

State

The Newsletter

United States Department of State

July 1987



*Foreign Service Nationals:
The 1987 Regional 'Champions' with
Secretary Shultz*



THE COVER—From left: *Kevork Kupelian*, Damascus; *Secretary Shultz*; *Christiane de Moissac*, Paris; *Alicia Alarcon Millan*, Bogota; *Sonsombat Phoueuanghong*, Vientiane; *Claude Adounvo*, Ouagadougou. Story on Page 2. (Photo by Robert E. Kaiser)

**Letters to the Editor****'I will not apologize'**

WELLINGTON, NEW ZEALAND
DEAR EDITOR:

I am writing in response to Daniel J. Dzurek's letter in the May issue, in which he complains bitterly about the "lack of perspective in the antismoking campaign."

Mr. Dzurek says smokers feel beleaguered by the "tyranny of the majority and discriminatory attitudes," and gives as an example of this the colleague who informed him that he could smell the smoke emanating from his closed office. Apparently, he wants credit for smoking only in his office. But has he thought about what happens whenever he opens his door? Or has he considered the plight of a nonsmoking secretary or colleague who has to approach his smoker's sanctum? I daresay he has not.

While reluctantly admitting that smoking is bad, and being so generous as to grant that perhaps second-hand smoke might contribute to other people's health problems, Mr. Dzurek then proceeds to argue that those of us who are concerned about smoking are hypocritical. Somehow the fact that not all people have equal access to health care is supposed to justify his creating a greater need for health care? And his fatuous argument that if we are going to outlaw smoking, we might as well eliminate the automobile, is too irrational and specious for words.

No, Mr. Dzurek, as a nonsmoker who has a genuine allergy to the fumes produced by your pipe, cigarette or cigar, I will not apologize for my "intolerance". You have no right whatsoever to endanger my health, pollute my air and make me feel like a heel for asking you to show a modicum of consideration for your coworkers. As the saying goes, your right to smoke ends where my nose begins.

Put that in your pipe and smoke it!

Yours for clean air,

STEVEN ALAN HONLEY □

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Honors and Awards

Syria's Kupelian is the 'Foreign Service National of the Year'

Runners-up are from Ouagadougou, Vientiane, Paris, Bogota

KEVORK (GEORGE) KUPELIAN of Embassy Damascus, chief of the budget and fiscal unit and financial specialist there, has been named the "Foreign Service National of the Year." He was cited for more than 40 years of "dedicated service," for saving the U.S. Government "many thousands of dollars on his own initiative," for "bravely maintaining the embassy establishment in Syria during the seven years when diplomatic relations were severed," and for risking his life as a volunteer in Lebanon to replace American and Lebanese employees who were killed and injured in the 1983 bombing of Embassy Beirut.

Mr. Kupelian was presented a check for \$2,500 by Under Secretary Ronald I. Spiers and an award certificate signed by Secretary Shultz, at a ceremony in the Benjamin Franklin State Dining Room on May 22. In addition to Mr. Kupelian, who is the winner for the Near Eastern and South Asian area, four other national employees were named as regional winners. Each received \$1,000 and a certificate. They are:

—*Africa*—Claude Adounvo of Embassy Ouagadougou, Burkina Faso, a maintenance supervisor.

—*East Asia and the Pacific*—Sonsombat Phoureuanghong of Embassy Vientiane, Laos, also a maintenance supervisor.

—*Europe and Canada*—Christiane d'Hillaire de Moissac of Embassy Paris, France, a financial specialist.

—*Inter-America*—Alicia Alarcon Millan of Embassy Bogota, Colombia, a political assistant.

Plaque is unveiled

To honor all Foreign Service nationals who have lost their lives in service to the United States, director general George S. Vest, later in the afternoon, unveiled a bronze plaque at the rim of the fountain in the Memorial Courtyard, off the Diplomatic Lobby. As the five regional winners looked on, Mr. Vest



Kevork Kupelian with Assistant Secretary Richard W. Murphy, right. (Photo by Robert E. Kaiser)

paid tribute to their fallen colleagues "who had died in the cause of peace and friendship of all nations."

"Our five honored guests are the first to see the plaque," he told the audience. The Department's memorial does not list individual names because post records, over the years, have not been complete. However, overseas missions have been "encouraged," he said, to establish their own memorial plaques which would list the names of Foreign Service nationals killed or injured in line of duty.

Other nominees

The regional winners attended the solemn dedication as representatives of nearly 10,000 Foreign Service national employees around the globe. Thirty-three others were nominated for the annual awards. They are:

—*Africa*—Henriette Ralalaharisoa,

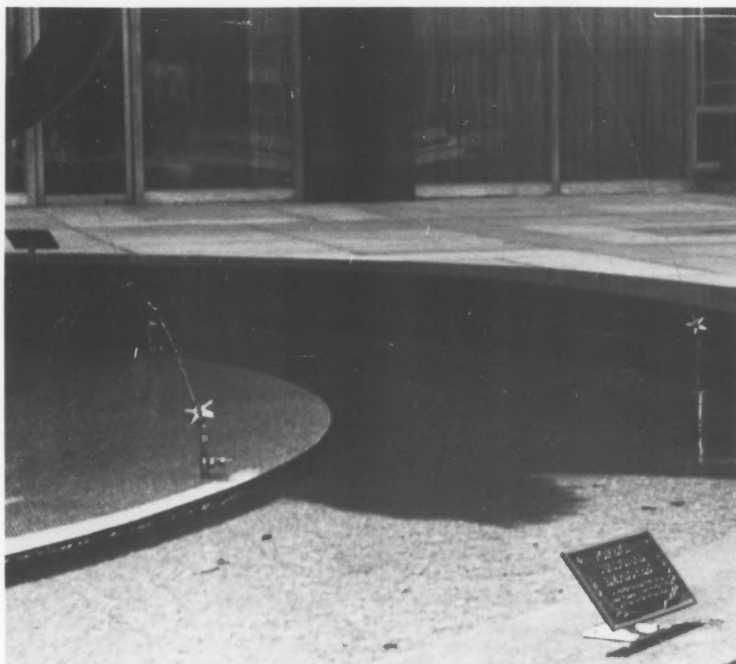
Madagascar; Abrisleta Reis, Mozambique; Laverne Jacobs, South Africa; Heather Dent, Zimbabwe.

—*East Asia and the Pacific*—Patricia A. Burke, Australia; Yoshio Nasako, Japan; Song Ja Lee, Korea; Mohamed Amiruddin bin Jamaluddin, Malaysia; Richard C. Alviso, Philippines; Vipanee Hanchareonsuk, Thailand.

—*Europe and Canada*—Robert Marek, Austria; Yasmin Teja, Canada; Olympia Kotomati, Greece; Rudolf W. Hooykaas, Netherlands; Lidia Markowiak, Poland; Frances K. Cobb, United Kingdom; Dusan Djordjevic, Yugoslavia.

—*Inter-America*—Jeffrey Leroy Griffith, Barbados; Jose G. Heredia, Dominican Republic; Jorge Carcelen, Ecuador; Pedro Amaya, El Salvador; Nora Ramirez, Honduras; Pamela Joy Tomlinson, Jamaica; Lucila Rizo Valdivia, Nicaragua.

—*Near East and South Asia*—Magdy S. Khalil, Egypt; Tileshtar



worked overseas have had many occasions during our careers to rely on the advice and expertise of our Foreign Service national colleagues. We have come to know and respect them, their judgment and their courage. So we welcome this award, as they do, as a symbol of the friendship and trust we have for each other."

'Extreme danger'

Mr. Kupelian, the top winner, supervises a five-person unit, managing more than \$2 million in allotments for four separate agencies in Syria. "At his own initiative, he instituted a number of cost-saving measures," his nomination pointed out. "He monitors nearly \$200 million in delinquent aid loans to Syria. As a volunteer, he went to Beirut to replace American and Lebanese staff killed or injured after the embassy was bombed. He helped reorganize the

The bronze plaque at the fountain's rim.
(Photo by Curtis Clever)

The plaque in the Memorial Courtyard.
(Photo by Curtis Clever)

Singh, India; Julia H. George, Jordan; Fidahussein Abdulkarim, Kuwait; Gabriel Y. Akar, Lebanon; Fida Hussein M. Jawad, Oman; Masood Akram, Pakistan; Mohammad K. Khalifa, Saudi Arabia; Abdul-Kader Farhan, Yemen.

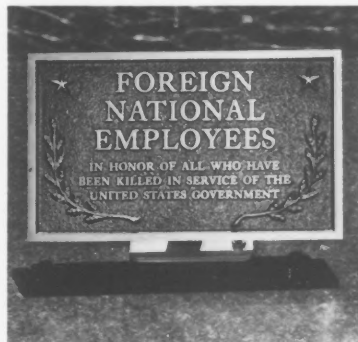
Praise from Shultz, Spiers

Congratulating the regional winners in the Treaty Room, Secretary Shultz said: "You embody the differences of our Foreign Service population: different cultures, different backgrounds, different areas of responsibility, and periods of service. While we in the Department know and value the differences between you, it's the qualities you share that we have celebrated this week: your loyalty, your dedication and your courage."

At the award ceremony in the Benjamin Franklin room, Mr. Spiers said: "Those of us who have lived and



At memorial plaque dedication in the courtyard: director general George S. Vest. (Photo by Curtis Clever)



budget and fiscal section there, reconstruct records and hire and train new Lebanese staff. In the midst of confusion and extreme danger, he persisted until the job was done."

As an example of his performance, the post wrote: "While Mr. Kupelian was the senior U.S. Government em-

HONORS AND AWARDS

ployee in Syria during the 1967-74 break in relations, he took responsibility for the entire embassy national staff and property with two days' notice in 1967 . . . He closed out leases, paid off staff and saw to the maintenance of U.S. Government property—the embassy, the residence and the land at the American school . . . The school continued to operate during those seven years without any direct contact with the United States, thanks to Mr. Kupelian's efforts . . . He also kept track of U.S. Government furniture and furnishings."

The runners-up

Burkina Faso's Mr. Adounvo was cited for his upgrading of the employees' recreation facilities, chancery, AID office buildings and the mission electrical project, in addition to the day-to-day supervision of the maintenance section and motor pool. "You are an outstanding maintenance supervisor," the citation read, "and an essential reason for the high morale at this hardship post."

Laos' Mr. Sonsombat was cited for "applying innovative methods to accomplish assorted and complex construction projects." "Whether renovating standard residences into comfortable homes or supervising salvage operations after devastating floods," the citation said, "you have demonstrated outstanding leadership and imagination in resolving buildings and maintenance problems."

France's Ms. de Moissac was honored for her "unsurpassed knowledge, expertise and professionalism." An employee of the U.S. Government since 1956, she became the section's deputy budget and management officer last year, serving as the principal adviser to the financial management officer on all aspects of the financial management of the three diplomatic missions in Paris and over 50 affiliated U.S. Government agencies in France.

"Christiane is a woman of poise, good judgment and intelligence," the embassy noted in her nomination. "She has performed superbly during a year which has presented the most challenging problems ever faced by the Budget



TEGUCIGALPA, Honduras—Consular specialist *Nora Ramirez* is nominated by Ambassador *Everett E. Briggs* as the post's candidate

for "Foreign Service National Employee of the Year."

and Fiscal Section." She also was honored for organizing the financial management workshop, for assisting embassy visitors and for other work in the embassy.

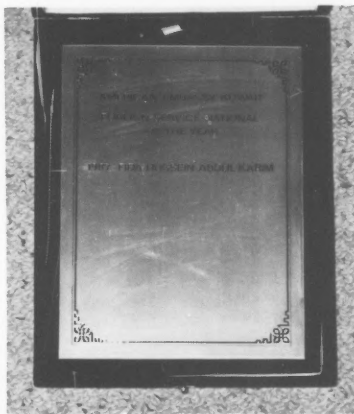
Colombia's Ms. Alarcon was cited for her knowledge of Colombian politics. The embassy wrote: "She takes the initiative to improve our access and our knowledge.

"She provides concise, thoughtful commentary on Colombia's electoral procedures and penetrating insight into Colombian politics . . . Her superb interpreting skills enable her to provide verbatim translations, assuring the success

of U.S.-Colombian meetings at the highest level."

During their week in Washington, the five met with Mr. Shultz and other Department officials, including those who had served with them earlier in their countries. They were guests at luncheons, dinners and receptions hosted by employees and by the Bureau of Near Eastern and South Asian Affairs. They visited the White House and the Department's Diplomatic Reception Rooms and toured the Capitol and museums in Washington, and visited some other cities as well.

—BARNETT B. LESTER ■



KUWAIT—Embassy plaques honor *Fidahussein Abdulkarim*, the post's nominee for "Foreign Service National of the Year," and the memory of *Ahmad Samara*, *Mufeed Al Hakeem* and *Ali Al Jamal*, who were killed in the attack on the embassy in 1983.

Terrorism

'At least one gunman had opened fire on us'

The targets: 3 Americans in Cairo

BY JOHN FORD

The author is an administrative officer at the U.S. embassy in Cairo, Egypt.

THE IRONIC THING about the morning of May 26, when the three of us became shooting targets in this Arab capital, was that we had left for work almost 30 minutes earlier than usual. Varying your time and/or route when driving to or from the office is acknowledged to be one of the best defenses against a terrorist attack. With me in the car were regional security officers Dennis Williams and John Hucke.

It was a typically bright, clear Cairo morning. The temperature was at least in the 80s already, and we had the windows rolled up and the air-conditioning on in one of the regional security office Peugeot station wagons. Traffic northbound from suburban Maadi to the embassy in central Cairo was a bit heavier than we expected, but still lighter than it would be in a half-hour.

The first half of our normal 30-minute commute was the same as those during the other nine months of my own and John Hucke's tours in Cairo. Dennis, who was driving, was completing his second year. At the first major traffic chokepoint along the river road, we slowed but weren't forced to a stop. It was 7:15 a.m.

From my right-rear seat I noticed a light-green Peugeot station wagon bearing in on us. That's not unusual in Cairo: every sally forth onto Cairo streets brings numerous close calls when you're driving.

Veterans say the trick is to pay attention mostly to what's ahead of the car; a glance into the rear-view mirror will often reveal a boiling maelstrom of traffic which can be distracting, if not outright intimidating, to even the most experienced driver.

Strange garb

This approaching car was different. I commented to the others on the



The Americans' Peugeot after the shooting. (Photo by Mark Jones)



Mr. Ford



Mr. Williams



Mr. Hucke

driver's hat. It was a black leather aviator's hat with black fur, and its swarthy owner had the flaps down. It was too hot for that. There was someone else in the back seat—none of us got a good look at him—and maybe another passenger as well.

Then, as we approached a turning in the road, it was obvious we were going to be involved in an accident. The other car continued to edge us toward the nearly foot-high curb. Anticipating the impact, both John and I ducked. Re-

flecting his extensive training and experience, Dennis kept driving, jumping the curb and abruptly downshifting to keep us moving.

Then there were several muffled booms, and glass was flying everywhere. Every side window in the car was blown out. At least one gunman had opened fire on us from the green Peugeot, and security investigators later came to suspect that a gunman stationed on a traffic island to our left also may have fired at us.

Bullets and shards

John and Dennis were struck by bullets from automatic weapons and flying glass. They sustained superficial but very bloody scalp wounds. I was struck in the back and legs with glass shards.

Dennis jammed the car into a lower gear and we careened across the south-bound lane of the river boulevard and back again, finally coming to rest when the bent rims and flat tires prevented us from moving further. In a moment Dennis, his gun drawn, and I were out of the car, looking anxiously back toward Cairo to see if our assailants were still in the area. John was on the radio summoning help.

I remember being struck with the seeming tranquility of the scene. It had been only moments since terrorists had tried to assassinate us. Now cars and buses were slowing to rubberneck—the car was quite a mess and blood was streaming down Dennis' forehead and had already soaked John's suitcoat and

shirt—but the attack had passed.

To the hospital

We emptied the car of essential equipment and personal gear, and a passerby drove us to a nearby hospital, where John and Dennis were cleaned and stitched by reassuringly competent, calm Egyptian physicians. Within five minutes other security officers from the embassy had arrived at the hospital's emergency room. Moments afterward, the embassy medical officer joined them. I called our wives, and asked that they bring a change of clothes for us. They, too, were quickly on the scene. By the 8 o'clock start of business at the embassy, we were all in the well-equipped health unit, undergoing X-rays and other tests.

Urgent preparations were everywhere apparent as the embassy immediately adopted a tighter security posture. The rest of the day was occupied with cooperating in the highly-mobi-

lized Egyptian state security investigation, as well as in the security officers' own reporting and embassy emergency action planning committee meetings.

When the dust had settled a bit and details began to emerge, a picture developed of a highly-organized, professional attack on us. A group called Egypt's Revolution, which had earlier claimed "credit" for several attacks on Israeli diplomats in the Cairo area, identified itself with this terrorist act as well. John and I were called to see if we could identify suspects who had been apprehended. All three of us have given testimony to the Cairo public prosecutor, and have seen our names and faces splashed across Cairo and other newspaper pages.

Manhunt continues

As I write this a week after the attack, the terrorists have not yet been caught, but the intensive search continues. Anxious friends and relatives from the States have jammed the switchboards here with calls. Newsmen on the scene initially flooded the newswires with fact and speculation, but there are now signs the rush is receding.

Mission colleagues have rallied around with help and support. All those hundreds of others who also travel along the river road to work each day have told us just where they were at the time of the attack. And we're all back at work, I'm happy to report. The next big task will be playing our normal embassy roles in a previously scheduled crisis management exercise. Our recent experience might help. □

Rockets fired in Rome

Two rockets were fired at the American embassy in Rome on June 9 at approximately 7:35 a.m., shortly after a car bomb exploded at an intersection nearby. The rockets are believed to have been fired from a hotel across the street from the embassy. One rocket exploded; the other was defused by Italian police. No one was injured, but several windows were blown out in the basement and on the first and second floors of the embassy. ■



Another view of the station wagon.

News Highlights

Shultz issues policy statement on promoting U.S. business abroad

Imparting fresh impetus to his instructions that the Department do all it can to assist and help promote U.S. business efforts abroad (STATE, April), Secretary Shultz has issued a policy statement on the subject that is intended for all members of the Foreign Service and Civil Service at State.

The statement is to become part of the underpinning for courses at the Foreign Service Institute, and is expected to be cited in the letters of instruction that are handed to each new ambassador by the administration.

In another move intended to add force to the Secretary's statement, a change is being made in the Bureau of Economic and Business Affairs. The Office of Business and Export Affairs there, which is the focal point for assistance to private business, is being merged with the bureau's Office of Legislative and Public Affairs, which reports directly to the assistant secretary. Marshall Adair will head the new office. Mr. Shultz's policy statement follows:

"The strength of the United States in world affairs, including the achievement of our political and security aims, rests directly upon the foundation of a healthy economy. Particularly important in this regard is our nation's vitality and competitiveness in the international marketplace.

"Foreign economic and commercial policy is an integral and important element of overall foreign policy. The success abroad of American producers of goods, services and agricultural commodities—through its direct impact upon our international payments, gross national product and employment level—affects both our national well-being and our ability to conduct foreign relations. Assistance to U.S. business must be recognized as a major duty of all bureaus of the Department, and all elements of U.S. diplomatic missions abroad. Congress and the President embodied this recognition in Section 207 (c) of the Foreign Service Act, which assigns to chiefs of mission, as 'a princi-

pal duty,' the promotion of U.S. exports in their host countries.

"All employees of the Department of State at home, and all members of U.S. diplomatic missions abroad, have a clear responsibility to support American business activities that contribute to our national well-being and advance the public interest. To this end, they have a continuing obligation to: (1) ascertain the views of the American business sector on foreign policy issues that affect their interests, in order to ensure that these views are fully considered in the development of policy; (2) seek to assure that the ground rules for the conduct of international business are fair and nondiscriminatory; (3) be responsive when U.S. firms seek assistance, providing them with information and professional advice and analysis, as well as assistance in making and developing contacts abroad; (4) vigorously encourage and promote the export of U.S.

goods, services and agricultural commodities, and represent the interests of U.S. business to foreign governments where appropriate; (5) assist U.S. business to achieve amicable settlement of investment disputes with foreign governments and, in cases of expropriation or similar action, to obtain prompt, adequate and effective compensation.

"At each post abroad, the ambassador or the principal officer should take the lead, and become personally involved in promoting U.S. interests in business matters. Ambassadors must ensure that all members of their missions discharge this mandate within their respective areas of competence.

"Finally, each officer must carry out this policy in accordance with all pertinent statutes, regulations and guidelines, and must avoid any appearance of impropriety, conflict of interest or favoritism among U.S. firms." □



ON THE ROOF AT FOGGY BOTTOM— This ol' owl, on guard at the top of the State Department building, is just wise enough to fool the pigeons and scare them away. But the truth is that he's made of plastic. The starlings, who of course don't know this, are so terrorized by the foot-and-a-half-high dummy

owl that they no longer roost on the roof. Roland F. Gahn of the Bureau of Administration says State has deployed several of these monsters on its roof, mainly for sanitary reasons, as have the managements of some other buildings in Washington. (Photo by Walter J. Booze)

State's Civil Service: best on sick leave

Civil Service employees at State hold the U.S. Government's best record for the use of sick leave. A study by the U.S. Office of Personnel Management of 22 federal agencies shows the Civil Service people at State with a sick-leave usage total that's only slightly more than half that compiled at the agency with the next-lowest record.

"I'm pleased and impressed with this showing," commented George S. Vest, director general of the Foreign

Service and director of personnel for the Department. "But I'm not surprised. People familiar with Department operations have long been aware of the high quality of our Civil Service complement."

The study also establishes that State's Civil Service component has a lower employee turnover rate (9.19%) than the Government-wide average (9.77%). State runs behind other agencies in employment of women, minorities and handicapped persons, but the figures indicate progress in this area, at

a pace that's expected to bring State up to the Government-wide average. □

Department people give generously—beyond goal

The Department went over the top in its Combined Federal Campaign drive, a tally of results has indicated. Contributions totaling \$646,893 came in, projecting State for the first time ever beyond its goal—2% over the target figure. This harvesting of dollars was larger than at all but two federal agencies. Of the total, Washington employees of State gave \$331,653, the people at overseas posts donated \$262,728 and Department retirees kicked in \$52,512.

Seventeen bureaus met or exceeded their goals—Administration, Economic and Business Affairs, European and Canadian Affairs, Legislative and Intergovernmental Affairs, Human Rights and Humanitarian Affairs, International Narcotics Matters, International Organizations Affairs, Legal Adviser, Management, Comptroller, Personnel, Oceans and International Environmental and Scientific Affairs, Public Affairs, Politico-Military Affairs, Refugee Programs, Secretariat and Protocol. □

Smoking policy is promulgated

The Department's policy on smoking in the workplace (STATE, March) is set forth in a Department Notice of June 3. The notice, which includes definitions, details the scope of the policy, the policy itself and measures that will be used for enforcement, if necessary. □

Officer is arrested

A Foreign Service officer was arrested in the Department by special agents of the Bureau of Diplomatic Security on June 2. The individual was charged with conspiring to encourage undocumented Iranians to enter the United States illegally. In connection with the case, a naturalized American citizen and four Iranians citizens were also arrested. An indictment has been returned by a federal grand jury. ■



CONSULAR AFFAIRS—Anna Mitchell, a Washington passport examiner, is commended for returning to a passport applicant a \$100

bill that the applicant had mistakenly left behind. With her is deputy assistant secretary Harry Coburn.

Appointments

Reagan chooses 8 chiefs of mission

President Reagan, as of mid-June, had announced his intention to nominate eight chiefs of mission. All the nominations would require Senate confirmation. The persons chosen by the President, listed alphabetically by post, are:

—*Bangladesh*—Willard Ames De Pree, former director, Office of Management Operations, to succeed Howard B. Schaffer.

—*Cameroon*—Mark L. Edelman, AID's assistant administrator for Africa, to replace Myles R.R. Frechette.

—*Congo*—Leonard Grant Shurtleff, former deputy chief of mission, Liberia, to succeed Alan Woods Lukens.

—*Guinea*—Samuel Eldred Lupo, former deputy assistant secretary for personnel, to replace James D. Rosenthal.

—*Kuwait*—W. Nathaniel Howell, formerly of the Bureau of Politico-Military Affairs, to succeed Anthony C.E. Quainton.

—*Micronesia*—Michael Gordon Wygant, status liaison officer, Trust Territories headquarters, Saipan, Northern Mariana Islands, as the U.S. representative to the Federated States of Micronesia, a new post.

—*Saudi Arabia*—Hume Alexander Horan, former ambassador to Sudan, to succeed Walter Leon Cutler.

—*UN Economic and Social Council*—Lester B. Korn of Los Angeles as U.S. representative with the rank of ambassador. The post has been vacant.

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

Bangladesh

William Ames De Pree became director of the Office of Management Operations in 1983. Before that, he was executive assistant to the under secretary for management, 1982-83.

Mr. De Pree joined the Department as a student intern in 1952. He transferred to the Foreign Service in 1956 and was assigned as college relations of-

ficer. The following year he became consular officer in Cairo. Then he was economic and consular officer, Nicosia, 1958-60; on detail to Northwestern for African area training, 1960-61; and an intelligence research specialist in the Bureau of Intelligence and Research, 1961-64.

Mr. De Pree became political officer, Accra, in 1964. Four years later he was assigned as deputy chief of mission, Freetown. He attended the Senior Seminar in Foreign Policy, 1970-71, then became the seminar's deputy coordinator, 1971-72. He was a member of

partment's Meritorious Honor Award, 1966; the Presidential Merit Service Award, 1985, and a senior performance award, last year. He received an honorary degree from Hope College in 1983. He is a member of the American Foreign Service Association. He is married to Elisabeth Ingeborg Pierrou De Pree. They have six children, Carin, Thomas, Peter, Birgitta, Susan and Anita. □

Cameroon

Mark L. Edelman has been AID's assistant administrator for Africa since 1984. Before that, he was senior adviser



Mr. De Pree



Mr. Edelman



Mr. Shurtleff



Mr. Lupo



Mr. Howell



Mr. Wygant



Mr. Horan



Mr. Korn

the Policy Planning Staff, 1972-75. In recent years he was ambassador to Mozambique, 1976-80, and senior inspector, 1980-82.

Mr. De Pree was born in Zeeland, Mich., on November 1, 1928. He received a bachelor's from Harvard in 1950 and a master's from the University of Michigan in 1952. From 1954 to 1956 he served in the Army. His foreign languages are Portuguese, French and German. He was a teaching assistant in political science at the University of Michigan, 1951-53. He won the De-

partment's Meritorious Honor Award, 1983-84.

Mr. Edelman began his Government service in 1965 as a management intern and Africa budget analyst with USIA. From 1968 to 1972 he was a budget examiner with the U.S. Bureau of the Budget. From 1973 to 1976 he was Missouri state budget director at Jefferson. He then was deputy commissioner of administration in the state's Office of Administration, 1975-76. He was legislative assistant to Senator John C. Danforth (R.-Mo.), 197-81. He

APPOINTMENTS

joined AID in 1981 as a program analyst. From 1981 to 1983 he was deputy assistant secretary in State's Bureau of International Organization Affairs.

Mr. Edelman was born in St. Louis on June 27, 1943. He received a bachelor's from Oberlin in 1965, then attended George Washington 1965-66. His foreign language is French. He was a cost analyst with the Planning Research Corp., Washington, 1968, and a member of the gubernatorial campaign staff of Christopher S. Bond in St. Louis, 1972. He is the author of "Africa at the Crossroads," in the spring 1985 issue of *Horizons*. He is married to Nancy M. Wasell Edelman. □

Congo

Leonard Grant Shurtleff has been a member of the Senior Seminar since last year. Before that, he was deputy chief of mission in Monrovia, Liberia, 1983-86. He was deputy executive director, Bureau of African Affairs, 1981-83.

Mr. Shurtleff joined the Foreign Service in 1962 and was assigned to junior officer training. The following year he became a Foreign Service officer at Caracas. From 1965 to 1967 he was political officer in Freetown. He returned to Washington in 1967 to become an intelligence analyst in the Bureau of Intelligence and Research. He took African studies at the University of Chicago, 1969-70.

Mr. Shurtleff then held assignments as principal officer, Douala, Cameroon, 1970-72; deputy chief of mission, Nouakchott, Mauritania, 1972-74; special assistant to the ambassador and narcotics coordinator, Bogota, Colombia, 1975-77; and alternate director, Office of Inter-African Affairs, 1977-79. He became deputy director, Office of Central African Affairs, in 1979, serving there until 1981.

Mr. Shurtleff was born in Boston on June 4, 1940. He received a bachelor's from Tufts in 1962. His foreign languages are French and Spanish. He has won the Department's Meritorious Honor Award (1969), its Equal Opportunity Employment Award (1983) and its Superior Honor Award (1985). He is

a member of the American Foreign Service Association, the Washington World Affairs Council and the U.S. Naval Institute. He is married to Christine Morrisette Shurtleff. □

Guinea

Samuel Eldred Lupo was deputy assistant secretary of personnel from 1985 until recently. Before that, he was consul general in Rio de Janeiro, 1981-84.

Mr. Lupo began his Government career in 1961 as a management intern with the Veterans Administration in Washington. From 1963 to 1964 he was a personnel officer and, from 1964 to 1965, he was a computer systems analyst with the Veterans Administration. He joined the Foreign Service in 1966 and was assigned as a personnel officer with the embassy in Manila. Two years later he became personnel officer with the embassy in La Paz. He returned to Washington in 1972 to become special assistant to the assistant secretary for administration.

Mr. Lupo then drew assignments as administrative officer in Dublin, 1973-75; Lima, 1976-77; and Brasilia, 1977-79. From 1979 to 1981, he was executive director, Bureau of Inter-American Affairs.

Mr. Lupo was born in Fairmont, N.C., on September 26, 1933. He received an associate-in-arts degree from Los Angeles City College in 1959, and a bachelor's from the University of California at Los Angeles in 1961. He was detailed for advanced study at Cornell in 1971-72, and at the National War College in Washington in 1975. He took language training at the Foreign Service Institute. His foreign languages are Spanish and Portuguese. He served in the Air Force from 1951 to 1955.

