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State

The Newsletter

United States Department of State

March 1987

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MORE SMOKING RESTRICTIONS FOR STATE

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THE COVER—It's not easy to find a place to light up—and it's about to get even less easy. Story on Page 2.





Letters to the Editor

Fan of the 'Booklist'

WASHINGTON

DEAR EDITOR:

I would like to compliment STATE and the Department's Library for the monthly "Booklist." This is a most valuable service, not only for Foreign Service personnel desiring to know about the nations where they will be assigned, but also for any person who wishes to increase his or her knowledge of the world we share with so many other nations. I have purposely retained all copies of these pages from your magazine since coming to the Department, thus assembling an excellent bibliography of future reference. I am curious to know, and possibly some other people are also, if the Library has copies available of those lists published in the past.

Regarding the latest list of works on Australia and New Zealand in the February issue, I would like to add one book to the list. This is Robert Hughes's magisterial history of the founding of Australia, "The Fatal Shore." I trust this omission arises from the fact that Mr. Hughes' book was published after the deadline for submitting publications. No one wanting to know more about the fascinating land 'down under' can ignore this book... I can recommend "The Fatal Shore" without reservation to all employees of the Department.

Sincerely,
STEPHEN J. BUSKI

Office of Supply, Transportation and Procurement

The editor replies: Thanks. The Library does keep a compendium of the lists. □

Correction

EUGENE, ORE.

DEAR EDITOR:

My husband, John T. Dreyfuss, died October 31. I was proud of John and his career in the Foreign Service. I

—(Continued on Page 20)

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There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. Double-space on typewriter, spelling out job titles, names of offices and programs—acronyms are not acceptable.

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone number is (202) 647-1649.

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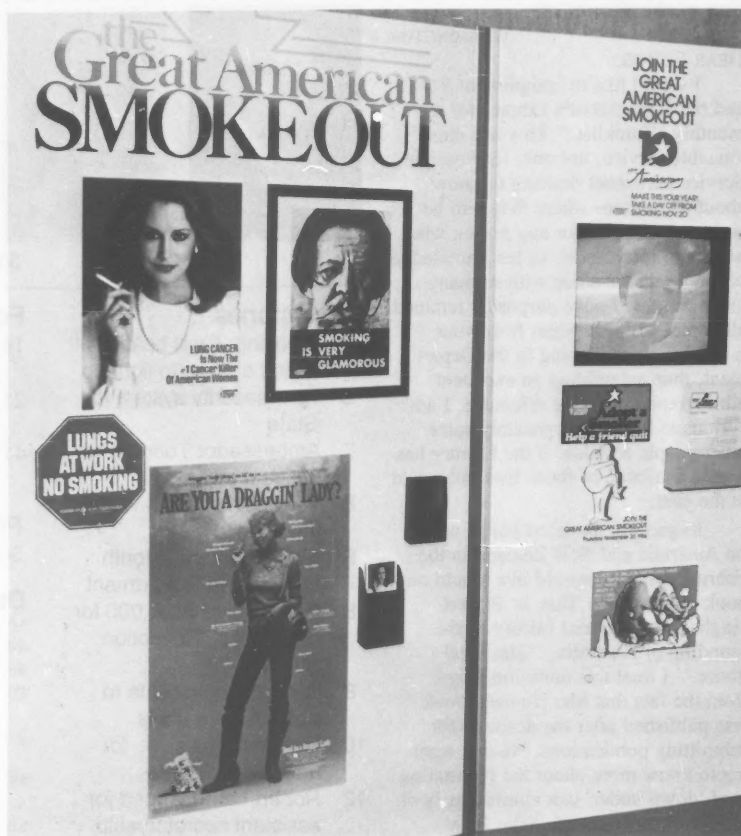
On the Job

Areas available for smoking, Department-wide, are shrinking

New State policy would be more restrictive than in other U.S. buildings

INCREASING RESTRICTIONS on smoking loom ahead for all employees of State—in the Department's main building, in all its annexes, in regional and other offices in the United States and at posts abroad. This is being regarded as a certainty even though a Department-wide policy which has been drafted has not yet been promulgated, its reach for the time being not yet determined. Action by the Department comes in the wake of a new U.S. surgeon general's report, the 18th in a series. The difference between this report and the others that have termed tobacco a health hazard is that now the surgeon general is asserting that smoking is injurious to nonsmokers as well. His documentation of this finding has led the U.S. General Services Administration, which oversees most Government buildings, to issue regulations broadening the ban against smoking. They became effective February 6.

At State, the under secretary for management, Ronald I. Spiers, is responding to this provision in the General Services Administration rulemaking: "Nothing in these regulations precludes an agency from establishing more stringent guidelines." With backing from the Department's Office of Medical Services, whose doctors appeared at a State Management Council meeting, Mr. Spiers has proposed to prohibit smoking in more places than the General Services Administration would. He has submitted the proposal to three organizations that represent State employees—the American Foreign Service Association, the American Federation of Government Employees and the National Federation of Federal Employees. This, too, accords with a recommendation of the surgeon general. "Protection for the nonsmoker," Dr. C. Everett Koop wrote, "requires the support and cooperation of smokers, nonsmokers, management, and employees and should be developed through a cooperative effort of all groups affected."



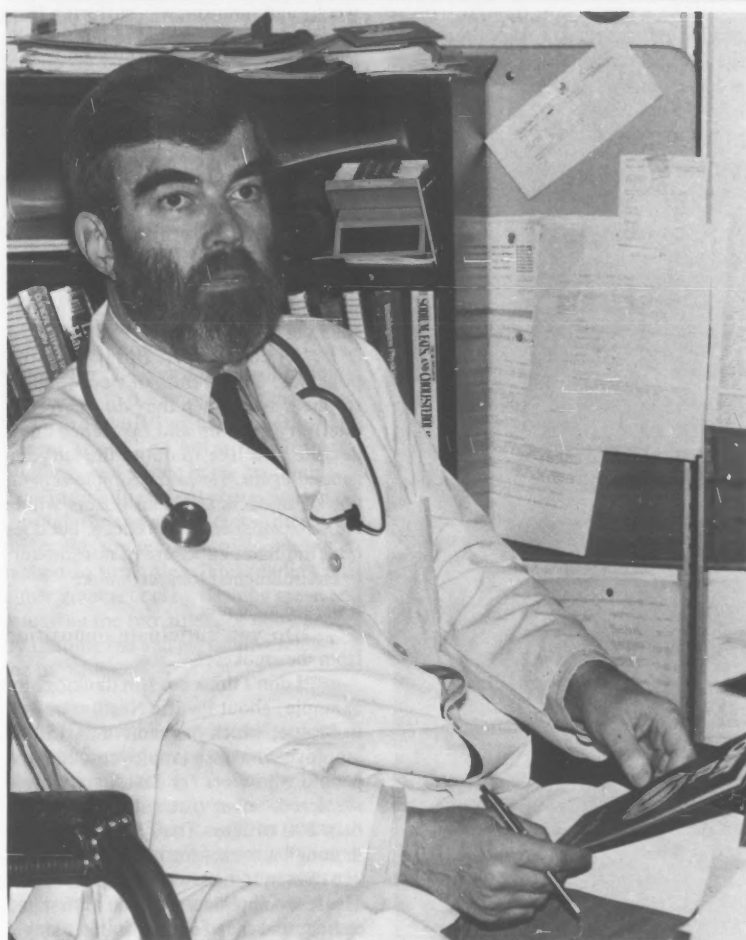
A recent exhibit at Main State, near the cafeteria. (Photo by Robert E. Kaiser)

In the meantime, regulations that were in effect prior to February 6 still apply at State. The Department wrote to the General Services Administration, asking for a delay in implementing new rules until consultations are completed with the employee organizations. But whatever the outcome of those talks, it is a foregone conclusion, said Richard C. Faulk, deputy assistant secretary for operations in the Bureau of Administration, that the restrictions finally agreed on will be at least as broad as those ordered by the General Services Administration. "We can go beyond what

those regulations require," Mr. Faulk said, "but we can't come up short of them." The new State rules would apply to all Department working space in the United States. It is understood that ambassadors and other principal officers abroad would have discretion with respect to their own buildings, subject, however, to the same exhortations from the Office of Medical Services that were voiced at the Management Council meeting.

Pipes Included

In the new General Services Ad-



Dr. Frank V. Keary in his office at State. (Photo by Ann Thomas)

ministration regulations, issued "in the interest of protecting federal employee health and well-being," smoking is defined as the use of "a lighted cigar, cigarette, pipe or any other lit tobacco product." Smoking is prohibited in general office space, auditoriums, classrooms, conference rooms, elevators, corridors, lobbies, restrooms, stairways, medical care facilities, libraries and "hazardous areas."

Agency heads may designate certain areas where smoking would be permitted. In this connection, the regulations say, "office space may be designated as a smoking area provided that the office space is configured so as to limit the involuntary exposure of nonsmokers to secondhand smoke to a minimum; e.g., the office space involved must be large enough and sufficiently ventilated to provide separate smoking

and nonsmoking sections which protect the nonsmokers against involuntary exposure to smoke." This section continues: "An agency head may designate corridors, lobbies or restrooms as smoking areas when it is not possible to designate a sufficient number of other smoking areas." In cafeterias, a smoking area would have to be "based upon an estimate of the number of smoking and nonsmoking patrons served."

Score: 3 to 1

A December survey in the Department's cafeteria indicates that nonsmokers outnumber smokers at State, 3 to 1, a slightly higher proportion than the national average. The acting safety director at State, Eileen Verity, said a total of 2,864 cafeteria patrons were asked about smoking, the week of December 8. Seventy-four percent said they did not smoke, but only 64% said they preferred to eat in a nonsmoking section.

This gap, indicating a tolerance for smoking among some nonsmokers, was commented on by Dr. Frank V. Keary, an assistant medical director at State. It was Dr. Keary who, with the director, Dr. Eben H. Dustin, appeared before the Management Council. When a STATE reporter said to him that he (the reporter) did not mind when others smoked, Dr. Keary replied: "It's nice that your psyche isn't bothered by tobacco smoke. But whether you realize it or not, your body is."

'It's a killer'

During the interview, Dr. Keary evinced considerable sympathy for persons addicted to smoking, but none at all for what the habit produces. "It produces death," he said. "It's a killer, pure and simple. And as the surgeon general points out, smoking is also the 'largest single preventable cause of premature death and disability in the United States.' So it's my duty, our duty, to do all we can to prevent it. No treatment or cure is as good as prevention."

"Do you foresee a compromise of some sort with the people who feel they have to smoke?" the doctor was asked.

He replied: "No. In my opinion as a practicing physician (Dr. Keary was a regional medical officer in Dhaka, Panama and Moscow before he returned to the Department), smoking is not a subject for compromise. You can't compromise on health. You just can't allow

cer-causing materials in tobacco smoke. I would say only that smokers may have the right to smoke by themselves, among consenting adults, in private."

"As a physician, though, you're concerned, aren't you, about the stress that a rigid nonsmoking policy would produce among smokers."

"Yes, but you have to realize something about that form of stress. It

"Well, unfortunately, smoking is pleasurable for some of them. But it's a fatal pleasure. A woman came to see me just the other day. She said she quit four weeks ago, and she was suffering from withdrawal. I suggested to her that she try to exercise. I said: 'Just go up and down the stairs, or take a walk in the corridor whenever you feel the urge to smoke. Or do an isometric exercise. Instead of thinking cigarette and pleasure, think exercise and pleasure. Or if nothing else helps you, put a carrot in your mouth. Anything but a cigarette.'"

"Yes, but aren't those gimmicks, sort of? Isn't it really difficult to stop smoking?"

"Of course it is. But it's not impossible. Thousands of people have stopped. And when they do, their productivity goes up and insurance costs decline. I'd like to quote the surgeon general again. He said: 'Simple separation of smokers and nonsmokers within the same air space may reduce, but does not eliminate, exposure of nonsmokers to environmental tobacco smoke'."

It worked in Seattle

"Do you anticipate opposition from the smokers?"

"I don't think so. I'm thinking, for example, about Pacific Northwest Bell in Seattle, which has more than 15,000 employees. Those employees, like the people who work for State, are widely scattered—over three states, in more than 800 offices. They adopted a very thorough nonsmoking policy not so long ago. Six months later, they took stock. The few complaints they had at first had ceased, and they found that not a single employee left the company because of the policy."

Dr. Keary pointed out that the Pacific Northwest Bell experience is part of a national trend. At least 20 states have approved restrictions on smoking in the workplace. The most recent example was that of New York, where state authorities have announced that, as of May 7, smoking will be prohibited on the job in many places, in most restaurants and in public indoor areas.

—SANFORD WATZMAN ■



In the Bureau of Administration, Richard C. Faulk and Eileen Verity review the General

Services Administration regulations. (Photo by Ann Thomas)

others to pollute the air and kill and disable other people. You wouldn't let anyone come in here and spray asbestos around, would you? Well, there are about 200 deaths from asbestos in the United States each year, but 350,000 deaths from smoking. Other studies now indicate that up to 5,000 nonsmokers die every year from someone else's smoke. The 5,000 is just from lung cancer and doesn't include deaths from the other ailments that nonsmokers also become subject to from involuntary smoking."

'50 cancer-causing materials'

"But don't smokers have rights or needs as well?"

"In my opinion, those aren't appropriate words. No one has the right to kill somebody else. No one needs nicotine or any of the other 50 known can-

cer-causing materials in tobacco smoke. I would say only that smokers may have the right to smoke by themselves, among consenting adults, in private."

"As a physician, though, you're concerned, aren't you, about the stress that a rigid nonsmoking policy would produce among smokers."

"Yes, but you have to realize something about that form of stress. It

doesn't kill you, whereas—looking at it the other way 'round—their smoking does kill someone else. It's a difficult sort of stress, but no one dies from it and no one goes beserk."

"Well, what do you do for those people?"

"First of all, and most important, we're going to help them to prolong their lives, by providing clean air. I think even most smokers nowadays appreciate that and are probably looking for help. And we're going to do our best in the Office of Medical Services to package a program for them that will help them stop smoking. We'll provide all the counseling that we can."

'A fatal pleasure'

"Are you optimistic or pessimistic about being able to help them?"

New system is being installed at State

Your 'ticket' to enter will be a new, smaller ID card

DEPARTMENT EMPLOYEES soon will be receiving credit card-size identification cards. They'll use them to enter the main State building through a new electronic security system. For this purpose, all Department entrances are being modified. Additions will include ballistic walls, with metal detectors and X-ray machines in front of them, and other barriers as backstopping for areas where electronic cardreaders are to be situated.

The smaller ID cards will have information coded into them electronically. The coded data will be invisible except to the cardreading machines. The cards will indicate whether the bearer should be permitted into the building, and where in the building.

Individuals entering will pass through the metal detectors, then slide their cards through electronic readers attached to turnstiles. The readers will either grant access by flashing green and releasing the turnstiles, or deny access by flashing red and preventing release of the turnstiles.

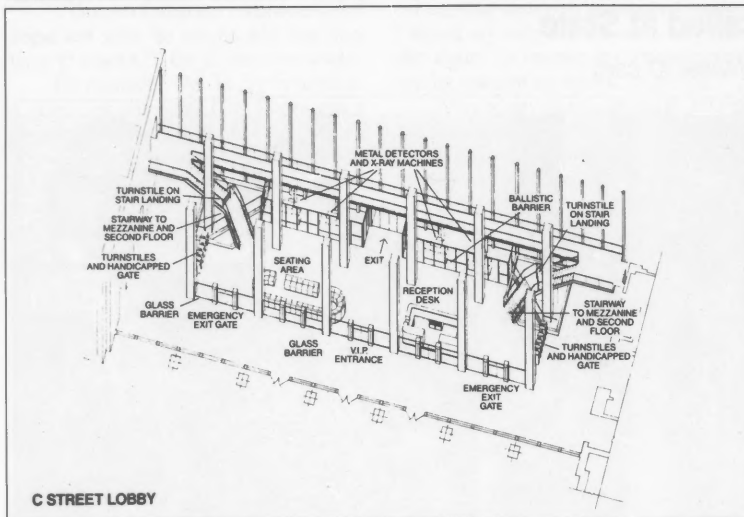
Computer tie-in

"The cardreaders are all tied into a main computer in the basement," said Dick Feltault, acting chief of the Bureau of Diplomatic Security's domestic facilities branch. "That computer contains information on who's permitted to enter the building and where that person can go once he or she is inside. When a card is reported lost, we'll tell the computer, and it won't allow anyone that may be using that card into the building. We'll also tell the computer whether an individual has been denied access to the building or to a specific area. That's one of the new advantages—we can't do that with the system we have now."

Some areas within the building,

Robert E. Lamb, assistant secretary-designate for diplomatic security, slips his new identification card into a card-reading machine at the Office of Communications. At right is *Donald Bouchard*, assistant secretary for administration. (Photo by *Robert E. Kaiser*)





Diagrams show new configuration of two Department lobbies as they will appear when work is completed.

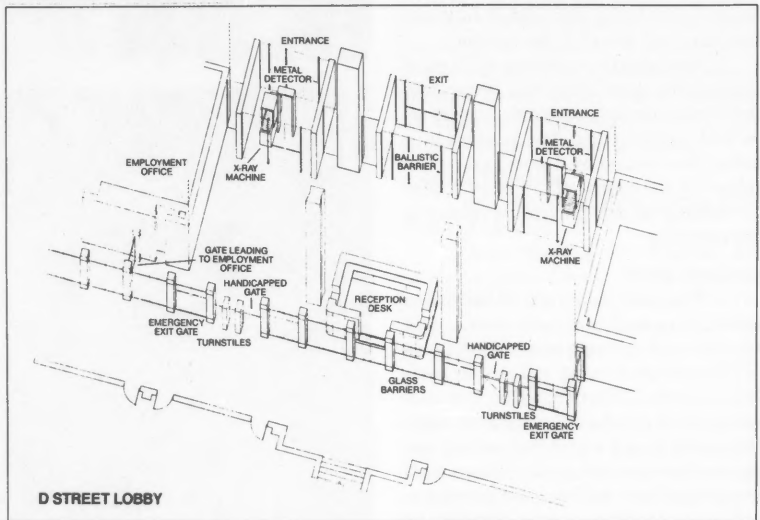
like the Operations Center, Communications Center and the Secretary's Office, will be restricted to designated persons who will use their cards in readers to be installed outside those areas. "We'll be able to program individuals into controlled areas on a temporary basis—for instance, when working groups are formed," said Mr. Feltault.

21st Street is reopening

Before the new system becomes fully operable, all employees must have the new cards. Renovation work has begun in the C and D Street lobbies. The 21st and 23rd Street lobbies are scheduled to be finished this spring. The 21st Street basement entrance is scheduled for completion this summer. "If all goes according to schedule, by early March the main 21st Street entrance will be reopened and the shuttle buses will return to the D Street entrance," said David L'Heureux, special projects officer in the Office of Operations.

Cardreaders will also be installed at the doors leading from the underground parking garage into the building.

Employees will receive new cards throughout the year. Meanwhile, they



will continue to show their cards—whether old or new—to the guards as they enter the building.

Red and blue

All permanent full-time employees with at least a top-secret clearance will receive blue cards. Everyone else will receive red cards. "The red cards will be for employees with other types of clearances, contract employees, other-agency employees, caterers, members

of the press, and other individuals with limited access," Mr. Feltault said.

Some employees have already received their new cards. "We have a test group in the Communications Center, and all of those individuals are using the new cards and readers in their office area," the security official said. New employees, Foreign Service employees who have departed for overseas posts since December 1, and employees whose cards were lost or damaged have been receiving the new cards.

The Bureau of Diplomatic Security is working with bureau executive offices to see that all other employees receive new cards by the end of the year. At designated times throughout the year, personnel officers will distribute forms to the employees in their bureaus, and

instruct them to take the forms to the identification unit in Room 1258.

Other individuals, like contract employees and members of the press, will use their current cards until they expire. At that time, they will be directed to pick up application forms from the identification unit, the Family Liaison Office, building receptionists, guards at the annex buildings or from the Office of Procedural Security in State Annex 1, Room W-119. ■

Honors and Awards

Todman is 1 of 5 named for national award

Ambassador Terence A. Todman, serving in Denmark in his fifth ambassadorship, is one of five winners of the National Public Service Award, sponsored by the American Society for Public Administration and the National Academy of Public Administration. He and the other winners—Howard M. Messner of the U.S. Environmental Protection Agency and a trio of state and local officials from Texas, Idaho and California—were among 98 persons nominated for the honor. The five have been invited to come to the society's national conference, in Boston on March 29, to receive the award.

Mr. Todman is a career Foreign Service officer who has been with the State Department for 34 years. In a news release, the society traced his career from its beginning and credited him with work during the 1950s on United Nations affairs, when Mr. Todman, "in collaboration with a colleague, developed the idea of requiring metropolitan or colonial powers to establish and report their short to medium-term targets leading to self-government or independence of UN trust territories and dates by which those targets could be reached. The idea was accepted by the U.S. Government and later adopted by the United Nations, resulting in gradual progress of the trust territories toward independence."

The news release continued: "While serving in lesser-developed countries having Peace Corps and AID programs, Mr. Todman was instrumental in working out cooperative projects between the two organizations, resulting in more effective use of personnel and resources. In 1977, while serving as assistant secretary of state for Latin American affairs, Mr. Todman conceived and promoted the idea of bringing together representatives of governments of all Caribbean nations, plus international financial institutions, to develop plans for cooperation in economic development. The Caribbean Group for Cooperation in Economic Development gradually evolved into what is now the Caribbean



Ambassador Todman

Basin Initiative.

"Mr. Todman also negotiated maritime boundary and fisheries agreements with Cuba that resulted in a cessation of major incidents in the waters between the two nations since the late 1970s. He participated in the design and then directed the U.S. Government's public information effort to acquaint the American people with the rationale behind the Panama Canal treaty and benefits to be derived from it. As ambassador to Spain, Mr. Todman negotiated the current agreement which provides for the presence of Americans at Spanish air and naval bases.

"Mr. Todman's Foreign Service career has been marked by forthrightness and honesty in his dealings with host nations, and an attitude of respect coupled with an avoidance of attempts to dominate or to gain undue advantage, that have resulted in developing and maintaining sound and beneficial rela-

tions for the United States in a wide variety of circumstances. This stance enabled him to turn a hostile anti-American atmosphere in Guinea into a productive and more cooperative mode. His work at U.S. embassies has centered on ensuring a coordinated organization with representatives of all federal agencies in keeping with overall governmental objectives."

Among the awards that have been conferred on Mr. Todman are the State Department's Superior Honor Award, a presidential Distinguished Service Award, a decoration by the government of Chad, the Medal of Honor from the government of the Virgin Islands, and the Grand Cross of the Highest Order, of Isabela la Catolica from the government of Spain.

Odilon Long, a Peace Corps volunteer in Costa Rica, was selected by the two organizations as recipient of a special recognition award. ■

News Highlights

Shultz cites 3 cases where terrorists were thwarted

Secretary Shultz asserted in congressional testimony recently that 120 "planned terrorist incidents" were thwarted last year by "aggressive intelligence analysis, heightened security awareness and enhanced physical security." Appearing before the House Budget Committee on January 28, Mr. Shultz said: "Although protection of sources and methods preclude my making public all these examples, I can cite a few."

"In Baghdad, there is little doubt," he continued, "that the nine-year-old daughter of our deputy chief of mission [Stephen H. Buck] escaped death or serious injury when the reinforced glass in the residence windows withstood the blast of an Iranian surface-to-surface missile which exploded nearby."

Mr. Shultz referred to a second incident in August 1985 when a rocket struck the residence of Ambassador Reginald Bartholomew in Beirut. "Reinforced window structures probably saved lives," the Secretary said.

In a third incident, he added, "in Central America, a mission staffer's official vehicle [the person referred to, whose name was not available, worked in the defense attache's office] was hit by six different bullets, none of which penetrated the armor."

"You realize that protecting ourselves against terrorism does not come cheaply," he told the congressmen. "Dear as protection is, however, we know that the money is necessary." □

State Department observes Black History Month

The Department observed Black History Month in February with lectures, music and exhibits. The observance was sponsored by the Department's Office of Equal Employment Opportunity and Civil Rights and AID's Office of Equal Opportunity Programs.

Congressman A. Mike Espy (D.-Miss.) opened the observance with a talk in the Loy Henderson International

Conference Room on February 2. Samuel Dewitt Proctor, pastor of Abyssinian Baptist Church, spoke in the Dean Acheson Auditorium on February 20. The program included a medley of black sacred and popular music by Everett P. Williams Jr. Audrey B. Chapman, a therapist and trainer, was to discuss options for finding a place in society, in the Dean Acheson Auditorium on February 27. The Thursday Luncheon Group cooperated with State and AID in these events.

Also featured was a musicians' workshop in the auditorium on February 10. Exhibits highlighting black history were on view in the Exhibit Hall and cafeteria. □

Donors pay \$1,500 (each) to dine; give generously

Civic and business leaders contributed \$300,782 recently at a dinner hosted by Secretary and Mrs. Shultz for the Diplomatic Reception Rooms' endowment fund. Participants at the \$1,500-a-plate event in the candle-lit Benjamin Franklin State Dining Room included Vice President and Mrs. George Bush, cabinet members, the dean of the diplomatic corps and several foreign ambassadors.

Curator Clement E. Conger, chairman of the Department's Fine Arts Committee, said the entire proceeds will go to the "Americana Project," to remodel and refurbish the reception rooms. The cost of the gala was underwritten by three members of the committee, Mr. and Mrs. Robert Warren Lowe, Mrs. Janet Annenberg Hooker and an anonymous donor.

The committee is seeking examples of "the finest quality" American period furniture and decorative arts, Mr. Conger said. "American portraits and paintings are desired for the Diplomatic Reception Rooms, the offices of the Secretary and other representational areas of the Department." He added: "The items most needed are American Queen Anne, Chippendale, Hepplewhite and Sheraton furniture; portraits of Martha Washington, John Jay, early Presidents and Secretaries of State

and their wives, and early national figures. Portraits of John and Abigail Adams, James and Dolley Madison, and President and Mrs. James Monroe are especially desired. Portrait miniatures of these persons would also be welcome.

"We also need early American history paintings, landscapes, city scenes, and early views of American life and western scenes depicting the grandeur of the American landscape, by George Catlin, Charles Bird King, Alfred Jacob Miller, George Caleb Bingham, John Mix Stanley, Worthington Whittredge, Albert Bierstadt, Thomas Moran, Frederic Remington, Charles M. Russell and others, to represent our artistic and cultural past."

Contributions are tax-deductible. Inquiries should be addressed to Mr. Conger in Room 8213, Department of State, Washington, D.C. 20520. Telephone (202) 647-1990.

—BARNETT B. LESTER □

State will close 7 posts, Congress is told

Secretary Shultz has notified Congress that, because of the budget pinch, he intends to close five consulates general and two consulates by March 31. Of the seven posts, five are in Europe—Dusseldorf, West Germany; Goteborg, Sweden; Lyon, France; Salzburg, Austria; and Turin, Italy. The two others are Maracaibo, Venezuela; and Tangier, Morocco. Turin and Maracaibo are the consulates. Seven posts were closed last year.

