

State

The Newsletter

United States Department of State

February 1986



GRAMM-
RUDMAN-
HOLLINGS

*Budget Ax or Scalpel:
Help Choose!*



THE COVER—Department management officials have some critical decisions to make, and they need recommendations from you. Yes, *you!* See story on Page 2.



Letters to the Editor

Give—but where?

MILL VALLEY, CALIF.

DEAR SIR:

One of the papers which has been cluttering my desk for the past month or so has been the Department's appeal for a contribution to its 1986 Combined Federal Campaign, "Give Somebody a Chance." There is a note regretting the inconvenience caused me by the Department's earlier incomplete mailing and providing me finally with material essential for last year's giving.

I find these annual appeals asking me to contribute to Washington charities extraordinary and for a while I thought I had put a stop to them. Consider these facts. I have not lived in the District of Columbia for 30 years. I have mixed memories of Washington, many of them fond, but California is my home, the place to which I turned when I was put out to pasture. In fact, I've not set foot in the District of Columbia since 1971.

Why, against this background, should I contribute to a District of Columbia charitable campaign? One year it was suggested I ought to do so for reasons of collegiality. I wrote to the man then in charge and said I yielded to no man in my collegiality, but I lived in California and there were better objects for my philanthropy here than there. Another year it was suggested that I channel my contributions to volunteer fire departments and libraries through the Department so it could have credit for my generosity. I wrote to the effect that it seemed nonsense to me that the Mill Valley Volunteer Fire Department and the Tahoe City Volunteer Fire Department and the Mill Valley Library should have to wait for my donations until my checks cleared through the Department's Combined Federal Campaign office.

I asked to have my name removed from the Department's campaign list and for a couple of years it was. Now it's back on the list, proof I guess that

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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*.

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Staff writer Donna Gigliotti

Staff assistant Rosemary Reid □

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019, -1648 and -1742.

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News Highlights

Special group is organized to find 5-year savings for Department Gramm-Rudman-Hollings law causes 'unprecedented budgetary problem' at State

A RESOURCE Planning Group has been organized in the Department to deal with what the under secretary for management, Ronald I. Spiers, has termed "a budgetary problem that is unprecedented in our recent history." The problem, confronting all agencies of the U.S. Government, is where to find money to meet the inescapable requirements of the Gramm-Rudman-Hollings deficit reduction legislation. This new law establishes a process which leads inexorably to a balanced budget by 1991.

Mr. Spiers named three former ambassadors and two other high-ranking State officials to the group. Its chairman is Charles W. Bray III, whose most recent assignments were as envoy to Senegal and as deputy director of USIA. The other members are Robert M. Sayre, former inspector general at State and ambassador to Brazil; Richard N. Viets, former envoy to Jordan and Tanzania; Lorin A. Jurvis, deputy comptroller of the Department; and Karen D. King, deputy director of the Office of Management Operations.

"It makes no sense, in my view, to 'starve' our functions with across-the-board cuts," Mr. Spiers said in a memorandum to all assistant secretaries and bureau directors. "Rather, I think we have no alternative but to give careful examination to our base operations."

"We must," the under secretary added, "find a minimum of permanent savings this year in excess of \$100 million—and equivalent permanent savings of a similar magnitude in each of the next several years." The task of the planning group is "to identify where budget reductions can best be made; assess unfunded, high-priority needs; and make recommendations with respect to useful (and less costly) improvements in the manner in which the Department conducts its operations."

In an interview with STATE, Mr. Bray said: "What we're talking about is



Mr. Spiers



Mr. Bray



Mr. Sayre



Mr. Viets



Mr. Jurvis



Ms. King

a 4.3% cut, just for openers, for the rest of this fiscal year, which ends September 30. That means a total of approximately \$120 million for all six of the Department's appropriation accounts." (The largest such account is that for salaries and expenses, which has been running about three-fourths of the annual State budget.)

While acknowledging that the Gramm-Rudman-Hollings legislation has been challenged in court on constitutional grounds, Mr. Bray asserted during the interview on January 14: "As of now, the only prudent thing for us to do is to make a worst-case assumption—that this law will run its five-year course—and base our contingency plans on that assumption.

"Historically, during budget squeezes, we've taken across-the-board cuts. We could do that again right now if a one-year reduction were all we were concerned with. But over the next five years it would make no sense, for example, to cut our reporting and analyzing capability, which is central to the Department's mission, to the same extent that we starve something peripheral.

"I've never met the budget, in any organization, into which people hadn't built 'little surpluses.' So in this first year, you could probably pay for Gramm-Rudman-Hollings out of what some people would regard as flab in the budget, if not fat. But after the first year under this new law, we would

have no choice. We would have to go to the muscle and bone.

"That's why we're all going to have to reach some decisions on which of our functions and activities are really important to the conduct of our mission and which are relatively less important. We are going to be compelled to shift resources from these relatively less important requirements to our core functions.

"And so we've begun an effort to consult as widely as possible with all levels of the Department and with the people in the field. We need a consensus on what our real core functions are, so we can preserve them and even enhance them. We're going to have to find imaginative and cost-effective solutions."

Asked to identify which functions and activities might be considered most endangered, Mr. Bray said: "We couldn't answer that for you today but, because of certain deadlines built into the law, some of this will become apparent—at least for the current fiscal year—by the time your monthly magazine reaches its readers. You can say this, in a general way: that our guidance from the seventh floor is that nothing is sacred, though obviously our

People at State

Secretary Shultz has appointed C. William Kontos, former ambassador to Sudan, as executive director of the Advisory Committee on South Africa . . . William H. Jahn, deputy director, Office of International Radio Communications, Bureau of International Communications and Information Policy, has been named executive director and vice chairman of the U.S. delegation to the International Telecommunications Union medium-frequency broadcasting regional administrative radio conference in Geneva, Switzerland. □

principal resource, since we're not a program agency, is our people. And we're going to have to preserve and protect that most fundamental of our resources. We might have to do this, as we go on, by reprogramming positions from less important to more important functions."

Emphasizing a point that the under secretary had stressed in his memorandum, Mr. Bray said: "It's very important for us to give the broadest possible opportunity to all individuals in the Department and overseas to transmit to us ideas that occur to them."

Up from the ranks

At this point, when the reporter questioned whether ordinary State employees really had the knowledge and perspective to offer workable ideas, Mr. Bray produced five sheets of paper from a yellow legal pad. "I've been writing down here," he said, "notes on ideas that have come out of unstructured conversations I've had just in the last week—with the people you call 'ordinary' employees. Many of these ideas seem to be very much worth considering.

"For example, one junior officer had some rather interesting thoughts about 'privatizing' certain State functions. By that, I mean turning over some things to private industry to do for us. Also a secretary, in a talk I had with her, raised the point of how we could justify spending so much money for so many offices and individuals on newspaper subscriptions in Washington. And a mid-level officer suggested we ought to look for ways to effectively encourage line officers to conserve funds, rather than spend them. I think he made a good point that all the incentives right now run in the opposite direction.

"These are the kinds of people we'd like to hear from. I hope you publish our room number and phone number with your article."

The planning group is in Room 2138. The telephone number is 647-4637.

—SANFORD WATZMAN □

Reagan names James Malone for Belize

President Reagan has announced his intention to nominate James L. Malone, assistant secretary for oceans and international environmental affairs



Mr. Malone

from 1981 until last July, as the new ambassador to Belize. Mr. Malone, a consultant in the Department's Office of Central American Affairs since last summer, would succeed Malcolm R.

Barneby. The nomination would require Senate confirmation.

Mr. Malone began his Government career in 1952 as a checker with the Bureau of Entomology and Plant Quarantine, Agricultural Research Service, U.S. Department of Agriculture, Placerville, Calif. He later held positions as senior principal trial attorney, Federal Maritime Commission, 1970-71; assistant general counsel, Arms Control and Disarmament Agency, 1971-73; the agency's general counsel and principal congressional liaison officer, 1973-76; and U.S. representative to the Conference of the Committee on Disarmament, with the personal rank of ambassador, also with that agency, 1976-77.

He was a consultant with the U.S. Nuclear Regulatory Commission, 1977-78. He was named acting director, Arms Control and Disarmament Agency, January to May 1981. In August that year he was appointed the President's special representative to the law-of-the-sea conference. He also was chief of the U.S. delegation to the con-

ference, with the personal rank of ambassador.

Mr. Malone has served as development officer, Beloit College, 1959-61; assistant dean and lecturer in law, University of California, Los Angeles, 1961-67; dean and professor of law, Willamette University College of Law, 1967-68; and visiting professor of law, University of Texas School of Law, Austin, 1969. From 1978 to 1981 he was an attorney with the Washington law firm, Doub & Munzinger.

Mr. Malone was born in Los Angeles on December 22, 1931. He received a bachelor's from Pomona in 1953; a doctorate in law from Stanford School of Law, 1959; and a master's from the Fletcher School of Law and Diplomacy, 1965. He also attended New York University School of Law, 1953-54, and Princeton, 1954. He served with the Army, 1954-56.

He has won many honors and awards, including a Root-Tilden law scholarship at New York University Law School, 1953; a scholarship at Stanford Law School, 1956; the designation, "Outstanding Young Man of America," 1967; and the Distinguished Honor Award, from the Arms Control and Disarmament Agency, 1977. He is a member of Phi Beta Kappa, the Order of the Coif, the American Bar Association and the bars of the District of Columbia, California, U.S. Supreme Court, U.S. Court of Claims and U.S. Tax Court. He has written articles in *Foreign Policy*, the *Virginia Journal of International Law*, *Law and Contemporary Problems* and the *Journal for Contemporary Studies*. He was a contribu-

Quake losses in Mexico

Some 30 Foreign Service national employees suffered substantial property losses during the recent earthquake in Mexico City, the U.S. embassy reported. Three national employees lost their homes and several have temporary lodging. "The losses are being markedly lessened through donations from missions around the world," the embassy said. □

tor to "Mandate for Leadership—Policy Management in a Conservative Administration," published by the Heritage Foundation in 1981.

Mr. Malone is married to Alice

Elizabeth (Betty) Bostwick Malone. They have three children—James Lauren Knight, Adrienne Elizabeth and Frank LeVasseur. □

And what did YOU get out of A100?



James and Candice Traweek, left, with Ms. Soria and Mitchell Optican.

Most junior officers are said to get saddle sores, stiff necks and bleary eyes from the eight weeks of lectures on State's bureaucracy. Some get old. A few get oriented. But two officers of the 30th A100 class got each other as brothers-in-law.

During the reception following their swearing-in ceremony, Mitchell Optican introduced his sister, Candice Optican, to classmate James Traweek. By the end of the reception, Mr. Traweek and Ms. Optican were taking each other seriously. They were engaged two months later. The wedding, attended by relatives and the entire 30th class, was performed January 4.

There's more to the story.

Mitchell Optican met Maria Rosario Norma Arevalo Soria at the embassy of Spain, and they became engaged before the end of the A100 class. They are to be married April 19.

And there's more. Mr. Traweek is from Texas and Mr. Optican is from California, where both men developed a strong interest in Hispanic culture. Mr. Traweek will be serving his first tour as a consular officer in San Salvador, and Mr. Optican will be serving his first tour as a consular officer in Guatemala City. So the families are to remain merely a stone's throw apart, Mr. Optican points out.

The fruits of A100. □

3 employees plead guilty in 3 criminal cases

Criminal proceedings against three Department employees, in three separate cases, were announced by the Office of the Program Inspector General. Penalties were imposed on them in

court, and the three no longer work for the Department.

Illegal salary supplements

One case involved a general services officer at an East African post, who was prosecuted and convicted on

two counts of receiving contributions and salary supplements from a source other than the U.S. Government.

An investigation conducted by the Office of Security and the Office of the Program Inspector General showed that, in late 1981 and early 1982, the officer entered into an agreement with a commercial firm and an embassy vendor whereby, under the name of the embassy, the vendor would purchase in a neighboring country supplies and materials for the firm. The commercial firm paid the officer, who in turn paid the vendor. In the course of these transactions, the officer requested and received two separate, interest-free loans of \$3,000 and \$5,000 from the vendor. Neither loan was repaid.

Loans of embassy property

The officer assisted the firm in obtaining an office lease and provided embassy paint to refurbish its offices, and also loaned embassy furnishings to the firm. In return for these services, the officer received \$3,000 for "consultant/professional services" from the firm. The officer also loaned and gave away U.S. Government furnishings to Foreign Service national employees and host-country citizens. Property records were falsified to cover losses and shortages.

In addition, the Department investigation revealed that the officer accepted \$3,000 from a contractor who was bidding on a large construction contract at the chancery, and was involved in a kickback scheme on the lease of an embassy residence.

Airline ticket fraud

The investigation uncovered, too, a scheme by the officer to defraud the government by selling airline tickets purchased with GTRs (Government travel requests). The officer and family were authorized a home leave and return trip, and obtained their tickets via GTRs. The officer did not use the tickets but instead turned them in to the airline for a cash refund. Tickets for the trip were then to be purchased in local currency with the help of an airline representative at a considerably

lower rate. The refund from the airline was supposed to have been split with the representative, but that deal was not consummated, and the officer held the \$10,000 refund check. The officer also gave the airline representative an embassy air conditioner and other U.S. Government furnishings for his office.

As part of the agreement in which the officer pleaded guilty to the first two charges, the Government agreed not to charge the officer with other possible criminal violations.

The officer was fined \$10,000, ordered to repay to the Government the \$10,000 received as a refund for the airline tickets, and given a three-year suspended sentence. As part of the plea-bargaining agreement, the officer resigned from the Foreign Service. Two Foreign Service national employees were terminated.

Deal with contractors

In the second case, a security officer was convicted of converting U.S. Government property for personal gain. The court imposed a six-month suspended sentence, ordered two years' supervised probation and required restitution of \$5,000 to the Department and 100 hours of community service. An investigation by the program inspector general's office showed that the officer, while dealing with Department contractors, had access to Government-owned material that was surplus to the requirements of a contract. Through an arrangement with an employee of the contracting company, the officer arranged to sell the surplus material to other employees of that firm and their friends. The officer also converted some of this Government property to personal use.

In a preliminary court appearance, the officer pleaded guilty to the charge of knowingly, willfully and without authority selling, conveying and disposing of Government property. As part of the plea bargain agreement, the officer resigned from the Department.

During the investigative interviews, the officer admitted accepting cash, meals and other gratuities from another company which had an equip-

ment contract with the Department; however, the officer was not charged with those criminal offenses.

Overtime fraud

In the third case, a GS-9 secretary/stenographer pleaded guilty to a felony charge of embezzlement. The employee was charged with stealing money from the U.S. Government by falsifying time and attendance records.

Office of Security and inspector general investigators found that as the timekeeper for the office, the employee had the opportunity to modify the time and attendance cards after they were approved but before they were submitted. At sentencing, the employee was fined \$5,000 and was put on probation for three years. Because the court did not order restitution of funds, the Department has taken steps to recover the approximately \$7,000 in salary losses from the employee's Civil Service retirement contributions.

In a signed statement, the employee admitted altering the time and attendance cards over the course of nearly one year, to reflect overtime not actually worked. The value of improperly claimed overtime was estimated at \$5,100. In addition, there was evidence that annual and sick leave records were falsified in the amount of approximately \$1,800. ■



Equal Employment Opportunity

Paul M. Washington wins equal opportunity award

Paul M. Washington, chief of the Publishing Services Division, Foreign Affairs Information Management Center, is the 1985 winner of the Department's \$5,000 Equal Employment Opportunity Award. He was cited for "counseling, training and good management which have enabled women and minorities to move on to positions of greater



Mr. Washington

responsibility."

There were three other nominees for the award: Elizabeth A. Gibbons, associate comptroller for financial operations, Office of the Comptroller; Glenn Mabray, Office of Recruitment, Examination and Employment, Bureau of Personnel; and William Slany, historian, Bureau of Public Affairs. They will receive certificates for their contributions to the Department's equal employment opportunity programs.

The selection committee was headed by Clarence E. Hodges, deputy assistant secretary for equal employment opportunity and civil rights. Other panel members were Gerald Lamberty, president, American Foreign Service Association; Rudolph Henderson, assistant legal adviser for consular affairs; Tad Kobayashi, a retired Foreign Service officer; Donald Stewart, U.S. mission to the Organization of American States; and Ruth Davis, chief, Training and Liaison Staff, Office of Foreign Service Career Development and Assignments.

The panel lauded Mr. Washington for his "constructive advocacy of equal employment opportunity principles" and for assisting the Department "to pursue its goals of achieving a workforce which is representative of

the American people." He was nominated by the Thursday Luncheon Group, an organization concerned with issues pertaining to women and minorities in the Government.

Mr. Washington, a Civil Service employee, joined the Department in 1952. He has held positions as mail and file supervisor, records management supervisor, and director, Information Management Section, Executive Secretariat. He has been head of the Publications and Reproduction Division and its successor, the Publishing Services Division, since 1977. □

Equal employment officers for overseas posts

Foreign Service posts are being asked for the first time to appoint equal employment opportunity liaison officers, for one-year terms. The appointments would be from among persons at the senior or management level. Heretofore, such officers have served only in the Department's bureaus in Washington.

The purpose for expansion of the program, said a Department Notice of December 16, is to provide "professional assistance and guidance in the interest of success enhancement for

new and untenured employees." Inquiries may be directed to the deputy assistant secretary for equal employment opportunity and civil rights, Room 4216, New State Building, Washington. □

State observes birthday of Martin Luther King Jr.

The Department observed the birthday of Martin Luther King Jr., January 15, with two films and an exhibit on his life and work. Employees also marked the first observance, January 20, of the federal legal holiday honoring the civil rights leader.

The films, "Legacy of a Dream," and "I Have A Dream," were shown in the Dean Acheson Auditorium during the lunch hour. The exhibit was on view during that week in the Exhibition Hall near the cafeteria.

