

# State

The Newsletter

United States Department of State

October 1986



## 1987 COMBINED FEDERAL CAMPAIGN—NATIONAL CAPITAL AREA

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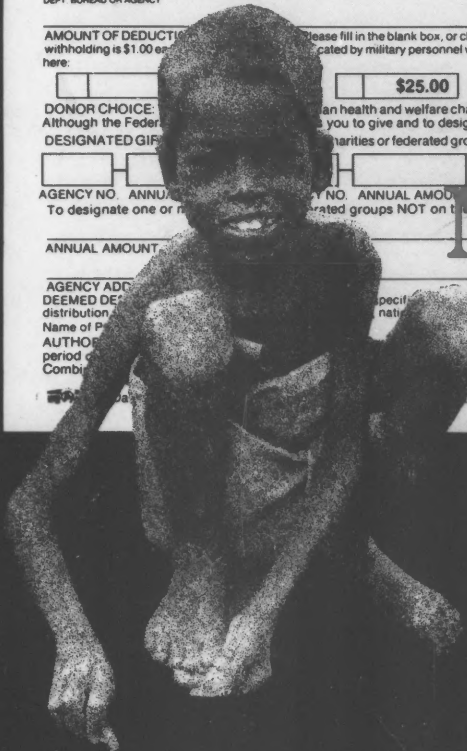
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**Letters to the Editor**

**Gorilla update**

WASHINGTON

DEAR SIR:

To follow up on my story of the gorillas in the July issue: A friend, Alice Hellerstein, with USIA in Amsterdam, has sent me a news clipping reporting that the Dutch prime minister attended a grand opening of a 6,000-square-meter outdoor enclosure at Arnhem Zoo, built especially for the seven gorillas. It appears the gorillas have found a good home.

However, lest anyone become too complacent about trade in endangered species, a recent article from the Chicago Tribune, quoting the director of the San Francisco Zoo, gave the following market prices for various animals: Gorilla (female): \$100,000; giant pandas: \$1,000,000 a pair; okapi (akin to a giraffe, from Zaire): \$100,000; white tiger: \$75,000 and rising; Asian one-horned rhinoceros: \$125,000; giraffe (if from Africa rather than a zoo): \$25,000; snow leopard: \$10,000; penguin: \$1,000; lions and Bengal tigers: available for postage and handling from just about any zoo to which you would care to write.

There continues to be a lively trade in endangered birds from South America and in other animals around the world, so continued vigilant enforcement of the convention on international trade in endangered species is important.

Sincerely,

RICHARD M. SHERMAN  
Office of Ocean Law and Policy □

**AIDS**

WASHINGTON

DEAR SIR:

I would like to know, as would several of my colleagues in the Foreign Service and in the Department, whether or not the Department has a stated policy as to treatment of its personnel who contract AIDS.

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## The South African Challenge

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### How do American diplomats fare in the land of apartheid?

'I'm doing what all of us have to do,' says one. 'I'm keeping an open mind'

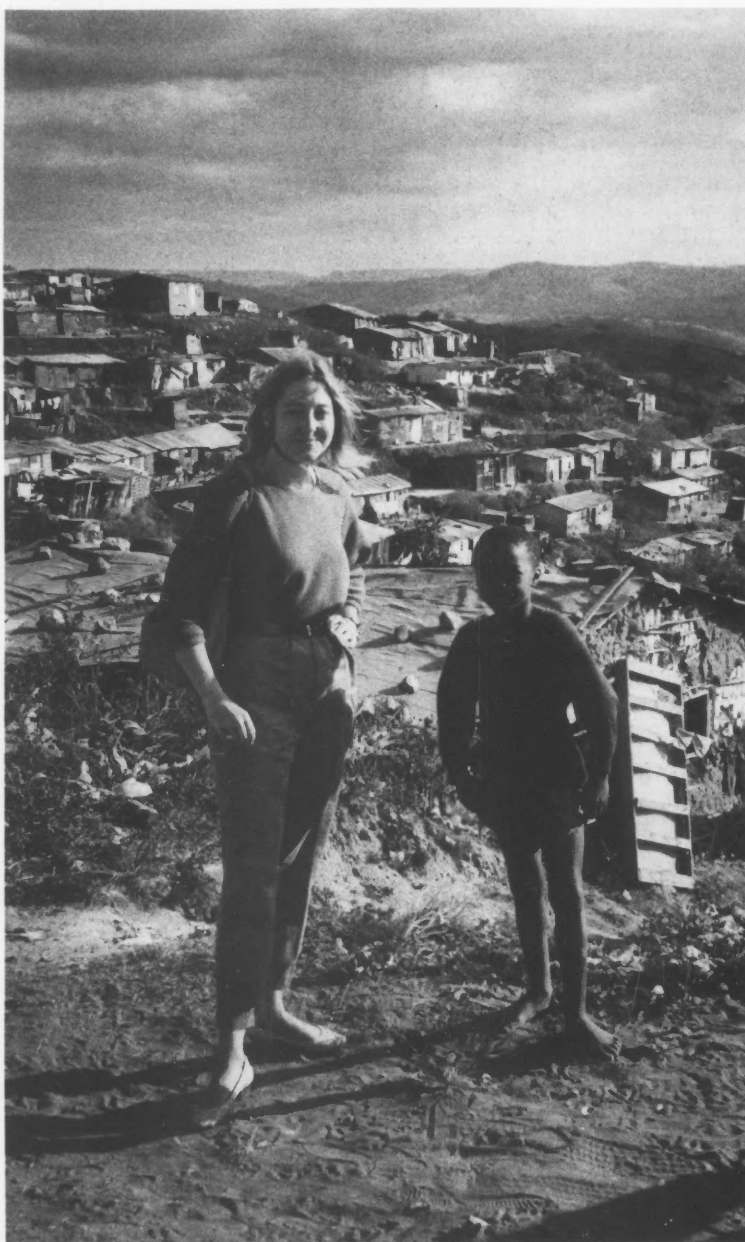
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**I**N A LAND of incomparable beauty, where the Atlantic and Indian Oceans meet, with mountains and veldt and gleaming, ultramodern cities spreading out between them, the United States is responding to a crucial diplomatic challenge by fielding a team of Foreign Service officers that includes Leslie Ann Bassett. She in turn faces a challenge. She must be a careful observer, balancing her feelings as an American with her duties as a diplomat.

Ms. Bassett is assigned to the Republic of South Africa. Her post is Durban, site of a U.S. consulate general on the Indian Ocean. The port in this metropolitan area of some 1.5 million persons is the continent's largest; the beaches (invaded occasionally by sharks) are among the most inviting in Africa, highly developed for tourism. Durban is affluent and in many respects much like an American city—but not demographically. Whereas Baltimore, Cleveland, St. Louis, San Francisco classically consist of Little Italys, Chinatowns, Irish, Polish, Jewish and other ethnic neighborhoods, side by side, Durban is a city of concentric rings. The inner ring in general is inhabited by whites, the next by coloreds, the third by people with roots on the Indian subcontinent, and the fourth by blacks. This is one pattern of apartheid, a system through which the whites control a nation from its strategic centers. But the system also finds the whites trapped in a bull's eye—under pressure from the outer rings, a target for world criticism.

Ms. Bassett crosses these rings day by day, and goes beyond them into the hinterland, in her role as a consular officer who spends most of her time assisting consul general Martin L. Cheses with political reporting. "When I'm out there," she says, "anywhere out of this

*Leslie Ann Bassett with a young South African, in a Zulu squatter area outside Durban. (Photo by Sanford Watzman)*







Downtown Cape Town. (Photo by Debbie Lowe)



Outdoor bathroom at a Johannesburg shopping center. (Photo by Virginia Stigliani)

office, I'm doing what all of us have to do as Foreign Service officers. I'm concentrating on keeping an open mind. Whether I'm talking to blacks in

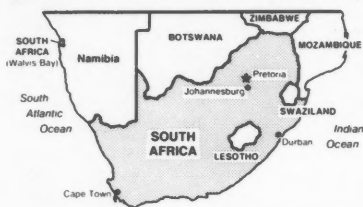
the townships or to whites in the government, I have to hear clearly what they're saying. I don't have to agree with them, of course, but I do have to understand their line of argument. I have to trace this to the positions they're taking and to seeing where they diverge. Because, ultimately, our goal is to identify points where they might converge. That's the challenge right now for us—to help in this process, if the process ever gets going. That's why I'm here, to provide this information to Washington. The policy-makers have to know where the possibilities might be, where opportunities might exist, for the United States to play a constructive role."

#### American values

But make no mistake about Ms. Bassett. She is not a dispassionate scholar from some other planet, given effortlessly to cool analysis. She's of this world, specifically of America, reared and educated in California. Her values are American. "I feel it's part of my job," she says, "to live as an American, whether I'm here or back home or in Nicaragua (her last post). After all, I represent the United States here and what we stand for. An American knows by now that skin color says nothing about the merits of a person. So it's not surprising that socially I have white and nonwhite friends. I don't mean that I have to make a point of it, that I have to go out of my way, for instance, to spoil somebody's day here. Still, I'm not going to compromise my values, and I don't have to. I might have to set them aside for a while, to deal with a situation professionally, or I might even call on those values to help me in another type of situation. But being an American here and being also in the diplomatic service—it's interesting, even if it isn't always easy."

This tautness on the job that Ms. Bassett feels is shared, as this reporter

## THE SOUTH AFRICAN CHALLENGE



found, by virtually all of her Foreign Service colleagues in South Africa, whether they're in Durban with her; in Pretoria, the administrative capital; in Johannesburg, the industrial and financial center; or in Cape Town, the legislative capital. To understand this country that is both of the Third World and the First, they must at the outset rethink old frames of reference and establish a new one. For they serve in the only nation in the world where people

are segregated by law. This is a country twice the size of Texas, even, in certain superficial ways, resembling the Lone Star State. Both were born of a rebellion against an outside power; in both there was an aboriginal population as well as an imperial power; both today can boast of large urban centers, combined with immense open spaces. But in another sense, South Africa is becoming the Lone Star State of the

**Beach scenes in Durban:** The photographs show four discrete bathing beaches. The one for whites is closest to downtown. Heading north from there are the colored, then the Asiatic, then the black beaches. (There is also a mixed beach.) The sign next to the young man is in English, Afrikaans and Zulu. The English portion reads: "City/Stad Durban. Under Section 37 of the Durban beach by-laws, this bathing area is reserved for the sole use of members of the white race group." (Photos by Sanford Watzman)

world. Apartheid is making it a near pariah in the community of nations.

South Africa is a country where whites are the minority group and where the nonwhite "minorities," as Americans call them, are really the majority. This is where it's the *public* schools that are segregated, while the private schools are integrated; where disarming exceptions to apartheid coexist with an otherwise rigid legal code, in the form of mixed railroad cars joined with segregated cars; a mixed beach near segregated beaches; South African blacks being served in downtown hotels which they then must vacate because they're not permitted to stay in the city overnight.

This is also a land benighted by terrorism, where the good news for American diplomats is that, for a change, the violence is not directed





Chargé d'affaires *Richard C. Barkley*, right, at the embassy in Pretoria. With him is political officer *Jerry Jackson*. (Photo by *Sanford Watzman*)

specifically against them, and where the bad news could be (this hasn't happened yet) they could become victims nonetheless, like everyone else.

#### No 'free ride'

"An American Foreign Service officer can learn a lot here, and contribute a great deal to the mission of the United States," says Richard C. Barkley, deputy chief of mission in Pretoria, who was chargé d'affaires during the reporter's visit. "But this isn't Switzerland, if I may say so. You don't come through South Africa on a free ride, psychologically speaking, where you can feel easy and comfortable. On the one hand, you have to maintain a professional detachment and, on the other hand, I'm convinced there isn't an American serving here who doesn't care deeply about the injustices of this society. And that includes me. At the same time, though, we assume that the Foreign Service people who come here—I have in mind the officers, the secretaries, the communicators and all the others—come here because they're stimulated by the challenge, not because they want to pick sides."

Mr. Barkley adds: "We've put to-

gether a remarkably professional group here, at all four posts, whether because of the challenge or in spite of it . . . I think I'm already anticipating your next question. Sure, there's *no* Foreign Service post where professional balance isn't required, but there are strands of complexity here that you just won't find anywhere else. Apartheid is an unjust system, but you have to go on from there to the fact that the people in control of this country have a genuine fear about what will replace apartheid. We have to understand their anxieties. It's American policy to encourage them to get rid of apartheid, but not at the cost of replacing one unjust system with another. So you have to be open-minded here. You have to be helpful to all sides. You want to encourage them first to meet, and then to work together to find their own solutions.

"There's still another challenge. We don't want clientism to develop with respect to any of the groupings here. And we have checks and balances on that. Officers who have different assignments constantly check with each other, so that often one will say: 'Look, here's a segment of opinion that isn't reflected in this report.'"

#### 'Repugnant to an American'

The proposition that serving in South Africa has its tensions has now been granted by Department managers

in Washington. They ruled recently in favor of a request from the mission to award rest-and-recreation (R&R) travel to its personnel. "To an American visitor, South Africa is a pleasant country," the mission had said in its cable supporting the request. "It is modern, vibrant, interesting, and diversions are not only available, they are inexpensive. In contrast, Americans posted in South Africa face the day-to-day abrasion of dealing with . . . the mandatory registration of domestic help, the updating of their identity cards . . . the standing aside of the blacks so whites can be served. There is ever present the



Economic officer *Marie Murray*.

system of apartheid and all that makes it repugnant to an American."

Of the Americans serving in South Africa, two are black Americans. One is Marie Murray, an economic officer in Pretoria; the other is John Burroughs, consul general in Cape Town. Each resides in a white neighborhood with other Americans. Both say readily that, on the whole, they've encountered no barriers. They attribute the color-blindedness regarding them, such as it is, to their diplomatic status. Mr. Burroughs sees another dimension as well. "It's the way American blacks walk, look and dress," he says. "Our speech, with its American intonations,

is a dead giveaway that we aren't South Africans. And besides, if you approach situations in a positive, straightforward manner, not anticipating rejection—which is characteristic of Americans—then you find the reverse happening. People go out of their way to assure you that they don't have one prejudiced bone in their entire bodies."

Ms. Murray, who has a master's degree from the London School of Economics, says: "I won't deny that I have personal feelings, but my tendency is to view problems in their economic framework. From that standpoint, even if you looked at it from the so-called white point of view, apartheid can't be a winning proposition. There's too much to be developed that's beyond the capacity of the small white minority to develop by itself. So it isn't a stable situation—the economic cost of apartheid is too high. For instance, they're building black schools when there are underutilized white schools all around. I'll give you another example, what a friend told me. He worked for an American company and went to South Africa to visit the branch headquarters. The first thing he saw in that building was a whole row of separate bathrooms—this one for men, that one for women, this one for blacks, that one for coloreds. And the branch official says to him: 'We're saving money because we don't hire Indians.' This sort of thing is passing from the scene now, but it gives you an idea of what it has cost South Africa."

Ms. Murray continues: "This is a country that takes pride in its financial history and sees itself as being in the Western tradition of sound banking. There are some very good economists here who see the situation very rationally, but there are emotions underlying this. They want to be reassured. They want to be told that things are going to change but not change, that somehow Soweto (a black area) will become a Garden of Eden but still be Soweto. They argue that other countries get better treatment from the United States, that South African reforms aren't appreciated, that you can't do everything

in a day. They ask: 'How can we narrow the gap between blacks and whites if you do this to us?' I try to be neutral and analytical in these discussions. But when they say that blacks in South Africa are better off than other blacks in Africa, and look how thrilled and happy their maid is, I'll ask: 'How well do you know your maid and her aspirations?'"

**Incidents of racism**

Mr. Burroughs and his wife, Audrey, whatever their day-by-day situation, have run into racism at least twice. The consul general laughs today as he recalls one of the occasions, because it's absurd. It involved their Belgian shepherd dog, Bonnie, who ingested some poisonous snail bait that the gardener had set out. Frantic, Mr. Burroughs rushed to telephone a veterinarian, whose nurse admonished that the situation was dangerous. The animal must be brought in forthwith to have its stomach pumped, she said. But when Mr. and Mrs. Burroughs arrived with Bonnie, the nurse appeared disconcerted. Apparently she had inferred from the sound of the American voice

John and Audrey Burroughs in Cape Town.



One of the few American diplomatic families in South Africa that includes young children is that of political officer Roy Wiese. Shown here at their home in Pretoria are his wife, Cindy, with Craig, 8, Scott, 7, and Shannon, 5. (Photo by Sanford Watzman)





on the telephone that Mr. Burroughs was white. Now she asked the Burroughses who owned the dog. Then she inquired about the identity of the black gardener, who had accompanied

*Annette Moore in the snooker room at Cape Town's City and Civil Service Club.*



the Burroughses. Then she called in the doctor, who started to ask similar questions until Mr. Burroughs pointed out, with some emphasis, that the dog might die in the meantime. But he kept his cool, crediting his wife with helping him to do this. Bonnie was treated and survived. Asked whether he had identified himself to the veterinarian as an American diplomat, Mr. Burroughs says: "No. I wanted to be dealt with in this situation as a human being."

The second story is related by Annette Moore, the administrative counselor in Cape Town. She gave a dinner party and invited the Burroughses. But she didn't anticipate what was going to happen at the door

*Ambassador Herman W. Nickel, center, entertains embassy staffers in Pretoria. Others, from right: Administrative counselor Jerry Rose, Mrs. Nickel, John Hütchcock, Dolores Capecce, Johanna Schoeppl.*

of her apartment building, perhaps because she was preoccupied at the time with a battle of her own—her attempt, as a woman, to break down the sex barrier at Cape Town's stately, establishmentarian City and Civil Service Club. (She did win admission and has since invaded the snooker room, an inner male bastion.) When the Burroughses arrived for the dinner party, they were stopped at the entrance and asked to sign the servants book. Ms. Moore recalls: "I was shocked when I heard about it. You think you're living in a Western society, and then your boss is asked to sign the servants book. You want to know how you keep your balance emotionally? You have to laugh at it. That's what got Audrey and John through it—their sense of humor. We just poured a drink and tried to laugh it off."

"I always keep in mind why I'm





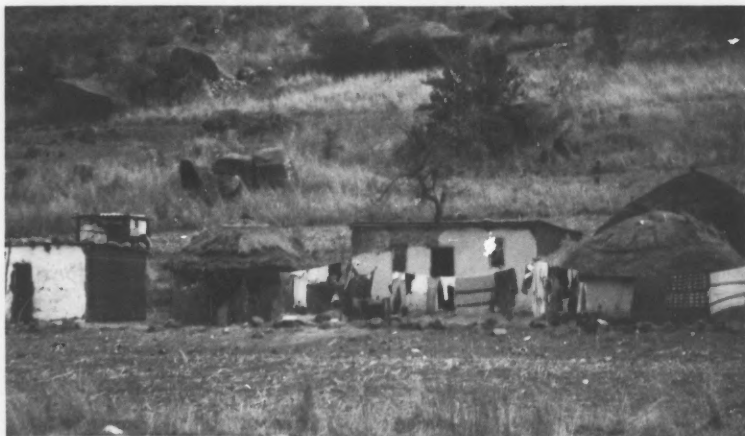
here in the first place," Mr. Burroughs says. "It's because of the job that has to be done, which takes precedence over other things. The fact is that there are people here who are obviously of good will and who want to see a multiracial society. And my role is to facilitate this kind of change. I say to them: 'Why don't you get together and talk about this?' That's natural for Americans, right? But here it's not natural. So I can make this contribution."

**Foreign Service nationals**

Whatever the ambiguities of life in South Africa for the Burroughses and for Ms. Murray, as American nonwhites, the laws of the nation apply fully to the South African nonwhites who work for the United States as Foreign Service nationals. Kenneth K. Makwati, a black, is employed at the embassy as a personnel assistant. "I've been to the United States," he says, "in connection with Foreign Service Institute training, and so I know that whatever the problems in your country, the law is on the side of what's right." Mr. Makwati is pleased with his job in Pretoria. "My salary has doubled in six years," he says, "and it could redouble in time. This is attainable for me, because there's equal employment opportunity at the mission and equal opportunity for advancement." (In a previous job in a bookstore, Mr. Makwati



*Kenneth Makwati of the embassy approaches a street crossing in downtown Pretoria. Stenciling on the bench to his right says: "White bus passengers only." (Photo by Sanford Watzman)*



*Black housing in the Johannesburg countryside. (Photo by Virginia Stigliani)*

worked along side a young white person his age. The employer granted them raises—28 rand for the white, 5 rand for Mr. Makwati, though they had identical responsibilities.) He continues: "I'm in a financial position now where I can afford a house. My wife and I, with our two little girls, are subletting from an elderly widow. We'd like a place of our own in the city. But we're forbidden to live here."

Ismail Morris, another Foreign Service national, who works in Cape Town as a general services assistant, had already owned a house. It was in a colored area, "a good neighborhood," he says. (Mr. Morris, though born in Cape Town, is a Moslem whose people came from Java. Hence, he's known as a Cape Malay, classified officially as colored.) He recalls that he was forced to sell his house some years ago when his largely colored neighborhood was declared a white area. He sold for much less than he would have received had he sold earlier under normal conditions. He moved from near the city center to a new colored area in a suburb, 13 kilometers away. "We don't like this new house nearly as much as our first one," he says. In the meantime, the old neighborhood, including his house, was leveled. But because of complications that arose, there has been little rebuilding.

Two consulate drivers in Cape Town, both blacks, have these comments. Goodwell Zitumane: "The big-



Johannesburg communicators include *Bea Richardson*, center, with *Chairmaine Clasen*, right, and *Julia Mahlangu*. (Photo by Sanford Watzman)

gest disadvantage for our children is in education. There are different standards for whites, coloreds and blacks." Shadrack Phakela: "Mr. Burroughs' being here helps a lot. When a white person comes and sees a black as the head of the mission, then he knows that a black can hold any position in life if you give him the opportunity."

**'I'm proud of America'**

The kind of symbolism that Mr. Burroughs represents is seen by American employees, too, as important. In Johannesburg, for example, the communications programs officer, Bea Richardson, has two young South African women working for her. One, Chairmaine Clasen, is white—an Afrikaaner; the second, Julia Mahlang,

is black. "Why certainly," says Ms. Richardson, "of course they get along. They relate the way you'd expect of two people who work in the same place. Why shouldn't they? Just look at this consulate—it's a real League of Nations. We have Indians, Malays, Chinese, coloreds, whites, all kinds working here, and everybody gets along. I'm proud of that. I'm proud of America for carrying over its hiring policies here. I think it sets an example. That's the way America is."

The way America is, though, can lead to little contretemps for Foreign Service people who forget occasionally that this isn't the way South Africa is. Such lapses are understandable. The visitor from the United States has difficulty remembering he's left home when the hotel he checks into is a Holiday Inn, when all the freeways he rides on have been built to American interstate standards, when the elevator he takes



Cape Town's *Ismail Morris*, inside his mosque. (Photo by Debbie Lowe)

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THE SOUTH AFRICAN CHALLENGE



Two views of an indoor shopping mall in Pretoria. (Photos by Sanford Watzman)



Secretary *Mary Metzger*, on return trip to the side-by-side liquor stores in a Johannesburg

indoor shopping mall. (Photo by *Sanford Watzman*)

rises in a matter of seconds to the 29th-floor headquarters of the Johannesburg consulate in a modern downtown office building, when he sees a Pick 'N Pay supermarket that has 86 checkout lanes, when he browses through indoor shopping malls as impressive aesthetically as any in the United States.

#### Segregated stores

But it was in just such a mall—called Killarney Mall—in Johannesburg that Mary Metzger, secretary to consul general Kenneth Brown, was jolted back into an awareness that she was, after all, in South Africa. Shopping in Killarney, she remembered as she passed a liquor outlet to buy beer. She entered the store and asked for a six-pack. The clerk looked at her as she spoke, then looked away and busied himself with a customer. Ms. Metzger waited for this transaction to be completed, then repeated her request. The clerk didn't respond. Puzzled, Ms. Metzger waited a while longer. Then she turned and stalked out. On leaving, she now noted for the first time an adjoining liquor outlet on her left. Though there were no signs to indicate this, it became

clear to her that the store she had been in was for nonwhites, while the other was for whites. So she entered the store for whites, purchased a six-pack with no trouble, and left. Recalling the incident, she says: "I've hitch-hiked all over the world—in Asia, Europe, Africa, Australia and New Zealand—and I never saw anything like this."

Similarly, in Pretoria, economic counselor Roderick M. Wright says:

"Shortly after we arrived here—we'd come from Nigeria, where there's a total lack of a sense of color; tribalism maybe, but not color—my wife walked over to a bus stop and waited for the bus to come. When it got there, the driver said to her: 'Sorry, this bus is for blacks only.' Which prompted me to think, as an economist: 'What a very expensive way to run a transportation system.'" And in Johannesburg, secretary Claire Zavrid says: "I had this feeling I was living in a little glass bubble. I knew there was apartheid but, honestly, I could hardly see it in the circles I moved in. Then one day I noticed a sign on my bus. It was about new fares for whites, coloreds and Indians. I don't know what the blacks were paying. I thought to myself: 'It's like our Deep South used to be.'" Mr. Wright says: "You see this petty apartheid, of course. But there are deeper currents that suddenly catch you and remind you that you're not in the States. I'm thinking of the economy—it's modern, First World. But the difference is that the captains of industry here, who are quite liberal and pushing for change, are on the whole without visible influence over the government. Imagine David Rockefeller or Henry Ford not having influence over the U.S. Government!"

Economic officer *Roderick Wright*. (Photo by *Sanford Watzman*)





**How Americans adjust**

These disorienting experiences, of course, are not uncommon among U.S. Foreign Service people, wherever they happen to be serving on the planet. Nowhere are they assured, nor are they entitled to (nor do they want) a place just like home. So the unique element of serving in South Africa isn't really the contrast of cultures and values but rather how the Americans adjust to this. What inner resources do they draw on? This appears to vary according to what the individual was doing before he or she entered the diplomatic corps:

● Imre Lipping was an historian. Though he earned a doctorate in that discipline and taught the subject, he switched to the Foreign Service and is now a consular officer in Johannesburg. Mr. Lipping is also a native of Estonia who identifies strongly with his ethnic heritage. "I like to think that I have the advantage of both those perspectives," he says. "I see apartheid as a virus, but as an historian with roots in Estonia, I think I have some understanding, too, of the anxieties that Afrikaaners have. Estonians, as you know, are a small national group in the Soviet empire, trying hard to preserve their heritage. You can see the parallel, as far as it goes. On another plane, too, you have the South African Boers as the freedom fighters of colonial days, and all that that implies for their psychology. You can begin to develop a lot of empathy for them. I look at them, and I'm mindful of all the research on the Southern white aristocracy in the States. It pictures the Southerners as a wonderful people, considerate, polite, cultured, hospitable, genteel—but at the same time they practiced slavery." Mr. Lipping continues: "No, I don't read history as indicating that the Afrikaaners will lose everything if apartheid is dismantled. You can see rifts in all the camps here. This gives the Afrikaaners plenty of room to maneuver and negotiate. And they'll still have their financial power base."

● Tim Bork, in the 1960s, was a civil rights campaigner in the South. He now heads the AID mission in

Pretoria—the only one in the world that dispenses grass-roots U.S. assistance directly to recipients without consulting the host government (an arrangement to which South Africa has made no objection). "I feel that I learned a lot in our own South," he says. "I learned that it's one thing to cry for people, but it's another to deliver services to them. I used to work alongside the federal antipoverty people, and too many of

them would lead with their hearts, to the extent that they became disabled in delivering the services. It's great to give people love, but very often they need the technical assistance more. So when I make decisions, I want to be careful that they're based on a rational analysis of what needs to be done. I want to keep my wits about me. I want to always remember that the situation here is different than when viewed



Consular officer Imre Lipping with daughter Tuulie and son Mark.