He won the Veterans Administration's Superior Performance Award in 1964, and the State Department's Meritorious Honor Award in 1974. He is a career member of the Senior Foreign Service, class of minister-counselor. He is married to Hiroko Mori Lupo. They have two sons, Raymond Alan and Douglas Edmond, and a daughter,

Ramona Lisa Lupo Ward. □

Kuwait

W. Nathaniel Howell has been political adviser to the commander-in-chief, U.S. Central Command, Tampa, Fla., since last year. Before that, he was deputy director for the Near East and South Asia in the Bureau of Politico-Military Affairs, September 1985-January 1986.

Mr. Howell joined the Foreign Service in 1965 and was assigned as a junior officer and executive assistant to the ambassador at Cairo in 1966. He then drew assignments as political officer at the U.S. mission to NATO, in Paris and Brussels, where he served until 1968. From 1968 to 1970 he was a political analyst in the Bureau of Intelligence and Research. He took Arabic language training in Beirut, 1970-72. Following his studies there, he became deputy principal officer and commercial officer in Abu Dhabi. He later held assignments as political officer, Beirut, 1974-76; Lebanon country officer, Bureau of Near Eastern and South Asian Affairs, 1976-77; and deputy director in the bureau's Office of Lebanon, Jordan, Syrian Arab Republic and Iraq Affairs, 1977-79.

In recent years he was special assistant for Arab-Israeli policy, Bureau of Near Eastern and South Asian Affairs, 1979-80; director, Office of Lebanon, Jordan, Syria and Iraq Affairs, 1980-82; a student at the National War College, 1982-83; and deputy chief of mission, Algiers, 1983-85.

Mr. Howell was born in Portsmouth, Va., on September 14, 1939. He received a bachelor's in 1961 and a doctorate in 1965, both from the University of Virginia. He was an instructor in government and foreign affairs at the university, 1964-65. His foreign languages are Arabic and French. He won an honor award in 1967; and the Department's Meritorious Honor Award in 1976 and its Award for Valor in 1977. He was the first runner-up in a strategy essay competition in 1983. In 1985 he received a quality step pay increase. He is a member of the University of Vir-

ginia and the National War College alumni associations; and the Army and Navy Club and the Middle East Institute, both in Washington.

He is the author of "The Soviet Union and the Kurds," a doctoral dissertation; and, with others, of "Atlantic Cooperation for Persian Gulf Security," in *Essays on Strategy*, National Defense University Press. Mr. Howell is married to Margie Anne Saunders Howell. They have two sons, Wilson Nathaniel Howell III and Edward Vaughan Howell. □

Micronesia

Michael Gordon Wygant has been the status liaison officer at Trust Territory headquarters in Saipan, Northern Mariana Islands, since 1985. Before that, he was deputy director, Office of Cooperative Science and Technology Programs, Bureau of Oceans and International Environmental and Scientific Affairs, 1983-85.

Mr. Wygant joined the Foreign Service in 1959 and later was a research analyst on African affairs, Bureau of Intelligence and Research, 1960-62. From 1962 to 1964 he was vice consul at Harare, Zimbabwe and, from 1964 to 1965, a graduate student in African studies at Boston University. He then held assignments as second secretary and economic officer, Lome, Togo, 1965-67; a student taking Russian language training at the Foreign Service Institute, 1967-68; second secretary and political officer, Moscow, 1968-70; research analyst on Soviet affairs, Bureau of Intelligence and Research, 1970-71; and civil operations chief, Pleiku, South Vietnam, 1971-73.

He returned to the Department in 1973 to become desk officer for Guinea and Benin. From 1975 to 1978 he was chargé d'affaires in Banjul, The Gambia. In recent years he has been first secretary and political officer, Canberra, 1978-81; and director of the public affairs office, Bureau of African Affairs, 1981-83.

Mr. Wygant was born in Newburgh, N.Y., on June 22, 1936. He received a bachelor's from Dartmouth in

1958. He served with the Army, 1958-59. He was a staff assistant with the Amherst (Mass.) Journal Record in 1958. He won the Vietnam Service Award in 1972 and the Department's Meritorious Honor Award in 1984. He is a member of the American Foreign Service Association. He is married to Lee Dunn Wygant. They have three daughters, Heather McDonough, Michele and Catherine. □

Saudi Arabia

Hume Alexander Horan has been diplomat-in-residence at Georgetown since last year. Before that, he was ambassador to Sudan, 1983-86. From 1980 to 1983 he was ambassador to Cameroon. He served concurrently as ambassador to Equatorial Guinea, 1980-82.

Mr. Horan joined the Foreign Service in 1960 and was assigned as third secretary for administration in Baghdad. He later was an attaché in Beirut, where he took Arabic language training, 1963-64. Following his studies, he became second secretary and political and principal officer, Baida, Libya, 1964-66. He was personnel placement officer in the Bureau of African Affairs, 1966-67, then Libyan desk officer, 1967-69. Subsequently, he drew assignments as a congressional fellow on Capitol Hill, serving in the offices of Senator Edmund Muskie and Congressman Bradford Morse, 1969-70; first secretary and chief of the political section, Amman, 1970-72; and deputy chief of mission, Jeddah, Saudi Arabia, 1972-77. From 1977 to 1978 he was a member of the Senior Seminar. In recent years he has been senior deputy assistant secretary for consular affairs, 1978-80, then ambassador to three countries named.

Mr. Horan was born in Washington on August 13, 1934. He received a bachelor's from Harvard in 1956 and a master's, also from that university, in 1963. His foreign languages are Arabic, French, German and Spanish. From 1954 to 1956 he served in the Army. From 1957 to 1958 he was crew/sculling coach at Harvard. He won the Department's Meritorious Honor Award in

1966. He is a member of the Middle East Institute and an associate of the Smithsonian Institution and the American Museum of Natural History. He has translated a novel from the Arabic, "Call of the Unknown," by Mahmoud Teymour. He also has written "Khayat's," several short stories, published in *Sudannow*, a Sudanese cultural monthly; and book reviews in the Middle East Institute's journal and in *American Arab Affairs Quarterly*.

He is married to Nancy Reinert Horan. They have two sons, Alexander and Jonathan, as well as a daughter, Margaret. □

UN Economic and Social Council

Lester B. Korn has been co-founder, chairman and chief executive officer of the Los Angeles firm of Korn/Ferry International since 1969. From 1961 to 1966 he was a management consultant with Peat, Marwick, Mitchell & Co., Los Angeles, and, from 1966 to 1969, he was a partner. He was a bank teller and bookkeeper with the Bank of America, Culver City, Calif., while attending college, 1953-61.

Mr. Korn has been active in civic and government affairs. He was chairman of the California State Commission on Citizen Participation in Government, 1979-82; a member of the Commission of the Californias, 1979-82; special adviser and delegate, UNESCO Inter-Governmental Conference on Education for International Understanding, Cooperation and Peace, April 1983; and a member of the President's Commission on White House Fellowships since 1985. He was a member of the Republican National Executive Finance Committee in 1985 and 1986, and honorary chairman for the presidential inaugural in 1985.

Mr. Korn is a founding member of the American Business Conference and a member of the board of trustees, University of California (Los Angeles) Foundation; the board of overseers at the university's School of Management; the board of trustees at the City of Hope Medical Center; and the board of governors of the Cedars-Sinai Medical Cen-

ter. He won the University of California (Los Angeles) Alumni Professional Achievement Award of Excellence in 1984. He is co-author, with E. Zuckerman, of "The Six-Figure Executive."

Mr. Korn was born in New York on January 11, 1936. He received a bachelor's in 1959 and a master's in business administration in 1960, both from the University of California at Los Angeles. He was granted the license of certified public accountant by the state of California in 1964. His foreign language is Spanish. He is married to Carolebeth Goldman Korn. They have two daughters, Jodi Lynn and Jessica Susan. □

Wendt, G. Matthews get coordinator posts

The Department has appointed coordinators in two new positions—one for strategic technology policy and the other for management issues affecting Embassy Moscow. Both appointments have been approved by Secretary Shultz. The appointees are:

—*Senior representative for strategic technology policy*—E. Allan Wendt,



Mr. Wendt



Mr. Matthews

former deputy assistant secretary for international energy and resources policy in the Bureau of Economic and Business Affairs.

—*Special coordinator for Moscow*—Gary L. Matthews, former ambassador to Malta.

* * *

Strategic technology policy

Mr. Wendt reports to Edward J. Derwinski, under secretary for security assistance, science and technology. A

Department Notice of May 15 explained: "This position is being created with the objective of making State as efficient as possible internally, and as effective as possible with other agencies, so as to ensure that national security, foreign policy and trade considerations are properly integrated in the formulation and execution of U.S. policy on the international transfer of militarily significant technology. Establishment of this position will provide a clear focal point in the Department for policy and procedural questions involving technology transfer, which frequently involve a number of regional and functional bureaus."

In his new capacity, Mr. Wendt is coordinating strategic technology issues, including dual use, the munitions list and related technologies. He serves as deputy chairman of the Senior Inter-agency Group on the Transfer of Strategic Technology, and chairman of a State Department technology transfer committee. With the bureaus, he will make recommendations to the under secretary for management on matters affecting personnel, training and resources allocated to the strategic technology transfer issues. He also will serve as State's principal policy officer for strategic technology affairs, under Mr. Derwinski, and oversee preparation and execution of U.S. international negotiations.

In addition, he will coordinate State testimony before Congress on the technology transfer issues, and testify when appropriate. He also will develop a strategic technology public diplomacy program, both domestic and international, to put forward the rationale of the administration's program "in a persuasive and consistent manner," the Department Notice said.

Mr. Wendt joined the Foreign Service in 1959. Following a variety of assignments in Washington and service at the consulate general in Dusseldorf, West Germany, he was assigned in 1967 to the embassy in Saigon. He became chief of the market analysis branch of the joint State-AID economic office, then commercial attaché. In 1971 he

was transferred to Brussels, where he worked on European economic and financial issues at the U.S. mission to the European Communities. In recent years, he was a senior fellow at the Council on Foreign Relations, 1974-75; director, Office of International Commodities at State, 1975-79; counselor for economic and commercial affairs, Cairo; and deputy assistant secretary in the economic bureau from 1981 until this year.

Mr. Wendt was born in Chicago on November 8, 1935. He received a bachelor's, magna cum laude, from Yale in 1957; studied government and economics at the Institute of Political Studies of the University of Paris, 1957-59; and received a master's in public administration from Harvard in 1967. In 1968 he won the Department's Award for Heroism for his role in the embassy in Saigon, when it was attacked during the Vietcong offensive that year. He won senior performance pay awards, 1984-86, and a Presidential Meritorious Service Award last year. His foreign languages are French, German, Spanish and Arabic. □

* * *

Moscow coordinator

Mr. Matthews reports to Ronald I. Spiers, under secretary for management. A Department Notice of May 5 said he would be responsible for "ensuring close coordination and proper staffing of the range of management issues the Department must address in order to support our embassy in Moscow and our consulate general in Leningrad more effectively over the long term."

Mr. Matthews joined the Foreign Service in 1961. He later was assigned as a rotational officer at Embassy Bonn, where he served until 1964. He returned to Washington to become watch officer, Operations Center. From 1966 to 1967 he was consular officer, Embassy Warsaw and, from 1967 to 1968, political and economic officer at Poznan. After taking Soviet and eastern European studies at Columbia, 1968-69, he was assigned as an international relations officer, Office of Soviet Union Affairs. He served there until 1971, when he be-

came assistant province adviser in Quang Nam, and deputy, then province senior adviser, in Thau Thien and Hue, Vietnam. He was deputy principal officer and political/economic officer at the consulate general in Leningrad, 1973-76.

Mr. Matthews was detailed to the governor of Missouri, 1976-77, as director of international business development for the state. He returned to Washington in 1977 to become officer-in-charge of multilateral political relations, Office of Soviet Union Affairs. In recent years he was special assistant to the special adviser on Soviet affairs, 1980-81; executive assistant to the under secretary for political affairs, 1981-82; executive assistant to the deputy secretary, 1982; and senior deputy assistant secretary for human rights and humanitarian affairs, 1983-85. He served as ambassador to Malta from 1985 until recently.

Mr. Matthews was born in Springfield, Mo., on January 24, 1938. He received a bachelor's from Drury in 1960, a master's from Oklahoma State in 1961, and a second master's, in international affairs, from Columbia in 1969. From 1955 to 1958 he served in the Army. His foreign languages are Russian, Polish and German. He has won the Department's Superior Honor Award, the Vietnam Service Award and the Vietnamese Cross of Gallantry with Bronze Star. He is a member of the American Foreign Service Association. He is married to Virginia Webster Matthews.

They have a son, Andrew, and two daughters, Catherine and Sarah. □

Grievance board members

Secretary Shultz has reappointed six members of the Foreign Service Grievance Board for two-year terms. They are chairman Arthur Stark, Ralph T. Seward, Shyam Das, William P. Murphy, Lawrence T. Holden and John J. McCarthy. □

CANBERRA, Australia—At award ceremony, from left: John Biggs, Linda Hoar, Arthur Collins, Archie Ross, Ambassador Bill Lane, Reg Buckley, Henry Cartwright.

People at State

In the Bureau of Inter-American Affairs, **Morris D. Busby** has been named principal deputy assistant secretary, replacing **James H. Michel**. Mr. Busby has continuing responsibilities for overall coordination and management of bureau activities and will act for the assistant secretary in his absence. He coordinates and supervises the program of assistance to the Nicaraguan Democratic Resistance. In addition, he has special responsibilities for supervising narcotics and intelligence activities. He also supervises the Office of Cuban Affairs . . . The deputy assistant secretary for economic affairs, **Paul D. Taylor**, has been assigned the additional responsibility of supervising the Office of Mexican Affairs . . . The deputy assistant secretary for Caribbean affairs, **Richard N. Holwill**, has assumed additional responsibilities for coordinating all legislative matters which affect the bureau . . . **Michael G. Kozak**, deputy

legal adviser, has taken on special responsibilities for the bureau, in that he plays a lead role on behalf of the assistant secretary in managing the bureau's administration of justice program . . . Responsibilities that are assigned to the deputy assistant secretaries for Central America and South America remain unchanged.

William Jacobsen is the new director of the South Africa Working Group . . . Army Major General **William F. Burns** has become principal deputy assistant secretary in the Bureau of Politico-Military Affairs.

Donald R. Woodward has been named chief of the Alternate Career Division of the newly-created Office of Career Transition, Bureau of Personnel . . . **Jacqueline L. Manley** has joined the Training and Counseling Division of the same office as senior counselor . . . **Earl A. Ambre**, who formerly held that position, is the new division chief. ■



Life in the Foreign Service

In Burkina Faso, you can get to sponsor your own aid project

Your reward: a chicken, a goat—plus the joy of having helped

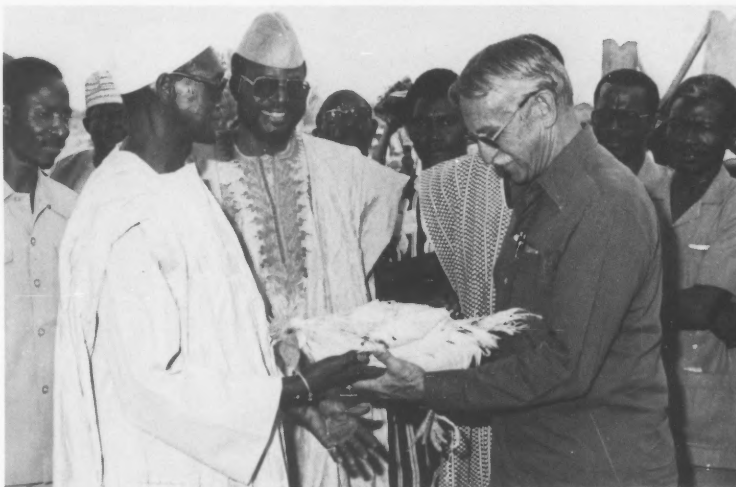
BY LEONARDO NEHER

The author is the U.S. ambassador to this nation, near the heart of the West African bulge.

WE'VE ALWAYS KNOWN that Ouagadougou's self-help program was one of the largest in sub-Saharan Africa. Now, because of the innovative way we're going about it, we feel it's perhaps the best, too.

The program for the region spreads about \$3 million over 41 countries each year, including \$145,000 for Burkina Faso. With this money, embassies fund small, development-related projects—schools, dispensaries, women's cooperatives, grain mills, vegetable gardens and so forth—that are organized and operated by local communities for their own benefit. The goal is to promote self-reliance through communal action,

Ambassador Neher with gift.



Traditional chief of the village at Ourobanou. As the senior citizen, he's the acknowledged leader of the community.

Secretary *Nora Jean Boulware*, with her son *Jeremy* watching, mashes and pounds millet, in Musseo, where there is a dispensary project.

at the "micro" level. Repeatedly, the program is said to be one of our most effective means of demonstrating the desire of all Americans to help others help themselves.

Here at Ouagadougou, I invited all the members of our small official community to participate directly in the pro-



Ambassador Neher helps himself to zoom koon, a "welcome water."

gram by taking responsibility for individual projects. I ended up with more volunteers than there are projects. And the range of volunteers was as wide as the community itself: officers, secretaries, members of their families, Marine guards, our nurse—nearly everybody!

The ground rules

Our ground rules are simple. The volunteers have to make at least three site visits: one when the project is just beginning, another during construction and a third at the formal inauguration. We encourage the volunteer to act as the embassy's official representative, partaking of the welcoming toast of millet water (made of the ground millet grain and fresh water, with pepper and special spices), dancing the local dances, feasting on the couscous, mutton and "to" (a cereal cake), and giving a short speech praising the community's accomplishment. The volunteer also gets to keep the chickens, guinea fowl, goat, ceremonial mask or whatever else the villages elect to bestow as a symbol of

Dancers at Bourou.



Meg Keeton with daughter Eleanor and a drummer, at her project in Oulloh.

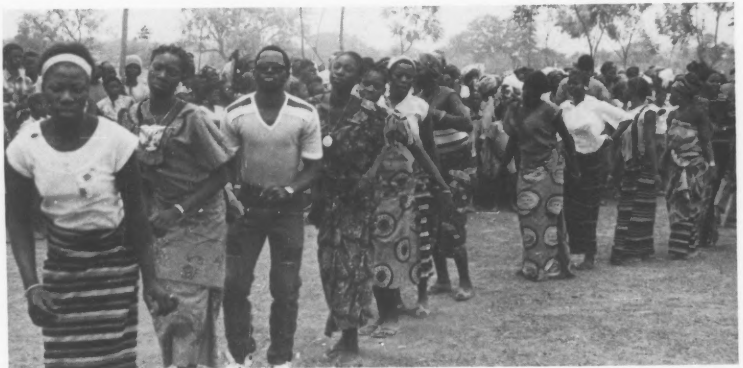
tourists taking a few photos while passing through a village. They have Burkinabe friends, feel more at ease and have become more sensitive to the life of the country. They've been introduced to the richness of Burkinabe customs and culture, through music, dances and ceremonies. They have an opportunity, all too rare in our Foreign Service careers, to bask in the hospitality of what must be some of the world's most hospitable peoples.

As the photographs show, our mission members have taken to the program with enthusiasm. Some of them have virtually adopted their villages and occasionally have used weekend hours to return for visits, often with small gifts (nothing of intrinsic value; money is a no-no) as expressions of interest and affection.

For example, the village of Oulloh was adopted by general services officer Meg Keeton. Oulloh already had built new school buildings and used self-help funds to put the finishing touches on them. When she first visited, the villagers had just received their new mate-

their gratitude for the American help. As to the projects themselves, we require a strong commitment from and direct participation by the local community. Although our procedures involve government approval, we don't accept government-originated or government-sponsored projects.

The results of our program have been gratifying in an important (not unintended) way. Embassy staffers and dependents who might not have ventured out of the capital now have a good reason to do so. And they're not simply



Scenes at the school inauguration in Ourobonou.

rials. They treated her to a dance and feast which celebrated the possibilities the village's own work provided for its children's future.

And Sandy Jacobs, wife of general services officer Tony Jacobs, worked with the village of Yako to develop its women's handicrafts shop. Our self-help funds provided \$16,500 to construct two buildings where the women could work and sell their wares. Ms. Jacobs watched while her "cadeau" (gift) was woven by one of the artisans. The fabric was presented after she joined in a dance of celebration.

The checklist

Over time, we've added another responsibility for the volunteers. Sponsors now are provided a checklist and are expected to verify receipt and use of items and materials purchased with our self-help funds. This activity communicates the embassy's interest and involvement and makes visits more substantive. In some cases it also significantly reduces the demands on the staff responsible for administering the program.

This program will continue. It promotes increased self-reliance where it

might be common to depend on the central government to provide for a community's needs. It's a low-cost representational activity that enriches the entire in-country experience for our staff. We'll still ask for more self-help money than we can get, but we'll maxi-

mize the returns on our programs at whatever level we must accept. And we'll be getting to know the richness and diversity of Burkina Faso better than most Foreign Service people can hope to know the countries in which they serve. □



Marine security guard Kevin Nadeau at his school project.



The earth priest at Ouloh.

Gift for the ambassador's wife: a mask.



'The drumming started as we climbed from the car ... a real treat followed'

BY MEG KEETON

In this article and the ones that follow, some Americans write about their reception at the project sites.

I'VE VISITED my own project twice, and substituted at another's project one time. Both projects are village schools. There is a passionately felt desire for education here. The central government will help by sending out the teachers, but the villages must provide the school building and houses for the teachers. At Oulloh, where my project is located, the villagers were already well along with their basic, three-room school. They lacked quality material to finish the project: plaster, paint, material for roofs and doors, and especially the materials to build the required teacher houses.

I first visited the school just as the villagers were starting to use the materials supplied by our self-help program. The village population was gathered near the school. The drumming and rhythmic clapping started as we climbed from the car. All the schoolchildren were assembled in rows, and village and district dignitaries were present.

We all gathered under the biggest, shadiest tree for miles around. A real treat followed. The drummers, who had accompanied us throughout the entire visit, now started very complicated rhythms, leading up to the appearance of traditional masked dancers. These were men dressed in flowing costumes made of straw or raffia, which covered their bodies completely. On their heads were carved wooden masks, usually representing animals, though some had small human figures, representing such ideas as happy marriage. The dancers had staffs to which bits of dangling metal are attached; these jangled rhythmically for the dancers during their performances. A fiction is maintained that there is no human inside the costume. Should the costume start to come unfastened during the energetic dance, a spectator will immediately dash from the crowd to retie it.



Dancers at Oulloh.



Meg Keeton with daughter Eleanor, sons Donald and Hunter, and her parents.

After a series of dances, which enacted stories of the village or tribal mythology, there was a pause. The dignitaries spoke; I spoke briefly about the importance of community involvement, about the good work already done, and the urgency of the work that remained. I explained that I had come as a represent-

ative not only of the ambassador and the embassy, not only as a representative of the U.S. Government, but also as a representative of the American people. Both Burkinabe and Americans believe strongly in the education of their children. Both people know that projects receiving money from outside don't truly

succeed unless the community really wants them, and becomes deeply and lastingly involved.

'A meal in my honor'

After the speeches, I was overwhelmed with gifts, all the work of local craftsmen: miniature carved masks, numerous pottery articles. A meal in my honor at the house of the teacher followed: a stew of mutton in vegetable sauce, rice, cabbage, and doulo to

dren and, on our way from the village, we passed the gathered masked dancers and drummers, lined up to bid us farewell.

More masks

Eight months later, I revisited Oulloh to check on the project, and to assess whether a formal inauguration could be scheduled. This time, my entire family accompanied me, including *Sandy Jacobs, center, at her project.*



drink. Doulo is a mild millet beer, presented in hollowed-out gourds.

The meal had been the final planned activity, but the women of the village, who had gathered outside the teacher's house, spontaneously started another dance as we proceeded to the car. They formed a large circle, which I joined. I did my best to keep up with the very complicated patterns of handclapping which, with sudden ululations, were the only accompaniment. Every minute or so, one or two women would spring into the center of the circle to execute a brief, extremely vigorous routine of rhythmic stamping and arm thrusts. Each display was slightly different, and each was matched exactly, beat for beat, by the clapping of the circled women. We were followed to the car by the still clapping women and chil-

my parents, who were in Burkina for the Christmas holidays. The progress on the project was remarkable, despite the intervening rainy season, planting and harvesting seasons. The villagers' pride in the advances was very evident, especially in the way they pointed out all the fine and sturdy features of the two new teachers' houses. Because it was known there were visitors from the States, a careful program had been devised. Once again, masked dancing and speeches under the shade tree. Once again, gifts were offered, including a sheep (which rode back to Ouagadougou directly behind me in the Toyota). We were prepared to reciprocate this time, with gifts of chalk and ballpoint pens for the schoolchildren. (My husband, Edward Keeton, the political/economic officer here, once came

back from a project visit with a full native costume, heavily embroidered, a bow and quiver-full of arrows intricately covered with woven leather, three turkeys and a rooster. He donned the costume, slung the bow over his shoulder, and grabbed a turkey in each hand, before walking through our front gate. I don't think I ever saw the children more astonished.)

I have been asked to choose a name for the new school, and have named it for Abraham Lincoln.

Personal diplomacy

Why did I join the sponsorship program, what good have I done, and what have I gained from participation? My job as a general services officer absorbs me almost completely in the needs of the official American community here. This was a chance to step beyond that role, an opportunity to represent my own country to the people in whose country I was living. My visits have underlined that we do care personally about the projects, that the money committed be matched by community effort, and that progress must be evident. I have enjoyed extraordinary hospitality, had a chance to see a village up close, seen how very difficult even simple accomplishments here can be, and learned how great is the joy and pride in these accomplishments. I am delighted that I answered Ambassador Neher's call for project sponsors. □

'I manage to imitate the step and join in'

BY SANDY JACOBS

Being the wife of a Foreign Service officer posted for our first tour in Africa, I was happy to become involved in the self-help program since it would help me become acquainted with the local people and the customs and culture of Burkina Faso. My project is a women's workshop in Yako, 110 kilometers from Ouagadougou. It provides 800-900 women a place to work and sell their wares: handwoven fabrics, baskets, jewelry, leathercrafts, pottery. Burkina Faso is encouraging its people to be proud of their heritage and to re-

tain the craft trades.

The people of Burkina Faso are very friendly. Upon arriving at the project site, we are welcomed by city officials, the press, the president of the women's organization, and many of the women involved in the project. We go through the traditional greeting procedure of much handshaking, speeches, and the passing of the "welcome water," which is made from ground millet, local herbs (tamarine) and sugar.

All the women form a circle and sing and clap a rhythm, and begin to dance the local dance. After much encouragement, I manage to imitate the step and join in the dance. Afterwards, we all go to a near-by bar where we are treated to the local beer, soft drinks, Coca-Cola and the traditional grilled chicken, which is passed and eaten by hand.

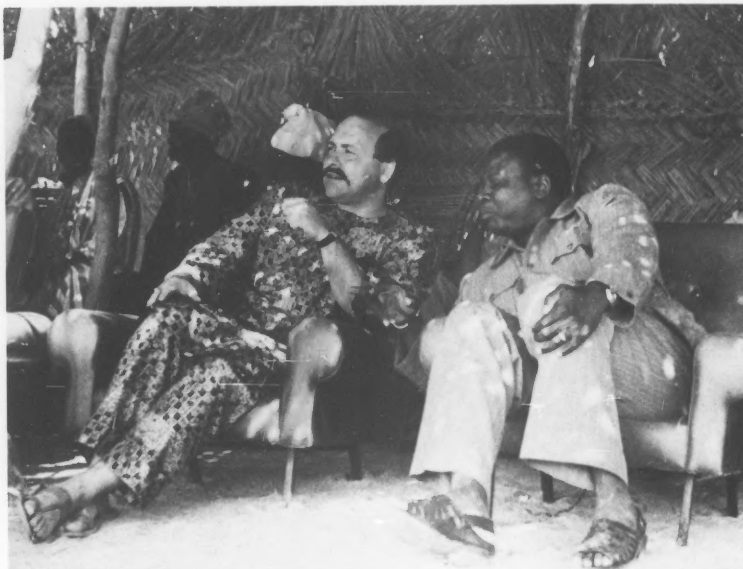
First, a community pail of water is passed so you can wash your hands. You dry your hands by shaking them in the hot, dry air. The grilled chicken is placed on a piece of paper and is passed. Each person tears off a portion, dips it into the ground hot pepper piled next to the chicken. The first introduction to the powder can produce tears, laughter and a great appreciation for the drink that cools the burning throat.

More speeches of appreciation are given, and finally it's time to depart. After much handshaking, we're on our way, looking forward to our return visit. □

The children: they make themselves understood

BY STEVE TAYLOR

The village of Bourou is near Ouagadougou. I went there to inaugurate a new primary school built with self-help funds and supervised by one of our Peace Corps volunteers. When I arrived I was struck by the excitement everywhere. Lots of traditional dancing—about 12 masked men disguised as animals, all dancing, caught my eye immediately. The small children from the school had learned songs for the ceremony in the local language. They were



Peace Corps director *Steve Taylor*, left, represents the embassy at the inauguration of Bourou school.

Ambassador *Leonardo Neher* presents Meritorious Honor Awards to *Mark M. Boulware* (left), *Kristin LaBarre*, *Rudy Jojola* (right).



so adorable-looking as they sang in words I didn't understand that I was able to "read between the lines" from their smiling faces.

The government officials at the inauguration kept thanking me for our assistance. I kept repeating it wasn't me

they should thank but themselves and the self-help fund, which together built them a new school. I left Bourou feeling this was a successful project both for the physical building and also for the new sense of cooperation between peoples from two very different countries. ■

Life in the Foreign Service

Fire on the mountain: 'It dawned on me it was heading for us'

'I was standing in a black tunnel with embers flying by like tracers'

BY CHRIS BONSTEEL

The author is a communications officer in Cape Town, South Africa.