Many employees signed cards, issued by the Martin Luther King Jr. Federal Holiday Commission, pledging to observe the black American's ideals by "loving, not hating; showing understanding, not anger; making peace, not war." The cards were presented to Mrs. Coretta King, widow of the slain leader, for the archives of the Martin Luther King Center for Social Change, in Atlanta, at an interagency ceremony, January 16. ■



Secretary Shultz signs "Living the Dream" pledge honoring Martin Luther King Jr. (Photo by Ann Thomas)

Foreign Service Families

'Family' work accords with Israel, Honduras

The Family Liaison Office has concluded bilateral work agreements with Israel and Honduras that will allow the dependents of Government employees to work in each other's host country. Other such agreements exist with Australia, Bolivia, Botswana, Canada, Colombia, Denmark, El Salvador, Great Britain, Jamaica, Liberia, New Zealand, Norway, the Philippines and Sweden. □

Overseas Briefing Center courses

The Overseas Briefing Center is offering the following courses at the Foreign Service Institute:

—"English-teaching," a one-week course on teaching English as a foreign language, February 10-14, 9:15 a.m.-1 p.m.

—"Understanding Regulations, Allowances, and Finances in the Foreign Service Context," February 19-21, 9 a.m.-4 p.m.

For information, call the institute, 235-8784. □

February 15 is deadline to apply for school aid

The deadline is February 15 for applications for 1986-87 scholarships offered by the American Foreign Service Association and the Association of American Foreign Service Women. Material must be sent to Dawn Cuthell, the scholarships program administrator, 2101 E Street N.W., Washington, D.C. 20037. The telephone number is 338-4046.

Merit awards and financial aid grants will be available. To be eligible for the first, students must be graduating from high school in 1986. The grants, based solely on need, are available only to full-time undergraduate students in the United States.

ANKARA, Turkey—*Regina Alden* at her retirement ceremony with her husband, *Dennis Alden*, and political counselor *Jay P. Freres*, left. (Photo by *Ahmet E. Aydogdu*)

Dependent children of career Foreign Service personnel in State, AID, USIA and the Foreign Service of Agriculture and Commerce are eligible to apply. In the last academic year, 93 dependent students received over \$100,000 in grants in the two programs. □

Siracusa scholarships are to be awarded

The American Foreign Service Association, beginning in August, will award two new perpetual scholarships—in honor of retired Ambassador

Ernest V. Siracusa and his wife, *Jacqueline Bachman Siracusa*. Mr. Siracusa, according to the association, has made a substantial contribution to its scholarship fund. He now lives in San Clemente, Calif.

This brings to 33 the number of named perpetual scholarships which are being given, on the basis of need, to full-time undergraduate students. In the current academic year the association, in cooperation with the Association of American Foreign Service Women, made grants to 98 students. Contributions to the fund are tax-deductible. ■



Ask Dr. Dustin



Q. **WESTERN EUROPE**
I have a #2 medical clearance and am submitting my bids for my next assignment. I asked our personnel officer for a list of "posts with adequate medical facilities." She said she didn't have a list. Could you send me one?

A.
There really isn't such a list. Your clearance means you may go to a post at which you can get care for your medical problem, without compromise to your health. What might be "adequate medical facilities" for one condition might not be for another. When Personnel contacts our medical clearance section concerning an employee or family member who has less than a full medical clearance, the individual's medical files are reviewed, and the medical resources at the proposed post are assessed in terms of health care support for the problem which has caused that clearance status. A determination is then made whether the assignee may go to the post safely, on medical grounds. It's essential that clearance physical examination be current on you and your family.

Q. **FAR EAST**
My family and I are new to the Foreign Service and we're assigned to this post that has a regional medical officer. It seems that, when we really need him, he's gone on travel, and we're referred out to a local physician. Why have a doctor here if he's never available?

A.
The role of the regional medical officer isn't well understood by a lot of people in the Foreign Service. This physician is far more than the family doctor for the community to which he or she is assigned. The regional medical officer functions in the field of preventive medicine, assessing the overall medical

situation throughout the geographic region of his or her responsibility, and recommends courses of action to avoid illnesses and injuries. This officer also surveys available health support personnel and medical facilities that may be used by U.S. Government employees. He or she evaluates resources for consultations, examinations and emergency or elective hospitalizations of personnel in that area. As you can see, these aren't jobs that can be performed by inexperienced physicians, and our officers have advanced training and years of experience in this field. Since most of them have fairly large areas, they can't always be at post when your needs arise. You should seek the guidance of the health unit staff in finding a competent local physician who will be available to you when the regional medical officer is traveling to the satellite posts which he or she serves.

Q. **WASHINGTON**
I've just been informed by my brother that my 65-year-old widowed father is having difficulties remembering simple things, such as where he put his house keys and how to get home from the grocery store. He lives alone and I'll be assigned overseas shortly. I would like to know what services might be available so we could plan ahead.

A.
The Employee Consultation Service, a confidential program of the Office of

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

Medical Services, in Room 2237 (telephone: 647-4929) is staffed by four clinical social workers. They can help you assess the situation, develop plans and make you aware of the resources you might need in long-term planning. These resources might include life-care communities, nursing homes, home health aides and support groups. The service will provide counseling for the anxiety you may be experiencing as parents become frail and dependent. It sounds from your description that the first step might be a complete physical examination for your father so his family physician can determine if these symptoms are part of the normal aging process or the onset of a senile dementia such as Alzheimer's disease. Should Alzheimer's be the diagnosis, you'll need to do careful short, medium and long-term planning for your father's care, safety and management. You would benefit from a medical team approach, the team consisting of the family physician, a neurologist and a clinical social worker. Planning for aging parents is a new lifecycle task for most middle-aged children in America today.

Q. **MIDDLE EAST**
I've been diagnosed as having hemorrhoids, and I try to maintain a high-fiber diet but I still have an occasional bloody stool. This doesn't always coincide with a difficult bowel movement, and sometimes it's completely unexpected. I'm healthy, in the mid-30s but do have a history of colon cancer in my family. When should I become concerned about this bloody stool?

A.
Cancer of the colon and rectum is the No. 2 cancer killer, so you must heed the warning signs of this disease. Along with rectal bleeding, a change in bowel habits is another clue to potentially serious intestinal problems. Anal fissures can sometimes cause rectal bleeding, along with hemorrhoids, but fissures usually are accompanied by

sharp, tearing pains with bowel movements. To tell where the bleeding is coming from, the doctor will usually look at the anus, rectum and the last part of the colon through a narrow tube called a sigmoidoscope. If it's felt you should have further examinations, the doctor may order a barium enema, which is an X-ray examination of the colon, and colonoscopy, which is a longer tube passed through the entire length of the colon to check for polyps, cancers or sites of bleeding. All adults 40 and older should have a yearly check of their stool for trace amounts of blood. With your family history and symptoms, you should consult with your regional medical officer and follow his guidance concerning this problem.

Q.

AFRICA
We're leaving Central Africa after four years and want our children, 6 and 9, to be thoroughly checked for all the worms and bugs that Africa is prone to! Since the kids can't have their physicals at State, is there any way they can be checked for tropical diseases at our home-leave site in the Midwest?

A.

Yes indeed. Blood and stool tests of a very special nature can be performed to determine if your children have been exposed to certain parasitic diseases in various parts of the world. Our medical laboratory at State has specially-trained staff people who can perform tests for a variety of parasitic diseases. When your regional medical officer makes his or her next visit, discuss your concerns so you may be given special mailing containers and kits, with instructions for having samples sent to our lab for analysis. I emphasize that the accompanying questionnaires must be properly filled out and submitted with the samples. Further, it's important that you list all of your contact points while on home leave, so you may be contacted if there are any abnormal find-

ings, and so appropriate treatment may be instituted prior to your departing for your new post. □

Dr. Dustin's health hints

More on AIDS: Advice to official travelers

It is believed that AIDS has been present and causing disease in parts of the world for a number of years. There's broad, international agreement that AIDS is transmitted three ways: by sexual contact (either heterosexual or homosexual), by direct contact with blood (as with blood transfusions and intravenous drug abuse) and from mother to infant.

In the United States, parts of Europe, Asia and Latin America, transmission of this disease has been linked mainly with homosexual contact. Increasingly, however, heterosexual spread is being documented. In Africa, heterosexual contact is the most common source of the infection.

Throughout the world, the highest prevalence of infection is among prostitutes. Blood-contact transmission occurs from blood transfusion and through contact with contaminated needles and syringes. New information in this area indicates that relatively large quantities of AIDS virus are required to transmit the infection. Accordingly, the AIDS virus is 10-15 times less transmissible by blood contact than Hepatitis B virus.

The U.S. Public Health Service has made the following recommendations. Because of the increasing occurrence of the disease, they are valid worldwide.

1. Don't have sexual contact with persons known or suspected of having AIDS.
2. Don't have sex with multiple partners, or with persons who have had multiple partners (i.e., prostitutes).
3. Persons who are at increased risk for having AIDS shouldn't donate blood.
4. Physicians should order blood transfusions for patients only when medically necessary. Health workers should use extreme care when handling

or disposing of hypodermic needles.

5. Don't use or abuse intravenous drugs.

6. Don't have sex with people who abuse such drugs. □

Alcohol Awareness Program

Cocaine in the corporate world

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BY NORA ZAMICHOW

Robert Tollard, 41, first snorted cocaine in the conference room of a major Wall Street brokerage firm where he was senior vice president. For the next seven years, he often made instant decisions on multimillion-dollar trades while he was high.

Tollard—whose name, like those of other cocaine users in this article, has been changed to protect his privacy—started using about two grams of cocaine each week, buying it from employes and limousine drivers. Eventually, he was using an ounce or more a week. Tollard, who earned more than \$1 million in a good year, estimated that he spent more than \$100,000 annually to support his habit.

He had become a new breed of junkie—the executive addict.

"Cocaine is a very performance-oriented drug, and the typical executive is a sucker for that," says Dr. Jeffrey S. Rosecan, director of the Cocaine Abuse Treatment Program at New York's Columbia-Presbyterian Hospital. "It's a fine line between thinking cocaine helps you perform and feeling you can't perform without it. Executives, in particular, cross that line early in use."

Robert Tollard crossed that line almost immediately. He would snort the drug in his office or in the bathroom. Tollard wasn't the only cocaine abuser at his firm.

"It was so bad that people used to joke that you had to make reservations to get into the men's room," he says. "It was fashionable. I liked the

camaraderie."

Cocaine is not confined to the nation's baseball diamonds and glamour industries. One of every 10 Americans has tried cocaine, according to the National Institute on Drug Abuse. There are an estimated 5 million to 6 million cocaine users. Many of them, experts say, use the drug in the workplace. In a survey of 500 callers to 800-COCAINE—a national "helpline" for people who have problems with, and questions about, cocaine—92 percent said they worked while under the influence of the drug.

Snorted, smoked or injected, cocaine is increasingly popular among executives, Rosecan says. Between one third and one half of executives under 50 have tried it, he estimates.

Cocaine is well-suited to the corporate world. Stored in a tiny vial, it can be sniffed inconspicuously and doesn't cause bloodshot eyes, breath odor or other tell-tale signs.

"Cocaine is very acceptable—sometimes more than alcohol, since it doesn't make you a blithering idiot," says Dr. Anne Geller, director of Smithers Alcoholism Treatment and Training Center at St. Lukes-Roosevelt Hospital in New York.

Cocaine's popularity has increased in the workplace, say experts, as the children of the '60s have climbed the corporate ladder, bringing with them a casual attitude towards drugs.

"I had experimented with drugs in college," says former cocaine addict Larry Katz, 34, president of a New York importing and exporting business. "I didn't think of drugs as evil or something I couldn't control. Coke gives you a feeling of omnipotence and being on top; this is a very nice thing to have in 1985."

Jeff Tosch, 28, is a bond broker who earns more than \$100,000 a year. He began using cocaine in college.

Tosch, who can make or lose up to \$250,000 in one day for his firm, says he is sometimes offered drugs after work by representatives of brokerage firms. Five different independent brokerage companies compete for his

business, which could mean \$25,000 a day in commissions for them.

"The only way they can compete is by entertaining you," says Tosch. "On an average night, when you want to go out, they pick you up in a limousine, take you to the best restaurant, order the best wines, pick up the tab, and offer you coke."

Tosch, however, says he does not use their cocaine, because the quality is not as good as his own. "What I get is probably the best cocaine that anybody has ever seen in New York," says Tosch, who sells coke to "15 friends." "Selling is a very benevolent type of thing. It's almost more of a service—something I do for my friends."

Tosch says he uses cocaine to get extra energy. "You just can't work from 8 to 5 under pressure and have your mind work smoothly at 11:30 at night, so you use coke," he says.

Many experts say people use cocaine because of its glamour. "It's a drug that's associated with status and stardom," says Rosecan. "The myth is constantly reinforced—coke is the champagne of drugs, the all-American drug."

The myth includes the notion that cocaine offers a safe, non-addictive high. "There was supposed to be nothing harmful," says businessman Katz, who describes groveling naked on his bedroom floor at the height of his addiction, looking for fallen grains of coke. "So I figured, why not use it if I can afford it?"

As Katz learned and as NIDA announced last year, cocaine is dangerous and "powerfully addictive." Physicians say cocaine, linked to cardiac arrests, seizures and strokes, can kill.

"It's hard for people to conceptualize how a drug that produces this wonderful euphoria can be so lethal and so addicting," says Rosecan. "Cocaine is a time bomb—it creates a need for itself."

This need can be overwhelming. Patti Gordon, 29, after seven years of using the drug, depleted her finances so completely that her apartment had only

a mattress on the floor. "Each time I did a line, I'd need another line and another line—until I had done my whole paycheck," she says. "I would do just about anything for another line."

For executives, that need is often easy to satisfy, at least initially. "Executive addicts have control—they can leave the office, make bogus appointments, shift responsibilities to employees," says Dr. Mark S. Gold, director of research at Fair Oaks Hospital in Summit, New Jersey and founder of the cocaine hotline.

In a hotline survey, upper-income cocaine-users—whose average annual income was \$83,000—used 15 grams of the drug weekly. Middle-income users, with a mean income of \$28,000, used an average of 8.2 grams a week. The wealthy chronic users also have more health problems, including a higher incidence of cocaine-related car accidents and cocaine-induced brain seizures.

Even when executive addicts are detected in the workplace, little may change. "The higher up the ladder you go, the less likely you are to be confronted about a drug problem," says Dr. Jay Hauge, director of Chemical Dependency Services at St. Mary's Hospital in Minneapolis.

Getting an executive to recognize that he or she has a drug problem is a major hurdle. "The rich, near famous, and powerful tend to see drug use in context of entitlement—they're entitled to drug use as part of their success," says Gold. "They believe they can control it, though others cannot."

When an executive does acknowledge a drug problem, he or she may not see the need for treatment. "Asking for help is an alien concept," says Gold. "Executives think they'll do this themselves. They did other things that people said they weren't likely to do, and they'll do this, too."

Reasons that prompt some addicts to seek help may have little effect on executives. "Fear about disgrace and what the family or neighbors think are common concerns of the middle class that are rarely voiced by the CEO



BRUSSELS, Belgium—Ambassador *Geoffrey Swaebe*, right, presents Certificate of Appreciation, from the Drug Enforcement Adminis-

tration, to economic officer *Peter R. Keller*, for his contribution to law enforcement as the embassy's narcotics coordinator.

[chief executive officer],” says Gold. “These people are afraid that stock prices will be hurt or that they’ll never work effectively again.”

When executive addicts do seek treatment, it’s often because of a disaster—like losing their money or job. Sometimes the executive seeks help because, like Tollard, he is afraid he’s dying.

“I was afraid of everything,” says Tollard, who came from a wealthy family, went to an Ivy League college, attended Wharton Business School and landed a prestigious job. “The Federal Express man would come and I couldn’t answer the door.”

Married 18 years, he maintained an apartment in New York and a five-acre home in Connecticut. But he

started using cocaine and stopped coming home. He would hop on a plane and spend a day in the Bahamas, or fly to San Francisco for dinner, or hire a helicopter so he and his friends could have cocktails over the East River.

Eventually Tollard stopped doing everything, including going to work. And he started feeling scared. He separated from his wife, lost his job, went through his money, gained 70 pounds and started having heart palpitations.

About two years ago, Tollard sought help at the Stuyvesant Square Chemical Dependency Program at Beth Israel Hospital in New York. He has been off drugs for the last 15 months. He now earns \$500,000 a year as a vice president at another major Wall Street firm, where he was hired by a

recovering addict.

Tollard sees addiction as a life-long problem. He’s in therapy, he attends a self-help group and leads another group for recovering addicts. But, he admits, “if you put a big tray in front of me, and one half had everything I ever wanted in life—a beautiful wife, kids, success—and the second half had a bottle of vodka and a kilo of coke, I might take that second half.”

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

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BY MORTIMER D. GOLDSTEIN

A MESSAGE or a report, viewed as a whole, should be an orderly, logically-constructed presentation of ideas—a coherent state-



Mr. Goldstein

ment. Considered piece by piece, it should "tie your thoughts together so that your reader can follow you from one to the other" without hesitation. That quotation contains the core of my Principle No. 5, which I can express in a single word: cohesion. The quotation is borrowed from "Plain Letters," a time-tested publication of the U.S. Government Printing Office that I recommend as an inexpensive package containing lots of the right stuff in compact form.

Accordingly, to produce good writing, you should link individual clauses, sentences and paragraphs so that your reader will readily sense the relationship between one idea and the next. Your linkages may be bold or unobtrusive, but should always be unmistakable. If your links are adroit, your ideas will form a clear, continuous, comfortable trail, and your readers will never have to be surprised, or wonder whether they've become lost in a jumble.

Three methods are commonly used to connect ideas:

1. Use of "word echoes"—the repetition of a word or the use of an equivalent, in the form of a synonym or pronoun.

2. Use of a connective word or group of words, particularly conjunctions and conjunctive adverbs, to serve as signals or guideposts for

This is the 11th installment in this series by Mr. Goldstein, a retired member of the Policy Planning Staff.

the reader (I'll put aside relative pronouns, relative adverbs and prepositions).

3. Use of matching parts of speech in two or more successive words or grammatical structures that express like or related ideas, often called "parallelism."

Word echoes

As you develop a piece of writing, sentence by sentence and paragraph by paragraph, you naturally refer to thoughts, people or things previously mentioned. You do that by repeating a word or phrase or, to avoid monotonous or wasteful repetition, by using a shortened form, a synonym or a pronoun. Thus, when you write a paragraph about the Department of State, you start out by using *Department of State*, then *the Department*, and later *we* or *it*. It seems fairly simple.