AID mission chief Tim Bork. (Photo by Sanford Watzman)





from the United States. Back home, Americans see the big picture but they don't see the individuals in it and what might happen to them. Over here, I can take a closer look."

#### 'I try to be a mirror'

● John Dobrin was a newsman, with a CBS affiliate in Nashville, Tenn., and with UPI (United Press International). Now he's a political offi-



Political officer John Dobrin. (Photo by Debbie Lowe)

cer in Cape Town. "What do I do here?" he asks. "You mean, besides playing the piano when I get home, so I can forget about apartheid, which is really impossible? Well, I report. I find joy in trying to understand a situation that's incredibly complex. I try to inform my government about what I believe is reality in a given place. I listen a lot; I try to ask the right questions. I try to be a mirror, reflecting not what I would like to see but rather what exists. It's only by knowing that the policy-makers back home can make informed decisions."

● Jerry Jackson was a lawyer in Philadelphia. And he too is a young political officer today, in Pretoria. "I have a client," he says. "It's the United States. I'm an advocate for the policies of the administration in Washington; that's what I'm getting paid for. My function is to give it the best, most dispassionate advice I can possibly give. But I'm not pretending I don't have personal feelings. I can give you a little vignette on that. It happens that I was

At a center for retarded children near Johannesburg, from left: Bonnie Brown, wife of the consul general; regional labor officer Nicholas Stigliani; summer intern Michael Kilroy; Constance Magonezulu, center coordinator; secretary Mary Metzger; consul general Kenneth Brown. (Photo by Virginia Stigliani)



in the office of a distinguished lawyer here who's black. We were talking law and politics, and naturally I felt a kinship with him in both those areas. Then it struck me. That here's a man who's permitted to represent a client in the South African courts, but legally he can't vote. Well, I think about this often, of course. But I keep in mind that American policy, whatever the tactics of the moment, is to be on the side of winning rights for people like him. I work every day with the thought that there's not going to be a solution here overnight, and that our goal is that there be a peaceful solution."

● Kenneth Brown was a U.S. ambassador, in Brazzaville. Now, in Johannesburg, he's one of the two consuls general in South Africa who formerly held an ambassadorship on the continent; the other was Mr. Burroughs, in Malawi. Mr. Brown says: "Of course it's fun to head your own mission, but the fact is that, in terms of the importance of my work today and the size of the audience I have in Washington, this position is more interesting. I know of only one way to hold to a professional balance here, and that's to keep lines out to all the people of South Africa. We need to understand the plight of the blacks but we also have to maintain credibility with the people who run the country. And with the other groupings, too—the coloreds, the Asians, the English-speaking whites, the Afrikaans-speaking whites, to name a few."

#### U.S. as a model

Keeping lines out everywhere is the task, too, of Thomas Delaney, the cultural attaché in Pretoria. "On a given day," he says, "I'll, say, open an art exhibit in a liberal white suburb of Johannesburg, then go to an English-teaching workshop in a black township, then to a symposium at the Human Sciences Research Council, which is the government's think tank, and then I might make a call at Rand Afrikaans University. In all these places, the challenge for me is to be true to the United States. Even though I might approach



Economic officer Susan Zelle. (Photo by Sanford Watzman)

the people in each place with slightly different language, the message has to be essentially the same. It has to square with U.S. policy and also be square with what the United States is all about as a nation. That last point is important. Because even though the solution will have to be arrived at by the South Africans themselves, in their own context, we're still a model for them of an interracial society."

Keeping the lines out is a task that has been assumed, too, by the wives of many officers. Bonnie Brown, wife of the consul general, says: "Apartheid has been very successful in keeping people apart. The worlds here are separate, with very little bridging. So I believe that the most important role I can play is to help bring people together, and I concentrate on bringing women together." On the day that the reporter called on her in the consul general's residence, Ms. Brown had given a luncheon for some 50 South African women of all races. Several of her guests had been under government detention at one time or another; one had been detained three times. Another guest, visiting from Washington, was James Montgomery, deputy assistant secretary of state for human rights and humanitarian affairs. But, as Ms. Brown recounts it, it was the women

who addressed Mr. Montgomery, rather than the reverse.

Because the political situation is heated, and getting hotter, entertaining in South Africa today is itself stressful. Foreign Service officer Susan Zelle, assigned by the embassy to the black business community, gave a dinner party for eight—and found herself fielding criticism. "In today's climate," she explains, "the left regards the businessmen as too moderate, so the pressure is on them to be seen as part of the struggle. Some respond by criticizing us for being too moderate. So here I was, the hostess, and I found myself having to defend our policy. I tried to explain that we're here in good faith, and we feel this is the best way to influence the South African government."

**'It didn't end in a brawl'**

At a larger dinner reception in Pretoria, given by economic counselor Wright and his wife, "the action was hot and heavy," as Mr. Wright recounts it. "Well, it didn't end in a brawl," he says, "and that was maybe an accomplishment in itself, considering that the guests ranged from far right to far left. I won't say I refereed; I just tried to move people around, to keep them out of clinches. Where I'd see one group running out of productive things to say, I'd try to insert a protagonist from one of the other groups. It sure kept me busy."

But, for all the stress, South Africa is a country where many Americans want to stay—and come back to. "Three of our first-tour secretaries wanted to extend," says personnel officer Sandy Siverson. "I think it's because so many of the people here, on all sides, are really so nice. It's frustrating sometimes that you can't get angry with South Africans, much as you might feel you ought to be." One secretary, Lenore Josephson, in the office of the deputy chief of mission, is back in South Africa after a first tour 22 years ago. "I'll grant you that the politics then weren't as turbulent," she says, "but still it was a good post then

and it's a good post today. I made some very dear South African friends, and I've taken up with these same people again, just as though I'd never been away."

Perhaps, after all, what Americans can contribute in the main to South Africa, besides good will, is a sense that progress in racial matters is possible, if not inevitable. American diplomats appear to have a solid advantage in this respect. They're capable of spreading that message without being preachy. They need only recount how their own personal experiences mesh with the history of their nation.

**'I saw racism in the States'**

Tim Carney, political officer in Pretoria, grew up on military bases in the South; his father was with the 82nd Division when it was dispatched to Little Rock, Ark., by President Eisenhower at the time of the school integration crisis there. "I saw racism in the States then," Mr. Carney says, "and I'll say this—it was more personal there than in South Africa; there was more hatred of blacks. So my interest now is in seeing how the South Africans are going to work themselves out of it. This isn't our problem, though."



A South African mother with her children outside a health clinic near Johannesburg. (Photo by Virginia Stigliani)



In Pretoria city square, early South African hero Oom Paul is immortalized. (Photo by Sanford Watzman)

Communicator Patricia Vevrecka with her assistant, Ganas Naidoo, a Foreign Service national employee. (Photo by Sanford Watzman)



There's no American responsibility for having caused the conditions here. But we can offer our assistance, and that's why we're here."

And in Durban, communicator

Patricia Vavrecka says: "Apartheid is wrong. It's totally ridiculous. But I'm from Sugar Land, Tex., near Houston, and I didn't always feel this way. There was segregation where I grew up. I

guess I didn't feel it then because that's the way things were all around me. The first time I remember realizing that segregation was wrong was when I was given an assignment in high school to do a paper about it. That made me think, and I've had these strong feelings ever since."

"Then why did you come to South Africa?" the reporter asks her.

"Because," she replies, "I don't look at political systems when I'm bidding for an assignment. I'm supposed to be available for worldwide service, so it's not a factor for me whether I agree with the government that's in power where I'm going."

The communicator concludes: "Personally, I see it another way. I see it as an opportunity for me to learn. That's what's great about the Foreign Service."

—SANFORD WATZMAN

(Gerald Rose in Pretoria, Richard Aker in Durban and Chris Bonsteel in Cape Town rendered important assistance in the preparation of this article.) ■

## News Highlights

### Private tax-exempt group will aid Foreign Service Institute

'Oral history' interviews with Foreign Service people is one of its projects

**A**N ASSOCIATION for Diplomatic Studies has been established as a privately-funded, privately-run organization to support educational programs of the Foreign Service Institute as it prepares to move to its new 72-acre campus in 1989. Aims of the organization include development of a national library center in foreign affairs and creation of a visual record of American diplomatic history—projects that cannot be completed with appropriated funds alone.

Foreign Service veteran Richard B. Parker, former ambassador to Algeria, Lebanon and Morocco, is president of the association. With him on the board of directors are four other retired ambassadors—E. Gregory Kryza, Samuel R. Gammon, William P. Stedman Jr. and David H. Popper. Also on the board are Herbert J. Hansell, former legal adviser of the Department, and Gerald P. Lamberty, president of the American Foreign Service Association. Senior Foreign Service officer H. Eugene Bovis has been detailed to the association to serve as its executive director. While the day-to-day business is handled by the directors, a board of trustees is also being constituted to give counsel to the association. A number of nationally prominent individuals are being invited to sit on that board.

#### 3 broad projects

Mr. Parker told STATE that the association's activities will be concentrated in three broad areas:

—*Library and research.* The association plans to help the library of the Foreign Service Institute acquire "the special and unusual materials necessary to become a top-rank center for research" in U.S. foreign relations and diplomatic history, Mr. Parker said. It will encourage the establishment at the library of a special collection of personal materials of former ambassadors, other senior foreign affairs officials and



Richard B. Parker

Foreign Service officers, and it plans to institute an oral history project, including exit interviews with Foreign Service personnel, career and noncareer. Although the Department's Office of the Historian conducts interviews in connection with specific projects, there is no provision for a systematic oral history program. As a result, a great deal of information of value to the historian and students of foreign relations is never recorded and is lost irretrievably, Mr. Parker said. He added that, as part of its oral history project, the association hopes eventually to interview all former chiefs of mission, to record their views and experiences. With these programs in place, the Foreign Service Institute, at its new location, intends to offer research capabilities of national significance for both Government analysts and private scholars.

—*Historical collection.* The association will create a "U.S. Foreign Relations Historical Collection" with visual evidence of the events, personalities

and documents of the nation's diplomatic history. This will be the first time that such a comprehensive collection of objects, pictures and memorabilia depicting the evolution of U.S. representation abroad and the conduct of U.S. foreign relations is assembled in one place. "The new Foreign Service Institute," Mr. Parker said, "which will be constructed on the basis of a national architectural-design competition, will be an appropriate building to house the historical collection, and will provide an ideal location to display to visitors to the nation's capital this long and successful record. At the same time, it will give members of the foreign affairs agencies training at the institute a sense of participation in the continuity of American diplomatic history."

—*Students and faculty.* Support from the association will make possible "the enrichment of existing Foreign Service Institute programs," Mr. Parker said. This will include stipends to enable the institute to attract leading academics to serve as scholars-in-residence for six months to a year, prizes for outstanding student achievement, grants to experiment with the newest methodologies for learning foreign languages, and financial support for exchanges with foreign-affairs training institutions in other countries.

#### Lloyd Miller gives \$50,000

The association is already in operation, thanks to the generosity of former Ambassador Lloyd Miller, who in May donated \$50,000 in unrestricted seed money. Subsequently, an anonymous career Foreign Service officer contributed \$100,000 earmarked for the Foreign Service Institute library after it is relocated to the new campus. In the meantime, income from the library fund can be used for operating expenses of the association, according to Mr. Parker. With these two gifts, "the financial strength and operational capability of the association have been as-



sured for the immediate future," he said.

The association has moved quickly to put its program into action. The first Lloyd Miller scholar-in-residence, Professor Alan Henrikson of the Fletcher School of Law and Diplomacy, was to arrive at the institute in September. He will design and launch an intensive course on the diplomatic history of the United States since World War II. From the Una Chapman Cox Foundation, the association also has \$15,000 for an incentive program for the faculty of the institute. The first awards under this program will be made next spring. The association has started laying the groundwork for its historical collection and oral history projects, and Professor Henrikson will advise the association on these projects while he is at the institute.

The association is beginning its membership drive this month and welcomes as members persons from all walks of life "who are interested in foreign affairs and in the quality of the professional development of the foreign affairs personnel of the Government. The association also welcomes donations, and donors may designate which

programs they wish to support with their gifts. The Internal Revenue Service issued a ruling on June 29 granting tax-exempt status to the association as a public charity. A membership application form appears below. □

## 2 new inspection offices at State

Congressional action has resulted in the establishment of two new offices at State—the Office of Policy Program and Review and the Office of the Inspector General—to replace the Office of the Program Inspector General, which was headed by William C. Harrop. Mr. Harrop is now director of the Office of Policy Program and Review, with a rank equivalent to that of an assistant secretary, and he will continue to report directly to Secretary Shultz and Deputy Secretary John C. Whitehead. H. Byron Hollingsworth, who had been deputy program inspector general for audits and investigations, is serving temporarily as director of the second new office, pending nomination by the President and confirmation by the Senate of an inspector general for the Department. Mr. Hollingsworth is reporting directly to

# BOOK FAIR

The 26th annual AAFSW Bookfair will be open in the Department of State October 25 - November 1 (except Tuesday and Wednesday). Family night is October 24, and the cafeteria will be open. Proceeds benefit many charitable organizations, including the AFSA/AAFSW scholarships.

### Family Night:

Friday, Oct. 24 5-8 p.m.

### Open to the General Public:

Oct. 25-27, 10-4 p.m.

Oct. 30-Nov. 1, 10-4 p.m.

Closed: Oct. 28-29

Deputy Secretary Whitehead.

Department Notices issued on September 2 said Mr. Harrop will "provide the Department and its senior managers with an independent internal mechanism for evaluating and improving the management of U.S. foreign policy and programs. The new law charges the Office of Policy and Program Review with the duties of the former program inspector general to 'review activities and operations performed under the direction, coordination and supervision of chiefs of mission for the purpose of ascertaining their consonance with the foreign policy of the United States and their consistency with the responsibilities of the Secretary of State and the chief of mission.' The office will continue the practice of inspecting at least every five years each Foreign Service post, 'and those bureaus, operating units, functions and programs of the Department directly concerned with the foreign policy of the United States and the activities and operations performed under the supervision of the chiefs of mission. The Foreign Service inspection corps

(date)

Association for Diplomatic Studies  
1400 Key Boulevard - Room 1207  
Arlington, Virginia 22209

Please enroll me as a member of the Association in the following category:

_____ Patron	\$1,000 per year
_____ Sustaining Member	400 per year
_____ Contributing Member	100 per year
_____ Regular Member	25 per year

In addition, I am interested in making a contribution to the Association in the amount of \$\_\_\_\_\_.

My check for \$ \_\_\_\_\_ is enclosed.

Sincerely,

(signature)

Printed name: \_\_\_\_\_

Street address: \_\_\_\_\_

City, state, zip: \_\_\_\_\_



and the inspection system will thus be maintained and continue under the direction of [Mr. Harrop]."

The new inspector general, the Department Notices said, "is authorized to perform all duties and responsibilities and to exercise the authorities stated in Section 209 of the Foreign Service Act of 1980 and in the Inspector General Act of 1978. Under the general management authority of the Secretary to audit and investigate activities in the Department, the temporary director of the office is authorized to conduct necessary audits and investigations until such time as the new inspector general of the Department assumes the duties, responsibilities and authorities of the position." □

### Shultz wants more blacks in "role model" positions

Secretary Shultz has ordered new steps to be taken to assign more blacks to "role model positions" and to "more responsible, high-visibility assignments offering promotion opportunities, especially at the FS-1 and Senior Foreign Service levels." The Secretary announced his action in a letter "to my colleagues in the Foreign Service and the Department," in which he said he was concerned about "the small number of blacks in senior positions" because "it is of fundamental importance that the Service truly represent the cultural and ethnic diversity of our society." Mr. Shultz asserted: "This is not simply a personnel issue. It is a foreign policy problem which affects our image as a nation."

Pointing out that Deputy Secretary John C. Whitehead has been conferring with management officials on this problem, Mr. Shultz said he had approved 32 recommendations by Mr. Whitehead relating to recruitment, assignments, evaluations and equal employment opportunity generally. Besides strengthening recruitment of blacks, into the political and economic cones as well as for the "role model" positions, the recommendations include assignment of more blacks to the Office of Foreign

Service Career Development and Assignments, "especially as division chiefs"; assignment of more blacks as staff assistants and to seventh-floor positions; appointment of more blacks to tenure and promotion boards; monitoring of personnel evaluation reports "for discriminatory language"; saving equal employment opportunity positions from elimination as part of Gramm-Rudman-Hollings staff reductions; and opening of a direct channel of communication to Mr. Shultz and Mr. Whitehead "for black Foreign Service officers to express their concerns," and also assuring direct access for the deputy assistant secretary of state for equal employment opportunity. □

### Dhaka's new embassy construction begins

(Photo on Page 84)

Time is running out for Foreign Service people to visit "the world's most unsuitable American embassy office building," so book your tickets to Dhaka, Bangladesh, now, the post urges, tongue-in-cheek. For construction is underway for a modern, new building that will "transform the image of the post"—and greatly improve security and working conditions in this nation adjoining India.

In 1954, when the U.S. took the two top floors of a newly-completed five-story building, people came to marvel at the *first* elevator installed in what was then East Pakistan. Now, a generation later, there is a certain interest in guessing whether Bangladesh's *oldest* elevator—the same one—will make it to the dizzying height of the third floor, where passengers going to the embassy offices disembark. But when the embassy, AID mission and other activities move in to the new building—scheduled for completion in 1988—"we will have a building of our own to be proud of, one of the handsomest architectural attractions in the diplomatic enclave on the northern outskirts of this bustling, overcrowded capital city," the post asserted in a communication to STATE.

The post touts this as the first chancery building to incorporate the latest security requirements for American embassies, while maintaining efficient public access and "high esthetic quality, combining design features from Mughal architecture of Dhaka and other parts of south Asia, brick and other local construction materials such as teak from the Chittagong Hill Tracts, and still projecting a sense of American style. The security features are blended into the design of the building and compound."

If no major delays are encountered, operations will move from the crowded commercial area out to the diplomatic enclave in mid-1988, and Dhaka will be the first Foreign Service post in a building constructed to the new security standards of the Department of State. □

### Portraits of Muskie, Haig are on 7th floor

Oil portraits of former Secretaries Alexander M. Haig Jr. and Edmund S. Muskie have been unveiled in the new Treaty Room suite on the seventh floor. In separate ceremonies, Secretary Shultz lauded his predecessors' long careers in public service and hosted luncheons and receptions for them and their families. Mr. Haig and Mr. Muskie spoke briefly.

Peter E. Egeli painted Mr. Haig's portrait from life in 1983. It is on view in the east antechamber, which adjoins the Treaty Room. The Muskie portrait, by Roy Gates Perham, was painted from photographs. It is in the west antechamber. □

### New unit for drug talks

A U.S. Secretariat for the International Conference on Drug Abuse and Illicit Trafficking has been established in the Bureau of International Organization Affairs. The secretariat will manage and coordinate U.S. involvement in the UN-sponsored conference, which is going to be held in Vienna, Austria on June 17-26 next year. The coordinator of the secretariat is F. Gray Handley. ■

# Appointments

## Reagan says he will nominate 11 new ambassadors

Senate confirmation would be required

**P**RESIDENT REAGAN, as of mid-September, had announced his intention to nominate 11 ambassadors. Each nomination would require Senate confirmation. The 11, in alphabetical order by post, are:

—**Bahrain**—Sam H. Zakhem, vice president, Rocky Mountain Orthodontics, Denver, to succeed Donald Charles Leidel.

—**Burundi**—James Daniel Phillips, consul general, Casablanca, to replace James R. Bullington.

—**Central African Republic**—David C. Fields, former deputy assistant secretary for security, to succeed Edmund DeJarnette.

—**Kenya**—Elinor Greer Constable, former senior deputy assistant secretary for economic and business affairs, to replace Gerald Eustis Thomas.

—**Korea**—James Roderick Lilley, deputy assistant secretary, Bureau of East Asian and Pacific Affairs, to succeed Richard L. Walker.

—**Mauritius**—Ronald DeWayne Palmer, senior fellow and visiting scholar, Georgetown University, to replace George Roberts Andrews.

—**Mexico**—Charles J. Pilliod Jr., board member and consultant, Good-year Tire & Rubber Co., Akron, to succeed John A. Gavin.

—**Papua New Guinea and Solomon Islands**—Everett E. Bierman, minority staff director, Committee on Foreign Affairs, U.S. House of Representatives, to replace Paul Fisher Gardner.

—**Peru**—Alexander Fletcher Watson, chargé d'affaires ad interim, Embassy Brasilia, to succeed David C. Jordan.

—**Togo**—David A. Korn, foreign affairs fellow, Royal Institute of International Affairs (Chatham House), London, to replace Owen W. Roberts.

—**Zimbabwe**—James Wilson Rawlings, until July head of Union Carbide Southern Africa, Inc., to succeed David C. Miller Jr.

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

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### **Bahrain**

Sam H. Zakhem has been vice president, Rocky Mountain Orthodontics, Denver, since 1982. He was named vice chairman of the board of directors last year. From 1976 to 1979 he was director of corporate relations.

Mr. Zakhem began his career as a cost analyst with the Ford Motor Co. in Detroit in 1962. He was an instructor, University of Colorado, 1967-72; associate professor, Loretto Heights College, 1968-72; and foreign students



Mr. Zakhem



Mr. Phillips

adviser, University of Denver, 1972-73. Since 1973 he has been a consultant and lecturer. He was a research analyst with the Heritage Foundation in Washington, 1973-74.

Mr. Zakhem was elected a state representative in Colorado, 1975-79, and a state senator, 1979-83. He was a member of the board of directors, Small Business Administration, 1972-74, and a member of the American Ethnic Bicentennial Commission, 1975-76. He was named a member of the Presidential Advisory Council on the Peace Corps in 1984.

Mr. Zakhem was born in Lebanon on November 25, 1935. He received a bachelor's from the American University of Cairo, 1957; a master's in business administration from the University

of Detroit, 1959, and master's and doctorate degrees from the University of Colorado, 1964-70. His foreign languages are Arabic, French and Spanish. He has won many awards, including the University of Colorado Leadership Award, the Boy Scouts of America Community Service Award, the U.S. Marine Corps Award for Patriotism and Loyalty, the Veterans of Foreign Wars "Man of the Year" Award, in Colorado; and the Amway Corp. Free Enterprise Award. He has also received the Denver Sertoma "Citizen of the Year" Award and the Disabled American Veterans "Citizen of the Year" Award; the Freedom Foundation's George Washington Medal of Honor, and the Eagle Forum's God, Family and Country Award. He is a member of Kiwanis, the National Center for Constitutional Studies and the Masonic order.

Mr. Zakhem is married to Merilyn R. Gillis Zakhem. They have three sons, John Stuart, Charles and James Paul. □

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### **Burundi**

James Daniel Phillips has been consul general at Casablanca, Morocco, since 1984. Before that, he was director of UNESCO affairs in the Department, 1981-84.

Mr. Phillips joined the Foreign Service in 1961 and was assigned as a personnel officer. From 1963 to 1965 he was third secretary and staff aide to the ambassador, Paris. He later was consul, Lubumbashi, 1965-67, and second secretary and political officer, Kinshasa, 1967-68. He returned to Washington in 1968 and was assigned to the Bureau of European and Canadian Affairs. From 1971 to 1975 he was first secretary and political officer, Paris. Then followed assignments as deputy chief of mission, Luxembourg, 1975-78, and chargé d'affaires, Banjul, 1978-80. He was a student at the National War College, 1981-84.

## APPOINTMENTS

Mr. Phillips was born in Peoria, Ill., on February 23, 1933. He received a bachelor's from the University of Wichita in 1957; a certificate from the University of Vienna, 1957; and a master's from Wichita. His foreign languages are French and German. From 1953 to 1955 he served in the Army. He was a teaching assistant at Cornell, 1958-61, before he entered the Foreign Service. He is a member of Phi Beta Kappa. He has written articles for the Foreign Service Journal.

Mr. Phillips is married to Lucie A. Gallistel Phillips. They have five children—Michael, Madolyn, Catherine, Charles and David. □

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### Central African Republic

David C. Fields, a career member of the Senior Foreign Service, class of minister-counselor, has been deputy assistant secretary for security since 1984. Before that, he was administrative counselor at Embassy London, 1980-84.

Mr. Fields joined the Foreign Service in 1967. From 1967 to 1970 he was budget officer, Libreville, and, from 1970 to 1972, administrative officer, Ouagadougou. After a year's training at Cornell, 1972-73, he became a budget officer in the Department's Bureau of the Budget. He later was administrative officer, Tunis, 1975-79, and administrative counselor, Islamabad, 1979-80.

Earlier in his career Mr. Fields was an export negotiator in Wells Fargo Bank's international division, 1960-62; an accountant with the Basalt Rock Co., Napa, Calif., 1962-65; a sales representative with California-Western State Life Insurance Co., San Rafael, 1965; and chief accountant, Thorsen Manufacturing Co., Emeryville, Calif., 1963-67.

Mr. Fields was born in San Pedro, Calif., on January 13, 1937. He received a bachelor's from Armstrong College in 1960. From 1955 to 1957 he served in the Army. His foreign language is French. He has won the Secretary's Award for Valor. He also received senior performance pay awards

in 1982 and 1984. He is a member of the American Society for Industrial Security, the International Association of Chiefs of Police, the Secretary's Overseas Security Advisory Council and the Department's Overseas Security Policy Group. He is the Department's representative on the security committee of the National Foreign Intelligence Board.

Mr. Fields is married to Frances A. Krusic Fields. They have two children, Scott D. and Stacy A. □

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### Kenya

Elinor Greer Constable has been senior deputy assistant secretary for economic and business affairs from 1983 until recently. She was acting assistant secretary from January to July



Mr. Fields



Ms. Constable

last year. Before that, she was deputy assistant secretary for international finance and development, 1980-83.

Ms. Constable began her Government career as a summer intern in the office of Senator Henry M. Jackson (D.-Wash.) in 1954. From 1955 to 1957 she was an employee relations officer with the U.S. Geological Survey in Washington. She then became a foreign affairs officer in the State Department, serving from 1957 to 1958. She was volunteer support officer, Volunteers in Service to America, Office of Economic Opportunity, 1964-67. After taking language training at the Foreign Service Institute 1967, she was appointed program officer for her agency. In 1973 she returned to State as a personnel officer.

In recent years Ms. Constable was

on detail to the Energy Conservation Task Force, Commerce Department, 1973-74; took training at the Foreign Service Institute, 1974; and was a Foreign Service officer with the Department's Office of Trade, 1974-75. She later held assignments as deputy director, Office of Investment Affairs, 1975-77; on detail as capital development officer, AID, Islamabad, Pakistan, 1977-78; and director, Office of Investment Affairs, 1978-80.

Ms. Constable was born in San Diego on February 8, 1934. She received a bachelor's from Wellesley in 1955. Her foreign languages are Spanish and Urdu. Before her Government career, Ms. Constable was a part-time English teacher at the University of Honduras, 1962-64. She also has been a senior associate, TransCentury Associates, Washington, 1971-72; and a field advance person in the McGovern-for-president campaign, August to November, 1972. She won the Presidential Meritorious Service Award in 1984.