THE ENTIRE AFFAIR began innocently enough. On my way home from the consulate, in the bright summer evening light, I could see smoke and small rings of fire on the upper slopes of Table Mountain. The blaze was high above the last line of houses and apartment buildings that creep up the broad, flat face of the height, which is Cape Town's scenic signature. Interesting phenomenon, I thought. I drove up Kloof Street, which passes over the

Forestry workers prevent the blaze from jumping the highway. (Courtesy of *the Argus*, a Cape Town newspaper)

Firefighters attack the blaze. (Courtesy of *The Argus*, a Cape Town newspaper)



saddle between Table Mountain and the adjoining Lion's Head peak, and I descended to Camps Bay, where my family and I had taken up residence several months before.

It was one week before Christmas and, naturally, we were gearing up for not only the holiday season but a visit from my mother-in-law. My children, Mike, Erin and Neil, were all concerned with Santa's and Grandma's visits. The Christmas tree was up and, already, packages from our stateside relatives were piled below it. When I got home, I mentioned casually to my wife, Adriana, the fire on the mountain.

We sat down to dinner around half-past six. An hour later, as Adriana and I discussed the day's events over coffee, Mike and Erin came in to announce that the mountain was on fire.

Outside, the wind had picked up considerably. There was nothing unusual in this. Cape Town, and Camps Bay in particular, are about the windiest places I've ever seen. Today, it was a wind from the southwest. It had crossed False Bay on the Indian Ocean side of the Cape peninsula and was sweeping across the flatland to Cape Town. Part of its strength derived from channeling of the wind as it hit the mountain chain. A cleft in the chain behind Table Mountain was funnelling the wind into Camps Bay, at 50 to 60 knots. Again, nothing out of the ordinary.

Oh yeah?

But as to the fire itself—the kids were right! The small rings I had seen earlier on the front of the mountain had grown. They had rounded the western corner and top of the mountain. One part of the fire was above the housing on the slope. The other part was high up near the cable car station, racing through the rocky crevices.

I was impressed and I dug out our camcorder to record the blaze. I climbed over our back wall, which adjoins the western slope, and began filming. After two minutes, as I was being buffeted by the howling wind, it dawned on me that the fire was *heading in our direction*. I noticed then that there were no fire-

fighters to be seen anywhere. Whoops!

I hustled the kids through their bath-to-bed ritual. Although they didn't receive their usual bedtime story, they didn't seem to mind. I retrieved our suitcases from the storeroom and opened them in the family room. I began tossing in personal papers and other items of importance.

Meanwhile, Adriana, who had been cleaning up after dinner and hadn't noticed my feverish preparations, received a phone call from another member of the consulate staff, Kathy Green, who lived below us near the sea. She'd been watching the unfolding drama and asked Adriana how we were doing. Adriana said fine. Then she saw the open suitcases.

Evacuation plan

Having already had a few tours in the Foreign Service, we were quite adept at rapid packouts. However, those, in Mexico and Buenos Aires, had been more leisurely affairs. This time we were faced with the possible loss of everything. What to take beyond the irreplaceable paperwork? And where to take it? The contents of the desk drawers and cabinets of the wall unit had by now filled three suitcases, and we hadn't even begun to think about the rest of our valuables.

I figured I'd load the Mustang with the family and suitcases, and stuff my 1960 Austin Cambridge with the TVs, VCRs, stereo, kids' toys, pets and whatever else would fit in the little auto. The plan fell apart quickly, however, when I went downstairs to the garage to get the cars out. I couldn't get out of my driveway. Our narrow residential street had become a tourist mecca. Vehicles from all over Cape Town cluttered the street. Throngs of people were watching the blaze and taking photos. One of our neighbors tried to tow his boat through the maze of autos, cursing and cajoling the gawkers to move out of the way.

The situation looked bleak. The—ta da!—the cavalry arrived in the form of the Forestry Bureau's personnel. A long line of workers trooped in single file down the street in orange overalls,

by now brown and black from the fire, carrying their shovels and wide brooms. It turned out that, the Forestry firefighters had been trying to contain the fire since it swept down from the mountain. They had ushered it along, keeping it from jumping the highway and spreading to the heavily-wooded slopes of Lion's Head. Putting out the conflagration was impossible because of its size, the gale-force winds driving it, and the tinderbox conditions of the mountain's flora. They were doing the only thing they could, trying to confine the blaze to the park area, away from the residential areas.

To flee or not to flee

Now, following in the footsteps of the Forestry workers, came men from the fire department and the police. The area was cleared of the tourists. The police went door to door, canvassing the neighborhood to find out who was leaving or staying. They recommended that we evacuate. But we decided to stay and fight. This course of action appealed to me more than the depressing thought of packing and fleeing in the night to some place.

Shortly thereafter, our administrative officer, Annette Moore, called us from Kathy Green's house. She suggested we get out, but I explained that I thought the various departments had the situation well in hand. The fire was still quite a distance from our area. Ms. Green and Mrs. Moore tried to drive up to our house to assist but found all the streets blocked by Army units.

So we began the long night of on-the-job training in firefighting. Adriana collected every bucket and container she could find and scattered them, full of water, at strategic locations around the house. I got the hoses out from the patio on one side of the house and the garden on the other side and tossed them over the back wall onto the slope of the mountain. I followed my neighbors' example: up and down the line, where our houses backed up the mountain, my neighbors were up on their roofs or the mountain, spraying water on their houses and gardens.

Here she comes!

The fire swept closer. The Forestry troops appeared out of the gloom and, with their shovels and brooms, attacked the blaze as it advanced. The front of the fire was more than a mile long. As it approached, it ran into the wind which was coming at a right angle towards it from the gap in the mountains. It literally blew up and poured down the slope. The firefighters, now with the assistance of the Army and police, tried to head the end of the firefront away from us. Flaming chunks of debris were blowing over their heads, landing a few feet from our

ice for travel and adventure but, hey, this was ridiculous!

The full moon rose eerily over the western shoulder of the mountain. Gray and black clouds of smoke billowed skywards against the blazing red-and-yellow background. The moon hovered over the other worldly scene as in some science-fiction film.

Around 1 a.m. the fire struck with its full fury behind our house. The wind had flattened the smoke stream so that it poured over our place at ground level. Every so often, the wind shifted so that I could see the progress of the blaze, but

Whew!

The blaze moved past our house. Thanks to the firefighters, it hadn't touched us! All that remained for me now was to stay up on the roof and hunt down the errant embers. It would be tedious, but the danger had passed.

As to Adriana, she too had been tracking down the burning embers. Also, she assisted the comings and goings of the police, Army and firefighting personnel as they trooped through our house to get at the fire. She provided refreshments to the exhausted men.



Smoke sweeps over Cape Town, obscuring Table Mountain. (Courtesy of *The Argus*, a Cape Town newspaper)

houses. My neighbors and I pounced on these invaders like the Redskins on a fumble.

When I could take stock of the situation, between soaking the roof and pursuing the burning cinders, I had to chuckle. I had joined the Foreign Serv-

otherwise I was standing in a black tunnel with embers flying by me like tracers. When visibility did improve, I watched as the fynbos, native bushes that grow to 10 feet in diameter and 10 feet tall, caught fire and exploded in a shower of light.

By 3 a.m., the fire had roared into a long ravine where it was set upon from all sides by the firefighters. I called it quits at that point and adjourned to the house for a cold beer. Shortly after that, I crawled into bed for a couple of hours' sleep before work. Adriana stayed up



The Bonsteels: Adriana, daughter Erin, sons Neil and Michael and the author. Behind them is the western corner of Table Mountain.

than the dust is the invasion of snakes and scorpions we've been experiencing. These animals have been driven off the mountain slopes to the only surviving greenery—our gardens and the 100-foot swath of parkland behind our houses.

Although we talk about that wild night occasionally, the seriousness of the situation seems to recede with time. In its place, one of those feelings of amazement exists—the memory of an experience which you wonder how you survived.

The day after I'd written this article, I was abruptly wrenched back to that December night. As I was returning to our home, having dropped off Mike

A view of Table Mountain.

until 6, making sure that the wind didn't shift and drive what remained of the blaze back at us.

Of course, the end of the fire that night was the beginning of the clean-up. For days afterwards, we were putting out smoldering rubble on the mountain. The mess left by the blaze was incredible; everything was blackened in the house; a half-inch of soot covered everything. I was amazed that the children had slept through the whole horrendous night—the noise, the people, the smell, etc. In the morning, the kids couldn't understand how the house had become such a shambles.

Soot, snakes and scorpions

Well, here we are in March, at the end of the southern hemisphere's summer, and we're still picking up the pieces from December's near-disaster. Slowly, the mountain is coming back to life; small, slim specks of green can be seen poking through the gray dust. The experts say the mountain will be green again within two to three years; it'll take 15 years to recover completely. (The origins of the fire eventually were attributed to careless hikers.) Every time the wind blows, which is at least two days every other week, we get another deposit of fine black soot. More serious



at his school, early in the morning before work, my heart leaped in my chest when I saw towering flames jumping on the mountainside. I dashed through the house, saying to myself: "Oh no, not

again!" Fortunately, it was a controlled burn. Through the flames, I saw fire trucks standing by. What a relief! Thanks for the memories but *enough is enough*. ■

Then and Now

THE 40TH ANNIVERSARY of diplomatic relations between the United States and Nepal, the Himalayan nation northeast of India, is being observed this year. These photographs are from a U.S. Information Service exhibition.

Ambassador *Chester Bowles*, resident in New Delhi, travels on horseback to Kathmandu, Nepal, to present his credentials, 1951.

Princess *Sharada Shah* (second from left) and *Kumar Khadga Bikram Shah* (second from right) with Ambassador *Leon J. Weil* and *Mabel Weil* at a recent reception.



At ceremony at the establishment of diplomatic relations, on the steps of Gallery Hall in

Kathmandu, left to right, front row (in civilian clothes): an American mission member, Ray-

mond Hare, Ambassador *Joseph Satterthwaite*, another American mission member. ■

Ask Dr. Dustin



Q.

WEST AFRICA

I was recently on a dental evacuation for "required dental care," and had to stay longer than the one day allotted on my orders. When I got back to post, I gave the medical unit a letter from the dentist showing I needed to stay longer, but they would not extend my per diem. Why is this?

A.

The dental evacuation regulation provides a very limited benefit, and we must operate within its parameters as written. At posts where dental care isn't available, it's possible only to authorize an evacuation for "required but non-emergency" dental care once a year. This includes only one day of per diem. Required but nonemergency dental care covers those situations in which dental structures would be endangered if not cared for within a certain time: e.g., losing a crown, a broken bridge and the like. It does *not* include routine prophylactic care such as cleaning and scaling. As to emergency dental care, this would be for an acute, urgent situation such as accidental injury to the mouth or an abscessed tooth. Three days of per diem is the maximum allowed. Unless there's a change in the regulation negotiated with and agreed upon by all Foreign Service agencies, per diem for dental evacuation will remain as established.

Q.

EAST ASIA

Is there any consensus on how long water is to be boiled? Every time I go to a new post where it's necessary, I get another figure from someone. What's the latest?

A.

The latest from our environmental health people is that a full rolling boil for five minutes is recommended. That should amply take care of any bacteria, viruses or other critters that may be lurk-

ing in your water! I'm sure you're aware that water used to make ice cubes is also to be boiled; freezing doesn't quite purify it.

Q.

WASHINGTON

What is the most effective way that you would recommend to block the spread of AIDS?

A.

The obvious answer is avoidance of exposure to virus-contaminated fluids. As the surgeon general has recommended, the best way is to avoid sex completely or to maintain a mutually faithful relationship with someone who isn't infected. Barring abstinence or a monogamous relationship, a good policy would be to employ a condom during any sexual activity in which semen or blood may be exchanged.

Q.

WASHINGTON

How do condoms stop the spread of sexually-transmitted diseases like AIDS?

A.

Condoms were first used by Giacomo Casanova in the mid-18th century. His condoms were made from sheep intestines, and he advocated their use for both contraception and prevention of sexually-transmitted diseases. When vulcanized rubber was invented in the 19th century, the natural condoms were replaced with latex ones. Properly made latex condoms have no pores, according to electron microscope studies, and are impervious to infectious organisms. A properly used condom acts as a physical barrier to the AIDS virus and virtually any other microorganism, from the spirochete that causes syphilis to the virus that causes AIDS. Studies have shown that the proper use of condoms is 90% effective in preventing the transmission of infection. □

Dr. Dustin's health hints

Medicine cabinet clutter

No matter where your home is located, either in the States or overseas, your medicine chest can become haphazard accumulations of half-used and outdated medications. These medications can actually be more dangerous than helpful. If this matches the description of your medicine cabinet, it's time to do something about it!

Almost all medicines deteriorate with age, particularly when exposed to heat, air, humidity and light. Ideally, you should discard the "deadwood" every three months. Start your clean-up by disposing of the following: (1) Any medicine that has changed color, formed a residue at the bottom of the bottle or is more than two years old. (2) Aspirin tablets that are crumbly or that give off a vinegary odor. (3) Hydrogen peroxide that no longer bubbles vigorously when applied. (4) Antiseptic solutions that have become cloudy (unless the label says this is all right) or have a solid residue at the bottom. (5) Milk of Magnesia that has become caked. (6) Ointments or salves that have become separated, developed spots or become discolored. (7) Nose drops that have become cloudy or developed a sediment. (8) Eye wash or eye drops left over from treating any eye disorder (fungus growth may develop in these).

Do not keep a prescription medication "just in case it's needed again." If there's some left over, it's wise to discard it at the end of the treatment. It should be noted that physicians usually prescribe the precise number of antibiotic capsules or tablets they want you to take to eliminate the infection being treated.

Discontinuing the medication prior to the completion of the full course, even though you're feeling "well," may allow resistant organisms to re-multiply and a relapse to occur. Medication prescribed for one individual should *not* be given to another.

As you dispose of the medication, empty all bottles, destroying the tablets. And be sure that the clutter isn't accessible to infants and children. ■

Sports Page

Would you bet on this team?

Even Iggy knows better



BY KATHIE HAYES

The author is a second-tour secretary in the political section at Embassy Managua.

LIFE HERE in Iguanaland is anything but dull, but on this recent Saturday there was an extra aura of excitement as the two sides lined up for battle. Memories of the Orange Bowl, Rose Bowl, Sugar Bowl and Super Bowl quickly faded as the Mean Marine Machine and the Dapper Dynamic Dips (for diplomats) took the field for the Iguana Bowl Classic.

This is an annual event at Embassy Managua. Well, it was until last year, when one side failed to field any players. 1987, however, was destined to

be the Year of the Iguana, and two people with time on their hands—Marine Greg Carter and I—bullied enough people to revive interest in this historic event. The Marines needed a handicap so the Dips graciously allowed assistant defense attache Vic Nell and regional security officer John Stein to play on the opposing team. One other rule—one woman on each team at all times—prompted the debut of temporary-duty secretary Maggie Kingirski, who did herself and the Marine Corps proud, playing the entire game without succumbing to the intense heat.

Kickoff was scheduled for 1 p.m. The Dips, who had slaved in the embassy throughout the early-morning hours, began straggling in about 12:30.

The losers pose. From left: John Moddero, Janet Crist, John Murphy, John Creamer, Kathie Hayes, Gary Grappo, Mike Innis, Gary Alired, Mike Collier, Mary Agnes McAleenan, David Dettor. Kneeling: Octavio Almodovar.

Never in the course of football history has there been such a motley crew. This was the team that was expected to lead the State Department to victory after years of never having scored a touchdown. The coach, John Murphy, was in the corner hastily drawing up plays for the day's event while team members limbered up on—or was that lumbered up to—the field.

Look out!

The Marines arrived as a team, all wearing matching olive-drab jerseys—

this was a precision fighting machine. Rumor had it that they had even been holding late-night practice to prepare to humble State. However, this came from an unreliable source whose name is John Stein.

Time for the kickoff. Both teams took the field, the ball was keyed up, the crowd of brave Dip supporters hushed in anticipation, the Dip cheerleaders vocalized (the Marines couldn't find any) and the line judge opened another beer.

cheers could be heard as far away as Costa Rica. The Dips scored once more before the sound of the gun ending the first half.

As in any major Bowl game, the half-time show was spectacular. The ambassador's secretary, Jen Di Meglio; the deputy chief of mission's secretary, Pat Martinez; and the daughter of the political counselor, Dana Sweany, did cheers and routines to rival the best of them.



John Modderno, left, hands Iggie to the winners—Maggie Kingirski, Dan Handschin, Greg Carter, Dan Pultz, John Stein, Eric Fitch. Marine mascot Suzie is in the foreground.

But wait! Where was the referee? Personnel officer Burt Allen sauntered in about five minutes later, saying he didn't think anyone would make it to the game so he hadn't been in a hurry.

The first half was exciting. The Marines scored first. And second. And third. There was little joy on the Dip side, but the desire to win was there. And then political officer Janet Crist became the most aggressive player on the State team, challenging any Marine to take the ball away from her. Her blocking and tackling became unbelievable as the Marines were stopped in their tracks. Finally, super communicator Octavio Almodovar threaded his way through the Marine Machine, somehow managing to keep his flags on, and he scored the first State touchdown. The



Iggie the Iguana is the trophy. (Photos by Mary Agnes McAleenan)

Denouement

The teams were ready for the second half. Coach Murphy had given the Dips an awe-inspiring ("Try not to faint on the field!") speech during the half-time, and they were ready. The Marines looked cool, calm and ready to carry on. The deputy chief of mission, John Modderno, had the right idea. Between plays he could be seen lying on the grass, spread-eagle style. The nurse, Helen Frixione, wondered if he needed oxygen—or was his breathing always that labored? Both teams continued to score during the second half. Finally, the day's agony and pain came to an end. Iggie (the iguana, already dressed in his Marine fatigues) was reluctantly turned over to the Marines for another year. The Dips had lost, 7-5.

The Marines were a better team but not by much. The important thing this day was the camaraderie that was shared by all, proving once again that Managua, Nicaragua is a wonderful town. Sandinista soldiers, located far from the field of combat and apparently unaware of the role they were about to play in a great American tradition, fired off a few rounds as time ran out. ■

Solution to Diplo-Crostic No. 42

(See June issue)

K[en] Auletta. *Greed [and Glory] on Wall Street.*

"When asked his true feelings, he said, 'I'm a great actor. I tried to make this place work despite whatever feelings I may have frequently had. Life isn't exactly like an Al Capone dinner where you stand up and beat an associate to death.'"

- | | |
|----------------|----------------------|
| A. Khedive | N. Open-end |
| B. Affectation | O. Nonesuch |
| C. U-shaped | P. Walter Q. Gresham |
| D. Launder | Q. Athabaska |
| E. Etamine | R. Little-ease |
| F. Thick | S. Liana |
| G. Twenty | T. Shoals |
| H. Acuate | U. Think |
| I. Gratified | V. Raiding |
| J. Relapse | W. Everyway |
| K. Escrow | X. Extortion |
| L. Eyeshade | Y. Tempi □ |
| M. Defiled | |

Grievance Actions

Procedural errors didn't matter, says board

(G-012(6))—The grievant charged that his employee evaluation report was flawed both procedurally and substantively. As remedy he requested that: (1) the report be removed from his performance file prior to its review by the threshold board; (2) the board be instructed to consider him for promotion based on his previous record and an assumed continuation of performance at that level; and (3) he be allowed to provide a written statement for his file similar to those found in the employee comments section of an evaluation report.

When the agency denied the grievance, the grievant appealed to the board, requesting the above remedies plus a retroactive promotion to the date on which the first serious adverse action affecting his promotion opportunities had occurred. The board did not consider the new issues, finding that under 3 FAM 666.2 such matters must first be presented to the agency for resolution.

The board did find that there were some procedural errors involving discussions between the rating and rated officers and on preparation of workplans, but that such errors did not result in harm to the grievant. On the substantive matters, the board found that the grievant had not proved that the report was biased against him as alleged. It presented a balanced picture of the grievant's performance as seen by the rating officer. It included comments on the grievant's strengths and weaknesses, and was not predominantly negative in tone. The grievant's unsupported assertions were not sufficient to prove the report flawed. The grievance was denied. □

Rater changes his mind, but it's too late

(G-014(5))—An employee who faced separation as a result of the expiration of his time-in-class claimed that he should have received an evaluation report from his agency in addition to the report he received from the head of the

organization where he had been assigned as adviser. He argued that the omission caused his failure to get a promotion or at least a limited career extension.

The agency said an agency rating is not required or appropriate for advisers detailed to another organization within the United States who are engaged in the pursuit of the other organization's mission, but the board determined that a rating by the agency was required. The agency reconvened the original selection board and had an agency official prepare an evaluation to take the place of the missing one. The reconvened board ranked the grievant last for promotion and career extension.

The grievance board held that it could not credit the outcome of the reconvened board because of the inadequacy of the substitute evaluation. Nevertheless, it found for the agency, noting that the previous year, when the agency had prepared a rating to accompany the rating from the head of the other agency, the grievant was not even recommended for promotion or an extension, much less reached. The board said the missing rating would have constituted less than 5% of the file seen by the selection board and, judging by agency ratings that had been prepared on the grievant in other years while he was with the other organization, it would have added no real new dimension to his record.

The grievant introduced an affidavit in which his rater of an earlier year

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

declared that he believed he should have checked "outstanding" instead of "excellent" as his overall appraisal and asked that the rating be so changed. The board denied the claim, stating that a belated change of judgment on the part of the rater cannot be taken as a grievable error in the evaluation. □

Grievant gets 6 more months to be evaluated

(G-021(6))—A career candidate had grieved his evaluation report and requested a new limited appointment or an extension of his current appointment. The agency agreed to remove the report, but declined to grant him additional time in the Service after a tenure board determined that he did not meet the criteria for tenure. His limited appointment was terminated, and he appealed to the board.

The board noted that removal of the tainted report had left a six-month gap in his performance file for which there was no evaluation. It reasoned that, as the tenure board the previous year had deferred a decision on tenure because it felt that additional evaluative material was necessary, removal of the report had harmed the grievant's chances for tenure because his file did not contain sufficient additional material for the subsequent tenure board to make a judgment. The board directed the agency to grant the grievant a new limited appointment for a period sufficient to ensure that the tenure board would have additional evaluative material covering at least a six-month period equal to the gap created by removal of the erroneous report. □

Board orders retroactive promotion for officer

(G-015(6))—The grievant claimed that, as a result of the Department's failure to put his evaluation report in his performance file, and an inaccurate statement as to its absence, his file was fatally flawed when it was considered by the selection board. As remedy he asked that the errors be corrected and

—(Continued on Page 32)

Education and Training

Schedule of courses at the Foreign Service Institute

Program	Aug.	Sept.	Oct.	Length
Area studies				
Africa, sub-Sahara	10	8	—	2 weeks
East Asia	10	—	—	2 weeks
Latin America	10	8	—	2 weeks
Near East and North Africa	10	—	—	2 weeks
People's Republic of China	—	—	19	2 weeks
South Asia	10	—	—	2 weeks
Southeast Asia	10	—	—	2 weeks
USSR/eastern Europe	10	—	—	2 weeks
Western Europe	10	8	—	2 weeks
Canada	—	—	26	1 week
Language and advanced area courses				
Afrikaans	24	—	—	24 weeks
Amharic	24	—	—	24/44 weeks
Arabic (Egyptian and modern standard)	24	—	—	24/44 weeks
Arabic (formal spoken and modern standard)	24	—	—	24/44 weeks
Arabic (western and modern standard)	24	—	—	24/44 weeks
Arabic (formal spoken and modern standard) (advanced in Tunis)	3	—	—	47 weeks
Bengali	24	—	—	24/44 weeks
Bulgarian	24	—	—	24/44 weeks
Burmese	24	—	—	24/44 weeks
Chinese (Cantonese)	24	—	—	24/44 weeks
Chinese (standard)	24	—	—	24/44 weeks
Czech	24	—	—	24/44 weeks
Danish	24	—	—	24 weeks
Dari (Afghan Persian)	24	—	—	24/44 weeks
Dutch	24	—	—	24 weeks
Farsi (Iranian Persian)	24	—	—	24/44 weeks
Finnish	24	—	—	24/44 weeks
French	24	21	19	20 weeks
German	24	—	19	24 weeks
Greek	24	—	—	24/44 weeks
Hebrew	24	—	—	24/44 weeks
Hindi	24	—	—	24/44 weeks
Hungarian	24	—	—	24/44 weeks
Icelandic	24	—	—	24/44 weeks
Indonesian	24	—	—	24/32 weeks
Italian	24	—	19	24 weeks
Japanese	24	—	—	24/44 weeks
Japanese (advanced in Yokohama)	3	—	—	12/15 months
Korean	24	—	—	24/44 weeks
Korean (advanced in Seoul)	24	—	—	44 weeks
Lao	24	—	—	24/44 weeks
Malay	24	—	—	24/32 weeks
Nepali	24	—	—	24/44 weeks
Norwegian	24	—	—	24 weeks
Pilipino (Tagalog)	24	—	—	24/44 weeks
Polish	24	—	—	24/44 weeks
Portuguese	24	—	19	24 weeks
Romanian	24	—	—	24 weeks
Russian	24	—	—	24/44 weeks
Serbo-Croatian	24	—	—	24/44 weeks
Sinhala	24	—	—	24/44 weeks
Spanish	24	21	19	20 weeks
Swahili	24	—	—	24 weeks
Swedish	24	—	—	24 weeks
Thai	24	—	—	24/44 weeks
Turkish	24	—	—	24/44 weeks
Ukrainian	24	—	—	24/44 weeks
Urdu	24	—	—	24/44 weeks

—(Continued on next page)

Tempus fugit: The '64 and '87 A-100 classes

BY DAVID H. SHINN

The author is a member of the current Senior Seminar.

When I was asked recently to lecture at the Foreign Service Institute, it occurred to me that a comparison of my own February/April 1964 A-100 class with the one now assembled (April/June) would demonstrate vividly some of the changes within the Foreign Service.

To begin with, the difference in average age of the two groups is striking—25 in 1964 and 31 now. Although a significantly larger percentage of the current class is female, the married/single ratio is virtually identical. This is surprising, in view of the higher average age of the current class. None of the married women in the 1964 class maintained her maiden name; there are six couples in the current class, and all the female members have kept their original names. Whereas there were no minorities or tandem couples in 1964, there are several of each in the 1987 class.

Members of the 1987 class hold almost twice as many graduate degrees; they had six more years on average to acquire them. A number of the members of the 1964 class earned graduate degrees following entry into the Department. In 1964 only one entering Foreign Service officer had studied overseas; many in the 1987 class have done so. Ivy League Schools were well-represented in 1964; they were somewhat less frequented by the 1987 class. Ten universities (Princeton, Columbia, George Washington, University of Southern California, New York University, University of California at Berkeley, University of Chicago, University of Colorado, Stanford and Fletcher) were attended by two members of the 1964



Mr. Shinn

class, but no university was attended by more than two. The universities most popular with the 1987 class were the University of Virginia (seven), Georgetown (six) and Columbia (four).

Not surprisingly, the 1987 class has had more previous work experience than the 1964 group. Previous State Department and other Government work are particularly prominent in their backgrounds. No member of the 1964 class, of course, had served with the Peace Corps. But astonishingly, neither had anyone in the 1987 class. One of the most significant differences concerns military service. Forty-three percent of those in the 1964 class had served in the military versus only nine percent in the 1987 group. Does this have any implications for Foreign Service discipline?

With the increasing mobility of our society, birthplace alone is perhaps not a significant indicator of one's regional background. To the extent it is meaningful, however, it is interesting to note that the West, where a disproportionate amount of growth has taken place, produced significantly fewer members of the 1987 class than the 1964 class. Ten percent of the members of the 1987 class were born overseas versus none in 1964.

Although my class may not be representative of others in its period, almost two-thirds of the original 23 members are still in the Foreign Service. So much for the canard that everyone is bailing out. Four of the original 23 have either served overseas as ambassador, are currently doing so or have been selected by the President—three for posts in Africa and one in eastern Europe.