In a cable to the field, Under Secretary Ronald I. Spiers said: "This decision was not taken lightly . . . Closing posts means severing important capillaries of information and hauling down

No more day care funds

The Foreign Service Institute has canceled funding for its dependent day care program for the current fiscal year, because of budget reductions, it announced in a Department Notice. It will continue to honor day care grants that were received and approved before last September 30. □

the flag in cities with which we have strong historic ties. However, we're faced with the grim reality that our coffers have a very limited amount of funds. And we don't hold out any realistic prospects that our budgetary situation will improve; in fact, the situation may get worse as Gramm-Rudman-Hollings continues to take even larger bites from our budget in successive years.

"Closing these seven posts will help free up the funds we need for our highest-priority programs, including opening new posts elsewhere. I cannot rule out the possibility that we may have to close even more posts in the future to live within our budget. We will, therefore, vigorously oppose any efforts by Congress to earmark funds for the posts we've decided to close." □

International radio group to meet March 6

Study Group 4 of the U.S. Organization for the International Radio Consultative Committee will meet on March 6 at the Communications Satellite Corp. at 9:30 a.m. The group deals with matters relating to systems of radiocommunications for the fixed service using satellites.

Members of the public may attend and join in the discussions, subject to instructions of the chairman. Requests for information should be directed to Richard Shrum, State Department, (202) 647-2592. □

Shipping safety panel to meet April 16

The Safety of Life at Sea Subcommittee of the Shipping Coordinating Committee will conduct an open meeting at 9:30 a.m. April 16 in Room 2415, U.S. Coast Guard headquarters, 2100 Second Street S.W., Washington. The purpose is to finalize preparations for the 54th session of the Maritime Safety Committee of the International Maritime Organization, which is scheduled for April and May in London.

In particular, the subcommittee will discuss the development of U.S. positions dealing with the safety of towed ships and crafts and investiga-

tions into serious casualties. Interested persons may seek information by writ-

ting G.P. Yoest at headquarters or by calling (202) 267-2280. □

Consulate in Sapporo, Japan, is upgraded

The American consulate in Sapporo, Japan, has been upgraded to a consulate general. Sapporo is on Hokkaido, the northernmost of Japan's four major islands. The consulate general's jurisdiction includes all of Hokkaido plus the northern four prefectures of Honshu, the main island.

The consulate was opened shortly after the signing of the peace treaty ending World War II. For many years the United States was the only country to have a diplomatic mission there. More recently, China, South Korea and the Soviet Union have opened consulates general in Sapporo. ■



Ambassador *Mike Mansfield* at the upgrading ceremony. With him are, left, Hokkaido

Governor *Takahiro Yokomichi* and consul general *John Dinger*.



Consul general *John Dinger* is interviewed following the upgrading ceremony.

Appointments

President selects 4 for ambassadorships

President Reagan, as of mid-February, had announced his intention to nominate four new ambassadors. All the nominations would require Senate confirmation. The persons chosen by the President, listed alphabetically by post, are:

—*Burma*—Burton Levin, until recently consul general in Hong Kong, to succeed Daniel Anthony O'Donohue.

—*Portugal*—Richard Noyes Viets, former ambassador to Jordan, to replace Frank Shakespeare.

—*Somalia*—Trusten Frank Crigler, a senior Foreign Service inspector, to succeed Peter Scott Bridges.

—*Soviet Union*—Jack F. Matlock Jr., special assistant to the President for national security affairs and senior director for Europe and Soviet Union on the National Security Council staff, to replace Arthur A. Hartman.

Following are biographical sketches of the persons named.

Burma

Burton Levin, a career member of the Senior Foreign Service, class of minister-counselor, has been consul general in Hong Kong since 1981. Before that, he was deputy chief of mission in Bangkok, 1978–81.

Mr. Levin joined the Foreign Service in 1954 and was assigned as a consular and economic officer in Taipei. He became a researcher in the Bureau of Intelligence and Research in 1956. Two years later he was assigned to Chinese language training at the Foreign Service Institute school in Taichung, Taiwan. After his studies there, he became political officer, Jakarta, 1960–63. He then returned to the Department as political officer in the East Asian bureau, serving until 1964.

Mr. Levin took Chinese area training at Harvard, 1964–65. In recent years he has held assignments as political officer, Hong Kong, 1965–69, and Taipei, 1969–73; visiting fellow, Stanford's Hoover Institute, 1973–74; congressional liaison officer, East Asian bureau, 1974; director, Republic of



Mr. Levin

China desk, 1974–77, and deputy principal officer, Hong Kong, 1977–78.

Mr. Levin was born in New York on September 30, 1930. He received a bachelor's from Brooklyn College in 1952 and a master's in international affairs from Columbia in 1954. His foreign language is Chinese (Mandarin). He is a member of the American Foreign Service Association.

He is married to Lily Lee Levin. They have a son, Clifton, and a daughter, Alicia. □



Mr. Viets

Portugal

Richard Noyes Viets, a career member of the Senior Foreign Service, class of minister-counselor, has been a member of the Department's Grammm-Rudman-Hollings Working Group since last year. Before that, he was a member of the Board of Examiners for the Foreign Service, 1985–86.

Mr. Viets began his career as a junior officer with USIA in 1955, and served in Kabul and Tunis until 1957. From 1957 to 1960 he was assistant trade fair manager in the Office of International Trade Fairs, Department of Commerce. He then was an investigator, U.S. Bureau of Labor Statistics, January–March, 1962 and a researcher for the AID science conference staff, March–May 1962. He was appointed a Foreign Service officer in May 1962 and later was a commercial officer in Tokyo.

Mr. Viets then held assignments as commercial officer, Madras, 1965–67; political-economic officer, New Delhi, 1967–69; special assistant to the ambassador there, 1969–72; senior watch officer; and director, of the Department's Executive Secretariat, 1972–74. He be-



Mr. Crigler

came deputy chief of mission in Bucharest in 1974. Three years later he was assigned as deputy chief of mission in Tel Aviv. In recent years he was ambassador to Tanzania, 1979–81, and Jordan, 1981–85.

Mr. Viets was born in Burlington, Vt., on November 10, 1930. He received a bachelor's from the University of Vermont in 1955. His foreign languages are French and Romanian. From 1950 to 1952 he served in the Army. Before government service, he was a banking trainee, Bank of America, Los Angeles, 1954; office manager, Western Kitchens Building Associates, Los Angeles, 1954; general factotum, C.H. Dana Co., Hyde Park, Vt., 1954–55; petroleum marketing executive, Mobile International Oil Co., New York, Dallas and Paris, 1960–61; and service manager, Woodward & Lothrop, Washington, 1961.

Mr. Viets' awards include an honorary doctorate of laws from the University of Vermont, 1985, and Jordan's Order of Independence, first class, 1984. He won the American Foreign Service Association's Christian A. Herter Award in 1978. He is a member of the Metropolitan Club in Washington. He is married to Marina Leonardo Woroniecka Viets. They have three daughters—Alexandra, Katrina and Marynka. □

Somalia

Trusten Frank Crigler, a career member of the Senior Foreign Service, class of minister-counselor, has been a senior inspector since 1983. Before that, he was director of the Office of Mexican Affairs, 1981–83.



Mr. Matlock

Mr. Crigler entered the Foreign Service in 1961 and later was assigned as an intelligence analyst, Bureau of Intelligence and Research. He then drew assignments as political officer, Guadalajara, Mexico, 1963-64; consular officer, Mexico City, 1964-66; political officer, Kinshasa, 1966-67; resident consul, Bukavu, Zaire, 1967, and nonresident consul, Kisangani, in that country, 1967-69; and political and economic officer, Libreville, Gabon, 1969-70.

He returned to Washington in 1970 to become political adviser, U.S. mission to the Organization of American States. Three years later he was named an American Political Science Association congressional fellow, serving on Capitol Hill. He became political officer, Mexico City, the following year. In recent years he has been ambassador to Rwanda, 1976-79; and deputy chief of mission, Bogota, 1979-81.

Mr. Crigler was born in Phoenix on October 17, 1935. He received a bachelor's, magna cum laude, from Harvard in 1957. His foreign languages are Spanish and French. He has won the Department's Superior Honor Award four times—1967, 1973, 1980 and 1984, and its superior performance pay award in 1982. He received the American Foreign Service Association's Christian A. Herter Award in 1980.

He is married to Bettie Ann Morris Crigler. They have three children—Jeffrey Charles, Lauren Elizabeth and Jeremy Trusten. □

Soviet Union

Jack F. Matlock Jr., since 1983, has been special assistant to the President for national security affairs and senior director for Europe and the Soviet Union on the National Security Council staff. Before that, he was ambassador to Czechoslovakia, 1981-83.

Mr. Matlock joined the Foreign Service in 1956 and was assigned as an analyst in the Bureau of Intelligence and Research. He later drew assignments as consular officer, Vienna, 1958-60; student taking Russian language and area training at the U.S. Army Russian In-

stitute, Oberammergau, Germany, 1960-61; political officer, Moscow, 1961-63, and Accra, 1963-66; and principal officer, Zanzibar, 1967-69. He became deputy chief of mission, Dar es Salaam, 1969. The following year he attended the Senior Seminar in Foreign Policy.

In recent years Mr. Matlock was director, Office of Soviet Union Affairs, 1971-74; deputy chief of mission, Moscow, 1974-78; diplomat-in-residence, Vanderbilt University, 1978-79; and deputy director, Foreign Service Institute, 1979-80. He was chargé d'affaires ad interim, Moscow, 1979-80, before he was named ambassador to Czechoslovakia.

Mr. Matlock was born in Greensboro, N.C., on October 1, 1929. He received a bachelor's from Duke in 1950, a certificate from Columbia's Russian Institute in 1952, and a master's from the university in 1953. His foreign languages are Russian, German, French, Swahili and Czech. Before entering the Service, he was a translator and editor of Current Digest of the Soviet Press, Columbia, 1950-53, and an instructor of Russian language and literature at Dartmouth, 1953-56. He is the author of "Index to the Collected Works (Russian edition) of J.V. Stalin," published by the State Department, 1952, and a second edition, published by the Johnson Reprint Corp., New York, 1971. He won the Department's Superior Honor Award in 1981. He is a member of the American Foreign Service Association and the Council on Foreign Relations.

Mr. Matlock is married to Rebecca Inez Burrum Matlock. They have five children—James Graham, Hugh Burrum, Neil Matlock Benton, David McSwain and Joseph Franklin. □

Relations with Mongolia

The United States and Mongolia established diplomatic relations at the ambassadorial level, and signed a memorandum of understanding laying a foundation for that new relationship, at a ceremony in the Treaty Room on January 27. □

Multilateral posts: Kington, Petrone



Mr. Kingon



Mr. Petrone

President Reagan in mid-February had announced his intention to nominate U.S. representatives to two international organizations. They are Alfred Hugh Kingon, assistant to the President and secretary of the cabinet, as the representative to the European Communities, in Brussels; and Joseph C. Petrone, a real estate investor and retired Army colonel, as representative to the European office of the United Nations, in Geneva.

The nominations would require Senate confirmation. Both men would have the rank of ambassador. Mr. Kingon would succeed J. William Middendorf II; Mr. Petrone would replace Gerald P. Carmen.

Following are biographical sketches of the two.

European Communities

Alfred Hugh Kingon has been assistant to the President and secretary of the cabinet since 1985. Before that, he was assistant secretary for policy planning and communications, Department of the Treasury, 1984-85. Earlier, he was assistant secretary for international economic policy, Department of Commerce, 1983-84.

Mr. Kingon held many positions in private industry. He began his career as a clerk with M. Lowenstein & Co., New York, in 1954. He became assistant purchasing agent, Maidenform Co., Bayonne, N.J., serving until 1958. He then was a partner in a wholesale aluminum business in Brooklyn. He later held positions as administrative assistant,

Matthew Stuart & Co., 1959-60; as customer's broker, William M. Rosenbaum & Co, 1960-63; with the investment advisory department, Burnham & Co., 1963-67; vice president and research director, Scheinman, Hochstin & Trotta, 1967-70; portfolio manager, The Businessmen's Fund, 1970-71; and editor-in-chief, Macro Communications, 1971-83—all in New York.

Mr. Kingon was born in Brooklyn, N.Y., on May 11, 1931. He received a bachelor's from Union College in 1953. He is the author of "Money and Credit Reports" and "The New Deal, Fair Deal and Coming Ordeal." He also wrote many editorials as editor-in-chief of *Financial World*, 1973-83.

Mr. Kingon is married to Jacqueline Joy Goldwyn. They have a son, Michael B. □

UN European Office, Geneva

Joseph Carlton Petrone has been active in real estate and private investments since retiring from the Army in 1970, with the grade of colonel. He served as an alternate U.S. delegate, accompanied by his wife, to the 22nd UNESCO general conference in Paris in 1983. He was a delegate, accompanied by his wife, who also was a delegate, with the presidential delegation to Madagascar in 1985.

Mr. Petrone began his Government service in 1944 as a second lieutenant in the Army. After serving in General George S. Patton's Third Army during World War II, his army career became specialized and was spent mainly overseas. As a petroleum specialist, he was engaged in building, operating and maintaining the U.S. petroleum pipeline across France. He was the petroleum officer for the UN command in Korea. He later served as a logistician in the Caribbean and Iran. He had three tours of duty in Washington involving petroleum operations and intelligence training, which included duty as a White House aide under President Eisenhower. During his last several years of army service, he was assistant military attaché at the embassy in Paris. The Petrones lived in France for almost 15 years.

Mr. Petrone was born in Marshall-

town, Io., on November 30, 1922. He received a bachelor's from West Point in 1944. In addition to military and civilian training in logistics and petroleum matters, he received a diploma from the British Staff College in Camberley, England, and attended the Alliance Francaise in Paris. From 1970 to 1976 he was chairman of the Franco-American Memorial Day ceremonies at the U.S. World War I cemetery in France. His foreign language is French.

Mr. Petrone's decorations include the Legion of Merit and the French National Order of Merit. He is married to Augusta deBunsen Henderson Petrone. □

Assistant secretaryship eyed for Robert Lamb

President Reagan has announced his intention to nominate Robert E. Lamb, since 1985 director of the new Bureau of Diplomatic Security, as assistant secretary for diplomatic security. He was assistant secretary for administration and security, 1983-85.



Mr. Lamb

Mr. Lamb joined the Foreign Service in 1962 and served in Brussels, Monrovia, Kathmandu, Bangkok and Washington. He was counselor for administration in Bonn, 1979-83. In the Department, he held assignments as director of financial services, Bureau of Administration, and director of the Passport Office, Bureau of

People at State

Edward P. Djerejian Jr. is senior deputy assistant secretary in the Bureau of Near Eastern and South Asian Affairs. Among other duties, he will have direct supervisory responsibility for the Office of Regional and Multinational Force and Observer Affairs . . . **Harry E.T. Thayer** has become dean of the School of Language Studies, Foreign Service Institute. □

Kiev consular talks continue; no health risk there, U.S. says

The United States and the Soviet Union are continuing talks on implementation of the Kiev-New York consulate exchange, which had been agreed to at the Geneva summit in 1985. No date has been set for opening of the posts.

In the meantime, the Department's Office of Medical Services has concluded that the additional radiation exposure resulting from the Chernobyl nuclear accident last April would not pose a health risk to U.S. personnel assigned to Kiev. The office's decision was based on the findings of a team of radiation specialists provided by the U.S. Department of Energy, which visited Kiev in October. The team took more than 200 measurements of radiation and collected some 80 samples of water, food, foliage and soil for analysis in the United States by the Food and Drug Administration. □

Consular Affairs. He is a minister-counselor in the Senior Foreign Service.

Mr. Lamb was born in Atlanta on November 17, 1936. He received a bachelor's from the University of Pennsylvania in 1962. From 1958 to 1961 he served in the Marine Corps. He is married and has three children. □

Envoy for Vanuatu

President Reagan in mid-February announced his intention to nominate Everett E. Bierman, ambassador to Papua New Guinea and Solomon Islands since last October, to serve concurrently as ambassador to Vanuatu, southeast of the Solomons in the South Pacific. □

Envoy post for Linkletter

President Reagan has said he intends to nominate Arthur G. Linkletter for the rank of ambassador during his tenure as commissioner general of the U.S. exhibition for the 1988 International Exposition in Brisbane, Australia. A broadcaster, author and lecturer, Mr. Linkletter was a member of the U.S. Commission for UNESCO from 1973 to 1978. ■

Language Training

Additional recommendations from Monteagle Stearns

Promotions, bonuses, languages, 'ROTC' are discussed

In the January article on the report by Monteagle Stearns on Foreign Service hard-language capability, several recommendations were omitted. These recommendations, as well as the entire Stearns report, are currently under review by a group from the Bureau of Personnel and the Foreign Service Institute, chaired by Raymond C. Ewing, now director of the Office of Foreign Service Career Development and Assignments, and Harry Thayer, new dean of the School of Language Studies. Following is the text of the remaining recommendations.

WHETHER for junior, mid-career or senior officers, we need more significant incentives to learn hard languages. In-grade promotions and similar financial inducements are salutary, but not enough to offset the fear in today's "hurry up" Foreign Service that time out for training is promotion time lost. The ultimate incentives for any Foreign Service officer are the officer's next job and next promotion.



Mr. Stearns

However interested in hard languages officers may be, and however gifted, they will not willingly take time out to learn hard languages unless they see a tangible payoff in terms of career. The recently revised employee evaluation report provides little opportunity for rating officers to assess language skills. It needs to be strengthened in this respect. Promotion boards need more specific guidance on the importance of language skills.

Actions recommended: Categorical instructions should be given to promotion panels that, in rank-ordering officers eligible for promotion, preference among officers of comparable ability and experience must be accorded to those proficient in hard languages over those who are not, and to officers who

have fluency in some language over those who have none.

The U.S. Foreign Service employee evaluation report should require rating officers to pay close attention to language skills by making an officer's willingness and ability to use foreign languages in his work a sixth "competency group," under Section II of Form DS-1829.

More on promotions

The Foreign Affairs Manual states that we intend that officers entering the Senior Foreign Service will have gained a "minimum level of proficiency of S-3/R-3" in two foreign languages (FAM 871.2-1(a)). Yet almost 61% of those promoted into the senior service by the last panels did not have two languages; more than 72% had no hard language; and 21% had no tested proficiency at the S-3/R-3 level in any language whatsoever.

Actions recommended: (a) Promotion panels should be instructed that no FSO-1 eligible for promotion to FE-OC can enter the Senior Foreign Service unless he or she has a tested proficiency of S-3/R-3 in at least one foreign language. Among officers of comparable ability and experience, preference must be given to those who have a rated proficiency of S-3/R-3 in two or more languages, including one hard language, over those who do not.

(b) Foreign Service officers who are proficient at the S-3/R-3 level should be able to compete for threshold promotion from FSO-1 to FE-OC, both by cone and multifunctionally.

Bonus for secretaries

We have failed to provide incentives and rewards to support staff for developing language skills. Whereas the West German Foreign Service pays a bonus to secretaries who learn foreign languages, the American Foreign Service offers nothing.

Action recommended: A bonus payment should be authorized for secre-

taries and other support staff who develop language proficiency at the S-2 level or above.

'Incentive' languages

The so-called "incentive language" list appears to have become a grab-bag of exotic and not-so-exotic languages, some of which may have deserved incentive status at one time but no longer do. The list badly needs culling, and the rationale for it should be rethought.

Action recommended: Task the Foreign Service Institute and the Foreign Service assignments office to review the need for and composition of the incentive language list.

'Diplomatic ROTC'

The State Department and the Foreign Service need to make a stronger and more imaginative effort than ever before to identify candidates for the Foreign Service who have demonstrated an interest in and a talent for hard foreign languages. Jack Matlock has suggested the idea of a diplomatic ROTC program. This could be administered in several ways. One way would be to offer second-year university students a special examination to qualify for scholarships in their third and fourth years. Upon graduation, they would be commissioned in the Foreign Service and agree to serve a minimum of four years. Alternatively, postgraduate students planning to earn masters and doctoral degrees could be invited to take the regular Foreign Service examination on the same basis. As in the military ROTC programs, the Foreign Service would, in exchange for defraying tuition fees, be able to influence the undergraduate curriculum of scholarship recipients or their choice of subject for a graduate thesis. 25%-50% of each junior officer class might be recruited in this way.

Action recommended: The under secretary for management should set up a small task force to explore the feasibility of a "Diplomatic ROTC." ■

State arrives at Foggy Bottom: 40 years ago

The Department that was (is, maybe)

Teresa Beach, a STATE reader in Indianapolis, found this article in her files. It's from the New York Times Magazine of May 25, 1947, by James Reston. The first State Department unit had moved into the New War Building—renamed "New State Building"—in late January, the day after General Marshall became Secretary.

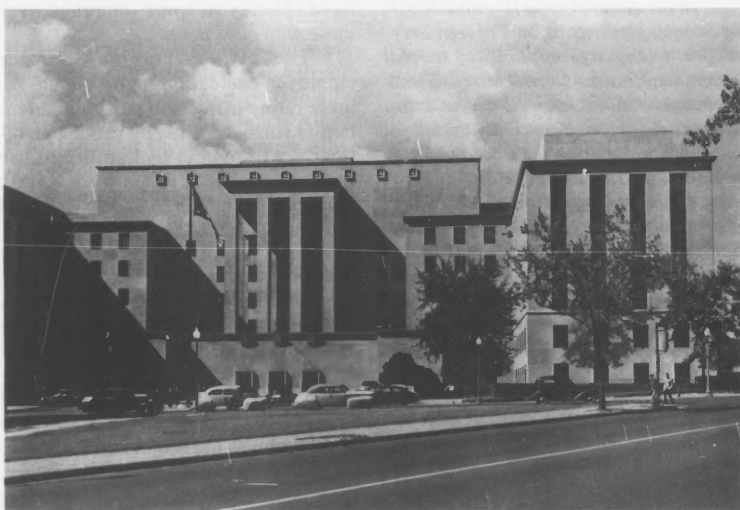
THE STATE DEPARTMENT has moved its principal offices in Washington from Pennsylvania Avenue to Foggy Bottom, which, for the benefit of any cynics, is not an intellectual condition but a geographical area down by the Potomac.

Moving from "The Avenue" to Foggy Bottom in Washington is like moving from Fifth Avenue to Hell's Kitchen in New York. The diplomats have exchanged their delicate view of the White House lawns for a fine panorama of the local gas works, and in this era of rough-house diplomacy, the move has a certain rude appropriateness.

The old State Department building was definitely a symbol of pre-atomic American foreign policy, ornamental, and out-of-date. Outside, it was all columns, turrets and story-book balconies. Inside it had all the solid Victorian qualities, peace, dignity and a sort of dim and pleasant stuffiness.

The new State Department Building in Foggy Bottom has its symbolism, too. Like the modern world, it glitters. Like the United States, it is a bright and shiny thing surrounded by slums and poverty. It is as slick as a Fifth Avenue showroom and has just about as much character.

Secretary of the State Marshall has a room up on the fifth floor about the size and shape of a basketball court. Its ceiling is two stories high—which will come in handy if he ever tries piling his problems one on top of the other. The Secretary, who loves old houses, has not made any publishable comment about this room, but Dean Acheson, his chief assistant, whose room duplicates



The "New War Building" at 21st Street and Virginia Avenue N.W., in the 1940s.



Secretary Marshall at his desk in what became the "New State Building."

Marshall's is said to have remarked that it "looked exactly like the second-class dining room on the Europa."

Henry Wallace is not going to like this new State Department Building. When you go in the front door you are surrounded by all the symbols of the materialism, militarism and the imperialism he fears so much. A huge and somewhat cluttered mural stretches the full length of the reception hall wall. This is full of avenging eagles and

B-29's. The lighting fixtures in the General's reception room still bristle with the martial symbols of crossed swords and pointing cannon. It was, of course, built for the War Department and, since it is now occupied by the peace department, presumably some changes will be made.

Every time the State Department moves its central offices the Secretary of State seems to be involved in the reconstruction of his department. When John Quincy Adams moved into the old Treasury Building in 1820 he did not have much to reorganize, since there were then only fifteen officers in the entire department. But when Secretary Hamilton Fish moved into the South Wing of the building across from the White House in 1875 he had a staff of fifty-two and he proceeded to turn these fifty-two into "specialists"—a trend that has continued until today.

General Marshall, however, has a special problem. For over 150 years the Department of State has been designed to carry out the United States' chosen

role of being an "observer" of world affairs. From 1775, when the forerunner of the department was created as a committee of Congress (with the interesting title of the Committee of Secret Correspondence) until Pearl Harbor, the department was set up to watch and report the happenings of the world and that's about all.

Now the role of the United States in world affairs is different. It has switched since Pearl Harbor and especially since Hiroshima and Nagasaki, from "observer" to world leader, and the problem now is to create the new mentality and the new team to carry on that new role.

The State Department, of course, cannot do this job alone. It has the principal responsibility for the determination of policy in the field of foreign affairs. But some of the most vital decisions in this field are taken by the President (the Government's past Palestine policy, for example;) and, of course, the Congress retains a right of veto over many decisions through its au-

thority to grant or withhold financial support.

The State Department is, therefore, often at the mercy of the Congress. It is now at its mercy in its plans for the rehabilitation of western Europe; in this case, it merely proposes and the Congress disposes; but in other cases, the Greek-Turkish loan, for example, the State Department proposes its case publicly in such a way that the Congress can do very little but accept the proposal. The Department, therefore, plays an increasingly important role in determining the affairs of the world.

The best indicator of its growing importance is the growth of the department itself. In 1790, it had eight employees, including an able citizen named Thomas Jefferson. In 1833, during the Jackson Administration, it had twenty-two employees at home and nineteen Ministers and 172 consular officers abroad. In 1870 it had fifty-two officials in Washington and in 1909, 209.

The two World Wars, however, revolutionized this small Executive Department and the revolution is still going on. By 1922 the personnel roll in the old State Department Building had increased to 621; by 1938, to 963; by the middle of 1943, to 2,755, and by 1946,

to 7,623.

Moreover, these figures do not indicate the growth of the Foreign Service. In 1924 there were 3,431 persons serving the country abroad. A decade later this had jumped to 3,609; by 1943 the total was 5,230, and by 1946 it had reached an all-time high of 11,115.

The Appropriations Committee of the House has been working this over recently and by the time the roster has been properly "Taborized" it will probably be somewhat smaller, but this remains one of General Marshall's central problems. His department has been growing faster than it could be reorganized and he has other things to do besides creating an efficient team.

This central problem of switching from the role of world observer to world leader will undoubtedly last well beyond the Administration of President Truman and Secretary Marshall. Even under the urgency of present day events, the trend and tradition of 150 years cannot be changed so fast.

This is particularly true in a country which changes its Secretary of State so often and has so much trouble keeping experienced and outstanding men in the chief political offices. In the history of the Department only five men have held the office of Secretary of State for eight years. The average has been only about three years and in the last two and a half years—the period of the department's greatest growth—the United States has had four Secretaries of State.