Ms. Constable is married to Peter Dalton Constable. They have two sons, Robert Dalton II and Philip Sherburne, and a daughter, Julia French. □

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### Korea

James Roderick Lilley has been deputy assistant secretary, Bureau of East Asian and Pacific Affairs, since last year. Before that, he was a consultant with the Department of Defense/International Security Agency, 1984-85.

Mr. Lilley served with the Central Intelligence Agency from 1951 to 1978. He then became a consultant, Hunt Oil Co., Dallas, 1978-80; adjunct professor of economics (China), Johns Hopkins School of Advanced International Studies, 1978-80; consultant, United Technologies, Hartford, Conn., 1979-80; director, American Institute, Taiwan, Taipei, 1982-84; and consultant, Otis Elevator Co., Farmington, Conn., 1984-85. From February to November 1981, he was on the staff of the National Security Council.

Mr. Lilley was born in Tsingtao, China, on January 15, 1928. He received a bachelor's from Yale in 1951 and a master's from George Washington in 1972. He served in the Army, 1946-47, and the Air Force, 1951-54. His foreign languages are French and Romanian. He received the Central Intelligence Agency's Distinguished Intelligence Medal in 1979. He is a member of the Metropolitan Club and the Chevy Chase Recreation Club. He has written "Taiwan," an economic and political update, for the Asian Society.

Mr. Lilley is married to Sally Booth Lilley. They have three children, Douglas, Michael and Jeffrey. □

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#### Mauritius

Ronald DeWayne Palmer has been a senior fellow and visiting scholar at Georgetown's Center for Strategic and International Studies since 1983. Before that, he was ambassador to Malaysia, 1981-83.

Mr. Palmer joined the Foreign Service in 1957 and was assigned as an intelligence research specialist on Indonesia, in the Bureau of Intelligence and Research. After taking Indonesian/Malay language studies at the Foreign Service Institute, 1959-60, he became an economic officer in Jakarta, Indonesia. From 1962 to 1963 he was an economic officer in Kuala Lumpur, Malaysia. He returned to Washington in 1963 to become an editor in the Executive Secretariat, Operations Center. The following year he was staff assistant to the assistant secretary, Bureau of Educational and Cultural Affairs.

Then followed assignments as cultural affairs officer, Copenhagen, 1965-67; State Department faculty member and assistant professor at the U.S. Military Academy, 1967-69; deputy director, Office of Philippine Affairs, Bureau of Far Eastern Affairs, 1969-71; political-military officer, Manila, 1971-75; and deputy coordinator for human rights, Office of Coordinator for Humanitarian Affairs, 1975-76. Mr. Palmer was appointed ambassador to Togo in 1976, serving until 1978. He then became director, Office of For-

eign Service Counseling and Assignments, Bureau of Personnel. From 1979 to 1981 he was deputy assistant secretary and deputy director general of the Foreign Service, Bureau of Personnel.

Mr. Palmer was born in Uniontown, Pa., on May 22, 1932. He received a bachelor's from Howard in 1954 and a master's from Johns Hopkins in 1957. His foreign languages are French, Indonesian/Malay and Danish. He won the Department's Meritorious Honor Award, 1962, and merit pay award 1985. He has received the rank of knight commander, Order of the River Mono, from Togo, and the Companion of the Order of Johor, from Malaysia. He is a member of the Council on Foreign Relations, the Asia Soci-



Mr. Lilley

Mr. Palmer

ety and Africare. He has written articles for the Foreign Service Journal and the Center for Strategic and International Studies at Georgetown.

Mr. Palmer has two children, Derek Ronald and Alyson Cecily. □

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#### Mexico

Charles J. Pilliod Jr. has been a member of the board and a consultant with the Goodyear Tire & Rubber Co., Akron, since 1983. He has been associated with the firm more than 40 years. He has held the following positions with Goodyear: sales staff, export division, 1945-47; vice president and general manager, Goodyear de Panama, S.A., 1947-51; sales manager, Goodyear Peru, S.A., 1951-54; sales director, Goodyear de Colombia, S.A., 1954-56; managing director,

Compania Goodyear do Brasil, 1956-63; sales director and managing director, Goodyear Tyre & Rubber Co. (Great Britain) Ltd., 1963-66; director, international operations, Goodyear International Corp., 1966-70; president, Goodyear International Corp., 1970-72; president and chairman of the board, 1972-74; and chairman and chief executive officer, 1974-83.

Mr. Pilliod has also been active in civic and governmental affairs. He was chairman of the U.S. bond drive, 1977; a member of President Carter's Commission on Mental Health, 1977-78; U.S. chairman, U.S.-Brazil Economic Study, 1983; a member of the President's Blue Ribbon Commission on Defense Management, 1985; and a member of the Foundation for the President's Private Sector Survey on Cost

#### People at State

Sandra L. Vogelgesang has become the new deputy assistant secretary for international development and technical specialized agency affairs in the Bureau of International Organization Affairs . . . Francis J. Matthews is director of public affairs for the new Bureau of Diplomatic Security; Sanford (Whitey) Watzman has succeeded him as director of the Office of Public Affairs and STATE Magazine, Bureau of Personnel . . . In the Bureau of Inter-American Affairs, Jeremy Nice is deputy executive director and Peter D. Whitney is director, Office of Regional Economic Policy . . . William L. Camp has been named associate director for management, Foreign Service Institute . . . Samuel E. Fry Jr. has become director, Office of Public Programs, Bureau of Public Affairs . . . Charles J. Jefferson is the new chief, Regional Military Forces Division, Bureau of Intelligence and Research . . . Edward A. Casey Jr. has been tapped as director, Office of Regional Political-Economic Affairs in the Bureau of European and Canadian Affairs . . . Julee Brand is director of the Allowances Staff, Bureau of Administration. □



## APPOINTMENTS

Control (the Grace Commission). He is presently a member of the boards of Caressa, Inc., the Communications Satellite Corp., Diebold, Inc., Greyhound Corp., A. Schulman, Inc., and J.H. Williams Industrial Products, Inc.

Mr. Pilliod was born in Cuyahoga Falls, O., on October 20, 1918. He attended Muskingum College, 1937-38, and Kent State University, 1939-41. From 1942 to 1945 he served with the Air Force. He was with the Air Force Reserve from 1945 to 1964. His foreign languages are Spanish and Portuguese. He has won many awards, including honorary doctor-of-law degrees from Kent State, Muskingum and Eastern Kentucky University; an honorary doctor-of-humanities degree from Akron University; and decorations from Queen Elizabeth II of Great Britain; the royal house of Luxembourg; and the governments of Luxembourg, Belgium and Brazil. He won the American Academy of Achievement Award, 1982; the Horatio Alger Award, 1982; and the Bert A. Polsky Award for Humanitarianism.

Mr. Pilliod is married to Nancy J. Conley Pilliod. They have seven children, Christine M. Earhart, Charles Jule III, Mark Alan, Steve Mathew, Renee Elizabeth Skove, Karen Conley and Benjamin Conley. □

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### Papua New Guinea and Solomon Islands

Everett E. Bierman has been minority staff director, House Committee on Foreign Affairs, since 1967. He was information officer, Department of Agriculture 1948-51; information director, National 4-H Foundation, Washington, 1951-59; and public relations director, Central Soya Co., Ft. Wayne, Ind., 1959-67.

Mr. Bierman was born in Hastings, Neb., on August 16, 1924. He received a bachelor's from Purdue in 1948 and a master's from American University in 1958. From 1942 to 1946 he served in the Army. He has received letters of appreciation from the President and the Secretary of State for his efforts in support of U.S. foreign pol-

icy. He is a member of Toastmasters International, the Lions Club and the Masonic Lodge.

Mr. Bierman is married to Joyce Elizabeth Lear Bierman. They have two sons, James and Robert, and two daughters, Karen and Marta. □

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### Peru

Alexander Fletcher Watson, a career member of the Senior Foreign Service, class of minister-counselor, has been deputy chief of mission in Brasilia since 1984. He has held that



Mr. Pilliod



Mr. Bierman



Mr. Watson



Mr. Korn

position as well in La Paz, 1979-81, and Bogota, 1981-84.

Mr. Watson joined the Foreign Service in 1962, and was assigned as vice consul and third secretary in Santo Domingo, 1962-64. He was vice consul in Madrid, 1964-65; and intelligence analyst, Bureau of Intelligence and Research, 1966-68. He then took training at the University of Wisconsin, 1968-69. Following his studies, he became political officer, Brasilia and, later, principal officer, Salvador, Brazil. From 1973 to 1975, he was country officer, Office of Brazilian Affairs, Bureau of Inter-American Affairs. He

then drew assignments as special assistant for legislative and public affairs, Bureau of Economic and Business Affairs, 1975-78, and deputy director, Office of Development Finance in that bureau, 1977-78.

Mr. Watson was born in Boston on August 8, 1939. He received a bachelor's from Harvard in 1961 and a master's from the University of Wisconsin in 1969. His foreign languages are Portuguese and Spanish. He was given the Department's Superior Honor Award, 1980; Colombia's Order of San Carlos, 1984; and Bolivia's Order of the Condor, 1985. He is a member of the American Foreign Service Association, the American Foreign Service Protective Association, Smithsonian Institution and the Brasilia Golf Club.

Mr. Watson is married to Judith Dawson Tuttle Watson. They have two children, David Fletcher and Caitlin Harlow. □

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### Togo

David A. Korn has been a foreign affairs fellow at the Royal Institute of International Affairs (Chatham House), London, since last year. He was chargé d'affaires in Addis Ababa, Ethiopia, 1982-85.

Mr. Korn began his Government career as a desk officer for North Africa, at the International Cooperation Agency, now AID, in 1957. He then held assignments as political officer, Paris, 1957-59; as a member of the Department's Executive Secretariat, 1960-61; and political officer, Beirut, 1961-63. From 1963 to 1964 he took Arabic language training at the consulate in Tangier. Following his studies, he became chargé d'affaires and political officer, Nouakchott, Mauritania, 1964-65. He returned to Washington in 1965 to become desk officer, in the Office of Arabian Peninsula Affairs. From 1967 to 1968 he took Hebrew language training at the embassy in Tel Aviv.

In recent years Mr. Korn was political officer, Tel Aviv, 1968-71; a student at Princeton, in mid-career training, 1971-72; director, Office of



Northern Arab Affairs, 1972-75; and consul general, Calcutta, 1975-77. He became a member of the Department's Policy Planning Staff in 1977. He later was director, Office of Arab-Israeli Affairs, 1978-81. He served in the Bureau of African Affairs, 1981-82.

Mr. Korn was born in Wichita Falls, Tex., on September 1, 1930. He studied at the University of Missouri, received a diploma from the Institut d'Etudes Politiques, Paris, in 1956, and a master's from Johns Hopkins School of Advanced International Studies in 1957. His foreign languages are French, Hebrew and Arabic. From 1951 to 1953 he served in the Army. He received the Department's Meritorious Honor Award in 1974 and 1985, and the Presidential Meritorious Honor Award, also in 1985. He is a member



Mr. Rawlings



Mr. Bremer

of the American Foreign Service Association. He has written a book, "Ethiopia, the United States and the Soviet Union, 1974-85," and an article, "Ethiopia—Dilemma for the West," in *World Today*, London.

Mr. Korn is married to Roberta J. Cohen and has three sons, David, Philip and Stephen, and two daughters, Marie and Elizabeth. □

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#### Zimbabwe

James Wilson Rawlings joined the Union Carbide Corp. in 1960. Since 1979 he has served as chairman and president, Union Carbide Southern Africa, Inc. During his career with Union Carbide he was counsel, Metals Division, 1960-66, and Union Carbide Eastern, Inc., 1966-69; vice president,

finance, Metals Division, 1969-72; and vice president and general manager, mining operations for the division, 1972-78. He was vice chairman, Union Carbide Africa and Middle East, Inc., 1978-79.

Mr. Rawlings was born in Provo, Ut., on October 12, 1929. He received a bachelor's from Brigham Young in 1955 and a doctorate from the University of Utah College of Law in 1958. From 1950 to 1954 he was an Air Force fighter pilot. He later did part-time legal research for the Utah attorney general's office, 1957-58. He was an associate with the New York law firm of Chadbourne, Parke, Whiteside & Wolff, 1958-60.

Mr. Rawlings is a member of the American Bar Association, the Utah and New York bars, and the University Club of New York City. He was awarded the Order of the Coif in 1958. He is the author of "The Utah Board of Examiners," in the *Utah Law Review*, 1957, and "Prosecutor Forensic Misconduct—'Harmless Error'?", also in the *Utah Law Review*, 1959. He is married to Joan E. Berkhimer Rawlings. They have three sons, Stephen, Scott and David, and two daughters, Suzanne and Diane. □

### Reagan eyes Bremer for terrorism post

President Reagan has announced his intention to nominate the ambassador to the Netherlands, L. Paul Bremer III, as ambassador-at-large for counter-terrorism.

Mr. Bremer is a career member of the Senior Foreign Service, class of career minister. He joined the Foreign Service in 1966 and was assigned as a junior officer in Embassy Kabul. From 1968 to 1971 he was an economic and political officer at Embassy Blantyre. He returned to the Department in 1971 as an operations officer. He then drew assignments as staff assistant to the Secretary, 1972-73; special assistant there, 1973-75; and executive assistant, 1975-76.

In 1976 he was appointed deputy chief of mission, Oslo. He returned to

Washington in 1979 to become deputy executive secretary of the Department. From 1981 to 1983 he was executive secretary and special assistant to the Secretary. He has been ambassador to the Netherlands since 1983.

Mr. Bremer was born on September 30, 1941, in Hartford, Conn. He received a bachelor's from Yale in 1963, a diploma from the Institut d'Etudes Politiques in Paris, 1964, and a master's in business administration from Harvard, 1966. His foreign languages are French, Dutch, Norwegian, Spanish, German and Persian. He won the Department's Superior Honor Award in 1974 and the Presidential Merit Pay Award in 1984. He is a member of the International Institute of Strategic Studies, London.

Mr. Bremer is married to Frances Winfield Bremer. They have two children, Paul and Leila. □

### Assignments announced for Senior Seminar grads

The Department has announced assignments for State graduates of the 28th Senior Seminar, the list being headed by David L. Mack as ambassador to the United Arab Emirates.

Two other graduates will become principal officers: Donald M. Anderson in Hong Kong and John A. Boyle in Milan. Vincent J. Farley is assigned as deputy chief of mission in Abidjan. Also posted abroad are Richard H. Imus as economic minister in Bonn, David L. Hobbs as consul general in Bogota, and Edwin P. Cubbison as deputy principal officer in Jerusalem.

Assigned as deputy assistant secretaries are Thomas W. Simons Jr., Bureau of European Affairs, and N. Shaw Smith, Bureau of International Organization Affairs. David L. Blakemore will become director for Korean affairs in the Bureau of East Asian and Pacific Affairs, and Myra H. Shiplett has been assigned to the Bureau of Consular Affairs as associate director of passport services. ■

The Combined Federal Campaign helps troubled families, with dignity. □

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## Life in the Foreign Service

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### A trek through the mountains on China's southwest borders

*'It would be difficult to overstate the sense of exotica'*

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**I**N A TWO-PRONGED "assault" on China's mountainous borders, three Embassy Beijing officers crossed over into the Indian subcontinent, coming through the world's highest peaks as they took advantage of China's policy of opening more and more cities and areas throughout the country to foreigners.

Political counselor Darryl Johnson became the first foreigner (American or otherwise) to travel the 600-mile road across the Khunjerab Pass linking China's Xinjiang Province with Pakistan. And political officers Andreas Onate and Judith Stotz are now the first embassy persons since 1949 to traverse the 560-mile road linking Tibet to Nepal.

In both cases, the officers flew initially to remote capitals of China—Urumqi and Lhasa, respectively—then proceeded overland through desolate and hostile terrain where minority nationality peoples heavily outnumber Han Chinese and tolerate their political control grudgingly. The minority peoples welcome outside visitors, however, and substantially larger numbers are expected as a result of China's current policy of opening to the outside world. These visitors will find facilities and foods which are very basic, even by Third World standards. But they will also find colorful markets, unique temples, incredible mountain scenery, and a glimpse of life almost untouched by the 20th century—or the 19th.

#### 'Out of biblical times'

Mr. Johnson left Beijing on April 25 via Urumqi for Kashgar (Kashi in Mandarin), a major trading center famous for its bazaars and its history as a crossroad of empires—the Russian, the British and the Chinese. Kashgar has been open to foreign visitors for less than two years, and it would be difficult to overstate the sense of exotica. The street and market scenes were out of biblical times, and the people out of "central casting." You could see elderly



Darryl Johnson reaches the summit.

The "Gates of Hell."



men with white beards, dressed in long black gowns and black hats, walking behind their donkey carts; or women in gaudily-colored skirts, with plain brown shawls covering their faces; or kids with

scabby faces, in soft skull-caps, playing in front of run-down mosques.

The Sunday market in Kashgar brings tens of thousands of peasants, traders and craftsmen to the city every



sionally interrupted by herdsmen grazing their goats or yaks on the rough scrub that grows along the road and the hillsides. The "road," which is really a gravel path, mainly follows rivers or plains between the mountains. Only twice were there steep climbs along switchback turns; on these narrow stretches, vehicles pass in a sort of vehicular minuet, each coming to a virtual halt, then gradually edging around the other.

At the summit was a stone marker and two signs (in English, Chinese and Urdu) which said: "Khunjerab Pass, elevation 16,000 feet." But the only indication that it was the highest point was that the road, which had been sloping gradually upward, began sloping gradually downward. Otherwise the area was nearly flat and barren, with high peaks all around.

**'Much more dangerous'**

The road on the Pakistani side, called the Karakoram Highway, was a Chinese aid project, completed after 20 years, in 1978, at great cost in money and lives. It's better in most respects

weekend, often from great distances. Even on other days, the city hums with the rhythm of the extensive bazaars, which feature old and new Xinjiang carpets, handcarved daggers, fur-trimmed hats, gold and silver-threaded scarves, old Russian and British imperial coins—and food, especially highly spiced mutton on a skewer, dried apricots and raisins, and flat bread.

The journey from Kashgar to the Khunjerab Pass covers about 270 miles and takes about 10 hours—not counting stops for flat tires or other unscheduled but predictable events. South of Kashgar, the mighty Pamir Range—which includes the largest portion of territory disputed between the Soviet Union and China—looms into view. Farther south, the Karakoram Range spreads across the horizon. Beyond Taxkorgan, the road climbs through more and more desolate country, occa-



Chinese checkpoint at Khunjerab Pass.

**A Pakistani checkpoint.**

than the non-road on the Chinese side, but the area through which it passes is so unstable geologically that it's much more dangerous. In a few places the road has disappeared as rock or ice slides have wiped it away; in several others a way has been cleared to permit one vehicle to pass. The hillsides, steep and loose, look as though a loud shout could start an avalanche. The mountain scenery on the Pakistani side is much more spectacular than on the Chinese side, and makes even the Rockies and the Alps pale by comparison: vast glaciers and valleys spread out in awesome dimension between the 20,000-foot peaks. This portion of the route, more than the high plateau and difficult terrain on the Xinjiang side, must have daunted travelers in earlier times, and kept the Western gates to the Middle



At the Kashgar (Kashi) market.

Kingdom closed to all but the most intrepid. Today, the risks and discomforts are still present, but are bearable for the three days the land journey should normally take.

In Tibet, the numbers of foreign visitors, including Americans, has already grown dramatically in the year

since the road from Kathmandu was reopened. Travel is now permitted to Lhasa and along that road without special permission, although most of Tibet is still closed to outsiders. Some backpackers have roamed widely through Tibet and other closed areas, but it isn't advisable for visitors to test



At the China-Nepal border, *Andreas Onate* and *Judith Stortz* pose with their Tibetan driver.

the limits of Chinese tolerance—as the recent detention and expulsion of a New York Times correspondent demonstrated. Several hundred visitors per week now crowd Lhasa's limited accommodations, and local officials are bracing for an estimated 100,000 by 1990. The airport has been upgraded and hotels are springing up in several locations; a Holiday Inn is expected to open in Lhasa within the next few months.



Despite this growing presence of outsiders, however, Tibet remains the "roof of the world" and truly a world apart: a high and barren plateau (average elevation: 15,000 feet), the size of western Europe, with a population of 2-million, encircled by the world's highest mountains. Inhospitable to its local inhabitants, Tibet is a tourist's paradise. Buddhism was introduced from India some 14 centuries ago, and

the unique form it took in Tibet dominates the lives of the people and the appearance of the towns and cities. The Potala, the Dalai Lama's spiritual and temporal fortress, is an architectural wonder which can be seen from all directions for miles around as it rises more than 1,000 feet above the valley floor. Tibetans flock to this holy place by the thousands, bringing offerings of yak butter, which can only be described

as having one of the foulest smells a foreigner will ever experience, but for Tibetans an offering worthy only of their spiritual leaders and of the Buddha himself.

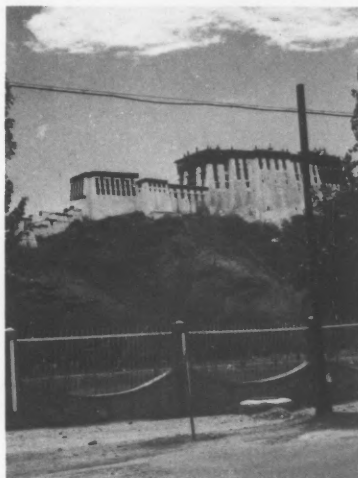
#### 'Spinning their prayer wheels'

The Jokhang Temple, near the center of the city, is the holiest place. Many thousands of Tibetan pilgrims fill the outer courtyard, making their full-length prostrations and circling the Jokhang, dressed in multicolored robes and spinning their prayer wheels. The square is also the site of the largest marketplace in Lhasa, where visitors can mingle freely with Tibetans, who are very friendly and eager to practice their English with any available native speaker. In the market you can see the Khampas, the feared warriors of eastern Tibet who waged a long guerrilla struggle against Chinese rule into the 1970s. You want a genuine Khampa sword? You can get one. The price may seem outrageous, but when a Khampa offers you a sword, it's hard to refuse.

The road from Lhasa to the Nepalese border stretches 560 miles through Lhasa and Xigaze Prefectures. The main difficulty is finding transportation.



Kashgar (Kashi) market scene.



The Potala.



The Jokhang.

The local public bus company sends buses from Lhasa to the border town (Zhangmu or Kasa) two times a week, but only if it has a full load of passengers. Buses to Xigaze, about 180 miles west of Lhasa, are more dependable, but the problem then is how to complete the trip. Mr. Onate and Ms. Strotz decided to hire a mini-bus all the way

to collapse into the rushing river below. Like the Karakorum Highway in Pakistan, this road is a major engineering feat.

#### Home of the Panchen Lama

Along this route, you can also see Xigaze, Tibet's second-largest city, with a population of 40,000 and a spectacu-

lous family was taking no chances. Falling asleep required a sense of humor and determination: in the next room an elderly lady was chanting Buddhist mantras, while a younger woman was playing rock favorites on her cassette player. A carpenter doing repairs added to the beat.

Then the proprietor lit a candle of



Driver places an offering at a 17,000-foot mountain pass.

to the border, sharing the cost with four Nepalese returning home and two Japanese businessmen on vacation. At one point, the driver padded his revenues by picking up eight hitch-hiking backpackers.

The road is unpaved the entire way, and is wide enough only for two vehicles to pass at low speed. The terrain is rocky, arid high plateau; the highest point is about 17,200 feet. But about 20 miles from the Nepalese border, the road goes through the "Gates of Hell," where the gravel track descends quickly from about 12,000 feet to about 7,000, through a dangerous stretch of switchbacks carved from the side of a steep mountain ravine. In some places, the roadbed has eroded and seems ready

to collapse into the rushing river below. Like the Karakorum Highway in Pakistan, this road is a major engineering feat. Xigaze is the home of the Panchen Lama, traditionally the second most important leader of the Tibetans after the Dalai Lama; the current Panchen is a vice chairman of China's National People's Congress. The border town of Zhangmu overlooks the Sunkosi River, which forms the China-Nepal border at that point.

The two officers spent the night with a Chinese Buddhist family because the local hotels were fully booked. For \$1 (American) they were escorted to the family's prayer room, which was replete with photographs of the Dalai Lama, Nepal's king and queen, the current Chinese politburo, and an old poster of Mao Zedong, Zhou Enlai and other famous Chinese revolutionaries. Clearly

yak butter; both the light and the smell ensured that no one would sleep until the candle burned itself out.

#### That yak-butter smell

On May 18, Mr. Onate and Ms. Strotz caught a taxi at the China-Nepal Friendship Bridge for the four-hour trip to Kathmandu. Except for the smell of yak butter in their hair and clothing, the trip had come to a successful conclusion, marking the end of this combined assault on the world's highest mountains.

*(The foregoing was written by the three officers involved. Mr. Johnson and Ms. Strotz were the photographers.)* ■

# Promotions

## How the senior threshold board made its decisions

Chairman provides insight into the process and the board's values

BY ROBERT E. FRITTS

*The author, until recently, was the U.S. ambassador to Ghana.*

"When in the course of human events . . . a decent respect for the opinions of (FS-01s) requires that . . ."

I HAVE BEEN advised by several colleagues not to write this article on the grounds that the board should remain immune from the controversies



Mr. Fritts

surrounding the implementation of the six-year window for FS-1s to be promoted into the Senior Foreign Service (SFS). However, my fellow board members and I believe we have an obligation to provide our FS-1 colleagues—those who were successful, those who hope to be and those who were not—with comments on a process which is furthering their careers or, in some cases, ending them.

For starters, let me say that each member of Board SFS-V had his or her own ideas about the wisdom of the law and of management's decisions. However, our mandate was solely to attempt to select from within the precepts the very best officers for promotion into the SFS, based on the only permissible information, the employee evaluation report (EER) as supplemented by the personnel audit report (PAR).

### The results

Are we confident that we selected the most competitive? Yes. Following repeated reviews and discussion, there was an identity of views on the top SFS candidates. In a sense, the relatively small promotion numbers made our task qualitatively more credible, as we were not generally forced to pit officers

against each other at levels where the distinctions are most blurred—the large middle segment. In most cases, our top selectees were "clustered" fortuitously above or near the cutoff points. While the selection process is unavoidably subjective, the mechanics are laced with safeguards to neutralize bias and offset aberrations. Of course, the system is only as strong as its base—the EER.

### The EER

Despite well-known EER shortcomings—including inconsistency, brevity and rigidity, we were able to discern the patterns of performance and potential which the precepts define as qualifying an officer for the SFS. Indeed, as a board "first-timer," it was gratifying for me to see the degree to which an individual's profile emerges over a period of five or more years, especially with two or three jobs and a number of rating and reviewing officers. Exaggerations, euphemisms, obfuscations, *indirecta* and even omissions eventually display a seismic outline, admittedly fuzzy, but still distinguishing, particularly of officers at the top and bottom of the scales.

We suspect that "EER inflation" was even higher this year as rating and reviewing officers sought to "save" their subordinates, a task which even FS-1s evaluating other FS-1s sought admirably to achieve. Don't despair if you were cited for inadequate proof-reading; so were many of your peers and the board often considered the phrase a cop out. Conversely, a comment under "Area for Improvement" enhanced the credibility of an outstanding report, provided it did not confirm a pattern. A criticism not subsequently repeated generally reflected a mature effort at improvement.