You can easily go wrong, however. Either through carelessness or through reaching out too far for a synonym to avoid repetition, you can muffle your echoes and make it hard for the reader to grasp what you're referring to. The deliberate avoidance of the repetition of words is especially risky in technical writing. Consider this example, taken from an analytical feature story on U.S. industrial competitiveness published in a first-class newspaper:

From 1953 to 1966, investment in research grew at an impressive rate of 10% annually in inflation-adjusted dollars. However, investment in research by all sectors of the United States over the past 10 years has shown essentially no growth in constant dollars.

The writer used two concepts in

the first sentence that at first seem somewhat different from the concepts in the second sentence but, after study, they turn out to be the same. That is, we first read *U.S. investment in research* and then *investment in research by all sectors of the United States*. Then we read *inflation-adjusted dollars* followed by *constant dollars*. In both instances, the writer apparently wanted, needlessly, to avoid outright repetition, but in the process caused the reader—the careful reader, in particular—to slow down and wonder whether the shift of language meant a shift in concept. A craftsman would have written the two sentences more or less as follows:

From 1953 to 1966, U.S. investment in research by all sectors grew at an impressive rate of 10% annually in constant (inflation-adjusted) dollars. However, such investment over the past 10 years has shown essentially no growth in constant dollars.

Or, to bear down further on the original text in the interest of clarity, economy and parallelism:

From 1953 to 1966, U.S. investment in research grew at an impressive annual rate of 10% in constant (inflation-adjusted) dollars. Over the past 10 years, however, that figure has fallen virtually to 0.

So, particularly with technical subject matter, the wise writer will risk a bit of monotony rather than invite uncertainty or confusion. You should therefore repeat a precise term in order to avoid stretching for a synonym that may lead the reader to wonder whether the change in terminology represents a change in substance.

A supposed synonym, in other words, can be dangerous. Synonym means "a word having the same or nearly the same meaning as another in the language." Sometimes "nearly the same" isn't good enough. If

you're desperate to avoid a repetition, search your dictionary and your thesaurus. If you can't find precisely what you need, give up and repeat a word or, if convenient, use a pronoun.

Pronouns avoid the risk of an off-key synonym, but they invite another difficulty: careless usage that leaves unclear the noun the pronoun is referring to. Consider:

The political counselor said that he had received an informal complaint about the new U.S. procedure through the Foreign Office and had discussed it with the commercial counselor. He is now preparing a memorandum on it.

What's the antecedent of "he"? That is, who's preparing the memorandum? And what's the antecedent of "it"? Will the memorandum cover the complaint, the procedure or both? In using a pronoun, you need to *know*, not surmise, that the reader will quickly recognize the antecedent. If you have any doubt, reorganize the sentence, drop the pronoun or do both.

One more example from a memorandum of conversation should drive the point home:

In concluding the meeting, the Secretary told the foreign minister that it seemed advisable for him to consult the other NATO countries on the issue as soon as possible.

Who should consult? The Secretary or the foreign minister?

Repetition to be avoided

You've been persuaded, I hope, that the repetition of words isn't necessarily poor writing and that deliberate variation may be a source of trouble—or even somewhat ridiculous. Have you heard the radio reporter who laboriously avoids a second mention of the price of gold by saying "increase of the quotation for the yellow metal"?

On the other hand, Margaret Nicholson, in her "Dictionary of American-English Usage," points out that you can fall into stylistic error and appear amateurish when you

use a word (or root) in one sense and repeat it thereafter in a different sense. Consider these examples:

They *passed* their time *passing* meaningless resolutions . . . We believe that the protection of human *rights* is *rightfully* a matter of international concern . . .

The major nuclear *powers* have been using their *power* and influence to limit the use of nuclear materials to the production of electrical *power* and for other peaceful purposes.

Her advice: "A noticeable word used once should not be used again in the neighborhood with a different application." I can offer a corollary, given inability of many to keep spoken language completely separate in their minds from written language. Common sense tells you to avoid: "For their dessert, she pared a pair of pears." So should you avoid: "The United States was responsible for piecing together the peace treaty by devising compromise language for crucial provisions."

Connectives

English provides a large stock of words that may be used to connect ideas and prepare the reader for the direction of the writer's coming thoughts. The stock includes simple conjunctions (*and*, *but*), conjunctive adverbs (*however*, *therefore*), and phrases (*on the other hand*, *in short*). Note that words like that often serve two purposes: they act as links or transitional devices; they act as guideposts or signals to prepare the reader for what's coming next.

Discrimination in the use of word and phrase signals is essential to effective writing. If you use signals too sparingly, the reader may have to slow down, reread and waste time puzzling out turns of thought. If you use them too freely, you may produce choppy, cluttered sentences. As in other aspects of writing, the right touch in using connectives can't be found by memorizing rules—I know of none—but only by thoughtful prac-

tice and experience.

If you can produce clear transitions through the material being discussed, you don't have to add explicit connective signals. Word echoes, word contrasts, concise drafting and careful punctuation can help. Thus, in the second and third sentences of the preceding paragraph, the words *too sparingly* and *too freely* establish so clear a contrast that the addition of *however* after *too freely* would be superfluous. And consider this example:

The air force of Euphoria is in poor condition. There are three reasons for this. First, recent appropriations for aircraft have been meager. Secondly, training programs are mediocre. Thirdly, aircraft maintenance is substandard.

The statement is carefully organized, concise and well-posted with road signs—perhaps too well-posted. The reader would have no difficulty in following the writer's thoughts if the statement read:

The air force of Euphoria is in poor condition. Recent appropriations for aircraft have been meager, pilot training programs are mediocre and aircraft maintenance is substandard.

If you wished to strengthen the idea that the second sentence provides details to explain the first, you could use a colon (not a semicolon) instead of a period after *condition*.

Though I have no rules about using connectives, I can offer several pointers. I'll discuss them next month. In the meantime, I suggest that you brush up on conjunctions and conjunctive adverbs, along with the way each of the two should be punctuated. And while you're in a studious mood, look at "coordinating conjunction," "correlative conjunction" and "subordinating conjunction." As I've said, you can't escape writers' jargon even though your main aim is style rather than grammar.

NEXT: More on ifs, ands and buts. ■

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- Resignations**
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Borisch, Thomas C., Office of Security
Bradley, Robert D., Office of Security
Broyles, Joan F., U.S. Mission Geneva
Bryson, Bradley S., Office of Security
Burdick, Barbara Jean, Lisbon
Burton, John C., Office of Security
Burton, William F., Office of Security
Carbone, Angelina, Tel Aviv
Carlsen, Scott B., Office of Security
Carlson, Lisa D., The Hague
Carpenter, Jin-Lian Ho, Guangzhou
Cesena, Michael Allen, Bureau of Personnel
Cole, Marlene A., Bucharest
Coleman, Jean S., The Hague
Colin, Thomas J., Office of Security
Cooper, Susan J., Office of Security
Crider, Rita C., Buenos Aires
Cross, Lien T., Lagos
Davidson, Kimber E., Office of Security
Derose, Wally M., Office of Security
Dimmitt, David M., Office of Security
Dolan, Thomas F., Office of Security
Downs Jr., Richard C., Office of Security
Duvall, Mary Katherine, Brussels-NATO
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Eissler, Bonnie Jean, Lubumbashi
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Gibson, Marie L., Lagos
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Gillin Jr., Henry C., Seoul
Goff, Judith K., Lubumbashi
Gullion, Carol L., Ottawa
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Henderson Jr., John K., Office of Security
Hopkins, Thomas M., Office of Security
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Kandra, Robert A., Near Eastern and South Asian Affairs
Kane, John V., Office of Security
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Starke, Virginia Lee, Nairobi
Suire, Virginia A., Islamabad
Test, Virginia M., Islamabad
Thomann, Maria I., Milan
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Vajay, Marcia W., U.S. Mission to the Organization for Economic Cooperation and Development/Paris
Vincent, Alfred P., Office of Security
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Weisberg, Nergish, Moscow
Williamson, Terrence K., Office of Communications, Maintenance and Logistics Division
Wright, Stephen V., Office of Security
Wyatt, Michael J., Office of Security
York, Elaine C., Office of Security
Zaranka, Joseph A., Office of Security □

Transfers

Acquavella, Joseph F., Office of Communications to Bonn
Alley, James J., African Affairs to Office of Communications
Avery, David, Turkey to Toronto
Bacha, Jules D., Colombia to Office of Communications
Ballif IV, John Lyman, Training Complement to Georgetown
Barlow, Byron S., El Salvador to Inter-American Affairs
Beahm, Betty F., African Affairs to Lilongwe
Berube, Elizabeth J., Pakistan to Foreign Service Institute, Language Training
Bindman, Sheila Beth, Training Complement to Kingston
Boyls, R. Wayne, Thailand to Intelligence and Research
Brown, Claudia A., African Affairs to Office of Supply, Transportation and Procurement
Buckley, Margaret M., Austria

- to U.S. Mission to the United Nations
- Burns, David H.**, Australia to Bureau of Personnel
- Callow, Thomas W.**, Canada to Intelligence and Research, Current Intelligence Staff
- Casse, Geraldine M.**, Turkey to Bureau of Personnel
- Chapman Jr., Roland R.**, Spain to New Delhi
- Coor, Lawrence W.**, Arms Control and Disarmament Agency to Monterrey
- Crawford, John P.**, Guatemala to Inter-American Affairs
- Davey, Frances Louise**, Ethiopia to Buenos Aires
- Desjardins, Marc L.**, Romania to Karachi
- Dorsey, Liane Renee**, Training Complement to Kingston
- Dress, Alice Amelia**, Training Complement to Kinshasa
- Evans, Duane T.**, Inter-American Affairs to Havana
- Francisco III, William P.**, Foreign Service Institute, Language Training to Office of Financial Services
- French, Kenneth A.**, Bureau of Administration to Office of Communications
- Gentile, Alan E.**, Office of Security to Foreign Service Institute, Language Training
- Gieseke, John M.**, France to Freetown
- Gifford, Douglas A.**, Honduras to Office of Communications
- Goodrich III, George W.**, Cairo to Office of Security
- Green, Candy**, Training Complement to Bridgetown
- Gregory, Joan E.**, Germany to Sofia
- Hayden, Ruth J.**, Colombia to Bogota
- Hedgbeth, Llewellyn H.**, Germany to Bureau of Administration
- Heffern, Richard T.**, Inter-American Affairs, Office of Policy Planning and Coordination to Office of the Comptroller, Budget and Planning
- Hill, Catherine Marion**, Training Complement to Lagos
- Innamorato, Thomas J.**, African Affairs to Commerce Department
- Jaworski, Ronald R.**, Sweden to Office of Communications
- Johnson, Joseph H.**, Algeria to Muscat
- Johnson, Stephanie E.**, Office of Foreign Service National Personnel to New Delhi
- Junod, Gloria A.**, Egypt to Tokyo
- Kata, Edward T.**, United Kingdom to Intelligence and Research
- Kelly Jr., John L.**, African Affairs to American Institute Taiwan-Taipei
- Kennedy, John N.**, Office of Communications, Foreign Operations to Office of Communications, Communications Center Division
- Kern, Ivan Lee**, Denmark to Lilongwe
- Kinney, Martin G.**, India to Office of Communications
- Kirstein, Susan Gae**, Training Complement to Panama
- Kiuru, Aili M.**, Honduras to Brussels-NATO
- Kohl Jr., Victor P.**, African Affairs to Foreign Service Institute, Language Training
- Krajeski, Thomas C.**, Foreign Service Institute, Language Training to Warsaw
- Krause, Bruce A.**, African Affairs to Khartoum
- Kuch, Rollin**, Italy to Office of Communications
- Mann, Dolores J.**, Kenya to Tokyo
- Marek, James A.**, Office of Security to Beirut
- Maysa, Nilsa**, China to Manila
- Mendez, Julius A.**, Liberia to Office of Communications
- Naudzius, Dorothy Ann**, Yugoslavia to East Asian and Pacific Affairs
- Nolan, Stephen James**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Bureau of Administration
- Nurnberger, Elsie Marie**, France to Pretoria
- Papendick, Dennis R.**, International Narcotics Matters to Hong Kong
- Peacock, Charles E.**, Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean to Intelligence and Research, Office of Analysis for Western Europe.
- Pero, Janice B.**, Czechoslovakia to Wellington
- Phillips, Maureen**, East Asian and Pacific Affairs to American Institute Taiwan-Taipei
- Reilly, Andrea J.**, Canada to Krakow
- Rinke, Julie E.**, France to U.S. Mission to the United Nations
- Robinson, Dennis E.**, Czechoslovakia to Office of Communications
- Rogers, Stephen H.**, Politico-Military Affairs to Oceans and International Environmental and Scientific Affairs
- Sandlin Jr., James W.**, Office of the Inspector General to Office of Security
- Schiermeyer, Lois M.**, Sudan to Maseru
- Schulz, Herbert W.**, Mexico to Office of Foreign Buildings
- Scobey, Margaret**, Peshawar to Near Eastern and South Asian Affairs
- Sevilla, Edward Dennis**, China to Hong Kong
- Sheets, Mary Lu**, Paraguay to Guatemala
- Shinnick, Richard J.**, Foreign Service Institute to London
- Shuler, David Lawrence**, Training Complement to Santo Domingo
- Silva, Walter John**, European and Canadian Affairs to Office of the Inspector General
- Sinclair Jr., William R.**, France to European and Canadian Affairs
- Singleton, Stephen E.**, Lebanon to Office of Communications
- Stewart, Nina J.**, Office of Security to Bureau of Administration
- Taylor, T. Elkin**, Brazil to Inter-American Affairs, Office of Brazilian Affairs
- Tracey, Margaret E.**, Jamaica to La Paz
- Ward, Pamela Ann**, Arms Control and Disarmament Agency to European and Canadian Affairs
- Whittlesey, David G.**, Morocco to Refugee Programs □

Resignations

- Appleton, Julie Beth**, Monrovia
- Bolinski, Joseph J.**, Near Eastern and South Asian Affairs
- Bramer, Susan L.**, Montevideo
- Bridgewater III, Irvin L.**, Office of Security
- Conrad, Cynthia D.**, Budapest
- Draper, Rosalie Howell**, Paris
- Friedheim, Julia M.**, Monterrey
- Hester, Joan K.**, Athens
- Hopper, Carol L.**, London
- Kelley, Zoraida T.**, Warsaw
- Kellogg, Alan Robert**, Foreign Service Institute, Language Training
- Kiang, Daniel**, Shenyang
- May, Patricia F.**, U.S. Mission to the Organization for Economic Cooperation and Development/Paris
- McCoy Jr., Melvin R.**, Port-au-Prince
- McKenney, William Claude**, La Paz
- Morgan, Elizabeth S.**, Bucharest
- Murphy, Elbert L.**, Office of Security
- Nelson, Sarah A.**, Karachi
- Ritchie, Sheila M.**, Conakry
- Rychak, Colleen Joyce**, Seoul
- Sell, Gale L.**, Yaounde
- Shea, Maureen A.**, Helsinki
- Ward, Matthew P.**, Foreign

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Service Institute, Language Training □

Retirements

Anderson, Robert, Inter-American Affairs
Brand, Robert A., Assignment Intergovernmental Personnel Act
Coon Jr., Carleton S., Assignment Intergovernmental Personnel Act
Dewitt, John W., Intelligence and Research
Engelbrecht Jr., Henry A., United States Information Agency
Fon, Robert L., Office of Communications
Jazynka, Alfred L., Monrovia
Newman, Irwin B., Nairobi
Phelps Jr., Homer R., Politico-Military Affairs
Pink-Illig, Alyce F., Bangkok
Starbird, Linwood R., Oceans and International Environmental and Scientific Affairs
Tooraen, Fru R., Pretoria □

Authors of ratings are commended

These individuals were identified by the 1985 Foreign Service selection boards for the quality of rating or reviewing statements they prepared during the 1984-85 rating cycle. They will have memoranda indicating a commendation included in their performance files.
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 Placke, James A.
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 Reed, Randolph
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 Reinertson, John E.
 Renman, Howard A.
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 Rhinehart, Frank E.
 Rich Jr., Robert G.
 Ridgway, Rozanne L.
 Riemer, Reynold A.
 Roberts, David A.
 Robinson Jr., Paul H.
 Rodman, George F.
 Rope, William Frederick
 Rosenblatt, Lionel A.
 Rouse Jr., John Hall
 Rowell, Edward M.
 Rugh, William A.
 Ruser, Claus W.
 Russell, Lawrence D.
 Russell, Theodore E.
 Ryan Jr., Robert J.
 Ryan, Mary A.
 Rychak, Wayne S.
 Ryerson, William E.
 Salmon Jr., Charles B.
 Sandberg, Robert A.
 Schenck, Richard C.
 Schroeder, Frank M.
 Schulz, Herbert W.
 Schunter, Elaine Barbara
 Schwartz, David Nathaniel
 Seefeldt, Raymond W.
 Seitz, Raymond G.H.
 Semler, Peter
 Seymour Jr., Jack M.
 Sheppard, Frederick H.
 Sherman Jr., George F.
 Shinn, David H.
 Shinn, James W.

PERSONNEL: FOREIGN SERVICE

Shostal, Pierre
Shurtleff, Leonard G.
Siefken, William H.
Simons Jr., Thomas W.
Simpson, Daniel H.
Singer, Norman A.
Sipprelle, Dudley G.
Skoug Jr., Kenneth N.
Smith Jr., Dane F.
Smith, David G.
Smith, Keith C.
Smith, N. Shaw
Smith, Raymond Vaughn
Smith, Richard J.
Smith, Samuel Vick
Smith, Stephen T.
Smith, Thomas W. M.
Smith, Verna E.
Snyder III, Joseph C.
Spalding, Peter Frederick

Spelman, Douglas Gordon
Spiro, Joel S.
Sprick, Karl H.
Stadtler, Walter E.
Stebbins, Robert C.
Stephan, Charles E.
Stevens, Franklyn E.
Stewart, John Todd
Stout, Charles R.
Strand, Robert R.
Strathearn, Bruce D.
Strausz-Hupe, Robert
Streator Jr., Edward J.
Streeb, Gordon L.
Struck, William W.
Suddarth, Roscoe S.
Sutton, Gerald M.
Swihart Jr., James W.
Swing, William L.
Szymanski, Christopher J.