Of these, it is perhaps fair to say, Secretary Marshall has done more in a short time than any of the others to institute changes that may prove to be fundamental. First of all, he centralized the intelligence service of the department, taking it out of the geographical divisions and giving it a greater degree of autonomy than it ever had before. Next, he approved the reorganization of the department's communications, so that eventually he hopes to be able to experience the rare official pleasure of getting his messages to and from the field with reasonable rapidity.

Also, he has brought to the department an extremely able administrative officer in Robert A. Lovett, former As-

The State Department occupied parts of 47 buildings around Washington during World War II. The reason for coming to Foggy Bottom was to consolidate all Department operations in one building.

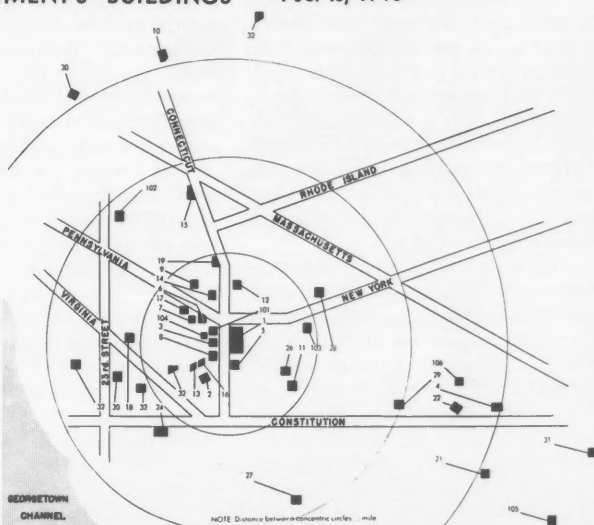
THE DEPARTMENT'S BUILDINGS Feb. 15, 1946

OFFICE SPACE

- 1 State
- 2 Walker Johnson
- 3 Wunder Building and Annex
- 4 Stanford Oil
- 5 Barracks
- 6 1778 Pennsylvania Ave
- 7 Planner
- 8 Great Building and Annex
- 9 Ohio
- 10 Lofting House
- 11 Commerce
- 12 Hill
- 13 Architects
- 14 Metropolitan Club
- 15 DuPont Circle
- 16 Leman Building
- 17 1818 H Street
- 18 515 Cleveland Street
- 19 LaSalle Building
- 20 War Annex
- 21 Social Security
- 22 Central Public Library
- 23 Washington Auditorium
- 24 Mechanics
- 25 War Building
- 26 Temple "C"
- 27 Auditor Court House
- 28 218 13th Street
- 29 National Archives
- 30 Japanese Embassy
- 31 Library of Congress
- 32 Donohoe House
- 33 Central Building

WAREHOUSE SPACE

- 101 O Street Annex
- 102 1225 2nd Street
- 103 1323 O Street
- 104 Wunder Building Room
- 105 411 S. Capitol
- 106 462 Indiana Ave.





Deputy under secretary *Loy W. Henderson* begins demolition of temporary building

on 23rd and C Streets, in 1956, as construction gets under way for permanent addi-

tion to the State Department building.

sistant Secretary of War for Air, who, presumably, will be expected not only to organize this vast new staff into an efficient team but to devise ways in which the department can execute efficiently its new tasks in the field of world rehabilitation, information and intelligence.

Perhaps the most interesting change he has made, however, has been the creation of a Policy Committee under George Kennan, a brilliant career officer, who is an expert on Russian affairs.

This committee indicates perhaps better than anything else how the role of the modern State Department is changing.

A nation that was acting as an "observer" of world affairs had comparatively little need for detailed policy planning. The policy was set, more or less, by the temper of the people and the Congress. The mood of the people and Congress was that there was safety in keeping out of other people's problems. Non-intervention and neutrality were the watchwords and it was thought that there was safety in inaction.

Why, therefore, make detailed plans when you were not going to do

very much about world developments? If a man called Hitler was making political headway in Germany, why report it as something worth watching. If he burned the books or expelled the Jews, maybe he would want to comment on it publicly, but of course, it was against our tradition to interfere, etc., etc.

The weakness of this system was apparent, especially in the State Department long ago, and many moves were taken to improve our official planning, but in the last analysis it was realized that planning was a tedious and meaningless task if there was no national will to execute the plans. So much of the old system carried over, even after the Congress had sanctioned the role of active participation in world affairs.

The events leading up to the decision to bolster Greece and Turkey illustrate the hangover of the old planless system and suggest the purpose of the new Policy Planning Committee. The manipulations of the Communists in Greece and the bordering States were known at the State Department for over a year. Russia's war of nerves on Turkey was similarly well known. The decline of Britain's economic position was all explained to our officials in detail,

and the British had told the State Department on several occasions that they would probably have to pull out of Greece, economically and militarily.

All this information came into the various offices and divisions of the State Department and was passed on to the top. Many alternatives were discussed and some plans were proposed. But the habit of the State Department in the past has been to "make policy on the cables," that is, to deal primarily only with those questions which come in from the field by cable and demand an answer to a specific problem.

As a result, very little was done by the United States Government to prepare for the Greek crisis until the specific announcement of the British withdrawal was handed to the Secretary of State last Feb. 24. At that time he was preparing for the Moscow Conference. He was forced to interrupt his preparation for that conference to deal with the Greek problem, which he described to Congressmen as a "bombshell," and after he went to Moscow, his aides were charged with the task of improvising a solution.

There are different opinions about how well they improvised, but there is

Foreign Service Families

general agreement that, had the Policy Planning Committee existed some months ago, it would have had every opportunity to plan for the contingency and might have been able to get it related a little more accurately to the other problems of Europe and the United Nations.

Now there is a new instrument in Washington for dealing with this problem. It did not take General Marshall long to find out that most of the top men in the department were so busy dealing with the urgencies of the day-to-day operations that they had little time for long-range planning. So there is now at least one man in Washington, George Kennan, who is assigned to the task of thinking. It is his job to see that "correct

estimates of the situation" are made and plans are drafted on the basis of his estimates.

The work of this policy committee will be watched carefully, not only because preparation is half the battle in making peace as well as in making war, but for the further reason that, as it stands today, the State Department has never been manned at the top by a team with so little experience in foreign affairs.

The organization of the State Department includes, in general, three main groups of offices and officials. There is, first of all, what might be called the department's "cabinet," consisting of the Secretary of State, and two Under Secretaries of State, the six Assistant Secretaries of State and the Counselor. Under them are the main geographical offices of the department,

which are charged with primary responsibility for the ground work in determining policy in Europe, the Far East, the Near East and Latin America. The third group consists of a number of technical, advisory and administrative offices and divisions.

At the "cabinet" level in the department there is not a single man dealing with political affairs who has made a distinguished career in the field of political foreign policy. General Marshall has made a good start, but he is the first to concede his lack of background in this field. His new Chief of Staff, Mr. Lovett, is a successful banker and government administrator, but he, too, lacks the background of his predecessor, Dean Acheson. The other Under Secretary, William L. Clayton, has done a superb job in handling economic affairs, and since this is going to be the primary consideration of foreign policy in the

Land is cleared on 23rd Street to make way in 1956 for extension to the State Department building.



next few months, his experience is invaluable. But even he has dealt far more with foreign economics than foreign politics.

The same situation exists at the assistant secretary level. Benjamin V. Cohen, Counselor of the department, has acquired a wide knowledge of foreign affairs since Mr. Byrnes brought him into the department, but most of the assistant secretaries are either comparatively inexperienced in foreign policy questions or are on their way out of the department.

Spruille Braden, in charge of Latin-American affairs, has broad experience in his field, but he has scarcely seen the Secretary of State since January, and, anyway, he is planning to leave soon. William Benton, in charge of one part of public affairs in the department, is an advertising man who had the misfortune to annoy the chairman of the House Appropriations Committee; Maj. Gen. John D. Hilldring, in charge of officer who has acquired considerable experience since he entered the department in 1938, but he is dealing, not with political questions but with administration. And the chief political job at the assistant secretary level, that in charge of European, Far Eastern, Near Eastern and African affairs, is now vacant.

This situation is made even more critical by the fact that two of the most experienced heads of the geographical offices, H. Freeman Matthews for European affairs and John Carter Vincent for Far Eastern affairs, are scheduled to return to foreign service posts late this summer.

With this situation at the top of the department and at this particular period in the relations between the United States and the Soviet Union, attention naturally tends to focus on the experienced men further down the line. Kennan at the head of the Policy Planning Committee is one of these. Cohen, in the Counselor's office, is another. Charles "Chip" Bohlen, the General's aide and interpreter at Moscow, is the

third. And of course the heads of the geographical offices, Loy W. Henderson, Matthews, Vincent and their principal aides, are in vital posts.

Many legends have gathered about the State Department. It has been the center of the great debate over the role America should play in the world. Consequently, it has been vilified from all sides, by those who say it is manned by a lot of reactionaries, and again by those who charge that it is full of Communists. It is a large department, numbering nearly 19,000, including those working abroad, and there are probably small minorities with extreme views on the Left and Right, but few who have studied the department believe this is a major problem.

The department has other more fundamental problems. One of these is that since we have really been isolated for generations, we have not enough trained men in foreign affairs to play a role which is tending more and more to be decisive. This problem is illustrated by the fact that three secretaries of state have had very little prior experience with the intricate problems of international affairs and by the lack of experience in the State Department "cabinet."

A second problem is that, even now, though universities like Princeton, Virginia and Georgetown are putting additional emphasis on the training of men for service in this field, the salary scales have demanded either that men who choose this work have private fortunes or make economic sacrifices they would not have to make in private endeavors.

A third problem is that many of the top jobs are still filled by purely political appointees.

All these problems tend to work against the development of a steady, constant, dependable foreign policy.

But in spite of these problems, the State Department includes on its staff quite a few experienced and able young men, who have come through a period of great frustration remarkably untouched.

Throughout the Nineteen Thirties and early Forties, many men in the department observed accurately and fore-

told wisely the trend of great events, but were pushed aside by the overwhelming weight of public sentiment.

In the process, some of these men lost their way; they were defeated in the struggle and took refuge in leisure or cynicism. Some others, trained for a lifetime in a service devoted to "observing" world affairs, are unable to represent effectively a United States which is now consciously trying not only to observe but to influence and guide world affairs.

But while some good talent like Sumner Welles has been squandered; while other men, like Dean Acheson, John Dickey and Alger Hiss, have been allowed to leave for lack of opportunity or adequate compensation, and while others are not interested in the hard-working grind of the department's new responsibilities, others—more than is generally realized—have retained their precision of thought, their energy and their hope.

A country which badly needs talented public servants but which still uses the word "bureaucrat" as a term of contempt or derision, may insist on denying to the good ones that are left in the department the kind of responsibility and financial compensation they deserve, and these may follow Dickey into the academic life and Acheson into the law.

But at least now, despite present difficulties with Congress, the good ones at least have the compensation of knowing that they no longer have to stand out against the old isolationist tradition of the electorate. They now have the compensation of real opportunity.

Moreover, those who remain have a leader in Marshall. He is not experienced in the field as yet, but he has a clarity, and in the field of foreign affairs, as Geoffrey Crowther recently remarked, clarity begins at home.

It will not do, therefore, to make too much fun about the cookie-pushers around the gas works. For in the long run the chances are that there will be less fog around the State Department in Foggy Bottom than there was in the old comfortable granite monstrosity on Pennsylvania Avenue. ■

Foreign Service Families

State has a family hiring coordinator

Maureen Park, a personnel management specialist, has become the Department's first coordinator of family hiring procedures at overseas posts. Her position in the Bureau of Personnel's Office of Employee Relations was established to achieve consistency in hiring procedures under all family-member employment programs such as the American Family Member Program and part-time, intermittent, temporary employee appointments.



Ms. Park

"The person in this position serves as a resource for management and personnel officers overseas and for the bureau executive offices," says Ms. Park, formerly a personnel management specialist in the Office of Civil Service Career Development and Assignments. "The actual procedures for hiring family members aren't changing, but I'm available to answer technical questions and give policy guidance."

Ms. Park spent the first months on her job revising regulations. "There are now three regulations for the family employment program, some parts of which can be interpreted differently," she explained. "I've consolidated them into one regulation that will apply to all family hires." The regulations deal with eligibility for employee benefits, salary standards, training, maintaining personnel records and qualifying for Civil Service competitive status.

The Family Liaison Office also works on family employment, but Ms. Park's role is different. "The family office is an employee advocate," says Mr. Park. "It helps families find out about the employment opportunities that exist overseas. But my position was established to satisfy management needs, and to make it as easy as possible for employees to be hired by foreign affairs agencies at posts, based on work needs

and resources."

Before joining State in 1981, Ms. Park was a personnel management specialist with the Department of the Army. She can be reached on 647-2818. □

Overseas Briefing Center: free courses offered

The Overseas Briefing Center is offering the following free courses for employees and family members:

American studies, cross-cultural adaptation and the logistics of Foreign Service Life: March 23-April 2, June 1-12, September 21-October 2, November 9-20, 9:15 a.m.-3 p.m.

Community skills, April 20-24, October 26-30, 9 a.m.-3 p.m. Community mental health, stress management, paraprofessional counseling, drug and alcohol abuse and techniques for running workshops are covered.

Employment planning for the mobile Foreign Service spouse, May 19-22, October 6-9, 9:15 a.m.-2 p.m. Course material focuses on using overseas experiences to contribute to an overall employment plan, and includes information on identifying skills, writing resumes and interviewing.

Understanding regulations, allowances and finances in the Foreign Service context, June 17-19, September

2-4, November 23-25, 9 a.m.-4 p.m.

Going overseas, *for families*, March 14, April 25, June 20, October 17, 9 a.m.-1 p.m.; *for teens*, May 2, 9 a.m.-1 p.m.; *for singles and couples*, March 18, May 27, August 26, October 28, 6:30-9:30 p.m. Preparing for overseas assignments is discussed in terms of developing realistic expectations, setting personal priorities, coping with interrupted activities and relationship and sharpening communication skills.

Re-entry, *for families*, August 22, November 7, 9 a.m.-1 p.m.; *for teens*, September 19, 9 a.m.-1 p.m.; *for singles and couples*, September 9, November 4, 6:30-9:30 p.m. The course focuses on the stresses of returning to the U.S. after an overseas tour.

English-teaching, October 19-23, May 11-15, 9:15 a.m.-1 p.m. There are no prerequisites for this introductory course on teaching English as a foreign language.

The following seminars are also being offered:

College admissions for the Foreign Service child, November 5, 9:15 a.m.-3 p.m.

Educating the Foreign Service child while posted abroad, May 7, 9:15 a.m.-3 p.m.

Parenting in the Foreign Service,



ORGANIZATION OF AMERICAN STATES—John Clayton Kelsey, on his mother's lap, has no objection as Ambassador Richard T. McCormack hands \$750 cash award

to Jodie Kelsey, who was his personal secretary prior to her maternity leave. The Kelseys, with husband and father Brian, are being assigned to Moscow.

Solution to Diplo-Croctic No. 40

(See February issue)

Recipe. *Cafe Brulot Diabolique*

"In chafing dish, place eight sugar cubes, sixteen whole cloves, two inches stick cinnamon, peel of one lemon, and one and one-quarter cups brandy. Stir to dissolve sugar. Warm slightly over low heat and ignite, stirring to blend spices with brandy. Ladle into eight demitasse cups filled with strong coffee."

- | | |
|-----------------|-------------------------|
| A. Reflective | N. Living Rooms |
| B. East Wing | O. Ounces |
| C. Clerestory | P. Twilight of the Gods |
| D. In a Pinch | Q. Dentine |
| E. Palladian | R. Innerspring |
| F. Egg and Dart | S. Architects |
| G. Cash | T. Bombsights |
| H. Athletics | U. Onionskin |
| I. Family Rooms | V. Lays Down the Law |
| J. Eight Bells | W. Inches Up On |
| K. Belvederes | X. Quonset |
| L. Rear Window | Y. Useful |
| M. Undecided | Z. Ex Post Facto □ |

May 6, 9:15-3 p.m.

For information, contact the center, 235-8784. □

Proposal would help those divorced before '81

The Department has drafted legislation as part of its authorization bill which will permit Foreign Service spouses divorced before 1981 to pay

into a State Department group health plan at the group rate, and which will also provide a survivorship annuity upon the death of the former spouse. The amount of the annuity will depend on years married and years in the Foreign Service. Those eligible for such benefits or knowing of someone eligible may contact the Family Liaison Office in the Department. □

Jobs for spouses

The Overseas Briefing Center is offering a workshop on employment planning for the Foreign Service spouse, May 19-22, 9 a.m.-2 p.m. The workshop focuses on using overseas experiences to contribute to an overall employment plan. Information on identifying skills, writing resumes and interviewing will also be included. For information, call 235-8784. □

Bookfair: back in business

Bookfair is seeking tax-deductible contributions of books (particularly non-fiction), stamps, foreign coins and objects d'art as it gears up for its annual sale later this year. Periodicals are no longer being accepted. Call 223-5796 to arrange a home pickup. Proceeds from Bookfair, sponsored by the Association of American Foreign Service Women, help to finance scholarships and go to other worthy causes. ■

Letters to the Editor

—(Continued from Page 1)

believe that all who served with John appreciated the quality of his work and enjoyed his straightforward personality.

I was, therefore, very disappointed, shocked and saddened—that STATE didn't even spell his name correctly in his obituary. The second spelling was the correct one. I hope you print this letter to clarify your mistake.

No compliments from me.

Sincerely,
JAN DREYFUSS

The editor replies: STATE sincerely regrets the error, which occurred in the first reference to Mr. Dreyfuss. □

They who?

WASHINGTON

DEAR EDITOR:

As delighted as I am that sexist language is to be expunged from State Department communications, I must take issue with the suggestion that one means of doing so is to use plural pronouns with singular subjects ("use the plural *their* or *they* in the place of *he*, *man* or *him*"). Our English usage is declining very nicely through ignorance without assisting in the trashing of the language in the name of equality. There are other ways to express human sensitivity while being grammatically correct.

Very truly yours,

JO ANN HARDEE COLLINGE
Chief, Regional Programs Division
Bureau of Public Affairs

The editor replies: The policy of this magazine is to spurn sexist language and to be grammatically correct. The policy is also to enhance human interest by identifying males as males and females as females—hence chairman and chairwoman rather than (ugh!) chairperson. ■

Editor's note

To author of the letter on "fast-rising" officers: STATE does not publish anonymous contributions. Regrettably. Your letter was well-reasoned. □



MANAGUA, Nicaragua—Ambassador Harry E. Bergold Jr. presents scroll of appreciation to Cheryl Parker Rose, manager of the em-

bassy temporary duty residences, for her contribution to post morale.

Education and Training

Schedule of courses at the Foreign Service Institute

Program	Apr.	May	June	Length of course
Area studies				
Africa, sub-Saharan	6	—	15	2 weeks
East Asia	6	—	15	2 weeks
Latin America	6	—	15	2 weeks
Near East and North Africa	6	—	15	2 weeks
South Asia	6	—	15	2 weeks
Southeast Asia	6	—	15	2 weeks
USSR/eastern Europe	6	—	15	2 weeks
Western Europe	6	—	15	2 weeks
Canada	—	—	1	1 week
Language and advanced area courses				
French	20	—	1,29	20 weeks
German	20	—	29	24 weeks
Italian	20	—	29	24 weeks
Portuguese	20	—	29	24 weeks
Spanish	20	—	1,29	20 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	—	—	29	6 weeks
Arabic, formal spoken	—	—	29	6 weeks
Bengali	—	—	29	6 weeks
Chinese	—	—	29	6 weeks
French (metropolitan)	20	—	1,29	10 weeks
French (sub-Saharan)	20	—	1,29	10 weeks
German	20	—	29	10 weeks
Hebrew	—	—	29	6 weeks
Hindi	—	—	29	6 weeks
Indonesian/Malay	—	4	—	6 weeks
Italian	20	—	29	10 weeks
Japanese	—	4	29	6 weeks
Polish	20	—	—	6 weeks
Portuguese (Latin America)	20	—	29	10 weeks
Portuguese (Europe)	20	—	29	10 weeks
Russian	20	—	—	6 weeks
Serbo-Croatian	20	—	—	6 weeks
Spanish	20	—	1,29	10 weeks
Thai	—	4	29	6 weeks
Turkish	20	—	—	6 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation:				
Logistics of Foreign Service life	—	—	1	10 days
Community skills seminar	20	—	—	5 days
Employment planning for the mobile Foreign Service spouse	—	19	—	4 days
Going overseas (Wed. evening, singles/couples)	—	27	—	1 day
Going overseas (Sat., for families)	25	—	20	1 day
Saturday for teens	—	2	—	1 day
English-teaching seminar	—	11	—	5 days
Educating the Foreign Service child while posted abroad	—	7	—	1 day
Parenting in the Foreign Service	—	6	—	1 day
Regulations, allowances and finances	—	—	17	3 days
Administrative training				
*Budget and financial management	6	4	1	38 days
**General services operations	**	(7 weeks)	weekly enrollment	
Personnel management training	6	18	—	25 days

—(Continued on next page)

Dean Coon touts 'Tradecraft' courses as part of a new training 'continuum'

BY JANE A. COON

The author, a former ambassador, is dean of the School of Professional Studies at the Foreign Service Institute.

WHEN YOU'RE ASSIGNED to a new post or a more complex job, do you worry about falling flat on your face? Or at least suffer from a little anx-



Ms. Coon

ety over the new role and your new boss? Most of us do. It took me almost a year to figure out my first job as a junior political officer—and much of that time I certainly wasn't pulling my weight in the section. Then, years later, as a newly-minted deputy assistant secretary, I suffered from acute anxiety before my first congressional testimony.

But now, in the era of Gramm-Rudman-Hollings, with ever leaner missions abroad and bureaus at home, the Department no longer can enjoy the luxury of providing six months or a year of "on-the-job" training before an officer is truly productive. At a hardship post, for example, if a new economic officer takes six months to become effective, the section has lost 25% of his or her services over a two-year tour of duty. In a one-person section, this loss can materially affect the accomplishment of mission goals.

So there's no substitute for immediately doing the job. And it's professional training at the Foreign Service Institute that's intended to prepare you better for the plunge into a new role.

The institute's School of Professional Studies now is delivering several new courses specifically designed to meet the needs of junior and mid-level officers going into new jobs. The instruction focuses on practical skills and knowledge. Recognizing the "gap prob-

EDUCATION AND TRAINING

lem," the institute has made the courses as short as possible, and the Department now considers them part of the required package of training for junior and mid-level officers. Here's a rundown:

"Tradecraft"

These are the most popular of the new courses. "Tradecraft" courses parallel "ConGen Rosslyn's" basic, hands-on, consular training, which over the past decade has prepared nearly 4,000 officers for those proverbial visa lines.

In the past, officers going out to their first political or economic assignments had no job-specific training, nor even much of a briefing. Now officers assigned for the first time to political or economic jobs overseas work with experienced instructors to improve basic skills such as writing, oral briefing, contact-building and note-taking.

In the three-week Political Tradecraft course, each officer works on these skills in the context of his or her particular post of assignment, acquiring in the process a great deal of country-specific information and knowledge of U.S. interests and policies. The two-week Economic Tradecraft course focuses on the role of the economic officer, reporting requirements and end-users as well as written and oral skills. In one typical exercise, the budding economic officers interview Bureau of Economic and Business Affairs experts on international financial institutions, then brief their classmates. On another day, students struggle with a balance-of-payments report, learning something about available source material as well as formats.

Washington Tradecraft is an innovative, two-week course for all officers assigned for the first time to a job in the Department. How do you cope with the Executive Secretariat? What's the difference between an action and information memorandum? How does the Department interact with Capitol Hill? With the Department of Defense? With special interest groups or think tanks? How do you "network," and why is

—(Continued from preceding page)

Program	Apr.	May	June	Length of course
***Coping with violence abroad	6,20	4,18	15,22, 29	1 day
*After the basic 27-day course, officers going to Financial Management Center posts will be given six days' training on the Financial Management System and six days on the U.S. disbursing officer's functions. Previous registration for these adjunct courses is required.				
**Weekly enrollment. Previous registration required.				
***No longer available on a walk-in basis. Advance registration required.				
Consular training				
ConGenRosslyn basic consular course	Pre-registration required for: Continuous enrollment:			26 days
Consular functional intensive course	—	—	29	5 weeks
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens service	*Correspondence course			
Passport examiners	*Correspondence course			
*See Airgram A-660 (dated 7/17/84).				
Economic and commercial training				
Applied economics for foreign affairs	—	—	29	6 weeks
Executive Development				
Deputy chiefs of mission	—	—	8	10 days
Foreign policy management seminar	—	—	22	20 days
Program director's management seminar	1	—	—	3 days
Supervisory studies seminar	28	—	—	3 days
Washington tradecraft	—	18	—	2 weeks
Basic management studies for diplomatic security officers	—	3,17	7,21	5½ days
Political training				
Executive-congressional relations	6	—	—	1 week
Foreign affairs interdepartmental seminar	—	18	—	2 weeks
Foreign affairs seminar	—	—	15	1 week
Negotiation art and skills	—	4	—	1 week
Orientation				
Orientation for Foreign Service officers	13	—	—	9 weeks
Orientation for Foreign Service personnel	—	—	8	1 week
Orientation for Department officers	—	—	8	2 days
Departmental clerical orientation	6	4	15	7 days
Secretarial briefings				
First-time ambassador's secretary briefing	Individual or group by appt. 4-8 hours			
Washington assignment (for FS secretaries)	Individual or group by appt. 4-8 hours			
Refresher onward assignments (FS)	Individual or group by appt. 4-8 hours			
Upward assignments (GS)	Individual or group by appt. 4-8 hours			
Communications courses				
Effective speaking and listening skills	—	—	1	24 hours
English and communications skills (Section I)	13	—	—	40 hours
Secretarial courses (FS and GS)				
Career development seminar (Section II)	—	—	23	5 days
Foreign Service secretarial training	20	—	29	8 days
Equal opportunity seminar				
Management seminar on EEO for executives and supervisors	—	—	26	1 day

—(Continued on next page)

Grievance Actions

—(Continued from preceding page)

Program	Apr.	May	June	Length of course
Skills development courses				
Managing words (Wang word-processing training)	Schedule arranged			8-40 hours
Skills laboratory (shorthand and typewriting)	—	4	—	72 hours
Communications workshops				
Correspondence formats	Individual or group			4-8 hours
OCR telegram preparation workshop	Individual or group			4 hours
Telephone techniques	Individual or group			4 hours
Travel voucher preparation	Individual or group			4 hours
Time and attendance workshop	Individual or group			4 hours
Proofreading	Individual or group			4 hours □

—(Continued from preceding page)

this important? The course emphasizes "proactive" problem-solving rather than reactive paper-pushing. Participants say it helps them understand where they fit in the wider Washington

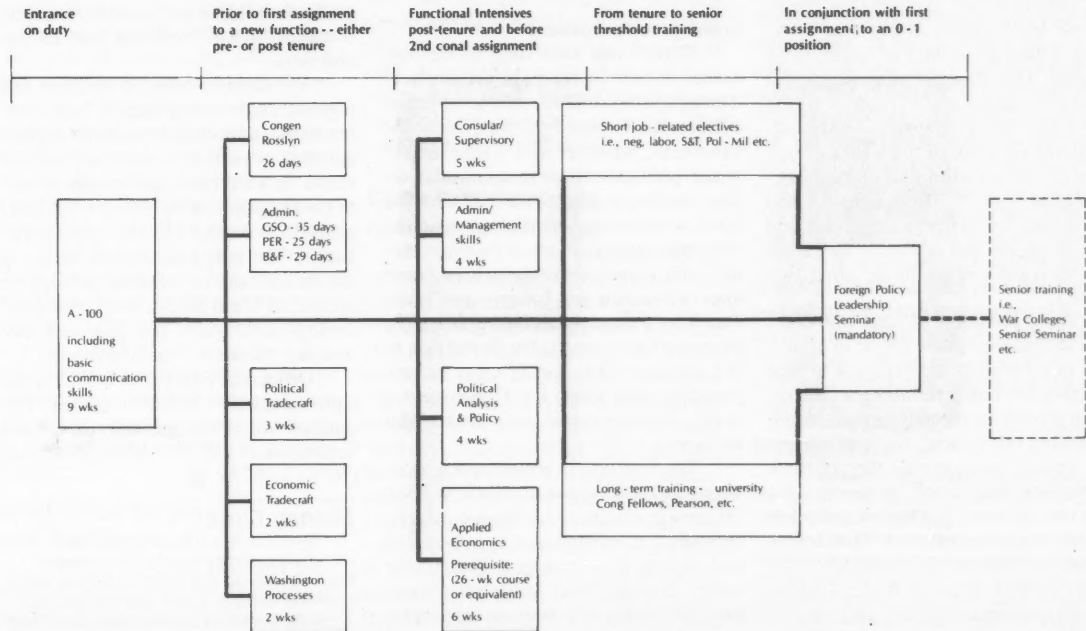
scene, and provides them with invaluable information on how to "work the system."