Drafting, imagination and creativity reached fascinating heights as officers sought to document the new buzzword of "management," even

where little existed. A relatively large number of officers, with little or no supervisory responsibility, were cited glowingly as "managing their own time and activities exceptionally well." More relevant was the management experience gained by officers who volunteered or were assigned to crisis management in the Department or abroad (such as working groups on coups and earthquakes); sought opportunities to manage and coordinate VIP visits, such as those of the President, the Secretary and/or congressional delegations; and, perhaps most imaginatively, volunteered as chairmen and chairwomen of local school boards, employee welfare associations, American clubs and commissary boards. The board recognized the management value of those activities, if properly documented by examples of challenge and achievement. A career ambassador noted in a reviewing statement: "What Mr. X needs professionally is what so many of his peers need and what the Service is not able to provide enough of . . . executive responsibility." True enough, but seek and ye shall find.

The board read carefully all statements by the rated officers. After all, it is the board's closest direct contact with you. The term "suicide box" did not quite live up to its name, but some officers confirmed negative comments, particularly on drafting skills. A number of officers used the EER as a vehicle to lambast the window concept and chastise the Department. Speaking to the board on such issues detracts from an already limited opportunity to flesh out by detail and example why an officer is truly outstanding.

Contrary to common corridor wisdom, a number of EERs made dramatic reading, with differences between the rated officer and superiors clearly displayed. In our judgment, an officer who is zapped should exercise his right of reply. In some cases, the board could discern sufficient information to

reach a decision. In others, a reasoned rebuttal led the board to reserve judgment and regard the issue as a standoff, thus averting a possible low rating. However, rebuttal statements which were intemperate, poorly drafted or excessively long raised more questions about an officer than they presumed to resolve.

Similarly, many EERs were deficient in examples of relevant performance. Make sure your rating and reviewing officers have the raw material. It is far better to have the examples in the main body of the report than in your statement. Don't be misled by the good feelings of a fluffy report that is deficient in examples. The board members become very good at discerning fluff. Our board reviewed nearly 600 files, most of them more than once. We learned a lot about rating and reviewing officers, as well as the rated officer.

And finally, pay some attention that your EER is typed neatly, without typos, and with adequate margins. After all, it represents *you*.

#### **Should you compete classwide or functionally?**

Our board reviewed all eligible FS-1 officers for promotion classwide. Each officer was also reviewed again for promotion functionally. While officers of every cone were successful in classwide competition, it is almost axiomatic that the bulk of classwide promotions into the SFS will go to those political and other officers who have gravitated to a series of jobs which demonstrate superior performance and potential across the board, such as office directors and deputies, counselors, deputy chiefs of mission, counsuls general, etc. Our board had the impression that a number of officers, including political officers, were directing their careers toward classwide competition when they would have been better advised to emphasize strong points within their functional cones. Under current plans, officers in 1988 will have to choose, where they will compete—classwide or functionally. Our board

suggests that each officer should introspectively "know thyself." The competition is and will be tough. There are a number of roads, equally legitimate, into the SFS. Once in the SFS, jobs of challenge and responsibility become more commingled, in part because broad policy and management responsibilities are diffuse. Ambassadors, major deputy chiefs of mission, consuls general, some counselors, and deputy assistant secretaries will come from the SFS pool. Ergo, the first priority should be to get into the SFS.

In that regard, what about out-of-cone assignments? Our board came to regard one successful out-of-cone assignment, and possibly two, as strengthening an officer both classwide and functionally. However, a protracted absence from cone or a hodgepodge pattern of assignments began to raise questions about an officer's functional identity. Depending upon the challenge and performance, a candidate could begin to suffer in functional competition with his or her more directed peers. Our advice is: Study the precepts, emphasize your strengths in bidding on assignments, and, easiest of all but still very important, keep your personnel audit report accurate.

There is a caveat. Our board believed that management should review the criteria for functional promotion to see whether they should be more detailed. If an officer is going to have to choose the area of competition, the rules and the playing field should be as clear as possible.

#### **Competitive factors**

Once the board selects an officer as qualified to be promoted within the precepts, it must determine a rank-order through a system of forced distributive voting. Each board member assigns to each batch of 40 eligible officers rankings of 10 to 1—four of each. Officers meriting scores of 10 and 9 are often fairly apparent; so also with the 1 and 2s. But the others are tougher. It is here that the closest competitive scrutiny is placed on collateral considerations, such as languages

(number and competence), hardship posts (none, several or many), awards, memos and commendations (particularly since last promoted), and, yes—we can count—on time-in-class as a possible surrogate indicator of experience. None of these factors is determinative, and the circumstances of each officer are different. While there is no model personality profile, a sustained pattern of troublesome interpersonal skills can also make a difference.

One admonition. In my experience, most officers generally consider security violations an unpleasant nuisance, but not particularly grave. But be aware that formal reprimands or suspensions are certain point losers. Board members often lowered their estimates of an officer recently reprimanded or suspended on security grounds. A repetitive inability to avoid security lapses bespeaks an attitude and lack of personal discipline which detract from whatever other qualities an officer is purported to represent.

#### **Kudos**

Our board noted that some bureaus and posts appeared more conscientious than others in filling gaps in the file (e.g., preparing memos covering performance for periods of less than 120 days) and ensuring that instances of special performance were documented, frequently by assistant secretaries. We all know that writing memos takes time, particularly during fast-paced operations in the Department and overseas. But don't let your superiors off the hook. If you have done especially well, get it recorded, even if the crisis was only 72 hours.

#### **Opening and closing the window**

Our impression is that the promotees, as well as the much larger group of persons recommended for promotion, represented a bell curve of distribution in terms of time-in-class. A few supremely self-confident individuals opened their windows immediately after promotion into class FS-1. Most officers follow a more judicious path.



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Our board looked for a consistent pattern of superior performance against tough competition. We recommended some promotions after only three years in class, but they were few. The bulk were after four to seven years in class, while some were longer. In general, strike when you have begun to establish an impressive track record and expect it to continue.

**How about being out of the "mainstream"?**

The board sought to give the fullest possible credit for senior training and comparable activities. The Department assigns excellent officers to "evaluate the evaluations" which officers receive during Pearson, Cox, foreign affairs fellow, agency details and other assignments, in order to put the reports into a meaningful Foreign Service context. Even so, such assignments are frequently more of an investment in future performance than in current competitive achievement. Becoming aware of this pattern, our board recommended

several merit step increases to officers who were outstanding in such assignments, in order further to document their performance.

**The future**

At the beginning of this review, I noted that our board was generally confident it had selected the most capable persons for promotion into the SFS. However, the number to be promoted was far less than the number we selected as qualified under the precepts. A large number of officers not selected this time will have another chance; others will not. We are going to lose some fine colleagues who just were not high enough on the rank-order list. Were we concerned? Very. Are we still concerned? Yes. Are their talents important? Absolutely. Could we have used more promotion numbers and maintained the standard of the SFS? Certainly. Did we juggle the system to provide "tombstone" promotions? No, although experience counted in some cases, as when breaking ties.

To the new SFS members—our congratulations. To those officers still hopeful—good luck. To those who, for a variety of reasons, were not quite high enough on the list in their final review, our board judged your file with the best professional consideration and concern we could provide. □

**USIA selection boards seek volunteers**

The Department is soliciting Senior Foreign Service volunteers to serve on the USIA overseas specialist selection boards.

The boards will convene on January 5 for sessions of one and two weeks. Interested employees may telephone Lillian G. Dobsa, 647-3412. Deadline is October 17. ■

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**PANAMA**—Ambassador Arthur Davis presents Meritorious Honor Award to *Bisa Williams-Manigault* for her performance as general services officer and acting administrative officer at Embassy Conakry, "under exceptionally difficult physical conditions and with very limited resources at her disposal."



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## Combined Federal Campaign

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### State's people are urged to give to needy and health agencies

The Department ranked first in generosity last year

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**T**HE DEPARTMENT's Combined Federal Campaign drive is underway. Keyworkers are seeking to raise more than \$500,000 to assist 361 volunteer agencies, here and overseas. As in other years, employees may make their contributions through payroll deductions, and designate the health and welfare agency or agencies they wish to support.

This year's fundraising theme is "Make a Dream Come True." "We hope our co-workers will continue the tradition of voluntary sharing," said campaign coordinator Philip K. Johnson of the Office of Employee Relations. "Our dream is to help others who are less fortunate, to relieve pain and health problems now and to support research to eliminate these problems in the future."

Last year State employees and retirees raised a record \$548,802. The Department led all executive agencies in the Government with an average gift of \$124.19 from each contributor. Nine of the Department's bureaus and offices won Combined Federal Campaign awards for exceeding their goals.

The nine are the Offices of the Secretary, the Program Inspector General and Protocol and the Bureaus of African Affairs, East Asian and Pacific Affairs, Human Rights and Humanitarian Affairs, International Narcotics Matters, Public Affairs and Refugee Programs.

The drive has been endorsed by the White House and has the support of Secretary Shultz at State and his cabinet colleagues in the other Government departments and agencies. ■



Struggling to walk.



Food for a hungry child.



At a day care center.

Immunization against disease.



## Foreign Service Families

### Data base on spouses' job skills is established

To meet the needs of family members who wish to work, especially at overseas posts, the Family Liaison Office has established a centralized data bank of family member skills, designed to provide information to prospective employers (both government and nongovernment). Family members who fill out and return a form will have their skills entered into a computer data base. When the employee's onward assignment is established, information about the spouse's skills will be sent to the new post in an automatically generated telegram. This is intended to give the post advance knowledge of the skills and resources the spouse will be bringing and, to the spouse who wishes to work, exposure to potential employers at post.

When the skills bank becomes functional, it also will be used to put a spouse's own name and current address on information sent through the Family Liaison Office's "Direct Communication with Spouses Network." Family members who do not wish to participate in the skills bank program are urged to fill out the name and address portion of the form in order to receive future direct communication mailings. Anyone who did not receive the skills bank packet should contact the Family Liaison Office (647-1076) in Washington, or your community liaison office overseas. □

### Schooling options symposium: Oct. 15

An expanded Family Liaison Office symposium on Washington area schooling options will be held Wednesday, October 15, from 9 a.m. to 3:45 p.m., in Room 1912 of the Department. Designed with Foreign Service families in mind, the symposium will cover three main topics: day care and preschool programs; selecting the

best public or private school for the child, from kindergarten through the 12th grade; and child care issues for working parents, including the latchkey child, before and after-school day care, and summer academic and recreational programs.

Each topic is covered in a two-hour segment, and participants are welcome to attend one or more segments. Five independent education consultants with diverse areas of expertise, and two public school principals, will join State's educational counselor Judith Livingston in presenting the program. Although there will be no charge, registration is required. Call the Family Liaison Office, 647-3178, for information. □

### Seminar on selecting a college: Nov. 10

"The College Admissions Process for Foreign Service Families," a seminar, will be held this year on Monday, November 10, from 9:15 a.m. to 3 p.m., sponsored by the Family Liaison Office and the Overseas Briefing Cen-

ter. Representatives from the Association of Collegiate Registrars and Admissions Officers, the International Division of the College Board, the Department's Office of Overseas Schools and a financial-aid specialist will join Judith Livingston, Family Liaison Office educational counselor, in presenting the program.

Topics to be covered include planning ahead for college; testing; completing the application form; interviewing; campus visits; the early-decision plan; and criteria for selecting a school. Speakers will discuss the competitiveness of overseas students and also what a college admissions officer looks for in candidates for highly selective, moderately selective and less selective colleges or universities. The afternoon session will focus on financial-aid options for Foreign Service families.

To register, call the Overseas Briefing Center, 235-8784/5. Social security number, date of birth and mailing address must be furnished by all participants at the time of registration. ■



"My son Harry just wrote and said they are getting a new DCM."

"That's nice. Last week Louise and Sam got a new BMW."

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## Art in the Embassies

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### 'Don't sit down!' Ambassador Luers is told

*The chair's too valuable*

**A**MERICAN ambassadors in Prague have been unknowingly sitting on a fortune. Two benches in the ambassador's residence are worth \$2,300 each. Six chairs in the ambassador's office are worth \$125,000 each.

The Department learned the value of the seats only last summer, when Sotheby's, Inc., appraised the furnishings of the embassy and residence in Prague and estimated the value at \$1.8 million. (The appraisal was done at cost, compliments of Sotheby's.)

"The residence in Prague is 50 years old," says Lee Kimche McGrath, on contract with the Office of Foreign Buildings to direct State's Art in the Embassies Program. "It was built by a wealthy Jewish coal merchant who fled the country in 1938 and left everything behind. After the war, the U.S. Government agreed to buy the property by deducting \$1.7 million from a war debt owed to us by the Czechs. So we actually got the house and furnishings for nothing." The property includes staff housing, a park and the 65-room residence with a separate apartment on top.

#### 'Hey, come on!'

When Ambassador William H. Luers began his three-year assignment to Prague in 1983, his wife, Wendy, recognized that the furnishings were valuable. "It was clear to me this was valuable furniture and I thought we should get an appraisal," she says. "I called Sotheby's and they estimated that the appraisal would cost \$16,000 to \$20,000. But the U.S. Government doesn't pay for appraisals. So I went to Sotheby's in London and said: 'Hey, come on, it would be a feather in your cap to appraise an embassy.' They agreed."

Ms. Luers, who obtained a contract with the Office of Foreign Buildings to coordinate the project, adds: "When Sotheby's arrived, my husband was in his office, and they said: 'Wait, don't sit in that chair!' Just by looking



One of six Regency walnut armchairs in the ambassador's residence, worth \$125,000 each.



Wendy Luers

at it they thought it was worth \$250,000. And there are five other chairs like it in his office. After the appraisal, they called us from London and said: 'Don't worry, you can sit down. They're worth only \$125,000 each.'"

Two benches in the residence had been covered with gold polyester fabric and appeared to be of little value. But they were actually Louis XVI antiques. "We took off the polyester and replaced it with the original tapestry that had been removed," says Ms. Luers. "Sotheby's appraised them at \$2,300 each, but they weren't worth even \$500 without the original tapestries."

Other valuable furnishings include a Bohemian cherrywood cylinder bureau bookcase worth \$30,000, a Louis XV tulipwood and marquetry table worth \$18,000, a Louis XV gilt-brass cartel clock worth \$3,200, a Brussels mythological tapestry worth \$45,000, a Flemish walnut strongbox worth \$1,100, a Bohemian mid-18th-century giltwood stool worth \$850, and a Louis XV/XVI transitional marquetry commode worth \$23,000.

#### At other embassies

Sotheby's recently conducted a similar appraisal of the embassy in London, according to Ms. McGrath. "Carol Price, the wife of the ambassador in London, who has fine antiques of her own, talked to Ms. Luers, then decided to approach Sotheby's too," she says.

Expanding further on Ms. Luers' idea, Ms. McGrath is working with Susan McQueen, director of the Office of Foreign Buildings' Office of Interior Design and Furnishings, to arrange for appraisals at several other embassies believed to contain valuable furnishings and artwork. They include Brussels, Vienna, Paris, Buenos Aires, Rome, The Hague and Madrid. Eventually all antiques, high-value furnishings and art at posts will be appraised and recorded on a computerized inventory that





Staff members who worked on the inventory project, from left: computer manager Virginia Morris, procurement specialist Ivana

Komarova, procurement/inventory specialist Petruska Pichlerova, general services officer Karen Van Pelt.



Bohemian mid-18th-century giltwood stool worth \$850.

Sotheby's will update every three years.

Ms. McGrath has also assisted in organizing a nonprofit education foundation called Friends of Art and Preservation in Embassies, to raise money to buy and preserve artworks, furnishings, antiques and historic buildings.

"We realize that the U.S. Government owns many valuable furnishings and works of art throughout the world," she says. "But State isn't in a position to identify and evaluate them. So we'll call on outside experts as needed. They'll assist in decisions involving alterations, with preservation in mind."

#### Know your furnishings

The office will also use the experts' findings to brief new ambassadors on the furnishings in the residences they'll be inhabiting. "The art and antique market has escalated in recent years, so many of our valuable furnishings may be worth more now than when they were donated or purchased," Ms. McGrath says. "It behooves us to find out how much they are worth and to take care of them."

Ms. McGrath is the former director of the Institute of Museum Services and the Association of Science and Technology Centers. She was assistant director for special projects at the American Association of Museums. Working as a consultant to the government of Peru, she helped establish a new National Museum of Archaeology and Anthropology in Lima. In 1982 she conducted the first International Water Sculpture Competition for the Louisiana World's Fair.

—DONNA GIGLIOTTI ■



Flemish walnut strongbox worth \$1,100.

## Ask Dr. Dustin



**Q.**

BRASILIA

*A friend of ours lost her mother two years ago. She's still in mourning and some people say this is too long. What do you think?*

**A.**

No two people react the same way, and there is no fixed amount of time to mourn. Mourning is defined as a reaction to the loss of a loved one. At some point (no one can say exactly when), you begin to feel it's too much or too long. The symptoms may be the same, such as sadness, apathy, crying a lot, but the person hasn't been able to pick up the thread of living again. This type of prolonged mourning (or depression) usually can be helped by understanding what's happening to the person and why. It's not the type of depression that should be treated with medication. Counseling with a professional can be helpful.

**Q.**

WASHINGTON

*Our 14-month-old boy has already been to the emergency room twice because of accidents. Besides poison prevention, do you have any other suggestions or tips?*

**A.**

Surely, I don't need to tell you that children between ages 1 and 2 are mobile and into everything. They climb, they open doors and drawers, they take things apart, they love playing in or with water. All of these are normal activities. At this age, children are enthralled by what they're doing, unaware of the danger. *Watch your child at all times.* Some considerations: *Falls and cuts*—Doors, screens and gates at stairways, driveways, storage and other hazardous areas should be safely fastened and secured closed. Use plastic dishes and cups. Check furniture for safety features—avoid sharp decorative handles or edges. Use a rubber mat in

the tub. Keep your toddler away from floor-to-ceiling or low bay windows; install a barricade or position furniture strategically in front of this type of window. Teach your toddler how to safely go up and down stairs. *Burns and electric shocks*—The kitchen is dangerous and filled with pitfalls. Never leave your child alone in the kitchen; this is a high-risk area. Teach your child what *hot* means, cook only on backburners, turn pothandles to the wall, remove knobs from stoves when not in use. Keep matches locked up and away from your child's reach. Cover electric outlets with safety plugs. Keep the cord to the coffee pot and the cords to other appliances out of reach. *This admonition is worth repeating.* Keep the cord to the coffee pot and cords to other appliances out of your child's reach. Keep knives and sharp kitchen instruments on high shelves. Place guards in front of fireplaces or wall heaters, around steam radiators, hot air registers and floor furnaces. *Aspiration*—Avoid choking accidents. Toys should be unbreakable and have no small parts that can obstruct the airway. Don't give toddlers nuts, popcorn, balloons or chewing gum. *Drowning*—Never turn your back on a child in a bathtub or otherwise in water. Even shallow water is dangerous to a child. When near a pool, lake or pond, the adult watching the toddler must be particularly alert, agile and able to move fast. *Car safety*—Don't allow your child to play in the driveway or in the garage. Place safety latches on car doors. Don't hold the child on your lap; always use an approved safety car seat. Check the manufacturers' instructions regarding installation and use. In addition to all of these precautions, you must continue to be ever-vigilant to prevent poisoning incidents with medicines and common household products.

**Q.**

EUROPE

*Our embassy medical office, staffed by a regional medical officer and a Foreign Service nurse, today refused my*

*request for a supply of my high-blood-pressure medication, prescribed by my doctor back in the States. The outrageous explanation was that the Department doesn't provide long-term medication. So I was given a prescription and told to mail it to the States for filling. Yet there's a whole room full of medicine in the health office. Can you please direct your minions to pass out medication to people who need it?*

**A.**

Sorry, but the Department's overseas medical program doesn't provide *carte blanche* medical services for all outpatient and inpatient needs. Legislative authority delineates specific criteria for payment of certain hospitalization and related expenses. In fact, not all hospital expenses overseas are covered by the Department. Nor are all outpatient expenses covered, such as payment and provision of prescription medications. Most medical/health units abroad maintain a supply of drug items which are dispensed as needed. When local drugstores are unavailable or unreliable, the units attempt to provide a range of medications which might be needed in emergency situations, until permanent supply sources can be established. I regret that health units abroad are unable to provide *all* types of prescription and nonprescription drugs that you require during the course of a tour overseas. Prescription medications used to treat or control chronic medical conditions should be obtained from a permanent supply source. If assigned overseas, you're expected to purchase first-aid materials, nonprescription patient drug items, and prescription medications required on a long-term basis, just as you do when you're assigned to Washington.

**Q.**

WASHINGTON

*I have been assigned to the Department for over four years and was recently hospitalized. I was told that the Department would not pay for this period of hospitalization. Why?*

# A.

Payment of hospitalization expenses under our program is limited to illness, injury or medical condition incurred while the individual is overseas. If it was determined that your most recent hospitalization had no connection whatsoever with previous overseas assignments, payment of medical care must be your personal responsibility and that of your health insurance carrier.

# Q.

**AFRICA**  
*My mother is my dependent and resides with me at my overseas post. Recently, she required hospitalization and I had to pay the bill. Why?*

# A.

Ah, the age-old question! 3 FAM 681.6 specifically cites those dependents eligible for medical services under the Department's program. Eligible dependents are spouses and children. Children include natural offspring, stepchildren, adopted children and those under legal guardianship of the employee or the spouse, when such children are expected to be with the guardian until they reach 21. Unfortunately, there's no provision for coverage of mothers, fathers, aunts, uncles, etc. □

## 'You can't catch AIDS from just working in the same office'

*The Office of Medical Services has been receiving an increasing number of inquiries on AIDS and the Department's policy on assigning employees with AIDS. Some of the most common questions are answered in the following interview with Dr. Eben H. Dustin, director of medical services; Dr. Paul A. Goff, senior deputy assistant secretary for medical services; and Dr. Burnett Q. Pixley, assistant medical director for health care programs. STATE's Donna Gigliotti conducted the interview.*

**Q—Can employees catch AIDS from fellow employees?**

**Dr. Goff—**No. Not in the workplace, because AIDS is spread primarily through sex, blood transfusions and sharing needles used to inject drugs. You can't catch AIDS from just working in the same office with a person who has AIDS.

**Dr. Pixley—**Studies in close family circumstances show no spread of the disease even within families, where people eat out of the same dishes, drink from the same cups, take baths together and are cared for at home.

**Q—How would I know if someone in my office has AIDS?**

**ABIDJAN, Ivory Coast—**Ambassador Robert Miller presents award from the Secretary to Dr. Christine Bieniek, regional psychiatrist, for her assistance to Embassy Beirut in 1984.

**Dr. Dustin—**You can't really detect AIDS in a fellow employee because, once you're infected with the AIDS virus, you may not exhibit symptoms for years. By the time symptoms like weight loss, fever and swollen lymph glands are apparent, the disease is quite progressed. But even at that stage, the disease is contagious only through sexual exposure or injections of blood or blood products.

**Q—What is the Department's policy on assigning employees who have been diagnosed as having AIDS?**

**Dr. Goff—**If you have symptoms and blood tests show you have AIDS, you wouldn't be assigned overseas. If you were infected with the virus that causes AIDS but had no signs or symptoms of the disease, you'd have a limited clearance to posts where adequate facilities are available and where the risk to you from other infectious diseases is minimal.

**Q—When assigned overseas, how can you prevent contracting AIDS through blood transfusions?**

**Dr. Dustin—**Blood can be tested to see if the AIDS virus is present, but in some areas overseas that testing can't be done. Therefore, we have instructed health units in those areas to seek donors from within the American community and require that all donors read a questionnaire. This questionnaire, similar to one developed by the American Red Cross, cites the risks to both the donor and recipient of a number of medical problems, including AIDS. Donors with any risks or concerns are asked to eliminate themselves from becoming donors.

**Dr. Goff—**And we further recommend that blood transfusions be used only when absolutely essential to save lives.

**Q—Can AIDS be transmitted by the gamma globulin shots that many of us receive before going overseas to protect us from hepatitis?**

**Dr. Goff—**No. Gamma globulin shots are safe.

**Dr. Pixley—**If you don't receive



blood transfusions from an infected person, and you don't inject drugs with needles used by an infected person, the only way to get AIDS is through sexual contact. It's not borne in the air, it's not carried by mosquitoes, it's not in the drinking water or in milk. It's spread sexually—and not just homosexually. It attacks heterosexual and homosexual males and females. In our country it attacked the homosexual community first, but it appears to be moving into the heterosexual community as well.

**Dr. Goff**—I think it's important for people to realize that AIDS is a problem that's not going to go away. Vaccines or drugs are unlikely in the near future. And if one were developed, it would do nothing for those who already have the virus. So, we'll have to adapt to it and learn to live with it, whether we're posted overseas or in the States. □

**Alcohol Awareness Program**

**When to drink and when not to**

*The following is reprinted here, with permission, from the pamphlet "A Health and Fitness Guide to Alcohol," published by the Alcoholism Council of Greater New York.*

When to drink—and when not to:

So far we've looked at the separate aspects of fitness, including diet,

exercise, physical beauty—and even the greatest expression of our ability to survive: love.

But no guide on fitness and alcohol would be complete without acknowledging that it is *not* an option in some lives.

Those afflicted with alcoholism—an illness which research shows you may well be predisposed to from birth—have bodies that can *never* tolerate alcohol.

Fortunately, the warning signs of alcoholism are well recognized.

*Can alcohol be a part of a healthy life?* The answer to this question is as variable as people themselves. We hope this guide has begun to clear some of the mist surrounding *all* our questions about alcohol and fitness.

For just as we've learned to control other powerful influences on our diet—like caffeine, cholesterol, sodium, and even sugar—we can grow more aware of alcohol's place in healthy diets. And healthy lives.

How to drink healthy for life:

1. Set your own limit based on alcohol's effect on your personal health and fitness goals. If you're going to a party or dinner with friends, decide how much is too much ahead of time, and stick to your limit.

2. Have something to eat. Even if you can't eat a whole meal, eat something—especially a fat. A glass of milk, for example.

3. Sip drinks, don't gulp. You'll still enjoy the relaxing effects, even as you stick to your own limit.

4. Dilute your drink. Given the choice between a tall diluted drink and a short potent drink, go for the tall one.

5. Don't drink to relieve symptoms. Alcohol is a depressant, and can actually exaggerate feelings of anxiety, pain, or depression—not relieve them.

6. Don't drink to signals: i.e., lunchtime, quitting time, before dinner, nightcap, etc.

7. Don't drink and drive. Depending on your body weight, it takes about one hour to metabolize each drink. If you drink faster than one drink per hour, alcohol accumulates in your blood and can take longer to get rid of.

*Copies of the pamphlet are available from the Alcoholism Council of Greater New York, 133 E. 62nd Street, New York, N.Y. 10021. In the meantime, if you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. ■*

**QUITO, Ecuador**—At dedication of new Marine house, nurse practitioner *Carol Dorsey* is carried over the threshold. Others, left to right: *Alberto Vela, Patricio Salinas, Paul Madrid, James Mayes, Frankie Davis, Mark Sigurdson, Robert Morley* (background), *James Farley* (back turned).





# Grievance Actions

## Biographical sketches are at issue

(G-002(5))—This grievance claimed irregularities relating to the convening of a selection board which low-ranked the employee; inaccuracies in material presented to that board; and other actions of an alleged prejudicial nature. Except for one of the eight remedies requested, the agency denied the grievance, and the officer appealed.