1964 Class	Characteristic compared	1987 Class
23	Members	47
25	Average age	31
21 (91%)	Males	29 (62%)
2 (9%)	Females	18 (38%)
0 (0%)	Hispanic/Asian/black	4 (9%)
11 (48%)	Married	22 (47%)
12 (52%)	Single	25 (53%)
0 (0%)	Tandem couples	3 (6%)
6 (26%)	Master's degree	21 (45%)
0 (0%)	Ph.D.	2 (4%)
2 (9%)	J.D./LL.B.	9 (19%)
1 (4%)	Graduate engineering	2 (4%)

—(Continued on next page)

—(Continued from preceding page)

Program	Aug.	Sept.	Oct.	Length
Vietnamese	24	—	—	24/44 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	24	—	19	6 weeks
Arabic, formal spoken	24	—	19	6 weeks
Bengali	24	—	—	6 weeks
French (metropolitan)	24	21	19	10 weeks
French (sub-Saharan)	24	21	19	10 weeks
German	24	—	19	10 weeks
Hebrew	—	—	19	6 weeks
Hindi	24	—	—	6 weeks
Icelandic	24	—	—	6 weeks
Indonesian/Malay	—	—	19	6 weeks
Italian	24	—	19	10 weeks
Japanese	—	—	19	6 weeks
Polish	—	—	19	6 weeks
Portuguese (Latin America)	24	—	19	10 weeks
Portuguese (Europe)	24	—	19	10 weeks
Russian	—	—	19	6 weeks
Serbo-Croatian	—	—	19	6 weeks
Spanish	24	21	19	10 weeks
Thai	24	—	—	6 weeks
Turkish	—	—	19	6 weeks
Early-morning language classes				
Arabic (formal spoken)	—	—	5	17 weeks
Chinese (standard)	—	—	5	17 weeks
French	—	—	5	17 weeks
German	—	—	5	17 weeks
Italian	—	—	5	17 weeks
Japanese	—	—	5	17 weeks
Portuguese	—	—	5	17 weeks
Russian	—	—	5	17 weeks
Spanish	—	—	5	17 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation:				
Logistics of Foreign Service life	—	21	—	10 days
Community skills seminar	—	—	26	5 days
Employment planning for the mobile Foreign Service spouse	—	—	6	4 days
English-teaching seminar	—	—	19	5 days
Going overseas (Wed. evening, singles/couples)	26	—	28	1 day
(Saturday, for families)	—	—	17	1 day
Re-entry (Saturday, for families)	22	—	—	1 day
(Saturday, for teens)	—	19	—	1 day
(Wed. evening, singles and couples)	—	9	—	1 day
Regulations, allowances and finances	—	2	—	3 days
Administrative training				
*Budget and financial management	3	7	5	27 days
**General services operations	**	(7 weeks)	weekly enrollment	
Personnel management training	31	—	19	25 days
***Coping with violence abroad	3	14,15	13,14	2 days
	10,17	28,29	26,27	
	24,31			
*After the basic 27-day course, officers going to financial management center posts will be given six days' training on the financial management system and six on the U.S. disbursing officer's functions. Previous registration for these adjunct courses is required.				
**Weekly enrollment. Previous registration required.				
***No longer available on a walk-in basis. Advanced registration required.				
Coping with violence abroad seminar will start two-day seminars beginning September 14-15.				
Consular training				
ConGenRosslyn basic consular course	Pre-registration required for: Continuous enrollment:			26 days

—(Continued on next page)

EDUCATION AND TRAINING

—(Continued from preceding page)

Program	Aug.	Sept.	Oct.	Length
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	*Correspondence 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				
Foreign Service economic/commercial studies	—	8	—	26 weeks
Information resources management				
Information systems management program	—	8	—	22 weeks
Information systems operations training	—	8	—	4 weeks
Executive development				
Executive performance seminar	—	28	—	5 days
Inspectors' management training	—	21	—	5 days
Inspectors' training seminar	—	15	—	2 days
Washington tradecraft	—	14	—	2 weeks
Basic management studies for diplomatic security officers	9,16	13,20	18,25	5½-days
Supervision for the experienced employee: managing people problems	—	14	—	3½ days
Supervisory studies seminar	—	28	—	3 days
Political training				
Foreign affairs interdepartmental seminar	—	14	—	1 week
Political tradecraft	17	—	—	3 weeks
Political functional intensive	31	—	—	4 weeks
Orientation				
Orientation for Foreign Service officers	—	8	5	9 weeks
Orientation for Foreign Service personnel	31	—	—	1 week
Orientation for Department officers	—	29	—	2 days
Department clerical orientation	31	28	—	7 days
Secretarial briefings				
First-time ambassador's secretary briefing	Individual or group by appt.			4-8 hours
Washington assignment (for FS secretaries)	Individual or group by appt.			4-8 hours
Refresher onward assignments (FS)	Individual or group by appt.			4-8 hours
Communications courses				
Effective speaking and listening skills	—	—	12	24 hours
Effective writing for government	—	15	—	24 hours
English and communication skills	—	29	—	30 hours
Secretarial courses (FS and GS)				
Career development seminar (Section II)	—	8	—	5 days
Foreign Service secretarial training	—	21	—	8 days
Management skills seminar for secretaries	15	—	—	3 days
Equal opportunity seminar				
Management seminar on EEO for executives and supervisors	—	18	—	1 day ■

(Continued from preceding page)

23 (100%)	Generalist	0 (0%)
0 (0%)	Administrative cone	13 (28%)
0 (0%)	Consular	11 (23%)
0 (0%)	Economic	12 (26%)
0 (0%)	Political	11 (23%)
1 (4%)	Previous State work	6 (13%)
10 (43%)	Military experience	4 (9%)
13 (57%)	Born east of Mississippi	28 (60%)
10 (43%)	Born west of it	14 (30%)
0 (0%)	Born overseas	5 (10%) ■

Grievance Actions

—(Continued from Page 29)

that he be granted a retroactive promotion. The Department admitted that it had erred, corrected the grievant's file, but denied his request for retroactive promotion. The Department did offer to "non-rate" him for that year, extend his time-in-class, and to grant the grievant a remedial step increase. →

In the grievant's appeal to the board, he contended that his sustained superlative performance was well-documented in his record and that, had the selection board been allowed to review his file absent the Department's admitted errors, it would have awarded him a promotion. The Department contended that the grievant had not shown that its error was a substantial factor in his not being promoted. It argued that, even if the board would find the error to have been substantial, the preponderance of the evidence indicated that the grievant would not have been promoted. The Department also asked that, if the board was not convinced by its presentation, it should remand the case for a reconstituted selection board procedure.

The board found in the grievant's favor and awarded him a retroactive promotion. The board denied the Department's request for remand, stating that the Department had every opportunity to use any method it so desired in presenting its best evidence. It had made a conscious decision not to use the reconstituted board process on its own, and chose other means instead. □

Duties weren't clearly explained, board agrees

(G-031(5))—At the agency level, the grievant was successful in having several falsely prejudicial statements removed from his employee evaluation report, but the agency refused to remove the entire document from his performance file. On appeal to the board, he argued that his report still reflected a lack of clear instructions to him concerning his duties, many of which he did not know were his direct responsibility. The Department retorted that it was up to him, as an experienced officer, to resolve the confusion.

The board found the report still so flawed that it ordered its removal. It found there were falsely prejudicial comments concerning unclear instructions given to the grievant and that, as a result of the excisions, the report was so disjointed and contained so many gaps that it left open to question the true nature of his performance. ■

'Dream' Quarters

BREATHES there anywhere overseas another general services officer who's blessed like Mark Jacobs? Mr. Jacobs, at Embassy Tunis, has a new compound that he calls a "dream." Just recently opened, it houses his entire operation—customs and shipping, procurement, property, maintenance, supply, a motor pool, warehouses and the mission commissary—all on more than three acres of land, just some five miles from the embassy. A recreation center and swimming pool will be only a few feet away, and there's plenty of office and storage space, as well as carpentry, electrical, plumbing, heating and air-conditioning shops, with separate warehouses for all the U.S. agencies at post.

Why should Mr. Jacobs call it a "dream"? Because it was he who helped design it. He found a local entrepreneur, Rauf Fethi Ben Farhat, who had the land and capital and who could be persuaded of benefits to be gained from investing in the venture. He also made his case to the other U.S. agencies and to State's Foreign Buildings Office, winning their support. And, always, he had the help of his assistant, Foreign Service national Ahmed Zahar, plus encouragement from the administrative counselor, Peter S. Flynn.

It appears that dreaming can be productive, so long as it isn't mere day-dreaming. This was the judgment of Ambassador Peter Sebastian, who nominated Mr. Jacobs for the Department award for administrative excellence.



Garage: Foreman *Mounir Bel Hadj Ammar* is at right.



Carpenter *Mehrez Ben Khalifa* does his thing.



Supply operation: Purchasing agent *Farouk Khiifi*, left, and supply supervisor *Sadok Redjeb*.

Commissary: Left to right are assistant manager *Pauline Stott*, cashier *Helen Vrouvakis*, stock clerk *Moktar Bouloumita*, stock supervisor *Abed Louahed Chouchane*, manager *Sonya Lynch*.



Cutting the ribbon to open the complex is Ambassador *Peter Sebastian*. Others, left to right:

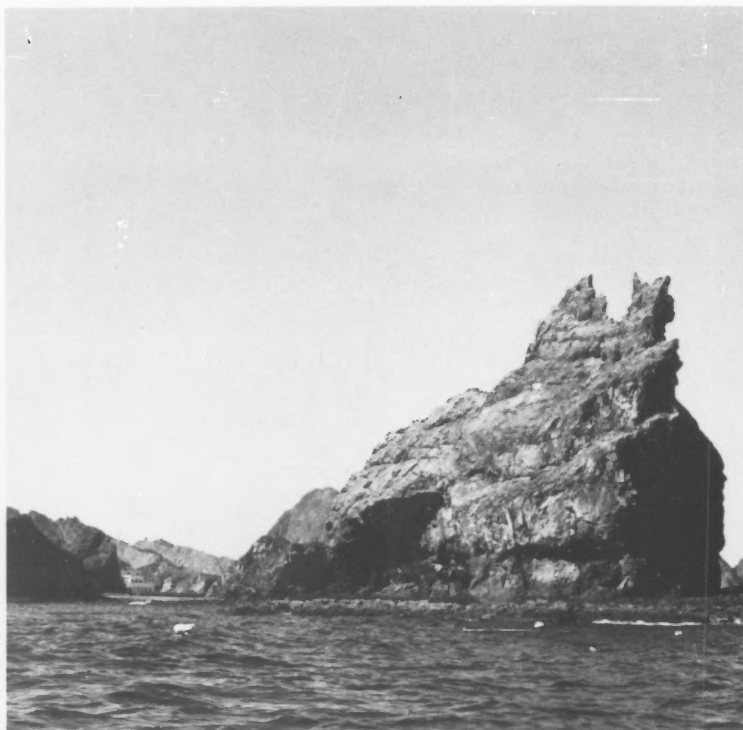
deputy chief of mission *Gordon S. Brown*, *Ben Farhat*, *Mark Jacobs*. ■

Post of the Month: Muscat

THIS IS THE CAPITAL of Oman, the nation occupying the easternmost portion of the Arabian peninsula. The city is on the Gulf of Oman, between the Arabian Sea and the Persian Gulf. U.S. embassy people and their families are featured here as part of STATE's continuing series.

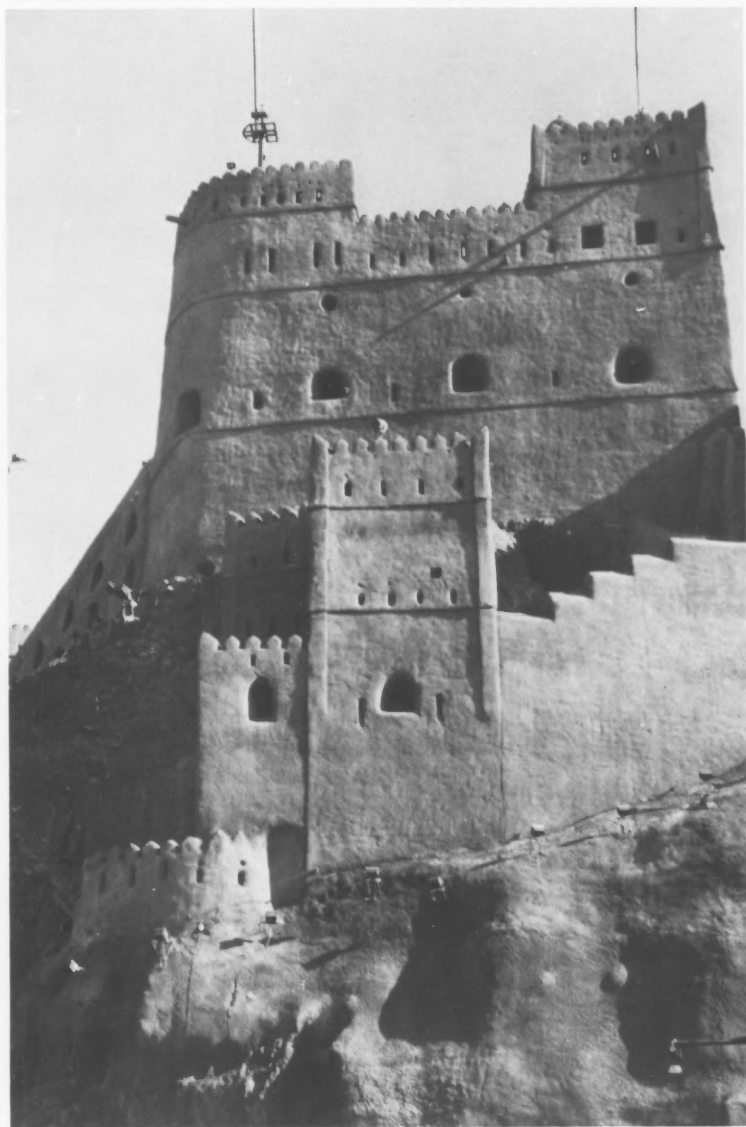
"Cat's Head" Island, on the Capital Yacht Club bay.

Adam Dorr and Kari Berns.



Secretaries *Patricia Mink* and *Tresia Gale*.

Sue Malvin, in front of Al Alam Palace.



Fort Jalali, in the old city.

Visiting the caves and natural spring in southern Oman: *Mary, Jimmie and Evelyn Hanes, and Ruth and Marcia Dorr.*

Marine guards *Steven B. Beggs* and *Lloyd R. Vanlandingham.*



POST OF THE MONTH: MUSCAT

A 16th-century Portuguese fort at Nakhl.

James Thomas, Albert Jacobs, Jordan and Juanita Mee and Nancy Hall, at a perfume factory.



Sue Malvin, USIA, goes shopping.

M.S. (Dass) Aruldass and Nancy D. Hall, in a medical training class.



A minaret at Fort Mirani.



Omani guide *Abdullah Hadid*, on his family's farm where coconut trees are grown.

Sue Malvin, Suzi Shafer, Beth Keene and Lorraine Jacobs, on a walking tour of the old city.

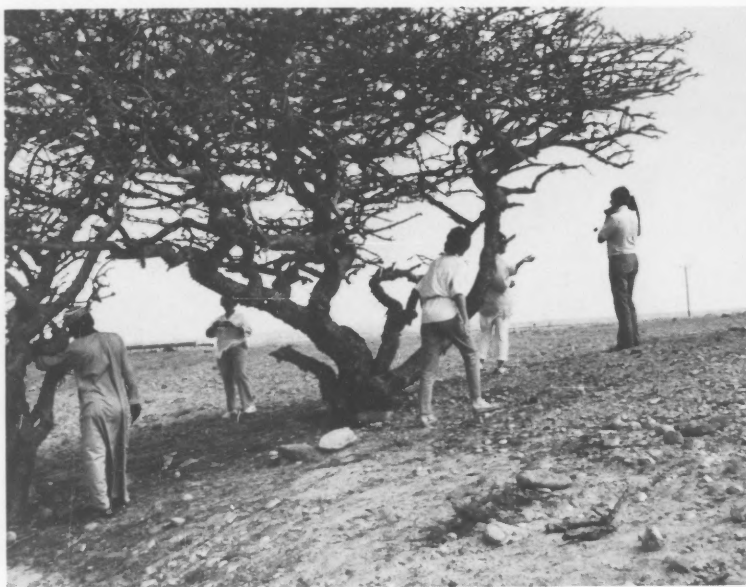
At a medical emergency training class: *Aysha Banduwala, Edmund Saums, "Van" Vanlandingham, Sue Malvin, Keith Pelkey, Salim Al-Harthy, Stanley A. Stall* (on floor).



POST OF THE MONTH: MUSCAT

At a frankincense tree in southern Oman: guide *Aboullah Hadid*, *Evelyn* and *Mary Hanes*, *Linda Hilderbrand* and *Jimmie Hanes*.

Ellen Sturgeon, left, *William Stewart* and driver *Ismail*, at a beverage plant.



At holiday celebration: *Zedo* and *Stan Stalla*, *Samina* and *Zeenat Subedar*, *Juanita*, *Jordan* and *Jonathan Mee*, *Tresia Gale*, *Georgie*

Sturgeon, *Barbara* and *Jennifer Bault*, *Heather* and *Seann Gale*, *James Thomas* and *William Stewart*.



Assistant Secretary *Richard Murphy*, center, with *David Mandel* and deputy chief of mission *Douglas R. Keene*.



Gary Towery and Douglas R. Keene, deputy chief of mission, at a school site.



At the Queen of Sheba Palace ruins: Evelyn, Jim, Mary and Jimmie Hanes, and Linda Hilderbrand.

A guardian at Job's Tomb, in southern Oman.



After a U.S.-Japanese softball game: Rudy G. Hall, Robert J. Gault, the Japanese ambassador to Oman, oil company employee, James Bustin, Ambassador G. Cranwell Montgomery.



View of a wadi (river bed), from the top of a fort at Nakhl. ■

Honors and Awards



DAR ES SALAAM, Tanzania—At awards ceremony, left to right, first row: Ambassador Donald Peterson, Blani Myenda, Francis Lupembe, Saidi Mkusa, Lucas Mpelela, Christant Hiza, Isack Manene, Joseph Patrick, Arthur Kayoka. Second row: Hedwiga Mbuya, Virginia (Ginny) Finley, Anthony Kwilekezya, Bernard Mwita, Mohamed Rajabu, John Cox, Vincent Cidosa. Third row: Zainab Darugen, Nasim Esmail, Nafisa Malik, Zera Kassam, Adija Msofe, Reena Pattni, Jolcy Fernandes, Nagri Gulzarhusein. Fourth row: Helen Masha, Kanaksinh Gandhi, Rehema Nassor, Sita George, Leela Asser. Fifth row: Inayatali Raja, Joseph M. Segars, Francis Morgan, Robert Franks, Bernard Kimalando, Rauhiya Abbas, Munir Karimjee, Juma Koba.



BUCHAREST, Romania—Ambassador Roger Kirk presents Meritorious Honor Award to consular section employee, Foreign Service national Adriana Mosailov.



LAGOS, Nigeria—At awards ceremony in consular section, standing, left to right: Consul Laddie Valis, Ambassador Princeton Lyman, consul general Bobby L. Watson. Sitting:

Julia Adekoya, Irvina Wallace, Julie Hagarty, Jo Leibenguth, Donna Blair. Standing: Kaudor Yawo, Augustine Chijioko, Todd Kushner, Ruby

Brown, Catherine Hill, Passy Pomeroy, Comfort Olabode, Pattie Smith, Cecile Dobson, Ruth Wagoner, Ben Ajayi, Lillie Kamanu. ■

Information and Technology

More embassies, less employees during Kissinger's time

Communications volume swells

BY CAROL BECKER AND
DAVID HERSCHLER

This is the fourth in a series of articles prepared in the Office of the Historian.

HENRY KISSINGER, who was Secretary of State for nearly four years, was the first naturalized citizen to serve as Secretary. Mr. Kissinger devoted his adult life to the study of foreign policy, as a scholar at Harvard University, as a consultant on foreign policy in the Kennedy and Johnson administrations and as national security adviser to President Nixon. Mr. Kissinger was a firm believer in personal diplomacy and brought to the discharge of his office a distinct public and private style. At a time when the news media created instant celebrities, he became "one of the most celebrated international figures of his time."

Mr. Kissinger believed he understood the art of statesmanship and the historical flow of world events. In his dictatorial dissertation on Metternich and Castlereagh he did "more than draw a remarkable portrait of two statesmen who managed . . . to balance competing forces and thereby provide a period of relative peace," wrote correspondents Bernard and Marvin Kalb. "He unintentionally drew a portrait of himself."

Diplomatic environment

Mr. Kissinger's tenure as Secretary coincided with several major foreign policy initiatives overseas and one of the nation's most severe domestic political crises. There was little growth in the size of the Department. As Mr. Kissinger took an active role in the day-to-day details of foreign policy, there appeared to be a reversal in the post-World War II trend toward concentration of foreign policy initiative in the White House rather than the Department. This reversal was more illusory than real, however, and reflected Mr. Kissinger's personal dominance over



Henry Kissinger

the foreign policy machinery rather than Department influence. In any event, the Secretary felt that the existing Department apparatus was too cumbersome to provide timely direction to foreign policy.

Although the Department budget nearly doubled between 1962 and 1973 and nearly doubled again during Mr. Kissinger's tenure as Secretary, and the number of U.S. embassies overseas increased from 94 in 1961 to 128 in 1973, Mr. Kissinger presided over the Department that in number of employees had actually decreased by about 12% since 1962.

The number of information gatekeepers in the Department, however, grew steadily in the 1970s. By the end of the decade there were more than four under secretaries and deputy under secretaries, more than 25 assistant secretaries or their equivalents, and nearly every bureau had three and sometimes four deputy assistant secretaries. Each individual tended to focus on some area of the information spectrum. The Executive Secretariat served as master

information gatekeeper, but the lines of responsibility were easily crossed.

In an age when jet aircraft traveled at 480 miles per hour, visits between U.S. and foreign leaders were frequent. In the four years from 1973 through 1976, 95 heads of state and government visited Washington, while Presidents Nixon and Ford visited 30 countries collectively.

Mr. Kissinger's "personal diplomacy" carried him approximately 565,000 miles, to visit 213 countries over a period of 394 days, during his tenure as Secretary. In one whirlwind trip in 1974 the Secretary visited 17 countries in 18 days. One of the network correspondents covering a Kissinger trip reported: "It's another three-country day for Kissinger—breakfast in Rumania, lunch in Yugoslavia, dinner in Rome."

As Secretary, Mr. Kissinger dealt with a wide range of foreign policy issues facing the United States, including the aftermath of the Paris peace accord ending U.S. military involvement in the Vietnam War; a major Arab oil embargo; an international crisis in Cyprus (1974); arms control negotiations for a proposed SALT II treaty; the signing of the Final Act of the Conference on Security and Cooperation in Europe (the Helsinki accords); Third World demands for a New Economic Order; two U.S.-USSR summits; and a fourth major Arab-Israeli war.

In the aftermath of the Arab-Israeli war of October 1973, Mr. Kissinger engaged in extensive "shuttle diplomacy," flying between Aswan and Jerusalem and between Jerusalem and Damascus. During these shuttles he negotiated an Egyptian-Israeli ceasefire and disengagement, and two partial Israeli withdrawals in the Sinai Peninsula. The longest and most difficult cycle of shuttle diplomacy—33 continuous days in the Middle East—ended successfully in the Israeli-Syrian disengagement agreement of May 1974.

Information environment

Although Mr. Kissinger was able to take advantage of improved communications and other advances in the field of information technology during his tenure as Secretary, this was a period of relative stability for the Department in the information environment, when compared with the technological revolution after the Cuban missile crisis of 1962 or the improvements yet to come in the late 1970s and 1980s.

The Department continued to improve its ability to meet the increasing volume of worldwide telegraphic traffic. The volume of telegrams sent or received by the Department increased to approximately 2,200 each day in 1973. To improve its worldwide telecommunications network the Department in 1971 activated the Bonn Automated Exchange (BAX), a computer-based facility that relays telegrams to most European posts and, through the Automated Terminal Station (ATS), to most other posts worldwide.

The number, size, variety and complexity of computerized systems employed by the Department began to grow steadily ever since installation of the first computer a decade before. A small automated information system (SADI) was installed in the Executive Secretariat; a larger, more comprehensive Automated Department's Central Foreign Policy File, making possible for the first time the acquisition, storage and retrieval, in digital form, of all incoming and outgoing cables of the Department. The optimal use, storage and long-term preservation of paper records received declining attention and resources; consequently, the Department became increasingly unable to identify, locate and use older information and diplomatic precedents.

During his frequent trips abroad, Mr. Kissinger maintained control of Department business and kept abreast of details through an elaborate communications system provided on his aircraft, SAM 86970, which had been used by Presidents Eisenhower and Kennedy and Vice President Johnson. The communications network connected the Sec-

retary with every part of the world within minutes, by coded teletype and if necessary by telephone, although the latter was used infrequently.

Mr. Kissinger used the aircraft communications equipment to receive telegrams from the Department and White House, and to send instructions to the Department or backchannel messages to the White House Situation Room. In capitals where the United States had no embassies or where the Secretary wished the local embassy not to be informed, the SAM 86970's communications system was used on the ground.

Although the number of Department press releases in 1974 actually decreased to 547 from 752 in 1962, Department relations with the press in some respects reached a pinnacle during Mr. Kissinger's tenure. The Secretary cultivated the press and often acted as his own press spokesman. In 1974 he gave 40 official news conferences. Accompanying him on SAM 86970 on his extensive trips abroad were 14 members of the news media. Mr. Kissinger frequently favored the press with information "on background," in which he was anonymously quoted as a "high Department source."

The revised Freedom of Information Act of 1974 purported to create a mechanism by which the "man on the street" could claim access to Government secrets for just the price of a stamp and envelope.

* * *

During the tenure of Henry Kissinger as Secretary of State the United States redefined its foreign policy strategies while maintaining its role as world leader. East-West relations passed gradually from confrontation to detente, and American policy reflected a more balanced approach to international relations than had been reflected in Cold War policy. Two events had an overriding impact on the assumptions governing foreign policy of the period: the Vietnam War and Watergate.

The long and costly U.S. military involvement in the Vietnam War had disrupted foreign policy initiatives

abroad and brought about economic distress and social disharmony at home. The negotiated Paris peace accord was seen as an opportunity to redirect foreign policy strategies toward a world balance that would promote domestic unification.

The Watergate crisis imperiled U.S. foreign policy efforts in two ways: it threatened to exacerbate domestic disharmony and retard the healing process, and it weakened America's image, and therefore its real position, throughout the world. Mr. Kissinger recalled his concern that "we were threatened with stagnation in our foreign policy." With the drain on authority and public confidence caused by Watergate, "aggressors would be tempted. Delicate balances in regions where American commitments were crucial to peace would be less stable. Our ability to mediate conflicts, or to inspire friends, would erode."

NEXT: George P. Shultz. ■

Barney Lester's quiz

Secretaries of State

1. Which Secretary of State served the longest?
2. How many Secretaries later became President of the United States?
3. Where does the Secretary rank in line of succession to the presidency?
4. Name two Secretaries who became chief justices of the Supreme Court.
5. Which rooms in the Department are named for Secretaries?

(Answers on Page 51)

New legal panel

The Department has created an advisory panel on international telecommunications law, which held its first session March 19. It is composed of U.S. attorneys with expertise in telecommunications law, both domestic and international. Herbert E. Marks of Squire, Sanders & Dempsey is chairman. Thomas J. Ramsey, Bureau of International Communications and Information Policy, is working with the panel.