Taylor Jr., Rush W.
Taylor, T. Elkin
Taylor, Philip B.
Teare, Richard W.
Theberge, James D.
Thibault Jr., Albert A.
Thompson, Alan R.
Thorne, C. Thomas
Thyden, James E.
Tienken, Arthur T.
Tierney, Richard J.
Todd, James C.
Tompkins, Tain Pendleton
Trahan Jr., Eugene A.
Trail III, George A.
Tull, James L.
Tull, Theresa A.
Ullrich, Daniel W.
Vallese, Domic
Van Gilder, Edmund

Van Houten, Melvin J.
Veler, Annette L.
Veliotes, Nicholas A.
Verrier Jr., Alfred J.
Verschuur, Jan B.
Vershbow, Alexander R.
Vessey III, John W.
Vickers, Harold E.
Vondensteinen, Erwin W.
Von Duerckheim, Marsha D.
Wachob, James R.
Walker, Bryon P.
Walker, David M.
Walker, Lannon
Walker, William Graham
Wallen, Richard H.
Waller, William J.
Ward, James L.
Watson, Alexander F.
Watson, Douglas K.



ATHENS, Greece—At awards ceremony, from left: *Timberlake Foster*, political officer; *Janice Z. Ogden*, general services officer; Am-

bassador *Robert V. Keeley*; *Edwin L. Beffel*, consular officer; *John R. Bainbridge*, security

officer; *Alexander Karagiannis*, political officer.

Watts, Richard J.
Wayne, Earl A.
Weber, Arnold K.
Weiner, James A.
Weinland, Helen
Welch, C. David
Wendt, E. Allan
Wenick, Martin A.
Weston, Thomas Gary
White, John M.
White, Steven J.
Whiting, John D.
Whitlock Jr., James C.
Wilcox Jr., Philip C.
Wilkinson, Edward H.
Wilkinson, Sharon P.
Willems, Leonard F.
Williams, Richard L.
Williams, Wallace Ray
Willow, Ruth L.
Wills, Charles R.
Wilson IV, Joseph Charles
Wilson, David S.
Wilson, Richard L.
Windmuller, Thomas Stephen
Wisner II, Frank G.
Woessner, William M.
Wolfowitz, Paul D.
Wyrough, Richard R.
Yates, John M.
Yeager, Kenneth R.
Youle, John J.
Zweifel, David E. □

Commissioning, tenure board

The Commissioning and Tenure Board has completed its review of the files of the Foreign Service officer career candidates who were eligible for consideration at its September session. Following is the list of candidates recommended for tenure (language probationers are not included on this list):
Aloisi, Jonathan M.
Ashby, Paul S.
Beyrle, John R.
Burkart, Helen B.
Cavin, Deborah C.
Cefkin, Judith B.
Creagan, David J.
Delly, Daniel P.
Dinger, Larry M.
Elliott, James S.
Elmore, Janice
Ettfinger, David
Fitzpatrick, Kathleen

Fort, Jane Anderson Benton
Foster, Dennis A.
Frisbie, Russell L.
Huff, Richard
Huggins, Carolyn R.
Jackson, Mark H.
Johnson, Nancy E.
Kaplan, Frederick J.
Kimble, Vonda M.
Koch, Katharine E.
Mowrey, Mark J.
Niblock Jr., Thomas
Parish Jr., Charles
Pickering, N. Bruce
Pinkham, Shirlee C.
Pitts, Amy
Reddy, Kathleen M.
Salazar, John M.
Secor, Peter F.
Sheppard, Florita I.
Sprigg, Sheri K.
Stephenson, Paul D.
Tatge, Robert O.
Taylor, Richard S.
Wilson, Robert D.
Wong, Marcia Kim □

Specialist tenure board

The Specialist Tenuring Board has completed its review of the files of candidates eligible for tenure consideration at its September session. Following are the names of candidates recommended for career status:
Bruno, Richard A.

DeHaven, Richard A.
Denison, Sue Ellen
Fieser, Vianna G.
Forrest, Betty Jean
Gaarder, Eduardo R.
Greenfield, Beverly
Hansen, Linda V.
Hogan, Alice C.
Jenkins, Anne N.
Kiuru, Aili M.
Mann, Linda R.
Meatty, Robert Leo
Moran, Kathleen M.
Patterson, William
Schmitt, Leonard G.
Sykes, Jill Ahearn
Wampler, Dianne
Wilson, Sheila P. □

New program on retirement

The Bureau of Personnel's Career and Retirement Counseling Service has announced a new 90-day full-time job-search program for Foreign Service personnel who are eligible for voluntary retirement and intend to seek a second career. The program was previously authorized only for employees who were involuntarily separated.

The program provides for participation in a duty status the final 90 calendar days the employee is on the payroll, provided that the employee submits

a retirement application and a retirement agreement. The retirement agreement is a stipulation that the employee will pay back the salary costs for the time spent in the program should the employee elect not to retire.

Individuals who participate will receive intensive counseling and training from the counseling staff, on all aspects of job-hunting, such as self-appraisal, evaluating the job market, planning a job-search campaign, writing a resume, networking, interviewing and negotiating, and other aspects of the job-search process. Employees will be free to devote the time not spent in counseling and training to their job-search campaign.

Priority will be given to those employees facing involuntary separation. Voluntary applicants will be enrolled first-come, first-served. The counseling office is at 3005 Massachusetts Avenue N.W. (SA-20). It has individual work stations, a conference room, Wang terminals, and a library on retirement and the job-search process. Eligible employees who are interested should contact the counseling staff for information or an appointment (673-5526). ■



SOFIA, Bulgaria—At awards ceremony in this eastern European capital, Ambassador Melvyn Levitsky,

center, presents Meritorious Honor Awards to Lawrence Butler and Pamela Aulton, left, and Lynwood Dent and Eric Qualkenbush.

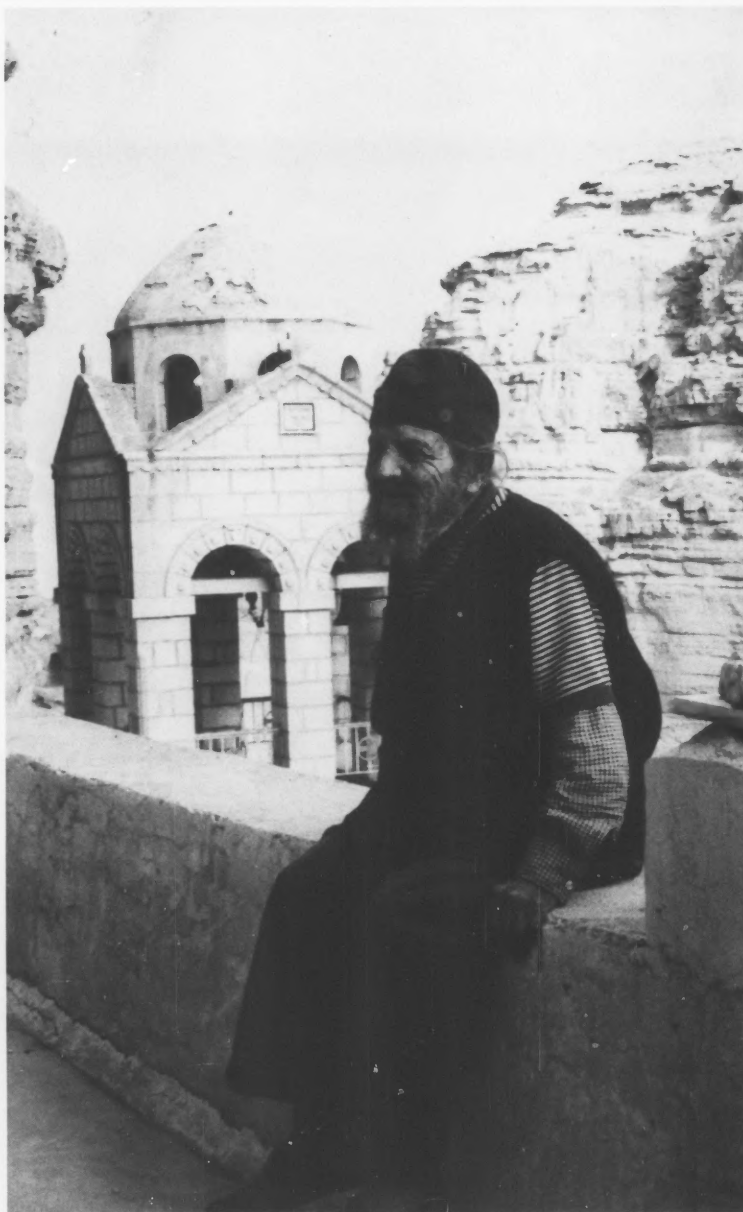
Post of the Month: Jerusalem

THIS HISTORIC walled city in the Judean hills, some 40 miles in from the Mediterranean Sea, is used by the Israelis as their capital. The people at the U.S. consulate general there and their families are featured here as part of STATE's continuing series. (Photos, unless otherwise noted, by Harry Sindel, American Cultural Center)

Political officer *Garland Dennett* at the entrance to an ancient cistern. (Photo by *Janet Dennett*)



Public affairs officer *David Good* and consular assistant *Helena Lopez*.



A Greek monk. (Photo by *Garland Dennett*)



American Cultural Center director *Arthur E. Green* with his children, *Joshua* and *Jessica*, and their friend *David Patrick*. In background is the *Dome of the Rock*.



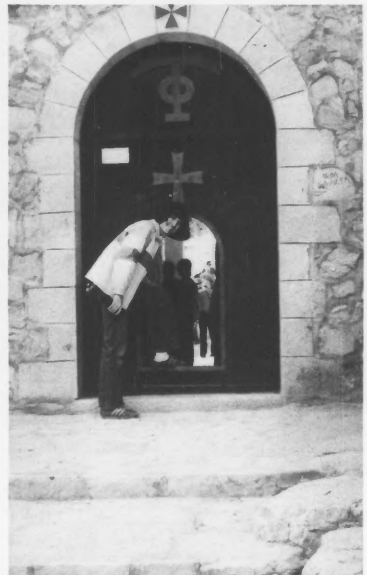
Marine guard commander *Ronald Kinlaw*, left, acting consul general *Doug Keene* and community liaison officer *Karen Thurman*, at the consulate general residence.

POST OF THE MONTH: JERUSALEM

An indoor vegetable market in the Old City.



Shaun and Ryan Dennett, right, wash the family car. (Photo by Garland Dennett)



Janet Dennett enters a Greek Orthodox monastery south of the city. (Photo by Garland Dennett)

Communicator Chuck Caessens photographs guests at the Marine Ball. At right are Judith and Norman McKone.



Moslem women on a guided tour of the Old City.

Acting consul general *Doug Keene* presents award to political/consular officer *Paul Mailhot*.



Public affairs officer *David Good* and Foreign Service national *Daoud Boulos*.



The "Wailing Wall," now called the Western Wall, of the biblical Temple.

Janet Dennett at a Greek monastery south of the city. (Photo by Garland Dennett)



Marine guards, from left: *Abner Weed, Terry Crawford, Mitchel Stanaland, Jeffrey Harrington, Gregory Radcliff, Ronald Kinlaw.*

Christian Quarters of the Old City.



POST OF THE MONTH: JERUSALEM



At a market in the Old City are Philippine Ambassador S. Gidayah with Arthur Green, his wife Margo (back to camera) and son Joshua.

A Bedouin boy grazing sheep in the Judean hills, south of Jerusalem. (Photo by Garland Dennett)



At the consulate general residence, from left: Laila Koury, Helena Lopez, Mary Sandrouni,

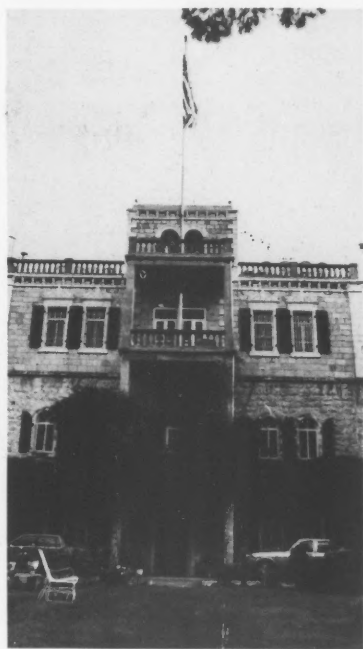
special emissary Wat T. Cluverius, Ello Sulleiman, Jacob Schwartz, Chuck Caessens,

Mary Maloney, Al Lopez, Howard Schultz, Mohammad Abu Hilweh, Terry Crawford.

At cardiac pulmonary resuscitation course, from left: nurse Ruth Gutkin, Helena Lopez, Shelly Pleet, Shelly Gollust, Karen Carey.



General services assistant Margo Green and consul Howard Kavaler.



The consulate general residence.



Members of the consulate general video club, from left: Judith Cluverius, Shelly Pleet, Mildred Cluverius, Margo Green, Joe Bucker. ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	Mar.	Apr.	May	Length of course
Area studies				
Africa, sub-Sahara	—	21	—	2 weeks
East Asia	—	21	—	2 weeks
Latin America	—	21	—	2 weeks
Near East and North Africa	—	21	—	2 weeks
People's Republic of China	10	—	—	2 weeks
South Asia	—	21	—	2 weeks
Southeast Asia	—	21	—	2 weeks
USSR/Eastern Europe	—	21	—	2 weeks
Western Europe	—	21	—	2 weeks
Language and advanced area courses				
French	10	7	5	20 weeks
German	10	—	5	20 weeks
Italian	10	—	5	20 weeks
Portuguese	10	—	5	24 weeks
Spanish	10	7	5	20 weeks
Familiarization and short-term (FAST) courses				
French (metrop.)	10	7	5	10 weeks
French (sub-Sah.)	10	7	5	10 weeks
German	—	7	—	10 weeks
Italian	—	—	5	10 weeks
Polish	—	—	5	6 weeks
Portuguese (L.A.)	—	—	5	10 weeks
Portuguese (Eur.)	—	—	5	10 weeks
Russian	—	—	5	6 weeks
Serbo-Croatian	—	—	5	6 weeks
Spanish (L.A.)	10	7	5	10 weeks
Spanish (Eur.)	10	7	5	10 weeks
Turkish	—	—	5	6 weeks
Center for the Study of Foreign Affairs				
START talks	4	—	—	1 day
U.S.-Malaysian relations	10	—	—	3 days
Greek base negotiations	19	—	—	1 day
The 2 Germanies	25	—	—	1 day
High-technology trade	—	1	—	1 day
Conventional defense of NATO	—	—*	—	1 day
National negotiating styles	—	—*	—	2 days
Intl. labor and the democratic process	—	29	—	1 day
				*To be announced
Overseas Briefing Center				
American studies, cross-cultural adaptation, and the logistics of Foreign Service life	10	21	—	2 weeks
Community skills seminar	—	14	—	5 days
English-teaching seminar	—	—	5	5 days
Going overseas (Wed. eve. for singles/couples)	26	—	7	1 day
(Sat. for families)	—	12	17	1 day
(Sat. for teens)	—	26	—	1 day
Regulations, allowances and finances	—	—	28	3 days
Ad hoc education seminar	—	9	—	1 day
*Administrative CORE				
Budget and financial management	10	7	—	3 weeks
General services operations	3	—	5	38 days
Personnel operations	10	—	5,27	35 days
**Coping with violence abroad	10	—	5,27	25 days
	3,17,31	7,14,28	5,12,	1 day
			19,27	

*Discontinued beginning in May.

**This course used to be available on a walk-in basis. You must now preregister.

—(Continued on next page)

Dates set for 'Coping with Violence' seminar

The one-day "Coping with Violence Abroad" seminar, for employees and family members, will be offered at the Foreign Service Institute on March 3, 17, 31; April 7, 14, 28; May 5, 12, 19, 27; June 2, 9, 16, 23, 30; July 7, 14, 21, 28; August 4, 11, 18, 25; September 2, 8, 15, 22, 29; October 6, 14, 20; November 3, 17; December 1, 15.

The seminar is designed to heighten awareness, to provide techniques for minimizing vulnerability and to prepare participants for living overseas with the threat of terrorism.

Foreign Service employees proceeding to an overseas assignment will automatically be assigned to the seminar by their personnel officers. All other U.S. employees and dependents who will be assigned overseas for temporary or permanent duty are encouraged to attend. For information, call the institute, 235-8727. □

First-time supervisors' seminar, Feb. 2-7

The supervisory studies seminar for first-time supervisors is being offered by the Foreign Service Institute, February 2-7, at the Woods Inn, Hedgesville, W. Va. The course covers fundamentals of supervision, including planning, organizing, motivating and evaluating performance.

Employees in grades GS 7-11, FO 6-4 and FP 7-4 who are in positions requiring supervisory skills are eligible. Transportation and accommodations will be arranged by the institute. For information, call Jane Phelps, 235-8781. □

Self-paced instruction at clerical skills lab

The Foreign Service Institute's clerical skills laboratory will be open for self-paced instruction, January 7-March 30. Instruction modules are available in shorthand, typewriting, word-processing and notetaking for managers.

Video cassettes are also available on subjects that include resolving con-

Seven haiku: 'Alt Weiber Sommer'

Mornings at seven
The sun bursts into my room,
Floods it with pure light.

Mist rises slowly
From the Grunewald Forest
And fades in the sky.

The tall leaning pine
Has dropped some cones in the night
On my balcony.

Along Clayallee
Acorns cover the sidewalks,
Crunching underfoot

Twin maple seeds spin,
Oak leaves detach and join them—
Graceful downward dance.

A horse chestnut falls;
Its prickly pod cracks open—
Out slips the smooth seed.

My German friend says
This is "Alt Weiber Sommer"—
Calm, clear autumn days.