The board's findings included: (1) There was no showing by the grievant that he was in any way adversely affected by the composition of the selection board. The agency had made every effort to constitute that board in compliance with its regulations and the Foreign Service Act. (2) The agency acted injudiciously when it permitted biographical sketches of the officer to be placed before the selection board without first permitting him to see them and ensure correctness. In the board's opinion, however, there was little likelihood that a line entry as to the grievant's previous overseas service as a general schedule (GS) employee would have any effect on the selection board's decision. The board noted that the agency has ceased to include biographical sketches in official personnel files. (3) As a noncareer officer serving under a limited five-year appointment, the grievant was ineligible for promotion into the agency's Senior Foreign Service.

The board noted that the agency expunged the low-ranking the grievant had received. The grievance was denied. □

## Overcomplement complaint fails as an issue

(G-013(4))—The grievant, a career-candidate junior officer, protested his separation from the Service for having failed to attain tenure. He claimed that the tenure board based its decision on three erroneous and falsely prejudicial evaluation reports and inappropriate career opportunities. As remedy he asked that the evaluations be expunged and that he be reinstated with

two additional years of eligibility for tenure review.

The grievant's first assignment with the agency was an overseas training tour during which he was promoted. He was then transferred to Washington, where he was assigned to a series of short-term overcomplement positions. He claims that these assignments and the overcomplement status hampered his career development and advancement.

He contends that, with respect to one of the contested evaluation reports, he was never provided with a specific list of duties or performance criteria, in violation of agency regulations. Further, he claims that during the period covered by these two reports he was denied direct supervision when the rating officer was away from the office for lengthy periods.

The agency responded that, while the grievant was on overcomplement status, his name was placed on the agenda of assignment panels at least 20 times for consideration for overseas assignment but that no assignment ever materialized. Consideration for assignment was based, in part, on the performance record of the grievant in comparison with that of other career candidates.

In reviewing his grievance, the grievance board found that the agency had taken the required steps to train him, assign him to a position he could handle and to have him reassigned abroad. The board found no evidence that weaknesses perceived by the rating officer were inaccurately presented or falsely prejudicial.

Regarding the allegation that he was not provided a clear list of duties or criteria for work performance, the board found that some major assignments of work were discussed with him beforehand and others were discussed with him as they arose. The rating in question was based only on those assigned duties which the grievant agreed were clearly understood by him; the other duties were deleted from the list. Regarding the allegations that periodically he did not have direct supervi-

sion, the grievant did not demonstrate that his performance would have substantially improved if the rating officer's absences had not occurred.

In view of the foregoing, the grievance was denied. □

## Officer loses twice in tenure reviews

(G-019(6))—The grievant was an untenured officer claiming that two EERs (employee evaluation reports) contained falsely prejudicial and inadmissible comments which prevented his being tenured. He requested expunction of the comments and an extension of time in which to achieve tenure.

His agency agreed to expunge most of the comments, but denied him an extension of time. Instead, the agency agreed to an additional commissioning-and-tenure board review. With respect to the second EER, the agency also removed comments and agreed to an additional tenure board review because the first tenuring board had seen the second flawed report. Neither tenure review resulted in a favorable tenure decision.

The grievant argued before the grievance board that the agency had the burden of proof of establishing that it had put him back in the position he would have been in if not victimized by the unfair comments. The agency claimed that it had done just that by giving him two successive tenuring reviews of his file after the grieved comments had been removed. The grievant also claimed that on previous occasions the agency had granted him extensions of time under similar circumstances.

The grievance board agreed with the agency that it had met its burden of proof by granting two tenure reviews, neither one of which resulted in a favorable tenure decision. To the grievant's claim that his overall rating factor had been unfairly lowered by his rating officer, the grievance board found that the change resulted from the recommendations of the post review panel, a proper exercise of its authority as provided in the Foreign Affairs Manual (3 FAM 524). □

### Agency prevails after acknowledging error

(G-024(5))—The officer grieved the agency's retention in his file of a performance evaluation report without having expunged a substitute reviewing officer statement as it had promised. He contended that the oversight cost him a promotion. The agency denied that its error disadvantaged the officer and cited other reasons for his not being promoted. However, it did offer to backdate a promotion should he be reached for promotion by the next selection board. When his name was not on the subsequent promotion list, he appealed his grievance to the grievance board.

The board determined that the agency's error may have been a substantial factor in the grievant's nonpromotion. The board then directed the agency to submit evidence in support of its contention that, even in the absence of its error, the grievant would not have been promoted in the year his grieved evaluation report was prepared.

Upon examination of statistical evidence and an analysis of the grievant's competitive situation presented by the agency, the board concluded that the agency had demonstrated by a preponderance of the evidence that, even in the absence of its failure to remove prejudicial material from the grievant's performance file, he would not have been promoted in the year under review. The grievance was denied. □

### Senior officer wins on most pay claims

(G-027(2))—The grievant complained that the pay level assigned to him and others of his class upon their promotion into the Senior Foreign Service was inequitable, in that it would result in a lower salary than for his former peers who were not promoted but who might be promoted later. The agency acknowledged administrative error and raised the grievant to the next-higher level. The following year, legislation was enacted permitting further adjustments, and the agency subsequently announced "a first

step toward alleviating current salary inequities." The agency then notified affected members of a second upward change in salary level. The grievant's salary level was raised accordingly.

Some 20 months later, the agency informed members that all who had received the special adjustment would be eligible for another adjustment two years from the date of that special adjustment. Shortly after the expiration of this two-year waiting period, the grievant was promoted to the next-higher class. However, the agency then advised that the effective date of the second salary-level adjustment was improper, noting that Section 401(a)(2) of the Foreign Service Act of 1980 and 3 FAM 226.4-4 prohibited more than one adjustment within any 12-month period. According to the agency, the grievant's second adjustment, effective less than one month before his second promotion, was improper, and had to be corrected to be two months later than the original effective date. The grievant complained that this would deny him a salary increase to which he was entitled. He maintained that the second upward change was not an adjustment according to the definition, hence did not require the waiting period.

The board agreed with the grievant, and directed the agency to reinstate his pay level to its original effective date, to raise the level again effective with the end of the two-year waiting period as set forth in the circular cable, and to raise the level once more, retroactive to the effective date of his second promotion. However, it denied his request for a change to a higher level retroactive to his initial promotion into the senior service. □

### Rating officer's views are upheld by board

(G-028(4))—The grievant was a probationary officer who was separated after failing to achieve tenure. He grieved three probationary evaluation reports covering service at one post, some three-and-a-half years after he had entered the Service.

The board carefully examined the reports and the grievant's contentions, finding that many of the grievant's comments amounted to requests to substitute his views for those of the rating officer. Nor did the board perceive the internal inconsistencies claimed by the grievant. Finally, it concluded that it was not persuaded that minor deviations from the regulations so late in his candidacy had any effect on his ability to compete for tenure. The grievance was denied. □

### Board rules for agency in lateral-entry case

(G-061(4))—The grievant was chief of a program division in his agency but could not be advanced for lack of opportunity beyond his grade in his specialty. When his agency offered him a position in an institute overseas, by arrangement with the host government, he agreed to the conditions of appointment. Those were that he be separated from the Service but that he could compete for promotion as a generalist while abroad. He was informed that his reinstatement in the agency as a generalist would be conditioned on his passing a lateral-entry examination for appointment as a commissioned officer.

During his service with the institute, his performance file was reviewed by three generalist selection boards but he was not recommended for promotion. Also during that period, he took the lateral-entry twice without success. Upon his return to Washington, the grievant was reinstated with his agency in the grade and specialty he had previously held. Later that year, his performance file was reviewed by a specialist selection board, which recommended his promotion. As there were no positions available at the next-higher grade, he was not promoted. He claimed he should nevertheless have been given the promotion, as the agency was obliged by terms of his secondment to return him to an "appropriate grade and position" upon his reinstatement.

The board found the grievant's claims to be without merit. It con-

cluded that he knew before he accepted the overseas position that, for the entire time he was in it, he would be competing for promotion as a generalist. He was satisfied with the arrangement while he was abroad, even taking the lateral-entry examination twice in order to continue employment as a generalist. He knew too that, upon reentry into the agency, he would be competing for promotion as a specialist, and that promotion in his specialty depended on the availability of promotion opportunity at a higher grade. The grievant did not show that he had been disadvantaged by the agency, or that the agency acted in any way contrary to the statute he cited. The grievance was denied. □

### **Living quarters allowance verdict goes to officer**

(G-081(5))—The grievant was assigned to a post where the agency's employees receive a living-quarters allowance in lieu of housing. Before entering on duty there he signed, with post concurrence, a lease with a diplomatic clause, allowing him to terminate upon three months' notice, under which the post assumed responsibility for rental payments until the expiration of the three months' notice.

Upon arrival at post, the grievant drew a three-month advance on the allowance. Shortly thereafter, his situation became complicated by a serious family illness. Because of the disruption ensuing from this situation, the post requested, and the agency approved, his immediate return to the United States after only two months at post.

In the course of the hospitalization and evacuation of the ill family member and the unexpected arrival of other dependents, the post asked the grievant to sign the lease-termination document invoking the diplomatic clause and authorizing the post to rent the house. The grievant refused, explaining that he had no other home for his family until he could make arrangements for them in the United States. The grievant paid two months' rent in advance, arranged

for a relative to come and take care of his family, then returned to the United States as ordered.

Two months later, he went back to get his family, and at that time invoked the diplomatic clause in the lease. The post insisted that, since he had not signed the lease termination earlier as requested, the grievant was responsible for rental payments for the three months following his vacating the house. The grievant argued there were regulations permitting the agency to assume this responsibility under sufficiently unusual circumstances. He asked for refund of amounts withheld and for relief from responsibility for the three months' rent following his terminating the lease.

The board found that Standardized Regulation 013 provides for unusual circumstances of this nature, and directed the agency to reimburse the grievant the amount he paid after invoking the diplomatic clause, and to assume responsibility for the three-month period following termination of the lease. □

### **Assignment to lower position held justified**

(G-090(4))—The grievant was assigned to a certain position at post for a two-year tour, later extended at his request for a third year. Meanwhile, at post, he married an employee of another (nonforeign affairs) agency (so that agency ruled its tandem couples provision did not apply). In a complicated sequence of events, he sought a transfer to one of two positions in another post building, extension of his tour at the post for a fourth year or assignment to a neighboring post. All of these requests were denied, except that he was transferred to the other building in a position two grades lower than his rank, the justification being the limited time remaining on his tour.

The grievance board held that there has been no violation of law, established policy or regulations by the agency in this sequence of assignments, citing the principal officer's authority within the regulations to make

reassignments within the post with the agency's approval. □

### **Agency must pay excess on weight of books**

(G-095(4))—The grievant was billed by the agency for excess weight in shipment of household effects from a post to Washington. In seeking an exception, he pointed to the need for him to acquire additional household furnishings needed to fill a void in the representational appearance of the residence, which was heavily used for that purpose during his tour. He also sought an exception for professional books relating to the country acquired during the tour. The agency's denial of the exception for the household furnishings was upheld by the board, which, however, directed the agency to pay that portion of the excess consisting of a given number of professional books and publications acquired during the tour. In doing so, the board found that the regulation concerning this category did not, as currently written, clearly require an advance request for such a shipment; it held that the agency should have considered this portion of the request on its merits. □

### **Complainant wins 2-year time-in-class extension**

(G-097(4))—The officer charged that three evaluation reports covering a two-year period, which had been prepared by the same rating and reviewing officers, contained improper, unsubstantiated and highly prejudicial material. He contended that the reports resulted in his failure to be promoted. As remedy, he asked that the reports be removed from his files, that he be awarded a retroactive promotion and that his maximum time-in-class be extended.

The agency responded that the first two of the reports would not be reviewed by future selection boards because they were outside the time span of reports normally submitted for board review. Thus, it claimed, the reports could do him no harm. It said, however, that the third report contained deficien-

cies and agreed to expunge it from his record. The agency offered to extend his time-in-class by one year, but it denied the request for retroactive promotion.

With respect to the first two contested reports, the board found that the officer was in effect time-barred from grieving them. Regarding the third report, the board found that it was a substantial factor in the officer's not being promoted. The board placed on the agency the burden of establishing that, even in the absence of the defective report, the officer would not have been promoted. In response, the agency reconvened a selection board, which did not rank the grievant high enough for promotion.

The board ordered a two-year extension of the officer's time-in-class, but denied his request for retroactive promotion. □

### Review of review board action doesn't fly

(G-102(2))—The grievant was designated for selection-out. He appealed to a special review board, which upheld the selection-out but recommended it be deferred to the time when he would be eligible for an immediate retirement annuity. The agency accepted the recommendation, but said that regulations precluded both performance file review by a selection board and any within-grade salary increase during the extension. The grievant later complained that his performance file contained materials which the selection board and the review board should not have seen. The agency replied it could not process a grievance based on issues already considered by the review board. In the ensuing hearing before the board, the grievant emphasized he was only seeking removal of certain materials in his file, and was not contesting his selection-out. Later, the parties executed a settlement agreement providing for specified changes in his personnel file, and the grievant committed himself not to pursue further litigation in this matter.

Within the time frame of the foregoing, the agency twice inadvertently processed a within-grade salary increase for the grievant. Each such increase was later withdrawn. On appeal, the first grievance was denied on the grounds that the grievant's status during the extension of his time in service precluded any increase as well as any review of his file by selection boards. After the second denial was appealed to the board, the grievant moved to remand the issue of selection-out to the agency, even though the board had repeatedly told him this was not a valid issue.

Finding that the grievant was essentially trying to emphasize a different interpretation of the same facts presented earlier to the review board, the grievance board reaffirmed its previous ruling of no jurisdiction over the grievant's selection-out. The board also found that, with no new evidence to suggest its earlier judgment should be reversed, it must deny the grievant's appeal of the denial of the salary step increase. □

### Occupational-specialty grievance fails

(G-104(4))—The grievant began his Foreign Service career in occupational specialty A, later transferring to occupational specialty B. When he applied for conversion to FSR (FAS candidate), the agency denied his request on the grounds that this would have been a de facto promotion by conversion, and would have had an adverse impact on promotion opportunities at that level in his occupational specialty.

The grievant appealed, and the agency upheld the denial. The agency cited FAMC 788, which dealt with conversion to FSR status, asserting that it reflected a change of policy aimed at ending noncompetitive promotions through conversion to FSR, and that to grant an exception would defeat the purpose of the change of policy. The agency said that the denial of conversion had occurred more than three years before the grievance was filed, and that therefore the grievance was time-barred

under Section 1104 of the Foreign Service Act of 1980.

The grievant acknowledged that a grievance must be presented within three years of the matter giving rise to it. He argued, however, that the occasion for his grievance did not develop until the skill-code change transfers and the conversions of others in other occupational specialties, which he only discovered within three years of filing this grievance.

The board found no evidence that the agency had violated its published policy when it denied the grievant's request for conversion. FAMC 788 clearly gives the agency authority to limit or deny conversions to avoid adverse impact on promotion opportunities within a given occupational specialty. The conversion of others cited by the grievant took place outside his occupational specialty, and therefore had no impact on promotion opportunities within his specialty, and the agency had not acted wrongfully in converting the two individuals in their respective fields.

In view of the foregoing, the board did not find a basis for an exception to the three-year limit under Section 1104 of the act, and determined that the grievant's appeal of the initial denial of his request for conversion was untimely. The grievance was therefore denied for lack of jurisdiction. □

### 2 bargaining agent grievances are resolved

Two institutional grievances filed by the American Foreign Service Association (AFSA) as the exclusive representative for State Department Foreign Service employees have been resolved in recent months. The proceedings in each case, as summarized by the Department's grievance staff, follow:

#### Weight allowances

In November 1984 AFSA filed a grievance charging the Department with breach of a collective bargaining agreement on weight allowances for shipment and storage of effects. As a remedy, AFSA requested that the De-



partment (1) immediately pay the storage costs of all employees whose effects were below the new weight limits, effective May 1, 1984, and (2) notify all employees of the Department's continued commitment to and intention to abide by the negotiated agreement on shipment and storage of effects.

The agreement on weight allowances had established a new and higher limit effective March 1, 1984, for the combined shipment and storage of effects. It was understood between AFSA and the Department that all effects in storage on the effective date exceeding the old weight limit but within the new weight limit would be covered by the agreement.

After the agreement was concluded, a question arose about the legality of the Department assuming responsibility for additional weights already in storage. The question was referred to the General Accounting Office for a decision. Pending that decision, the Department withheld implementation of that portion of the agreement. On April 2, 1985, the De-

partment received the office's decision that it could legally assume responsibility for the added weights. The Department thereupon implemented this portion of the agreement, effective from the originally agreed date.

After discussion between the Department, AFSA and the Foreign Service Grievance Board about remaining questions concerning the Department's commitment to pay the additional storage costs, the Department sent a cable to all posts. The cable informed employees they could make arrangements with the Department to be reimbursed for any storage charges within the new limit they had paid for any time since May 1, 1984.

After this cable was sent, AFSA withdrew the grievance.

#### Promotion process

In February 1984 AFSA filed a grievance charging the Department with breach of the collective bargaining agreement on labor-management relations and promotion precepts. AFSA contended that an employee had been

denied a promotion in 1983 because of his union activities.

In its decision of January 11, 1985, the grievance board noted two issues: (1) Did the Department violate the collective bargaining agreement on labor-management relations by discriminating against the employee because of his union activities? (Discrimination was alleged in the form on nonpromotion and other reprisals, including tenure and assignment problems.) And (2) did the Department violate the 1983 Foreign Service selection board precepts through partiality in the promotion process?

The grievance board found in favor of the Department. The board decision examined individually and in detail the issues of nonpromotion, tenure and assignments, and concluded with the observation that the board "was not persuaded by the evidence . . . that AFSA's claims had merit." Subsequently, AFSA filed exceptions with the Foreign Service Labor Relations Board.

The exceptions were denied. ■



"Nobody is sick—we're out here to pick up the new ambassador's 19-year-old cocker spaniel."

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## Post of the Month: Istanbul

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**T**HIS CONSULATE GENERAL in Turkey is in the city that straddles Europe and Asia, on the Bosphorus Straits leading out of the Black Sea. The Foreign Service people there are featured as part of STATE's continuing series. (Most photos by Orhan Teoman)

The consulate.



The chancery garden.



Petra LeBaron at the Grand Bazaar.



A ferry boat on the Bosphorus Straits.



At awards ceremony, from left: *Hajjah Yikar, Meral Selçuk, Ismail Kömürcü, Tümay Akoğlu, Dabney Chapman, Olcay Sezen.*



*Haydar Toryan, left, and Hasan Bayram.*

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POST OF THE MONTH: ISTANBUL

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Purchasing agent *Hasan Oden*, left, with drivers *Salih Çelebi* and *Erdogan Koknaroglu*, right.

*Nuran Sahinbas* and *Metin Topuz*.



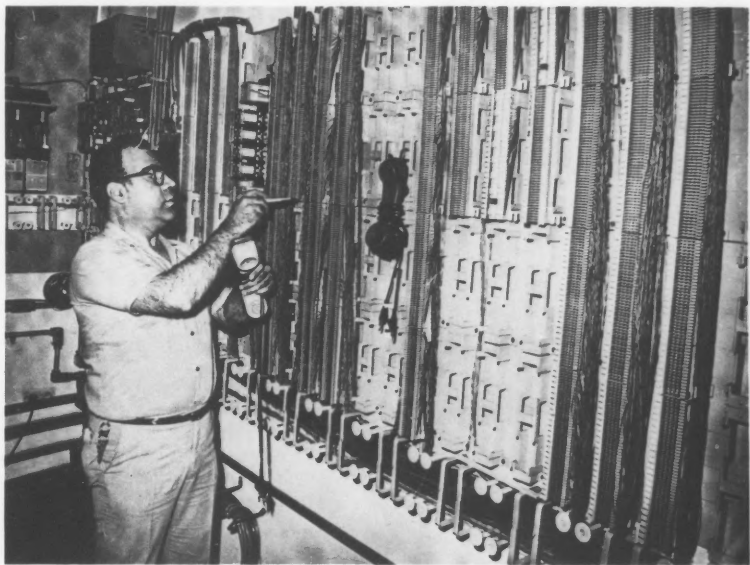
*Uludağ*, a ski resort in Turkey.



Consul general *William E. Rau* and political/economic officer *Terrence G. Grant*.



Telephone mechanic *Erdiñç Gözmen.*



Marine security guard *Victor M. Harris.*



Visa clerk *Turhan Senay*, with consular officer *Rusty Ingraham.*



A consulate group at a local carpet shop.

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POST OF THE MONTH: ISTANBUL

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Regional security officer *Everette Kelly* and secretary *Norma Jaeger*.



Bosporus Bridge.



A view of Suleymaniye Mosque from the Golden Horn.



The fortress of Rumeli Hisari.

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*O'Bie Shultz, wife of the Secretary, on a visit to the Covered Bazaar. On her right is protocol officer Cynthia Turner.*



*Secretary Sibel Senay, left, with general services officer Joyce Blackmon.*



*From left are Turan Eker, Uğur Sahinoğlu, Elinor LeBaron, Arlette Nowakowski, Verna Faughtenberry and Roger Nowakowski.*

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POST OF THE MONTH: ISTANBUL

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*Kathy Franklin and Pat Duffy in a jewelry shop.*



*USIA library staff members, from left: Mine Haydoroğlu, Yavuz Ozer, Dilek Biçakçı, Gulderen Dinç Omağ, Engin Erem and Muhlis Abay (kneeling).*



*Vice consuls Bridget Burkart and Randy Biggers, with Thomas Holladay, center. ■*



# Diplo-Crostic No. 38

BY CAROL BECKER

Department of State Historical Office

## DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 37" appeared in the July issue; the solution was in the August/September STATE.)

1F	2D	3B	4K		5G	6U	7V		8U	9Z	10D	11L		12E	13J		14Z	15J	16S
17I	18E	19C	20F		21U	22R		23a	24E	25J		26U		27C		28D		29B	30N
	31Z	32K	33U	34D	35J		36S	37T		38U		39L	40E	41U	42N	43A	44I	45D	46J
	47S	48K	49E	50S	51C	52U	53Q	54Z	55N	56J	57H	58G	59B	60V	61X	62A		63D	64D
65Z	66F	67Y		68Y	69B	70J		71U	72S	73J	74T	75K	76L	77C	78F		79E	80H	81Y
82a		83X	84Z		85T		86F	87U	88I	89D		90M	91E	92P	93U	94Z	95J	96W	97a
	98P	99Z	100N		101J	102E	103M		104D	105C	106a	107J	108E		109H	110P	111R		112A
113C	114J	115A	116M	117Z	118W		119G	120L	121U	122X		123P	124J	125K	126N	127Z	128a	129D	
130G	131C	132L	133O		134Y	135R	136K		137D	138T	139U	140P		141A	142P	143U	144R		145R
146V	147C		148Y	149I	150a		151P	152N	153S	154V	155X	156G	157B	158C		159C	160T		161R
162T		163U	164E	165A	166N	167L	168Y	169D	170U	171Z	172a		173O	174F	175S	176G	177A		178V
179X	180E	181R	182X		183H	184V	185W		186X	187Y	188M		189N	190B	191V	192W	193Y	194M	
195R	196N	197F	198H		199U	200W	201P	202U	203L	204J	205Z	206I		207G	208O	209V	210J		211D
212F		213N	214H	215L		216N	217D	218G	219W	220Z	221O		222B	223F	224Z	225K	226Y	227N	228L
229O																			

## DEFINITIONS

## WORDS

- A. Performer of legerdemain  
141 43 165 62 115 112 177
- B. "I beg the ancient privilege of \_\_\_\_"  
(*Midsummer's Night Dream*, I)  
3 29 69 157 58 222
- C. Occasionally  
19 147 27 77 113 158 159 105 131 51
- D. Kipling phrase  
2 63 169 229 28 129 89 45 137 104
- E. Concern of Denier or Abrams  
24 40 91 18 102 108 79 164 180 12  
49
- F. Method for choosing sides  
174 20 86 1 197 78 212 66 223
- G. Meetings places for Tammany Hall  
5 216 119 130 178 207 156
- H. (With "Pact") concern of Enders or Motley  
57 198 80 214 183 109
- I. Disconcerted  
44 149 206 88 17 190 59
- J. (When referring to WORD Z) Laise or Atherton  
210 107 124 25 95 56 13 -35 114 73  
15 70 204 101 46
- K. "The light \_\_\_\_ of the lower sky"  
(*Pope, Rape of the Lock*)  
182 125 32 48 136 75 225
- L. "\_\_\_\_ of the invisible bridge that leads from earth to heaven" (*Longfellow*)  
203 132 78 228 120 11 167 39 215
- M. "In order to progress, \_\_\_\_ need only go backward" (*Edward R. Murrow*)  
194 90 103 116 188
- N. Funny 1983 movie about paranormal phenomena  
227 196 30 55 216 189 152 100 42 126  
166 213

## DEFINITIONS

## WORDS

- O. "Greater things are believed of those who are \_\_\_\_" (*Tacitus*)  
34 64 221 133 10 173-
- P. Concern of Baker or Purcell  
201 140 123 142 98 92 110 151
- Q. "Spirits when they choose can \_\_\_\_ sex assume" (*Milton*)  
208 170 211 217 53 121
- R. In tandem  
195 111 161 161 22 144 145 135
- S. Algonquin word for "big chief"  
72 36 16 175 50 47 153
- T. "Sweet \_\_\_\_'s mantle blew unclasped" (*Tennyson*)  
162 138 74 160 37 85
- U. Bunker or Bowles or Kennedy  
87 199 21 71 6 143 38 52 26 93  
163 191 41 6 139 202 33
- V. Descriptive of water-damaged rough hands  
178 60 7 146 154 209 184
- W. Where peace was in October 1972, supposedly  
96 192 116 200 219 185
- X. Inside information  
122 155 186 4 83 179 61
- Y. "My little gray home \_\_\_\_" (3 wds.) (*Wilmot*)  
226 134 67 167 193 146 61 168 68
- Z. See WORD J  
64 65 54 9 99 220 127 117 205 224  
171 94 31 14
- a. Cockney 'ome  
106 82 150 23 172 97 128

# Disciplined Writing and Career Development

## Placing words is like placing guests around a dinner table

They have to relate to one another

BY MORTIMER D. GOLDSTEIN

**T**HIS INSTALLMENT covers several topics that I haven't been able to find room for until now: the placement of words, the paragraph, and appearance and format.

### The placement of words

The meaning of an English sentence depends heavily on the order of its components. Unlike some other languages, English over the centuries has lost nearly all of its inflections; that is, the variations in the form of words that make distinctions about case, gender, person, number, tense, voice, mood, and more. To illustrate with a few pronouns: *he* and *she* are in the nominative case, *his* and *hers* in the genitive, and *him* and *her* in the objective. Thus you know that, regardless of word order, *her he sees* is equivalent to *he sees her*. But helpful inflections are now the exceptional features of English rather than its common currency.

To understand the grammatical relationships within a modern English sentence, you must therefore look mainly to prepositions, conjunctions, auxiliary verbs and, above all, word order. I might include punctuation here; punctuation, however, is used primarily to reinforce sensible construction, not to create it.

Once you appreciate the critical importance of word order in expressing a writer's meaning, you can readily understand the basic principle of arranging words in a phrase,

*This is the 18th installment in this series, which will conclude with the 20th installment in the December issue. The entire series, with Mr. Goldstein's permission, is being reprinted from this magazine for instructional purposes by the Foreign Service Institute and the Central Intelligence Agency.*

clause or sentence: words closely related in meaning should be closely related in position. Several inferences flow directly from that principle: a verb should be placed as close as feasible to its subject; an object, as close as feasible to its verb; and a modifier, as close as feasible to what it modifies.