The goal is to turn out officers who will be more useful, more quickly, to the bureaus.

Administrative classes

The three basic administrative courses have been totally revised, displacing the old "administrative core." The new seven-week general services officer course, taking a leaf out of "ConGen" practice, has "rolling admissions" with new students entering every Monday. Personnel training, now 25 days, encompasses far more practical material on wage surveys, job classification and Foreign Service national concerns. Budget and fiscal instruction, in the course of six weeks, provides basic tools of the trade which can be supplemented as needed, with special modules on the new financial management system and disbursing. Work continues on all of these courses to minimize lectures and provide officers with more hands-on practice with skills they

Professional Development Training Continuum



need in the field.

Conal specialization

After tenure, most officers move on to jobs in their cone which require more specialized knowledge and involve greater responsibility. The former assistant general services officer finds himself or herself to be now an administrative officer in a small African post. The consular officer moves from the visa line to head a section. The political officer is no longer a "gofer," but is responsible for all internal reporting from a Middle Eastern capital. And serious economic analysis is expected of the tenured economic officer in a European Community country. By this time, the Department has the right to expect thoroughly professional performance and a high level of expertise.

To meet the needs of these officers, the institute has devised "functional intensives"—courses four to six weeks in length which deepen an officer's knowledge in a field of specialization. The consular functional intensive, for example, covers broad immigration issues and the legal context of consular work, along with a good dose of supervisory training. The administrative functional intensive raises the officer's sights above the sub-specialities, relates administrative work to the wider objectives of the mission and emphasizes management skills. (Both consular and administrative officers supervise and manage people and resources far earlier than their colleagues in the other two cones.)

Those economic officers who don't have an undergraduate major or equivalent in economics are expected to take the 26-week basic economics course, which provides a theoretical foundation. Following this course, the institute offers Applied Economics—the six-week economics functional intensive—for both the 26-week graduates and other tenured economic officers. This course focuses on international issues and U.S. policy in such areas as trade, finance and development.

The month-long political functional intensive is designed for political

officers before their second assignment in cone overseas. Like the tradecraft course, this focuses on the country of assignment while building analytical and other skills. The emphasis is on practical tools of the trade and analytic writing. Exercises include work on forecasting, policy-relevant reporting, policy advocacy, and how to deal with the press, both foreign and American.

'Continuum of training'

A-100, the basic Foreign Service officer course, is also being revised. Now nine weeks long, A-100 stresses oral and written communication skills in the State Department context. A new foreign policy game, "Al Jazira," exposes new officers to the functions of a mission, the complexity of foreign policy and the relationship between a post and Washington. Taken together, A-100, the tradecraft courses and the functional intensives constitute a professional training continuum. These courses are intended to enhance the performance of individual officers and, over time, make an institutional impact.

Training for management

There's one more rung on the continuum ladder—a rung not yet in place. Throughout most of the mid-level years, officers are engaged primarily in conal functions, whether as a Chinese-language political officer or a consular officer heading a visa section. At the FS-I level, a majority of officers move for the first time into positions involving management responsibilities, where conal specialization no longer suffices. Punching a management ticket is widely perceived as essential for promotion to the senior ranks. But it's not ticket-punching that meets the Department's needs. It's *successful* performance as a manager.

The institute is now working on a short, focused course to help new FS-I officers in all the cones bridge the gap between star performance as a specialist and success as a manager. Tentatively named Foreign Policy Leadership Seminar, the course will address leadership issues in the interagency arena, as well as within the Department and the For-

ign Service. I'll give you more on this in a later issue of STATE. □

Interdepartmental seminar slated for March 16-27

The next session of the Foreign Affairs Interdepartmental Seminar will be conducted at the Foreign Service Institute March 16-27. Its purpose is to furnish the officer having foreign affairs responsibilities "an advanced, intensive exposure to the various factors affecting the formulation, coordination and execution of U.S. foreign policy," a Department Notice said.

Plenary sessions focus on the foreign policy process, especially the major actors, agencies and departments, and how they interact or operate individually. The sessions also focus on worldwide policy issues affecting the United States, such as religious pressures, economic relationships, international terrorism and public opinion. Regional plenary sessions examine the historical trends of a region, followed by an analysis of current issues. The regions include the Middle East, Latin America, southern Africa, West and East Europe and Asia.

The seminar draws its speakers and regional study group leaders from Government, independent research organizations, universities and the business world. In each case, the speaker is held to be an authority by virtue of official position or extensive study and experience. "The interdepartmental nature of the seminar and its informal atmosphere afford an ideal forum for cross-feed among participants and give-and-take with the speakers," the Notice said.

Officers at FS/FP-2 or GS-13 or the equivalents are eligible to attend. The seminar will be repeated May 18-29 and September 14-25. For information, call (703) 235-8776. ■

Money Quiz

Q—What is a U.S. savings bond?
 A—A contract showing that money has been loaned to the United States, which promises to repay it, with accrued interest, when the bond is redeemed. Bonds are safe and secure because they are direct obligations of the United States. □

Grievance Actions

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Officer at small outlying post wins his case

(G-016(4))—The grievant was separated from the Foreign Service when the tenure board failed to recommend tenure after he had served five years as a career candidate.

Prior to separation, he grieved the last of three candidate evaluation reports prepared by his initial supervisor at the post. He claimed that certain comments were erroneous and falsely prejudicial, that several of his major accomplishments were omitted, and that the reviewing officer did not monitor his performance as required by regulation. The grievant asked for removal of the report and reinstatement in the Foreign Service.

The agency agreed to remove two comments from the report and denied the balance of the grievance. The grievant appealed to the Foreign Service Grievance Board.

The board observed that 3 FAM 571 places responsibility on the reviewing officer to exercise personal oversight of career candidates, and to ensure that they receive adequate counseling. In this case the reviewing officer, located in the embassy, had virtually no contact with the grievant, who was assigned to a small outlying post. Despite obvious indications of difficulty at that post, the reviewing officer neither exercised nor delegated his responsibility for personal oversight and counseling. The board found that this was procedural error of such a nature that it was a substantial factor in the grievant's termination. It directed the agency to expunge the report and to grant the grievant a limited appointment as a career candidate, for a period of time sufficient to allow him to serve a two-year overseas tour and to be reviewed by the tenure board. □

'Dangerous posts must be filled'

(G-028(6))—The grievant protested his assignment to an overseas post, which included regional responsibilities for temporary-duty service at a dangerous post. The grievant main-

tained that such assignments should be filled only on a voluntary basis, and that a forced assignment was contrary to law and regulations. The grievant cited regulations dealing with the Occupational Safety and Health Act of 1970 and the agency's compliance with it.

The agency denied the grievance on the ground that the regulations cited govern the actions the agency takes to implement the act, and do not circumscribe the agency's authority to assign Foreign Service employees worldwide at its discretion.

The grievant appealed to the Foreign Service Grievance Board, which stated that worldwide service is basic to the Foreign Service, and that dangerous posts must be filled regardless of whether volunteers can be found or not. In this instance the agency had sought a volunteer but, failing to find one, had assigned the grievant to the position. The act deals with conditions in the workplace, not the location of the workplace, and does not affect the authority of the agency under the Foreign Service Act to assign Foreign Service employees on a worldwide basis and to pay danger pay allowance, the board said. It pointed out that there are few places in the world where Foreign Service employees' lives are not at risk. The board denied the grievance. □

Case turns on date of dollar exchange

(G-051(5))—The grievant sold his car for local currency shortly before departing post. He received approval to exchange the proceeds of the sale into U.S. dollars that same day. He had to attend an important meeting that day, which he states delayed his going to the embassy cashier to exchange the local currency. That afternoon, about the time the cashier's office closed, the administrative officer informed him that the local government had just drastically devalued the local currency. The next day he exchanged the currency for dollars at the new unfavorable exchange at a substantial loss. He filed a grievance with the Department, claiming it used the wrong exchange rate.

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and USA. 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 rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE editorial staff.

The Department informed the grievant it found merit in his case, and would instruct the embassy to reimburse his loss provided that the post raised no objections. After hearing from the embassy, the Department denied the grievance, a decision which the grievant then appealed to the board.

The board denied the grievance, stating that the regulations clearly provide that the date an embassy cashier exchanges dollars for local currency determines the official rate in effect for the transaction. In the grievant's case, that transaction took place the day after he sold his car, when the new unfavorable rate was in effect. The board concluded that the important meeting the grievant had to attend delayed, but did not prevent, him from exchanging his currency that same day. Even though the embassy was still open when the grievant learned of the new unfavorable rate, the board found that regulations prohibit a disbursing officer from making fiscal transactions after the regularly scheduled closing hour for the cashier's office, except in an emergency, which was not the case in this instance. ■

Money quiz

Q—Is there a tax break still remaining in the new income tax reform legislation for U.S. savings bond owners?

A—Yes. First, you never pay state or local income taxes on savings bonds. In addition, by waiting to report the interest until you cash your bonds, or until they reach final maturity, you will be earning interest on principal plus the full untaxed interest previously earned.

Personnel: Civil Service

Promotions

GG-8

Young, Terry S., U.S. Mission to the United Nations, Communication Division

GG-9

Dahiyat, Siham, Foreign Service Institute, Asian and African Languages

Seifart, Benefrida, Foreign Service Institute, Romance Languages

GG-11

Litwinski, Wiktor Napoleon, Foreign Service Institute, North and East European Languages

GM-13

Graham, Dianne H., Bureau of International Narcotics Matters, Office of Program Management, Global Support Division

GM-14

Courlang, Edward M., Information Systems Office, Users Support Services Staff

Fuller, Houston R., Office of the Inspector General

Kim, Elena Patricia, Office of Management Operations

Wohl, Richard H., Office of the Legal Adviser, East Asian and Pacific Affairs

GS-3

Jones, Gayle Lawann, Office of the Comptroller, Office of Fiscal Operations, Vendor Claims Section

GS-4

Ahl, Thomas J., Northeast Passport Processing Center

Cooper, Edwin M., Northeast Passport Processing Center

Defiesta, Lilibeth L., San Francisco Passport Agency

Keaton, Amy E., San Francisco Passport Agency

Morgan, Michelle Ann, Bureau of Personnel, Office of Management, Personnel Records, Communications Branch

Sears, Dennis Michael, Philadelphia Passport Agency

Timmons, Kim R., Stamford Passport Agency

GM-5

Alston, Martha A., Refugee Programs, Office of Policy and Program Coordination

Caldarelli, Mary C., Management, Office of the Executive Director, Personnel Management Division

Cleto, Lilibeth G., Foreign Service Institute, North and East European Languages

Essandoh, Rachelle M., Office of the Medical Director

Harris, Tracy L., Office of Northern European Affairs

Jolly, Inger M., Bureau of Inter-American Affairs, Office of the Executive Director

Odom, Robert E., Office of Fiscal Operations, Consolidated American Payroll Division, Financial Controls Branch

Schoonover, Elizabeth, Office of Supply, Transportation and Procurement, Procurement Division, Purchasing

GS-6

Davis, Cynthia O., Office of the Comptroller, Office of Resources Control

Giles, Daphne S., Information Systems Office, Foreign Affairs Data Processing Center

Metz, Carol Jane, Diplomatic Security, Criminal Investigation Division, Special Investigations Branch

Miles, Tommie L., Office of Supply, Transportation, and Procurement, Supply Services Center

Murphy, Richard James, Office of Fiscal Operations, Consolidated American Payroll Division, Payroll Operations Branch

Randall, Eric Leon, Passport Agency, Office of Program Support, Manual Records Branch

Robinson, Elwood Cornelius, Office of Communications,

Office of Domestic and Courier Operations

Tompkins, Patricia, Office of Communications, Office of Technical Services, Plans, Programs, and Facilities Division

Townsend, Douglas D., Office of Fiscal Operations, Retirement Accounts Division, Annuity Payments Branch

Walkin, Karolina, Executive Secretariat, Operations Center

GS-7

Alicie, Geraldine L., Office of Communications, Office of Technical Services, Communications Maintenance and Logistics Division

Cary, Anita D., Office of Foreign Buildings

Eagar, Judith F., Legislative and Intergovernmental Affairs

Krucelyak, Cynthia R., Bureau of International Narcotics Matters, Financial Planning and Budget Execution Division

Leverette, Glossiephine, Office of Language Services, Interpreting Division

Manly, Tamara Renee, Foreign Affairs Information Management Center, Written Communications Indexing and Distribution Branch

Middleton, Kimberly B., Office of Protocol, Ceremonials Division

Miles, Sharon A., Economic and Business Affairs, Aviation Negotiations Division

Miller, Lori L., Office of Supply, Transportation, and Procurement, Supply Services Center

Pipan, Joseph George, Office of the Comptroller, Office of Budget and Planning, Office of Resources Control

Richardson, Mary T., Office of Communications, Foreign Operations Branch

Samuel, Mary Christine,

Office of Inter-American Affairs, Office of the Executive Director

Tucker, Larry Glenn, Office of Supply, Transportation, and Procurement, Supply Services Center

Turman, Renita J., Foreign Service Institute, Personnel Office

GS-8

Vezina, Mary A., Diplomatic Security, Office for Investigations

Wolridge, Dianna P., European and Canadian Affairs, Office of the Executive Director

GS-9

Blackburn, Martha J., Intelligence and Research, Office of Intelligence Liaison, Control Division

Brogden, Pamela D., Foreign Affairs Information Management Center, Documentary Editing

Bumgardner, Randell David, Office of Protocol, Diplomatic and Consular Liaison Division, Accreditation Section

Calhoun, Chenobia C., Office of Protocol, Diplomatic and Consular Liaison Division, Accreditation Section

Goode, Sue L., Intelligence and Research, Office of Intelligence Liaison, Control Division

Haynes Jr., Alfred O., Information Systems Office, Systems Design and Programming Division

Jibrin, Barbara H., Foreign Affairs Information Management Center, Information Access Branch

Johnson-Braun, Kim A., Office of Protocol, Diplomatic and Consular Liaison Division, Accreditation Section

Mathis, Raymond E., Office of Facilities Management and Administrative Services, Buildings Services Branch

Moran, Katherine A., Bureau

of Personnel, Examination Division, Testing and Assessment Center

Neal, Jayetta J., Foreign Service Institute, General Services

Schol, Philip P., Foreign Affairs Information Management Center, Documentary Editing Branch

Stewart, Joan E., Visa Services

Thomson, Ruth Gordon, Foreign Affairs Information Management Center, Documentary Editing Branch

Underwood, Catherine E., Bureau of Personnel, Recruitment Division

GS-11

Boudreau, Paul E., Executive Secretariat, Information Management Section

Duffy, Mildred S., Bureau of Administration, Personnel Management Division

Farrell, Stephen T., Office of Communications, Diplomatic Mail and Pouch Division

Grenier, Janice E., Office of Communications, Office of Resource Management

Hitt, Peggy M., Bureau of Administration

Lyles, Donald R., Consular Affairs, Office of the Executive Director, Systems Applications Staff

Reis, Carolyn W., European and Canadian Affairs, Office of the Executive Director

Whittington, Regina L., Office of Facilities Management and Administrative Services, Buildings Services Branch

GS-12

Case, Kathleen G., Bureau of Administration, Personnel Management Division

Finn, Nancy Kay, Passport Services

Friedt, Anita E., Intelligence and Research, Office of Analysis for the Soviet Union and East Europe

Russell, Catherine Joyce, Office of Facilities Man-

agement and Administrative Services, Buildings Services Branch

GS-13

Cafrey, Edward J., Information Systems Office, Systems Design and Programming Division

Myers, Laura K., Office of Language Services, Translating Division

Smith, Pamela, Office of the Under Secretary for Security Assistance, Science and Technology

GS-14

Leach, Dale E., International Organization Affairs, Office of UN System Budgets

Appointments

Abercrombie, Timothy Allen, Passport Agency, Office of Citizenship Appeals and Legal Assistance

Adams, Vanessa, Philadelphia Passport Agency

Allen, Tonja D., Northeast Passport Processing Center

Ancrum, Gwyneth L., Philadelphia Passport Agency

Andersen, Lilith, Foreign Service Institute, North and East European Languages

Barbosa, Evelyn, Northeast Passport Processing Center

Barnes, Robin L., Philadelphia Passport Agency

Binns, Jeffery B., Bureau of Personnel, Pre-Assignment Center

Brenner, Alta Maurine, Bureau of Inter-American Affairs, Office of the Executive Director

Brown, Laura E., Philadelphia Passport Agency

Burrell, Keturah A., Philadelphia Passport Agency

Candia, Robin, Boston Passport Agency

Clavner, Richard S., Philadelphia Passport Agency

Crowe, Bambi M., Office of the Under Secretary for Management

Crowell, Rena A., Philadelphia

Passport Agency
Dewberry, Yolanda C., Bureau of Personnel, Pre-Assignment Center

Doerge, Wallis A., Northeast Passport Processing Center

Eaton, April M., Bureau of Personnel, Pre-Assignment Center

Egan, Daniel R., Boston Passport Agency

Ehrenreich, Frederick H.B., Intelligence and Research, Western and Central Africa Division

Fraulino, Phillip S., Office of Communication, Communications Analysis Section

Gavin, William T., Economic and Business Affairs, Planning and Economic Analysis Staff

Gawf, John L., Bureau of Administration, Classification/Declassification Center

Goodwin, Rosemarie, Philadelphia Passport Agency

Grayson, Elethia B., Northeast Passport Processing Center

Hagan, Tracy A., Philadelphia Passport Agency

Hampton, Anthony C., Philadelphia Passport Agency

Hardy, Constance, Northeast Passport Processing Center

Hare, Roberta N., Office of Protocol, Ceremonials Division

Harvey, Traci E., Northeast Passport Processing Center

Higginbotham, William M., Philadelphia Passport Agency

Hill, Catharine Lynne, Bureau of Public Affairs, Correspondence Management Division

Hixon, James P., Boston Passport Agency

Hollmon, Veronica Elizabeth, Bureau of Personnel, Pre-Assignment Center

Hoobler, James F., International Narcotics Matters

Hudley, Rosaline M., Office of the Comptroller, Financial Operations, Pre-Assignment Center

James, Thelma E., Northeast Passport Processing Center

Kamelgarn, Rose, Northeast Passport Processing Center

Kinzler, Olivia A., Paris

Klemme, Patricia R., Nassau
Krupnikova, Anna V., Foreign Service Institute, North and East European Languages

Kwan, Stanley K.T., Boston Passport Agency

Langford, Nancy Gail, Diplomatic Security, Emergency Plans and Exercises Division, Emergency Action Planning Branch

Lanzoni, Valerie Ann, Caracas
Larsen, Rosario Limbo, Monterey

Ledsky, Cecile W., Consular Affairs, Public Affairs Staff

Lepre, Barbara Jean, Brasilia

Lowery, Phyllis, Near Eastern and South Asian Affairs, Office of Morocco, Algeria, Tunisia and Libya Affairs

Lyons, William W., Boston Passport Agency

Mankowski, Deborah A., Northeast Passport Processing Center

Marshall, Elizabeth L., Passport Agency, Office of Program Support, Manual Records Branch

Martinez, Deborah L., Philadelphia Passport Agency

Mason, Annette V., Philadelphia Passport Agency

Mitchell, Barbara A., Boston Passport Agency

Mixon, Debbie K., Northeast Passport Processing Center

Moore, Charlene L., Philadelphia Passport Agency

Moore, Onetha, Northeast Passport Processing Center

Morris, Lucille, Bureau of African Affairs, Executive Director

Murdy, Edward O., Oceans and International Environmental and Scientific Affairs

O'Connor, Michael F., Boston Passport Agency

Parris, Cynthia C., Philadelphia Passport Agency

Quinn, Veronica G., Paris

- Romens, Rajean Ann**, Office of the Comptroller, Foreign Operations, Pre-Assignment Center
- Schofield, Michael G.**, Diplomatic Security, Office of Public Affairs
- Semakis, Florence M.**, Foreign Affairs Information Management Center, Library
- Smith, Sally Toshach**, Near Eastern and South Asian Affairs
- Smolik, Michael**, Bureau of African Affairs, Executive Director
- Stapleton, Pearl**, Northeast Passport Processing Center
- Stevens, Laurie A.**, Boston Passport Agency
- Stokes, Brenda F.**, Bureau of Personnel, Office of Foreign Service Nationals
- Sustek, Matthew M.**, Office of Facilities Management and Administrative Services, Building Management Operations Division
- Tanner, Evan C.**, Economic and Business Affairs, Planning and Economic Analysis Staff
- Timmins, David Brighton**, Mexico
- Tudoran, Emilia Cora**, Foreign Service Institute, North and East European Languages
- Ward, Gail L.**, Passport Agency, Office of Program Support, Automated Records Branch
- Whitmer, Samuel**, Consular Affairs, Office of the Executive Director, Systems Applications Staff
- Wolk, Evan L.**, Intelligence and Research, Office of the Executive Director, Security Branch
- Communications Center**
- Brown, Anita A.**, Office of European Security and Political Affairs to Bureau of Personnel, Office of Employee Relations
- Cifuentes, Jami Ann**, Visa Office, Office of Public and Diplomatic Liaison, Written Inquiries Division to Office of Caribbean Affairs
- Davis, Lynda Lareese**, Office of the Comptroller, Communications and Records Branch to Consolidated American Payroll Division, Financial Controls Branch
- Davis, Mignon Lolita**, Diplomatic Security, Management Systems Division to Passport Agency, Office of Program Support
- Hammonds, Eileen M.**, Office of Recruitment, Examinations and Employment to Bureau of Personnel, Policy and Coordination Staff
- Harris, Kenneth J.**, Office of the Comptroller, Office of Resource Planning and Management to Office of the Comptroller, Domestic Accounting Branch
- Holt III, David E.**, Bureau of Administration, Personnel Management Division, Executive Office, to Office of Public Affairs, Press Room
- Johnson, Mattye L.**, Visa Office, Office of Legislation, Regulations and Advisory Assistance, Coordination Division to Medical Services, Cardiology Section
- Kidane, Assefa**, Office of Fiscal Operations, Travel Advance Section to Office of Fiscal Operations, Cashier
- Kopenhaver, Janet M.**, Management, Personnel Management Division, Pre-Assignment Center to Legislative and Intergovernmental Affairs
- Motley, Cynthia J.**, Office of Recruitment, Examination and Employment to Office of Civil Service Career Development and Assignments
- Muradian, Armen**, U.S. Mission to the United Nations, Reference Section to U.S. Mission to the United Nations, General Services Division
- Persons, Michael H.**, Passport Field Coordination Staff to Washington, D.C., Passport Agency
- Phillips, Rosamary**, Consular Affairs, Office of the Executive Director to Office of Coordinator for Public Diplomacy for Latin America
- Pritchett, Ramona D.**, Oceans, International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards to Office of Foreign Service Career Development and Assignments, Training Liaison Staff
- Rivera, Beth Ann**, Diplomatic Security, Information Systems Security Division, Administrative and Financial Systems Branch to Diplomatic Security, Management Systems Division
- Royster, Timothy Roland**, Diplomatic Security, Evaluations Division, Applicant Branch to Diplomatic Security, Personnel Investigation Division
- Senn, Laura**, Bureau of Personnel, Pre-Assignment Center to Intelligence and Research, Office of Intelligence Liaison, Control Division
- Sessoms, Allen Lee**, Oceans, International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards to Paris
- Skipworth, Lenora Y.**, Bureau of Personnel, Pre-Assignment Center to Office of East-West Trade, Security Export Controls Division
- Tisdale, Margaret J.**, Office of Caribbean Affairs to Office of West African Affairs
- Veira, Peter M.**, Diplomatic Security, Office of Administration, Financial Management Division to Office of Management Operations
- Wattenberg, Daniel Eli**, Human Rights and Humanitarian Affairs to Inter-American Affairs
- Wicker, Kevin**, Executive Secretariat, Operations Center to Boston Passport Agency

Resignations

- Ackerman, Catherine L.**, Northeast Passport Processing Center
- Brickenstein, Winifred M.**, Office of Supply, Transportation and Procurement, Supply Services Division
- Brown, Tommie Jean**, Houston Passport Agency
- Daniels, Willem H.**, Office of Language Services, Translating Division
- Davis, Felicia Yvette**, Office of Program Support, Automated Records Branch
- Del Beccaro-Garza, Gina M.**, Seattle Passport Agency
- Derrickson, Closson R.**, Inter-American Affairs, Office of the Executive Director
- Edwards, Gloria Jean**, Passport Agency, Public Issuance Division
- Gavins, Pamela Denise**, Passport Agency, Office of Program Support, Automated Records Branch
- Gaynus Jr., Frank E.**, Office of Facilities Management and Administrative Services, General Services Division
- Hastings, Barbara**, Northeast Passport Processing Center
- Hill, Catherine Lynne**, Office of Public Communication, Correspondence Management Division
- Holloman, Jacqueline D.**, Passport Agency, Office of Program Support, Man-

ual Records Division
Jevons, Charlene L., Diplomatic Security, Chicago Field Office
Kelly, Jane D., Office of European Security and Political Affairs
Lathan, Terry Glenn, Houston Passport Agency
Leonard, Gladys Graves, Intelligence and Research, Office of the Executive Director
Li, Sue Wang, Foreign Affairs Information Management Center, Acquisitions and Catalog Branch
Magruder, Robyn T., Washington, D.C., Passport Agency
Mobley, Kenneth S., Automation and Communications Center, Computer Branch
Montgomery, Debra Ann, New Orleans Passport Agency
Moore, Gwendolyn Yvette, Office of Facilities Management and Administrative Services, Technical Services Branch
Moore, Julia A., European and Canadian Affairs
Mudd, Jerry J., Office of the Comptroller, Financial Operations, Pre-Assignment Center
Natal, Isabel, Office of Supply, Transportation and Procurement, Transportation Division, Despatch Agency, New York
Palmer, Mary C., Office of the Comptroller, Financial Operations Pre-Assignment Center
Park, Elizabeth Anne, African Affairs, Office of the Executive Director
Paulus, Joseph R., Northeast Passport Processing Center
Porter Jr., Elijah, Office of Program Support, Automated Records Branch
Reynolds, Clare M., Office of the Ambassador-at-Large for Counter-Terrorism
Scott, Jennifer A., Canberra
Siefkin, Marinette, Foreign

Service Institute, Romance Languages
Stewart, Anna M., Houston Passport Agency
Stewart, Mitchell W., Public Affairs, Office of the Executive Director
Trottier, Paul J., Intelligence and Research, South Asia Division
Truhart, Michelle Beatrice, Consular Affairs, Personnel Branch
Tsakonas, Christine Ann, Houston Passport Agency
Tweedy, Bryan David, Office of the Comptroller, Financial Operations, Pre-Assignment Center
Underwood, Ann C., Passport Agency, Public Issuance Division
Van Hulle, Dana L., Passport Agency, Public Issuance Division
Walsh, Susan M., Office of the Ambassador-at-Large and Special Adviser on Arms Control Matters
Wilkinson, David Douglas, Seattle Passport Agency
Yamamoto, Risa Lynn, Finan-

cial Management, Systems Development and Maintenance Division

Retirements

Anderson, Margaret D., Office of Foreign Service Career Development and Assignments
Bivings Jr., Ezell, Diplomatic Mail and Pouch Division
Bryant, Charles H., Office of Domestic and Courier Operations, Message Preparation and Cryptographic Section
Christiana, Betty S., Office of Public Programs, Washington Programs Division
Colson, Jessie M., Foreign Service Institute, Communication and Clerical Schools
Damron, Everett L., Honolulu Passport Agency
Dove, Vivian H., Executive Secretariat, Information Management Section
Edwards, Athalene R., Foreign Service Institute, Office of the Registrar

Hall, Robert Warren, Office of Technical Services, Communications Engineering and Installation Division
Handy, Mary E., Economic and Business Affairs
Jackson, Charles E., Office of Facilities Management and Administrative Services, Domestic Fleet Management and Operations Branch
Jones, Ruby W., Passport Agency, Office of Program Support, Manual Records Division
Kline, Donovan W., Diplomatic Mail and Pouch Division
Stevens, Esther B., Office of Domestic and Courier Operations, Communications Center, Traffic Research Division
Whitney, Patricia A., Refugee Programs ■

PUBLIC AFFAIRS—Assistant Secretary-designate **Charles E. Redman** presents special assistant **Judith C. O'Neil** a quality step increase certificate.