Personnel: Civil Service

Promotions

GG-5

Anderson, Kevin T., U.S. Mission to the United Nations
Lang, Timothy, U.S. Mission to the United Nations

GG-10

Lo Monaco, Michael B., U.S. Mission to the United Nations

GG-11

Katona, Judy K., Foreign Service Institute
Shishkevish, Olga P., Foreign Service Institute

GG-12

Amaral, Luiz L., U.S. Mission to the United Nations

GM-15

Reifsnnyder, Daniel A., Oceans and International Environmental and Scientific Affairs
Stratton Jr., Arthur P., Management, Office of the Executive Director
Wapensky, Russell A., Inter-American Affairs

GS-3

Johnson, Lynette L., Diplomatic Security, Washington Field Office

GS-4

Adams, Bertha L., Passport Agency, Chicago
Arceneaux, Michele A., Passport Agency, San Francisco
Buck, Zeta L., Office of Foreign Service Career Development and Assignments
Catlin, Timothy M., Office of Communications
Flournoy, Michelle R., Diplomatic Security, Washington Field Office
Hunt, Yolanda M., Passport Agency, Miami
Smith, Judy H., Office of Communications
Teel, Kimble L., Office of Supply, Transportation and Procurement

GS-5

Barfield, Lamanthia A., Office of the Director General
Carter, Fonda Y., Central American Affairs
Cook, Connie R., Office of the Under Secretary for Management
Cornellous, Kevin B., Passport Agency, San Francisco
Dantzier, Alfreda, Passport Agency, Special Services Division, Diplomatic and Congressional Travel Branch
Dixon, Marian D., Visa Services
Duncan, Darryl M., Oceans and International Environmental and Scientific Affairs
Edwards, Patricia A., Foreign Service Institute
Goodman, Harriet L., Passport Agency, New York
Grant, Elizabeth, Passport Agency, New York
Harley, Stanley M., Bureau of Personnel, Office of Management
Holloman, Susan, Consular Affairs
Lewis, Willodean, Office of the Comptroller
Marshall, Valerie L., East Asian and Pacific Affairs, Office of the Executive Director
Maxwell, LaWanda D., Intelligence and Research
Moore, Wanda T., Inter-American Affairs
Robinson, Alisa M., Economic and Business Affairs
Scott, Barbara W., Passport Agency, Public Issuance Division

GS-6

Berger, Lisa M., Office of the Under Secretary for Management
Christopher, Michelle E., Office of Foreign Service Career Development and Assignments
Glover, Tamar T., Passport Agency, Miami
Hainesworth, Darlene, Information Systems Office
Johnson, Howard V.,

Economic and Business Affairs

Khdaif, Mafalda M., Refugee Programs
Mills, Dolores A., Public Affairs
Powers, Joyce A., Office of Financial Operations
Stevens, Mark A., Overseas Citizen Services
Williams-Pettie, Regina, Office of Civil Service Career Development and Assignments
Williams, Beverly, Near Eastern and South Asian Affairs

GS-7

Allen, Sharon L., Office of Protocol
Bridewell, Patricia S., Oceans and International Environmental and Scientific Affairs
Brown, Margaret A., Office of Protocol
Bundy, Pamela L., Office of Communications
Carmona, Francisco J., Passport Agency, Public Issuance Division
Chong, Tae S., Passport Agency, Public Issuance Division
Estacio, Benedicta S., Office of Fiscal Operations
Freeman, Marlene L., Bureau of Personnel
Fridinger, Tracy H., Foreign Service Institute
Gatmaitan, Denise D., Passport Agency, Los Angeles
Jeter Jr., R. Lee, Information Systems Office
Jones-Jackson, Mary D., Passport Agency, Los Angeles
Lester, Christine D., Passport Agency, Miami
Marshall, Charlene R., Consular Affairs
Moose, Manon P., Office of Financial Operations
Murphy, Richard J., Office of Financial Operations
Pegues, Joselyn S., Visa Services
Porter, Shirley A., Office of Financial Operations
Sheeran, Robert T., Passport Agency, Public Issuance

Division

Slaughter Jr., Harold J., Economic and Business Affairs
Vore, Eric C., Office of Management Operations
Walters, Kelly A., Passport Agency, Los Angeles
Williams, Jewell S., Office of Medical Services

GS-8

Blount, Tina L., Diplomatic Security
Fitzgerald, Estela S., Office of International Communications and Information Policy
Wood, Sahon G., Office of the Under Secretary for Management
Wright, Elizabeth B., Office of the Comptroller

GS-9

Burton, Pamela A., Office of Civil Service Career Development and Assignments
Eason, Lillie P., Classification/Declassification Center
Hannan, Mary Catherine, Information Systems Office
Lester, Joyce A., Passport Agency, Public Issuance Division
Minor, Gwendolyn E., Intelligence and Research
Robinson, Rosetta E., Bureau of Personnel, Retirement Division
Sheerin, Daniel P., Inter-American Affairs, Office of the Executive Director
Woods, Ivory, Passport Agency, Boston

GS-10

Dyer, Ellen D., Office of the Under Secretary for Management

GS-11

Burnett, Patricia S., Diplomatic Security
Carter, James V., Office of Communications
Cipparone, Anthony J., Passport Agency, Philadelphia
Fielder, Kathleen J., International Organization Affairs
Gower, Linda G., International

PERSONNEL: CIVIL SERVICE

Narcotics Matters
Hampton, Ronald E., Foreign Affairs Information Management Center
Jackson, Karen M., Foreign Affairs Information Management Center
Nesbitt, Brenda T., Office of Communications
Prince, Lannie M., Office of the Under Secretary for Management
Regalo-Warren, Patricia, Office of Foreign Buildings
Smith, Shirley H., Bureau of Personnel, Employment Division
White, La Verne W., Allowances Staff

GS-12

Anstead, Phillip, Office of the Comptroller
Kleiboeker, Jenness, Intelligence and Research
McKittrick, Janet L., Inter-American Affairs, Office of the Executive Director
Stolp, Joanne L., Office of Financial Operations

GS-13

McHale III, Austin, Office of the Comptroller

GS-14

Shaw, Catherine H., International Narcotics Matters

Appointments

Ausby, Carolyn D., Consular Affairs, Office of the Executive Director
Board, Teresita D., Bureau of Personnel, Pre-Assignment Center
Boelter, Lisa D., Passport Agency, Philadelphia
Boling, Michael N., Office of Supply, Transportation and Procurement
Bond, Flora M., Diplomatic Security, Chicago Field Office
Bouchard, Brett L., Economic and Business Affairs, Office of International Finance and Development
Brewin, Roger C., Classification/Declassification Center

Bromell, Wanda G., Office of Fiscal Operations
Brown, Deena R., Office of the Comptroller, Pre-Assignment Center
Broyles, Joan F., European and Canadian Affairs
Bubniak, Robert P., Office of Facilities Management and Administration Services
Chapelaine, Pamela J., Passport Agency, Boston
Chiarello, Victoria A., Oslo
Coffey, David A., Passport Agency, Automated Records Branch
Corbett, Natalie J., Foreign Service Institute
Cunningham, Deborah L., Foreign Affairs Information Management Center
Davis, Alisia L., International Organization Affairs, Office of Administrative Services
Davis, Barbara, Kingston
Davis, Shelly G., Passport Agency, Automated Records Branch
Daye, Charles B., Office of Fiscal Operations
Dobriansky, Paula J., Human Rights and Humanitarian Affairs
Dollins, Anna C. B., International Narcotics Matters
Echols, Rosemary D., Office of the Comptroller, Pre-Assignment Center
Fleming, Elizabeth J., Passport Agency, Boston
Ford, Nadra P., Passport Agency, Manual Records Branch
Frederick, Frances J., Passport Agency, Public Issuance Division
Fujiwara, Tami L., Passport Agency, Houston
George, Scott, Classification/Declassification Center
Gibson, Hope E., Passport Agency, Automated Records Branch
Glover, Vernell L., U.S. Mission to the United Nations
Godfrey, Ruth W., Office of the Secretary
Hannah, Norman, Classification/Declassification Center
Herman, Terri L., Northeast

Passport Processing Center
Hollis, Richard J., Office of the Controller, Pre-Assignment Center
Hooper, Sylvia, Kuwait
Howe, Daniel E., Calgary
Ingersoll, Charles S., Office of the Under Secretary for Management
Jackson, Helen H., Office of the Comptroller
Jenkins, Velma Ann R., Toronto
Kamdar, Minar N., Office of Fiscal Operations
Kaslick, Wilbur, Passport Agency, Boston
Kirby, Charles E., Passport Agency, Public Issuance Division
Kirkham, Bruce H., Information Systems Office, Systems Design and Programming Division
Larsen-Schobben, P., Foreign Service Institute
Lavan, Michael J., Northeast Passport Processing Center
Ledbetter, Kristyne D., Bureau of Personnel, Pre-Assignment Center
Lee, Robert E., Passport Agency, Automated Records Branch
Lovett, Frances M., African Affairs, Office of the Executive Director
Macias, Richard G., Passport Agency, San Francisco
Manrique, Carmen V., Passport Agency, San Francisco
Massi, Nicholas W., Northeast Passport Processing Center
Matkin, Robert L., Office of the Comptroller
May, Clyde R., Diplomatic Security
Merrill, John, Intelligence and Research
Minke, Robert E., London
Murray, Alphonso, Foreign Affairs Data Processing Center
Nguyen, My-Hang T., Passport Agency, Houston
O'Keefe, Thomas J., Passport Agency, Stamford
Odoms, Adelfa L., Passport Agency, Boston
Parton, Min Jin, Oslo
Quarles, Ivan C., Passport Agency, Chicago
Rickerson, Bruce M., Office of the Under Secretary for Security Assistance, Science, and Technology
Roby, Cheryl R., Passport Agency, Public Issuance Division
Rosofsky, Sidney, Northeast Passport Processing Center
Snow Jr., Franklin N., Office of Communications
Thomas, Jennette, Passport Agency, Automated Records Branch
Thomas, Yolanda M., Northeast Passport Processing Center
Thorwart, Mildred A., Passport Agency, Los Angeles
Trevisone, Donna M., Passport Agency, Boston
Van Heuven, Catherine M., Passport Agency, Manual Records Branch
Verdier, Margaret M., Office of the Secretary
Vicini, Eileen F., Diplomatic Security
Wallach, Eugene R., U.S. Mission to the United Nations
Walls, Phillip J., Bureau of Administration
Wiley, Beverly M., Office of Foreign Buildings
Williams, Belinda Y., Passport Agency, Philadelphia
Williams, Teri D., Passport Agency, Public Issuance Division
Wolfers, Beverly I., Passport Agency, Los Angeles
Wynters, Diane V., Northeast Passport Processing Center
Young, Kevin M., Passport Agency, Washington
Zimmermann, Robert W., Classification/Declassification Center

Reassignments

Arrington, Celia D., Foreign Affairs Information Management Center to Diplomatic Security
Banks, Sandra D., Passport Agency, Public Issuance Division to Passport Agency, Special Services Division, Diplomatic and

Congressional Travel Branch
Bobby, Joanne A., Bureau of Personnel to Bureau of Administration
Clark, Carolyn L., Bureau of Personnel to Office of the Comptroller
Clark, Nancy L., Oceans and International Environmental and Scientific Affairs, Office of the Executive Director to Oceans and International Environmental and Scientific Affairs, Office of Marine Science and Technology Affairs
Copeland, Susan L., Office of the Comptroller to Information Systems Office
Daniel, Patty A., Office of Management Operations to Intelligence and Research
Dixon, Susan M., Bureau of Personnel, Pre-Assignment Center to Bureau of Personnel, Program Operations Division
Duncan, Jean A., Diplomatic Security, Personnel Management Division to Diplomatic Security, Professional Policies and Programs Division
Ennis, Mary W., Office of the Assistant Legal Adviser, Inter-American Affairs to Office of the Assistant Legal Adviser, International Claims
Fields, Helen D., Office of Facilities Management and Administrative Services, Building Services Branch to Office of Facilities Management and Administrative Services, Building Management Operations Division
Fleming, Rosemary E., Public Affairs to Office of Foreign Buildings
Fox, Barbara T., Refugee Programs to Financial Operations
Gardner, Gail L., Bureau of Personnel to Diplomatic Security
Herring, Kay R., Public Affairs, Office of the Executive Director to Public

FOREIGN SERVICE INSTITUTE—Graduates of the April clerical orientation class, seated (left to right): *Geraldine Douglass, Tanya High, Teresa Payton, Monty Jomeruck, Beatrice Smotherman.* Standing: *Sharon Jeffries, Ruth Wilson, Faith Adams, Trina Morrow, Denise Williams, Catherine Volpe, Heather Hartland.* (Photo by Lloyd McKenzie)

Affairs, Regional Programs Division
Jacobs, Ethel N., Inter-American Affairs, Office of Southern Cone Affairs to Inter-American Affairs, Office of Cuban Affairs
Karinshak, Judith A., Public Affairs to Office of the Legal Adviser
Manley, Jacqueline L., Bureau of Personnel, Personnel Management Division to Bureau of Personnel, Career and Retirement Counseling Services
Martin, Janice, Visa Services to Oceans and International Environmental and Scientific Affairs
Maxwell, Brenda J., Office of Communications to Bureau of Administration
McGlen, Pamela E., Economic and Business Affairs to Bureau of Personnel
McGough, Roberta R., Visa Services, Written Inquiries Branch to Visa Services, Legislations and Regulations Division
McLean, Paulette, Bureau of Personnel to Diplomatic Security
Osborne, Jannie M., Politico-Military Affairs to Office of the Assistant Legal Adviser, Management
Reed, Lucy F., Office of the Assistant Legal Adviser, International Claims to Office of the Assistant Legal Adviser, Inter-American Affairs
Riley, Tammy D., Passport Agency, Manual Records Branch to Passport Agency, Official Travel Branch



Schofield, Robin G., Intelligence and Research to Inter-American Affairs
Smith, Charles S., Passport Agency, Seattle to Overseas Citizens Services
Smith, Robert W., Intelligence and Research to Oceans and International Environmental and Scientific Affairs
Turner, Joyce A., International Organization Affairs to Consular Affairs
Wilkens, Katherine A., Intelligence and Research to Bureau of Personnel

Resignations

Abo, Masao, Passport Agency, Los Angeles
Abram, Alfred, Passport Agency, Houston
Albamonte, Elena M., Passport Agency, Office of Citizenship Appeals and Legal Assistance
Anderson, Patricia A., Passport Agency, Chicago
Babcock, Margaret L., Foreign Service Institute
Balakit, Florencia D., Office of Supply, Transportation and Procurement
Barnes, Petronella, Brussels
Barnes, Traci R., Foreign Service Institute
Billingsley, Karen A., Office of the Comptroller
Brace, Glynnis A., Office of the Comptroller
Bradley, Felicia M., Office of Medical Services
Briggs, Stephen F., Passport Agency, Los Angeles
Brugger, Ellen, European and Canadian Affairs, Office of the Executive Director
Burns, Anthony R., Passport Agency, Chicago
Butler, Veronica B., Near Eastern and South Asian Affairs
Candia, Robin, Passport Agency, Boston
Carpenter, Felicia L., Economic and Business Affairs
Cavallo, Ornella S., Public Affairs
Cocorochio, Josephine M., Passport Agency, Boston
Collins, Vivian D., Passport Agency, Houston
Corbett, Priscilla A., Office of Fiscal Operations
Crabtree, Anna M., Bureau of Personnel, Office of Management
Davila, Wanda L., Passport Agency, Stamford
Dudley, Mary B., Passport Agency, Stamford
Gaillard, Vera M., Passport Agency, New Orleans
Gardner, Mary E., Passport Agency, Los Angeles
Garner, Gladys I., Diplomatic Security
Giamporcaro, Jeanne M.,

PERSONNEL: CIVIL SERVICE

Diplomatic Security
Goodwin, Constance C., Office of Medical services
Grace, Marvin B., Passport Agency, Houston
Harris, Markecia A., Passport Agency, Los Angeles
Harris, Yvonne, Passport Agency, Chicago
Hennings, Robert F., Passport Agency, Stamford
Hill, Robert C., International Organization Affairs
Hodges, Lynda R., Visa Services, Office of Communications and Records Division
Holden, Gwendolyn L., Passport Agency, Automated Records Branch
Holmes, Taylor L., Passport Agency, Stamford
Iacovo, Domenick F., Office of International Communications and Information Policy
Jordan, Karen M., Northeast Passport Processing Center
Joy, Michele R., Bureau of Personnel, Office of Management
Keiter, Samuel C., Economic and Business Affairs, Office of Transportation and Telecommunications Affairs
Lanzoni, Valerie A., Caracas
Lyons, William W., Passport Agency, Boston
Marable, Valorie A., Bureau of Personnel, Pre-Assignment Center
Marshall, Elizabeth L., Passport Agency, Manual Records Branch
McManus, Donald R., Passport Agency, Boston
Michel, Rex A., Passport Agency, San Francisco
Moore, Onetha, Northeast Passport Processing Center

Morton, Angela C., Passport Agency, Automated Records Branch
Nunez, Edelmira S., Passport Agency, Seattle
Oshea, Nadia, European and Canadian Affairs
Parker, Marie J., European and Canadian Affairs
Peal, Shawn L., Passport Agency, Seattle
Pilon, Roger, Bureau of Human Rights and Humanitarian Affairs
Poblete, Rosario N., Foreign Service Institute
Podeiko, Janet, Passport Agency, Boston
Powell, Helen, Passport Agency, Automated Records Branch
Pulley, Terance W., Inter-American Affairs
Ristaino, Dawn M., Office of the Under Secretary for Management
Scott, Yvonne, Passport Agency, Public Issuance Division

Shea, Deborah J., Economic and Business Affairs
Sinnicki, John G., Office of Fiscal Operations
Sodol, Nila K., Passport Agency, New York
South, Harold E., Facilities Management and Administrative Services
Stokes, Sandra L., Passport Agency, Los Angeles
Sullivan, Lisa J., Economic and Business Affairs
Taggart, Laura M., Passport Agency, San Francisco
Thomas, Manuel M., Passport Agency, Chicago
Tufo, Sara Jane, Passport Agency, Boston
Viergutz, Carol A., Seoul
Villarreal, Ludivina, Passport Agency, Houston
Wakahiro, Gary S., Bureau of Personnel, Office of Management
Washington, Greta A., Economic and Business Affairs
Weisend, Timothy F., Passport Agency, Miami

Welch, Patrice M., Passport Agency, Boston
Williams, Caroleen L., International Narcotics Matters
Williams, Marsha T., Northeast Passport Processing Center
Wolfe, Frank J., Economic and Business Affairs, Office of the Executive Director
Yodzis, Joseph R., European and Canadian Affairs
Young, Thomas J., Passport Agency, Stamford

Retirements

Cantrell, Kathyln D., Office of Medical Services
Hassler, Dorothy M., Passport Agency, Chicago
Lieubau, Robert N., Office of Communications
Morris, Edward J., Office of Supply, Transportation and Procurement
Shanks, Barbara D., Public Affairs
Zino, Mary, Passport Agency, New York ■

FOREIGN SERVICE INSTITUTE—Graduates of the May Civil Service clerical class, seated (left to right): *Willie Gee*, (management analyst), *Carolyn Brown*, *Lindy Stolp*, *Lisa Tietge*, *Kay McMann* (staff). Standing: *Darlene Davis*, *Ruth Samuels*, *Julia Evans*, *Debra Clyburn*. (Photo by *Lloyd McKenzie*)



Personnel: Foreign Service

Appointments

Becker, Peggy C., Panama
Bemish, Renee C., Cairo
Brandt, Mark R., Cotonou
Brown, Regina, London
Chiocco, Silvia M., Guadalajara
Connors, Nila J., Ottawa
Crook-Castan, Rafaela B., Madrid
Dahl, Bruce A., Monrovia
DeOlazo, Remigia A., Mbabane
Drowns, Lisa A., Adana
Duffy, Jennifer, Warsaw
Fink, Kathleen K., Hong Kong
Goins, Rodney R., Port-au-Prince
Gonzalez, Rachel, Hong Kong
Gonzalez, Miriam B., Inter-American Affairs
Hartmen, Sharon D., Singapore
Hennessy, Josephine E., Naha
Hyndman, P. Vance, Bangkok
Iacobucci, Nancy, Bonn
Jorgensen, Mark R., European and Canadian Affairs
Kaseman, Deborah A., Amman
Kattouf, Jeannie M., Sanaa
Kauffman, John M., Dar-es-Salaam
Korff, Philomena F., Bern
Kuhlman, Kay R., Brussels
Kulick, Mary E., London
Lederman, James T., Office of Foreign Buildings
Ledwith, Rochelle R., Nassau
Lynch, Linda C., Dhaka
Mardon, David C., Nairobi
McGuire-Rugh, Karen A., Monrovia
Melville, Joanna C., Berlin
Micker, Mary E., Paris
Morin, Nancy A., Pretoria
Morse, Marguerite A., Tel Aviv
Nikula, Larry E., European and Canadian Affairs
Pease, Deborah L., Yaounde
Peterson, Maria G., Tegucigalpa
Pizarro, Jaime F., Brasilia
Pugh, Karen D., Kuala Lumpur
Reed, Virginia S., Moscow
Riggin, Keith E., East Asian and Pacific Affairs
Roberts, Matthew, Port Louis

Rushing, Therese A., Dhaka
Sarles, Joan E., Dakar
Schwartz, Edward G., Warsaw
Silva, Mary Ann T., Bonn
Slater, Emily I., London
Sloan, Stacy J., Guatemala
Sloan, Todd D., Guatemala
Thompson, Marlene K., Rome
Tuten, June M., Brasilia
Whitney, John L., Office of Foreign Buildings
Wiseman, Joy I., Tel Aviv
Woodward, John D., East Asian and Pacific Affairs
Wurstner, Lynette M., Hamburg

Transfers

Adams Jr., Alvin P., Foreign Service Institute to Office of the Secretary
Adams, Bruce, Germany to Office of Communications
Alexander, Bertha L., Egypt to Office of Communications
Ammirati, Christopher A., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Amos, Regina F., Syria to Near Eastern and South Asian Affairs
Andrews, John P., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Andrews, Timothy D., Germany to Executive Secretariat, Operations Center
Applebaum, Jack M., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Arnold Jr., William J., Philippines to Office of Communications
Bacon, Maureen L., Inter-American Affairs to International Communications and Information Policy
Bailey Jr., Kenneth H., Nouakchott to Office of Medical Services
Bannerman, C. Elaine, Canada to European and Canadian Affairs
Barnard, Thomas A., Bureau of Personnel, Pre-Assignment Specialist Training to

Diplomatic Security
Batchelor, Jeffrey B., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Bazala, Sylvia J., Consular Affairs to Executive Secretariat, Operations Center
Benevento, Frank C., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Benson, Robert O., Canada to Oceans and International Environmental and Scientific Affairs
Betts, Timothy A., Australia to East Asian and Pacific Affairs
Blahut, Beth A., Near Eastern and South Asian Affairs to Kuwait
Blair, Benjamin A., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Bleakley, Kenneth W., Policy Planning Staff to Office of the Secretary
Block, Victor S., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Borg, Parker W., Office of the Secretary to Foreign Service Institute
Born, Robert B., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Bowers, Leroy M., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Britt Jr., Lawrence W., China to Vienna
Brown, Kenneth L., South Africa to African Affairs
Brown, Kevin, Zaire to African Affairs
Burgess, James D., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Burns, Jennifer L., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Calvin, David L., Cameroon to Office of Communications
Campbell, Martha L., Junior

Officer Division to Majuro
Capriglione, Pasquale, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Carle, Glenn L., European and Canadian Affairs to Paris
Carter, Jacqueline F., Greece to Secretariat Staff
Caton, Peter L., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Chase, Charles G., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Christiano, Francis J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Coates, Joyce E., Moscow to European and Canadian Affairs, Office of the Executive Director
Coleman, Donald B., Bangkok to Rio de Janeiro
Congour, David J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Corbett, Nancy Lynn, Junior Officer Corps to Kaduna
Courtney, William H., Foreign Service Institute, Language Training to Politico-Military Affairs
Crawford, Nance B., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Crist, Janet L., Nicaragua to Montevideo
Curtain, Marlene L., Office of Medical Services to Office of Under Secretary for Economic Affairs
Curtin, Mary T., Junior Officer Corps to Santiago
Cynkin, Thomas M., Jamaica to Executive Secretariat, Operations Center
Davids Jr., John L., Diplomatic Security, Secretary's Detail to Diplomatic Security, Training Center
Davis, John M., Diplomatic Security, Secretary's Detail to Diplomatic Security, Passport Fraud Branch

Davis, Stephanie F., Foreign Service Institute, Language Training to Manila

Dennis, David L., Zaire to Office of Communications

Devino, James A., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

DiGiovanni, Mark J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Disney, Christopher M. B., Morocco to Diplomatic Security

Dooley, Matthew J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Dorsch, Thomas J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Downard, John H., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Duffy, Brian F., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Duniya, Melvin C., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Durnell, Kevin W., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Eaton, Mark C., Bureau of Personnel to Foreign Service Institute, Language Training

Ellis, John G., Congo to Auckland

English, Christopher P., Lebanon to Near Eastern and South Asian Affairs

English, Thomas S., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Erney, Kenneth R., Office of Communications to Bureau of Administration

Eustace Jr., John M., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Everett, Theresa J., Japan to Niamey

Ferguson, Kevin L., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Finnegan Jr., William F., Hong Kong to East Asian and Pacific Affairs

Fisher, Douglas J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Fortney, Edward E., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Fournier, Raymond J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Fulena, Christine O., Belgium to Mogadishu

Gaier, David W., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Gaines, George D., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Gallagher Jr., Thomas V., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Garcia, Marc A., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Georges, Nermien N., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Gonzalez, Antonio J., Syria to Ndjamena

Grossman, Daniel P., Leningrad to Human Rights and Humanitarian Affairs

Gustavus, Christopher H., Office of Communications to Nairobi

Hadley, Warren D., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Hallman, Robert J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Hargraves, Peter S., Bureau of Personnel, Pre-Assignment

'Transfer Tremors' transfers

Retired Foreign Service officer Edward B. Pohl, who writes as "ebp" from Estes Park, Colo., has transferred himself from penning "Transfer Tremors" to a new project which he calls "Anapestic Assignments." Maintaining his sense of the ridiculous, he commends the limerick as his new vehicle for poking fun at Foreign Service life. Look for his first limerick in the next issue. □

Specialist Training to Diplomatic Security

Hayes, Edward R., Ecuador to Office of Communications

Haynes, Noel S., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Haythorn, Richard R., Philippines to Office of Communications

Hodes, Jay M., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Hodges, Heather M., Inter-American Affairs to Bureau of Personnel

Hopkins, Alexander M., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Hulings III, Joseph S., Office of the Under Secretary for Management to Executive Secretariat

Humes, Patrick D., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Hunter, Mark J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Ingraham, Russell P., Turkey to Intelligence and Research

Isaac, Paul C., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Jackson, Gerard J., South Africa to Inter-American Affairs

Jacobs, James M., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Jarek, Raymond V., Zaire to Diplomatic Security

Jesz, Ronald R., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Johnson, William J., Belgium to Office of Communications

Joyner, Roger S., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Kellinger, Mark A., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Kemp, Larae W., Egypt to Foreign Service Institute, University Training

Kerr, Laurence M., Guatemala to East Asian and Pacific Affairs

Kimak, Rena, Inter-American Affairs to Istanbul

Klaus, Michael E., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Knieps, Karlene G., Inter-American Affairs to European and Canadian Affairs

Kobylanski, Alan R., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Koehler, James F., Office of Communications to Kuwait

Larochelle, Keith R., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Larson, Alan P., Office of the Under Secretary for Economic Affairs to Economic and Business Affairs

Leahey, John G., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

Leclerc, Norman J., Bahrain to Canberra

Lefler, Mark J., Bureau of Personnel, Pre-Assignment

- Specialist Training to Diplomatic Security
- Leiva, Hector E.**, Venezuela to Office of Communications
- Lizzi, Bruce J.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Lord, Christopher D.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Lynch, Bradley C.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Maher, John M.**, Kuwait to Kabul
- Marrs Jr., Reese E.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Mastriano, Wayne T.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- McGhee, Patrick D.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- McCarthy, Robert P.**, Grenada to Inter-American Affairs
- McCulley, Terence P.**, Niger to Durban
- McHugh, Patrick D.**, East Asian and Pacific Affairs to Conakry
- Medeiros, John**, European and Canadian Affairs to Economic and Business Affairs
- Mendez, Robert**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Mercer, Daniel R.**, France to Beijing
- Mercurio, Gregory G.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Mergens, Stephen J.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Meszaros, Michael**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Millard, Katherine J.**, Algeria to Office of Foreign Buildings
- Miller, A. David**, Economic and Business Affairs to European and Canadian Affairs
- Mills Jr., Ramsey Z.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Minton, Mark C.**, Japan to Executive Secretariat, Operations Center
- Moreno, Edgar P.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Moretti, John S.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Morton, Colleen T.**, New Zealand to Toronto
- Moss, Lloyd W.**, New Zealand to Politico-Military Affairs
- Myers, Jon R.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Neher, Daniel E.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- O'Donohue, Daniel A.**, East Asian and Pacific Affairs to Policy Planning Staff
- O'Gara, Suzanne W.**, Spain to Guangzhou
- Odor, Sandra S.**, Mexico to Executive Secretariat, Operations Center
- Painter, Rodney G.**, Office of Communications to Dublin
- Paul, Christopher J.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Pearson, Nels D.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Perez, Carlos**, Panama to Office of Foreign Buildings
- Peters Jr., John E.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Pham, Peter P.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Phillips, Edward C.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Pitington, James E.**, Dominican Republic to Office of Communications
- Polnick, Steven D.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Powers, Michael S.**, Kuwait to Office of Communications
- Profant, Alene M.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Pruitt, Charles L.**, Cuba to Diplomatic Security
- Puzio, Alan G.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Quiram, Douglas P.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Raike, Jonathan W.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Regan, Mary L.**, Near Eastern and South Asian Affairs to Bureau of Personnel
- Riley, Timothy J.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Rooney, John F.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Root, John J.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Russel, Daniel R.**, Japan to Osaka-Kobe
- Ryan, James F.**, Japan to Office of Communications
- Sams, Duane E.**, Economic and Business Affairs to Bureau of Personnel
- Savalchak, Martin J.**, Czechoslovakia to Office of Communications
- Sayko, William A.**, Mauritania to Office of the Director General
- Schaefer, Karen R.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Schlehr, Daniel E.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail
- Schmidt Jr., Fred A.**, Congo to San Salvador
- Schmitz, Charles A.**, Foreign Service Institute, University Training to East Asian and Pacific Affairs
- Schurman, Christian J.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Seabold, Thomas S.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Siebert, Craig A.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Sigman, Ronald K.**, Liberia to Kathmandu
- Simms, Lois E.**, Cameroon to African Affairs
- Smith, Sidney G.**, Yugoslavia to Oceans and International Environmental and Scientific Affairs
- Smith, Virginia F.**, Canada to Secretariat Staff
- St. Onge, Christopher**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Starnes, Robert W.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Stein, Timothy A.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Stillman, Christopher L.**, Office of Supply, Transportation and Procurement to Foreign Service Institute, Language Training
- Swenson, Roger G.**, Inter-American Affairs to Politico-Military Affairs
- Swinehart, Keith A.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
- Taylor, John C.**, Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security

lomatic Security
Thein, Barry S., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Thomas, Jeffrey A., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Thomas, Scott R., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Thomasson, Scot L., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Toney, Sebron J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Valle, Michael F., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Vancio, William J., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Vessey III, John W., European and Canadian Affairs to Bombay
Wadelton, Joan S., Economic and Business Affairs, Office of Investment Affairs to Economic and Business Affairs, Office of Developing Countries and Trade Organizations Division
Weir, Gail R., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Welch, C. David, Damascus to Amman
Welch, Gretchen G., Damascus to Amman
White Jr., John W., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Wilkins, Michael E., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Wilson, Pierre M., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Witmer, Vance R., Bureau of Personnel, Pre-Assignment

Specialist Training to Diplomatic Security
Wittmann, Christopher E., China to Harare
Wohlman, Merrill C., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Woodward, Donald R., Office of Management Operations to Bureau of Personnel
Wycoff, Karl E., Executive Secretariat, Operations Center to Office of the Under Secretary for Management
Young, Michael L., Bureau of Personnel, Pre-Assignment Specialist Training to Diplomatic Security
Youngblood, Gloria J., African Affairs to Maputo
Yurgealitis, James E., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail

Resignations

Bosworth, Stephen W., Manila
Brennan, Yen Li Hua, Beijing
Brooks, Rita G., Islamabad
Caldwell, Linda M., Casablanca
Charlton, Josie A., Monrovia
Cole, Marlene A., Bucharest
Currie, Leah M., Bujumbura
Daulong, Adriana, Nicosia
Eccles-Pettet, Teresa B., Nassau
Foxworth, Dena M., Beijing
Goldstein, Martin, Office of Communications
Greenfield, Ruth G., Ouagadougou
Jones, Joel B., Diplomatic Security
Kasanof, Anne I., Moscow
Ke, Jean L., Beijing
Kennedy, Goldie M., Rabat
Kuligowski, Tracie C., Seoul
Loving, David W., U.S. Mission to the United Nations
Maurer, Kathleen W., Paris
McFadyen, Linda P., Bangkok
McKnight, Evelyn, Abu Dhabi
Pastirik, Lindsay A., Lagos
Polanksy, Brenda, Kuwait
Pope, Diana W., Paris
Rivas, Leonor E., Zagreb

Rohland, Jeanne M., Monterey
Sands, Cynthia P., Kampala
Schlesinger, Abhaya, Dakar
Slusarczyk, Theodore J., Office of the Director General
Smith, Barbara J., New Delhi
Sullivan, Brian D., Seoul
Sweet, Michael J., Inter-American Affairs
Verner, Lida M., Moscow
Vesey, Mark K., Colombo
Wiederhold Jr., Dennis G., Jakarta
Woody, Timothy W., Office of Communications

Retirements

Duffy, Patrick J., Nairobi
Laatsch, Allwyn A., Port Moresby
Norwood, Charlotte, Bureau of Personnel
Twhohie, George F., Paris
Yrizarry, Anthony C., Santo Domingo □

Specialist tenuring

The Specialist Tenuring Board has completed its review of the files of candidates eligible for tenure consideration at its December session. Following are the candidates recommended for career status:
Ames, Nancie E.
Asbell, Rhoda C.
Bezos, Salvador
Bill, Nora J.
Billman, Cindy Kay
Coates, Joyce E.
Cook, Gary L.
Corrigan, Constance M.
Dietrich, Margaret L.
Divittorio, Michael A.
Dollar, Carolyn J.
Douma, Joan K.
Dutton, Marcia S.
Farago, Natalie
Feldmam, Roberta A.
Gaber, Mary S.
Galvin Frederick T.
Greeley, Robert M.
Greenan, Flora S.
Hayes, Kathleen A.
Kalbfleisch, Patricia L.
Kuligowski, Michael N.
Laguna, Gloria
Landgraft, Rachel I.