I think that the reverse of the basic principle has affected the way English is understood. We tend to think that words close in position have a close grammatical connection. What else can explain the common error of using *are* instead of *is* in sentences like "Each of us are fallible"?

A few examples should make plain how to apply the lesson of these paragraphs.

• "The director, to explain the effect of the House bill on various groups of taxpayers, distributed a set of statistical tables." To bring the verb and its object together, place the modifying clauses at the beginning or end of the sentence.

• "The second development program includes the design and construction of a hydroelectric plant and the completion of the last link in the country's primary road system within one year." *Within one year*, intended to apply to the road system, should be placed after *completion*.

• "The negotiators, even after working all weekend on numerous

compromise proposals, failed to agree and suspended the talks indefinitely." *Failed to agree* could well be placed after "negotiators," thus joining the subject and its verb.

• "The consular officer assured the applicant that prompt action would be taken after she obtained the approval of the consul general." Depending on what the writer intends, the clause beginning with *after* should be placed at the beginning of the sentence or following *that*.

### Adverbs: Special problems

Ordinarily, a single adverb modifying a verb without auxiliaries is placed after the verb. But adverbs are quite mobile, and their placement often requires a moment's thought. The following sentence is commonly used to show the importance of the careful placement of adverbs (it originated, I believe, in "Word Study," distributed by G. & C. Merriam & Co.): "Eight different meanings result from placing *only* in the eight possible positions in 'I hit him in the eye yesterday.'" Other adverbs requiring careful attention are *almost*, *nearly*, *also*, *quite*, *merely* and *actually*.

Annoying adverb problems are created by the slow death of an old, arbitrary rule of the grammarians and a foolish extension of that rule to situations it never covered. You may have heard of the rule "don't split an infinitive," which means "don't insert anything between a main verb and 'to,' the sign of the infinitive." I've never seen a rationale for that prohibition. Though it hangs on, its grip is steadily weakening.

To follow the rule is often easy: "to serve our interests better" is more natural than "to better serve our interests." In some circumstances, to follow it is almost



Mr. Goldstein

impossible—or is possible only by using a clumsy construction: “NATO has decided to more than double its naval strength in the region.” In others, to follow it produces ambiguity: “Common sense suggests that we should seek quietly to withdraw the proposal.” *Quietly seek or quietly withdraw?* You should write *to quietly withdraw* if that’s what you mean.

I have no doubt that the rule will eventually be destroyed by general disregard. In the meantime, when you’re writing for the signature of someone who’s likely to regard the split infinitive as a violation of the norm, I suggest that you observe the rule whenever you can. Otherwise, let your ear determine what sounds comfortable.

The rule against splitting the infinitive isn’t applicable to separating the auxiliaries *to be* and *to have* from the main verb. It’s correct by any standard I’ve ever seen to write “Their objective is to be constantly alert to our technological advances.”

And the rule has never been applicable to separating an auxiliary from the main verb. Only the most fearful and misinformed writer would think that anything might be wrong with “she should quickly advance in the service” or “he has probably left for the day.” If a verb is accompanied by an auxiliary, a natural place for an adverb is between the two. I’m hesitant, however, to separate an auxiliary from the main verb by a *long* modifying phrase or clause, but that’s a matter of readability and taste rather than rule.

#### A point about pronouns

A pronoun is a stand-in for a noun, its antecedent. If a pronoun steps out of character and pushes ahead of its antecedent, its meaning remains a mystery until the noun comes along. So be kind to your readers and place the pronoun after the noun. Don’t write “As soon as

he returns to Washington, the President will report to the country.” Switch *he* and *the President*.

#### The paragraph

A paragraph is a convenience to the reader, not a grammatical structure like a sentence. Though a



one-paragraph chapter would seem absurd today, it wouldn’t be grammatically wrong.

The modern trend toward shorter sentences has been accompanied by a trend toward shorter paragraphs. With that in mind and considering my own experience, I suggest the following guidelines.

1. In typescript, a paragraph should contain no more than 8 to 10 lines—about 100 words. If a paragraph is too long, split it and link the parts with a word or phrase. Itemization is another possibility.

2. A one-sentence paragraph may provide an effective element of emphasis. But except in newspapers, where writing style is influenced by the narrow columns, a succession of extremely short paragraphs may strike the reader as an affectation.

3. A paragraph, like a sentence, should convey a sense of unity. It shouldn’t combine unrelated thoughts.

4. A paragraph should start with a topic sentence that indicates the paragraph’s contents or general direction, or should build up to a climax, or both.

5. Strong topic sentences are especially important in papers written for busy executives. Hard-pressed readers usually want to know straightaway what they’re getting into, and don’t want to wait for several sentences to find out what a paragraph’s aimed at.

In short, an effective paragraph is not merely a collection of sen-

tences; like an effective sentence it’s the product of careful design.

#### Appearance and format

A good product is worth a good package, and a letter or report shouldn’t discourage the reader by a heavy or otherwise unattractive appearance.

In addition to avoiding overlong paragraphs, you (and your secretary) should avoid crowding a page. Maintain normal margins; don’t try to reduce the amount of paper you use by resorting to wall-to-wall typing.

Many photocopy machines have the capability of enlarging or reducing what they process. But more than a slight reduction may make a document hard to read, or even impossible to read for anyone whose vision is not 20/20. I’ve seen lengthy tabular presentations sent to congressional committees that were reduced so much that I doubt whether they were ever given more than a glance by their recipients. If they were studied, they probably produced as much irritation as enlightenment.

Subitems or itemized material may usefully be set up in indented, block form, with or without separate markings in the form of numerals, letters or bullets. That arrangement may take up extra space, but it helps the reader.

Finally, I urge you to use headings. Risk using too many rather than too few. Headings create a sense of orderliness and help the reader stay in touch with the organization and development of your text. I prefer to use underlined headings in lower-case letters. Headings typed in all capitals are somewhat harder to read. If you use the all-caps style, don’t underline. The double emphasis is unnecessary and interferes with rapid reading.

*NEXT: Sexist writing.* ■

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# Education and Training

## Schedule of courses at Foreign Service Institute

Program	Nov.	Dec.	Jan.	Length of course
<b>Area studies</b>				
Africa, sub-Sahara	3	—	26	2 weeks
East Asia	—	1	26	2 weeks
Latin America	3	—	26	2 weeks
Near East and North Africa	—	1	26	2 weeks
South Asia	—	1	26	2 weeks
Southeast Asia	—	1	26	2 weeks
USSR/eastern Europe	—	1	26	2 weeks
Western Europe	3	—	26	2 weeks
<b>Language and advanced area courses</b>				
French	17	15	12	20 weeks
German	—	15	—	24 weeks
Italian	—	15	—	24 weeks
Portuguese	—	15	—	24 weeks
Spanish	17	15	12	20 weeks
<b>Familiarization and short-term (FAST) courses</b>				
Chinese	3	—	—	6 weeks
French (metrop.)	17	15	12	10 weeks
French (sub-Sah.)	17	15	12	10 weeks
German	—	15	—	10 weeks
Hebrew	20	—	—	6 weeks
Italian	—	15	—	10 weeks
Portuguese (L.A.)	—	15	—	10 weeks
Portuguese (Eur.)	—	15	—	10 weeks
Spanish	17	15	12	10 weeks
<b>Overseas Briefing Center</b>				
American studies, cross-cultural adaptation: Logistics of Foreign Service life	—	—	12	2 weeks
Employment planning for the mobile Foreign Service spouse	—	—	6	4 days
Going overseas (Wed. evening, singles/couples)	—	—	28	1 day
Re-entry (Sat., for families)	8	—	—	1 day
Re-entry (Wed., for singles/couples)	12	—	—	1 day
Reg., allowances and finances	12	—	—	3 days
College admissions for the Foreign Service child	10	—	—	1 day
Community skills	3	—	—	5 days
<b>Administrative training</b>				
Budget and financial management	—	—	5	38 days
General services operations	—	—	35	35 days
Personnel management training	—	—	5	25 days
*Coping with violence abroad	3,17	1,15	5,20	1 day
<i>**No longer available on a walk-in basis. Advance registration required.</i>				
<b>Consular training</b>				
ConGen/Roslyn, basic consular course	Pre-registration required for:			
Consular functional intensive	Continuous enrollment:			26 days
Consular orientation program	— — 5			6 days
Immigration law and visa operations	Continuous enrollment:			6 days
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
<i>*See Airgram A-660 (dated 7/17/84)</i>				
<b>Economic and commercial training</b>				
Applied economics for foreign affairs	—	—	26	6 weeks

—(Continued on next page)

### Point of View

## 'Political Tradecraft' course is reviewed

BY DOROTHY SENGER IMWOLD, HENRY KELLEY AND ROBERT WINSHIP

When the old mid-level course was discontinued last year, the Department's only required formal training for political officers went up in smoke. From the ashes, a new "Political Tradecraft" course for first-tour political officers has emerged. We three feel it's become one of the successes at the Foreign Service Institute.

On the first day of the three-week course, each of us was amazed to receive an impressive packet of post-specific materials, including such items as work-requirement statements, newspapers and post background notes. We soon learned that this was only a sample of the high degree of organization that instructor Mark Easton would bring to the course.

We were required to simulate the role of the political officer at post, by developing a broad network of "contacts" who deal with issues important to our countries of assignment. In the process, we practiced interviewing skills and delivered oral briefings designed for principals and visiting delegations. Each of us was required to develop his or her own contact at the Department, with a minimum of guidance from Mr. Easton. Later, each student briefed the class on major bilateral issues affecting relations between the United States and the country of assignment. This exercise gave focus and direction to the course's networking segment—a great improvement over the amorphous "consultations" that often leave bewildered junior officers wandering through the corridors of Main State.

Other course sessions focused on drafting skills required for cables, notes, memcons and biographic reports. We expressed our approval for Martin Packman's instruction in the art of writing short, incisive cables, and for Mr. Easton's sessions on analyzing the effectiveness of cables written by



fellow officers. Most of the class felt, however, that the course could be improved by the addition of some formal instruction in the use of the word processor. We also felt that our work with Ray Chambers on oral communication skills was very valuable, but we suggested that the scheduling of this component of the course be tightened up, to make time for a session on the delivery of demarches. The course also included talks by a variety of speakers on the role of the junior political officer at post.

Perhaps the most unusual of the exercises devised for the course was the mock representational function. With Mr. Easton "tending bar," the junior officers played host to a group of Foreign Service Institute administrators and language instructors, who played the roles of guests at an embassy reception. After we "worked" the representational function, we met with Mr. Easton for feedback on our performances, and later we wrote memoranda based on our conversations with the guests.

In their evaluations of "Political Tradecraft," the participants voiced approval for the course's emphasis on practical skills, and for the use of post-specific materials to prepare each individual for his or her new assignment. We clearly appreciated the opportunity to acquire background information on the next post of assignment, to gain some expertise in the basic skills of the political trade, and to learn a little about how the Department works.

More than anything else, however, we felt that the course was an exercise in confidence-building. We discovered that good political officers are made rather than born. Of all the lessons that Mr. Easton managed to teach in three short weeks, perhaps this was the most important. □

### 'Containment and Beyond': course is offered

"Containment and Beyond," a course on postwar American foreign policy, will be offered by the Center for the Study of Foreign Affairs, No-

—(Continued from preceding page)

Program	Nov.	Dec.	Jan.	Length of course
<b>Executive development</b>				
Washington tradecraft	10	—	19	2 weeks
<b>Political training</b>				
Foreign affairs interdepartment seminar	—	—	12	2 weeks
National security and arms control	3	—	—	1 week
Negotiation art and skills	—	8	—	1 week
Political functional intensive	—	—	5	4 weeks
Political tradecraft	—	—	5	3 weeks
<b>Orientation</b>				
Orientation for Foreign Service officers	17	—	—	9 weeks
Orientation for Foreign Service personnel	—	—	20	1 week
Orientation for Department officers	—	—	20	2 days
Department clerical orientation	—	8	12	7 days
<b>Secretarial briefings</b>				4-8 hours
First-time ambassador's secretary's briefing	Individual or group by appointment			
Washington assignment (for FS secretaries)	Individual or group by appointment			
Refresher onward assignments (for FS)	Individual or group by appointment			
Upward assignments (for GS secretaries)	Individual or group by appointment			
<b>Communication courses</b>				
English and communication skills (Section I)	17	—	—	40 hours
Effective speaking and listening skills	3	—	—	24 hours
Effective writing for government	—	—	12	24 hours
Reading dynamics	24	—	—	20 hours
<b>Secretarial courses (Foreign and Civil Service)</b>				
Career development seminar (GS-7 and above)	4	—	—	5 days
Preparation of travel vouchers	Schedule arranged			4 hours
Correspondence formats	Schedule arranged			4-8 hours
<b>Equal opportunity seminar</b>				
Management seminar on EEO	14	—	23	1 day
<b>Skills development courses</b>				
Managing words (Wang word-processing training)	Schedule arranged			8-40 hours
Shorthand	4	—	—	72 hours
Typing	4	—	—	72 hours
<b>Communications workshops</b>				
OCR telegram preparation workshop	Schedule arranged			4 hours
Art of machine transcription	Schedule arranged			4-8 hours
Telephone techniques	Schedule arranged			4 hours
Proofreading	Schedule arranged			4 hours
Notetaking for managers	Schedule arranged			24 hours □

ember 3-14, 7:30-9 a.m., at the Foreign Service Institute.

The course will be taught by Professor Alan K. Henrikson of the Fletcher School of Law and Diplomacy. All employees are eligible to attend. For information, call 235-2109. □

### Supervisory studies

The supervisory studies seminar, a

course for first-time first-line supervisors, aimed at "planning, organizing, controlling and motivating performance evaluation," will be given October 15-17 at the Foreign Service Institute. Employees at GS-7-11 and the Foreign Service equivalents are eligible to attend. For information on this course call Joan Graziano at the Foreign Service Institute on 235-3400. ■

## A Foreign Service Inspection

**T**EAM III of the Office of the Inspector General kept a photographic record of its recent inspection of China and Hong Kong. After a one-month survey in Washington that included interviews at agencies with interests in that part of the world, the team moved to Beijing, Shenyang, Shanghai, Guangzhou, Chengdu and Hong Kong, to complete the inspection over the next seven weeks. This is what some of it looked like as the inspectors saw it and photographed it.



**BEIJING**—A look at post housing includes visit to ambassador's residence. From top: Deputy chief of mission *Peter Tomsen*, senior inspector *Julius Walker*, inspector general *William Harrop* (half hidden), inspector *John Markin*, Ambassador *Winston Lord*, inspector *Dan Thal*, Mrs. *Savannah Walker*, Mrs. *Miki Thal*, political counselor *Darryl Johnson*, Mrs. *Bette Bao Lord*.



**SHANGHAI**—With inspectors inspecting, their spouses see the sights. On the porch of a handicraft factory, from left: Mrs. *Clare Brooks*, Mrs. *Savannah Walker*, Mrs. *Hilary O'Gorman*.



**WASHINGTON**—At meeting with inspector *Julius Walker*, left, *Madison Adams* of Mr. Harrop's staff and senior inspector *Walt Silva*. Harrop's staff and senior inspector *Walt Silva*.



**SHENYANG**—Consul general *James Hall*, left, greets senior inspector *Julius Walker*.



**GUANGZHOU**—Consul general *Wever Gim*, left, in session with senior inspector *Walt Silva* and inspector *John Markin*, right.



**CHENGDU**—At construction site for new consulate general is consul general *Bill Thomas*, second from right, with inspector *John Markin*, fourth from right.



**CHENGDU**—Senior inspector *Walt Silva*, left, confers with consul general *Bill Thomas*.



**HONG KONG**—At each post the inspection begins with a visit with the principal officer. From left: Inspector general *William C. Harrop*, senior inspector *Walt Silva*, consul general *Burt Levin*.



**HONG KONG**—Cash count is an integral part of every post inspection. From left: budget and fiscal officer *Paul Duane*, inspector *Ken O'Gorman*, assistant cashier *Elba Sin*, cashier *Tommy Tse*. ■

## Letters to the Editor

—(Continued from Page 1)

With the increasing prevalence of this disease, questions have already arisen as to what if any action to take when a colleague contracts or is suspected of contracting this disease. It has obviously become a dilemma for the Department of Defense and could become no less a problem for the Department of State with its worldwide commitment of personnel. Thank you for a written published response.

Sincerely,  
JAY S. STRICKLIN  
Bureau of Consular Affairs  
(See interview on Page 37.) □

### Reply from a secretary

BERLIN

DEAR SIR:

I would like to reply to Micaela Morris' letter in the June issue. She said that Foreign Service secretaries earn \$24,000 plus benefits. I would like to ask her where she obtained this information. It could be that the particular secretary she may have spoken with and who mentioned that amount may have been an ambassador's or deputy chief of mission's secretary who may have been in the Service a few years in order to earn that amount. Ms. Morris further stated that men, should they so wish, can earn \$16,000 minus taxes while secretaries earn \$24,000 plus benefits. I quite disagree, as not all salaries are the same!

As for the benefits—we are given housing, which most Foreign Service personnel are given. It would lengthen this letter considerably if I should start to enumerate the benefits that officers receive (junior officers included) and staff personnel do not receive.

I would like to point out that "to serve anywhere in the world" does not always translate as "separation from FSO spouse for years at a time," as Ms. Morris seems to imply. There are such things as tandem couples both within the officer corps and staff personnel. More often than not, tandem couples are usually assigned together, or one may go on leave without pay at a given post, awaiting the opening of a position either already assigned to one

### Transfer Tremors ..... by ebp

I was transferred to NORWAY; it would have taken an act of Congress to dampen my enthusiasm and to SLOW down my getting packed.

I was transferred to MUSCAT; the question asked me was how I came to MANAGE the deal.

I was transferred to the PHILIPPINES; MAN I LAUGHED about that one; I liked it. □

of them or for which he or she still needs to compete. As a matter of fact, tandem couples (if both are in the officer corps) have more of an advantage as far as assignments, and may even deny single officers their choices. This seems to be happening in the case of secretaries and communicators, some of whom are tandem couples.

The adverse effect on both secretaries and communicators: I think that, if either a secretary or communicator wants to move higher up the ladder, we have to either join the Upward Mobility Program or the Mustang Program.

Though it is possible to move up in grade as a staff member, we are still not considered on the same level, say, as an officer holding FO-3 or FO-2 grade and a secretary or communicator with a FS-3 or FS-2 grade. There is the general tendency that secretaries and communicators are beneath officers, except when needed to type and send cables, and only then are they spoken to.

I think that if secretaries or communicators have shown themselves to be capable and are given the opportunity to compete for positions as junior officers, they should not be denied a position as an officer. Such an opportunity should not be reserved solely for the spouse (male or female) of an officer purely because he/she is a spouse. This would indeed pose a morale problem. If the spouse is not an officer there are, in many posts, opportunities for contract employment, though it is geared mostly to women, as it is only recently that more women began to join the officer corps.

Ms. Morris epitomizes women officers and some secretaries who have changed cones to become officers and who think they have to show they can "make it" at the expense of the staff. It

is possible to prove yourself capable while having a pleasant office atmosphere.

As for the cables being two weeks overdue, may I suggest that—instead of spending time complaining about availability of jobs at post and about what secretaries earn—she use the time to prepare her cables and getting them to the secretary in a timely fashion! Maybe then, the cables will not be two weeks overdue as she suggests, for it is the officer who is supposed to be drafting the cable, not the lowly secretary! Many officers seem to start preparing their cables at 5 p.m. without a thought about the secretary.

Sincerely,  
MARIE R. GARCIA  
Secretary □

### Good grief!

ARLINGTON, VA.

DEAR SIR:

Now that STATE has reached episode 17 in its efforts to teach English to the Department ("Disciplined Writing and Career Development"), isn't it time to clean up the magazine's own jargon about grievants who grieve grievances on grievable subjects?

Sincerely,  
ALBERT P. TONER

*The editor replies: The editor, too, is stricken with grief over the legalistic jargon dispensed by the grievance board. Would this were grievable!* □

### Love that diet!

BOGATÁ, COLOMBIA

DEAR SIR:

Having served in Lisbon, it was certainly a pleasure reading about the Lisbon "dieters" and seeing that Sr. Ben Bensusan has not aged at all (July issue).



Your readers may be interested in the Bogotá diet, referred to in Colombia as the "Beso" diet—a gain-weight, lose-weight diet. According to the best medical evidence available to our post newspaper, each *average* kiss uses up to nine calories and it takes 389 kisses to lose a pound.

It is rumored that on the first weekend after the diet was announced, the combined weight loss of the mission was 12½ pounds. This figure of course includes those who were grumpy that weekend and didn't help out on the program.

Sincerely,  
DONALD R. SCHOEB,  
Administrative counselor

#### Junior officers: author's rebuttal

WASHINGTON

DEAR SIR:

Teresita Schaffer (Letters to the Editor, August–September) unfortunately seems to have missed the central point of my June article. The "bum deal" given many untenured officers in their probationary periods lies not in the odds for tenure (which Ms. Schaffer quotes as upwards of 90%), but in the evaluation process itself—a process of training, development, feedback and, *only finally*, ratings, in which supervisors play, for better or worse, a major role.

In Lou Mangiafico's response to the article (July issue), he provides insightful views on what makes the better supervisor. And as a good crop follows the skillful gardener, we can assume that more attention paid to the tips and techniques mentioned by Mr. Mangiafico would go far toward eliminating what I still maintain is the crashshoot nature of the probationary period—Ms. Schaffer's citation of favorable odds for tenuring notwithstanding.

As for her questioning what could be gained by more rigorous counseling of untenured officers by the Department's Junior Officer Division, I could mention such things as advice about the importance of providing dimension to an employee evaluation report through

effective use of the "suicide" box, the space for the rated officer's own comments.

I agree, however, that most officers place more value on suggestions from senior colleagues and, I might add, supervisors. The question is, how do we get these colleagues and supervisors truly involved and concerned with the untenured officer?

Sincerely,  
SARAH L. NATHNESS  
Foreign Service Grievance Board

#### Guards in the Gulf area

MANAMA, BAHRAIN

DEAR SIR:

I enclose a photo of our newly-instituted local guard force (referred to as security support personnel), the first to be initiated in the Gulf region. These guards were contracted through Defense and Security International, a London-based firm.

This program became reality through the efforts and hard work of our administrative officer, Francine L. Bowman; regional security officer, James M. Crowe; and general services officer, Betsy R. Peters.

Sincerely,  
JOYCE J. MAGNUS  
Regional security office

#### Foreign Service Day—whose?

ARLINGTON, VA.

DEAR SIR:

I read with interest, and some dismay, of the events marking observance of the 21st Foreign Service Day (STATE, June). "Dismay" because—again this year—the program of events contained not a single item which related directly to the *majority* of the "members of the Foreign Service," as that term is used in the Foreign Service Act of 1980. I refer to those host-country and third-country employees, known collectively as Foreign Service nationals.

It is regrettable—indeed, it is inexcusable—that those who organize and participate in these annual observances should consistently fail to accord an appropriate place to Foreign Service nationals who, as a group, share fully with their U.S. citizen colleagues the risks of service to the United States. Of the 42 regular Foreign Service personnel killed by terrorists between 1979 and 1984, 22 were Foreign Service nationals. Foreign Service Day is also their day. Nor should they be remembered only on that day.

Sincerely,  
JOHN O. GRIMES, FSO (ret.)