Post of the Month: Gaborone

THIS IS THE CAPITAL of the landlocked nation that lies north of South Africa, between Zimbabwe and Namibia. U.S. Foreign Service people there are featured as part of STATE's continuing series.

Ambassador *Natale H. Bellocchi* with a missionary family at Shakawe, northwestern Botswana. (Photo by *Peter Wood*)

Elephants in the Chobe River. (Photo by *Michael Kahn*)



Nurse *Kathleen Evans* with a Botswana bear. (Photo by *Allen Pfothenauer*)



Sue Morton and *Amy Pitts* at an office party. (Photo by *Claire Laurion*)

In front of the Catholic Cathedral: driver *Edward Chabe* with *Michael* and *Catherine Carson*. (Photo by *Allen Pfothenauer*)



Anne Carson and *Jana Carter* shop for baskets. (Photo by *Allen Pfothenauer*)



Diamond sorters for a local company. (Photo by Michael Kahn)

Outside the national museum are children of deputy chief of mission Johnnie Carson and regional security officer Michael Carter. (Photo by Allen Pfothenauer)



Alyson Rose-Wood on a camping trip. (Photo by Peter Wood)



Ambassador Natale H. Bellocchi and British high commissioner Peter Raftery root for

their tennis teams. (Photo by Allen Pfothenauer)



The village of Mochudi, about an hour from Gaborone. (Photo by Michael Kahn)



Native dancing. (Photo by Michael Kahn)



Security guards at the entrance. (Photo by Allen Pfothenauer)



A young boy herds cattle. (Photo by Michael Kahn)

POST OF THE MONTH: GABORONE



A donkey cart on the downtown mall. (Photo by Michael Kahn)



Procurement assistant Dintle Mphele. (Photo by Allen Pfotenhauer)



Edward Mosala and Molefi Thedi in the supply area.



Consular/commercial officer David Nolan and public affairs officer Ruby Appler. (Photo by Allen Pfotenhauer).

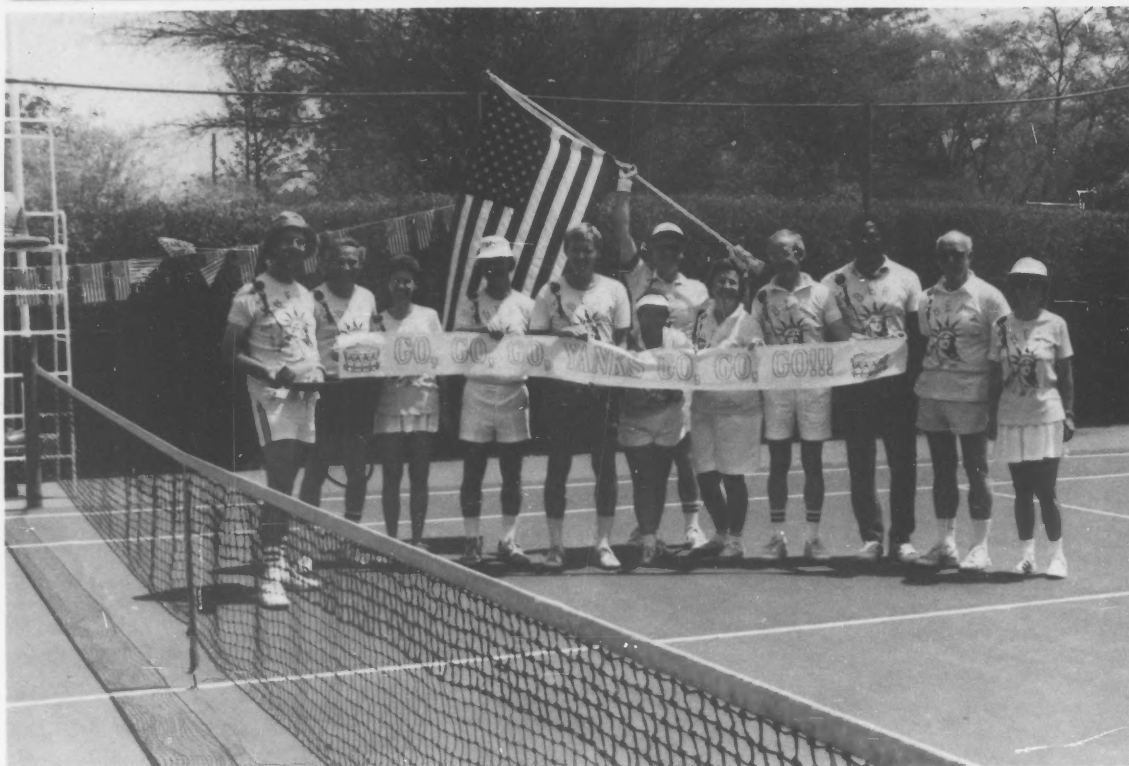


Carol Rose, in background, with pupils in her dance class. (Photo by Peter Wood)

Local crafts are sold on the mall. (Photo by Amy Pitts)



An independence celebration at the stadium. (Photo by Allen Pfothner)



Tennis competitors *John Roberts, Ken and Mary Allen, Paul Daly, Rick Cornez, Mark Anderson (holding flag), Claire Laurion, Lois and Sam Butterfield, Johnson Odharo, Norman Root and Sue Morton.* (Photo by Allen Pfothauer)



Alyson Rose-Wood at a weaver's shop. (Photo by Peter Wood)



Budget and fiscal staff member *Sue Morton, Boineelo Kuhlmann and Babra Mokwena.*



Anne Carson helps daughter Catherine in park in front of the National Assembly building. (Photo By Allen Pfothenauer)

The mall, left and below. (Photos by Michael Kahn)



POST OF THE MONTH: GABORONE



Sandy Rider, right, welcomes Mariana Nolan and Eileen Hunt. (Photo by Allen Pfotenhauer)



Hamida Ebrahim, Judith Fitzgerald and Lillian (Pinkie) Pheto. (Photo by Allen Pfotenhauer)



Political/economic officer James Young, secretary Rosalie Natrop and deputy chief of mission Johnnie Carson.



Bandu Hirschfeld, Mildred Masoeu and Joyce Segopoo. (Photo by Allen Pfotenhauer)

Personnel: Foreign Service

Appointments

Anania, Lourdes Bernal, Amman
Balis, Marjorie E., Yaounde
Barnes, Jeri V., Moscow
Beall, Marilee Ann, Moscow
Bretz, Michael B., Office of Communications, Maintenance and Logistics Division
Brock, Odile S., Praia
Carson, Deidre Anne, Bureau of Public Affairs, Public Communications
Childs, Arlene La Verne, Bangkok
Chiocco, Silvia Maria, Guadalajara
Clore, Rhonda J., Jerusalem
Comiskey, Tamara Gay, Rome
Cooper, David F., Office of Communications, Maintenance and Logistics Division
Crawford, Cheryl Leigh, Jeddah
Czarnetzky, Ronald J., Foreign Service Institute, Language Training
Dangler, Scott W., Office of Communications, Maintenance and Logistics Division
Daniel, Luther B., Caracas
Denman, Hien N., Jakarta
Dominessy, Maria Luisa, Bujumbura
Fall, Marsha W., Paris
Ferguson, Elizabeth Ann, Kathmandu
Ford, Melinda M., Mogadishu
Greenfield, Ruth G., Ouagadougou
Griego, Dayna J., Kinshasa
Hafstad, Robert, Pre-Assignment Foreign Service Specialist Training
Hall, Marlene A., Madrid
Haraghey, Howard K., Communications Maintenance and Logistics Division
Harrington, Patrick J., Foreign Buildings Office, Djibouti
Hood, Walter J., Bangkok
Jacobs, Sandra L., Ouagadougou
Johnson, Ingrid H., Foreign Service Institute, Language

Training

Johnson, Joseph F., Manila
Johnson, Michael P., Foreign Service Institute, Language Training
Keller, Beverly Anne, New Delhi
Kennicott, Wanda L., International Organization Affairs
Knaysi, Anita M., Paris
Lange Jr., John D., Treasury
Lannon Jr., John M., Frankfurt
Larsen, Rosario Limbo, Monterey
Lefkowitz, Cynthia R., Canberra
Leibenguth, Jo Kathryn, Lagos
Long, Madelyn M., Nouakchott
Mangelsen, Anneliese E., Regional Courier Division, Frankfurt
McGee, Shirley Jean, The Hague
Mohanco, Denise Ann, Surabaya
Mudd, Carol Lynne, Frankfurt
Mullally, Rose, Niamey
Pasela, Elizabeth Ring, Conakry
Pendergrass, Malila G., Beijing
Peterson, Donald B., Asuncion
Ruggia, Angelika E. T., Maseru
Schwab, Francis, Foreign Buildings Office, Amman
Sheehan, Daniel F., Foreign Service Institute, Language Training
Shu, Wen-Yi, Beijing
Sikes, Suzanne F., Dakar
Skotzko, Sara Jane, Addis Ababa
Sprow, Barbara B., Santo Domingo
Stephen, Anita, Madrid
Stettenbauer, Colleen, Shanghai
Vaughn, Jo-Anne L., Singapore
Virden, Deanna M., Cairo
Watts, Lurlean, Cairo
Wellman, James C., Pre-Assignment Foreign Service Specialist Training
Wert, Robert A., Information Systems Office

Transfer Tremorsebp

I was almost transferred to ALGIERS, but I was in a hospital GERIATric ward at the time.
 I was almost transferred to BULGARIA, but as it wasn't the type of assignment one dreams OF I Asked for a different post.
 I was almost transferred to CANADA but, when I exclaimed, "Mein gOTT! A WASHINGTON transfer would be better," that's what I got. □

Transfers

Ames, Beverley June, Politico-Military Affairs to Bureau of Personnel
Ames, Nancie Ellen, Hong Kong to Suva
Appel, Dolores V., Peru to Barcelona
Balderas, Nicholas M., Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Chicago Field Office
Bay, Grace Hsiao-Lin, Barbados to Paris
Beede, Christopher James, Foreign Service Institute, Functional Training, Economic-Commercial to Foreign Service Institute, Language Training
Beveridge, Lillian V., Iraq to Near Eastern and South Asian Affairs
Black, Jimmie Ray, Praia to Near Eastern and South Asian Affairs, Office of the Executive Director
Blaschke, Brent E., Intelligence and Research, Office of Terrorism and Narcotics Analysis to Intelligence and Research, Office of Intelligence Coordination
Bodway, Martin E., Monrovia to Office of Communications
Boening, Franz, Yemen to Near Eastern and South Asian Affairs
Bremer III, L. Paul, The Hague to European and Canadian Affairs
Burgess Jr., Roger E., Office of Management Operations to San Jose
Burkart, Helen Bridget, Istanbul to London
Calkins, William J., Khartoum to Office of the Medical Director
Camp, Sally Ann, Finland to Quito
Carter, Walter Leon, Bureau of Personnel to Diplomatic Security, Office of Management and Systems
Chatfield, Christina C., Somalia to Bangui
Cox, Zahara E., Egypt to Near Eastern and South Asian Affairs
Dadam, Mary, Mexico to European and Canadian Affairs, Executive Office of the Director
Day, Frank H., Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training
Dejban, Donna Dickson, Executive Secretariat, Secretariat Staff to Office of the Secretary
Donahue, Gilbert J., Policy Planning Staff to Beijing
Dorr, Robert F., United Kingdom to Intelligence and Research, Office of Politico-Military Affairs, Regional Forces Division
Edelman, Eric S., European and Canadian Affairs, Office of Soviet Affairs to Foreign Service Institute, Language Training
Farago, Natalie, Mexico to Fort-de-France
Frese, John Herbert, Diplomatic Security, Washington Field Office, to Beirut
Fry, John C., Sweden to European and Canadian Affairs
Gallner, Edward J., Liberia to Office of Communications
Garrison, Richard A., Suriname to African Affairs, Office of the Executive

PERSONNEL: FOREIGN SERVICE

- Director
Gothé, Arlene Ann, Jordan to Canberra
Guest, Michael E., White House to Foreign Service Institute, Language Training
Gwaltney, Sheila S., Panama to Pretoria
Hall, Harry G., Portugal to Georgetown
Harrison, Irene S., Office of Protocol, Administrative Division to Foreign Service Institute, Language Training
Hazelbarth, Todd, Japan to East Asian and Pacific Affairs
Hilts, Joseph A., European and Canadian Affairs, Office of the Executive Director to Foreign Service Institute, Administrative Training
Holder, Stephen G., Malaysia to East Asian and Pacific Affairs
Honeycutt, Armand A., Brazil to Office of Communications
Hutson, Hal R., Germany to Office of Communications, Teleprocessing Systems Engineering Branch
Jenkins, Thomas S., Pakistan to Toronto
Jensen, Mark Randolph, Saudi Arabia to Libreville
Johnston, C. Gaynelle, Kenya to Santo Domingo
Jones, William L., Ivory Coast to Monrovia
Joseph, Thomas E., Intelligence and Research, Current Intelligence Staff to Intelligence and Research, Office of Intelligence Resources
Junior, Lewis D., Bureau of Personnel to International Narcotics Matters
Kozak, Larry Joseph, Belgium to Accra
Krug, Frederic M., Venezuela to Beijing
Lane, Robert L., Intelligence and Research, Office of Politico-Military Analysis to Bangui
Leighton, Elizabeth, Bulgaria to London
Leonard, John P., Uruguay to Inter-American Affairs
Lyons, Roddy G., Kenya to Abidjan
Mackie, Nancy J., Prague to Bogota
Malcik, Edward Paul, Cameroon to Bombay
Martinez, Elizabeth Lee, Brazil to San Salvador
Mason, Donald E., Inter-American Affairs, Office of the Executive Director to Foreign Service Institute, Language Training
Mastorio, Janice Ellen, Malaysia to East Asian and Pacific Affairs
Mate-Kole, Ruth Rust, Liberia to Ottawa
McCarthy, Kathleen M., Europe to Dublin
McClendon, Rainer H., Liberia to Office of Communications
McClure, Thomas N., Office of the Inspector General to Information Systems Office
McMillen, John J., Costa Rica to Office of Communications
McPoland, John F., China to Diplomatic Security, Office of Operations
Merricks, Newton H., Office of Foreign Buildings, Beijing to Medical Complement
Mondejar, John P., Peru to African Affairs
Morgan, Richard H., Switzerland to Curacao
Muehlberger, Philip D., Saudi Arabia to Office of Communications
Null, Keith D., Somalia to Office of Communications
Ogburn, Clarence Edward, Mexico to Inter-American Affairs
Olson Jr., Richard Gustave, Uganda to Executive Secretariat, Operations Center
Parmly, Michael Eleazar, European and Canadian Affairs to Human Rights and Humanitarian Affairs
Pfeifer, Albert L., Brazil to Guatemala
Proctor, Michael S., United Arab Republic to Manila
Ragone, Vincent A., Pakistan to Kinshasa
Reioux, Barbra Jean, Indonesia to African Affairs, Office of the Executive Director
Reside, Julie M., Manama to Damascus
Richardson, Donald M., El Salvador to Inter-American Affairs
Rickert, Helen Claudia, Ecuador to Inter-American Affairs
Ries, Charles Parker, Turkey to European and Canadian Affairs
Rudd, Rebecca Ann, Diplomatic Security, Office of Investigations to Dakar
Ryan, Douglas P., Economic and Business Affairs to Brussels, European Community
Schmeelk, Peter Gerald, Venezuela to San Salvador
Schnarrs, James E., Philippines to Office of Communications
Session, Dwayne, Tokyo to Office of Communications
Shannon Jr., Thomas A., Guatemala to Office of Central African Affairs
Shemanski, Donald Richard, Germany to European and Canadian Affairs, Office of Security and Political Affairs
Silverman, Kenneth S., Korea to Office of Communications
Silvestro, Lawrence, Saudi Arabia to Office of Communications
Smith, Stephen F., Diplomatic Security, Secretary's Detail to Diplomatic Security, Geographic Areas Division
Spicer, R. Peter, Office of Management Operations to Office of Performance Evaluation
Straus, Ulrich A., Defense to Politico-Military Affairs
Strong, James Francis, Austria to European and Canadian Affairs
Susser, Marc J., Mexico to Madrid
Taylor, Ruth S., Spain to European and Canadian Affairs
Tewksbury, John Edward, Iraq to Office of Communications
Thayer, Harry E.T., Taiwan to Foreign Service Institute, School of Language Studies
Thornton, Corinne S., European and Canadian Affairs to Human Rights and Humanitarian Affairs
Vall, Frances E., Japan to Bucharest
Visner, Samuel S., Israel to Office of Communications
Weber, Richard D., Diplomatic Security, Washington Field Office to Diplomatic Security, Dignitary Protection Division
Wesche, Stephen Gerald, Office of Central American and Panamanian Affairs to Bureau of Administration
Wheelock, Stephen A., Mogadishu to Guatemala
White, Alfred J., Italy to European and Canadian Affairs
White Jr., Floyd L., Office of Communications to Nairobi
White, Victoria S., Gabon to African Affairs
Wiznitzer, Mark Leon, European and Canadian Affairs to Politico-Military Affairs
Zetkulic, Jack Matthew, Germany to Intelligence and Research, Office of Intelligence Support
Ziegler, William H., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail
Zimmermann, Warren, Office of the U.S. Representative to the Conference on Security and Cooperation in Europe to Vienna

Resignations

- Appleby, Beverly Lai**, Dakar
Atherton, Claudia Sue, Beijing
Bowers, Maureen K., La Paz

Brown, Kimberly S., Beijing
Brown, Mitchell Keith, Amman
Broyles, Joan F., Geneva, U.S. Mission
Dominessy, Maria Luisa, Yaounde
Doss, Nancy J., Frankfurt
Duckett, Chloe Z., London
Hromatka, Joseph J., Baghdad
Johnson, Johnny R., Hong Kong
Karney, Janice E., London
McCauley, David, London
Mok, Samuel Tinsing, East Asian and Pacific Affairs, Office of the Executive Director
Neveu, Cynthia C., Santo Domingo
Ober, Elizabeth Ann, Moscow
Robertson, Claire De Jongh, Bucharest
Rose, Karen S., Caracas
Rushing, Martha De Lynn, Bern
Sciacchitano, David Andrew, Office of Foreign Service Career Development and Assignments, Political Division
Wall, Madeline, Jakarta
White, Joyce Blackhurst, New Delhi

Retirements

Brainard, Alfred P., European and Canadian Affairs
Clingerman, John R., Office of Policy and Program Review, Inspection Division
Coles, Lemuel David, Accra
Cooper, Marguerite, Office of Policy and Program Review, Inspection Division
Dorfeld, Charles W., Diplomatic Security, Technology Operations Division, Systems Engineering and Logistics Branch
Dotson, William A., Washington Regional Diplomatic Courier Division
Gawf, John L., Politico-Military Affairs
Hall, Jean R., Tunis
Hanks, J. Wayne, Regional Courier Division, Frankfurt

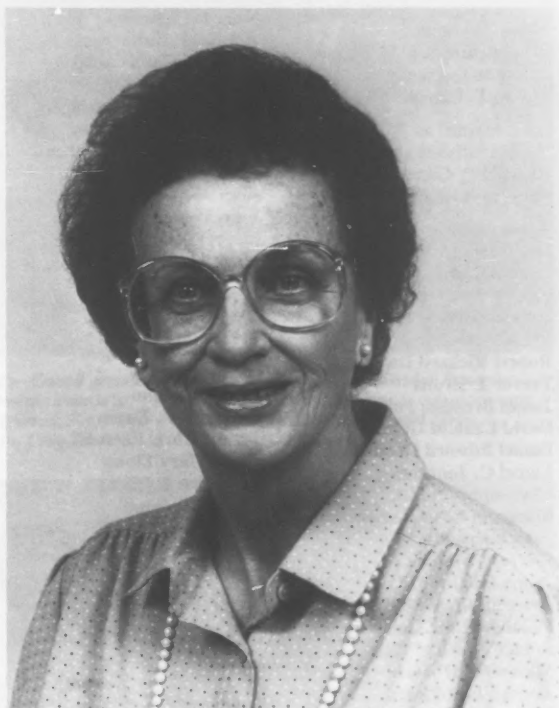
Virginia Lemon, retired, has embarked on a second career

The outdoors have always appealed to Virginia Cooper Lemon, who worked for the old Bureau of Educational and Cultural Affairs. Since retiring in 1978, her love of nature has led her to a Ph. D. in natural resources management and an upcoming move to Oregon, where she and her husband plan to work as activists on the preservation of old growth forests.

"My interest in the outdoors goes back to my childhood in Iowa," said Ms. Lemon. "But I put it out of my mind during the time I worked for State. I kept my subscription to a conservationist magazine, but that was about it." Some of the assignments that kept her otherwise occupied during those years included those of assistant director of the East-West Center and Pacific programs, chief of northeast Asian programs, and cultural affairs officer in Rangoon.

"After I was out of the Government for a couple of years, I got involved in conservation work as a volunteer," she recalled. "I knew I wanted to volunteer as an environmental activist, but I felt the need for more training, so I enrolled at the University of Maryland." She completed her Ph. D. last December.