Leverette, Sue Anne
Martinez, Patricia E.
Mayer, Margaret A.
Miller, Samuel
Minnich, Bettie A.
O'Gara, Suzanne W.
Ondrey, Elma C.
Otchych, Roman
Palmer, Ralph M.
Patterson, Jerome D.
Prior, William
Roberts, Elizabeth A.
Sanchez, Paula M.
Schultz, Howard R.
Shepherd, Douglas A.
Shoemaker, Christine A.
Smith, Sidney Graeme
Smith, Verna J.
Smith, Wilma Jene
Taylor, D. Marie
Vinnola, Paul R.
Williams, Valorie N.
Wilson, Stephen M. □

Defense graduates

Following are the State Department officers who were members of the June graduating class at National Defense University:

National War College

Bennett, John E.
Boardman, John S.
Burke, William J. Jr.
Claxton, Gerald
Colbert, Larry
Greenlee, David N.
Griffith, Wayne G.
Hopper, Robert F.
Kitchens, Allen H.
Lyon, David L.
Malesky, Lann A.
McCulloch, Gerald C.
Montgomery, William D.
Rehffuss, David P.
Sampas, Dorothy M.

Industrial College of the Armed Forces

Benson, Ross E.
Bujac, Gregorie W.
Caffrey, Robert L.
Clunan, James L. ■

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Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY SHULTZ traveled to Palo Alto, Calif., to attend U.S./Mexico/Canada Tri-Lateral Commission sessions, and for the 100th-anniversary ceremonies of Stanford University, May 13-15. Accompanying the Secretary were MELVYN LEVITSKY, special assistant to the Secretary and executive secretary of the Department; B. LYNN PASCOE, deputy executive secretary; PATRICK F. KENNEDY, executive director, Executive Secretariat; ED SMITH, special assistant to the Secretary; BETTY GASTON and JACKIE MACUK, personal assistants to the Secretary; KATHLEEN MURPHY, staff officer, Secretariat Staff; and CHARLES REDMAN, Department spokesman. Advancing the Secretary's trip was DOROTHY SIMMONS, secretarial assistant, Secretariat Staff. . . . From June 7-25 Secretary Shultz traveled to Venice for the economic summit; to Reykjavik for ministerial meetings; to Manila for bilateral meetings; to Singapore for the Association of Southeast Asian Nations post-ministerial; to Sydney for bilateral meetings; and to Apia, Western Samoa, for bilateral meetings. Accompanying the Secretary and serving as members of the advance teams were: M. CHARLES HILL, executive assistant to the Secretary, and his personal assistant, BONNIE BENDER; special assistants GLYN DAVIES, DEBORAH GRAZE and Ed Smith; and personal assistants to the Secretary JOYCE NESMITH and Ms. Gaston; B. Lynn Pascoe and RICHARD MUELLER and secretary DIANE SHEAKLEY; Mr. Kennedy; DANNY McIE, systems manager, and JOHN BENTEL, computer systems analyst, both of the Executive Secretariat Staff. Secretariat Staff officers included DAN FRIEDHEIM, KATHY FITZPATRICK, MARY HAINES, DAVID CREAGAN, LISA KUBISKE, MARIE MORRIS and deputy director GWEN CLARE. . . . Secretarial assistants traveling with the Secretariat officers were SAADIA SARKIS, CINDY TRODDEN, JACKIE CARTER, DOROTHY SIMMONS and JOY OLSON. Other Department principals traveling with the Secretary included PAUL NITZE, L. PAUL BREMER and JONATHAN MOORE; the under secretary for economic affairs, W. ALLEN WALLIS; the under secretary for security assistance, science and technology, EDWARD DERWINSKI; the assistant secretary for public affairs, CHARLES REDMAN; the assistant secretary for European affairs, ROZANNE RIDGWAY, and her principal deputy, CHARLES H. THOMAS; the assistant secretary for East Asian and Pacific affairs, GASTON SIGUR, and his deputies, STAPLETON ROY, WILLIAM PIEZ and DAVID LAMBERTON; and the assistant secretary for political-military affairs, H. ALLEN HOLMES. □

Office of the Deputy Secretary

Deputy Secretary JOHN C. WHITEHEAD addressed the 13th annual Wirth Washington Seminar, in the Dirksen Building, May 1, and ad-

ressed the Carnegie Washington Board retreat on African development, May 7. . . . From May 10-14 Mr. Whitehead traveled to Paris, to attend ministerial meetings. He was accompanied by his senior adviser for strategic policy, JAMES P. TIMBIE; special assistant DAVID WEISS; and personal assistant CRISTY VALENTINE. . . . On May 15-20 he continued on to Helsinki and Copenhagen for bilateral discussions, accompanied on this portion of his trip by executive assistant MARC GROSSMAN, special assistant SARAH KOEHANE, Cristy Valentine and the deputy assistant secretary for European affairs, JAMES WILKINSON. . . . On May 21 Mr. Whitehead addressed the American Law Institute, at its annual meeting at the Mayflower Hotel. . . . On May 27 he delivered the luncheon address to the Business-Government Relations Council, at the Capital-Hilton. □

Office of the Under Secretary for Political Affairs

On May 7 Under Secretary MICHAEL ARMACOST traveled to Kentucky, to address the Louisville Committee on Foreign Relations and the Lexington Rotary Club, on U.S. foreign policy and the budget crisis. . . . He met with members of the Senior Seminar, May 11, to review developments in Japan, China, the Philippines and the Pacific. . . . On May 14 he addressed the Conference of Presidential Exchange Executives, on U.S.-Soviet relations, in the Department. . . . On May 29 he spoke on "The United States, Japan and Asian Pacific Security in Perspective," at a conference sponsored by the Maureen and Mike Mansfield Center at the University of Montana, in Missoula. Special assistant DAVID KENNY accompanied Mr. Armacost.

People: ELIZABETH SPIRO has joined the staff as special assistant for African, western European and refugee affairs, replacing BRIAN CURRAN, who has been reassigned to Dublin as deputy chief of mission. . . . C. STEVEN MCGANN, special adviser to GERALD HELMAN, departed on May 20 for his new assignment to Pretoria. □

Office of the Under Secretary for Economic Affairs

Under Secretary ALLEN WALLIS, as the President's personal representative for the Venice economic summit, met with his counterparts from the six other participating nations, in Sardinia (April 30-May 2) and Venice (May 15-17), to complete preparations for the summit. . . . He attended the ministerial meetings in Paris, May 10-14, accompanied by special assistant ERIC MELBY. . . . On June 2 Mr. Wallis addressed the Atlantic Council's annual meeting, in the Department, on the "Economic Aspects of U.S. Security in an Interdependent World." □

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

E. ALLEN WENDT has joined Under Secretary EDWARD DERWINSKI's staff, as the senior representative for strategic technology policy. □

Policy Planning Staff

Director RICHARD SOLOMON, deputy RICHARD KAUZLARICH and members BARRY LOWENKRON and JOHN VAN-OUDEAREN traveled to Ottawa, for policy planning talks with Canadian officials, May 19-21. . . . On May 29 Mr. Solomon, principal deputy DANIEL O'DONOHUE, deputy directors Kazuzlarich and SHERROD McCALL, and Mr. Lowenkron, Mr. Vanoudearen, AARON MILLER and ZALMAY KHALILZAD participated in policy planning talks in the Department, with Italian officials. . . . On May 11 speechwriter CRAIG DUNKERLEY departed for a new assignment to Brussel. . . . Mr. McCall has joined the Policy Planning Staff as deputy director for Europe, Latin America and arms control. □

Office of Protocol

Protocol chief SELWA ROOSEVELT escorted CROWN PRINCE FELIPE of Spain to a luncheon in his honor given by the Secretary and Mrs. Shultz, and she escorted him on his call on PRESIDENT REAGAN. . . . She escorted the chancellor of Austria and the prime ministers of Italy and Belgium, during their private visits to Washington, on their call on the President. . . . She escorted nine new ambassadors to a White House credentials ceremony. . . . Deputy chief of protocol TIMOTHY L. TOWELL traveled to Puerto Rico, as the President's personal representative during the visit of KING JUAN CARLOS of Spain and QUEEN SOFIA.

The visits section handled the official working visit of the president of Guatemala, the official visit of the vice chairman of China and the private visit of the president of Portugal. Other private visits to Washington included those of the prime minister of the Netherlands Antilles; the foreign ministers of Benin, Finland, Norway, Netherlands, Uruguay, Germany, India, Israel, Yemen, Bahrain, Niger, Pakistan, Indonesia; the deputy

Barney Lester's answers

(See Page 42)

1. Cordell Hull, from March 4, 1933, to November 30, 1944.

2. Six. Thomas Jefferson, James Madison, James Monroe, John Quincy Adams, Martin Van Buren, James Buchanan.

3. Fourth, after the vice president, the speaker of the House and the president pro tempore of the Senate.

4. John Marshall, 1800-01, then chief justice for the next 34 years. Charles Evans Hughes, 1921-25, then chief justice from 1930 until his retirement in 1941.

5. First floor: Dean Acheson Auditorium. Seventh: George C. Marshall Reception Room. Eighth: John Quincy Adams State Drawing Room, Thomas Jefferson State Reception Room, James Monroe State Reception Room, James Madison State Dining Room, Martin Van Buren Dining Room, Henry Clay Dining Room, Daniel Webster Dining Room, James Buchanan Dining Room. □

foreign minister of Iraq; and LORD CARINGTON of NATO. In addition, the section handled the Secretary's meeting in California with representatives of Mexico and Canada.

The ceremonial section organized a breakfast and a luncheon hosted by the Secretary for the foreign minister of Germany. The Secretary also hosted a luncheon for the prime minister of Belgium, Crown Prince Felipe of Spain, the chancellor of Austria and the prime minister of Italy. Mrs. Shultz hosted luncheons for the wife of the prime minister of Belgium, the wife of the chancellor of Austria and the wife of the president of Guatemala. The Secretary and Mrs. Shultz hosted a dinner for the vice chairman of China . . . A reception was hosted by the Secretary commemorating the 40th anniversary of the Marshall Plan . . . Ceremonials also organized a dinner by the attorney general and his wife for the president of Guatemala and his wife, and a dinner by the vice president for the vice chairman of China.

Assistant chief of protocol CHARLES ANGULO swore in FRANK CRIEGLER as ambassador to Somalia . . . He swore in the junior officer class . . . Protocol officer PATRICK DALY swore in FRED ECKERT as the U.S. representative to

WASHINGTON—"It has pleased Her Majesty Queen Beatrix of The Netherlands to bestow on [former] Senator *Charles Mathias* [R.-Md.] the high honor of Commander in the Order of Orange-Nassau in view of his . . . initiating the U.S.-Netherlands Diplomatic Ex-

change program," says a news release from the Dutch embassy here. With the honoree are *Mark Wiznitzer* of the U.S. Foreign Service, right, and *Peter Le Poole* of the Dutch service, who served in one another's country in the exchange.

Office of Equal Employment Opportunity and Civil Rights

Deputy assistant secretary CLARENCE E. HODGES visited college campuses—St. Louis University, Washington University, University of Missouri at St. Louis, Northeast Missouri University, Oakwood College and Alabama State University . . . He met with career development and counseling staffs and discussed Foreign Service and Civil Service career opportunities and processes . . . He spoke to a group of students involved in a black history and culture program at McClare High School (one of the largest) in St. Louis County . . . He was commencement speaker for Alabama State University, where he promoted Foreign Service career opportunities . . . While in Alabama, he was given a civil rights historical tour of Tuskegee and Selma . . . The office's first edition of its EEO Today newsletter has been distributed, and the office is soliciting employees' comments, reactions and questions. □

change program," says a news release from the Dutch embassy here. With the honoree are *Mark Wiznitzer* of the U.S. Foreign Service, right, and *Peter Le Poole* of the Dutch service, who served in one another's country in the exchange.



Administration

Office of Communications

The deputy assistant secretary for communications, ROBERT C. RIBERA, welcomed participants at the 10th annual issues symposium sponsored by the Armed Forces Communications and Electronics Association, April 21-22, in the Loy Henderson Auditorium. There were over 250 in attendance, including leaders from industry, military and government in the field of command, control, communications and intelligence . . . Mr. Ribera and ARTHUR FREEMAN, director of interagency affairs, traveled to Geneva as members of the delegation which, on May 4, concluded, ad referendum, an agreement with the Soviet Union to establish a nuclear risk reduction center in Washington and another in Moscow . . . While in Europe, Mr. Ribera visited Paris to meet with post officials. He was provided a briefing and tour of the recently renovated communications center.

The following were in Washington on consultation: CALVIN WILLIS, Niamey; ALLAN FRIEDBAUER, Djibouti; ALBERT KAYA, Naples; FRED VINSON, Canberra; EDWARD NEWNHAM, Ottawa; BARBARA GREGORY, Bridgetown; FRED SCHMIDT, San Salvador; BILLY GOODNOUGH, Tokyo; RAUL HOLGUIN, Jakarta; RAYMOND LANGSTON, Lillongwe; EINAR JARVINEN, Accra; DANNY LOCKWOOD, Grenada; YVONNE WHITE, Ndjamena; WILLIAM WEATHERFORD, Abidjan; WILFRIDO IRIZARRI, San Jose; HOWARD SPARKS, La Paz; JON MARTINO, Kigali; RAYMOND LOZADA, Cairo; PHILLIP FAIN, Manila; JAMES PITTINGTON and Paul D. Long, Washington.

Completing courses in the Training Division were ARTHUR POLLICK, Brasilia; MAXINE SORENSON, Washington; VALORIE WILLIAMS, Guayaquil; KATHLEEN SNIDER, Djibouti; FRED SCHMIDT, San Salvador; RICHARD HERKERT, Washington; BRADLEY DUFF, Warsaw; NORMAN McKONE and WILLIAM LOUGHNER, Washington; ALTON GORBETT, Nairobi; ROBERT BRIGHT, Pretoria; KENNETH WALLACE, MICHAEL REA and JAMES STOFKO, Washington; ETNA WILKINSON, Beijing; DOUGLASS GILES, Washington; DAVID COLLINS, Beijing; GEORGE HAMIC, Tokyo; MICHAEL DOUGLASS, RAMSEY MILLS, NERMIEN GEERGES and THOMAS ENGLISH, Washington; JOSEPH LOPEZ, Tijuana; MICHAEL SOARES, CHARLES LYNDE and MICHAEL BRETZ, Washington; JERRY LESTER, Panama; DONALD BALLUE, Bogota; CHARLES SCOTT, LAMONTE SMITH, GARY SWAPP, STEVE SHOGI, PERCY PICARD, JAMES HOWARD, ROBERT WHITE, KEN MATTHIESEN, JAMES STEEVES, RICHARD TINKER, WILLIAM WUENSCH, JIMMIE BLACK and TIM LAWSON, Washington; RUTH PURMALIS-JABBS, Lahore; KIM WHITE, Oporto; DAVID NEUSER, Abidjan; JOYCE SNIDER,



PARIS, France—Dedicating the post computer center after renovations, left to right: Tom Paolozzi, Joe Hobbs, Ray Roberts, William Barraclough, Dave Marr, Ambassador Joe Rodgers, Harry Finley, Glen Richardson, Larry Hester, Hal Gerwig.

San Salvador; WALTER TZYNIK, Paris; CRAIG SPITZER, HAROLD McMILLIAN and JOHN PELTO, Washington; ALBERT KAYAN, Colombo; NICODEMO ROMEO, Canberra; LOIS TURNER, Canberra; and ANTHONY JAMES, Ankara. □

Office of Operations

Office of Overseas Schools: Two children enrolled in Department-assisted schools have won recognition for essays on "What the Constitution Means to Me and Our Country." The project, sponsored by the Department of Education, drew over 1,000,000 entries, of which 150 were chosen for recognition. The schools are the Lincoln School of Kampala and the Mayan School of Guatemala City.

Office of Supply, Transportation and Procurement: Director JAMES B. LACKEY and Transportation Division chief GEORGE JENKINS visited European Logistical Support Office director NAT GIACOBBI and his staff ... Mr. Lackey continued to Bonn, for consultation with Regional Procurement Support Center director WILLIAM A. LEVIS and members of the staff ... At a later time Mr. Jenkins, with other members from the Department, visited Frankfurt, Brussels and Antwerp, to review requirements for the secure transportation warehouse program.

Commissary and Recreation Office director RAVI SIKAND and staff assistant DONNA VAN

DYCKE visited Guatemala City and Quito, to install the employee association software program for enhancement of the financial and inventory controls of those associations ... Staff assistant ELIZABETH WEBER visited Port-au-Prince to install the software program at that post's employee association headquarters.

Office of Language Services: In early May director HARRY OBST and chief interpreter STEPHANIE VAN REIGERSBERG traveled to Geneva, Switzerland, for discussions on enhancing language support to the American arms control delegations ... Russian interpreter PETER AFANASENKO went to Geneva to assist with the nuclear test experts meeting ... VIVIAN CHANG flew to Honolulu to escort Chinese vice premier YANG SHANG KUN to the mainland and to interpret for him during his visit in Washington and other cities ... The Washington visit of the president of Portugal was supported by Ms. van Reigersberg and contract interpreter SOPHIA PORSON ... Staff interpreter GALINA TUNIKROSNIANSKY accompanied a delegation to Moscow ... Other travel assignments included those of LILLIAN NIGAGLIONI to San Francisco, ADRIENNE CLARK-OTT to Oklahoma City and conference reporter MARILYN PLEVIN to Hot Springs, Va. ... On May 26 ANNETTE NEAL joined the staff as budget assistant to administrative officer MILDRED CARTER ... Mr. Obst was the featured speaker at the annual banquet of the Crypto-Linguistic Association, in Fort Meade, Md. ... Two former staff members died during May: EDMUND GLENN, veteran French interpreter and former chief of the Interpreting Division, at his home in Newark, Del., and CHARLES W. WONDER, chief of language services. 1955-57, at his home in Utah. □

African Affairs

Office of Southern African Affairs: E. GIBSON LANPHER, director, spoke at a seminar in Cambridge, Mass., June 9, regarding U.S. policy in South Africa ... ASHLEY WILLS, country desk officer for South Africa, spoke to Delaware secondary school teachers, in the Department, May 13, regarding the effects of disinvestment and sanctions in South Africa and southern Africa ... ERIC BENJAMINSON, country desk officer, participated in a panel on U.S. business involvement in South Africa, sponsored by the U.S. Council on International Business, in New York, June 11-12.

Economic Policy Staff: JUDITH FERGIN departed, May 31, for an orientation trip to West and Central Africa. She returned to the Office June 22 ... SCOTT DANAHER departs on or about July 10 for a year of study at American University ... PAUL DALEY departs July 24 for a year of Arabic language training, then proceeds to the embassy in Riyadh ... CHRIS ASHLEY retires from the Foreign Service on July 31 and will return to her home in Pensacola, Fla.

Office of Public Affairs: In conjunction with the African chiefs-of-mission conference, May 18-22, in the Department, Assistant Secretary CHESTER CROCKER co-hosted, with the Business Council for International Understanding, three concurrent roundtable discussions for U.S. ambassadors and businessmen on Africa. The sessions were followed by a reception in the Benjamin Franklin Room, May 19, where SECRETARY SHULTZ made remarks. Approximately 350 businessmen and Department personnel attended ... Deputy assistant secretary CHARLES FREEMAN participated in a Voice of America interview, May 28. The interview focused on U.S. policy toward Mozambique. □



MONROVIA, Liberia—Keith L. Wauchope, chargé, presents Meritorious Honor Award to Patricia Rhodes, economics section secretary.



SAO PAULO, Brazil—A consulate general team clears rubbish on the grounds of a home for the handicapped. From left: driver *Erasmus*

da Silva, Marines *Mike Endicott* and *Larry Middleton*, consulate officers *Dennis Hearne* and *Gene Smith*.

Consular Affairs

Visa Services: ALLAN W. OTTO, associate director, traveled to Mexico City, May 31–June 6, for consultation with embassy officials, regarding implementation of the special agricultural work program created by the Immigration Reform and Control Act of 1986 . . . ROYCE FICHTE, chief, Systems Liaison and Procedures Division, traveled to Los Angeles, Tucson, Phoenix, San Antonio, Laredo and Houston, May 18–22, as part of an Immigration and Naturalization Service orientation trip . . . From May 19–June 12 PETER G. KAESTNER, Systems Liaison and Procedures Division, traveled to Tokyo and Guangzhou. In Tokyo, he provided follow-up procedures for both the immigrant visa applicant control system and the non-immigrant visa/computer-assisted processing system. While in Guangzhou, he instructed consular staff on use of the newly-installed immigrant visa applicant control system.

Overseas Citizens Services: On May 18 JOHN ADAMS, director, Citizens Emergency Center, was a panelist at a youth conference in Dover, Del. He discussed services the U.S. Government provides to U.S. citizens abroad . . . ELIZABETH SOYSTER, chief, Near Eastern Division, Citizens Consular Services, traveled to Cairo, May 11–22, to participate in workshops sponsored by the Foreign Service Institute.

Passport Services: On May 21–22 deputy assistant secretary HARRY L. COBURN and THADDEUS A. RIPA, Systems Staff, visited the Boston Passport Agency, in connection with the planned automation of that agency . . . KATHLEEN J. SHEA, passport information clerk there, transferred to the Immigration and Naturalization Service in Boston, May 29. Ms. Shea had worked at the Boston agency for over three years . . . From May 18–29 RUTH VAN HEUVEN, the bureau's public affairs adviser; DAVID RABADAN, Citizens Emergency Center, Overseas Citizens Services; and LOUISE SNELL, telephone inquiries

branch, Visa Service, traveled to Seattle, San Francisco, Los Angeles and Denver, to brief congressional staffers, foreign student advisers and travel agents on services provided by the bureau. Other participants at the briefings included EDWARD M. HART, Seattle Passport Agency; JACK COLBOURN, San Francisco Passport Agency, and SAKAE HAWLEY, Los Angeles Passport Agency . . . Mr. Hart represented the Seattle agency at the Denver briefing. Similar briefings were held in New York, Boston, Chicago and Minneapolis, June 1–11. Participating at these meetings were DONNA SHERMAN, the bureau's press officer; ANN SYRETT, Citizens Emergency Center; and RONALD ROBINSON, Post Liaison Division, Visa Services. Also attending the briefings were EUGENE BRIGGS, New York; JOSEPH TUFO, Boston; JAMES MORLEY, Chicago; and SUSAN SHORT. □

East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR visited Tokyo, May 25–30. He met with the prime minister, foreign minister and other senior officials, and gave an address to a symposium sponsored by Yomiuri, a newspaper, and George Washington University. He was accompanied by special assistant RUST DEMING . . . Deputy assistant secretary WILLIAM CLARK JR. traveled to Brussels, May 18–20, to participate with Assistant Secretary ROZANNE RIDGWAY in consultations with the political directors of the European Communities' "troika." Mr. Clark also met with officials of the U.S. missions to the European Communities and the North Atlantic Treaty Organization . . . Deputy assistant secretary DAVID LAMBERTSON was guest speaker, May 14, in New York, at a seminar, "The Future of U.S.–Philippines Cooperation," sponsored by the Carnegie Council on Ethics and International Affairs . . . On May 19 Mr. Lambertson testified before the House Subcommittee on Asian and Pacific Affairs, on the situation in the Philippines.

ROBERT L. DOWNEN, director of special projects, made a speaking tour through the Philippines, Australia and Papua New Guinea, April 13–30. In discussions with academicians and officials, and in media interviews, Mr. Downen discussed U.S. policy in the South Pacific, nuclear policy issues and perspectives on Soviet activity in the region . . . JOAN PLAISTED, deputy director, Office of Chinese and Mongolian Affairs, led a delegation to a North Atlantic Treaty Organization experts meeting on China, in Brussels, May 14–15 . . . She then traveled to Paris for the May 18–19 meeting of the Organization for Economic Cooperation and Development's committee on East/West trade, and to Geneva for consultations with delegations on China's interest in participating in



BANGKOK, Thailand—Ambassador *William A. Brown*, center, at installation of new financial management systems. Others, from left:

Charles Miller, *Brian Goodhart*, *Khun Sutin*, *Walt Kenney*, *Khun Sasiluck*, *Marvin Wolfe*, *George Knight*, *Howard Renmen*.

the General Agreement on Tariffs and Trade ... On April 18 JOHN C. MONJO arrived in Kuala Lumpur and assumed his duties as ambassador to Malaysia ... On April 22 DARYL ARNOLD arrived to take up his duties as ambassador to Singapore.

The director of Japanese affairs, THOMAS C. HUBBARD, with deputy director ROBERT REIS and country officers CHARLES COHEN and MARLENE SAKAUE, attended a conference on Japanese foreign assistance policies, May 19, in Washington ... Economic officer JAMES DERHAM traveled to Tokyo, June 1-5, for negotiations on supercomputer procurement ... Embassy Tokyo's DESAIX ANDERSON was in Washington for consultations, June 1-5 ... The new Embassy Tokyo economic counselor, DAVID BROWN, completed his tour as political counselor in Kuala Lumpur and was in Washington for consultations, May 26-June 5 ... SHEPARD C. LOWMAN, director of Vietnam, Laos and Cambodia affairs, participated on a U.S. delegation to Hanoi, May 26-28, to discuss humanitarian issues. □

Economic and Business Affairs

The deputy assistant secretary for transportation affairs, JEFFREY N. SHANE, spoke May 25 in Montreal, Canada, on U.S. airline deregulation, at an international aviation conference sponsored by Air Canada ... He then traveled to Madrid, where he attended a meeting of the council of ministers of the European Conference of Ministers of Transport, May 26-28 ... He flew to Dublin to speak, June 2, at a conference sponsored by the Airport Operators Council International ... RICHARD SCISSORS, director, Office of Maritime and Land Transport, attended the meeting of the Organization for Economic Cooperation and Development's maritime transport committee and related subgroups, in Paris, May 21-27 ... ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy, led a U.S. delegation to Dublin, May 25-29, which established conditions for a permanent Immigration and Naturalization Service preinspection program. While in Dublin, he negotiated an aviation security article for inclusion in the bilateral civil aviation agreement ... MICHAEL H. GOLDMAN, deputy director, Office of Aviation Negotiations, led a U.S. delegation in negotiations with the governments of Panama, June 1-2, and Costa Rica, June 3-5. No agreement was reached in Panama. A memorandum of consultation was signed at the end of negotiations in Costa Rica.

SHAUN DONNELLY, director, Office of Development Finance, attended a seminar, May 19, on "Japan and the United States in Third World Development," cosponsored by the Mansfield Foundation and the Center for Strategic and International Studies ... He attended a seminar organized by the Sequoia Institute, on "Policy Reform and Equity in Developing Countries," May 20 ... He represented the Department at a session of the Council on Foreign Relations'



RIYADH, Saudi Arabia—Ambassador *Walter L. Cutler* presents economic officer *Stephen B. Wickman* a Meritorious Honor Award with step increase. Wife *Phyllis Wickman* is with them.

working group on privatization, in New York, June 1 ... In April, ANNE JILLSON, acting chief, Textiles Division, participated in negotiations in Washington with the Bangladesh and Taiwan governments ... In late April and early May, SUSAN SALEM of the division traveled to Hong Kong, China, Burma and Malaysia, for negotiations with each of those countries ... Also during April and May, PHILIP ANTO of the division represented the Department in negotiations in Washington with the governments of Costa Rica and Panama ... In late May, BONNIE RICHARDSON of Textiles participated in trade discussions in Washington with the governments of Egypt, Haiti and Romania ... THOMAS WHITE, Developing Countries and Trade Organization Division, participated in U.S.-Brazilian discussions on pharmaceutical trade issues, in Washington, June 8 ... He took part in May 5 talks in Washington with Colombian government officials on trade aspects of Colombia's draft computer sector development program.

People: Recent arrivals in the bureau include those of WILLARD (WALLY) WORKMAN, Office of the Deputy Assistant Secretary for International Trade Controls; PAUL WISGERHOF, chief, Trade and Foreign Policy Controls Division; MARK WIZNITZER, TERRI ROBL and BRUCE ROGERS, Security Trade Controls Division; MARY LEE GARRISON, Food Policy Division; WENDY MOORE, Special Trade Activities Division; BRETT BOUCHARD, Office of Aviation Negotiations; and MARY DOUGLAS, Office of Energy Consumer-Country Affairs. □

European and Canadian Affairs

Front Office: Assistant Secretary ROZANNE L. RIDGWAY participated in a Venice summit preparatory meeting, in Venice, May 14-16 ... Accompanied by special assistant WALTER ANDRUSYSZYN, she subsequently traveled to Luxembourg for bilateral consultations, and to Brussels for meetings with representatives of the European Community ... Deputy assistant secretary CHARLES H. THOMAS addressed students of the Air War College, at Maxwell Air Force Base, Ala., May 12 ... Deputy assistant secretary M. JAMES WILKINSON accompanied the deputy secretary to Paris, Helsinki and Copenhagen, May 13-20 ... The special assistant for policy planning, DIANA SMITH, traveled to Greece, Turkey and Cyprus, May 13-25, for consultations.