## Personnel: Civil Service

### Promotions

#### GG-8

**Grippe, Joan M.**, U.S. Mission to the United Nations

#### GG-9

**Fogg-Lovich, Paulette S.**, Foreign Service Institute

**Nelson, Debra J.**, U.S. Mission to the United Nations

#### GG-12

**Bruhn, Thea C.**, Foreign Service Institute

**Granara, William E.**, Foreign Service Institute

#### GM-13

**D'Angelo, Rosalie M.**, Under Secretary for Management, Office of the Executive Director

**Hawkins, Antonia B.**, Executive Secretariat, Office of the Executive Director

#### GM-14

**McKelvey, Margaret J.**, Refugee Programs, Office of African Refugee Assistance

#### GS-3

**Carey, Brenda E.**, Passport Agency, Miami

**Cordy, Sandra G.**, Passport Agency, Miami

**Edwards, Anna M.**, Passport Agency, Seattle

**Green, Rhonda A.**, Passport Agency, Washington

**McGlathery, Michelle M.**, Office of the Curator, Diplomatic Reception Rooms

**Monfiston, Janet**, Passport Agency, Miami

**Murray, Tery R.**, Passport Agency, Seattle

**Walters, Ginger D.**, Passport Agency, Seattle

**Wells, Victoria D.**, Passport Agency, Seattle

**Williams, Tracy L.**, Passport Agency, Seattle

#### GS-4

**Boykin, Joanne D.**, Human Rights and Humanitarian Affairs

**Daniel, Claressa L.**, Diplomatic Security, Washington Field Office

**Davis, Renee**, Office of Civilian Service Career Development and Assignments

**Fennell, Lynda M.**, Passport Agency, Boston

**Johnson, Lisa D.**, Passport Agency, Northeast Passport Processing Center

**Killea, Anne K.**, Office of Protocol

**Murray, Gina M.**, Diplomatic Security, Miami Field Office

**O'Leary, Barbara L.**, Passport Agency, Boston

**Randolph, Jo Ann**, Bureau of Personnel, Office of Management

**Warren III, Clarence A.**, Office of Communications

**Weaver, Ralph S.**, Bureau of Personnel, Office of Management

**Whitehead, Florita**, Passport Agency, Northeast Passport Processing Center

**Wiggins, Jenelle D.**, Financial Operations

#### GS-5

**Brinton, Shari P.**, Office of Communications

**Cherry, Barry S.**, Passport Agency, Northeast Passport Processing Center

**Clark, Carolyn L.**, Office of Foreign Service National Personnel

**Deaussaure, Eugene R.**, Office of Communications

**Erwin, Joseph L.**, Foreign Service Institute

**Hartgrove, Faye V.**, Visa Services

**Kelly, Paula D.**, Financial Operations

**Marts, Chandra C.**, Passport Agency, New Orleans

**Mecklenburg, Charlene R.**, Foreign Service Institute

**Reynolds, Sandy**, Bureau of Public Affairs

**Shiflet, Renee V.**, Bureau of Public Affairs

#### GS-6

**Curtis, Gale L.**, Economic and Business Affairs, Office of the Executive Director

**Hardy Jr., Albert**, International Organization Affairs

**Herring, Elizabeth J.**, Financial Operations

**Linzy, Latoria M.**, Consular Affairs

**Robinson, Benita A.**, Diplomatic Security, Chicago Field Office

**Watson, Robert E.**, Office of the Comptroller

**Williams, Teresa E.**, Visa Services

**Wright, Johanna M.**, Executive Secretariat, Office of the Executive Director

#### GS-7

**Aragon, Myrna M.**, Financial Operations

**Brown, Sharon A.**, Near Eastern and South Asian Affairs

**Clarke, Margo A.**, Diplomatic Security

**Cleveland, Lillian A.**, Passport Agency, Philadelphia

**Dockter, Dana L.**, Passport Agency, Washington

**Duncan, Teresa**, Office of the Deputy Assistant Secretary for Operations

**Ford, Donna M.**, Passport Agency, Miami

**Gregory, Patricia A.**, Executive Secretariat, Operations Center

**Gross, Helen L.**, Office of Foreign Buildings

**Lotfabadi, Irma R.**, Bureau of Public Affairs

**Massey, Brenda N.**, Foreign Affairs Information Management Center, Publishing Services Division

**Matthews, Diana T.**, Office of Communications

**McDowell, Arthur R.**, Passport Agency, Northeast Passport Processing Center

**Murray, Christine**, Bureau of Public Affairs

**O'Rea, Eric V.**, Office of Communications

**Sawyer, Doris**, Passport Agency, Philadelphia

**Scott, Claude R.**, Passport Agency, Los Angeles

**Walker, Kathleen M.**, Intelligence and Research

**Watson, Deborah**, Politico-Military Affairs

**Wilkey, Peggy J.**, International Organization Affairs

#### GS-8

**Perry, Donna B.**, Intelligence and Research

**Pettaway, Joanne M.**, East Asian and Pacific Affairs

**Sandloop, Jeanine L.**, Office of Under Secretary for Management

**Strahsmeier, Rose M.**, Diplomatic Security

**Wood, Harlee E.**, Intelligence and Research

#### GS-9

**Beck, Doris A.**, Inter-American Affairs

**Brockington, Mable G.**, Office of Management Operations

**Finver, Frank J.**, Bureau of Public Affairs

**Gold, Louise M.**, Bureau of International Communications and Information Policy

**McKeon, Charles S.**, Office of Supply, Transportation and Procurement

**Moss, Dorothy L.**, Passport Agency, Manual Records Branch

**Stone, Nancy, V.**, Bureau of Public Affairs

#### GS-11

**Bishton, Michael P.**, International Organization Affairs, Office of Administrative Services

**Brennan, Sarah C.**, Foreign Affairs Information Management Center

**Countryman Jr., Harold S.**, Diplomatic Security, Washington Field Office

**Guice, April J.**, Office of Protocol

**Pratt, Elizabeth J.**, Office of Communications

**Saboe, Cynthia M.**, Bureau of Public Affairs

**Snead, Laverne**, Near Eastern and South Asian Affairs, Office of the Executive Director

#### GS-12

**Gansel, James G.**, Office of Communications

**McClelland Jr., John C.**, Foreign Service Institute  
**Mullen, Judy S.**, Office of Facilities Management and Administrative Services

#### GS-13

**Craft Jr., William E.**, Economic and Business Affairs  
**Phillips, Barbara H.**, Office of the Deputy Assistant Secretary for Operations, Interpreting Division  
**Rosendahl, Bradley J.**, Office of Communications

#### GS-14

**Dahl, Alan F.**, Consular Affairs □

### Appointments

**Ahmad, Sharon E.**, Classification/Declassification Center

**Barnes, Petronella**, Brussels  
**Bitler, Sandra S.**, Office of the Legal Adviser

**Bruce, Robert L.**, African Affairs, Public Affairs Staff  
**Campos, Joao F.D.F.**, Foreign Service Institute

**Ceasar, Christine**, Office of Facilities Management and Administrative Services  
**Corbett, Kathy**, West African Affairs

**Corcoran, Rita M.**, Office of Civil Service Career Development and Assignments  
**Dermott, Maureen**, Tunis  
**Donlon, Steven A.**, Visa Services

**Douillette, Roland J.**, Office of Facilities Management and Administrative Services

**Epps, Velicia E.**, Office of Supply, Transportation and Procurement

**Fisher, Janet L.**, U.S. Mission to the United Nations

**Ford, John F.**, Diplomatic Security

**Franklin, Dora J.**, Bureau of Personnel, Pre-Assignment Center

**Freeman, Beverly T.**, Passport Agency, Automated Records Branch

**Garcia, Cristina**, Santo Domingo

**Greene, George M.**, Office of Facilities Management and Administrative Services

**Guyton, Jon B.**, Bureau of Administration, Allowances Staff

**Hasen, Glenda M.**, Melbourne

**Hess, Albert W.**, Despatch Agency, New York

**Hoganson, Ann L.**, African Affairs, Office of the Executive Director

**Kingsley, Nathan**, Human Rights and Humanitarian Affairs

**Kirker, Kathleen J.**, Politico-Military Affairs, Office of the Executive Director

**Lonon, Marian M.**, Office of the Comptroller, Pre-Assignment Center

**MacDonald, Moire E.**, Office of the Assistant Legal Adviser, Law Enforcement and Intelligence

**Magee, Karen P.**, Bureau of Personnel, Recruitment Division

**Marable, Valerie A.**, Bureau of Personnel, Pre-Assignment Center

**Marshall, Jill A.**, Visa Services  
**Martin, Juanita**, Office of Facilities Management and Administrative Services

**McLean, Paulette**, Bureau of Personnel, Pre-Assignment Center

**Melby, Eric D.K.**, Office of Under Secretary for Economic Affairs

**Millette, James L.**, Office of the Comptroller

**Moller, Kenneth B.**, Office of Foreign Service Career Development and Assignments

**Mongeon, John E.**, Foreign Service Institute

**Mueller, Patricia M.**, Santo Domingo

**Munoz, Maria D.J.**, Diplomatic Security, El Paso Resident Office

**Nelson, Cynthia A.**, Bureau of Personnel, Office of Management

**Niehaus, Marjorie**, Intelligence and Research

**O'Leary, Sandra B.**, Policy Planning Staff

**Odom, Robert E.**, Office of the Comptroller, Pre-Assignment Center

**Powell, Scott J.**, Office of the Comptroller, Pre-Assignment Center

**Randall, Miriam D.**, Foreign Service Institute

**Reid, April M.**, Office of Foreign Buildings

**Rucker, Mary R.**, Bureau of Personnel, Recruitment Division

**Sidibe, Balla S.**, Foreign Service Institute

**Smoak, Angela M.J.**, Politico-Military Affairs

**Soloway, Irving H.**, Diplomatic Security

**Stalnaker, Ronald L.**, Office of Facilities Management and Administrative Services

**Toney, Colleen**, Bureau of Personnel, Pre-Assignment Center

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

**Ushakov, Alexander**, Foreign Service Institute

**Vicini, Eileen F.**, Medical Services

**Viergutz, Carol A.**, Seoul

**Walter, Margaret B.**, European and Canadian Affairs

**Washington, Wilbur L.**, Passport Agency, Manual Records Branch

**Watlington, Denise K.**, Foreign Affairs Information Management Center

**Webb, Steven B.**, Economic and Business Affairs

**White, Patricia A.**, Hamilton  
**Williams, Howard F.**, African Affairs, Office of the Executive Director □

### Reassignments

**Alexander, Sharon Y.**, European and Canadian Affairs, Office of the Executive Director to Bureau of Administration, Administrative Services Division

**Alicie, Geraldine L.**, Office of Communications, Logistics

Branch to Office of Communications Maintenance and Logistics Division

**Brothers, Karen G.**, Bureau of Administration, Personnel Management Division to International Organization Affairs, Office of Administrative Services

**Burrell, Rossanna V.**, Medical Services to Office of Program Inspector General

**Cannetti, Domenica M.G.**, Bureau of Public Affairs to Intelligence and Research

**Cooke, Robin C.**, International Organization Affairs to Bureau of Personnel, Testing and Assessment Center

**Cooper, Cecelia A.**, Bureau of Personnel to Bureau of Administration

**Dean, Joan M.**, Office of Communications to Intelligence and Research

**Demuth, Stephen C.**, Office of Fiscal Operations, Annuity Payments Branch to Office of Fiscal Operations, Retirement Records Branch

**DeVaughn, Carolyn J.**, Visa Services to Inter-American Affairs

**Fountain, Dorothy B.**, Legislative and Intergovernmental Affairs to Oceans and International Environmental and Scientific Affairs

**Freeman, Marlene L.**, Bureau of Public Affairs to Bureau of Personnel, Testing and Assessment Center

**Hansen, Robert W.**, Politico-Military Affairs to Intelligence and Research

**Hewitt, Warren E.**, International Organization Affairs to Human Rights and Humanitarian Affairs

**Jackson, Valerie B.**, Office of the Assistant Legal Adviser for Management to Office of Civil Service Career Development and Assignments

**Jenkins, Darlene M.**, Office of Civil Service Career Development and Assignments to Office of Foreign Service

**PERSONNEL: FOREIGN SERVICE**

Career Development and Assignments

**Jenkins, Wardell L.**, Office of Communications, Systems Interface Section to Office of Communications, Communications Center

**Jones, Debbie A.**, African Affairs to Legislative and Intergovernmental Affairs

**Jones, Doria J.**, Financial Operations, Funds Reconciliation Section to Financial Operations, General Ledger Branch

**Kirk, Cynthia D.**, Bureau of Public Affairs, Office of Press Relations to Bureau of Public Affairs, Regional Programs Division

**McKee, Kendra L.**, Bureau of Administration to Diplomatic Security

**Moose, Manon P.**, Financial Operations, Trust/Deposit Accounts Section to Financial Operations, Travel Advance Section

**Munger, Lillian N.**, Economic and Business Affairs, Industrial and Strategic Materials Division to Economic and Business Affairs, Office of Maritime and Land Transport

**Murray, Blair L.**, Politico-Military Affairs, Office of Theater Military Policy to Politico-Military Affairs, Office of Security Assistance and Sales

**Osberg, Gloria T.**, Office of the Comptroller to Financial Operations

**Pearl, Nicole H.**, Diplomatic Security to Information Systems Office

**Selby, Jamison M.**, Office of the Assistant Legal Adviser, UN Affairs, to Office of the Assistant Legal Adviser, Management

**St. Clair, Amy R.**, Bureau of Administration to Intelligence and Research

**Thornton, Wanda D.**, Inter-American Affairs, Office of Policy Planning and Coordination to Intelligence and Research, Office of Press and Public Affairs



**FOREIGN SERVICE INSTITUTE—Graduates of the Civil Service clerical class, first row, left to right: Tanya T. Turner, Yasuko S. Riggs, Felicia L. Carpenter, Monica P. Reed, Carol A. Montague, Carman Myers, Carol J. Beer, Kimble L. Teel, Mari Lewis, Sandra E. Walker, Irene Ferris. Second row: Nancy L. Angelelli, Gabrielle D. Pelczynski, Debbie Davids, Hugo Teufel, Janie Miller (course chairwoman), Jerry J. Mudd, Dawn Hughes, Nicholas Dinkel, Paula C. Lancaster, Iris D. White, Helen D. Fields. (Absent for photograph: Jo-Ann Howard).**

**Townsend, Meta K.**, Bureau of Public Affairs to Intelligence and Research

**Tracy, Mary**, Visa Services to Bureau of Personnel, Salary and Benefits Management Division □

**Resignations**

**Abercrombie, Timothy A.**, Passport Agency, Office of Citizenship Appeals and Legal Assistance

**Adams, Lisa B.**, Bureau of Personnel, Testing and Assessment Center

**Alexander, Mary D.**, Passport Agency, Boston

**Arroyo, Lisa M.**, Passport Agency, Los Angeles

**Barino, Diane M.**, Foreign

Service Institute  
**Barrington, Juanita S.**, Foreign Affairs Information Management Center  
**Bernstein, Carol D.**, Office of Communications

**Bowler, Melinda K.**, Diplomatic Security, Software Security Branch

**Breese, Claudia J.**, Inter-American Affairs

**Brown, Michele R.**, Near Eastern and South Asian Affairs, Office of the Executive Director

**Butler, Kimberly T.**, Office of the Comptroller, Pre-Assignment Center

**Catlett, Steven T.**, Office of the Legal Adviser

**Chandler, Patricia M.**, Foreign Affairs Information Management Center, Information Access Branch

**Chase, Joyce H.**, Passport Agency, Automated Records Branch

**Coleman, Carolyn D.**, East Asian and Pacific Affairs, Office of the Executive Director

**Collier, Mary A.**, Passport Agency, Miami

**Conward, Linda S.**, Financial Operations

**Cooper, Calathia L.**, Passport Agency, Philadelphia

**Cristostomo, Yolanda M.**, Passport Agency, Seattle  
**Cummings, Kevin C.**, Passport Agency, Houston

**Dash, Kim S.**, Passport Agency, Stamford

**Davis, Mary E.**, Office of Fiscal Operations

**Dermody, Laura**, Consular Affairs, Passport Services

**Dewey, Arthur E.**, Refugee Programs, Office of the Executive Director

**Dobyns Jr., Edward P.**, Office of Fiscal Operations

**Draper, Howell H.**, Foreign Service Institute

**Drugan, Paul M.**, Passport Agency, Boston

**Duffy, Colleen M.**, Office of the Comptroller

**El Bakry, Fathia A.**, Foreign Service Institute

**Fauz, Adrienne**, Bureau of Personnel, Office of Management

**Fay, Julie D.**, Office of the Assistant Legal Adviser, Economic and Business Affairs

**Feldman, Boris**, Office of the Legal Adviser

**Fleming, Marion**, Passport Agency, Northeast Passport Processing Center

**Fretts, Bruce A.**, Consular Affairs





**BUREAU OF ADMINISTRATION**—Deputy assistant secretary *John Condayan*, fourth from left, presents Meritorious Honor Award to the Purchasing Branch of the Procurement Division. Others, from left: *Lanah Berryhill*, *Barbara Scott*, *Truman E. Brown*, *Ruby Green*, *Helen Steinacker*, *Simon Canady*, *Betsy Schoonover*, *Neil Pitts*.

**Gasbarro, Marian E.**, Bureau of Administration  
**Glanz, Michael N.**, Office of the Assistant Legal Adviser, International Claims  
**Gregorio, Thomas P.**, Consular Affairs  
**Herbert, Denise E.**, Bureau of Personnel  
**Hou, Alexander B.**, Visa Services  
**Jackson, Gregory O.**, Financial Operations  
**Jackson, Jon H.**, European and Canadian Affairs, Office of the Executive Director  
**Jones, Betty J.**, Passport Agency, Houston  
**Kipps, Elsie M.**, Diplomatic Security  
**Kligfeld, Harriet J.**, Diplomatic Security, New York Field Office  
**Lawrence, Doris M.**, Foreign Affairs Information Management Center

**Lee, Ozaree L.**, Office of Civil Service Career Development and Assignments  
**Luster, Yvette D.**, Refugee Programs  
**MacManus, Carol K.**, Passport Agency, Washington  
**Parker, Pamela M.**, Passport Agency, Manual Records Branch  
**Perez, Evella P.**, Passport Agency, Miami  
**Petermann, Monica M.**, Passport Agency, Boston  
**Polk, Loretta P.**, Office of the Assistant Legal Adviser, International Claims  
**Price, Barbara A.**, Passport Agency, Houston  
**Reisinger, Richard N.**, London  
**Richards, Yvette G.**, Passport Agency, Northeast Passport Processing Center  
**Riordan, Jerris K.**, Intelligence and Research  
**Roberson, Deron K.**, Foreign Affairs Information Management Center, Information Access Branch  
**Robinson, Helen A.**, Office of the Legal Adviser, Special Functional Problems  
**Robinson, Wayne P.**, Office of Supply, Transportation and Procurement

**Rollon, Charon Y.**, Passport Agency, Northeast Passport Processing Center  
**Santos, Edlyn J.**, Passport Agency, San Francisco  
**Sauls, Carlton R.**, Bureau of Personnel, Program Operations Division  
**Simpson, Karl A.**, Foreign Affairs Information Management Center, Information Access Branch, Bureau of Administration  
**Sorzano, Jose S.**, U.S. Mission of the United Nations  
**Spiro, Peter J.**, Office of the Legal Adviser  
**Thomas, Eugenia D.**, Passport Agency, Los Angeles  
**Tipton, Alzada J.**, Passport Agency, Office of Citizenship Appeals and Legal Assistance  
**Van Der Veen, Stella**, Foreign Service Institute  
**Verrier, Michele**, Visa Services  
**Williams, Judith A.**, Office of Foreign Buildings  
**Wood, Darlene A.**, East Asian and Pacific Affairs, Office of the Executive Director □

### Retirements

**Beach, Barbara J.**, Oceans and

International Environmental and Scientific Affairs, Office of Export and Import Control  
**Berry, Carson M.**, Intelligence and Research, Current Intelligence Staff  
**Collins, Dorothy W.**, Bureau of Personnel, Office of Employee Relations  
**Eidsness, Helen B.**, Near Eastern and South Asian Affairs  
**Ford, John F.**, Diplomatic Security, Boston Field Office  
**Lively, Elizabeth G.**, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs  
**Meador Jr., James B.**, Office of Communications, Programming Branch  
**Perkins, Betty S.**, Bureau of Administration  
**Reynolds, Warren H.**, Intelligence and Research, Commissioned Research Division  
**Sakaue, Jane A.**, Foreign Service Institute  
**Singleton, Eugene L.**, Office of Communications, Communications Analysis Section ■

# Personnel: Foreign Service

## Appointments

- Acton, Dollie G.**, Yaounde  
**Adams, Frank R.**, Near Eastern and South Asian Affairs  
**Bailey, Carrolly L.T.**, Manama  
**Baranyi, Supaporn**, Manila  
**Bauman, John K.**, Hong Kong  
**Bedwell, Theresa A.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Bell, David S.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Bentz, Helen L.**, Freetown  
**Bolinski, Joseph J.**, Near Eastern and South Asian Affairs  
**Broccoli, Dominic A.**, Mexico  
**Brown, Kathlyn J.**, Jakarta  
**Brown, Mitchell K.**, Amman  
**Brunelle, Deanna L.**, Nairobi  
**Carpio, Jorge A.**, Office of Foreign Buildings, Tegucigalpa  
**Caruso, Elisabeth A.**, Dublin  
**Chamberlin, Anne G.**, Bonn  
**Champion, Jacqueline A.**, Mogadishu  
**Corcoran, Renata**, Beijing  
**Correira, Joseph F.**, Manama  
**Cussatt, Helen F.**, Wellington  
**Daly, Kanikar N.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Doucette, Josefina S.**, Manila  
**Ellis III, William S.**, Mbabane  
**Flynn, Suchitra**, Tunis  
**Gatewood, Eny S.**, Tel Aviv  
**Georges, Nermien N.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Geisinger, Roger A.**, Caracas  
**Gelner, Kathryn L.**, Beijing  
**Gollust, Rochelle M.**, Jerusalem  
**Goodwin, Gayle E.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Grappo, Rebecca M.**, Managua  
**Grau, Debra L.**, Dar-es-Salaam  
**Gray, Barbara R.**, Conakry  
**Guerrero, Simon M.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Guidice, Grace**, Bamako  
**Hart, Brent A.**, Sanaa  
**Hartline, Ricky L.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Hartmann, Iris R.**, Mexico  
**Hertz, David R.**, East Asian and Pacific Affairs  
**Hollenbeck, Bernice E.**, Panama  
**Horn, P. Evelia**, Guatemala  
**Innis, Michael A.**, Managua  
**Jacobson, Donna W.**, Pretoria  
**Johnson, Eley M.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Jurack, Roger A.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Kavaler, Prabhi G.**, Jerusalem  
**Klemp, Karen D.**, European and Canadian Affairs  
**Klinger, Ross L.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Krogness, Paulette O.**, Monrovia  
**Langley, Charles B.**, East Asian and Pacific Affairs  
**Laskowski, James M.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Leahy, W. P.**, Shenyang  
**Leon, Lea O.**, Bridgetown  
**Lewis, Amira H.**, Jakarta  
**Lewis, Kimberley A.**, London  
**Lind, Eric T.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Lindsey, Kevin A.**, Near Eastern and South Asian Affairs  
**Long, John B.**, African Affairs  
**Lugers, David K.**, Paris  
**Lyons, Terrence P.**, Ndjamena  
**Maurer, Kathleen W.**, Paris  
**McCall, S. Cameron**, Stockholm  
**McCarrick, Todd E.**, Baghdad  
**McClendon, Phil D.**, Brasilia  
**Merrill-Burzak, Lisa B.**, Singapore  
**Morris, Luther R.**, African Affairs  
**Nieuwendam, Marie E.**, Madrid  
**Orbann, Marilyn G.**, Nairobi  
**Owens, David S.**, London  
**Pendergrass, Dewey R.**, Beijing  
**Perry, Cynthia S.**, Freetown  
**Peterson, Kimberly O.**, Budapest  
**Prado, Enrique A.**, San Jose  
**Rader, Patricia M.**, Monrovia  
**Reaume, Daniel J.**, Frankfurt  
**Rigby, Richard F.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Rivas, Leonor E.**, Zagreb  
**Roberts, Rebecca L.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Rose, Karen S.**, Caracas  
**Ruffin, Evelyn B.**, Monrovia  
**Ryan, Vincent J.**, Office of Communications  
**Salmon, Elaine**, Brussels  
**Sands, Cynthia P.**, Kampala  
**Shirley, John W.**, Dar-es-Salaam  
**Shore, Susan K.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Shu, Wen-Yi**, Beijing  
**Smith III, John J.**, Mexico  
**Smith, Joellis**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Smith, Lillian B.**, Bandar Seri Begawan  
**Snead, Mei-Chu**, Bandar Seri Begawan  
**Songer, Nancy B.**, Ouagadougou  
**Sparhawk, Carol**, Tel Aviv  
**Steele, Thomas A.**, Beijing  
**Steers, Howard J.T.**, Department of the Army  
**Stein, Timothy A.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Steiner, Steven B.**, Moscow  
**Stoll, Stephen E.**, Paris  
**Thomas III, Herbert S.**, Guangzhou  
**Thompson, Susan M.**, Yaounde  
**Timmins, David B.**, Hermosillo  
**Vance, Sybil D.**, London  
**Waddell, R. Karen**, Amman  
**Walker, Lawrence A.**, Shenyang  
**Ward, Matthew P.**, Shanghai  
**Watts, Judy K.**, Dakar  
**Wehrli, Rosemarie S.**, Bangkok  
**Whitehead, N. Peter**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training  
**Wood, Patricia M.**, Jeddah  
**Yeisley, Janet E.**, Amman  
**Young, William L.**, Office of Foreign Buildings, Sanaa □

## Transfers

- Admire, Jonathan E.**, Diplomatic Security, Technical Collection and Analysis Branch to New Delhi  
**Aldis, John W.**, Foreign Service Institute, University Training to Lagos  
**Andrews, Chris**, Frankfurt to Sofia  
**Appleton, David E.**, Liberia to Oslo  
**Archer, James M.**, New Delhi to Luxembourg  
**Augustus, Richard A.**, Zaire to Frankfurt  
**Auldridge, Stephen E.**, Lesotho to Frankfurt  
**Avery, Dale R.**, African Affairs to Pretoria  
**Bader, Jeffrey A.**, U.S. Mission to the United Nations to Foreign Service Institute, University Training  
**Baez, Eduardo J.**, Peru to Bureau of Personnel  
**Balabanis, G. Paul**, Policy Planning Staff to Office of Under Secretary for Economic Affairs  
**Barbour, Kiro R.**, Austria to Warsaw  
**Barlow, Byron S.**, Inter-American Affairs, Office of the Executive Director to Office of Deputy Assistant Secretary for Operations  
**Barry, Catherine**, Inter-American Affairs to Overseas Citizens Services

- Barton, Robert D.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Houston Resident Office
- Bash Jr., Edward J.**, Spain to Kinshasa
- Behrend, Richard W.**, Economic and Business Affairs to Foreign Service Institute, Language Training
- Bender, Bonita L.**, Secretariat Staff to Office of the Secretary
- Bennett, John E.**, Uganda to Foreign Service Institute
- Benson, Ross E.**, Consular Affairs to Foreign Service Institute
- Berg, Edward A.**, European and Canadian Affairs to Hamilton
- Berky Jr., Richard S.**, European and Canadian Affairs to Paris
- Berman, Jane F.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, New York Field Office
- Bernstein, Steven J.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Berry, Douglas M.**, Haiti to Dakar
- Bevan Jr., John M.**, Foreign Service Institute, Language Training to Istanbul
- Biddle, Robert W.**, Foreign Service Institute, Language Training to Beijing
- Biolsi, George W.**, Korea to Tokyo
- Black, David S.**, Germany to Rome
- Blackburn, Lawrence S.**, United Kingdom to Manama
- Blake, Diana L.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Office of Fiscal Operations
- Blake, Steven L.**, Foreign Service Institute, Language Training to Krakow
- Blakely, Richard V.**, Zaire to Bonn
- Blakemore, David L.**, Foreign Service Institute to East Asian and Pacific Affairs, Office for Korean Affairs
- Bloch, David**, Brazil to Refugee Programs
- Blystone, James J.**, Italy to Diplomatic Security
- Boardman, John S.**, Thailand to Foreign Service Institute
- Bodde, Peter W.**, Germany to Bureau of Administration, Office of the Executive Director
- Bodine, Barbara K.**, Near Eastern and South Asian Affairs, Israel and Arab-Israeli Affairs to Near Eastern and South Asian Affairs, Arabian Peninsula Affairs
- Bond, Michele T.**, Bureau of Personnel to Foreign Service Institute, Language Training
- Borg, Anna A.L.**, European and Canadian Affairs, European Community and Atlantic Political-Economic Affairs to European and Canadian Affairs, Western Europe
- Borisch, Thomas C.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Washington Regional Diplomatic Courier Division
- Bostick, Ronald E.**, Philippines to Office of Communications
- Boucher, Richard A.**, China to Executive Secretariat, Operations Center
- Bowman, Russell L.**, Guinea to Reykjavik
- Bradtko, Robert A.**, Soviet Union to European and Canadian Affairs
- Breiter, Ann K.**, Port-au-Prince to La Paz
- Bresler, Ralph E.**, Central African Affairs to Foreign Service Institute, Language Training
- Brisbon, Brenda C.**, Ivory Coast to Montreal
- Broadwater, Lloyd H.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Brooks, Annemarie**, Togo to Near Eastern and South Asian Affairs
- Brown, Rickey K.**, Office of Communications to Abidjan
- Bruns, Judson L.**, Near Eastern and South Asian Affairs to Office of the Deputy Secretary of State
- Buck, Stephen W.**, Legislative and Intergovernmental Affairs to Baghdad
- Buczacki, Jeffrey J.**, China to U.S. Mission to the United Nations
- Budeit, James A.**, Barbados to Oceans and International Environmental and Scientific Affairs
- Bujac, Gregorie W.**, Diplomatic Security to Foreign Service Institute
- Bunn, Charles P.**, Egypt to Kuala Lumpur
- Burke, James J.**, Philippines to Bridgetown
- Burns, Mary A.**, Brazil to Santo Domingo
- Burns, William J.**, Office of the Deputy Secretary to European and Canadian Affairs
- Burt-Lynn, Jane**, Israel to Tel Aviv
- Butcher, Duane C.**, Germany to New Delhi
- Butler, Michael**, Foreign Service Institute, Language Training to Bucharest
- Cady, Nancy H.**, Honduras to Sanaa
- Caldwell, Mark W.**, Diplomatic Security, Secretary's Detail to Diplomatic Security, San Francisco Field Office
- Candy, Steven A.**, International Organization Affairs to European and Canadian Affairs
- Carter, Annie M.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Office of Fiscal Operations
- Casey, James J.**, Office of Communications to Tokyo
- Casey, Mary A.**, Near Eastern and South Asian Affairs to Foreign Service Institute
- Champagne, Rita V.**, Inter-American Affairs to East Asian and Pacific Affairs
- Chapman, Suzanne B.**, Israel to Bonn
- Charlton, Milton L.**, Inter-American Affairs to Near Eastern and South Asian Affairs
- Chelune, Richard**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Churchill, Joy F.**, Mexico to Manila
- Clark, Alfred T.**, Foreign Service Institute to Kinshasa
- Clarke, Robert W.**, Afghanistan to European and Canadian Affairs
- Clement, Carl J.**, Oceans and International Environmental and Scientific Affairs to Office of the Program Inspector General
- Clunan, James L.**, Office of the Counselor of the Department to Foreign Service Institute
- Cockburn, Carl S.**, Mexico to Stockholm
- Coffman, Steven P.**, Foreign Service Institute, Language Training to Mazatlan
- Colbert, Larry**, Visa Services to Foreign Service Institute
- Collins, Timothy V.**, Secretariat Staff to Foreign Service Institute, Language Training
- Connor, Ellen G.**, Tunisia to Near Eastern and South Asian Affairs, Office of the Executive Director
- Cook, Betty L.**, Japan to Dhaka
- Cook, Leroy E.**, Japan to Dhaka
- Cooke, Donald J.**, Foreign Service Institute, Language Training to Tokyo