—MARY GABER

(Ms. Gaber is a Foreign Service secretary at the U.S. mission in Berlin.) □

flicts, telephone courtesy, communicating and giving and receiving instructions. For information, call the institute's Communications and Clerical Skills Division, 235-9404. □

Workshop on negotiation

A five-day workshop on the art of negotiation begins February 3 at the Foreign Service Institute. Skills will be taught "in the context of the social, political, cultural and economic pressures which define and sharpen negotiation frameworks," a Department Notice said. Both Foreign Service and Civil Service employees may enroll. ■

International maritime meeting is set

The working group on safety of navigation of the Subcommittee on Safety of Life at Sea will hold an open

—(Continued from preceding page)

Program	Mar.	Apr.	May	Length of course
Consular training				
ConGenRosslyn basic consular course				Pre-registration required for: Continuous enrollment: 24 days
Consular orientation program				Continuous enrollment: 7 days
Immigration law and visa operations				*Correspondence course
Mid-level consular functional intensive				Six-week course
Nationality law and consular procedure				*Correspondence course
Overseas citizens services				*Correspondence course
Passport examiners				*Correspondence course
*See Airgram A-660 (dated 7/17/84)				
Economic and commercial training				
Information sys. managers trn. program	10	7	—	4 weeks
The computer in a foreign affairs environment	—	7	—	2 weeks
Executive development				
Advanced television workshop	20	—	—	3 days
*Deputy chiefs of mission	*			
Executive performance seminar	16	—	—	5 days
*Inspectors management training	*			
Supervisory studies seminar	—	13	—	5 days
*Inspectors training seminar	*			
*By invitation only				
Political training				
Foreign affairs interdepartmental seminar	10	—	19	2 weeks
Executive-congressional relations	—	7	—	1 week
Negotiation art and skills	3	—	—	1 week
Political function intensive (transitional)	17	—	—	6 weeks
Orientation				
Orientation for Foreign Service officers	3	28	—	7 less 1 day
Orientation for Department officers	—	14	—	2 days
Orientation for Foreign Service personnel	—	14	—	1 week
Department clerical orientation	24	14	12	7 days
Foreign Service secretarial training				
Foreign Service secretarial refresher/re-entry	10	—	—	6 days
First-time ambassador's secretary's briefing				Schedule arranged Individual
Communication skills				
How to communicate by letter and memo	*			30 hours
Management seminar on EEO	21	—	—	1 day
Speech and oral communications	10	—	—	30 hours
*To be announced				
Clerical skills				
Department correspondence				Schedule arranged Individual
Managing words (word-processing trn.)				Schedule arranged Individual
OCR telegram preparation workshop				Schedule arranged Individual
Preparation of travel vouchers				Schedule arranged Individual
Stenography laboratory	—	1	—	9 weeks
Workshops for managers				
Notetaking for managers				Schedule arranged (Ind. on request) ■

meeting on February 25 at 9:30 a.m. in Room 6319 of the U.S. Coast Guard headquarters, 2100 Second Street SW. The purpose will be to prepare the U.S. position relating to items to be considered at the 32nd session of the Subcommittee on Safety of Navigation of

the International Maritime Organization, in London, March 17-21.

Members of the public may attend up to the seating capacity of the room. For information contact Edward J. LaRue Jr. Telephone: (202) 426-4958. □

Diplo-Crostic No. 35

BY CAROL BECKER
Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 34" appeared in the December issue; the solution was in the January STATE.)

1A	2P	3R	4V		5J	6A	7D		8J	9K	10V	11N	12S		13F	14L	15T	16B	
17G	18N	19S	20K		21K	22B		23T	24Q	25E		26J	27G	28W	29M	30S	31Q	32C	
33K	34K	35A	36B	37D		38M	39O		40V	41M	42P	43S	44N		45I	46Q		47U	48B
	49A	50F	51V		52R	53G	54M		55X	56T	57K		58O	59G	60O	61A	62E	63K	
64P	65H	66B	67R	68W	69K	70F		71D	72N	73Q	74B		75S	76C	77V		78D	79V	80K
81Q		82D	83U	84B	85X	86N	87J	88W	89L		90V	91W	92E		93N	94E	95A	96M	97I
98J	99D	100A		101B	102I		103P	104W	105H		106Q	107U	108D	109H	110U		111W	112Q	113U
114G	115S	116K	117B		118Q	119E	120V		121F	122J	123P	124H	125A	126R		127U	128B	129W	130L
131H	132T	133S		134N	135S	136L	137B	138R		139O	140T	141B	144J	143K		144A	145R	146C	147F
148U	149S		150Q	151I	152E	153F	154A	155S		156N	157S	158I	159M	160T	161P	162O		163U	
164J	165R	166W	167N	168A	169U	170K	171D	172V	173G	174C		175T	176R		177R	178J	179U	180K	181M
182O		183F	184B	185R	186X	187G		188J	189G	190O		191M	192C	193K		194O	195N	196X	197S
198F	199E	200M	201L	202P															

DEFINITIONS	WORDS	DEFINITIONS	WORDS
A. U.S. corporation (insecticides)	49 154 1 125 8 35 95 168 144 100 81	L. "Fleeting dreams have two gates: one is fashioned of horn and one of ___" (Homer)...	136 201 14 130 89
B. U.S. corporation (cosmetics)	66 18 101 117 36 48 22 137 128 84 141 74 184	M. U.S. corporation (automotive products)	41 200 54 29 38 191 159 181 96
C. "Marriage is a ___" (Cervantes)	174 146 76 32 192	N. Ceaseless tidal motion	11 167 156 72 44 93 195 88 18 134
D. Time of final divine intervention	78 77 56 71 82 7 138 171 190 108 37	O. Dome-shaped northern residences	99 182 60 39 194 162
E. Talk intended to create a misleading good impression	94 152 92 25 62 199 119	P. Cuts molars	103 202 123 42 2 161 64
F. A submissive timid person	196 70 13 183 50 147 153	Q. "That complete ___ which is literature" (Virginia Woolf)	46 106 150 81 24 73 112 31 118
G. Mammal of the family Macropodidae	187 114 189 17 59 27 173 53	R. At hand and ready to be sold	165 52 176 67 126 3 177 138 185 145 121
H. "It looked as if a night of dark ___ was coming" (R. Frost)	86 124 109 65 105 131	S. U.S. corporation (lumber)	155 43 75 157 12 135 30 197 115 149 19 133
I. 12th century capital of the dukes of Lorraine	151 45 97 156 102	T. Occasion for years of large tax deductions on Schedule A	23 140 15 56 175 160 132
J. U.S. corporation (sanitary products)	8 164 26 5 96 87 186 178 142 122	U. Equal to 6.452 cm ²	110 127 83 163 179 148 47 169 113 107
K. U.S. corporation (casual apparel)	69 57 34 180 80 21 143 170 9 63 116	V. U.S. corporation (chemicals)	120 172 51 79 10 40 4 90
		W. ___ Palace, the London home of the Archbishop of Canterbury	28 129 166 111 104 68 91
		X. Most obese	196 186 85 193 33 20 55

Current Publications

Public affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

President Reagan

"Safeguarding Human Rights," ceremony commemorating Bill of Rights Day, Human Rights Day and Week, Washington, December 10 (Current Policy No. 775).

Secretary Shultz

"Berlin and the Cause of Freedom," press conference, Berlin, December 14 (Current Policy No. 778).

"The New International Era: An American Perspective," Pilgrims of Great Britain, London, December 10 (Current Policy No. 771).

"Beyond the Debt Problem: The Path to Prosperity in Latin America," first plenary session of the general assembly of the Organization of American States, Cartagena, Colombia, December 22 (Current Policy No. 768).

Africa

"Recent Developments in Liberia," Chester A. Crocker, assistant secretary for African affairs, Subcommittee on African Affairs of the Senate Foreign Relations Committee, Washington, December 10 (Current Policy No. 773).

Arms control

"The Nuclear and Space Arms Talks: Where We Are After the Summit," Paul H. Nitze, special adviser to the President and the Secretary of State on arms control matters, Atlantic Council, Washington, December 5 (Current Policy No. 770).

East Asia and Pacific affairs

"The United States and the Philippines: Dangers and Opportunities," Michael H. Armacost, under secretary for political affairs, Portland World Affairs Council, Portland, Ore., December 5 (Current Policy No. 774).

Foreign aid

"International Family Planning," M. Peter McPherson, AID administrator, American Enterprise Institute, Washington, November 25 (Current Policy No. 772).

General foreign policy

"The United States and the World Court," Abraham D. Sofaer, legal adviser, Senate Foreign Relations Committee, Washington, December 4 (Current Policy No. 769).

Inter-American affairs

"An End to Tyranny in Latin America," Elliott Abrams, assistant secretary for inter-American affairs, Americas Society, New York, December 9 (Current Policy No. 777).

Near East and South Asia

"Afghanistan's Struggle for Freedom," John C. Whitehead, deputy secretary, World Affairs Council, Washington, December 13 (Current Policy No. 776).

"U.S.-Pakistan Relations: The Economic Dimension," Allen Wallis, under secretary for economic affairs, Federation of Pakistan Chambers of Commerce and Industry, Karachi, Pakistan, November 19 (Current Policy No. 767).

GIST

African refugees (12/85).
Ethiopian famine (12/85).
The Reagan-Gorbachev meeting (12/85).
The World Bank (12/85).

Background Notes

Belgium (11/85).
Guinea (10/85).
Malawi (9/85).
Zaire (11/85). □

State reissues 1941-49 historical volume

The Department has released "A Decade of American Foreign Policy: Basic Documents, 1941-1949." This is a revised edition of a 1950 documentary publication with the same title that was prepared jointly by the Senate Foreign Relations Committee and the Historical Division of the Department. The original publication became a standard reference source of the basic public documents on U.S. foreign policy during the 1940s. It has long been out of print.

The experience of the intervening years indi-

cated that the text of the volume was marred by certain unintentional omissions, oversights and editing anomalies. The Department decided to revise and reissue it as a service to the public and Government officials, as well as to commemorate the changes in international relations that occurred during and immediately after World War II. This decade now can be seen more clearly as a turning point in history and the foundation of 40 precarious years of peace among the great powers of the world, the historical office said.

The volume is an improved version of that 1950 edition. Nearly all of the documents of that edition have been retained. The order of documents has been reorganized to reflect more accurately the development of major foreign affairs issues. Documents have been added to fill important gaps in the historical record. Like all the documents in the original edition, these additional papers were released to the press and public at the time or shortly thereafter. Typographical and editing errors in the source texts have been corrected, and footnotes have been expanded to include better information on the location of authoritative primary texts.

The revised edition contains 3 maps and 36 photographs. The cover design of the book is a montage of additional photographs from the period.

The revised edition was prepared in the Office of the Historian, Bureau of Public Affairs, Department of State. Copies of this book, published only in softcover, may be purchased for \$20 (domestic postpaid) from the Superintendent of Documents, U.S. Government Printing Office (Department of State Publication No. 9443; GPO Stock No. 044-000-02050-5). Checks or money orders should be made out to the Superintendent of Documents. For information, contact David S. Patterson (202) 663-1127 or Sherrill B. Wells (202) 663-1149. ■



ROME, Italy—Ambassador Maxwell M. Rabb, second from right, congratulates three Foreign Service nationals on their retirement. From

left: Ulderico Tombolini, Ugo Campanile, Sergio Giraldi.

Bureau Notes

The Seventh Floor

Office of the Secretary

On January 3 SECRETARY SHULTZ traveled to Mexicali, Mexico, with PRESIDENT REAGAN, to meet with Mexican President MIGUEL DE LA MADRID. This was the fourth in a series of annual exchanges of visits between the two presidents. Mr. Shultz participated in the full range of discussions, related to strengthening bilateral relations and enhancing cooperation by both countries on a wide range of issues. Officers and staff members accompanying the Secretary and conducting advance preparations included M. CHARLES HILL, executive assistant to the Secretary; CAROL THOMPSON, special assistant to the Secretary; ELIZABETH GASTON, personal assistant to the Secretary; PATRICK F. KENNEDY, executive director, Executive Secretariat; GLYN DAVIES, staff officer, Secretariat Staff; SAADIA SARKIS and DOROTHY SIMMONS, secretarial assistants, Secretariat Staff. Also accompanying the Secretary was the assistant secretary for Latin America, ELLIOT ABRAMS. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST traveled to Portland, Ore., December 5, to speak before the Portland World Affairs Council, on "The United States and the Philippines: Dangers and Opportunities." He was accompanied by special assistant GERRIT GONG . . . Mr. Armacost was designated by President Reagan to represent the United States at the fu-

neral of General CARLOS ROMULO in Manila, on December 19. Mr. Armacost was accompanied by his special assistant, WILLIAM ITOH . . . Mr. Itoh accompanied a delegation from the House Committee on Science and Technology to Seoul and Tokyo, January 4-10 . . . ANDREW STEINFELD, Bureau of Near Eastern and South Asian Affairs, assisted Mr. Armacost and his staff for short periods, beginning in October and ending in January.

GERALD B. HELMAN, deputy to Mr. Armacost, addressed the Austrian UN Association, in Vienna, on "The Crisis in Multilateralism," December 15 . . . Staff assistant ANTHONY T. SALVIA addressed the Rotary Club of Sioux City, Io., on U.S.-Soviet relations . . . He conducted a seminar on the same subject at Morningside College, and appeared on several local television and radio programs . . . JOYCE LASKY SHUB, special adviser to Mr. Helman, edited a publication, "Spain: Studies in Political Security," which was published in October by Praeger and the Georgetown Center for Strategic and International Studies. The volume, containing 15 articles written by prominent Spaniards, is available in the Department Library. □

Office of Protocol

Protocol chief SELWA ROOSEVELT presided at the swearing-in of LANCE WILLIAM LANE JR. as U.S. ambassador to Australia and the Republic of Nauru . . . Deputy chief TIMOTHY TOWELL was the presiding officer at the swearing-in of GREGORY J. NEWELL as U.S. ambassador to Sweden . . . REBECCA BOYD coordinated and traveled with the U.S. presidential delegation to Guatemala on the occasion of

the presidential runoff election, and assisted with the private visit to Washington of President-elect VINICIO CEVEZO of Guatemala . . . JAMES MANNING assisted with the private visit to Washington of the vice president of Argentina . . . LARRY DUNHAM addressed the Department training class for security officers, on diplomatic immunity and other issues relating to protocol . . . Acting assistant chief PAMELA GARDNER handled arrangements for the breakfast hosted by the Secretary for congressional leaders . . . The luncheon hosted by the Secretary in honor of the Advisory Committee on South Africa was coordinated by MICHELE ROSSI . . . MARIA SOTIROPOULOS, ELIZABETH ELLS and MARY MORRIS have joined the Protocol staff. □

Administration

Office of Language Services

On October 5 SECRETARY SHULTZ made a brief, unscheduled visit to the office, to express his gratitude for the language support rendered during the Reagan-Gorbachev summit in Geneva. He said he was speaking also on behalf of PRESIDENT REAGAN and MRS. REAGAN.

On December 3 office director HARRY OBST spoke at the University of Pittsburgh, on language opportunities with the federal Government . . . He was invited to address a session of the American Association of Language Specialists, at Georgetown University, December 14 . . . In a ceremony on December 12 Mr. Obst thanked director ROLAND GAHN, Office of Facilities Maintenance and Administrative Services, for his cooperation while Language Services was a division of that office, and presented him a letter of appreciation . . . On the same day, conference reporter FERD KUYATT was presented his 30-year service award, in the presence of Assistant Secretary DONALD BOUCHARD and deputy assistant secretary JOHN CONDAYAN . . . STEPHANIE VAN REIGERSBERG accompanied the Secretary to Cartagena, Colombia, and Brussels . . . Staff interpreters GISELA MARCUSE and NEIL SEIDENMAN interpreted for Secretary Shultz during his European trip . . . Spanish interpreter BARBARA PHILLIPS accompanied a congressional delegation to Guatemala. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary CHESTER CROCKER testified before the Senate Foreign Relations Committee's Subcommittee on African Affairs, on Liberia, De-



ABIDJAN, Ivory Coast—At awards ceremony, from left: Anthony Anrillo, John Heffern, Carl C. Cundiff, Ambassador Robert H. Miller, Vina R. Hall, Edouard Tayi. Rear: Melvin T. Spence, John Corkery.

KINGSTON, Jamaica—At award presentation for *John K. Schlosser*, consular officer, second from left; deputy chief of mission *J. Todd Stewart*, left, Ambassador *Michael G. Sotirhos*, consul general, *Arlene Render*.



ember 10 . . . Deputy assistant secretary FRANK WISNER addressed the National Conference of State Legislatures, in the Department's Loy Henderson Conference Room, December 12 . . . Deputy assistant secretary PRINCETON LYMAN briefed a Central Intelligence Agency group of 25, on the overall economic situation in Africa and the drought and famine, December 13, in the Department.

Office of Southern African Affairs: Deputy director TEX HARRIS participated in a breakfast meeting of the Government Research Corp., in Washington, on South Africa, December 18.

Office of East African Affairs: BARBARA DOERFLER joined the staff as secretary for the Ethiopia and Sudan desks. □

Consular Affairs

Assistant Secretary JOAN M. CLARK chaired two consular conferences in Asia, one in Sydney for consular managers from the 15 southern East Asian and Pacific posts, December 4-6, and second in Seoul for consular officers from the 24 northern East Asian and Pacific posts, December 12-14. While in the area, she had meetings with Australian officials in Canberra, December 3; reviewed consular operations in Bangkok, December 9; and participated in the China posts consular miniconference, December 10-11, in Hong Kong. On her return to the United States, she visited the Seattle Passport Agency, to review its operations and to discuss matters concerning Department of State-Immigration and Naturalization Service cooperation with immigration officials at the Seattle-Tacoma airport.

Principal deputy assistant secretary MICHAEL H. NEWLIN attended a meeting of the Air Transport Association's facilitation committee, in San Francisco, December 4, to discuss facilitation of air travel and the identification of international travelers . . . He stopped over in San Francisco, to tour the regional passport office, December 5, before traveling on to Tokyo and Manila, to review consular operations at those posts, and to Seoul, for the northern East Asian and Pacific conference, December 12-14.

From January 6-17, CHARLES STEPHAN, director, Public and Diplomatic Liaison Division, Visa Office, and GEORGIA ROGERS, deputy director, Citizens Emergency Center, Office of Overseas Citizens Services, participated in the Foreign Service Institute's consular workshop in Bangkok, conducted for Foreign Service national and junior officer employees from posts in southeast Asia. She consulted with consular staff at Kathmandu and London during her trip . . . C. PAMELA HOLLIDAY, Citizens Emergency

Center, attended a seminar on briefing techniques, December 9-13 . . . In December ROBERT RAYMER, Post Liaison Division, Visa Services, went to Los Angeles, for consultations with the Immigration and Naturalization Service, and to San Diego, for observation of U.S. Border Patrol operations . . . RICHARD LIVINGSTON, Visa Office, attended the "Art and Skill of Delegation" course at the Foreign Service Institute, December 11 . . . New employees in Visa Services include SARAH NATHNESS, chief, Post Liaison Division, and PAMELA RUSH, Diplomatic Liaison Division . . . DEIDRE WHITE has resigned from the Visa Office.