Office of Northern European Affairs: The Belgian prime minister and foreign minister visited Washington, in connection with the Belgian presidency of the European community, and met with the President and the Secretary ... Ambassador GEOFFREY SWAEBE returned to Washington for the visit ... The foreign ministers of Norway, Finland and the Netherlands were in Washington at the end of May, and they met the Secretary ... Former deputy assistant secretary JAMES MEDAS was appointed consul general in Bermuda ... Chargé d'affaires JOHN HEIMANN, from the Hague, and deputy chief of mission ROLAND KUCHEL, from Stockholm, were in Washington in May for consultations ... The secretary to the United Kingdom desk, MARGARET BROWN, has transferred to the Office of Protocol.

Office of European Security and Political Affairs: ERIC REHFELD, special assistant, attended the North Atlantic Treaty Organization communications and information systems policy committee meeting, at the headquarters in Brussels, as part of the U.S. delegation headed by the deputy assistant secretary of defense, the week of May 12. This was followed by discussions with the chairman of the coordinating committee of government budget experts at the headquarters of the Organization for Economic Cooperation and Development in Paris, concerning decisions to be taken by the experts affecting budgets.

Office of Eastern European and Yugoslav Affairs: Chiefs of mission and administrative officers from the embassies in eastern Europe were in Washington, June 3-5, for consultations on security-related issues ... MARTIN WENICK, director, Office of Eastern European and Yugoslav Affairs, addressed the Committee on the USSR and Eastern Europe, National Research Council, May 19 ... Economic officer JOHN PITTS traveled to Yugoslavia, May 24, for consultations and to attend the United States-Yugoslav Economic Council meeting at Cavtat, May 30-June 3 ... Economic officer LAURIE TRACY traveled to Budapest, Prague and Warsaw, May 11-22 ... In Budapest she was a member of the U.S. delegation to the U.S.-Hungarian Joint Economic and

Commercial Commission meeting ... In Prague and Warsaw she met with government and embassy officials, as part of a general familiarization trip on the issues she will cover as economic officer for Hungary, Poland and Czechoslovakia ... Ms. Tracy replaced BARBARA GRIFFITHS who has been assigned to Ottawa ... NADIA TONGOUR, country officer for Hungary, joined the Office of Eastern European and Yugoslav Affairs, replacing TERRY SNELL, who has been assigned to Warsaw.

Office of Central European Affairs: Ambassador FRANK MEEHAN returned to Washington, April 12-24, to participate in annual political consultations with East Germany and to chair the U.S. delegation at the eighth round of U.S.-East German claims negotiations ... Deputy assistant secretary WILLIAM BODDE JR. led the U.S. team at the political consultations ... Director HARRY J. GILMORE and JAMES B. LANE JR., country desk officer for East Germany, participated in both events ... The officer-in-charge of the East-West unit, E. WAYNE MERRY, accompanied congressman WILLIAM LEHMAN (D.-Fla.) to Berlin and East Germany, April 12-16, and remained for consultations until April 21.

Office of Regional Political-Economic Affairs: KAY STOCKER, officer-in-charge for Organization for Economic Cooperation and Development affairs, accompanied Deputy Secretary JOHN WHITHEAD and Under Secretary W. AL-

LEN WALLIS to Paris, for the International Energy Agency and Organization for Economic Cooperation and Development ministerials, May 11-13 ... ED CASEY, director of the office, accompanied Assistant Secretary ROZANNE RIDGWAY; the deputy assistant secretary for inter-American affairs, BOB GELBARD, to Brussels, May 19-20, for consultations on regional political issues, with political directors from European Community "Troika" countries (present, past and future holders of the rotating European Community presidency) ... The office arranged the visit to Washington, May 28, of the Belgian prime minister (in Belgium's European Community presidency capacity). The prime minister met with the President, the Secretary and other officials ... A delegation from the Council of Europe Parliamentary Assembly visited Washington, May 11-12. Under Secretary MICHAEL ARMACOST, Ms. Ridgway and other senior Department officials participated in discussions, with the Council of Europe delegates, organized by MARSHALL CARTER-TRIPP, Office of Regional Political-Economic Affairs. □

OSLO, Norway—Embassy participants in the annual 42-kilometer cross-country ski race here, from left: Frank Caldwell, Bob Murrett, Harry Wetherbee, Brian Carlson, Norm Olsen, Patricia Olsen, Pat Fuller (rear), Donald Wetherbee, Mike McCarthy, Inger Anderson, Jim Anderson (behind skis).



Foreign Service Institute

New employees include MATTIE COX, economic training and ELISABETH LOFTIS and WALLAPA TOMSETH, Overseas Briefing Center ... New language and cultural instructors include KARIN KELSO and EVA LINDBERG, German. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER traveled to Scandinavia, meeting human rights leaders in both public and private sectors. During these visits he presented the American position and interest in human rights around the world, particularly in the Soviet Union and Latin America ... During his visit to Sweden, Denmark and Norway he met with a broad range of officials, parliamentarians, academicians, journalists and private citizens, to provide updates on U.S. policy and actions in the human rights area, as well as to strengthen joint cooperation through established multilateral institutions ... Among specific occasions, including visits to foreign ministries, he utilized the public forum of newspaper interviews, an address on human rights and U.S. foreign policy at the Swedish Institute of International Affairs, and an address to the law faculty at Lund University and an address to the Human Rights Institute in Oslo ... In the United States he delivered speeches to a variety of audiences on the U.S. human rights positions. These appearances included those at the Washington Institute of Foreign Affairs, the Jewish War Veterans, the National Academy of Science on Human Rights, the Union Conference on Soviet Jewry, Solidarity Day for Soviet Jewry, the Tallahassee (Fla.) Economics Club, the Conference on Religious Intolerance, the International Forum on East-West Relations and the International Human Rights Law Group's awards dinner honoring YURI ORLOV.

High-level changes in the bureau were completed with the arrival of deputy assistant secretary PAULA DOBRIANSKY from the National Security Council and DAVID BURGESS from the Peace Corps, to serve as director of public programs ... JOYCE A. BARR, regional officer for the Middle East and South Asia, traveled to the area, April 29-May 16. She discussed human rights issues with government officials, human rights activists and State personnel during her visits to Colombia, Karachi, Islamabad, Peshawar, Cairo, Tel Aviv, Jerusalem and Amman ... Senior policy adviser GEORGE LISTER traveled to Mexico City, May 25-27, to deliver a speech May 26, to the Matias Romero Institute (Mexico's equivalent of the Foreign Service Institute) on "United States Human Rights Policy: Origins and Implementation." While he was in Mexico, he discussed this subject with members of the Mexican foreign office, political leaders and academicians. □

Intelligence and Research

Office of The Geographer: GEORGE J. DEMKO, director, served as discussant at a Kennan Institution for Advanced Russian Studies seminar on Soviet water policies, April 14 . . . The office presented papers at the Association of American Geographers meeting in Portland, Ore., entitled "Geography of the Dispora." The papers were by Mr. Demko, "Soviet Refuseniks: An Attempt to Return from the Diaspora"; Bill Wood and Brad Thomas . . . Mr. Demko presented a lecture at Princeton, on international relations and geographic research issues . . . He lectured at the National Geographic Society seminar for geography teachers, on "The Use of Maps as Research Tools in Geography," April 8 . . . He lectured at Indiana State University on "Geographic Research Problems and U.S. Foreign Policy," April 11.

Office of Analysis for the Soviet Union and Eastern Europe: Three analysts spoke at and chaired sessions of the Washington chapter of the American Association for the Advancement of Slavic Studies symposium on "The Soviet Union and Asia Today," May 15 . . . Division chief CHARLES SMITH and analyst PATRICK LA COMBE attended the Airlie House conference on Gorbachev and eastern Europe, May 20-22 . . . WAYNE LIMBERG spoke on Soviet-U.S. relations to civic groups and media outlets at Sioux Falls, S.D., June 2-4.

Office of Analysis for the Near East and South Asia: Director GEORGE S. HARRIS spoke on the influence of academia on foreign policy, at the annual conference of the American Council for the Study of Islamic Societies, at Villanova University, Philadelphia, May 29 . . . Deputy director RONALD D. LORTON lectured on Afghanistan and Pakistan, at a "Great Decisions" program sponsored by the Fayetteville Technical Institute, Fayetteville, N.C., May 21 . . . Pakistan analyst ELIZA VAN HOLLEN participated in a roundtable discussion on Pakistan, at Johns Hopkins University's Foreign Policy Institute, May 7 . . . Egypt analyst MICHELE DUROCHER attended a symposium on Islam sponsored by the Arab Women's Committee, at Georgetown University, May 5 . . . Acting Libya analyst JUDY BIRD attended a conference on Libyan Jews, in New York, June 6-7 . . . Senior South Asia analyst WALTER ANDERSEN attended the Association of Asian Studies' mid-Atlantic regional meeting, in Harrisburg, Pa., June 6. □

Inter-American Affairs

KENNETH H. SKOUG JR., coordinator for Cuban Affairs, visited Havana in early May for talks with Cuban officials . . . On May 21 he and Ambassador Lyle Lane (retired), former principal officer of the U.S. interests section in Havana, addressed the Tucson, Ariz., Committee on Foreign Relations . . . On May 27 he addressed students and guests of the University of Minnesota as the final speaker in a lecture series on Cuba . . . On May 20 PETER SARROS, director, Office of Re-



PORT-AU-PRINCE, Haiti—Political officer Robert Kaneda (second from right) receives the Drug Enforcement Administration's Certificate of Appreciation from Ambassador Brunson McKinley (left), for his management of the post's antinarcotics program. With them are narcotics agents Juan Rodriguez and Tom Telles (right).



MANAGUA, Nicaragua—Ambassador Harry E. Bergold Jr. presents Meritorious Honor Award to visa assistant Emma Holmann.

gional Political Programs, lectured on "Arms Flows and Regional Instability in Central America." He led a seminar at the Naval War College, Newport, R.I. □

U.S. Mission to the Organization of American States

On May 11 Ambassador RICHARD T. McCORMACK attended the Council of Americas conference, in the Department . . . He spoke to the Baltimore Council of Foreign Affairs, May 27, regarding U.S. policy at the Organization of American States and in Latin America . . . Earlier that day, he met with the editorial board of the Baltimore Sun and made a noon presentation on Latin America at Johns Hopkins University . . . On May 28 he attended the Heritage Foundation conference at the Capital-Hilton in Washington. □

International Narcotics Matters

Assistant Secretary ANN WROBLESKI delivered a speech at a conference sponsored by the Department of Justice's organized crime drug enforcement task force, in St. Louis, May 13 . . . On May 25 she spoke in Honolulu at the East-West Center's conference on narcotics public awareness. This conference, sponsored by USIA, brought together representatives from Asian countries to discuss prospects for increased international cooperation on drug awareness and education . . . The bureau demand reduction specialist, MANUEL GALLARDO, addressed the conference . . . On June 2 Ms. Wrobleksi addressed the Defense Intelligence College's "Conference on International Drugs: Threat and Response." This conference was held at Bolling Air Force Base and was sponsored by the Defense Intelligence Agency. Other speakers from the bureau were deputy assistant secretary MARK DION: the special assistant for policy, RAYBURN HESSE; and Mr. Gallardo.

CAESAR P. BERNAL, director, Office of Program Management, and WALTER A. GENTNER, research leader from the Narcotics Laboratory for Agricultural Environmental Quality, Department of Agriculture, traveled to Venezuela and three of the eastern Caribbean countries, May 31, to discuss with embassy officers and host country officials the development of a crop control strategy against marijuana cultivation, using approved herbicides. The stops included Bridgetown, St. Lucia and Port-of-Spain, and ended in Caracas, including a field trip to Maracaibo and onward to the Colombian border by helicopter. During the Caracas visit, Mr. Gentner and Mr. Bernal met with the ministers of jus-

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tice and environmental matters, key congressional leaders and staff officer from the Guardia Nacional ... On June 1 Mr. Bernal traveled to Guatemala City, to meet with a group of congressional leaders, representatives from the Office of Environmental Matters and the deputy minister of government, to allay concerns relative to the environmental and health impact attributed to the aerial application of herbicides against marijuana and opium poppy cultivation ... ANNA DOLLINS had joined the bureau as a contract specialist in the Procurement and Technical Support Division. She was formerly with the General Services Administration. □

International Organization Affairs

Assistant Secretary ALAN L. KEYES traveled to Baltimore and met with Morgan State University faculty and students ... He addressed the Baltimore Council on Foreign Affairs, on "Morality in Foreign Policy." ... He addressed the Global Business Forum, at a luncheon in New York, in the UN delegates private dining rooms, and participated in a panel on the past, present and future of the United Nations, sponsored by the In-

ternational Association of Jewish Lawyers and Jurists, in Washington ... He gave the keynote address at the first international convention of Jews from Libya, sponsored by the Anti-Defamation League of B'nai B'rith ... He addressed the Canadian Professors for Peace in the Middle East, at their conference at Trinity College, University of Toronto, where he spoke on "The United Nations, the Arab-Israeli Conflict and the Rule of Law." ... Mr. Keyes participated in the Washington International Business Council's luncheon discussion of international organization activities affecting international business, and was the principal speaker at the B'nai B'rith International dinner in Louisville, honoring Mayor Jerry Abramson on his receipt of the Great American Tradition Award of the B'nai B'rith Foundation.

Senior deputy assistant secretary DENNIS C. GOODMAN traveled to Paris, June 3-4, for the north-south committee meeting of the Organization for Economic Cooperation and Development ... THOMAS T. TURQMAN, director, Office of

GENEVA, Switzerland—Deputy permanent representative Ronald D. Flack presents departing secretary Bette Van Ausdal a meritorious step increase award. Ms. Van Ausdal is being posted to Sierra Leone.

International Economic Policy, was to be in Vienna, June and July, to assist with Conference on Security and Cooperation in Europe negotiations ... LOIS AROIAN, political officer, Office of UN Political and Multilateral Affairs, gave the concluding talk in the Middle East series at Manassas Presbyterian Church, June 7, speaking on "Middle East Relationships." ... ROB W. MERRIGAN, Office of Technical Specialized Agencies, was a member of the U.S. delegation to the Universal Postal Union's executive council meeting in Bern, Switzerland, April 27 May 15.

People: SHERON MAKEL was reassigned from the Bureau of Oceans and International Environmental and Scientific Affairs to the Office of UN Political Affairs ... JOSEPH POMPER was reassigned from Tel Aviv to the Office of Human Rights and Women's Affairs ... WILLIAM DENNING, Office of UN System Recruitment, retired June 3 ... RAYMOND GOELZ, Policy and Planning Staff, resigned May 29. □

Legal Adviser's Office

The legal adviser, ABRAHAM D. SOFAER, traveled to Bonn, West Germany, for legal consultations with embassy and government officials. Accompanying him were deputy legal adviser MARY V. MOCHARY, senior staff assistant PAT SCHAUBEL and JAONN DOLAN, an attorney-adviser in the law enforcement and intelligence section ... The principal deputy legal adviser, MICHAEL G. KOZAK, traveled to Santo Domingo, to attend the third Central American and Caribbean conference of law enforcement officers ... CAROL SCHWAB, an attorney-adviser in the law enforcement and intelligence section, traveled to London, to participate in negotiations on the U.S.-United Kingdom interim drug cooperation agreement ... JOHN REYNOLDS, an attorney-adviser in the Near Eastern and South Asian affairs section, traveled to Paris, to consult with embassy officials. He is currently on temporary duty in Tel Aviv, to research and consult with embassy and area experts on legal issues related to the West Bank.

People: The American Bar Association's section on international law and practice awarded its Leonard J. Theberge Prize for Private International Law this year to PETER H. PFUND, assistant legal adviser for private international law. The award was presented at the association's annual general counsel's dinner, April 23. Cited were Mr. Pfund's efforts in achieving Senate approval last October on U.S. ratification of four conventions unifying private law, in the area of contracts for the international sale of goods, international child abduction, service of process and international commercial arbitration ... JANNIE OSBORNE transferred from the Bureau of Politico-Military Affairs to a secretarial position in the assistant legal adviser for management's office ... LIDIA FROEHLING entered on duty on May 26 as a secretary in the treaty affairs section ... ANTOINETTE BOWLDING transferred to the office from the Main State Library, to assume the position of law library technician. □





MANAGEMENT OPERATIONS—Director Willard A. De Pree (center, necktie) presents Superior Honor Award to members of the Data Analysis Staff (from left): Antoinette M.

Ponce, Nancy Eakin, Jennifer M. Woody, Carolyn S. Lowengart, Gary S. Roach, Jacqueline Wise Middaugh, Kathryn M. Shippe, R. Glynn Mays, Christine J. Carey.

FAMILY LIAISON OFFICE—Coordinators from Latin America and Canada, at conference in the Department, first row: staffers Joan Hinds, Pat Telkins, director general George Vest, Maria Jesus King, Sue Parsons. Second row: Danadee Carragher, Buenos Aires; Sheila Donahue, Port-of-Spain; Susan Gillespie and Eileen Milas, San Salvador; Rochelle Ledwith, Nassau; Sydnee Tyson, Managua; John Jorgenson, Monterrey; Ruthann Macolini, La Paz; Phyllis Habib, staff. Third row: Antoinette Almaguer, Quito; Evelia Horn,

Guatemala City; Linda Colon, Caracas; Jo Ross Hahn, Asuncion; Catharina Ford, Port-au-Prince; Lynn Bielenberg, Bridgetown; Barbara Hoganson, Bogota; Jeanne Dennis, Lima; Tuula Toney, Belize; Beth Lyne, Tegucigalpa; Gayle Halmo, Montreal, Louise Drucker, Rio de Janeiro; Angela Tumminia, Paramaribo; Kathleen Petty, Kingston; Brenda Miller, Guayaquil. Fourth row: Matthew Furbush, Panama; Heather Dickmeyer, Sao Paulo; Lois Laase, Brasilia; Silvia Browne (obscured) Montevideo; Sarah Hiller, Ottawa.



Management

Office of the Under Secretary

On May 7 Under Secretary RONALD SPIERS was the guest of honor at a Business Council for International Understanding luncheon in New York, hosted by ROBERT G. FREESE, vice chairman of the Grumman Corp. Mr. Spiers spoke there to a group of senior business executives on the impact of congressional cuts in the foreign affairs budget ... A financial resources conference was held in London, May 28-29, under the direction of the Department comptroller, ROGER FELDMAN. Senior administrative counselors from posts in all regional bureaus attended. Washington participants, in addition to Mr. Feldman, included MARY A RYAN, executive assistant to the under secretary; JOSEPH LINNEMANN and THOMAS McQUILLAN, Office of the Comptroller; RICHARD FAULK, deputy assistant secretary for operations; and the executive directors of the Bureaus of European and Canadian Affairs, Inter-American Affairs, African Affairs and Near Eastern and South Asian Affairs. The Bureau of East Asian and Pacific Affairs was represented by the senior budget officer ... WILLIAM I. BACCHUS, legislative assistant to the under secretary, and ROSS STAREK, deputy assistant secretary for policy and counterterrorism in the Bureau of Diplomatic Security, attended an emergency action exercise, May 27-28, in Bangkok. They made short visits to Hong Kong, Rangoon, Seoul and Tokyo, discussing management and security issues. At each post Mr. Bacchus conducted meetings on the new retirement system. □

Family Liaison Office

The following community liaison office coordinators visited the Family Liaison Office during April and May: NANCY HALL (Muscat); SUSAN BEFFEL (Athens); DONNA LOKEN (Casablanca); JONATHAN RICKERMAN (Bamako); GALE FOULDS (Tunis); and NANCY LEONARD (Paris). □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE spoke on international wildlife protection, May 18, at a luncheon of the International Institute for Environment and Development, at George Washington University ... On May 20 he spoke in Santa Ana, Calif., before the World Affairs Council of Orange County, on nonproliferation and peaceful uses of nuclear energy ... Principal deputy assistant secretary RICHARD J. SMITH led the U.S. delegation to meetings with the Japanese on the proposed space station, in Washington, May 26-27 ... On May 6 the bureau advisory committee, chaired by Mr. Negroponte, met to discuss U.S. international space policy. SECRETARY SHULTZ opened the session by noting the impact the science and technology, health and en-

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vironmental issue have on foreign relations. Other speakers included CARL SAGAN of Cornell University; GEORGE FIELD, chairman of Harvard's department of astronomy and of the Smithsonian Astrophysics Observatory; JOHN LOGSDON, director of George Washington University's program in science, technology and policy; RICHARD BARNES, head of the National Aeronautics and Space Administration's Office of International Affairs; and RAY WILLIAMSON, senior analyst on space issues, Office of Technology Assessment.

PETER JON DE VOS, deputy assistant secretary for science and technology affairs, led the U.S. delegation to the meeting of the Organization for Economic Cooperation and Development's committee for scientific and technological policy, in Paris, June 15-17. . . . MARTIN PROCHNIK, director, Office of Cooperative Science and Technology Programs, headed the U.S. delegation to the 30th meeting of the U.S.-Yugoslav Joint Board on Scientific and Technological Cooperation, May 17-22, in Kragujevac, Yugoslavia. He was accompanied by BARRY KEFAUVER, executive director for the bureau. The board approved close to 300 grants for joint projects in agriculture, energy, environmental protection, health, mining research, metrology, geology and basic research.

EDMUND M. PARSONS, director, Office of Ecology and Natural Resources, was in Dallas, May 25-28, attending a meeting with Mexican officials of the working groups on pollution established under the U.S./Mexico border environment agreement. . . . EDWARD McKEON, same office, was a member of the U.S. delegation to the conference on international wetlands, in Regina, Saskatchewan, Canada, May 25-June 6. . . . STEPHANIE CASWELL, same office, served as the technical adviser to the meeting of the U.S./Panama joint committee on the environment, in Panama, May 27-28. . . . ROGER E. SOLES, executive director, U.S. Man and the Biosphere Program, traveled to New Orleans, May 28-29, to meet with scientists of the program directorate on grazing lands, to plan an international workshop to discuss conversion of forests to pastureland in tropical America.

JOHN ROUSE, director, Office of Environment and Health, spoke, May 14, to the board of environmental studies and toxicity of the National Research Council, regarding U.S. acid rain policy vis-a-vis Canada. . . . Mr. Rouse testified, May 5, before the House Subcommittee on Transportation, Tourism and Hazardous Materials, concerning foreign policy implications of the recent meanderings of a U.S. garbage barge in the Gulf of Mexico and Caribbean Sea in search of a disposal site. . . . ALAN KRAUSE, same office, led the U.S. observer delegation to the fifth session of the monitoring committee of the Caribbean Environment Program, May 11-13, in Kingston, Jamaica. . . . JACK FITZGERALD, same office, attended the fifth meeting of the working group on nitrogen oxides, May 12-15, Geneva. The group is negotiating a protocol to the convention on long-range transboundary air pollution.

FRED MCGOLDRICK, acting deputy assistant secretary for nuclear energy and energy technology affairs, traveled to San Francisco, May 27, to deliver a speech before the Atomic Industrial Forum on the "Problems of Assurance of Supply." . . . THEODORE S. WILKINSON, director, Office of Nuclear Technology and Safeguards, headed the U.S. delegation to the session of the preparatory committee for the U.S.-Korea joint steering committee for nuclear and other energy technology, May 4-8, in Seoul. . . . The inter-agency (State, Arms Control and Disarmament Agency, Department of Energy, National Research Council, Nuclear Regulatory Commission) technical support coordinating committee met with managers from the International Atomic Energy Agency's department of safeguards, the week of May 18, to review the U.S. program of technical assistance on safeguards. The meeting, at Brookhaven National Laboratory, was chaired by J. CHRISTIAN KESSLER, Office of Nuclear Technology and Safeguards. . . . The following week Mr. Kessler chaired the safeguards agreement implementation review meeting, in Washington, which examined problems and progress in the application of international safeguards to U.S. nuclear facilities.

On May 7-8 NANCY OSTRANDER, coordinator of population affairs, participated in a conference at National Defense University, "Global Demographic Trends to the Year 2010 and Their Implications for U.S. National Security." . . . She was in New York, May 26-29, to participate as a representative on the U.S. delegation to the governing council of the 34th session of the UN Development Programme, for that portion of the meeting dedicated to activities of the UN Fund for

VAIHINGEN, West Germany—At meeting of political advisers to military commanders, left to right: Mark Torreano, Charles Duelfer, Donald Kruse, John Finney, Nathaniel Howell,

Population Activities. . . . R. TUCKER SCULLY, director, Office of Oceans and Polar Affairs, led the U.S. delegation, which included RAYMOND V. ARNAUDO from the same office and SCOTT HAJOST, Office of the Legal Adviser, to the preparatory meeting for the 14th Antarctic treaty consultative meeting, in Rio de Janeiro, May 4-8. . . . Mr. Scully and Mr. Hajost then traveled to Montevideo, where Mr. Scully led the U.S. delegation to a session of the special consultative meeting on Antarctic mineral resources, May 11-22. . . . LARRY L. SNEAD, director, Office of Fisheries Affairs, represented the Department during the 17th session of the Food and Agriculture Organization's committee on fisheries, convened in Rome, May 18-22. The session was attended by 99 members of the committee, and by numerous observers from other nations and international organizations. Issues of particular concern to the United States included the committee's work regarding international fisheries trade, international standards for marking of fishing vessels and protection of living resources from entanglement in fishing nets and debris. □

Politico-Military Affairs

Deputy assistant secretary VLADIMIR LEHOVICH, accompanied by W. SCOTT BUTCHER and LYNN ALLISON, Office of International Security Policy, and KENNETH PEOPLES, Office of Strategic Technology Affairs, visited the headquarters of the U.S. Space Command and the North American Aerospace Defense Command, in Colorado Springs, May 3-5. . . . Deputy assistant secretary G. PHILIP HUGHES

Byron Morton, George Barbis, Robert Driscoll, Vladimir Lehovich, Arthur Woodruff, David Betts, Allen Davis, Clarence Pegues, John Kohout, Robert Stocks.



was in Paris for an ad hoc coordinating export control subcommittee meeting, and a meeting of coordinating export control subcommittee on export controls, May 4-7. He traveled to London, May 8-9, for consultations with the British government, and to Seoul, May 12-16, for talks with the South Korean government, concerning strategic trade. . . . BISMARCK MYRICK, Office of Strategic Nuclear Policy, was the Department representative on the U.S. delegation to the fifth session of the U.S.-Soviet nuclear testing experts meetings, in Geneva, May 18-29. . . . On May 27-28, defense and space action officer ELEANOR SUTTER, Office of Strategic Nuclear Policy and American Association for the Advancement of Science fellow DAVID HAFEMEISTER, same office, represented the Department at the sixth annual classified military space symposium of the American Astronautical Society. . . . JOHN BLANEY, Office of Strategic Nuclear Policy, was the senior Department representative during round two of U.S.-Soviet negotiations on establishing nuclear risk reduction centers, May 3-4, in Geneva.

People: Arrivals: LINDA STAHLEI has joined the Office of Theater Military Policy as a summer intern. She is enrolled in the University of Maryland's Ph.D. program in national security studies. . . . JERRY LINDH has joined the Office of the International Security Policy as a summer intern. He is enrolled at the University of Maryland. . . . **Departures:** MARK WIZNITZER, Office of Strategic Technology Affairs, has transferred to the Bureau of Economic and Business Affairs. . . . JANNIE OSBORNE, Office of Strategic Technology Affairs, has transferred to the Office of the Legal Adviser. □

Public Affairs

Office of the Historian: ELIZABETH BARWICK joined the Department, May 26, as a clerk-typist for the Information Staff. . . . On June 1 KATHLEEN MURTAUGH entered on duty as an intern; she will serve as a junior historian on the Operations Staff until her departure in August. She attends Carnegie-Mellon and is pursuing majors in professional writing and applied history.

Office of Press Relations: On May 6 CHARLES E. REDMAN presented staff members with a Superior Honor Award for their work from June 1985 through last March. . . . DAVID HOLT joined the staff as a summer clerk-typist. . . . RUDOLPH BOONE, whose most recent assignment was as a consular officer in Barbados, joined the staff as a press officer on June 4.

Office of Public Communication: Editorial Division chief NORMAN HOWARD and CYNTHIA SABOE attended seminars on desktop publishing, presented by the Federal Publishers Committee and Wang's federal systems. . . . On May 11 ROSEMARY FLEMING accepted a position as secretary in the Executive Office of the deputy assistant secretary for foreign buildings. . . . HAROLD HEILSNIS, chief, Correspondence

PUBLIC AFFAIRS—The Office of Press Relations receives a group Superior Honor Award. From left: Phyllis Oakley, Joseph Reap, Darlene Kirk, Sondra McCarty, Nancy Beck, Anita Stockman, Charles Redman, Andrew Laine, Laura Jehl, Liz Conway, Bruce Ammerman, Deborah Herman, Deborah Cavin, Pete Martinez.

Management Division, completed a three-day course in performance appraisal given by the Office of Personnel Management. . . . Writer-editor SANDRA PITTS-MALONE attended a symposium on conflict and peace-making in multi-ethnic societies.