Her husband is an ecologist and professor whom she met



Ms. Lemon

on a field trip. The Lemons plan to work in Oregon as a team. "We chose to work on forest preservation because we feel it's one of the most urgent issues in the United States today," Ms. Lemon said. "The forests are being cut down and de-

stroyed by excessive grazing. We may be doing some lobbying, at the state level and possibly at the national level. The Pacific northwest still has important forest areas, so it's the right place to work on the problem." □

Hauser, Fern E., Calgary
Holsinger, George Laurence, Casablanca
Hutchins, Dean L., Bonn
Kelly, Edmund H., Legislative and Intergovernmental Affairs
Kunsman, Frank T., Banjul
Luketich, Dorothy A., Office of the Medical Director
May, Clyde R., Frankfurt
McGrath, Julieann F., Rabat
Melvin, Mary C., Buenos Aires
Morelli, Leonard R., Wash-

ington Regional Diplomatic Courier Division
Palazzolo, Giovanni, Algiers
Parks-Little, Traba F., Rome
Pascoe, Dorothy L., Bangkok
Regan, William W., Diplomatic Security, Technology Operations, Systems Engineering and Logistics Branch
Savery, James H., Bureau of Personnel, Board of Examiners
Shoup, Frederick Owen, Bureau of Personnel
Snyder, Gerald E., Bureau of Administration
Stella, Robert A., London
Tkhorsen, Margaret E., Canberra
Tisak, M. Susan, Near Eastern and South Asian Affairs ■

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Foreign Service nominations

The Senate has received the following nominations:
Appointment as FSO-2 consular officer and secretary
Phillip T. Chicola

Appointment as FSO-3, consular officers and secretaries
Richard F. Gonzalez
Paul Edward Rowe

Appointment as FSO-4, consular officers and secretaries
Lynn A. Allison
Eric D. Benjaminson
Samuel Vincent Brock
Velia M. De Pirro
Robert Richard Downes
Trevor J. Evans
James Brendan Foley
David Lamont Gandle
Daniel Edward Goodspeed
Lionel C. Johnson
Christopher Kauth
Margaret Ellen Keeton
John Kunstadter Jr.
Sylvie L. Martinez
James Patrick McAnulty
Deborah Anne McCarthy
P. Michael McKinley
Ronald K. McMullen
Michael J. O'Keefe
James Clark Picard
Richard Arthur Rorvig
John K. Schlosser
Hampton David Smith III
Julia Reeves Stanley
Diana Valderrama
Robert Merwin Watts
Yvette M. Wong
Robert T. Yamate
Margaret A. Yohner

Members of the Foreign Service of State and Commerce and USIA to be consular officers and/or secretaries

Consular officers and secretaries

Philip B. Adams
Donald Edward Ahern
Juan Arturo Alsace
Peter P. Andrews
William Grant Armbruster
Michael Grant Baker
Mary L. Bauer
Nathan M. Bluhm
Richard P. Bonsignore
Joanna Watkins Bourne

George William Brazier III
Phillip Jackson Breeden Jr.
David Edward Brown
Merritt C. Brown
Judith M. Butterman
David G. Calderwood
Glenn Lincoln Carle
James Durbin Chrisinger
Daniel Patrick Claffey
Jonathan Raphael Cohen
Lawrence Fly Connell
John Alan Connerley
John Steele Creamer
Mary T. Curtin
Mark J. Davidson
Kimberly J. DeBlauw
Dorothy Anne Delahanty
Gustavo Delgado Jr.
Dharamchand Depoo
Walter Douglas
James A. Dunn
Benjamin L. Eason
Arthur Chris Eccel III
Susan Mary Elbow
Catherine J. Elkins
James Raymond Ellickson-Brown
Naomi Jean Emerson
Peter R. Enzminger
David A. Everett
Kenneth D. Ferguson
Francisco Javier Fernández
Julie A. Furuta-Toy
Jennifer Sue Galenkamp
Thomas R. Genton
Blaine Alan Gibson
Ralph F. Goff
Allen S. Greenberg
Michael Nicholas Greenwald
Bette Jeanne Hammond
Patricia L. Hanigan
Gina C. Haspel
Audrey L. Helfant
Robert L. Hugins
James F. Ireland Jr.
Phillip R. Ives
Toni Kay Willis Jackman
James L. Joy
Paul Robert Kozelka
Duane M. Kramer
C. Jean Kruse
Robert R. Kuntz II
Martha Peterson Lane
Layne Colleen Lathram
J. Christopher Laycock
Zachary Lent
Thomas Harold Lloyd
Theresa A. Loar
Bruce Alan Lohof
Theodore J. Lyng
Jean MacKenzie

Fernando Román Norté Maciás
Joseph William Martin
Hilarion Arnaldo Martínez Llanes
Matthew John Matthews
Robin Kay McClellan
James R. McKenzie-Wardell
Thomas Eleuterio Mesa
Afton Olson Miles
Eugenia D. Mills
Nan A. Nida
Michael Frederic O'Connor
Megan E. O'Reilly
Virginia Evelyn Palmer
Gerould W. Pangburn
David Miller Park
Andrew A. Passen
E. Charles Payne
Kristine L. Pelz
Keith Edwin Peterson
Charisse Melanie Scholz Phillips
R. Lex Phillips Jr.
Daniel William Piccuta II
Camille Martine Pisk
Peter Aristides Poulos
John R. Price
Michelle Rene Rabayda
Catherine F. Raia
Susan Christine Richwagen
Richard P. Robison
Todd D. Robinson
David Thomas Rockey
Barbara Maria Rocsmann
James M. Roth
Lorie A. Roule
Victor Leopold Russillo
David Frost Schafer
Mark D. Schall
Mary Lou Schertz
Andrew J. Schilling
Eric T. Schultz
Marianne C. Scott
Deborah Jane Seligsohn
Catherine Bentley Sevchenko
Michael L. Shanklin
Francis J. Shea
Diaane Williams Shelby
Carol D. Shuh
Christopher Sibilla
Andrew David Siegel
Arnold Sierra
Stewart A. Simpson
Robin Angela Smith
Mary Frances Speer
Terence J. Spencer
David J. Spillane
J. Michael Springmann
Kathleen T. Stewart
Wilbert Stitt Jr.

Karl E. Stoltz
Gustavo L. Suarez
Richard W. Terrill
Janice Lynn Trickel
Krishna Raj Urs
Andrew L. Vincent
Marcelle M. Wahba
Steven Jerome Wangness
Paul Allen Wedderien
Kim Melanie White
Donna J. Winton
Cynthia Digby Wood
Bernard B. Wu

Consular officers
Noan J. Edwards
Jora Sun

Secretaries
Truman E. Brown
James B. Devine
David S. Yonker

Career members of the Foreign Service at State, previously promoted into the Senior Foreign Service to the class indicated, effective October 14, 1984, now to be effective September 30, 1984; class of counselor:
Arnold M. Isaacs
Joel S. Spiro

Career member of the Foreign Service of State for promotion into the Senior Foreign Service to the class indicated, effective September 30, 1984; class of counselor:
Alfred J. White ■

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Honors and Awards

BRUSSELS, Belgium—*Paul Lints*, U.S. mission to the European Communities, right, is presented 13-year safe driving award by Ambassador *J. William Middendorf II*.



JERUSALEM—Consul general *Morris Draper*, left, presents Meritorious Honor Award, cash award and 30-year service certificate to driver *Ibrahim Abu Harthia*.



ABIDJAN, Ivory Coast—Ambassador *Robert H. Miller*, right, presents *James Woolfork* a meritorious step increase. ■



GUADALAJARA, Mexico—Consul general *Irwin Rubenstein*, left, presents awards to *Esperanza Lopez*, *Juan Figueroa*, *Peggy Genatiempo*, *George Southern*, *Celio Sandate*.

LAGOS, Nigeria—Ambassador *Princeton N. Lyman*, center, at awards ceremony with *Alhaji M.O. Atekoja*, left, and *Sikiru A. Olanrewaju*.



Ask Dr. Dustin



Exploring the Department's medical program

(Last in a series of articles)

BY DR. EBEN H. DUSTIN
Medical director

OVERSEAS POSTS have the authority to develop a health care capability. All posts may establish a medical facility on the premises of the embassy, staffed in accordance with the size of the post, the adequacy of local health facilities and regional needs. The range of health professionals hired by the Department include part-time and full-time contract nurses, contract physicians, Foreign Service nurse practitioners, Foreign Service laboratory technologists, and Foreign Service physicians (generalists and psychiatrists).

The scope of care offered by Health Units overseas includes preventive and treatment services. A comprehensive vaccination program is at the heart of the preventive services. It is also the goal of the health program to promote healthful life styles, systematic screening for medical problems, increased awareness of health problems and realistic preparation for medical disasters.

The professional staff of the health unit monitors the quality of care available at post. Regular reporting of this capability to Washington is required of all Foreign Service physicians and nurse practitioners. Employees considering assignments who are concerned about the availability of health care may learn of a post's facilities by reviewing the health and information booklet (revised yearly) or by inquiring at the medical clearance section in the Office of Medical Services in Washington.

At many posts, a local physician is designated as post medical adviser. The adviser is selected by the regional medical officer because of the adviser's background and knowledge of the local medical scene. When employees are ill in the absence of the regional medical officer and/or Foreign Service nurse practitioner, the post medical adviser may be asked to provide care or arrange

and advise on facilities, and help with a decision to evacuate.

Evacuation policy

Medical treatment is provided to the limit of the capability of the staff of the health unit. If medical facilities and physicians at the post are not adequate to care for a problem, patients may be evacuated for care. Medical evacuation is usually authorized to the nearest locale with adequate facilities. For example, for those stationed in the Middle East, Europe and Africa, the nearest facilities are in Europe. For those in Asia, the evacuation points are Bangkok, Singapore, Manila and the U.S. military facilities in Korea. In certain situations, evacuations directly to the United States may be authorized.

Medical per diem

Per diem may be authorized in conjunction with approved medical travel (3 FAM 686.1) for the patient, medical attendant, nonmedical attendant and dependents who are authorized to travel with the evacuee. In the cases of these "dependents," the administrative officer must certify that there are no suitable arrangements which can be made to care for the dependent at post. Here is a rundown on special situations:

Obstetrical care: Per diem for delivery is restricted to 90 days. If there are complications, per diem in excess of the 90-day period can be authorized up to a maximum of 180 days. Newborns are entitled to per diem as long as the mother is in a medical evacuation status (3 FAM 686.1, 6 FAM 126.8, 6 FAM 150). Remember: children under age 11 are entitled only to one-half of the per diem.

Emergency dental care: This is limited to three days plus the allowable travel time.

Required dental care: One day is provided, plus allowable travel time.

Attendants accompanying adult patients: Per diem is limited to three days following arrival at a selected treatment

site. If the person accompanying is a family member and his or her presence is deemed medically necessary in connection with the patient's treatment regime, extended per diem may be authorized, but not to exceed 180 days.

Attendants (family members) accompanying minors: Per diem will be authorized for such periods as the adult's presence is required. This includes those periods of time needed to render parental supervision and psychological support for required outpatient, pre-hospitalization, inpatient and post-hospitalization care.

Amount of per diem

The rate of per diem conforms to Department regulations for each locale. As examples, medical evacuation from post to:

Overseas location: Per diem may be authorized in full at the locale rate for the entire treatment period, excluding days spent in a hospital (not to exceed 180 days).

U.S. location: In accordance with 3 FAM 686.4-3B, patients evacuated to the United States are entitled to the full local rate, with no reduction, until a medical clearance determination is made with respect to returning to post—not to exceed 180 days.

Elective treatment site vs. nearest adequate facility (cost constructive travel): As outlined in 6 FAM 117g, total expenses of travel should not exceed the cost incurred had the traveler proceeded to the nearest adequate facility. The per diem of the designated site sets the upper limit of what may be authorized and paid.

Separate maintenance allowance in connection with medical evacuation travel: A dependent patient, continuing to receive treatment, who has exhausted his or her eligibility for medical per diem may apply for the allowance. The 90-day waiting period (Section 260, Standardized Regulations) may be reduced to 30 days when a medical problem is involved (Section 262.32-2).

Health maintenance services

Health promotion: *counseling about alcohol and tobacco use; diet and exercise and disease prevention:* During the biennial examination, life-style issues are discussed, and recommendations for change made. To complement the physician's role, the Department medical staff includes a nutritionist, experts in substance abuse and a staff of 24 consultants, in fields ranging from cardiology to social work. Overseas Foreign Service medical personnel brief patients on arrival regarding health risks and disease prevention at their posts.

Specific preventive services: immunization: Overseas, a comprehensive program has been developed to provide immunization services, whenever such services are unavailable or unreliable. Prior to departure from the United States, immunizations are available in the Department or through private sources at the Department's expense.

Detection and treatment of asymptomatic conditions (Disease screening): The Department's clearance examination program provides comprehensive diagnostic services to all employees and their dependents every two to three years. Employees, however, have the individual responsibility to be aware of their own needs, and to supplement these services when necessary during home leave and rest-and-recreation periods.

Early detection and treatment of symptomatic disease: Those overseas, depending on the post, may be seen by one of the Department's health care providers or an outside physician. Employees in the United States are encouraged to seek help from their family physicians when symptoms occur. Waiting until the next scheduled clearance examination for diagnostic services can have serious consequences. Early diagnosis decreases complications and prevents disability.

Medical records: The Office of Medical Services in Washington maintains records of clearance examinations and "major medical events" (i.e., those requiring hospitalization and evacuation). Records maintained at post often

do not follow patients in a timely fashion to their ongoing assignments. It is, therefore, my recommendation that, before transfer to a new post, patients obtain a copy of their records and hand-carry them—maintain your own informal record to supply to the physician or nurse at post or in the United States. If you are transferred to Washington, remember that your overseas record remains at your last post and is held for six years. All should be aware that medical information is totally confidential and is not shared with any individual or organization outside of Medical Services without the patient's written permission, as required by the 1974 Privacy Act.

Frequency of examinations:

The following is a compilation of recommended preventive medical services. The suggested frequencies were determined from a variety of sources, as noted. The Department's medical program meets or exceeds most recommendations. For those stationed overseas, regional medical officers on request can supplement services provided in the clearance examination, even those required on a yearly basis. These may include blood-pressure measurements (hypertension), the test for blood in the stool (colo-rectal cancer), rectal examination (rectal cancer and prostatic problems), pelvic examinations (uterine and cervical cancer) and breast examination (breast cancer). Other services can be obtained at the patient's expense during rest and recreation and home leave. Those stationed in the United States are responsible for their own health care, and should ask their family physicians to provide additional services they require. Those with higher than normal risk of developing a medical problem through familial or occupational propensity may need more frequent examinations then recommended. Here is the recommended frequency of examinations for adult age groups:

Complete history and physical exam:

16-30 Once in this age range.
30-60 Every five years.
60 and over Every two years.

Counseling on smoking:

Every visit.

Counseling on life style:

Every visit.

Physician/other health professional breast examination:

Every three years to age 40; yearly to age 70.

Mammography:

35-40 Once in this age range.

41-50 Every two years.

51-70 Recommended yearly to age 70.

Pelvic examination:

Start at age 20, then every three years to age 70.

Pap smear for cancer of the cervix:

Start when sexually active or age 20.

Repeat in one year; if negative, then repeat every three years to age 70.

Rectal examination:

41-70 yearly.

Test for blood in stool:

41-50 every two years.

51-70 every year.

Sigmoidoscopy:

Once at age 50, then every five years.

Hearing assessment:

41-60 every five years.

Blood pressure:

18-40 Every three years.

41-70 Every year.

Blood cholesterol:

16-70 Every four years.

Test for syphilis:

16-50 Every six years.

Glucose (diabetes)

41-60 Every five years.

Tuberculin skin test

Discretionary—if in an endemic area, do yearly.

Test for glaucoma:

41-60 Every five years.

Electrocardiogram:

41-60 Once as baseline.

60 and over Every two years.

Pulmonary tests:

16-40; no recommended routine screening. ■

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Bureau Notes

The Seventh Floor

Office of the Secretary

SECRETARY SHULTZ traveled to Atlanta, January 19, to participate in the national Martin Luther King Jr. holiday observance. The Secretary delivered remarks at the ecumenical service at Ebenezer Baptist Church and attended the wreath-laying ceremony at Mr. King's crypt. Accompanying the Secretary were M. CHARLES HILL, executive assistant to the Secretary; PATRICK K. KENNEDY, executive director, Executive Secretariat; GLYN DAVIS, special assistant to the Secretary; JACQUELINE MACUK, personal assistant to the Secretary; MILDRED ENGRAM, secretarial assistant, Secretariat Staff, who adanced the trip; CHARLES REDMAN, spokesman for the Department; CLARENCE HODGES, deputy assistant secretary for equal employment opportunity and Civil Rights; and CHESTER CROCKER, assistant secretary for African affairs. □

Office of the Deputy Secretary

Deputy Secretary JOHN C. WHITEHEAD traveled to Warsaw, Poland; Prague, Czechoslovakia; Sofia, Bulgaria; and Brussels, Belgium, January 27-February 7, for bilateral and NATO meetings. Accompanying him were MARC GROSSMAN, executive assistant; JAY BRUNS, special assistant; MARJORIE SOLTIS, personal assistant to the deputy secretary; deputy assistant secretaries for European affairs TOM SIMONS and MARTIN WENICK; CHARLES SKELLENGER, general services officer; and PAULA DOBRIANSKY of the National Security Council staff. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST traveled to Pakistan, for consultations with the Pakistani leadership, January 16-20. He was accompanied by ROBERT B. OAKLEY, special assistant to the President and senior National Security Council director for Near Eastern and South Asian affairs; CHRISTOPHER ROSS, executive assistant to the under secretary; and ANDREW W. STEINFELD, special assistant. On completing his business in Pakistan, Mr. Steinfeld traveled to the United Arab Emirates, Iraq and Egypt, for consultations, January 20-February 3. On January 7 Mr. Armacost met with Indian foreign secretary A.P. VENKATESWARAN, and on January 13 he met with the Israeli director general for political affairs, YOSSI BEILIN. Both meetings were in the Department. Special adviser STEVE MCGANN traveled to Hurlburgfield, Fla., January 29, to address the Air Force special operations school, on public diplomacy policy. □

Office of the Under Secretary for Economic Affairs

Under Secretary W. ALLEN WALLIS participated in a restricted session of the World Economic Forum, in Davos, Switzerland, January

30-February 2. He then traveled to Paris, where he spoke before the European Council of American Chambers of Commerce and had discussions with French government officials. Mr. Wallis led the U.S. delegation to the Organization for Economic Development's executive session in special session, February 3-4, in Paris. As personal representative of the President, Mr. Wallis attended the second preparatory meeting, in Florence, Italy, February 4-6, for the forthcoming Venice economic summit. Accompanying him was special assistant ERIC MELBY. From February 8-10, Mr. Wallis was in Islamabad, leading the U.S. delegation to the annual economic consultations. From there, he traveled to New Delhi, February 11-13, for similar consultations with Indian government officials, and to speak before the annual meeting of the International Chamber of Commerce. Special assistant CHARLES RIES accompanied Mr. Wallis to these meetings. Mr. Wallis traveled to Honolulu, February 15-16, to participate in the U.S.-Japan Business Council meeting. □

Policy Planning Staff

Director RICHARD SOLOMON and deputy director RICHARD KAUZLARICH visited Israel, Egypt and Saudi Arabia, January 2-13, on consultations. Also making these visits were members AARON MILLER and ZALMAY KHALILZAD. On January 30 Mr. Solomon provided a foreign policy overview for the Secretary's "Meeting with Heads of Think Tanks and Foundations," in the Department. Deputy director KENNETH BLEAKLEY visited Stanford University, January 21, to address participants in a program on "Should the United States Change its Historic Approach to Central America?" Senior IBM executives from the Far East and Latin America learned about "U.S. Foreign Policy" from Mr. Bleakley, at a January 22 Brookings Institution seminar in New York. Mr. Bleakley then traveled to Carlisle, Pa., the same day, to address the Army War College on "U.S. Latin-American Policy." Member SANDRA O'LEARY traveled to Tokyo, Singapore, Hong Kong, Seoul and Taiwan, January 29, to perform an analysis of trade problems created by the "Four Tigers." "Human Rights in Latin America" was the subject of a talk given January 31 at the Columbia University conference on international strategic affairs, by Mr. Bleakley. □

Office of Protocol

Protocol chief SELWA ROOSEVELT escorted the diplomatic corps to the state-of-the-union address by PRESIDENT REAGAN. Assisting were deputy chief of protocol TIMOTHY L. TOWELL, associate chief of protocol RICHARD GOOKIN, CATHERINE MURDOCK, CHARLES ANGULO, PATRICK DALY, LAWRENCE DUNHAM, PAMELA GARDNER, APRIL GUICE, LOUISE BENNETT, GEORGIA BOOTH, ANN KILLEA, BECKI BERNIER, KRIS DAWLEY, MARIA STIROPOULOS, ROBERTA HARE, KIM JOHNSON-BRAUN and JAMES MANNING. Mrs. Roosevelt opened the ceremonies at the swearing-in of

FRANK SHAKESPEARE as ambassador to the Vatican. Judge JAMES BUCKLEY administered the oath of office. The president of The Gambia and his wife were in Washington on a private visit. Mr. Towell escorted him on his call on the Vice President. There were private visits to Washington by the prime ministers of Jamaica, Dominica, St. Lucia, the Netherlands Antilles and Vanuatu. In addition, KING TUPOU IV of Tonga, the vice president of the Dominican Republic and the foreign minister of Italy paid private visits to Washington. The U.S.-Mexican Binational Commission held its meeting in Washington. The delegation was headed by the foreign minister of Mexico, BERNARDO SEPULVEDA. Assigned to the various visits were Ms. Murdock, Mr. Manning, Ms. Bernier, RANDELL BUMGARDNER, JULIE ANDREWS, MARY MASSERINI, TINA MORRIS and ROBERTA HARE. Ms. Gardner, assisted by KRIS DAWLEY, APRIL GUICE, GEORGIA BOOTH and KIM MIDDLETON, organized the Secretary's lunch in honor of the president of The Gambia, and a luncheon in honor of members of the South African Advisory Committee. The Secretary hosted a luncheon in honor of the foreign minister of Mexico. Acting Secretary MICHAEL ARMACOST gave a luncheon for YOSSI BEILIN, director general for political affairs, Israeli ministry of foreign affairs. On January 20 Mr. Gookin traveled to Indianapolis, to brief Indiana law enforcement personnel on diplomatic and consular immunity, prior to first world indoor track and field championships and the Pan-American Games. □

Administration

Office of Communications

Director ROBERT RIBERA attended the 1987 Armed Forces Communications Electronics Association western conference and exposition in Anaheim, Calif., in January, to hear presentations from industry and Government, and to view the latest concepts in telecommunications systems available for Government use. The following were in Washington on consultation: DAVID WAGNER, Bridgetown; DON NORTON, Colombia; HENRY HILKER, London; and FLOYD WILSON, Port Louis. Completing courses in the Training Division were: CHARLES ADAMS, Taipei; MAR BEROUD, Riyadh; PHILIPP BROWN, Washington; DONNA CHICK, Guatemala; PATRICK FREEMAN, Santo Domingo; DOYLE LEE, Guangzhou; RICHARD McINTURFF, Paris; JORGE VISCAL, Washington; CHARLES REMINGTON, Yaounde; WALTER SZCZESNIAK, Jakarta; MARY D'ADAM, Washington; KRISTINE PELZ, Victoria; KIMBERLY DEBLAUW, Nuevo Laredo; LINDA MANHEIM, Quebec; BRYANT SALTER, Washington; ARTHUR POLLICK, Brasilia; THOMAS COUCH, Pretoria; ANTONIO GONZALEZ, Brazzaville; STEVEN DERRICK, Manama; CARROLL BURNSIDE, Nicosia; JERRY LESTER and ARTHUR NEELY, Washington; HERBERT ZOBELL, Lagos; NICHOLAS ADAMS, Paris; NORMAN



OFFICE OF COMMUNICATIONS—At awards ceremony, left to right: *Peter Monti, Carl Lovett, Ezell Bivings Jr.*, deputy assistant secretary *Robert Ribera, William West, Nicodemo Romeo, Edward Rinehart, Walter Johnson, Kenneth French.*

LeCLERC, Canberra; WILLIAM LOUGHNER, GARY MINATRE, ROD HALLEN, JEWELL WALLACE, SKITCH HENDERSON, JOHN DIXON, RON GARD, HOWARD HARRIETY, ROBERT OLSON, MICHAEL REA and JAMES STOFKO, Washington. □

Office of Foreign Buildings

Personnel from the office have been involved in special activities over the last several months. Deputy assistant secretary RICHARD N. DERTADIAN and director BRYCE M. GERLACH attended the American General Contractors Association conference in Kansas City. Mr. Dertadian presented the status of the security building program to the international committee and responded to questions concerning the congressional legislation for this program and its impact on overseas contractors. . . . From October 21–25 Mr. Dertadian attended a foreign buildings conference in Canberra, Australia. At the conference were his counterparts from Australia, New Zealand, Canada and Great Britain. The conference was to discuss organizational and functional issues relating to overseas property management and administration. . . . HERBERT W. SCHULZ, director for administration and operations, on October 19–21 accompanied a team from the Office of Foreign Buildings to San Salvador. The team included structural engineer PETER GURVIN, a consulting structural engineer, and a consulting construction superintendent. They traveled to San Salvador, to determine the feasibility of temporarily shoring the chancery tower, to allow removal of critical equipment. This visit followed one of another team from the Office of Foreign Buildings that traveled to San Salvador the weekend of the earthquake (October 10), to assess the damage caused to the embassy. That team consisted of area officer

JOHN LEECH, structural engineers JEFF AUSTIN and PAUL KO, project manager EDUARDO GAARDER and seismic consultant METE SOZEN from the University of Illinois. Their reports indicated that damage to the chancery was extensive, and that the building will have to be demolished. . . . Mr. Dertadian spoke to the board of directors of the American Institute of Architects, December 4, on the impact of the new "Omnibus Diplomatic Security and Antiterrorism Act of 1986" on architectural and engineering firms selected to do work for the Office of Foreign Buildings operations. . . . Mr. Dertadian also visited a number of posts, December 8–21, to become better acquainted with property issues at those posts. His trip included stops in Vienna, Sofia, Prague, Budapest, Athens, Istanbul and Ankara.

A large number of officers have come to the Office of Foreign Buildings for consultations and briefings about the property issues at their respective posts. In recent months this has included visits from Ambassadors NICHOLAS SALGO from Budapest, JAMES RAWLINGS from Harare, CHARLES A. GILLESPIE from Bogota, JAMES SILLEY from Seoul and THOMAS PICKERING from Tel Aviv, consul general DONALD ANDERSON from Hong Kong, Ambassadors ROBERT HOUDEK from Kampala, RONALD PALMER from Port Louis and WALTER STADTLER from Cotonou, deputy chief of mission DAVID RANSOM from Damascus, Ambassadors DAVID CORN from Lome, DONALD PETTERSON from Dar es Salaam, CHARLES GILLESPIE from Bogota, EDWARD PERKINS from Pretoria, ROBERT KEELEY from Athens, CLINT LAUDERDALE from Georgetown, MARK PALMER from Budapest and EDWIN CORR from El Salvador, consul general WILLIAM RAU from Istanbul, Ambassadors DENNIS KUX from Abidjan and ARTHUR DAVIS from Panama, chargé JIM CHEEK from Addis Ababa, Ambassadors JOHN SCANLAN from Belgrade, ROBERT STUART from Oslo, THEODORE GILDRED from Buenos Aires, MELISSA WELLS from Maputo and ARNOLD RAPHEL from Islamabad. □

Office of Operations

Office of the Deputy Assistant Secretary: RICHARD C. FAULK has replaced JOHN CONDAYAN as chief.

Office of Overseas Schools: Overseas Schools Advisory Council vice chairman RICHARD NEUMAN will visit several American-sponsored overseas schools on his European inspection trip as director for personnel of the Bechtel Corp. . . . Complimentary copies of the College Board's publication, "College Entrance Guide for American Students Overseas," have been forwarded to each overseas American high school, and will be forwarded to each overseas post.

Allowances Staff: Several officials of the U.S. Office of Personnel Management were briefed on the cost-of-living survey methodology used to establish and maintain foreign area post allowances. . . . As a result of further weakening of the U.S. dollar in the foreign currency market, annual increases of over \$600,000 were authorized in the post allowance and the living quarters allowance. . . . The chief of the Measurement and Development Branch, ERLE CURTIS, met with an official of Stars and Stripes, concerning allowances for Department of Defense civilian employees in Europe.