The Seattle Passport Agency welcomed the following new processing employees: ROSEMARY NICHOLS, BECKY THOMPSON, MARY KATHRYN ROCHFORD and ADOLFO HINOJOSA JR. . . From November 19-21, the following Passport Services employees attended an in-depth computer training course in Washington: SHIRLEY WATKINS and FRAN MARKS, Chicago; MILDRED KEEL and MARGARET AYER, Los Angeles; CAROLYN KIEFFER, New Orleans; JAMES STANLEY and TOM SISCO, Miami; MICHAEL HOFFMAN and SONYA MARTINEZ, Northeast Processing Center; JANICE CHINN and MICHAEL SILVA, San Francisco; SANDRA GASTON and CHARLES SMITH, Seattle; and ERNESTINE BARNES and JOYCE GUNN, Washington . . . At an awards ceremony, the Boston Passport Agency honored FRED McSWIGGIN, DUNCAN MAITLAND and TERRY McNALLY, who received quality step increases, and PATRICE WELCH, for 10 years' service . . . In mid-December, STEVE COX and RICHARD McCLEVEY of Passport Services' Office of Program Support, with REX KIMBRO of Consular

Affairs' Systems Staff, traveled to Woodland Hills, Calif., to consult with officials of McDonnell Douglas Aircraft and the Terminal Data Corp., regarding microfilm cameras and code-indexing systems for use in passport operations. □

Diplomatic Security

The bureau held its senior management conference, December 6-7, in Easton, Md. The impending organization and operations of the bureau were discussed. Diplomatic Security Service director DAVID C. FIELDS and deputy director ROGER H. ROBINSON were accompanied to the conference by their assistant and associate directors, as well as division chiefs and special agents-in-charge of field offices . . . Mr. Fields spoke at the graduation of special agent class XXVIII, December 28 . . . Special agent class XXIX is currently in session. Forty-eight trainees expect to graduate in March. Fiscal year 1985 saw 138 new special agents hired in the Diplomatic Security Service . . . Regional security training class 86-I is currently in session. Its members were to complete training January 31 and report to their posts. Another regional security officer training class was scheduled to begin January 21.

The Education and Training Division is working with the Foreign Service Institute to expand the "Coping with Violence" seminar to two days, starting in the spring . . . The Investigations Division reported that special agent LEO URBANIAK addressed the Maryland state police airline ticket fraud conference. It was held January 8-9, at Baltimore-Washington International Airport . . . Investigations Division chief CHUCK

RUNNER and special agent STEVE GLEASON attended a meeting with the Federal Bureau of Investigation, concerning matters of mutual interest on the subject of international terrorism ... Special investigations branch chief ANDY DILLARD transferred to his new position as career development officer, Office of Foreign Service Career Development and Assignments, January 9 ... After thirty-eight years of U.S. Government service, WALTER BACAK, Protective Operations Staff, retired on January 3.

The Dignitary Protection Division provided protective security for the prince and princess of Wales during their visit to Honolulu, Washington and Palm Beach. JOHN CHORNYAK and MIKE CONSIDINE were the agents-in-charge for the operation ... T. J. MALLORY of the division was the agent-in-charge of protective details for Guatemalan President-elect VINICIO CEREZO and Turkish deputy prime minister KAYA ERDEM ... Japanese Foreign Minister SHINTARO ABE also received a protective detail; the agent-in-charge was RICHARD GAIANI ... GRACE DAILEY was the agent-in-charge in connection with USIA director CHARLES WICK's trip to Europe. □

East Asian and Pacific Affairs

Assistant Secretary PAUL WOLFOWITZ traveled to Hanoi, Vietnam, January 3-8, as one of a seven-member delegation to discuss prisoners-of-war/missing-in-action issues with the Vietnamese. He also had official meetings with Thai government and embassy officials in Bangkok. He was accompanied to Bangkok and Hanoi by M. LYALL BRECKON, director, Office of Vietnam, Laos and Cambodia Affairs ... Principal deputy assistant secretary JOHN C. MONJO testified, December 18, before the Senate Foreign Relations Committee, on the Philippines ... Deputy assistant secretary JAMES R. LILLEY traveled to Cincinnati, December 10-11, to address the Cincinnati World Affairs Council, on U.S.-China policy. He spoke at universities in the area and had a television interview ... JIM ZUMWALT has assumed his duties as staff assistant in the front office, replacing SCOTT BELLARD, who has been assigned to Chinese language training.

New Zealand desk officer BERNARD F. OPPEL visited New Zealand and Australia on consultations, November 25-December 11. His meetings included extensive discussions with government, party, union, business, military and academic figures in Wellington, Christchurch, Queenstown, Rotorua and Auckland, in New Zealand, and Canberra, Sydney and Melbourne, in Australia ... Indonesia desk officer CHARLES MORRIS traveled to Indonesia, in early December, for annual consultations with the embassy in Jakarta and Consulates Medan and Surabaya. He took the opportunity to travel with embassy and consulate officers to Kalimantan and Sulawesi ... Japan desk officer WILLIAM

CORBETT traveled to Tokyo, to participate in the market-oriented sector selective medical equipment and pharmaceuticals negotiations, December 10-16 ... ROBERT REIS and BRIAN MOHLER were involved in completing negotiations with Japan on leather and leather footwear, the week of December 16 ... Mr. Mohler also participated in U.S.-Japan forestry products negotiations, December 19, in Tacoma, Wash ... ROBERT W. DREXLER, director, Office of Regional Affairs, attended the East Asian and southern Pacific consular conference, in Sydney, Australia, December 4, to brief participants on the political situation in the region. He later visited Port Moresby and Suva, for consultations with embassy and government officials.

Thailand desk officer NICK MAUGER visited Bangkok, Chiang Mai, Songkhla and Udorn, November 30-December 15, for consultations on political/military and refugee affairs ... The ambassador to Thailand, WILLIAM A. BROWN, was in Washington, for consultations, December 15-21. Officials with whom he met, in addition to Department principals, included the Secretary of Defense, the Federal Bureau of Investigation director Webster and members of Congress ... Thailand-Burma affairs director CHARLES SALMON was in Houston, December 30-31, to bid official farewell to U SAN YU, president of Burma, who was in the United States a month and a half, for medical treatment. □

Economic and Business Affairs

Assistant Secretary DOUGLAS McMINN traveled to Paris and Brussels, the week of December 10. In Paris he attended an Organization for Economic Cooperation and Development meeting, and the economic counselors meeting. In Brussels he participated in the U.S.-European Communities ministerial ... MARSHALL CASSE, director, Planning and Economic Analysis Staff, and MARTIN BAILEY, economic adviser to the under secretary for economic affairs, visited the campuses of major universities, between October and December, including the Universities of Michigan, Minnesota, Chicago, Washington and California (at Berkeley and Los Angeles), as well as Northwestern and Stanford Universities, to introduce the Department's new program for "visiting" economists to reinforce the analytical capability in the Department on economic policy issues ... WILLIAM DEWALD, Planning and Economic Analysis Staff, accompanied Mr. Bailey, to discuss the new program in the northeast, at Harvard, Massachusetts Institute of Technology, Yale, Princeton and Carnegie-Mellon ... Mr. Casse, Mr. Bailey and JACK SHEERIN, Planning and Economic Analysis Staff, attended the annual meetings of the Allied Social Science Association, in conjunction with



TOKYO, Japan—Ambassador Mike Mansfield as he presents Meritorious Honor Award to

Wanda F. McCantlies, his secretary since February 1979.

the visiting scholars program . . . Mr. Sheerin served as consultant to a high-level workshop on nuclear energy prospects to 2000 and beyond, held by the Organization for Economic Cooperation and Development Nuclear Energy Agency and the International Energy Agency. This conference, chaired by the United States, November 5-7, examined economic, environmental and other scientific aspects of international cooperation in commercial nuclear energy development. Mr. Sheerin served as general editor of the conference proceedings, and author of summary documentation of delegations' proposed technical activities for those agencies' secretariats . . . Mr. Casse was a member of the U.S. delegation to the November 14-15 meeting of the Economic Policy Committee of the Organization for Economic Cooperation and Development, in Paris. MICHAEL ULAN, Planning and Economic Analysis Staff, was an invited speaker at City College of New York, October 28-29 . . . He addressed the Omicron Delta Epsilon honor society and two classes of undergraduate and graduate students, on international economics and contemporary economic issues.

DALE R. TAHTINEN, deputy assistant secretary for international trade controls, addressed the Washington Export Council, January 9, on national security and foreign policy trade controls in the wake of the Geneva summit . . . On December 18 extensive briefings were provided by ROBERT PRICE, director, Office of East-West Trade; DAVID WILSON, deputy director; EMIL CASTRO, chief, Trade and Foreign Policy Controls Division; and MADELYN SPIRNAK, Security Export Controls Division, to a study panel of the National Academy of Sciences. The academy's panel on the impact of national security

controls on international technology transfer is chaired by LEW ALLEN, director, Jet Propulsion Laboratory, Pasadena, Calif., and consists of some 20 other educational and business leaders. This group will consider the extraterritorial impacts of national export control policies, particularly in the light of the increasing tension between the need to protect militarily critical technology and the competition for high-technology markets.

SHAUN DONNELLY, director, Office of Development Finance, was the State representative to the Organization for Economic Cooperation and Development's High Level Development Assistance Committee meeting, in Paris, December 2-4 . . . MARIANNE M. KUNKEL, Office of Business Practices, traveled to Vienna, the week of December 2, for a UN Industrial Development Organization consultation on the petrochemical industry . . . She traveled to Paris, the week of December 9, for a meeting of Working Party 9 of the Committee on Restrictive Business Practices, to continue work on joint ventures . . . CHARLES HIGGINSON, director, Office of Energy Producer-Country Affairs, traveled to Riyadh, Saudi Arabia, to participate in talks, December 14-15, between the United States and the Gulf Coordinating Council, on areas for potential economic cooperation. Following the talks, he held meetings with Saudi officials . . . THOMAS MARTIN, deputy director, same office, served as the U.S. representative to a meeting of the International Energy Agency's Ad Hoc Group on International Energy Relations, in Paris, December 13 . . . CHRISTOPHER WEBSTER traveled to Houston, to participate in a December 13 panel discussion, organized by planning and forecasting consultants, on the prospects for a North Ameri-

can continental energy policy.

People: New employees in the bureau include CATHERINE CONNOLLY, Office of the Assistant Secretary; LAWRENCE COHEN and JAMES HOLBEIN, staff assistants, Office of the Assistant Secretary; LINDA PAUL and PAMELA HARRISON, Planning and Economic Analysis Staff; LINDA HOCHSTEIN, Food Policy Division; CORNELIA JOHNSON, Textiles Division; and MICHAEL LAMB, Executive Staff. □

European and Canadian Affairs

Office of the Assistant Secretary: Much of the bureau was involved in SECRETARY SHULTZ's so-called "6-B" trip to Europe in December. Assistant Secretary ROZANNE RIDGWAY, accompanied by special assistant NADIA TONGOUR, made the entire December 9-18 journey, which included stops in Brussels, Bonn, Berlin, Budapest, Bucharest and Belgrade, plus a brief stopover in London. Deputy assistant secretaries who joined the Shultz party for various portions of the trip were M. JAMES WILKINSON, MARK PALMER and CHARLES H. THOMAS. Office directors RAY CALDWELL, RALPH JOHNSON, HARRY GILMORE and ROLAND KUCHEL also were on the trip.

Mr. Wilkinson participated in the economic counselors meeting in Paris, December 10-11; accompanied the Secretary for his meeting with the Turkish foreign minister in Brussels, December 11; and was on consultations in Turkey, Greece and Cyprus, December 12-20 . . . Mr. Thomas accompanied the Secretary to London for consultations with the British, then left the party to chair the initial session of the Special Consultative Group in Brussels, December 11, where he also participated in the Secretary's meeting with the North Atlantic Council, December 12-13.

Office of the Executive Director: New employees in the bureau are KELLY VOGEL, a secretary in the defense policy and military security affairs section, Office of European Security and Political Affairs; BARBARA MELO and WILLIAM STEWART, staff assistants, Office of the Assistant Secretary; MARIANNE KOMPA, roving secretary, Office of the Executive Director; CATHY STANLEY, a secretary, Office of Western European Affairs; and CAROLYN REIS, Office of the Executive Director computer specialist.



LYON, France—At awards ceremony, from left: first row: Pierre Busenhard, Irene Corron, Chantal Donnet, consul general Stanislaus R.P. Valerga, Ambassador Joe M. Rodgers, David R. Ostroff, Robert Monin. Second row, from left: Katia Goulevitch, Henry L.C. Blouin, Simone Nageotte, Alain Beullard, Raymonde Gobber, Irene Roques, Kenneth W. Larke, Karen Loef.

BUREAU NOTES

PARIS, France—*Julie Rinke*, secretary in the economics section, is presented a Meritorious Honor Award and cash award by Ambassador *Joe M. Rodgers* as she departs for her new assignment at the U.S. mission to the United Nations.

Office of Northern European Affairs: GREGORY J. NEWELL, former assistant secretary for international organization affairs, was sworn in as ambassador to Sweden, December 11 . . . MARGARET M. HECKLER, former Secretary of Health and Human Services, was sworn in as ambassador to Ireland, December 19 . . . Assistant Benelux desk officer STEVE McGANN escorted a Dutch police delegation to New York and to the Federal Law Enforcement Training Center, Brunswick, Ga., December 15–19, for consultations on U.S.-Dutch antiterrorism assistance and police cooperation.

Office of European Security and Political Affairs: On November 7 JOHN VESSEY, officer-in-charge of defense policy and military/security affairs, and Colonel THOMAS STEWART of the Defense Section addressed the Industrial College of the Armed Forces, on NATO trends and policy issues . . . On November 14 Mr. Stewart participated as the State representative on the team which defended the U.S. contribution to NATO, in the annual multilateral review at NATO headquarters in Brussels . . . CRAIG G. DUNKERLEY, officer-in-charge of arms control and strategic affairs, led an interagency team, December 2–6, to brief host governments in Berlin, Prague and Sofia on U.S. arms control positions and the strategic defense initiative . . . Director RAY CALDWELL, deputy director GEORGE WARD and MICHAEL KLOSSON, officer-in-charge of political affairs, traveled to Brussels, December 9–14, to support the Secretary during the fall North Atlantic Council ministerial meeting . . . Mr. Ward was part of Secretary of Defense CASPAR WEINBERGER's delegation to the fall NATO defense planning committee ministerial meeting, December 11 . . . PATRICK MOON, strategic section, attended the Special Consultative Group meeting at NATO headquarters, December 11.

THOMAS FARR and TIM TULENKO, strategic section, participated, December 16–20, in a strategic defense initiative interagency group tour of laboratories in California, Massachusetts and Alabama. □

Foreign Service Institute

JOHN W. McDONALD made two presentations, January 7 and 8, at the Royal Tropical Institute, in Amsterdam, on "Principles of International Negotiations" and "Track II Diplomacy." . . . The annual meeting of the deans of the Association of Professional Schools of International Affairs was at the institute, November 7–8. Deans from international affairs graduate schools



PARIS, France—Consuls general from constituent posts meet with embassy officers. From left: Timothy Brown, Martinique; Stanislaus Valerga, Lyon; Edward Lollis, Bor-

deaux; Victor Comras, Strasbourg; Ambassador Joe Rodgers; William Newlin, Nice; Edmund van Gilder, Marseille; Robert Ezelle, Paris.

at American University, Columbia, the University of Denver, George Washington, Georgetown, the University of Pittsburgh, Princeton, Fletcher, the University of Washington, Yale and others attended the meetings. Representatives of two foundations, the Exxon Education Foundation and the Pew Charitable Trusts, participated in the meeting as associate members. The sessions focussed on two topics, "Language

Training for Professionals in International Affairs" and "Basic Skills Upgrading for Students of International Affairs." A guest speaker, Senator CHARLES McC. MATHIAS (R.-Md.) addressed the group at a dinner, November 7 . . . Prior to the deans' meeting, a forum on international history was organized by American University's School of International Service, and held at the institute, November 6. Topics in-

cluded "International History and International Relations: Prospects for Collaborative Training and Research" and "The Role of International History in the International Relations Curriculum." The guest speaker for this forum was professor GORDON CRAIG, historian and chairman of Stanford's history department.

New employees who entered on duty include MARGARET LUTKOSKI, Overseas Briefing Center; SHERRI REDDICK, audio-visual; and PATRICIA GILLESPIE and MICHELE RAPPAPORT, personnel office. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER visited Vienna, Bonn, Munich and Berlin, where he held consultations on bilateral and multilateral human rights issues with government and private sector representatives. He also made several public appearances, including speeches at Hanns-Seidel Stiftung and the German Society for Foreign Policy. He participated in the annual conference of the Austrian United Nations Association, and he granted press and media interviews . . . JAMES THYDEN, director, Office of Human Rights, addressed an in-house audience of the B'nai B'rith Hillel Foundation . . . LEO MOSER visited Monrovia, as a member of the U.S. delegation to ceremonies marking the inauguration of the new Liberian constitution and that country's Second Republic . . . DANIEL WATTENBERG has joined the bureau as special assistant to the assistant secretary, and ROGER PILON has joined as a policy and programs officer. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: ROBERT BARAZ, director, spoke on MIKHAIL GORBACHEV's first 200 days, to a group of business executives participating in a Brookings Institution program, in Washington, November 21 . . . MARTHA MAUTNER, deputy director, addressed audiences at the University of Wisconsin, La Crosse; the Wingspread Foundation, Racine, Wis., and the Executive Club and Rotary in Louisville, Ky., on U.S.-USSR relations, November 5-7 . . . She participated in the regional foreign policy conference sponsored by the San Antonio World Affairs Council and the State Department, at San Antonio, on the USSR under Mr. Gorbachev, November 21.

