, vegetable toppings on pizza are tasty and fat-free substitutes for high-fat sausage, pepperoni and other meats. Fifth, avoid fried and greasy items at fast-food restaurants. A plain hamburger, instead of fried chicken and fries, has much less of what is called the "hidden" fat.

Sixth, diet soda is a substitute for the abundance of calories and sugar found in the normal sodas. A mixture of fruit juices and carbonated water or the new carbonated flavored water add variety.

These are a few of the tips you can use to create healthier eating habits. Snacks of fruits and vegetables, low-fat foods, less salt and less sugar do become the tasty norm.

Good luck.

Q.

SOUTHEAST ASIA
I'm nursing my baby, and have been storing extra breastmilk in the freezer for my baby's use when I'm away from home. What's the best way to reheat the milk? I've been using a microwave, but I heard it could damage the milk in some way.

A.

There's a new study that cautions against using the microwave to reheat breastmilk. Researchers found that, even when the milk was reheated at a low setting, the microwaved breastmilk lost infection fighting antibodies and enzymes known to destroy bacteria. One of the major benefits for babies receiving breastmilk is getting the antibodies contained in the liquid. Until a safer way is found to warm the milk, microwaving may not be a good idea.

Slow reheating of the bottled breastmilk in a pan of warm water is probably the best way, although not as convenient. ■

Here are the facts

(See Page 18)

—In Japan.

—Jonathan Admire is a branch chief in the Bureau of Diplomatic Security's Training and Development Division. Robert Surprise is a branch chief in the Office of Information Management's Foreign Operations Division.

—Penny Adams Rogers, general services officer in Bissau.

—Victor Jackovich. He speaks French, Russian, Romanian, Ukrainian, Bulgarian, Serbo-Croatian and Swahili.

—Helsinki, Finland. □

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—COMPILED BY MARGARET GEOGHAN

* * *

Addendum to the December 1992 Library Booklist: Richard Scott Sacks is the co-author with Riordan Roett of "Paraguay: the Personalist Legacy," Westview Press, 1991. ■

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"SOUND JUDGMENT"

(= Never known to disagree with their superiors.)

"POOR JUDGMENT"

(= Never known to agree with their superiors.)

"EXTREMELY POOR JUDGMENT"

(= Never known to agree with their superiors and are always right.)

"HERE'S A PERSON WHO NEEDS NO INTRODUCTION..."

(= I can remember him, but not why he was invited to speak.)

"A RECOGNIZED EXPERT IN THIS FIELD..."

(= A complete idiot in all other fields of human endeavor.)

"ONE OF OUR TOP MANAGERS..."

(= Has no field experience.)

"SOMEONE WE CAN'T GET ALONG WITHOUT"

(= But we'd like to try.)

"25 YEARS OF OUTSTANDING SERVICE..."

(= A virtual waste of taxpayers' money.)

"A REAL POWERHOUSE..."

(= . . . spent an entire career promoting herself.)

"A WASHINGTON INSTITUTION"

(= Useless as a stone statue.)

"WE LOOK FORWARD TO HAVING HIM LEAD OUR ORGANIZATION"

(= It's a deadend job none of us would have taken.)

"NOT ONLY IS SHE MY BOSS, BUT I CONSIDER HER A GOOD FRIEND."

(= She hasn't finished writing my fitness report yet.)

". . . AND LAST BUT NOT LEAST. . ."

(= And last as well as least. . .)

". . . AND WE SHOULD NOT OVERLOOK . . ."

(= I completely forgot about. . .)

"WE ALL OWE HIM A DEBT OF GRATITUDE."

(= No one was foolish enough to loan him cash.)

"THINGS WON'T BE THE SAME WITHOUT HIM"

(= We're looking forward to the improvement.)

"WE SHOULD DO AWAY WITH THE GLASS CEILING . . ."

(= They've found out about it.)

"APPROPRIATE CHANNELS . . ."

(= The Old Boy Network.)

"WE APPRECIATE YOUR TIRELESS EFFORTS"

(= We've decided to scrap the whole thing.)

"INVALUABLE SERVICE"

(= Not a complete waste of time, but almost.)

"RISEN THROUGH THE RANKS . . ."

(= Clawed and fought his way to the top.)

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