Office of Language Services: Staff interpreters DIMITRI ARENSBURGER, PETER AFANASENKO, with staff translator LAWRENCE BURRELL and a contingent of contractors, returned to Geneva for the seventh round of the nuclear and space talks. . . . Russian interpreter WILLIAM H. HOPKINS went to Geneva on a three-week arms control assignment. . . . ALEC TOUMAYAN accompanied the Secretary on his African trip. While over the Atlantic, the Secretary telephoned a special "thank you" from his plane to the translators of the French section, who worked many hours preparing the French version of his speeches as they were being revised in transit. . . . CASEY IIDA interpreted for military consultations with Japan, in Honolulu. . . . RITA BOREN accompanied special envoy PHILIP HABIB on his South American tour. . . . Language

support for the Department of Defense was rendered by ELIZA BURNHAM and a team of contractors in Newport Beach, Calif., and by CAROL WOLTER, GISELA MARCUSE and ADRIENNE CLARK-OTT in Orlando, Fla. . . Ms. Boren and former interpreting chief DON BARNES worked at a World Meteorological Organization meeting on hydrology, in New Orleans . . . With the Government virtually closed by the storm on January 26, conference reporters MARILYN PLEVIN and FERD KUYATT were commended by the Secretary for struggling through the snow to cover his 7:30 a.m. interview at U.S. News & World Report headquarters . . . CAROL WOLTER interpreted for the Secretary's meeting later in the day with the French secretary of state for the South Pacific . . . Chinese interpreter JAMES BROWN, stationed in Beijing, visited the office in early January. □

African Affairs

Office of Southern African Affairs: E. GIBSON LANPHER, office director, traveled to Botswana, January 9-20, to attend the African-American Institute meeting in Gaborone. He also visited Cape Town, South Africa.

Office of Regional Affairs: Political-military adviser GREGORY H. BRADFORD accompanied SECRETARY SHULTZ's party on a six-country trip to sub-Saharan Africa, in January . . . In February Mr. Bradford took part in a defense requirements survey, in Khartoum, Sudan . . . Deputy director RICHARD J. TIERNEY visited several African countries in February, prior to participating in the NATO Africa experts meeting, March 2-3, in Brussels . . . Congressional affairs officer ANN SYRETT left the office for a new assignment in the consular affairs bureau . . . GLADYS CHUN joined the office as secretary for director DAVID PASSAGE. □

FREETOWN, Sierra Leone—At awards ceremony, from left: *John Luseni, Michael Kamara, Brima Sesay, Soriba Kamara, Brima Saccob, Ambassador Cynthia Shepard Perry, Deloris D. Smith, Thaimu Kamara, Lucy M. Hamelberg, Ernest Wilson.* (Photo by Steele-Johnson)



Consular Affairs

KATHERINE PETERSON, chief, Inter-American Services Division, Citizens Consular Services, departed for her new assignment to become the chief of the American services section in Tijuana. Her replacement is T. DENNIS REECE, formerly in the Bureau of African Affairs . . . JEANNE SCHULZ and CARL MONTROYA, Citizens Consular Services, addressed the mid-level consular class at the Foreign Service Institute, regarding the responsibilities of citizens consular services . . . The Citizens Emergency Center welcomed ANN SYRETT to its staff. She replaces JACQUELINE RATNER, who has been assigned to the Foreign Service Institute. Ms. Syrett was formerly with the Bureau of African Affairs . . . CORNELIUS SCULLY, director of advisory assistance in Visa Services, and STEPHEN FISCHER, chief of the Legislation and Regulations Division in Visa Services, attended the mid-year board of governors meeting of the American Immigration Lawyers Association, January 29, in Acapulco, Mexico . . . RACHAEL PITTARELLI, after 45 years of service, and DOROTHY BOLKA, after 43 years, have retired from the Visa Office. Both individuals received the John Jacob Rogers award.

In February, JANET DAVIS, travel document issuance system coordinator for Passport Services, accompanied members of the bureau's Systems Staff to the Boston Passport Agency, to participate in a functional demonstration of the newly automated system for issuing passports. Ms. Davis remained in Boston for the start of the travel document issuance system training, and will be returning at intervals to monitor its installation . . . STEVEN J. MULLEN, deputy regional director, and SUSAN I. SHORT, acceptance agents coordinator, both of the Seattle Passport Agency, attended an orientation for Rotary Club International exchange students, January 17. Mr. Mullen addressed the students about passport and visa requirements, and on how to conduct themselves overseas.

RON HARMS of the bureau's Systems Staff traveled to Frankfurt and Brussels, January 18-February 1, to install and give training for the citizens services system. □

PRAGUE, Czechoslovakia—At retirement ceremony for senior protection and welfare specialist *Helena Schwarzova*, fifth from left, the others, from left, are: *Jitka Polakova, Zdenka Becvarova, Jana Filippi, consul Fred Polasky, Hana Klymcova, Emilie Komanova, vice consul Tony Arias.*



Diplomatic Security

A regional security officer meeting was held in Paris, the first week in February. Workshops were conducted on information systems security and terrorist reporting for regional security officers in Africa and the Near East and Asia. Several bureau managers attended, including LOU SCHWARTZ, director, Diplomatic Security Service ... WALLACE H. GILLIAM, director, Office of Professional Development, and MARK A. SANNA, chief of the training center, accompanied Under Secretary RONALD I. SPIERS and MARY RYAN, his executive assistant, on a visit to the law enforcement training school in Glynco, Ga. in early January. Mr. Spiers addressed the center staff and observed training of bureau students enrolled at the center ... Mobile Training Team members GEORGE SLIKE, HOWARD LYNDE and MICHAEL EVANOFF visited El Salvador ... JOHN DONATO, KEITH JACOBSON, JOHN ECKENRODE and JOHN WEISS visited Paris during January ... The graduation ceremony for 44 special agents took place January 22 at noon in the Benjamin Franklin Room. Mr. Schwartz delivered the principal address and presented awards ... ROBERT A. ECKERT has received the Director's Award, KENT B. BROWN the Distinguished Physical Fitness Award and DANIEL C. BECKER the Distinguished Firearms Award. □



MUSCAT, Oman—Ambassador G. Cranwell Montgomery presents award to Kalfan Mohammed Seif, embassy guard.



ISLAMABAD, Pakistan—All in fun (except maybe for him), Frank J. Acs, building maintenance officer, receives the "Razor Ribbon Cross" from Ambassador Deane R. Hinton, right. Mr. Acs took six stitches in his thumb while helping to install sharp-edged wire around the embassy perimeter to repel intruders. The thumb, as you can see, has healed.

East Asian and Pacific Affairs

Principal deputy assistant secretary JOHN C. MONJO and Burmese country officer ROBERT LOFTIS traveled to Houston, January 19, to greet Burmese President SAN YU on his arrival in that city ... Mr. Monjo participated in the Asia Foundation's second Indonesia-U.S. bilateral conference, "Indonesia-U.S. Economic Relations: Opportunities, Obstacles, Options," in Washington, January 21-23. Other bureau members attending were the ambassador to Indonesia, PAUL WOLFOWITZ; RICHARD L. WILSON, director, Office of Indonesia, Malaysia, Brunei and Singapore Affairs; and GENE B. CHRISTY, Indonesia desk officer ... On January 30 Mr. Monjo attended a conference on prisoner of war-missing in action issues, sponsored by the National League of Families ... Deputy assistant secretary WILLIAM CLARK JR. traveled to San Francisco, January 5, to meet with officials of the Asia Foundation; then to Honolulu, to participate in the January 6-9 U.S.-Japan security subcommittee meeting. Also attending the Honolulu meeting were Japan office director THOMAS C. HUBBARD and political/military officer TIMBERLAKE FOSTER ... On February 2 Mr. Clark addressed the U.S. Army War College class of 1987, at Carlisle Barracks, Pa., on "Asia and the Pacific." ... Deputy assistant secretary WILLIAM PIEZ participated in discussions, January 24-30, in Tokyo, with Japanese and U.S. officials, on economic and trade-related issues.

JOHN PENFOLD, deputy chief of mission, Wellington, was in the Department, February 2-9,

for consultations ... China affairs director RICHARD WILLIAMS addressed members of the National Security Industrial Association, on U.S.-China relations, in Los Angeles, January 16 ... JOAN PLAISTED, deputy director for economic affairs, and economic officer ROBERT D. GOLDBERG participated in U.S.-China steel talks, in Washington, February 9-10 ... Political/military officer HOWARD STOFFER spoke before the Rotary Clubs in Bellingham and Everett, Wash., on U.S.-China relations, and met with media representatives throughout the state ... Ambassador WINSTON LORD was in the Department in January for consultations ... RICHARD L. WILSON, director, Office of Indonesia, Malaysia, Brunei and Singapore Affairs, traveled to Indonesia, Malaysia, Brunei and Singapore, on consultations, January 2-17. During that time, he attended the fourth U.S.-Association of Southeast Asian Nations conference, in Kuala Lumpur, Malaysia, January 5-8 ... Mr. Wolfowitz had consultations in the Department and with other Government agencies, January 24-February 4 ... Mr. Hubbard spoke on U.S.-Japan relations, at Columbia University, New York, January 21 ... Mr. Foster traveled to Japan, for consultations on political/military issues, January 10-19 ... Deputy director ROBERT REIS visited Japan, January 19-23, for U.S.-Japan discussions on supercomputers ... Economic officer KEVIN MAHER went to Japan, January 25-February 6, for negotiations on U.S.-Japan scientific cooperation and Kansai Airport.



SEOUL, Korea—Ambassador James R. Lilley (second from right) presents meritorious award to J. Patrick Truhn, immigrant visa unit (second from left). With them are Robert C. Stebbins (left) and consul general Andrew F. Antippas.

BUREAU NOTES

DARIA I. NOVAK, special assistant for public affairs, addressed the International Affairs Society at George Washington University, January 20, "Current Political Reform in the People's Republic of China." ... On January 16 CHARLES B. SALMON JR., director, Office of Philippine Affairs, spoke at a foreign policy conference in Concord, NH., sponsored by the New Hampshire World Affairs Council and the Department's Bureau of Public Affairs ... The ambassador to the Philippines, STEPHEN BOSWORTH was in the Department on consultations, February 4-11 ... On February 23 he spoke at a dinner meeting of the Council on Foreign Relations in New York ... RUSSELL J. SURBER, director, Office of Pacific Island Affairs, addressed a seminar at the National Defense University, on Pacific Island issues, January 7 ... TONY KOLANKIEWICZ, Office for Vietnam, Laos and Cambodia, left January 30 for a two-month assignment in Vientiane, to fill in as political counselor ... WAYNE BOYLS is acting as country officer for Cambodia and Laos during Mr. Kolankiewicz's absence ... JEFFREY MILLINGTON, deputy director, attended consultations in New York, February 3. □

Economic and Business Affairs

Assistant Secretary DOUG McMINN traveled to Japan, January 24-29, to participate in talks on trade issues ... From January 30-February 2 he participated in an informal gathering of world economic leaders, in Davos, Switzerland ... JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, traveled to Tokyo, January 11-12, for informal aviation consultations ... On January 23 he traveled to Phoenix, to deliver a speech before the Chambers of Commerce of Metropolitan Phoenix ... He traveled to New Delhi, India, to meet informally with members of the U.S. Consultative Shipping Group. During this trip, he delivered a speech at the fifth International Chamber of Commerce international shipping conference, in Bombay ... He then went to Paris, to chair civil aviation negotiations with members of the European Civil Aviation Conference, February 9-13 ... ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy, accompanied him to Paris ... CHARLES ANGEVINE, special negotiator for transportation affairs, chaired the U.S. civil air delegation in Mexico City, January 27-29, at the opening round of talks, to renegotiate the bilateral air transport agreement. The Mexican delegation listened to U.S. proposals to expand the relationship and asked for more concrete information before the next round, tentatively scheduled in Washington March 9 ... Mr. von den Steinen chaired the U.S. delegation in talks with West Germany, January 13-15, in Bonn, on liberalizing the air cargo regime ... He chaired the U.S.-European Civil Aviation Conference working group on computer reservation systems, which met January 20-23 in Washington.



VANCOUVER, Canada—U.S. consul general Sam Fromowitz presents gift of two American wines to the premier of the province of British Columbia, William V. Zalm, as part of the Department's efforts to promote U.S. exports.

RICHARD C. SCISSORS, director, Office of Maritime and Land Transport, participated in U.S.-Soviet maritime negotiations, January 14-16, in Washington ... JONATHAN BEMIS, same office, participated in maritime discussions in Washington, January 12-14.

NICHOLAS BURAKOW, director, Office of Monetary Affairs, traveled to Cairo, January 8-12, to participate in bilateral talks on restructuring Egypt's military debt ... ROBERT GLASS, acting deputy director of the office, traveled to Mexico City, to participate in a January 19-23 UN conference that considered alternate approaches to economic growth and development in Latin America and the Caribbean ... RICHARD GERBER, a recent graduate of the University of Arizona, has joined the office for a five-month internship. He is working mainly on Paris Club debt rescheduling issues ... SHAUN DONNELLY, director, Office of Development Finance, attended the annual meeting of the Bretton Woods Committee, in Washington, January 21. The committee is a private group which promotes U.S. participation in the World Bank and the International Monetary Fund ... RAFAEL L. MARIN, Office of Development Finance, traveled to Paris, for meetings of the Organization for Economic Cooperation and Development Credit Arrangement, on January 20-23 ... Office of Investment Affairs director CLARKE N. ELLIS was a member of the inter-agency team, headed by the under secretary for economic affairs, W. ALLEN WALLIS, which held trade and investment talks with the Philippine government in Manila, December 8-9 ... WESLEY SCHOLZ, chief, Marine and Polar Minerals Division, led the U.S. delegation to deep-seabed mine discussions with Canada, Italy, Belgium, Netherlands, the Soviet Union, West Germany and the United Kingdom, in New York,

February 2-7.

People: The following have entered on duty in the bureau: JEAN ALDRIDGE, staff assistant, Office of the Assistant Secretary; WILLIAM T. GAVIN, Planning and Economic Analysis Staff; JOHN MEDEIROS, chief, Industrial and Strategic Materials Division; STEPHEN BRUNDAGE, same division; and PAUL STEPHENSON, Security Export Controls Division. □

European and Canadian Affairs

Front Office: Assistant Secretary ROZANNE L. RIDGWAY accompanied the Secretary to Bermuda, January 6-7 ... Also traveling with the Secretary were deputy assistant secretaries M. JAMES WILKINSON and JAMES M. MEDAS and special assistant WALTER ANDRUSYSZYN (who replaced NADIA TONGOUR on January 2) ... Assistant Secretary ROZANNE L. RIDGWAY had speaking engagements on East-West issues in Detroit, Chicago, Denver and Colorado Springs (January 20-24), in Minneapolis (January 28-30), and in San Francisco, Los Angeles and San Diego (February 9-13) ... Deputy assistant secretary THOMAS W. SIMONS JR. and MARTIN A. WENICK, director, Office of Eastern European and Yugoslav Affairs, accompanied Deputy Secretary JOHN C. WHITEHEAD to Poland, Czechoslovakia, Bul-

THE HAGUE, Netherlands—Chargé d'affaires John P. Heimann presents Irene Stout, secretary to the administrative counselor, a Meritorious Service Award and step increase.





STOCKHOLM, Sweden—At traditional Swedish ceremony marking end of the long winter nights, Ambassador Gregory J. Newell decorates Foreign Service national Heléne Janson, the embassy's "Lucia." This is the time of year originally dedicated to St. Lucia, and every Swedish office, school and club chooses a Lucia.

MARSEILLE, France—Snow here is rare, but on January 15 there were four inches of it, the most since 1963. Frolicking in it are consulate general staff members (from left) Yvan Estève, Ramon Garcia, Lee Litzemberger, Danielle Gallo, Vincent Blondel, Christiane Daque, Danielle Pascal, Victor Moutarde, Edmund van Gilder, Claire Piquemal, Patrick Falchi, Evelyne Der Bedrossian, Annie Bagnon, Igor Lépine, Michèle Missud, Jay Smith, Théo Maunier.



PARIS, France—Retiring after 40 years with the U.S. Government, Françoise Lemaesquier receives certificate of appreciation from Ambassador Joe M. Rodgers. With them is deputy chief of mission William C. Barraclough.

garia and Belgium, January 24–February 7 . . . Deputy assistant secretary M. JAMES WILKINSON traveled to Cyprus, in his role as special Cyprus coordinator, January 18–24 . . . Deputy assistant secretary WILLIAM BODDE JR. accompanied the Vice President on a trip to Ottawa, January 21 . . . He also participated in the presidential pre-advance trip to Italy, Berlin and Bonn, January 24–February 1 . . . Mr. Medas left the bureau, January 9, to return to private law practice.

Office of European Security and Political Affairs: Col. THOMAS STEWART, defense section, was the Department's participant in the annual NATO defense planning symposium, in Oberammergau, West Germany, January 19–22





HELSINKI, Finland—At awards ceremony, front row, from left: *Charles McGarvy, Steve Stolarz, Michael L. Durkee, Ambassador Rockwell A. Schnabel, Ruth L. Willow, Raija Soikkeli, Tarja Kunnas, Elo-Kai Ojamaa.* Back row: *Robert Sing, Paul Hacker, Mikko Luoso, Raimo Anttonen, Matti Parssinen, Klaus Backstrom, Heimo Lehtola.*

ATHENS, Greece—Winners of embassy tennis tournament with, center, Ambassador *Robert v. Keeley.* Front left: *Tom Miller, Bonnie Miller, Nitsa Mattson, Greg Mattson.*

... DIANE G. SIMPSON, strategic section, is in Geneva, as an adviser to the U.S. delegation to the nuclear and space arms talks ... JOHN BURGESS, a Council on Foreign Relations fellow, has joined the strategic section for a year's work on arms control and strategic issues ... DAVID JOHNSON, political section, traveled to Vienna, January 25, to serve on the U.S. delegation to the Conference on Security and Cooperation in Europe follow-up meeting ... DON SHEMANSKI joined the political section and will work on the conference, counter-terrorism cooperation and NATO issues.

Office of Northern European Affairs: Ambassador CHARLES PRICE of the American embassy in London was in the Department for consultations, January 6, and accompanied the Secretary and Assistant Secretary Ridgway to Bermuda, for a meeting with the foreign secretary of the United Kingdom ... Consul general MAX FRIEDERSDORF of the American consulate in Bermuda was in Washington for consultations, January 12-16.

Office of Regional Political-Economic Affairs: WILLIAM H. DAMERON, deputy director, attended a high-level meeting in Paris and held consultations at in Brussels ... LYNNE LAMBERT, officer-in-charge of European Community affairs, visited Brussels for a European Community presidency "torch-passing" session.



Representatives from Embassies London, Brussels and Copenhagen, the Office of Regional Political-Economic Affairs, and the U.S. missions to and the community discussed management of the political dialogue between the U.S. and the community ... SHERWOOD MCGINNIS returned to Vienna, January 27, for the resumed session of the security and cooperation review conference. He is responsible for "Basket II" (economic, scientific, technological and environmental) issues. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER traveled to Vienna, to speak to an association of Austrians concerned with foreign affairs, the Club pro Wien, and held discussions with Austrian foreign ministry officials, including Austria's new foreign minister, as well as the heads of delegations from NATO countries and the head of the

Soviet delegation to the Conference on Security and Cooperation in Europe ... He visited London, Brussels and Paris, for human rights consultations with foreign ministry officials and political leaders in those countries, including the French secretary of state for human rights ... Deputy assistant secretary LAURA J. DIETRICH spoke to audiences in Houston, Austin and Seguin, February 5-6. Topics were Central America, the church sanctuary movement and political asylum for Central American refugees ... Ms. Dietrich addressed students and faculty of Texas Lutheran College in Seguin and met with media representatives; and addressed members of the Houston Bar Association and met with media people and spoke to the Rotary Club in Austin ... She traveled to Pittsburgh, addressing members of Westminster Presbyterian Church on human rights and the sanctuary movement, February 8.

ROGER PILON, director of policy, traveled to Geneva, January 30-February 14, to attend the UN Human Rights Commission sessions ... ED-

MUND ATKINS, international relations officer, is participating in the sessions as part of the delegation . . . EDWARD H. WILKINSON, director, Office of Asylum, traveled to New Orleans in December, to participate in an immigration seminar on stowaways and crew members who seek political asylum . . . TOM WILLIAMS, director, Office of Multilateral Affairs and Programs, assisted by JOHN MULLIN and DON HARRIS of the country reports team, delivered to the Senate and the House copies of the 1986 country reports on human rights practices on January 30, one day ahead of the legislatively-mandated deadline. This year's collection contains separate reports on human rights conditions in 167 countries, an increase of three over 1985. At 1,355 pages, the report is 85 pages shorter than the 1985 volume. Congress was expected to release the report to the public in mid-February . . . DOUGLAS WAKE, regional officer for Europe, visited Prague January 19-20, to participate in a bilateral working group session with U.S. embassy and Czechoslovak government officials, on humanitarian affairs . . . He proceeded to Vienna, to serve as an adviser, January 21-30, on the U.S. delegation to the follow-up meeting of the Conference on Security and Cooperation in Europe. □

Intelligence and Research

Office of Analysis for Western Europe: ROBERT K. GERMAN, director, chaired a conference on "The British Labor Party." The conference was organized by CHARLES PEACOCK, analyst. F. HERBERT CAPPS, deputy director; BOWMAN H. MILLER, chief, Northern and Central Europe Division; ERNEST J. FISCHER, ROBERT HANSEN and JOHN HOSTIE, analysts, participated, February 5 . . . Mr. Miller lectured on intelligence analysis methods, to 28 law enforcement officials from California, Oregon, Arizona and Louisiana, at the California State Department of Justice Training Institute, Sacramento, February 3 . . . Mr. Hansen spoke to the western Europe area studies course at the Foreign Service Institute, on "European Security and Arms Control Concerns," January 30 . . . NANCY DEGUMBIA, analyst, gave a presentation on the European perspective on technology transfer, and was a principal penelist at the conference on East-West dimensions of U.S. export control policy, sponsored by the Office of Long-Range Assessments and Research, February 6.

Office of Analysis for the Soviet Union and Eastern Europe: MARTHA MAUTNER, deputy director, addressed the Executive Academy of the Hotel and Motel Association, at Palm Beach, Fla., on U.S.-USSR relations, December 6 . . . DONALD GRAVES, division chief, spoke on Soviet domestic politics to the "Great Decisions" forum, in Wooster, O., January 15-16.

Office of Analysis for the Near East and South Asia: Director GEORGE S. HARRIS chaired a seminar on Iran and U.S.-Iranian relations . . . Mr. Harris, Arab-Israeli States Division chief GARY D. DIETRICH, Jordan/Palestinians analyst ALAN MAKOVSKY, and Israel analyst

LEON WEINTRAUB attended a Middle East Institute conference on the Soviet Union and the Middle East. □

Inter-American Affairs

U.S. Mission to the Organization of American States

On January 7, Ambassador RICHARD T. McCORMACK gave a press briefing at the National Press Club to discuss the purpose of the Organization of American States permanent council special meeting, called by the United States . . . On January 8 he participated in the special meeting of the council, relating to the forthcoming visit to Central America by the Organization of American States secretary general, the UN secretary general and the Contadora foreign ministers . . . From January 11-15, Mr. McCormack and AID assistant administrator DWIGHT INK traveled to Haiti and Jamaica, to discuss economic policy and programs with government leaders . . . On January 23, Mr. McCormack was the keynote luncheon speaker at the regional foreign policy conference in Orlando, Fla. . . During his Florida visit, he participated in media events in Miami, including television appearances on "Newsmakers," "Timely Speaking" and "Live at 5." On January 28, at the Woodrow Wilson House, he taped a program for Public Broadcasting Service, on foreign policy . . . During his January 30-31 visit to New York he was interviewed by the New York Times, Wall Street Journal and Business Week, and spoke at the conference on international strategic affairs at Columbia.

On December 4, Mr. McCormack attended the congressional summit on debt and trade, in New York . . . On December 9 he traveled to Fort Bragg, N.C., to address graduating students of the Army's John F. Kennedy Special Warfare Center School . . . On December 12 he hosted a luncheon in honor of former U.S. ambassadors to the Organization of American States . . . He hosted a Christmas reception, December 12, for Organiza-

BOGOTA, Colombia—At awards ceremony, left to right: Rafael Torres, Rafael Duarte, Anibal Garcia, Elias José Amaya, Ambassador Charles A. Gillespie Jr., Alba Xochihua, Lawrence R. Fouchs, Michael Skol.



tion of American States ambassadors and members of the Organization of the American States secretariat.

The Office of Mexican Affairs sponsored a drive for toys and clothing during the Christmas season. □

International Narcotics Matters

Assistant Secretary, ANN WROBLESKI, accompanied by SUE PATTERSON, director, Americas Division, traveled to Bolivia and Peru, January 8-17, for consultations with government officials regarding coca eradication and interdiction. They also visited coca-growing regions in both countries, to assess the bureau's field support and police effectiveness . . . From January 6-29, executive director/controller JAMES VAN WERT and procurement specialist ROBERT GIFFORD traveled to Bangkok, Rangoon, Singapore, Islamabad and Vienna, to conduct annual field reviews of bureau administrative systems, review procurement policies and establish an acceptable disbursement formula for the bureau's voluntary contribution to the UN Fund for Drug Abuse Control . . . On February ALBERT MATANO joined the bureau as Colombia desk officer in the Office of Program Management. Mr. Matano recently completed a tour in Santo Domingo as a consular officer. □

Legal Adviser's Office

ELIZABETH VERVILLE, deputy legal adviser, addressed the San Diego World Affairs Council, on "Foreign Affairs and the Constitution." She also participated in a workshop there on the role of law in foreign policy . . . Attorneys FAY ARMSTRONG and KEN VANDELDELDE, Office of Inter-American Affairs, traveled to San Jose, Costa Rica, to attend a conference at the UN Latin American Institute for Prevention of Crime and Treatment of Offenders, to review the status of AID projects to strengthen justice systems in Latin America and the Caribbean . . . Attorney LUCY REED and MELINDA CHANDLER, Office of International Claims and Investment Disputes, traveled to The Hague, to represent the

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United States before the full Iran-U.S. Claims Tribunal, in a case in which Iran contests U.S. handling of standby letters of credit . . . The assistant adviser for the Office of East Asian and Pacific Affairs, PATRICK NORTON, traveled to Bangkok, to attend the 26th annual session of the Asian-African Legal Consultative Committee . . . The assistant legal adviser for law enforcement and intelligence, DAVID STEWART, traveled to Vienna, to participate in negotiations with Australian foreign ministry officials . . . Also from that office, attorney JOANN DOLAN traveled to Tokyo, to participate in "Summit Seven" Negotiations, and to Brussels, to participate in extradition treaty negotiations; and attorney DENNIS FOREMAN traveled to New York, in the case of United States vs. Evans Munitions Control.

DAVID COLSON, assistant legal adviser for oceans, environmental and scientific affairs, and attorney DEBORAH KENNEDY traveled to Vienna, to represent the United States at the meeting of the ad hoc group of legal experts on environmental law, under the UN Environment Program. Mr. Colson was elected chairman of the meeting, which adopted goals and principles for environmental impact assessment . . . From that same office, attorney PETER FLOURNOY was a member of a U.S. fisheries delegation, which held extensive and successful discussions with the acting assistant foreign minister of Columbia, in Bogota . . . The assistant legal adviser for nuclear affairs, TED BOREK, traveled to Minneapolis, to participate in a seminar on the Nicaragua case in the International Court of Justice; the seminar was sponsored by the Minnesota Lawyers International Human Rights Committee . . . Attorney SAMUEL WITTEN, Office of UN Affairs, traveled to Geneva, to participate in a UN Human Rights Commission working group session on the rights of children.