PAUL GOBLE, analyst, spoke on "Nature, Nurture and the Nationality Question" and "The Impact of Foreign Milieux on Emigre Publications," to the World Slavic meeting in Washington, October 31 and November 3 . . . He spoke on human rights and dissent in the USSR, to the University of Cincinnati law school, November 8, and lectured on Soviet nationalities problems and the military, at the National War College,

Washington, November 19 . . . He spoke on the Soviet nationality problem under Mr. Gorbachev, at Colorado State University, December 5, and at the Harvard Russian Research Center, on the politics of literature and art in the non-Russian republics, December 9 . . . KAREN PUSCHEL, analyst, spoke to Essex County Women's Club, in Tappahannock, and to students and faculty at the University of Richmond, Richmond, Va., November 12 . . . JONATHAN KAMIN, analyst, attended the presidential management intern seminar in Williamsburg, Va., November 18-20.

Office of Analysis for Western Europe: GLENN R. CELLA, director, traveled under USIA auspices to Iceland, Bulgaria and France, December 4-18. He delivered lectures and engaged in other public affairs activities, in which he dealt with various aspects of U.S. security policy . . . He attended a conference in Paris sponsored by the Hudson Institute, on contemporary European political and economic trends . . . BOWMAN H. MILLER, chief, Northern and Central Europe Division, participated in a conference on "German Identity—40 Years After," sponsored by the Friedrich Neumann Foundation, in Washington, December 12-14.

Office of The Geographer: GEORGE J. DEMKO, director, and SANDRA H. SHAW, chief, Cartography and Automated Geoprocessing Division, addressed the Cartographic Users Advisory Council, on "Cartography and Maps at the Department of State," at the Library of Congress, Geography and Map Division, January 8. □

Inter-American Affairs

Office of Central American and Panamanian Affairs: CARL GETTINGER, El Salvador desk officer, was in Los Angeles, December 12-13, assisting Justice Department attorneys arguing the Government's case in a class-action suit filed on behalf of Salvadoran illegal aliens . . . JAMES CASON, Guatemala desk officer, participated, January 7, in the annual Marine counterinsurgency course, at Quantico, Va . . . JOHN HAMILTON, regional political affairs officer, spent several days in late November and early December at the U.S. mission to the United Nations, New York, during the UN General Assembly debate on Central America. □

International Narcotics Matters

Assistant Secretary JON THOMAS accompanied the U.S. attorney general on his visits in December to Switzerland and Austria, for conferences on narcotics and other issues with UN and host government officials . . . CAESAR BERNAL, director, Program Office, visited Colombia, December 4-14, for consultations on narcotics control programs. He also attended the conference between the U.S. and Mexican attorneys general, in San Antonio, December 16-17 . . . Deputy executive director ROBERT RETKA and contract specialist ROBERT GIFFORD trav-



MANAGUA, Nicaragua—Ambassador Harry E. Bergold Jr. presents a Meritorious Honor

Award to junior political officer Jessica LeCroy.



INTERNATIONAL NARCOTICS MATTERS—Deputy assistant secretary *Mark Dion*, left, presents the Army's Outstanding Civilian Service Medal to *George L. Kelly* for his work with the European Command as special assistant to the ambassador for narcotic affairs, in Bonn, 1981-85.

eled to Japan, Burma, Thailand and Singapore, November 29-December 15, to conduct annual field assistance visits and discuss the future of aviation support with procurement agents and contractors ... Visitors to the bureau included Ambassadors THOMAS ANDERSON, Barbados; EVERETT BRIGGS, Panama; WILLIAM BROWN, Thailand; CLAYTON McMANAWAY, Haiti; BRUCE CHAPMAN, U.S. representative to the UN organizations in Vienna; and the ambassador-designate to Venezuela, OTTO REICH. □

International Organization Affairs

NEIL A. BOYER, director, Office of Health and Transportation Programs, served on the U.S. observer delegation to the World Health Organization's executive board meeting, January 8-23, in Geneva, Switzerland ... MARTIN JACOBS, director, Office of Communications and UNESCO Affairs, served as a member of the U.S. observer delegation to the 23rd UNESCO session, in Sofia, October 8-November 9 ... EDWARD M. MALLOY, deputy director, Office of International Development, traveled to New York, January 10, to meet with BRADFORD MORSE, director, Office of Emergency Operations in Africa ... GILBERT D. KULICK, deputy director, Office of UN Political and Multilateral Affairs, traveled to Geneva, Vienna and Brussels, on consultations for the NATO experts group meeting, January 11-17 ...

ROBERT LUACES, political officer for European, arms control, outer space and ocean affairs, traveled to New York, as part of the U.S. delegation for the final session of the First Committee debates in the UN General Assembly, December 2-9 ... During the IX Inter-American Indian Congress of the Organization of American States, in Sante Fe, October 28-November 1, LOUIS DEANER, MILDRED CARTER, RANDOLPH COYLE, CAREY MOSS and MARY WILSON, from the Office of International Conferences, served as the international secretariat for the Organization of American States and provided administrative support services to the delegates.

HERBERT MITCHELL and MILDRED ZYVOLOSKI, Office of International Conferences, served as the administrative support staff during the first half of the cultural forum of the Conference on Security and Cooperation in Europe, in Budapest, October 15-November 25. Administrative support was provided by CAROLE MEDEIROS and KATHLEEN STEMPLINSKI during the second half of the conference ... JAMES PAIGE and CAROLYN HESKIN, same office, performed administrative support functions for the Organization of American States' 14th special session and the 15th general assembly, in Cartagena, December 1-10 ... JOAN UTTERBACK was sent on temporary detail to the U.S. mission to the United Nations, November 25-December 6.

People: ANGELA WHITE has transferred from the Bureau of Personnel to the Office of Administrative Services ... KELLEEN LEISHMAN is interning in the Office of Com-

munications and UNESCO Affairs ... KELLY CARSON, intern in the Office of International Development Assistance, has resigned ... DEBORAH PEABODY, Reference and Information Systems Staff, and GLENN CLARK, Office of the Assistant Secretary, have resigned ... HILDEGARD SHISHKIN, Office of International Conferences, has retired ... HARRIET HOLLERAN has been reassigned from the Office of Administrative Services to the Office of the Executive Director ... LAURA GREULICH has transferred from the Foreign Service Institute to the Office of International Conferences ... MARY RITA JONES, Research and Information Systems Staff, has retired. □

Near Eastern and South Asian Affairs

Assistant Secretary RICHARD MURPHY met with the Overseas Security Advisory Council, December 10, to discuss events in the Middle East ... On December 3 deputy assistant secretary ARNOLD RAPHEL briefed Washington-based representatives of media organizations, in the Department, on U.S. policy in the Middle East ... Deputy assistant secretary E. MICHAEL USSERY traveled to Morocco, Algiers and Tunisia, January 6-17 ... Deputy assistant secretary ROBERT A. PECK, assisted by Pakistan and India country directors HERBERT G. HAGERTY and R. GRANT SMITH, met with 30 members of the National Advisory Council for South Asian Affairs—representing naturalized Americans who have migrated from Bangladesh, India, Pakistan, Nepal and Sri Lanka—December 13, to review U.S. policy and discuss developments in the South Asian area. The formal meeting was followed by a luncheon, hosted by the council, at the Foreign Service Club ... Earlier, Mr. Peck had hosted meetings and a lunch with groups of federal and provincial/state legislators from Pakistan and India, on December 9 and November 12, respectively, to discuss developments in U.S. policy toward the nations of South Asia. The legislators were among those assigned by their governments to the UN delegations of Pakistan and India to the 40th General Assembly.

Public affairs adviser MICHAEL AUSTRIAN met with members of the American Medical Association auxiliary, December 9, to discuss Middle East policy and the quest for peace ... On December 10 DAVID DUNFORD, director, Office for Egyptian Affairs, addressed the Council on Foreign Relations, in Wichita, Kan ... The director of the Office for Israel and Arab-Israeli Affairs, PHILIP WILCOX, met with

members of the Baltimore Jewish Council, December 12, to discuss U.S.-Israel relations and the quest for peace . . . On December 10 the deputy director of the Office for Israel and Arab-Israeli Affairs, RYAN CROCKER, addressed the Milwaukee Rotary in Wisconsin. He discussed the quest for peace . . . Mr. Austrian addressed members of the Wheaton-Kensington Rotary, December 17 . . . Public affairs officer DIANE KELLY briefed students visiting from Radnor High School, in Pennsylvania . . . Mr. Wilcox addressed members of B'nai B'rith's Hillel Youth Foundation, in the Department. All briefers discussed the quest for peace and U.S. relations with the states of the Middle East . . . On December 6 Jordan desk officer THOMAS DOWLING and Syria desk officer DOUGLAS GREENE met with students from Georgetown University's International Leadership Foundation, prior to the group's departure for those countries . . . BARBARA BODINE, Office for Israel and Arab-Israeli Affairs, briefed a group from Leisure World, Montgomery County, Md., on U.S.-Middle East policy, December 6. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE traveled to Copenhagen and London, to consult with the Danish and British governments and the European Economic Commission, on fisheries issues, December 16-20 . . . On January 8-10 he participated in high-level talks with the Japanese government, on high-seas salmon interceptions . . . Principal deputy assistant secretary RICHARD J. SMITH was alternate head of the U.S. delegation to the meeting of the Organization for Economic Cooperation and Development working group on biotechnology, in Paris, December 2-6.

On December 2 NANCY OSTRANDER, coordinator of population affairs, addressed a class at Indiana University, on economic devel-

opment and population policy in the Third World, on a telephonic conference hookup arranged by the university. The lecture was followed by a question-and-answer period.

W. THOMAS COCKE, Office of Marine Science and Technology Affairs, represented the bureau at the winter meeting of the Marine Board, December 11-12, in Washington . . . On December 2-4 RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, had meetings in New York with representatives of environmental organizations, the U.S. Council on International Business and the staff of DREW LEWIS, the President's special envoy on acid rain . . . Mr. Benedick spoke on international environmental issues before the International Environment Forum and the UN/International Organizations Business Council, both groups comprising U.S. and foreign business executives . . . On December 6, in Brussels, he represented the United States at the UN Environment Program's steering committee for the working group on protection of the ozone layer . . . From December 9-12 Mr. Benedick was U.S. representative and vice president of the Organization for Economic Cooperation and Development's Environment Committee meeting in Paris. WILLIAM E. LANDFAIR, Office of Environment and Health, also attended that meeting . . . Mr. Landfair was the alternate U.S. representative at a meeting of hazardous waste experts, in Cairo, December 3-9, under the auspices of the UN Environment Program. The experts concluded the development of a set of international guidelines on hazardous waste management, which had been the subject of two previous meetings . . . CLIFTON G. METZNER JR., director, Office of Environment and Health, represented the Department at a meeting of the

technical experts group of the U.S.-Mexico border environmental cooperation agreement, in Mexico City, December 11-12.

DONALD JAMESON, deputy director, Office of Cooperative Science and Technology Programs, led a five-person U.S. delegation to the plenary meeting on the U.S.-Japan natural resources agreement, December 5-6, in Tokyo . . . JOHN K. ATCHLEY, deputy director of the office, represented the Department at a meeting of the International Energy Agency Committee on Research and Development, in Paris, December 1-3. □

Personnel

Office of Foreign Service Career Development and Assignments: New arrivals to the office include JANE JAZYNKKA, LAWANDA MAXWELL and TANJA LINTON . . . In early December JOHN B. CRAIG, Junior Officer Division chief, made a counseling visit to Tokyo, Manila, Taipei and Seoul. In Seoul, he attended the East Asian and Pacific consular conference. In all, he talked with 50 junior officers and more than 30 rating and reviewing officers, describing assignment procedures and discussing Department policy on junior officer career development.

Office of Career Mobility: The Functional Specialization Program is offering a year of combined formal classroom and on-the-job training in personnel, budget and fiscal and general services work, for Foreign Service employees, and in the personnel and budget and fiscal fields, for Civil Service employees. For information on the program, look for an announcement to be published this month. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—At science counselors and attaches conference, front row, from left: Dana Marshall (Brussels); Leroy Simpkins (Madrid); Francis Kinnelly (Ottawa); John Boright (Paris); Richard J. Smith, bureau; Assistant Secretary John D. NegroponTE; Richard Getzinger (Vienna); Gilbert Melese d'Hospital (Pretoria); Ahmed Meer (New Delhi); Felix Dorough (Brussels); Joseph Loferski (Warsaw). Second row: Manfred CzieSLA (Paris); Robert Stella (London); Jerome Bosken (partly concealed, Seoul); Jack Gosnell (Beijing); Gerald Helfrich (Tokyo); Gerald Whitman (Rome); William Tilney (Buenos Aires); Robert Carr (Cairo); Sidney Smith (Belgrade); David Christensen (Jakarta); Robert Morris (Bonn).



Politico-Military Affairs

Director H. ALLEN HOLMES joined SECRETARY SHULTZ in Brussels for a meeting of the North Atlantic Council, December 12-13 . . . Deputy assistant secretary ROBERT DEAN was in London, November 30-December 6, for a multilateral meeting on technology controls . . . THOMAS E. McNAMARA, deputy assistant secretary, accompanied the Joint Chiefs of Staff chairman, and represented the Department, at change-of-command ceremonies in Tampa, Fla., and in Norfolk, Va . . . DAVID JONES, deputy director, Office of Theater Military Policy, accompanied Mr. Holmes to the December 11 NATO Special Consultative Group meeting, in Brussels.

JOSEPH P. SMALDONE, chief, Arms Licensing Division, Office of Munitions Control, briefed the National Academy of Sciences' panel on the impact of national security controls on international technology transfer, on the application of munitions control regulations to technology transfer . . . ALLAN E. SUCHINSKY, deputy chief, spoke on munitions licensing regulations and policies, at a Varian Associates Corp. seminar, in Palo Alto, Calif., December 4-5. On December 12, he addressed a multicorporation strategic trade conference in Salem, N.H.

People: Additions: DAN MOZENA has joined the staff of Public Diplomacy . . . JOURNICE FLEMING, GEORGANNA DAVIS and MILDRED GUILLORY have joined the staff in Munitions Control . . . GERALD STACY and ELEANOR SUTTER have joined the strategic nuclear policy staff. **Departures:** WILLIAM STEWART, Office of Security Assistance and Sales, has transferred to the European bureau . . . DORIS WATSON, Office of Munitions Control, retired on January 4. □

Program Inspector General

On December 9, the program inspector general, WILLIAM HARROP, spoke to participants at the Bureau of Near Eastern and South Asian Affairs' administrative officer conference . . . On January 3-8 he headed the delegation attending the inauguration of the head of state in Liberia . . . WALTER JOHN SILVA, senior inspector, and ROSALIND WILLIS, secretary, joined the staff of the program inspector general, in December. □

Public Affairs

Office of the Secretary: Assistant Secretary/spokesman BERNARD KALB accompanied SECRETARY SHULTZ on his December 9-18 trip to London, for an address to the Pilgrims Society; to Brussels, for the North Atlantic Council meeting; to Berlin, where he gave a press conference; and to Bonn, Bucharest, Budapest and Belgrade, for bilateral meetings with government officials . . . Deputy assistant secretary ROBERT

M. SMALLEY addressed both the Channel City Club and the Council on Foreign Relations, in Santa Barbara, Calif., January 3, discussing U.S.-Soviet relations and arms control.

Office of the Historian: CAROL BECKER, assistant to the historian, is serving as a member of the Advisory Council to the Public Printer (Government Printing Office) . . . ELIZABETH BALLARD joined the staff of the Policy Studies Division, January 6 . . . WILLIAM DEARY joined the office as a consultant historian in mid-January. He retired recently from the Bureau of Intelligence and Research.

Office of Opinion Analysis and Plans: DIANA WESTON, media opinion analyst, graduated from the Women's Executive Leadership Program at a ceremony on January 10. She was the only Department participant in this 15-month training program for women from 54 executive agencies . . . MARY GRACE BURNS was promoted from clerk-typist to social science analyst.

Office of Public Communication: CATHERINE HILL, a sophomore at the University of Chicago, worked for the Special Projects Staff for two weeks during the Christmas holidays . . . CYNTHIA KRUCELYAK, secretary for the staff, has been detailed half-days to the Office of the Executive Director . . . ORNELLA CAVALLO, secretary in the Correspondence Management Division, is on an eight-week detail to the Office of the Historian.

Office of Press Relations: ROBERT GREGORIO, a sophomore at Virginia Polytechnic Institute, worked for two weeks during the Christmas holidays . . . KENNETH BEMIS, a senior from Principia College, joined the office, January 8, for a nine-week work-study internship.

Office of Public Programs: Regional programs officer CONSTANCE DUNAWAY arranged a series of meetings between senior deputy assistant secretary GEORGE B. HIGH and leaders of nongovernmental organizations, in New York, December 12, and accompanied him on his first in a series of planned gatherings around the country . . . Regional programs officer JANE OSTRANDER called on contacts in Chicago, December 11-13, and regional programs officer NANCY STONE conducted a similar survey in St. Louis, December 16-17 . . . Work-study intern ROBERT WOODHEAD, a graduate student at Brigham Young University, completed his four-month assignment as a regional programs officer, December 12. His successor, ROBERT FROELICH, a senior at Principia College, majoring in political science, joined the office, January 6, to work on public briefings. □

Refugee Programs

The Secretary's Indo-Chinese review panel came to Washington, December 19, for its first debriefing session since completing its three-week factfinding mission to southeast Asia. The panel, headed by ROBERT D. RAY, former

governor of Iowa, and including IRENA N. KIRKLAND, former Senator GALE W. McGEE (D.-Wyo.), JONATHAN MOORE and former deputy attorney general EDWARD C. SCHMULTS, reviewed their initial observations with bureau director JAMES N. PURCELL . . . Later in the month, Mr. Purcell traveled to New York, to meet the newly-appointed UN high commissioner for refugees, JEAN-PIERRE HOCHE. He was accompanied by the deputy assistant secretary for international assistance, ARTHUR E. DEWEY . . . In the absence of the director, ROBERT FUNSETH, the senior deputy assistant secretary, represented the bureau at the annual observance of International Human Rights Day, at the White House, December 10, at which PRESIDENT REAGAN signed the proclamation of Human Rights Day and was the principal speaker.