Office of Public Programs: Director SAMUEL E. FRY JR. served as department coordinator for activities relating to the 40th anniversary of the Marshall Plan, including a reception hosted by the Secretary, May 26; a special stamp cancellation ceremony, and events with the German Marshall Fund and the Marshall Foundation. . . . Regional Programs Division chief JO COLLINGE advanced the Secretary's May 8 appearance before the Business Council, at the Homestead, in Hot Springs, Va. . . . Regional programs officer FRANK FINVER conducted a survey of civil organizations and the media in Norfolk, Virginia Beach and Richmond, May 26-29. . . . Regional programs officer CHRISTINE MURRAY received a promotion to GS-9. . . . Secretary's coordinator JANICE SETTLE organized SECRETARY SHULTZ's meeting with White House fellows alumni, in Washington, May 1; advanced, with regional programs officer DARLENE KIRK, the Secretary's speech at the commemoration of the 100th anniversary of Stanford University, May 14, and with principals coordinator JOYCE NICHOLS, arranged the Secretary's visit to New York, May 16, where he received the David Ben-Gurion Peace Prize from the David Ben-Gurion Centennial Committee at a special dinner. . . . Organization liaison officer MARY CATHERINE KIRK arranged a special briefing on "Trade Legislation and Protectionism," for Washington rep-



representatives of nongovernmental organizations, in the Department, May 20. Spokespersons from the Bureau of Economic and Business Affairs and the Office of the U.S. Trade Representative were on hand to discuss competitiveness and general U.S. trade policy . . . Conference officer EILEEN McCORMICK advanced Secretary Shultz's May 12 remarks before the U.S. Chamber of Commerce and his May 17 address to the American Israel Public Affairs Committee, at the Washington-Hilton Hotel . . . Approximately 250 representatives of the Advertising Council attended an eight-floor luncheon hosted by Assistant Secretary CHARLES E. REDMAN. The luncheon speaker was then FBI head William Webster. Following the luncheon, Council members and their spouses attended a special briefing in the Dean Acheson Auditorium where speakers were White House and State Department curator CLEMENT CONGER, Defense Secretary CASPAR WEINBERGER and Education Secretary WILLIAM J. BENNETT. Secretary Shultz was the closing speaker. MARIE BLAND, Washington Programs Division, coordinated the event . . . Forty vice presidents of U.S. corporations doing business overseas gathered in the Department, May 12-13, to participate in the executive-diplomat seminar. Held twice a year, these seminars offer an opportunity for U.S. business executives to engage in off-the-record discussions with policy-makers concerned with international economic and business issues. In that connection, ROZANNE RIDGWAY, DOUGLAS McMINN and GASTON SIGUR, as well as other senior officers, addressed attendees during the two-day program, which included an eight-floor lunch both days . . . U.S. Senator MALCOLM WALLOP (R.-Wyo.) presented a "View From the Hill the second morning . . . OLAF OTTO and Ms. Bland coordinated the seminar. □

Refugee Programs

Deputy Secretary JOHN C. WHITEHEAD, with JONATHAN MOORE, Bureau Director, and ROBERT L. FUNSETH, senior deputy assistant secretary, briefed ROBERT DEVECCHI, director, refugee affairs, International Rescue Committee; his deputy, ROY WILLIAMS; and JAMES SHERWIN, on the impending visit to Thailand of the Citizen's Commission on Indochinese Refugees. Commission members LIV ULLMAN and BAYARD RUSTIN did not attend this meeting . . . Mr. Funseth and bureau officers SHEPPIE G. ABRAMOWITZ, LISA A. CARTY, FRANCES R. CULPEPPER, WILLIAM J. GARVELINK, ROBERT A. GEHRING, JOSEPH P. GREGOIRE, JAMES P. KELLEY, DONALD M. KRUMM, JAMES F. LAWRENCE, PAULA R. LYNCH, JAMES C. MARTIN, MARGARET J. McKELVEY, JAMES F. NINDEL, RICHARD J. REDMOND and YVONNE F. THAYER participated in the emergency managers training workshop conducted by the University of Wisconsin's disaster management center. The workshop focused on techniques in refugee camp assessment and program oversight responsibilities, including

how to evaluate the adequacy of relief and protection in emergency refugee situations . . . Mr. Funseth accepted on behalf of the bureau the President's award for performance in connection with the Combined Federal Campaign. In presenting this award, SECRETARY SHULTZ recognized Refugee Programs as the top bureau in the Department in terms of money-goal achievement (203%) and employee participation (128%) . . . Mr. Funseth met with BRIAN DESCHAMP, officer-in-charge of Australian immigration, based in Rome, Italy; MARCUS DOLDER, North American external relations officer, Office of the UN High Commissioner for Refugees; IAN SYMINGTON, first assistant secretary, Australian Department of Immigration and Ethnic Affairs; RODNEY INDER, Australian embassy representative; and DONALD BJORK, senior associate executive director, World Refugee Relief . . . ANN CONVERY, voluntary agency representative for the Orderly Departure Program, and MARY CHAFFEE, deputy joint voluntary agency representative in Bangkok, Thailand, met with Mr. Funseth to discuss their respective programs.

RICHARD B. CRAVENS and FRED CHEUNG, National Institute of Mental Health, briefed the bureau on their findings during a recent trip to Thailand and the Philippines, where they monitored programs set up in refugee camps to counsel victims of violence . . . JAMES P. KELLEY, director, Office of International Refugee Organizations, attended meetings of the Intergovernmental Committee for Migration subcommittee on budget and finance, the subcommittee on coordination of transportation, the executive committee, and the special session of the council in Geneva . . . MARY E. KAVALIUNAS was a member of the U.S. delegation . . . JOHN A. BUCHE, special assistant to the director, with JOHN R. RATIGAN, director, Office of Asian Refugee Assistance, and FRANCES R. CULPEPPER, refugee officer, attended the UN Border Relief Organization donor's meeting in New York . . . NORMAN W. RUNKLES, comptroller, met with voluntary agency representatives to discuss refugee transportation loan collections in New York . . . THERESA L. RUSCH, director, Office of Reception and Placement, consulted with refugee resettlement community people concerning the summer arrival of refugees in Madison; she followed up on previous monitoring review in Minneapolis. LISA A. CARTY and ANITA L. BOTTI, refugee officers, monitored voluntary contract performance in San Francisco. Ms. Rusch and KAREN L. McCARTHY, refugee officer, consulted with refugee Data Center staff on program operations . . . JAMES F. LAWRENCE, executive director, reviewed automated refugee tracking system programming and automated data processing requirements, in New York, and he presented a Department tribute of appreciation to EVA KELLEY . . . WILLIAM J. GARVELINK, refugee officer, briefed the interaction annual membership forum in Annapolis and officials of the United Nations and private voluntary organizations in New York, on his trip to South Africa . . . Ms. Abramowitz attended the governors con-

ference on refugees, and met with state and agency officials in Minneapolis . . . THOMAS P. DOUBLEDAY JR., chief, refugee admissions and processing (Southeast Asia), and MINA S. GOLDBERG, refugee officer, met with Interaction to discuss southeast Asia refugee issues . . . SUSAN P. LIVELY, refugee officer, spent a month working in Thailand, and she consulted with Embassy officials in Hong Kong . . . Visiting the bureau were Ambassadors G. NORMAN ANDERSON (Sudan), DONALD PETERSON (Tanzania), ARNIE RAPHEL (Pakistan), ROBERT G. HOUDEK (Uganda) and JAMES PHILLIPS (Burundi) . . . WILLIAM A. GARLAND has become director, Office of Asian Refugee Assistance . . . JOSEPH P. GREGOIRE, political officer, Embassy Ottawa, consulted with bureau officials in Washington. ■

Central, South America volume is ready

The Department has released "Foreign Relations of the United States, 1955-57, Volume VII, American Republics: Central and South America." A Department news release describing the volume says:

"Although American foreign policy was oriented toward peace-threatening crises elsewhere in the world, U.S. policy-makers were aware of the mounting economic problems and political unrest in Central and South America. The demands of Latin peoples for social improvements and material progress were matters of concern to American diplomats. The Eisenhower administration's main attention in Central and South America in the period 1955-1957 focused on developments in Argentina, Brazil, Guatemala and Panama. Faced with a new government in Argentina after the overthrow of President Juan Peron in September 1955, the United States quickly recognized the successor military governments. The National Security Council was advised that Argentina would probably look to the United States for aid. Indeed, the diplomatic exchanges of 1956 and 1957 chronicle a series of requests by Argentina for financial assistance and U.S. efforts to deal positively with them."

The volume, which comprises 1,171 pages of previously classified foreign affairs records, was prepared in the Office of the Historian, Bureau of Public Affairs. It is based on the files of the White House, the Department and other Government agencies. Documentation on U.S. policy toward Mexico, the Caribbean area and on multilateral relations was published in Volume VI.

Copies of Volume VII (Department of State Publication No. 9513, GPO Stock No. 044-000-02149-1) may be purchased for \$29 (domestic postpaid) from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to the superintendent. The Office of the Historian has prepared a brief summary of the volume. For information, contact John P. Glennon, 663-1144, or Charles S. Sampson, 663-1134. □

Letters to the Editor

—(Continued from Page 1)

'Little compassion'

BALTIMORE, MD.

DEAR EDITOR:

As a first-time reader, I enjoyed your interview with Dr. Frank Keary ("Areas available for smoking, Department-wide, are shrinking," March issue). I'm a re-reformed smoker and will be entering the job market upon my graduation. I will most likely pursue a state or federal position. When I quit smoking, I quit not because I wanted to but because I know my health would be jeopardized otherwise.

I found Dr. Keary to be very insensitive to smokers. Granted non-smokers need protection from passive smoke and there seem to be no alternatives short of legislation. But to say: "No one needs nicotine or the other 50 known cancer-causing materials in tobacco smoke" shows little compassion. Nicotine is very addictive psychologically and physiologically, and it's not as simple as saying quit. I frequently want a cigarette and must consciously put the thought down because one cigarette leads to another and, before you know it, you're hooked again.

Sincerely,
DAVID J. RITER
Towson State University □

More 'Topsy Typos'

WASHINGTON

DEAR EDITOR:

We second Bob Maule's suggestion (Letters, May) that a "Topsy Typos" column be established in this magazine. And to add to the collection, here are a few we've found:

—One cable described a certain proposal that had been put to a mission, and suggested that the proposal be "flushed out" before being considered further.

—Another cable described the shipment of animals from Africa to zoos in the United States; particularly of concern were the "baby guerrillas." Can't you picture the dear little things, a rattle in one hand and a grenade in the other, "Pampers" peeping out from under their fatigues?

In two perhaps Freudian slips, an embassy complained of "major shits in foreign policy" and another described an African country "in the midst of the country's worst economic crisis in history."

One of our own, caught just before it went out, was discussing the investment environment in "Slub-Saharan" Africa.

Let's hear it for a new column, where all of us who've been quietly collecting these pearls of unintended honesty and wisdom can share them with each other.

Sincerely,
BECKY VAN DOREN-SHULKIN
GORDAN POWERS
Economic Policy Staff
Bureau of African Affairs □

Still another 'Topsy Typo'

FLORENCE, ITALY

DEAR EDITOR:

Regarding the May issue letter from Robert W. Maule, I presume he also had in mind for his "Topsy Typos" the "multifictional promotion precepts" in a recent State cable to all posts?

Sincerely,
PAT HOLLIN □

WASHINGTON

'Shabby'

DEAR EDITOR:

Apropos the cover of the May issue and the "Corridor clutter" letter that appeared in it, I am writing to deplore the condition of the Main State building, particularly the areas through which major and minor foreign dignitaries must pass. I have long been wondering how the diplomatic entrance (most specifically the grubby glass doors with peeling safety strips, and the lobby with its makeshift signs) can be allowed to remain so shabby, now that so much expense and effort has gone into making the top floor reception area so beautiful. Do the powers that be (perhaps the problem is that there are none) think that visitors keep their eyes closed until they get upstairs, or that a few potted palms and posters can obscure the consequences of years of

slipshod maintenance? Perhaps some of the money granted for use upstairs could be appropriated for the "approach area." Meanwhile, one hopes that we will eventually see an end to the lobby renovation, on which work appears to take place on only one day out of five.

Also, how long, will it take for someone in authority to realize that the TV broadcasters need some minimal but permanent facilities in the balcony corners for their equipment and personnel, especially during overnight vigils?

Not to appear ungrateful, I should say that the floors are a lot cleaner since the new janitorial crew took over, and they the blue rugs add a nice touch to the entrances.

Sincerely,
DONNA SANDIN
Office of Language Services □

G. Washington look-alike

GUADALAJARA, MEXICO

DEAR EDITOR:

In your "Look-Alikes" section you may wish to re-run the photo on page 53 of your May issue. If you look



closely and imagine a wig on Juan Olartecoechea, he looks just look our founding father in the painting behind him.

Sincerely,
PAUL C. KLINE, consul □

'Suspects'?

WASHINGTON

DEAR EDITOR:

I read with interest your article (March issue) regarding future improvements in building security. I was hoping to find an explanation of why employees with security clearances are subjected to metal detectors and searches, as well as an indication whether this would continue under the new system. Unfortunately, the issue was not addressed.

There appear to be two possible explanations: (a) cleared employees are suspected of terrorist or other criminal intent, or (b) the department fears the ID cards will be forged. In either case, there are better options. If management truly feels that cleared employees are suspect, they should strengthen the clearance process. After all, we do have access to sensitive information and, for that matter, the searches are not thorough enough to stop someone determined to bring weapons into the buildings.

As far as forgery is concerned, one has to assume that anyone wishing to penetrate the buildings would soon enough notice that security officers are exempt from searches. Terrorists trying to smuggle weapons would therefore forge a security officer's badge rather than a normal ID card. Or perhaps they would simply enter through the unguarded basement.

The building security program appears to be a knee-jerk reaction to an unfortunate incident of several years ago. Since it is both a major nuisance and clearly not a deterrent to a terrorist attack, many employees view it as an insult. It wastes time and money, and should be re-examined.

Sincerely,
MARK J. LIJEK
Executive Office, Bureau of
European and Canadian Affairs
*The Bureau of Diplomatic Security
replies: Security measures at our en-
trances are aimed at hundreds and
hundreds of people who come into our
building everyday, not just employees.
By the way, we are doing something
about the basement as well.* □

We take a break

In keeping with State's annual practice, there will be no August issue. There will be an August/September issue, with an August 6 copy deadline. Please double-space your contributions. And no ACRONYMS! □

Got that?

WASHINGTON

DEAR EDITOR:

In the June issue, the picture you used of State's first telegrapher was correct, but the name was incorrectly stated as Thomas Harrison when it should have been Thomas Morrison (not to be confused with William G. Harrison, who was the 1986 winner of the annual Thomas Morrison "Communicator of the Year" award).

Sincerely,
DAVID W. SMITH
Information Programs officer
Office of Communications □

Danger pay

ARLINGTON, VA.

DEAR EDITOR:

The Department is to be congratulated for having, finally, erected a plaque honoring those Foreign Service national employees who gave their lives in the service of the United States. If our collective conscience now rests a bit easier, there remains one point concerning FSNs which should continue to trouble us—i.e., the disparate treatment accorded U.S. citizen and non-U.S. citizen members of the Foreign Service with regard to danger pay.

At six designated posts the Department has established a danger pay allowance—but only for U.S. citizen employees. In some circumstances, e.g., where the danger derives primarily from civil strife or a breakdown in law and order affecting the host-country population at large, it might be difficult to justify danger pay for FSNs. But at posts such as Beirut—where FSNs face exceptionally high risks precisely because of their employment at the U.S. embassy—why should they

not receive the same danger pay increment accorded their U.S. citizen colleagues?

Chapter 59, Title V, of the U.S. Code provides that the danger pay allowance *may*, if otherwise authorized by statute, be paid to non-U.S. citizen members of the Foreign Service. At present such statutory authority does not exist. This regrettable lacuna merits the urgent attention of those who set the Department's legislative objectives. The cost would be minimal. The debt is enormous.

Sincerely yours,
JOHN GRIMES □

Sex discrimination case

WASHINGTON

DEAR EDITOR:

I believe Department employees everywhere should be aware that the State Department was found guilty of sex discrimination by the U.S. Equal Employment Opportunity Commission last November. A notice has been posted on many bulletin boards around the building.

It is important to recognize that illegal discrimination remains a serious problem in the Department and, in this particular case, has caused tremendous hardships to a courageous person who had to fight a legal battle for five years. Half a decade has been robbed from a professional's life simply because a senior Foreign Service officer decided that he did not like her—for reasons that had little to do with competence or qualification.

Perhaps by publishing this notice, your paper could increase employee awareness of this continuing problem and bring out the message that justice can prevail even if the mills of God sometimes grind slowly.

Sincerely,
CORAZON SANDOVAL FOLEY,
chairwoman, Advisory Council on
Equal Employment Opportunity
*The notice says a violation of the
1964 Civil Rights Act "has occurred at
this facility," adding that the Depart-
ment "supports and will comply with
such federal law and will not take re-
prisal action against individuals [who]*

have exercised their rights under the law." It continues that State has offered reinstatement to the individual involved, and that officials responsible for personnel decisions will follow the law. □

Oops!

BERKELEY, CALIF.

DEAR EDITOR:

Which page of STATE do you read?

"... Next time I get in an elevator with someone who applied their cologne or perfume with a paint roller, perhaps I will not forbear, but will accuse them of pollution?" (May, Page 60; excerpt from Dzurek letter.)

"The editor replies: We repeat: Since it's the policy of the magazine to be correct, there can be no plural pro-

nouns with singular subjects." (May, Page 61; comment on Wilson letter).

Sincerely,

LAWRENCE J. KENNON □

'Jointness'

POTOMAC, MD.

DEAR EDITOR:

As a graduate of the National War College ('61) and a former member of the faculty, I was interested in Ambassador Robert Miller's detailed description in your May issue of National Defense University, where he now serves, and its component parts.

He mentioned a new emphasis on "jointness—an awkward word—which he said "presents State with the opportunity to focus attention on an even broader definition of jointness; the inseparability of political, economic and

military factors and the ever-growing need for military-civilian jointness in support of national security policy and strategy."

I found it intriguing that in his otherwise excellent and very detailed article, he did not find any room whatsoever to mention that a variety of Government agencies, USIA, CIA, etc., besides State, provide both students and faculty, thus increasing across-the-board exposure for talented persons involved in the field of foreign affairs to share in making this intellectual broth richer. As a consequence, to me the ambassador's article was sadly lacking in the very "jointness" he seeks to promote.

Sincerely,

EARL J. WILSON
USIA (retired) ■



CAIRO—Political officers Marc Sievers, left, and Frank Ricciardone, right, are congratulated by Ambassador Frank Wisner on winning two of the American Foreign Service

Association's language awards. Each will receive \$1,000 for their fluency in Arabic.

Association's language awards. Each will receive \$1,000 for their fluency in Arabic.

Obituaries

Suzanne M. Conway, 32, an intelligence research specialist in the Bureau of Diplomatic Security's Threat Analysis Division, died of lung cancer on May 28 at Fairfax Hospital.



Ms. Conway

After serving several summers as an intern at the Departments of Treasury and Labor, Ms. Conway was hired as a secretary in the Office of Security in 1976. Entering the Upward Mobility Program, she became an intelligence analyst in Threat Analysis in 1982. She specialized in analyzing terrorist matters in East Asia, the Pacific and South Asia. During the 1984 Olympics, she served at the multiagency antiterrorist operations center in Los Angeles.

Ms. Conway was born in Darby, Pa. In 1976 she earned a bachelor's from William and Mary College. Survivors include her parents and three sisters. The family suggests contributions to the American Cancer Society. □

John P. Steinmetz, 48, an international relations officer in the Bureau of Inter-American Affairs' Office of Regional and Political Affairs since 1985, died at George Washington University Hospital on June 4.



Mr. Steinmetz

Beginning his career in 1961, Mr. Steinmetz was a consular officer in Quito and London. He served as an educational and cultural affairs officer in the Department and at the New Orleans Reception Center. In 1969 he was appointed principal officer in Belem. After an assignment to the Office of Maritime Affairs he was transferred to Mexico City as an international transportation/commercial officer. He was detailed to the Department of Com-

merce in 1981, and served in Bucharest as economics officer, 1984-85.

Mr. Steinmetz was born in Gilroy, Calif. In 1960 he was graduated from Georgetown. Survivors include three sons, one daughter, a sister and his mother. □

Laverne E. Saunders-McNeill, 69, a Department secretary who retired in 1977, died of cancer at George Washington University Hospital on May 26.



Ms. Saunders-McNeill

Ms. Saunders-McNeill was employed by the Department of Interior and the Department of Agriculture before joining State in 1960. She was assigned to western European affairs for six years, then worked as an executive secretary in the Bureau of Economic and Business Affairs. Her career ended after an assignment to the Organization for Economic Cooperation and Developing in Paris.

Born in Philadelphia, Ms. Saunders-McNeill moved to Washington during childhood. She attended Howard and taught stenography at the old Jennifer Business College. After retiring, she studied at Northern Virginia Community College. Survivors include her husband, Robert H. McNeill, who is a retired Department employee; her sister, Ermine Ford, who is a Department employee assigned to the Office of the Comptroller; three children and a brother. Contributions are suggested to Peoples Congregational Church. □

William J. Supple, 73, who served as second secretary and regional security officer in Mexico City and Panama before retiring in 1965, died of cancer on January 3 at a hospital in Topeka, Kan.

Joining the Department in 1947, Mr. Supple was a consular attaché in Shanghai and Manila. He was a regional security officer in Paris and London.

Subsequent assignments were to Vienna and Havana as second secretary and security officer.

Mr. Supple was born in Topeka. After earning a law degree at Washburn University, he worked as a special agent in the legal division of the Federal Housing Administration. During World War II he served in the Navy. Survivors include his wife of 917 Lane, Topeka, Kan. 66606, a son, three daughters, a brother, two sisters and five grandchildren. □

Paul C. Domke, 73, a Foreign Service officer who retired in 1965, died on April 23.

Mr. Domke was born in Minnesota. He worked in China on a student/teacher fellowship for two years, then was graduated from Carleton College, in 1940. After serving in the Army for five years, he joined the Department as a program officer in 1946. Mr. Domke was appointed executive secretary of the U.S. Advisory Commission on Educational Exchange in 1953. He served as a consular officer in Surabaya and Portuguese Timor, 1956-59, and in Kobe-Osaka, 1959-62. From 1963-65, he was assigned to the Department as an education and cultural officer. Survivors include his wife. □

Bernard W. Lewis, 77, who served in Phnom Penh as second secretary before retiring in 1964, died on May 22.

Joining State in 1939, Mr. Lewis was an administrative assistant, a position classifier and a position analyst. He served in Bonn as a classification officer and placement officer. Assigned to Tokyo in 1955, he was a personnel officer, second secretary and consular officer.

Mr. Lewis was born in Utah. From 1938-39, he was employed by the Public Buildings Administration. Survivors include his wife. □

Charles W. Wonder, 73, who was second secretary and consular officer in Tananarive from 1963 until he

retired in 1964, died on May 27.

Born in Utah, Mr. Wonder earned a bachelor's and master's at the University of Utah, where he was an instructor, 1936-42. He was employed by the War Department, 1942-43. After serving in the Navy during World War II, he worked for the Navy Department. Joining the Department's Division of Language Services in 1951, Mr. Wonder was assistant chief, then chief. He went on to serve in Salzburg and Istanbul as a consular officer. Survivors include his wife and two children. □

Winthrop G. Brown, 79, a career ambassador who served in Laos and Korea, died at his home in Washington on May 25. He had Parkinson's disease.



Mr. Brown

Mr. Brown joined the Department in 1945 after serving in London as an executive officer in the Lend-Lease Administration. At State, he was director of the Offices of International Trade Policy and International Materials Policy. Returning to London in 1952, he served as economic counselor. In 1955, he became director of the International Cooperation Administration mission in the United Kingdom.

After an assignment to New Delhi as counselor and deputy chief of mission, Mr. Brown was appointed ambassador to Laos in 1960. He was deputy commandant of the National War College from 1962 until 1964, when he was named ambassador to Korea. Before retiring in 1972, he served in the Department as special assistant to the Secretary for liaison with governments of states and territories, and as deputy assistant secretary for East Asian and Pacific affairs. His honors include the Presidential Award for distinguished Federal Civilian Service in 1963.

Mr. Brown was born in Seal Harbor, Me. Earning a bachelor's and a law degree from Yale, he practiced law for

nine years. Survivors include his wife, a son, two daughters and four granddaughters. □

Edgar A. Dorman, 76, who was assigned to Pretoria as first secretary in 1960, died on May 20.

Mr. Dorman served in Athens as a budget and fiscal officer. Assigned to London as budget and fiscal officer in 1953, he became first secretary and consular officer in 1955. From 1958-60, he was chief of the Division of Diplomatic and Consular Activities Review, Office of Budget. He retired in 1965.

Mr. Dorman was born in Washington. He was the head of the accounting department for a real estate firm, 1935-38, and was an auditor and section chief for the Federal Works Agency, 1942-47. Survivors include his wife. □

Edmund S. Glenn, 72, a former chief of the interpreting branch who served as personal interpreter to several Presidents and Secretaries of State, died of a heart attack on May 18 at Christiana Hospital in Delaware.

Born in Poland, Mr. Glenn moved to France in 1924 and to New York in 1939. During World War II he served in the Polish Regiment, the French Army and the U.S. Army. Specializing in English, French, Polish and Russian, he worked for the Department, 1947-1968, and was the personal interpreter for Presidents Truman, Eisenhower, Kennedy and Johnson, and Secretaries Acheson, Dulles, Herter and Rusk. From 1968-78, he taught intercultural communications at the University of Delaware. In 1982, he published a book in Spanish and English called "Man and Mankind."

Survivors include his wife, two sons, two daughters and three granddaughters. Contributions are suggested to Holy Angels School in Newark, Del. □

Margareta Weyl, 69, a former teacher at the Foreign Service Institute and the wife of retired Foreign Service

officer Michael Weyl, died of a heart ailment on April 23 at Georgetown University Hospital.

Born in Sweden, Ms. Weyl studied at the University of Stockholm, then came to the United States in 1939 and graduated from Barnard. She earned a master's in psychology at Smith. The director of child care centers during World War II, she was a social worker in refugee camps in postwar Germany. She accompanied her husband on USIA assignments to Germany, Denmark, India, Belgium and Washington.

During the early 1960s Ms. Weyl taught at the National Child Research Center in Washington. When assigned overseas, she arranged tours and discussion groups on the culture and customs of the countries where she was assigned. From 1978-1986, she taught Swedish language classes at the Foreign Service Institute.

Besides her husband, she leaves three sons and two granddaughters. □

Robert A. Thayer, 69, who was assigned to Sydney as a consular officer in 1961, died on April 13.

Born in Wisconsin, Mr. Thayer was graduated from the University of Wisconsin in 1940. After serving in the Navy for four years, he joined State in 1946. His assignments included first secretary in Beirut and international economist in the Department. He retired in 1965. Survivors include his wife. □

Shirley M. Hennes, 67, the wife of retired Department official Richard Hennes, died of cancer on May 26 in the cantonal hospital of the University of Geneva.

Ms. Hennes had accompanied her husband on assignments to Berlin, 1956-60, and London, 1964-68. A native of Chicago, she was graduated from the University of Chicago and earned a bachelor's and master's from George Washington University.

At the time of her death, she was living in Geneva, where her husband is an inspector of the United Nations system. There are no other known survivors. ■

Library Booklist

The Persian Gulf region

An update

General

- ABDULGHANI, Jasim M. *Iraq and Iran: The Years of Crisis*. Baltimore, Johns Hopkins Univ. Press, 1984. 270p. DS274.2.172A23
- BEBLAWI, Hazem. *The Arab Gulf Economy in a Turbulent Age*. New York, St. Martin's, 1984. 241p. HC415.3.B43
- AL-IZZI, Khalid Yahya. *The Shattal-Arab Dispute: A Legal Study*. London, Third World Centre for Research and Publishing, 1981. 243p. DS70.96.I5519
- McLACHLAN, K.S. *The Gulf War: A Survey of Political Issues and Economic Consequences*. London, EIU, 1984. 118p. DS318.8.M25 Ref.
- McNAUGHER, Thomas L. *Arms and Oil: U.S. Military Strategy and the Persian Gulf*. Washington, Brookings, 1985. 226p. UA23.M275
- NAFF, Thomas, ed. *Gulf Security and the Iran-Iraq War*. Philadelphia, Middle East Inst., 1985. 192p. DS326.G846
- YODFAT, Aryeh. *The Soviet Union and the Arabian Peninsula: Soviet Policy Towards the Persian Gulf and Arabia*. New York, St. Martin's, 1983. 191p. DS228.S65453 Ref.
- YORKE, Valerie. *European Interests and Gulf Oil*. Brookfield, VT, Gower, 1986. 125p. HD9576.P52Y67

Iran

- AFKHAMI, Gholan R. *The Iranian Revolution: Thanatos on a National Scale*. Washington, Middle East Inst., 1985. 276p. DS318.A645
- AFSHAR, Haleh, ed. *Iran: A revolution in Turmoil*. Basingstoke, Eng., Macmillan, 1985. 262p. DS316.3.I65
- BENARD, Cheryl. "The Government of God": *Iran's Islamic Republic*. New York, Columbia Univ. Press, 1984. 240p. DS318.8.B46
- HIRO, Dilip. *Iran under the Ayatollahs*. London, Routledge & K. Paul, 1985. 416p. DS318.8.H57
- LOONEY, Robert E. *Economic Origins of the Iranian Revolution*. New York, Pergamon Press, 1982. 303p. HC475.L62
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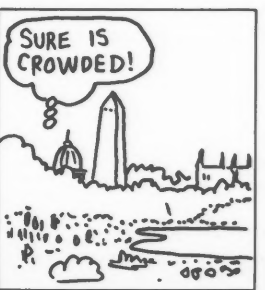
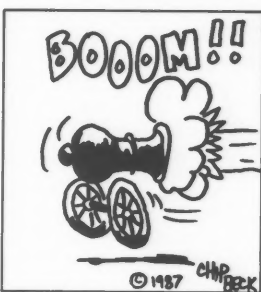
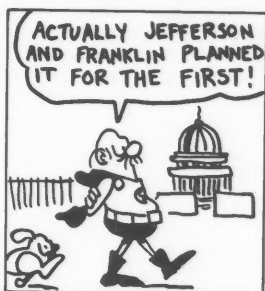
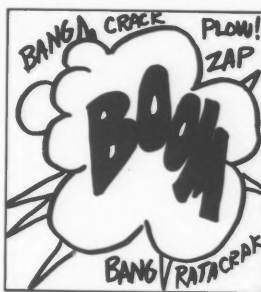
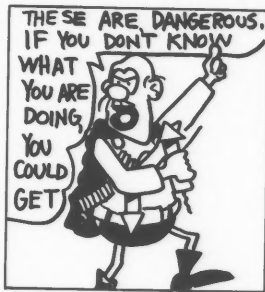
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