People: The following attorneys were reassigned within the Office of the Legal Adviser: TODD BUCHWALD to the Office of Politico-Military Affairs; DENNIS FOREMAN to the Office of UN Affairs; JOHN REYNOLDS to the Office of Near Eastern and South Asian Affairs; SUSAN BINIAZ to the Office of Oceans, and International Environmental and Scientific Affairs; JOAN DONOGHUE and CAROL LIGHT to the Office of Management; ROBIN FRANK to the Office of Law Enforcement and Intelligence; and MARY BETH WEST to the Office of International Claims and Investment Disputes . . . TED BOREK was named assistant legal adviser for nuclear affairs . . . BRUCE RASHKOW became assistant legal adviser for the Office of UN Affairs . . . MICHAEL PEAY was promoted to assistant legal adviser for European and Canadian affairs . . . PATRICIA BRADSHAW, Office of African Affairs, was promoted to the position of secretary to the legal adviser . . . **Departures:** ANDRE JOHNSON, Office of International Claims and Investment Disputes, joined the U.S. Postal Service . . . ANNE-HEATHER MARKEN, same office, joined Diplomatic Security . . . ROSE STACK, Office of the Digest of U.S. Practice in International Law, resigned to join the Internal Revenue Service. □



MANAGEMENT—Executive director *Terrence M. Day*, right, receives Superior Honor Award from Under Secretary *Ronald I. Spiers*.

Management

Office of the Under Secretary

From January 7-8 Under Secretary RONALD I. SPIERS, accompanied by his executive assistant, MARY RYAN, visited the Federal Law Enforcement Training Center in Glynco, Ga. They met with members of the new Department special agent class and received a tour of the facility and a briefing on the center's programs and activities. □

Office of Foreign Missions

JOHN CONDAYAN is the new deputy director, replacing JOSEPH S. HULINGS. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE traveled to Antarctica, to observe U.S. scientific facilities, January 4-9. He returned via New Zealand, where he consulted with officials of that country regarding Antarctic mineral negotia-

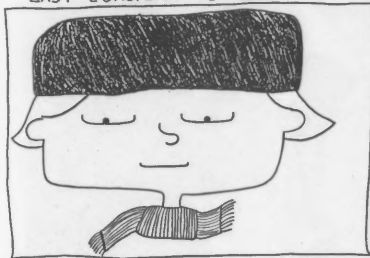
tions . . . On January 27 he addressed the Task Force on International Relations in Space, in Washington, and on January 27 he discussed international environmental issues with the UN International Business Council, in New York.

LARRY L. SNEAD, director, Office of Fisheries Affairs, together with PETER FLOURNOY, Office of the Legal Adviser, and DEAN SWANSON, National Marine Fisheries Service, held technical fishery consultations in Bogota, January 21-23. The talks centered on implementation of the treaty between the United States and Columbia concerning the status of Quita Sueno, Roncador and Surrana. The two sides agreed to a temporary ban on fishing for conch in treaty waters adjacent to Quita Sueno, and to hold further technical talks in Miami this spring, to consider other possible conservation measures and means to improve communications and cooperation on Caribbean fishing matters . . . RAYMOND ARNAUDO, Office of Oceans and Polar Affairs, gave the keynote address at the Department of Defense symposium and workshop on Arctic and Arctic-related environmental sciences, in Laurel, Md., January 28.

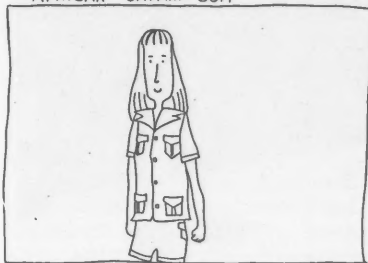
RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, led the U.S. delegation to the December 8-12 meeting of the Organization for Economic Cooperation and Development, in Paris, where he served as vice chairman. He was accompanied by JACK FITZGERALD, Office of

FOREIGN SERVICE FASHIONS

EAST EUROPEAN FUR HAT



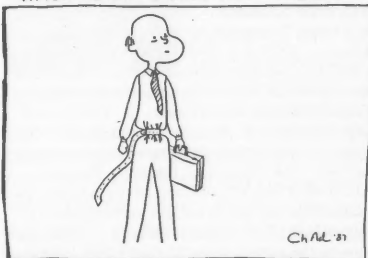
AFRICAN SAFARI SUIT



MEXICAN GUAYABERA



WASHINGTON GRAMM-RUDMAN BELT



Environment and Health ... On January 27 Mr. Benedick participated in a USIA "Worldnet" program with five European capitals, on protection of the stratospheric ozone layer ... On January 28 he testified on the subject before the Senate Subcommittee on Toxic Substances and Environmental Oversight.

ROGER E. SOLES, executive director, U.S. Man and the Biosphere Program, traveled to Ottawa, Canada, December 10-11, to meet with his Canadian counterparts ... He traveled to Albany, January 22, to discuss with officials from the Department of Environmental Conservation the inclusion of Adirondack State Park in the U.S. network of biosphere reserves ... The deputy assistant secretary for science and technology, ROBERT G. MORRIS, left the bureau on reassignment as science counselor in Buenos Aires. MICHAEL A. MICHAUD, director, Office of Advanced Technology, is acting deputy assistant secretary ... FRED MCGOLDRICK, acting deputy assistant secretary for nuclear energy and energy technology affairs, participated in negotiations, January 16-17, in Tokyo, with Japanese officials on a new agreement for peaceful nuclear cooperation. □

Personnel

Office of Foreign Service Career Development and Assignments

On January 12 RAYMOND C. EWING assumed his duties as director, replacing WILLIAM L. SWING ... Other recent arrivals include STEPHANIE GILLESPIE, ELAYNE URBAN, FRANK FORGIONE, WILLIAM MILLS, KIM DAVIDSON, JON EDENSWORD, ANN PINKNEY, TRUDY ANDREZEWSKI, TOM TIERNAN, KATHLEEN MULLEN, PETE BROWN, JOE BORICH and MILDRED PATTERSON. □

Politico-Military Affairs

On January 13, Assistant Secretary H. ALLEN HOLMES testified before the Senate Foreign Relations Committee on nuclear-testing treaties ... JOHN HAWES, deputy assistant secretary, led a U.S. delegation to a meeting of 18 countries, in Paris, to consult on chemical weapons use and proliferation ... Lieutenant Colonel DAVID LAMBERT, Office of Threatener Military Policy, served on the delegation ... From January 20-28, deputy assistant secretary G. PHILIP HUGHES traveled to Rome and Madrid, for consultations, and to Paris, to attend the coordinating export control subcommittee high-level meeting ... WILLIAM GUSSMAN, director, Office of Strategic Technology Affairs, traveled to Paris, London, Rome and Bonn, January 17-30, for consultations on technology transfer issues ... Deputy director JERRY LEACH attended the coordinating export control subcommittee high-level meeting, as a member of the U.S. delegation, in Paris, January 26-27 ... PATRICIA HANSCOM, Office of Theater Military Policy, served as part of the delegation to the Conference on Disarmament in Geneva, for January ... JOSEPH

SMALDONE, chief, Arms Licensing Division, Office of Munitions Control, briefed students at the Defense Intelligence College, on trends in international arms transfer, January 10.

People: Arrivals: JAMES FINKEL has joined the Office of Theater Military Policy ... LYNN ALLISON has joined the staff of the Office of International Security Policy ... KRISTY BROWN has joined the staff of the Office of Security Assistance and Sales, as an intern ... DAVID HAFEMEISTER has joined the staff of the Office of Strategic Nuclear Policy ... BARBARA BOLLER has joined the staff of the Office of Munitions Control ... **Departures:** DONALD BRAUM has departed the Office of International Security Policy for an assignment at the Hague ... JAMES HAMILTON has departed the Office of Strategic Nuclear Policy for an assignment at the Hague ... ROBERT BARRY has departed the bureau for an assignment as deputy director of the Voice of America. □

Public Affairs

Office of the Assistant Secretary: Assistant Secretary-designate/spokesman CHARLES E. REDMAN accompanied the Secretary to London and Brussels, for the annual North Atlantic Council meeting, December 8-13 ... On January 6 he traveled with the Secretary to Hamilton, Bermuda, for meetings with the British foreign secretary, continuing on to Senegal, Cameroon, Kenya, Nigeria, Ivory Coast and Liberia, for the Secretary's first visit to Africa, concluding on January 14. Then followed a trip to Atlanta, January 19, for the Martin Luther King birthday celebration.

Office of Press Relations: In January KAMALA WEATHERS was detailed from the Correspondence Management Division, Office of Public Communications, to the Press Office for a five-week period ... BRUCE WILLIAMSON was detailed to the office for one month, prior to beginning Norwegian language training.

Office of Public Communication: JOSEPH A. SCHWARZENBERG, an intern from Cortland, N.Y., joined the staff, January 19, as a junior writer-editor.

Office of Public Programs: Regional programs officer CONSTANCE DUNAWAY managed a regional conference centered on the "Great Decisions" program, for a January 17 event attended by 250 local leaders in Concord, N.H. ... Regional programs officer JANE OSTRANDER, assisted by CHRISTINE MURRAY, organized a conference on the southern hemisphere, for 350 Floridians, in Orlando, on January 23 ... Secretary's coordinator JANICE SETTLE, assisted by Ms. Murray, advanced the Secretary's appearance at the Martin Luther King Jr. birthday observance in Atlanta, January 19 ... Settle advanced Secretary Shultz's address on the foreign affairs budget crisis to a Citizens Network luncheon, at the Washington Hyatt-Regency Hotel, January 27 ... Organization liaison officer ELIZABETH GIBNEY coordinated arrangements for two briefings hosted by Secretary Shultz for key private sector leaders on the foreign affairs budget crisis.



PUBLIC AFFAIRS—At award ceremony for the Regional Programs Division, Office of Public Programs, front row, from left: Nancy Stone, Eileen McCormick, Constance Dunaway, Lenore Tambone, Monica Janzer, Jo Ann Collinge. Back row: Sandra Evans, office director Samuel Fry, assistant secretary-designate Charles E. Redman, Frank Finver, Jane Ostrander.

The first, on January 23, was attended by 16 business and farm heads. The second, on January 30, attracted 14 research foundation presidents and executive directors . . . Media officer KATHLEEN KENNEDY facilitated a taped radio interview on South Africa by Under Secretary MICHAEL ARMACOST, for the Voice of America, January 9 . . . On January 12 BYRON S. BARNARD entered on duty as an intern, from Brigham Young University. □

Refugee Programs

ROBERT L. FUNSETH, acting director, accompanied the under secretary for political affairs, MICHAEL H. ARMACOST, as he testified on the refugee situation in southern Africa, before the Senate Judiciary Subcommittee on Immigration and Refugee Policy . . . Mr. Funseth was one of four administration participants in the panel led by Mr. Armacost . . . JULIA V. TAFT, director, U.S. Office of Foreign Disaster Assistance, and CHARLES FREEMAN, deputy assistant secre-

tary, Bureau of African Affairs, also discussed the situation in the region with Senator EDWARD M. KENNEDY, subcommittee chairman, and Senators PAUL SIMON and ALAN K. SIMPSON . . . Mr. Funseth met with ANTOINE NOEL, U.S. representative of the Office of the UN High Commissioner for Refugees; ROBERT GALLAGHER, of the UN Relief and Works Agency, for Palestinian refugees, to review the agency's activities in Lebanon; Ambassador WILLIAM A. BROWN, to review refugee program issues in Thailand; PETER VAN KRIEKEN, director of the Dutch Refugee Foundation, to discuss U.S. refugee policies and programs; RONALD FLACK, chargé, U.S. mission to the United Nations in Geneva; EUGENE BUCCIARELLE, Intergovernmental Committee for Migration; DOUGLAS RAMSEY, refugee coordinator, Manila; and DENIS GRACE, joint voluntary agency representative, Bangkok, Thailand . . . FRANCES D. COOK, deputy assistant secretary for international refugee assistance, reviewed South Asia refugee operations during a two-week visit to Pakistan. Her itinerary included site visits to refugee camps in Karachi and Punjab, as well as a review of operations and calls on voluntary agency and Pakistani government officials in Islamabad . . . DOUGLAS R. HUNTER, director, Office of Policy and Program Coordination, accompanied BILLIE F. GEE, director, Office of Refugee Resettlement, Department of Health and Human Services, on a trip to inspect refugee operations in Thailand,

Malaysia and the Philippines.

FRANK A. SIEVERTS, formerly a special assistant to the bureau director, for public affairs, has left the Department to become spokesman for the Senate Foreign Relations Committee . . . JAMES P. KELLEY, director, Office of International Refugee Organizations, attended constitution and seminar working group meetings of the Intergovernmental Committee for Migration, in Geneva, and consulted with embassy, host government and international and nongovernment organization officials about contributions and asylum practices, in Bonn, Amsterdam, Stockholm and London . . . RICHARD J. REDMOND, director, Office of European, Near Eastern and Latin American Refugee Assistance, consulted with UN officials and reviewed refugee operations in Vienna, Damascus, Amman, Tel Aviv and Geneva . . . ANITA L. BOTTI and KAREN MCCARTHY, refugees officers, Office of Reception and Placement, monitored refugee resettlement in Connecticut and Massachusetts . . . THOMAS P. DOUBLEDAY JR. was a member of the U.S. delegation to the Orderly Departure Program technical talks, with Vietnam, in Bangkok, Thailand . . . RICHARD MANN stopped in the bureau, en route to his new job as refugee and migration affairs officer, U.S. mission, Geneva . . . Recently joining the bureau were SEBASTIAN LIBERATORE (Comptroller's Office) and MARTHA A. ALSTON (Office of Policy and Program Coordination). ■

Obituaries

Brian Sanders, 50, a senior reference librarian in the readers services branch of the Department Library since 1974, died on January 24, the victim of a gunshot wound. Police called the death a homicide. His body was found in his car on O Street S.E.



Mr. Sanders

Mr. Sanders was a native of Kingston-upon-Thames, England. A graduate of Nottingham University, he completed master's degrees at the University of London and at Rutgers, where he worked as a library research assistant, 1966-67. He was a bibliographer at the Michigan State University research library, 1967-68, and associate librarian at Lehigh University, 1969-73. Survivors include a cousin and a great-aunt.

Contributions are suggested to the Brian Sanders Memorial Book Fund, % Lucinda Conger, Library, Room 3239, Department of State, Washington D.C. 20520. □

John C. (Jack) Grover, 69, who had served for many years as regional supervisor and acting chief of the U.S. Diplomatic Courier Service before his retirement from the Foreign Service in 1970—he was founder and president of the U.S. Diplomatic Courier Association—died of a heart attack on January 27 at Georgetown University Hospital.



Mr. Grover

Assistant Secretary-designate Robert E. Lamb and officials of the courier service and association, and other friends and colleagues, eulogized Mr. Grover during a memorial service on February 16. Burial was to be in Arlington National Cemetery.

A native of Kansas City, Mo., Mr. Grover attended Phillips Exeter Acad-

emy and was a 1940 graduate of Stanford, where he was the middleweight boxing champion. He was a photographer with the Navy during World War II. He later joined the courier service, serving in Washington, Lima, Cairo, Manila, Frankfurt, Panama and other posts. During his more than 20 years as a courier, he traveled approximately 250,000 miles a year to nearly every nation in the world with which the United States had diplomatic relations. He received many honors and awards, including the Department's Diplomatic Courier Award. He was historian and special projects officer for the association, which elected him to its hall of fame.

An experienced mountain-climber, he climbed Mt. Fuji in Japan, the Matterhorn in Switzerland and the Mountains of the Moon (Rowenzori range) and Mt. Kilimanjaro in Africa. He was the author of a history of the courier service. An expert on judo, he wrote "Defend Yourself," which was based on his own experience using judo, boxing and other self-defense techniques. In 1969 Hallmark Cards, Inc., issued a calendar entitled "Faraway Wonders," containing photographs taken by Mr. Grover during his travels.

Mr. Grover was a trustee of the American Foundation for the Study of Man and a member of the Explorers Club, the Disabled Veterans Association and Zeta Psi Fraternity. Survivors include his wife, Rose Grover, chief of the graphics branch in the Bureau of Administration; a sister, a nephew and a niece. □

Donald S. Lowitz, 57, U.S. representative and ambassador to the Conference on Disarmament since 1984, died of a heart attack on January 31 at his home in Geneva.

Mr. Lowitz practiced law in his hometown of Chicago for 30 years. From 1969-71, he was general counsel of the Office of Economic Opportunity in Washington. He worked as a consultant in the Executive Office of the President, 1974-75, and at the Department of Defense, 1975.

Mr. Lowitz earned bachelor's and law degrees from Northwestern. Survivors include his wife, a daughter and two sons. □

Samuel R. Peale, 50, who was assigned to Riyadh as political/military officer in 1984, died on January 23 at a hospital in Boston. He had cancer.



Mr. Peale

Joining the Foreign Service in 1962, Mr. Peale was a staff assistant in Ankara, a political officer in Khartoum, the deputy chief of mission in Abu Dhabi and an economic/commercial officer in

Kathmandu. Department assignments included political officer in the Operations Center, 1967-71, director of Egyptian Affairs, 1979-82, and management analysis officer in the Office of Management Operations, 1982-84. In 1982 he received a Superior Honor Award.

Mr. Peale was born in New York. He was graduated from Harvard. From 1958-62 he served in the Army.

Survivors include his wife, of 11026 Ring Rd., Reston, Va. 22090, two sons and a sister. Contributions are suggested to the Dana Farber Cancer Institute, 44 Binney St., Boston, Mass. 02115. □

Robert B. Houghton, 65, a retired Foreign Service officer who specialized in Middle Eastern affairs, died of cancer on February 9 at the National Institutes of Health.

Joining the Service in 1945, Mr. Houghton was assigned to Nairobi as vice consul. He served as an economic officer in Jerusalem and Damascus, and as a political officer in London, Jidda and Amman. In 1969 he was appointed deputy chief of mission and counselor in Beirut. From 1977-81, he was principal officer in Istanbul. Department assignments included country director for Lebanon, Jerusalem and Syria, 1967-

68, and director of the office concerned with Sinai peacekeeping operations, 1982-83. After retiring from the Foreign Service in 1983, he worked with the Department's Office of Classification and Declassification.

Born in Massachusetts, Mr. Houghton was graduated from Harvard. Survivors include his wife, four sons, a daughter, and two grandchildren. Contributions are suggested to the Patient Emergency Fund at the National Institutes of Health. □

Donald R. Riebhoff, 44, a telecommunications officer assigned to Lisbon in 1985, died in a car accident in Spain on January 19.



Mr. Riebhoff

Mr. Riebhoff joined the Foreign Service in 1971. His assignments included Saigon, Phnom Penh, Lisbon, Antwerp, Prague and Baghdad. He was employed by the Boeing Aircraft Co., 1960-64 and 1966-67, and by the Air Force, 1967-71.

Mr. Riebhoff was born in Detroit Lakes, Minn. From 1964-66 he served in the Army. Survivors include his mother and a sister. □

Frances M. Wilson, 72, executive director of the Bureau of Economic and Business Affairs from 1966 until she retired in 1980, died on January 17.



Ms. Wilson

Joining State in 1941, Ms. Wilson was assigned to the Bureau of European Affairs as a secretary. She held several positions in the Bureau of Economic and Business Affairs, including administrative officer and deputy director of the executive staff. In 1980 she received the

Luther I. Replogle Award.

Luther I. Replogle Award.

A memorial service was held for Ms. Wilson on January 28 in the East Auditorium.

Born in Washington, Ms. Wilson attended George Washington University. A championship duckpin bowler, she was elected to the National Duckpin Bowling Congress Hall of Fame. Survivors include a sister and a niece. □

John Raymond Ylitalo, 70, who was appointed ambassador to Paraguay in 1969, died of cancer at Sibley Memorial Hospital on February 10.



Mr. Ylitalo

Mr. Ylitalo was a special agent with the Federal Bureau of Investigation from 1941 until he joined the Foreign Service in 1946. He was chief of the political section in Helsinki, then served there as Olympic Games

officer in 1952. Subsequent assignments were to Munich as deputy principal officer, and to Manila as consul general and counselor. Returning to Washington in 1962, he was assistant chief of the Aviation Division in the Office of Transport and Communication. After serving as deputy director of the Visa Office for two years, he was appointed director in 1965. From 1968-69, he was principal officer in Tijuana. He retired in 1976 after an assignment to Toronto as principal officer.

A native of Floodwood, Minn., Mr. Ylitalo earned a bachelor's at St. Olaf College and a master's at Northwestern. Survivors include his wife, three daughters, a son, two brothers, a sister and eight grandchildren. □

C. Arnold Freshman, 72, who retired in 1974 after an assignment to London as political adviser, died on January 24 at his home in Naples, Fla.

Mr. Freshman worked for the Economic Cooperation Administration, the Foreign Operations Administration, and the International Cooperation Administration before joining State in

1957. He was an economic officer in Berlin, counselor for economic affairs in Kabul and Copenhagen, and political military officer in Rome. In 1960 he was appointed officer-in-charge of German economic affairs. From 1970-72 he was detailed to the Department of Defense.

Mr. Freshman was born in Cambridge. He attended George Washington University and American University. During World War II, he served in the Navy. Survivors include his wife, a son, two daughters and five grandchildren. □

William Armstrong Jr., 66, a mail and file supervisor in the Bureau of Near Eastern and South Asian Affairs' Executive Office, from 1966 until he retired in 1979, died on February 2 at his home in Vienna, Va.

Born in Portland, Me., Mr. Armstrong was graduated from the University of Maine. Survivors include his wife, a son and two granddaughters. □

Donald D. Daley, 68, who was deputy chief of the Office of Security's Division of Investigations from 1962 until he retired in 1974, died on January 19 at Fairfax Hospital.

During his 29 years with Security, Mr. Daley served as a special agent in the Chicago field office, and as special agent in charge of the Omaha, Dallas, Seattle and Washington field offices.

Mr. Daley was born in Belleville, Ill. After working in the private sector as an investigator, 1937-42, he served in the Navy for three years. Survivors include his wife, a son, a daughter, a sister and four grandchildren. □

Frank Urbonas, 71, who retired in 1973 after an assignment to Tijuana as administrative officer, died on January 16.

A native of Pennsylvania, Mr. Urbonas was graduated from Scranton University. He served in the Army for four years, joining the Department in 1947. His assignments included Tehran and Tegucigalpa as a clerk, Rio de Janeiro as a general services assistant,

Mexico City as a procurement-supply specialist, and Panama as a general services officer. Survivors include his wife and four sons. □

James F. Magdanz, 69, who was counselor for administrative affairs in Tehran, Tokyo, Saigon and Buenos Aires before retiring in 1969, died on December 30.

Joining State in 1951, Mr. Magdanz served in the Department as a budget examiner, as assistant director of administration, and as director of the cultural presentation staff in the Bureau of Public Affairs. From 1962-63, he was detailed to the National War College.

A native of Michigan, Mr. Magdanz earned a bachelor's and master's from the University of Michigan. During World War II, he served in the Army. Survivors include his wife. □

George L. Wertenbaker, 70, who served at the U.S. mission in Berlin as the U.S. administrator for aeronautics, 1964-78, died on December 30 in Purcellville, Va.

Mr. Wertenbaker was born in Evansville, Ind. A retired Air Force colonel, he joined the Federal Aviation Administration in 1961. Survivors include his wife and four daughters. □

Mervyn A. Prowling, 61, a Foreign Service national employee at the embassy in Dhaka from 1958 until he retired in 1986, died of pulmonary disease on January 9.

Mr. Prowling was born in Calcutta, India. At the time of his retirement, he was a maintenance supervisor. Survivors include his wife and three children. □

Faye Johnston Aisley, 71, the wife of retired Foreign Service officer Harold Aisley, died of cancer at her home in Annapolis on December 27.

A native of Cuero, Tex., Ms. Aisley accompanied her husband on assignments to Norway, Denmark, Turkey and Washington. Besides her husband, she leaves two daughters, three grandchildren and a sister. Contribu-

tions are suggested to the Hospice Program of Anne Arundel General Hospital, Franklin and Cathedral Streets, Annapolis, Md. 21401.

Elizabeth Gilmore Holt, 81, the wife of retired Foreign Service officer John B. Holt, died of cancer at her home in Washington on January 26. She had accompanied her husband on assignments to Germany, Greece, Laos, Switzerland and India.

Ms. Holt was born in San Francisco. A graduate of the University of Wisconsin, she earned a master's from Radcliffe and a doctorate from the University of Munich. She taught at Duke and Michigan State and published books on art history. Ms. Holt was the recipient of the Freedom Bell Award from

the city of Berlin, and a Guggenheim Fellowship. In addition to her husband, she leaves a daughter, two sons, a brother and six grandchildren. □

Alice M. Woolf, the wife of retired Foreign Service officer Donald L. Woolf, died on January 21 at her home in Sun City West, Ariz. She had accompanied her husband on assignments to Wellington, Paris, Port-au-Prince, Tokyo, Singapore, Ethiopia, Morocco and Kinshasa.

Born in Langenburg, Canada, Ms. Woolf received a nursing degree from Saskatoon General Hospital. During World War II she served in the U.S. Army Air Corps as a flight nurse in the North African Theater. Besides her husband, she leaves two daughters. ■

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DIRECT DEPOSIT

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United States Treasury



Library Booklist

China

Part I

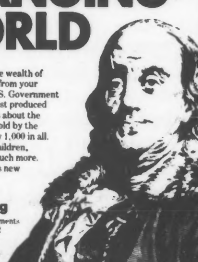
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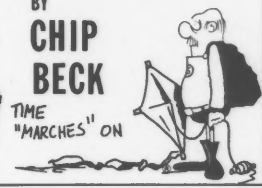
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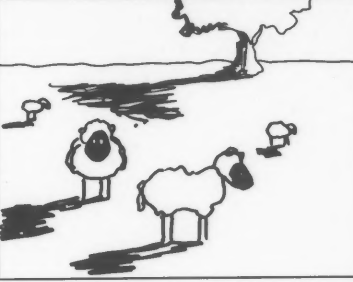
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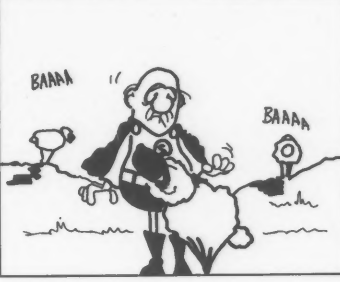
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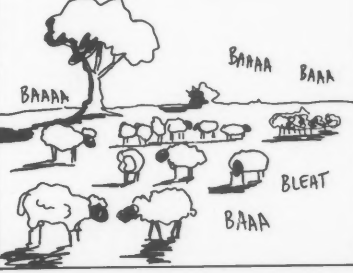
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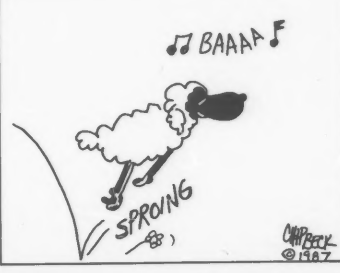
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