Chiefs of mission meeting with the director and the deputy assistant secretaries included Ambassadors WILLIAM A. BROWN, Thailand; DEANE R. HINTON, Pakistan; and GERALD P. CARMEN, Geneva . . . JOHN RATIGAN, director, Office of Asian Refugee Assistance, attended the informal donor's consultations on food aid to Pakistan and Somalia, in Rome, December 16-17. The meetings, convened by the World Food Program, reviewed assessments of refugee food aid requirements, Donors, including the United States, made commodity or cash pledges for this year.

SHEPPIE G. ABRAMOWITZ, refugee officer, Office of Emergency Operations, traveled to Kenya, Somalia and Djibouti, and returned to the United States with brief stops in Paris, Geneva and London . . . In Kenya, Mrs. Abramowitz held meeting with the Ford Foundation and several private voluntary organizations. In Somalia, she reviewed the state of readiness of the reception centers which provide basic services to refugees from Ethiopia. While there she met with Somali government officials and others. In Djibouti, she briefed government and UN officials, and visited the Dikial camp. En route back to the United States, she stopped in Europe to meet with UN officials in Geneva, and personnel from Save the Children and the British Refugee Council, London.

Comptroller NORMAN W. RUNKLES and deputy comptroller EMILY K. KRANTZ met with officials from the Intergovernmental Committee for Migration, in New York, to discuss operational matter . . . JOHN CAMPBELL, refugee officer, Geneva, Switzerland; FRANK MOSS, refugee coordinator in Khartoum, Sudan; FRANK PAVICH, refugee coordinator, Mogadishu, Somalia; and RICHARD RUBENTHAL, deputy refugee coordinator, Bangkok, Thailand, visited the bureau on consultations. ■

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Letters to the Editor

—(Continued from Page 1)

the computer is all powerful. Still, it does seem to me that the Department ought to accept the fact retirees are for the most part generous people, but they try to meet the needs of the places where they live and however sentimental they may be about Washington, for those like me who live far away those ties become weaker and weaker and in the end disappear. Could you not persuade those in charge of the annual Combined Federal Campaign to remove forever my name from their list of potential donors?

Sincerely,
JORMA L. KAUKONEN

The Bureau of Personnel replies: Disassociation with Washington is the right of all retirees; still 602 retirees, many outside the Washington area, contributed last year to the Combined Federal Campaign. Your name has once more been deleted from our retirement computer—but only for Combined Federal Campaign appeals. □

The new telephone system

WASHINGTON

DEAR SIR:

The Office of Operations has noted Robert E. Waska's letter in the December issue, wherein he lamented the omission of alphabetical listings for himself and several of his colleagues from the Department telephone directory.

While we are responding directly to Mr. Waska, we want to express our objective to publish a directory with accurate listings for each of the 6,000 State and Arms Control and Disarmament Agency employees located in 20 buildings in Washington, D.C., Maryland and Virginia. We urge all employees to advise the domestic telecommunications manager (A/OPR/FMAS/T), Room 2728, of any change in name, spelling, telephone number, office symbol, room number and building since the most recent directory. This information will be input immediately into the electronic directory data base, which the Department's new telephone operators use when they give out

Transfer Tremors by ebp

I was almost transferred to OTTAWA but, being a naturalized American, A Dane by birth, I wanted to go to Copenhagen.

I was almost transferred to PERU, but after a telephone call I MANaged to get it changed.

I was almost transferred to INDIA, but BOMBAY curry is too spicy for me. □

information, and will be incorporated into the next printed directory.

Our telephone directory will be only as accurate and as current as the changes submitted by each office. To make revisions easier, the new directory has a page, just before the alphabetical listing, that can be photocopied, completed and submitted to the domestic telecommunications manager to add, delete and otherwise modify alphabetical listings. A copy should be sent to the executive or administrative office.

We are taking a number of steps to improve telephone service in the Department, of which the recent cutover to the new system in Main State is a major milestone. We believe that when the installation of the new system is complete, everyone will be pleased with the results. We welcome suggestions, comments and constructive criticism.

Sincerely,
SANDOR A. JOHNSON
Project coordinator,
Office of Operations
Bureau of Administration □

Perspicacity

ARLINGTON, VA.

DEAR SIR:

Your headline in October on Page 2 says: "Plans for restructuring mid-career training are discussed: The new buzzword is 'continuum.'" What does that make "restructuring"?

Faithfully,
ALBERT TONER
(alumnus) □

We blush

CHEVY CHASE, MD.

DEAR SIR:

May I congratulate you and your staff on the outstanding work you have

done in creating a magazine which is interesting, lively and of great value to its readers, especially those who, like me, have little other way of keeping track of what is happening in what once occupied a substantial part of our lives—in my case, 24 years.

Sincerely yours,
EDWARD A. JAMISON □

Computer is wrong

MEXICO CITY

DEAR SIR:

The October issue shows me as a new appointee to the Civil Service. I would like to assure my friends that I am still in the Foreign Service, to the best of my knowledge. And if I may take this opportunity, I would also like to advise that as of the first of the year, I will be working in Washington, in the Bureau of Personnel, Office of Foreign Service Nationals.

Sincerely,
JEANNE B. WITTE
Personnel officer ■

Money quiz

Q—Are all older U.S. savings bonds still earning interest?

A—Series E bonds issued in the 1940s stop earning interest exactly 40 years after their respective issue dates. Series H bonds issued in the 1950s will reach final maturity during the 1980s. All other E and H bonds, and all Freedom Shares will keep earning interest into the 1990s. Bonds reaching final maturity and ceasing to earn interest should be exchanged (in the case of E bonds) for HH bonds, or redeemed.

Q—What's one way to avoid paying federal tax on the interest your U.S. savings bonds earn?

A—Cash bonds in after you're retired—in the period during which your contributions to the retirement fund are being returned to you in the form of monthly payments. It is likely that all of your accrued interest will be offset by tax exemptions and deductions. □

Obituaries

M. Charlene Armour, 42, a technical information specialist in the analysis section of the Telecommunications Center since 1975, died of a heart attack on January 12.



Ms. Armour

Employed by State for 25 years, she worked in the Passport Office for one year before transferring to the Telecommunications Center as a typist in 1962. She became a communications equipment operator in 1968. Ms. Armour also served on details that included secretary to the director of domestic and courier operations; secretary to the chief of the Telecommunications Center; administrative officer in the Telecommunications Center; and training instructor for the remote automated reproduction and collating systems centers.

Survivors include her father and a sister. □

Walter G. Barnes Jr., 26, a clerk/typist at the Foreign Service Institute since 1983, died on December 20 at the National Institutes of Health,



Mr. Barnes

where he was being treated for cancer. He had worked in several sections at the institute, including the language laboratory, the Romance language department and the personnel office.

Mr. Barnes was born in Baltimore. From 1978-82, he served in the Marine Corps. He leaves two daughters, his father and two sisters. Contributions are suggested to the American Cancer Society. □

Marion L. Gribble, 54, a political officer who retired in 1983, died on November 20.

Joining the Foreign Service in

1956, Mr. Gribble served in Oslo as vice consul; in Manila and Bangkok as political officer and second secretary; in Vienna as an international economist; and in Izmir, Copenhagen and Vientiane as a political officer. From 1959-61, he was assigned to the Department as an intelligence and research specialist. He was an international relations officer in the Executive Secretariat, 1967-69, and in the Office of International Conferences, 1969-71. After retiring, he worked as a consultant in the Classification and Declassification Center.

Mr. Gribble was born in Germany. He was graduated from Dartmouth University. Survivors include his wife and a son. □

John W. Clare, 65, a retired Army major who was a Foreign Service officer, 1965-80, died of emphysema on November 23 at Montgomery General Hospital, Rockville, Md.

His assignments included general services officer in Abidjan and Tokyo, personnel officer in Bogota and administrative officer in the Department. He worked as an administrative officer at the UN General Assembly in 1971, and at the General Assembly of the Organization of American States, 1976 and 1977.

In 1973 he received the department's Meritorious Honor Award. Serving in the Army, 1938-45 and 1950-65, Mr. Clare received several military honors, including the Purple Heart, three Army commendation medals and the combat infantryman's badge.

Mr. Clare was born in Michigan. Survivors include his wife, a son, a daughter, a grandson and a brother. Contributions to the American Lung Association are suggested. □

Richard B. Andrews, 64, who retired in 1978 after serving as a consular officer in Frankfurt, died of a heart attack on November 13 at Valley Baptist Medical Center in Harlingen, Tex.

His 32-year career included assignments to Tangiers, Tunis and

Valletta as vice counsel; to Stuttgart, Kingston and Port of Spain as administrative officer; to Singapore as general services officer; and to Hamburg and San Salvador as consular officer.

Mr. Andrews was a native of South Wayne, Wisc. He served in the Army, 1942-43. Survivors include his wife, a son, a daughter and two grandchildren. □

Horace L. Talley, 75, who was a disbursement officer and second secretary in Bonn before he retired in 1962, died on November 29.

His 32-year career included assignments to the Department's fiscal control section as chief; to the accounts branch as assistant chief; and to the Office of the General Ledger as an accountant. He served in Santiago as economic officer and second secretary, 1956-58.

Mr. Talley was born in Trevilians, Va. Survivors include two daughters. □

Wilma D. Emery, 73, a Foreign Service employee who retired in 1970, died on September 18, STATE was informed recently.

Beginning her career in 1945, she served as a clerk in Beirut, Damascus, Rangoon, Bremen, Berlin and Saigon. She was a records assistant in Tokyo; a mail and records supervisor in Taipei and Havana; a communications and records supervisor in Tel Aviv; and a communications and records officer in Sao Paolo and Paris.

Ms. Emery was born in Twinlakes, Mich. From 1942-45, she worked at the University of Chicago as a stenographer. There are no known survivors. □

Ruth E. Bacon, 77, director of the Office of Regional Affairs in the old Bureau of Far Eastern Affairs, from 1965 until she retired in 1968, died on December 16.

Ms. Bacon was born in Ohio. She earned a bachelor's and Ph.D. from Radcliffe and attended Cambridge University, 1928-29. From 1933-39, she

worked as a research assistant for the Bureau of International Research of Harvard and Radcliffe.

Joining State in 1939, she was an adviser and special assistant in the Bureau of Far Eastern Affairs. In 1960, Ms. Bacon was appointed counselor and consul general in Wellington.

She was the recipient of the Federal Woman's Award in 1961. Survivors include a nephew. □

Harrison Lewis, 80, who was consul general in Bremen, 1958-63, died on December 21.

Joining the Foreign Service in 1930, he served as vice consul in Nogales, Singapore, Medan, Leipzig and Calcutta. Other assignments included Bern and Vienna as second secretary, Budapest as commercial attache, and Tokyo as first secretary. He retired in 1965.

Mr. Lewis was born in Texas. A graduate of Harvard, he also attended Heidelberg University and the University of Chicago. Survivors include his wife and a son. □

John A. Chappellear, 79, who was first secretary in Vienna from 1959 until he retired in 1962, died on December 15.

A native of Washington and a member of the District of Columbia bar, Mr. Chappellear was graduated from Georgetown University and earned a law degree from Columbus University. From 1932-40, he was a social worker with the U.S. Department of Health. After serving in the Navy during World War II, he worked for the Department of Commerce, 1945-46. He was assistant chief of the Compliance Division of the Foreign Liquidation Commission from 1946 until 1949, when he joined State. Mr. Chappellear served in London as first secretary and consular officer, 1954-59.

Survivors include his wife. □

Milton K. Wells, 79, whose last assignment was to Bogotá as counselor in 1958, died on December 11 in

Margate, Fla.

His 30-year career included assignments to Ensenada, Valencia and Gibraltar as vice consul; to Lima as second secretary; to Guatemala as first secretary and consular officer; and to Barcelona as consul general. He was chief of the Division of North and West Coast Affairs, 1946-47, and was detailed to the Air War College in 1951. In 1952, he was an adviser at the U.S. mission to the United Nations.

Mr. Wells was born in Tennessee. He was a graduate of George Washington University. Survivors include his wife, two sons, six grandchildren and two great-grandchildren. □

Thomas Gosnell Gabbert, 51, chief of the International Nuclear Affairs Division, U.S. Arms Control and Disarmament Agency, died July 28 of complications resulting from post-polio syndrome, STATE was informed recently.

A native of Ventura, Calif., Mr. Gabbert received a master's from the University of California. He served with the Atomic Energy Commission and the Department of Energy. On loan to the State Department, he was posted in Vienna for eight years with the U.S. mission to the International Atomic Energy Agency. From 1981-84, he was director of the Office of Science and Technology in State's Bureau of International Organization Affairs.

Survivors include his wife, parents and three brothers. Contributions to the Thomas G. Gabbert Memorial Fund for Post-Polio Syndrome Research may be sent to Kenneth Labowitz, 520 N. Washington St., Alexandria, Va. 22314. □

Ruth Dorsey Trezise, 72, the wife of former ambassador Philip H. Trezise, died of a liver ailment on December 27 at Georgetown University Hospital. Ms. Trezise had accompanied her husband on assignments to Tokyo and Paris. She taught English conversation at Tokyo University, and helped promote the annual modern print exhibition sponsored by the College Wom-

en's Club in Tokyo.

A native of Ypsilanti, Mich., Ms. Trezise was graduated from the University of Michigan, where she was later employed in the public relations office. During World War II, she was a public relations officer at the National War Labor Board.

Besides her husband, she leaves two sons and two grandchildren. Contributions are suggested to the American Liver Foundation, 998 Pompton Ave., Cedar Grove, N.J. 07009. □

Carole A. Hyland, 43, the wife of communications officer John J. Hyland Jr., who is assigned to the Communications Center, died of leukemia on December



Ms. Hyland

19 at Windber Hospital in Windber, Pa. She had accompanied her husband on assignments to Bangkok, Nassau, Brussels, Panama, Warsaw and Washington.

Born in Johnstown, Pa., Ms. Hyland worked for radio and TV stations there before marrying Mr. Hyland in 1965. Besides her husband, she leaves a son and a daughter. □

Sylvia A. Rackstraw, 72, sister of retired Foreign Service employee Joyce E. Scott, died on December 27. She had leukemia.

Ms. Rackstraw had accompanied her sister on assignments to Florence, Belgrade, Moscow and Abu Dhabi. Besides Ms. Scott, she leaves a son, two daughters, eight grandchildren and one great grandchild. □

Lydia A. Moran, the wife of retired Foreign Service officer John A. Moran, died of cardiogenic shock on November 29 at a hospital in Punta Gorda, Fla. She had accompanied her husband on assignments in Brazil, Italy, Japan and Australia. In addition to her husband, she leaves a daughter, a brother and a sister. ■

Library Booklist

Southeast Asia

Part I

Indonesia

- ANDERSON, BENEDICT, ed. *Interpreting Indonesian Politics: 13 Contributions to the Debate*. Ithaca, NY, Cornell Univ. Press, 1982. 164p. DS644.172
- AVELING, HARRY, ed. *The Development of Indonesian Society: from the Coming of Islam to the Present Day*. New York, St. Martin's, 1980. 242p. DS634.D47
- BOOTH, ANNE, ed. *The Indonesian Economy During the Soeharto Era*. New York, Oxford Univ. Press, 1981. 329p. HC447.I5775
- BOURCHIER, DAVID. *Dynamics of Dissent in Indonesia: Sawito and the Phantom Coup*. Ithaca, NY, Cornell Univ. Press, 1984. DS644.K34B677
- FOX, JAMES J., ed. *The Flow of Life: Essays on Eastern Indonesia*. Cambridge, MA, Harvard Univ. Press, 1980. 372p. GN635.I65F58
- HANSEN, GARY E. *Agricultural and Rural Development in Indonesia*. Boulder, CO, Westview, 1981. 312p. HD2082.A64
- JACKSON, KARL D. *Traditional Authority, Islam, and Rebellion: a Study of Indonesian Political Behavior*. Berkeley, Univ. of California Press, 1980. 375p. DS632.S9J32
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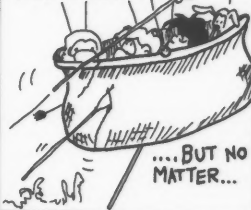
The Super Bureaucrat
SUPERCRAAT

BY
CHIP BECK

IN OUR LAST
EPISODE, OUR TRAVELERS
ESCAPED A LOST TRIBE
OF HEADHUNTERS...



...OR MAYBE IT WAS A
TRIBE OF LOST
HEADHUNTERS...



...BUT NO
MATTER...

WELL, WE GOT AWAY
FROM THAT ONE NEATLY...
... BUT WHAT I'D LIKE
TO KNOW IS...



WHY'D YOU THROW
ME OVERBOARD
IN THE
FIRST PLACE!



ER, THERE WASN'T TIME
TO TALK... AND WE KNEW
YOU'D VOLUNTEER TO
SAVE US ANYWAY...



YEAH, WE KNEW
YOU'D BE OUR
HERO!



SO WE SORTA
HELPED YOU...



BEFORE YOU COULD
THINK IT OVER AND
GET US ALL KILLED...



OKAY, OKAY. HOW
ABOUT SOME
FOOD?



HERE'S SOME COCONUTS
WE GOT ON THE
ISLAND...



AND SOME PALM
WINE.



WHAT? NO ICE
TO CHILL THE
WINE



BOONDOGGIE?
TSK, TSK

TIMES ARE
TOUGH.

YOU MAY GET
YOUR WISH!



OUR BALLOON
IS ICING UP!



WE MUST BE
OVER THE
SOUTH POLE!



GUESS
AGAIN.



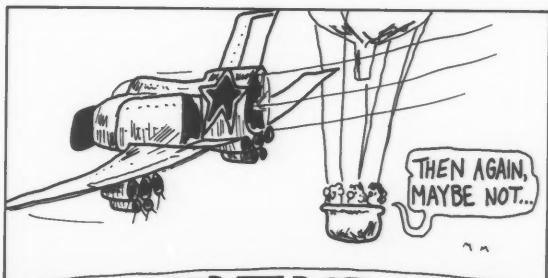
THE
NORTH
POLE?



MAYBE WE'RE
APPROACHING ALASKA!



THEN AGAIN,
MAYBE NOT...



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