**PERSONNEL: FOREIGN SERVICE**

- Cooper IV, H. Field**, Diplomatic Security, Overseas Support Services Branch to Diplomatic Security, Security Engineering Services Branch
- Corbett, Joan E.**, Bureau of Personnel to Legislative and Intergovernmental Affairs
- Coughenour, Larry E.**, Bureau of Personnel to Milan
- Cox, Barbara F.**, Senegal to Milan
- Coyle, Gene A.**, Soviet Union to European and Canadian Affairs
- Croddy, Jr., Arnold J.**, European and Canadian Affairs to Under Secretary for Economic Affairs
- Cromwell, Margaret A.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments to Bureau of Personnel, Foreign Service National Policy and Regulations Division
- Crowley, David L.**, Canada to Port-au-Prince
- Crumpler, Lester W.**, Norway to Office of Communications
- Culpepper, Frances R.**, Near Eastern and South Asian Affairs to Refugee Programs
- Cumming, Robert J.**, Nicaragua to Manama
- Daharb, Darryl D.**, Japan to Diplomatic Security, Systems Engineer and Logistics Branch
- Daley, Matthew P.**, Thailand to East Asian and Pacific Affairs
- Daly, Mary E.**, Netherlands to Executive Secretariat, Operations Center
- Damschroder, Lamont S.**, Sudan to Office of Communications
- Damschroder, Susan M.**, Khartoum to Office of Communications
- Danek, Deborah M.**, Near Eastern and South Asian Affairs to New Delhi
- Davidson, William C.**, Foreign Service Institute, Language Training to Stockholm
- Davis Jr., Robert E.**, Korea to Rome
- Davis, James G.**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Dawson, John R.**, Argentina to U.S. Mission to the United Nations
- Dawson, Susana C.**, Argentina to Inter-American Affairs
- De Brosse, Ronald P.**, Belgium to Damascus
- De Wilde, Jan**, France to Kigali
- Dean Jr., Philip D.**, Saudi Arabia to East African Affairs
- Decoster, Jacques A.**, Greece to Milan
- Deming, Rust M.**, Foreign Service Institute to East Asian and Pacific Affairs
- Derham, James M.**, Foreign Service Institute, University Training to East Asian and Pacific Affairs
- Deroche, Joseph L.**, Denmark to Cairo
- Detrani, Joseph R.**, China to East Asian and Pacific Affairs
- Devight, Gary D.**, Economic and Business Affairs to Office of the Program Inspector General
- Diefenderfer, Betty J.**, Switzerland to Tel Aviv
- Dmytrewycz, Bohdan**, Inter-American Affairs, Office of the Executive Director to Foreign Service Institute, Language Training
- Dodson Jr., Robert J.**, Soviet Union to Kabul
- Dyels Jr., Jake M.**, Inter-American Affairs to Foreign Service Institute
- Ecton, Stephen M.**, Australia to East Asian and Pacific Affairs
- Edensword, Jon G.**, Haiti to Office of Foreign Service Career Development and Assignments
- Ehrnman, Robert B.**, Foreign Service Institute, Language Training to Damascus
- Elbinger, Lewis K.**, Oman to Dhahran
- Elliott, James S.**, European and Canadian Affairs to Islamabad
- Engle, Gregory W.**, Germany to European and Canadian Affairs
- Everett, Gary L.**, Panama to Islamabad
- Farley, Vincent J.**, Foreign Service Institute to Abidjan
- Faux-Gable, Laura P.**, Economic and Business Affairs, Office of East-West Trade to Foreign Service Institute, Language Training
- Fergin, Gregory G.**, Liberia to Southern African Affairs
- Ferguson, Jack E.**, India to Pretoria
- Figgins Jr., Dan W.**, Canada to Nairobi
- Fitzpatrick, Shaun F.**, Foreign Service Institute, Language Training to European and Canadian Affairs
- Flaherty, Michael B.**, China to East Asian and Pacific Affairs
- Fleischer, Lowell R.**, Inter-American Affairs to Office of the Program Inspector General
- Fletcher, Gregory R.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, San Francisco Field Office
- Forbes, James A.**, Korea to Chiang Mai
- Ford, Joseph S.**, African Affairs to Kinshasa
- Foster, Timerlake**, Greece to East Asian and Pacific Affairs
- Frank, Ralph**, Poland to Kathmandu
- Freeman Jr., Roger M.**, Economic and Business Affairs to Bamako
- French, Philip C.**, Mexico to St. Georges
- Friedheim, Daniel V.**, Executive Secretariat, Operations Center to Secretariat Staff
- Friedman Jr., Townsend B.**, Greece to European and Canadian Affairs
- Fromowitz, Samuel C.**, European and Canadian Affairs to Vancouver
- Fuller, Carol S.**, Nepal to Belize City
- Fuller, Robert E.**, Bangladesh to Kinshasa
- Furey, Thomas P.**, Visa Services to Southern African Affairs
- Gamble, Melvin L.**, African Affairs to Ouagadougou
- Garber, Judith G.**, Spain to Economic and Business Affairs
- Garno, David L.**, Sri Lanka to Jakarta
- Garrison, Jeffrey W.**, Arms Control and Disarmament Agency to Politico-Military Affairs
- Gencalp, Hortencia T.**, Turkey to European and Canadian Affairs
- Gentry, Doyle E.**, Hong Kong to Bureau of Personnel
- Giampietro, Carl J.**, Pakistan to Istanbul
- Gibson, Richard M.**, Foreign Service Institute, Language Training to Yokohama
- Gillespie, Stephanie A.**, Liberia to East Asian and Pacific Affairs, Office of the Executive Director
- Glassman, Jon D.**, East Asian and Pacific Affairs to Foreign Service Institute, Language Training
- Godfrey, Ruth W.**, Pakistan to Near Eastern and South Asian Affairs
- Grant, Henry R.**, Bureau of Personnel, Recruitment Division to Office of the Deputy Assistant Secretary for Operations
- Gray Jr., Victor S.**, Foreign Service Institute, University Training to European and Canadian Affairs
- Greenlee, David N.**, Near Eastern and South Asian Affairs to Foreign Service Institute
- Griffith, Wayne G.**, Executive Secretariat, Operations Center to Foreign Service Institute
- Griffiths, G. Gene**, India to



- Near Eastern and South Asian Affairs
- Gust, Sandra J.**, Ecuador to Office of Management Operations
- Guzik, Stanley R.**, East Asian and Pacific Affairs to Yokohama
- Gwinner, Susan C.**, Madrid to Maputo
- Hackworth, Amy E.**, Saudi Arabia to Cairo
- Hager, William E.**, Egypt to Near Eastern and South Asian Affairs
- Hale, David M.**, Dhahran to Manama
- Hall, James A.**, Venezuela to Office of Communications
- Hallman, Byron A.**, Honduras to Manila
- Halloran, Nancee T.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Hamilton Jr., Hugh G.**, Poland to Luxembourg
- Hamilton, John A.**, European and Canadian Affairs to Ankara
- Harman, Sally L.**, Inter-American Affairs to International Organization Affairs
- Harms, Mattie R.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Office of the Comptroller
- Harnish III, Reno L.**, Economic and Business Affairs to Berlin
- Haro, Eunace B.**, Israel to Karachi
- Harrison, Melvin L.**, Bureau of Personnel to Diplomatic Security, Washington Field Office
- Hartley, Brent R.**, Near Eastern and South Asian Affairs to European and Canadian Affairs
- Harty, Maura A.**, Operations Center to Secretariat
- Hayward, Martha,** Rabat to Bonn
- Hayashida, Robert Y.**, Argentina to Inter-American Affairs
- Healy, Timothy R.**, Nigeria to Jakarta
- Heavey, Kim C.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Hecht, Dorothy J.**, Inter-American Affairs to Office of Foreign Service Career Development and Assignments
- Hecklinger, Richard E.**, Netherlands to Office of Under Secretary for Economic Affairs
- Heidel, Lewis J.**, Office of Communications to Manila
- Helfrich, Gerard F.**, Japan to Oceans and International Environmental and Scientific Affairs
- Helmer, Colin S.**, Economic and Business Affairs to East Asian and Pacific Affairs
- Heusinkveld, Paul A.**, Near Eastern and South Asian Affairs to Jeddah
- Hickson, Durwood,** Foreign Service Institute to Office of Supply, Transportation and Procurement
- Hill, Betty P.**, Korea to Karachi
- Hilts, Joseph A.**, Politico-Military Affairs, Office of the Executive Director to European and Canadian Affairs, Office of the Executive Director
- Hipp, Mark J.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Holmberg, Sandra K.**, India to Near Eastern and South Asian Affairs
- Holmes, Genta H.**, Malawi to Port-au-Prince
- Holt, James W.**, Diplomatic Security to Kampala
- Holt, Peter G.**, Cameroon to African Affairs
- Holzman, John C.**, Foreign Service Institute, University Training to Near Eastern and South Asian Affairs
- Honan, Kevin E.**, African Affairs to Economic and Business Affairs
- Hoover, Donald T.**, Diplomatic Security to Frankfurt
- Hopper, Robert F.**, United Kingdom to Foreign Service Institute
- Hughes, Arthur H.**, Netherlands to Tel Aviv
- Hughs, John L.**, Office of Communications to Manila
- Hurley III, John A.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Hurley, Sharon V.**, Visa Services to Frankfurt
- Hyams, Robert S.**, Foreign Service Institute, Language Training to Yokohama
- Imburg, Elizabeth L.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Isaacs, Arnold M.**, Office of Foreign Service Career Development and Assignments to Board of Examiners
- Ito, Pete K.**, Denmark to Politico-Military Affairs
- Janin, Henry H.**, Foreign Service Institute, University Training to Jeddah
- Janowski, Louis F.**, Office of Foreign Service Career Development and Assignments to Addis Ababa
- Jarrett, Kenneth H.**, U.S. Mission to the United Nations to East Asian and Pacific Affairs
- Johnson, Joel B.**, Germany to Diplomatic Security
- Johnson, Susan R.**, Office of Under Secretary for Political Affairs to Bureau of Personnel
- Jones, Richard H.**, Saudi Arabia to Economic and Business Affairs, Office of International Trade
- Jornlin, Phillip E.**, Diplomatic Security to Manila
- Joyce, Rebecca A.**, Foreign Service Institute, Language Training to Budapest
- Kandalaft, Fuad H.**, Saudi Arabia to Belgrade
- Kane, Marian A.**, Saudi Arabia to Mexico
- Karaskiewicz, Cynthia,** African Affairs to Yaounde
- Kates, Ronald L.**, Jamaica to International Organization Affairs
- Kauzlarich, Richard D.**, International Organization Affairs to Policy Planning Staff
- Keil, Rodolfo F.**, Yugoslavia to Bureau of Personnel
- Keiswetter, Allen L.**, Sanaa to Riyadh
- Keller, Aurelia L.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Keller, Richele,** Bermuda to Overseas Citizens Services
- Kelley, Martha N.**, Philippines to Lagos
- Kelly, Stephen R.**, Belgium to Executive Secretariat, Operations Center
- Kelsey, Brian R.**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Kennedy, Charles A.**, Mexico to Near Eastern and South Asian Affairs
- Kessler, Helene M.**, India to Brussels
- Kim, Hyong-Bum,** Hong Kong to East Asian and Pacific Affairs
- Kindelan II, Gilbert E.**, Foreign Service Institute, Language Training to Budapest
- Kirkpatrick, Ronald K.**, Economic and Business Affairs, Office of East-West Trade to Ankara
- Kitchen Jr., Robert W.**, Liberia to Addis Ababa
- Klein, Dennis F.**, Philippines to East Asian and Pacific Affairs
- Klein, Esther,** Morocco to Foreign Service Institute
- Klemp, Karen D.**, European and Canadian Affairs to Foreign Service Institute, Language Training

**PERSONNEL: FOREIGN SERVICE**

- Klemp, Stephen H.**, African Affairs to Foreign Service Institute, Language Training
- Knowlton, Davis D.**, India to Dhahran
- Koch, Katherine E.**, Greece to Near Eastern and South Asian Affairs
- Kramme, Gusta N.**, Italy to Office of Foreign Service Career Development and Assignments
- Krebs, Sheldon I.**, Executive Secretariat to East Asian and Pacific Affairs
- Krieger, Nanette A.**, Diplomatic Security, Special Investigations Branch to Diplomatic Security, Program Operations—Geographic Areas
- Kunsman, Eric A.**, Arms Control Disarmament Agency to Bern
- La Lime, Helen R.M.**, Switzerland to Warsaw
- Lande, Peter W.**, African Affairs to Cairo
- Langen, Mary A.**, Egypt to New Delhi
- Lanier, Jerry P.**, Philippines to Nairobi
- Lauer, Thomas L.**, Belgium to European and Canadian Affairs
- Lauterbach, Steven M.**, Intelligence and Research to Belgrade
- Lawton, Elsie C.**, Barbados to Stockholm
- Leach, Elaine D.**, Sudan to Nairobi
- Leader, James E.**, Foreign Service Institute to Inter-American Affairs
- Levine, Steven P.**, Israel to Near Eastern and South Asian Affairs
- Lieser, William D.**, Denmark to European and Canadian Affairs
- Lincoln, Wesley**, United Kingdom to Manila
- Linger, William J.**, Congo to Jerusalem
- Litzenberger Jr., Earle D.**, Algeria to Marseille
- Logsdon, Wayne K.**, European and Canadian Affairs, Office of the Executive Director to Foreign Service Institute, Language Training
- Lohman, Lee R.**, Near Eastern and South Asian Affairs, Office of the Executive Director to Foreign Service Institute
- Longo Jr., D. Thomas**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Lowman, Shepard C.**, Honduras to East Asian and Pacific Affairs
- Lucas, William E.**, Foreign Service Institute, University Training to European and Canadian Affairs
- Luketich, Dorothy A.**, Cameroon to Medical Services
- Lydon, Peter J.**, Near Eastern and South Asian Affairs to Foreign Service Institute
- Mabray, Glenn G.**, Bureau of Personnel, Board of Examiners to Bureau of Personnel
- Machado Jr., Joseph**, Argentina to Inter-American Affairs, Office of the Executive Director
- Mack, David L.**, Foreign Service Institute to Near Eastern and South Asian Affairs
- MacLeod, Carol J.**, Mexico to Abidjan
- Maertens, Thomas R.**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Maffett, Victor J.**, Ecuador to Nairobi
- Majewski, Brain R.**, Saudi Arabia to Ottawa
- Majewski, Susan M.**, Saudi Arabia to Ottawa
- Malesky, Lann A.**, Office of Management Operations to Foreign Service Institute
- Manger, Walter H.**, Sri Lanka to International Organization Affairs
- Mann, Steven R.**, Foreign Service Institute, University Training to Saipan
- Manville, Sue A.**, African Affairs to Foreign Service Grievance Board
- Marx, James M.**, Indonesia to East Asian and Pacific Affairs
- Mason, Nancy M.**, Office of Mexican Affairs to Office of Andean Affairs
- McCallie, Marshall F.**, West African Affairs to Office of Foreign Service Career Development and Assignments
- Mcateer, Mary M.**, Germany to Paris
- McCall III, Robert E.**, Zimbabwe to African Affairs
- McCarthy, Daniel R.**, Saudi Arabia to Damascus
- McCormick, Keith P.**, European and Canadian Affairs to African Affairs
- McCulloch, Gerald**, Inter-American Affairs, Office of Andean Affairs to Foreign Service Institute
- McDermott, Margaret M.**, Ivory Coast to Doha
- McGrath, Edward P.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- McGrath, Judith A.**, Germany to Office of Foreign Service Career Development and Assignments
- McHugh, Reginald J.**, Office of Caribbean Affairs to International Narcotics Matters
- McIssac, Karen J.**, Venezuela to Economic and Business Affairs
- McKeown, Mary A.**, Soviet Union to Tunis
- McKune, Elizabeth**, Egypt to Beirut
- McKune, Kenneth R.**, Egypt to Beirut
- McLean, Martin**, Soviet Union to Curacao
- McMahon, Edward R.**, Foreign Service Institute, University Training to African Affairs
- McMillion, Margaret K.**, Foreign Service Institute, Language Training to Udorn
- McPherson, William R.**, Oceans and International Environmental and Scientific Affairs to Tokyo
- Meatty, Robert L.**, Mauritania to Tel Aviv
- Metelits, Michael D.**, Refugee Programs to International Organization Affairs
- Metrinko, Michael J.**, Poland to Near Eastern and South Asian Affairs
- Michalak, Michael W.**, Japan to Tokyo
- Miley, James R.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Miller, Marijayne**, Foreign Service Institute to Bureau of Personnel
- Mills, Kevin P.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Millsbaugh, Larry G.**, Office of Foreign Buildings to Office of Management Operations
- Minyard, Donnie P.**, United Kingdom to Amman
- Moats, Simeon L.**, Executive Secretariat to Monrovia
- Mohler, Brian J.**, East Asian and Pacific Affairs to Riyadh
- Monk, Amy Y.**, Bureau of Human Rights and Humanitarian Affairs to Office of Foreign Buildings
- Monroe, Evangeline O.**, Intelligence and Research to Inter-American Affairs
- Montgomery, William D.**, Tanzania to Foreign Service Institute
- Moore, Naida H.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Office of Fiscal Operations
- Moran, John L.**, Chile to Economic and Business Affairs
- Morford, Richard A.**, Japan to Economic and Business Affairs
- Morgan, Michael P.**, Inter-

- American Affairs to Moscow
- Morris, John D.**, Intelligence and Research to Foreign Service Institute, Language Training
- Mueller, Claire**, Hong Kong to Office of the Director General of the Foreign Service
- Mulraney, Nancy A.**, India to Near Eastern and South Asian Affairs
- Munro, Glenn A.**, Foreign Service Institute to Oceans and International Environmental and Scientific Affairs
- Murphy, Peter G.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Murray, Christopher W.**, East African Affairs to European and Canadian Affairs
- Murray, Robert B.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Myers Jr., Robert P.**, Legislative and Intergovernmental Affairs to Belfast
- Naugle, John A.**, Philippines to East Asian and Pacific Affairs
- Neely, Arthur D.**, Zaire to Office of Communications
- Nelson, Michael D.**, China to Hong Kong
- Nemeth, Robert J.**, Bahrain to Foreign Service Institute
- Ness, Donald L.**, United Kingdom to Diplomatic Security
- Neumann, Ronald E.**, Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training
- Norman, Marc E.**, United Kingdom to Intelligence and Research
- Norris Jr., Chester E.**, African Affairs to U.S. Mission to the United Nations
- Novalis, Julia M.**, Guinea to African Affairs
- Nylund, Donald H.**, Office of Communications to Oslo
- O'Brien, Linda K.**, European and Canadian Affairs to Dakar
- O'Connor, Brian J.**, Mali to African Affairs
- O'Donnell, William P.**, China to Manila
- Olson, Joy L.**, Philippines to Secretariat Staff
- Oman, Gerry C.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Onate, Andres D.**, China to Politico-Military Affairs
- O'Neill, Joseph P.**, Ethiopia to African Affairs
- Ordal, Steven R.**, Economic and Business Affairs to Bandar Seri
- Orozco, Cristobal R.**, Finland to Tegucigalpa
- Overly, James E.**, Office of Management Operations to European and Canadian Affairs
- Owens, Jo A.**, Nigeria to Shanghai
- Pace, Robert S.**, Executive Secretariat, Operations Center to European and Canadian Affairs
- Parson, Ronald S.**, Foreign Service Institute, Language Training to Stockholm
- Patterson Jr., Charles N.**, Kuwait to Near Eastern and South Asian Affairs
- Patterson, Milred A.**, Belgium to Office of Foreign Service Career Development and Assignments
- Paukert, Edward T.**, Office of the Program Inspector General to Kabul
- Pelphrey, James D.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Pennebaker III, William K.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Washington Field Office
- Percival, Bronson, E.**, Malaysia to East Asian and Pacific Affairs
- Perenyi, Peter S.**, Southern African Affairs to Foreign Service Institute, Language Training
- Perlow, Howard T.**, Mauritania to European and Canadian Affairs
- Perry, Robert C.**, Intelligence and Research to Port Louis
- Peters, Lauralee M.**, Economic and Business Affairs to Islamabad
- Peters, Lee M.**, Inter-American Affairs to Islamabad
- Peterson, Mary J.**, Norway to Singapore
- Pfanzelt, Ingrid E.**, China to Brussels
- Philpot, Constance A.**, Economic and Business Affairs to Foreign Service Institute, Language Training
- Piazza, Salvatore**, Diplomatic Security to Frankfurt
- Pierce, Roger D.**, Foreign Service Institute, Language Training to Istanbul
- Plummer, Kenneth W.**, Overseas Citizens Services to Riyadh
- Polasky, Frederick**, Iraq to Prague
- Pollick, Arthur L.**, Sanaa to Medical Services
- Poltun, Peter**, Austria to Geneva-U.S. Mission
- Powell, Nancy J.**, Refugee Programs to Foreign Service Institute, Language Training
- Price Jr., Edgar W.**, Costa Rica to Office of Communications
- Price, Elizabeth J.**, Germany to Nairobi
- Priestley Jr., Alfred L.**, Lisbon to Monrovia
- Pudschun, Jerrilynn**, Foreign Service Institute, Language Training to Ankara
- Qualkenbush, Eric L.**, Bulgaria to Jeddah
- Quinzio, Thomas J.**, Egypt to Berlin
- Rabasa, Angel M.**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Ramirez, Adolfo A.**, Antwerp to Luxembourg
- Rand, Christopher C.**, Hong Kong to East Asian and Pacific Affairs
- Rankin, Haywood**, Syria to Baghdad
- Rapoport, Sheldon J.**, Intelligence and Research to Foreign Service Institute, Language Training
- Reh fuss, David P.**, Economic and Business Affairs to Foreign Service Institute
- Render, Arlene**, Jamaica to Accra
- Richard, Dona F.**, Pakistan to Bern
- Richardson, Karl S.**, Japan to Naha
- Richard Jr., Raymond D.**, Jamaica to Athens
- Ritchie, John A.**, Inter-American Affairs to Brasilia
- Roberts, Donald A.**, Near Eastern and South Asian Affairs to Tunis
- Roberts, Jean C.**, Near Eastern and South Asian Affairs to Kathmandu
- Robertson III, Charles E.**, Foreign Service Institute, Language Training to Tokyo
- Robertson, Thomas B.**, Germany to European and Canadian Affairs
- Robinson, Kathryn D.**, East Asian and Pacific Affairs to Consular Affairs
- Robinson, Mary K.**, Mauritius to Conakry
- Robinson, Max N.**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Robinson, Ronald S.**, African Affairs to Visa Services
- Rohrer, Bradley D.**, Ivory Coast to Diplomatic Security
- Rowell, Sue A.**, Hong Kong to Islamabad
- Runner Jr., Benjamin C.**, Diplomatic Security to Foreign Service Institute, Language Training
- Ryan, Thomas W.**, Japan to Monrovia
- Salic, Bonita C.**, Australia to

**PERSONNEL: FOREIGN SERVICE**

- Helsinki
- Salmon Jr., Charles B.**, Office of Thailand and Burma Affairs to Office for Philippines Affairs
- Sampas, Dorothy M.**, Bureau of Personnel, Office of Management to Foreign Service Institute
- Samuel, Edward B.**, Economic and Business Affairs, Food Policy Division to Economic and Business Affairs, Developed Country Trade Division
- Sattler, Martin J.**, Foreign Service Institute, Language Training to Sofia
- Scarlis, Basil G.**, Greece to European and Canadian Affairs
- Schaefer, Kendall S.**, Inter-American Affairs to San Jose
- Schlusser, John K.**, Jamaica to The Hague
- Schmadel-Heard, Fredericka**, Maracaibo to Reykjavik
- Schmiel, Eugene D.**, African Affairs to Mombasa
- Schmoeger, Thomas M.**, Thailand to Diplomatic Security
- Schrader, Robert C.**, Department of Labor to European and Canadian Affairs
- Schroen, Gary C.**, Abu Dhabi to Dubai
- Scott, John F.**, East Asian and Pacific Affairs to Foreign Service Institute, Language Training
- Shankweiler, Raymond B.**, France to Tel Aviv
- Sharpe, Richard G.**, Spain to Office of Communications
- Sheely, Alan L.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Programs Operations—Geographic Areas
- Sheppard, Florita I.**, Inter-American Affairs, Office of Andean Affairs to Inter-American Affairs
- Shields, Peter K.**, Liberia to Khartoum
- Shinn, James W.**, Switzerland to International Organization Affairs
- Shook, Curtis P.**, Algeria to Hong Kong
- Short, Rande K.**, Panama to Riyadh
- Shuler, Robert L.**, Intelligence and Research to Office of the Program Inspector General
- Silva, Frederick W.**, Costa Rica to Madrid
- Silva, Raymond E.**, Indonesia to Bonn
- Sittel, Jan N.**, Sweden to Tokyo
- Smallwood, Audrey J.**, Italy to Moscow
- Smith, Susan P.**, China to Foreign Service Institute, University Training
- Soles, Ann F.**, Germany to Kinshasa
- Spake II, Harold E.**, Germany to Manila
- Stadius, Bernarr L.**, Brazzaville to Riyadh
- Stadtler, Walter E.**, Foreign Service Institute to African Affairs
- Stebbing, David H.**, Economic and Business Affairs, Special Trade Activities Division to Economic and Business Affairs, Food Policy Division
- Stefanka, Rosemary**, Diplomatic Security, Chicago Field Office to Diplomatic Security, Program Operations—Geographic Areas
- Stegelmann, Ingrid M.**, African Affairs to Bureau of Personnel
- Stevens, Justice B.**, Visa Services to International Organization Affairs
- Stevens, Lynn E.**, Bureau of Personnel to Bissau
- Stevens, Mark**, Diplomatic Security to Manila
- Stevens, William N.**, Austria to European and Canadian Affairs
- Stillman, Linda C.**, Office of Foreign Service Career Development and Assignments to Legislative and Intergovernmental Affairs
- Stout, Charles R.**, Italy to Office of Foreign Service Career Development and Assignments
- Strachan, Michael R.**, Foreign Service Institute, Language Training to Office of Caribbean Affairs
- Struble, James C.**, Spain to Tegucigalpa
- Struble, Susan M.**, Oceans and International Environmental and Scientific Affairs to Tegucigalpa
- Summers, David C.**, Foreign Service Institute, Language Training to Bangkok
- Surena, Jean R.**, Foreign Service Institute, Language Training to Rome
- Surprise, Robert J.**, Soviet Union to Office of Communications
- Sutphin, Paul R.**, Guyana to Copenhagen
- Sweigart, Dennis P.**, Germany to Jakarta
- Talcott, Gregory M.**, Executive Secretariat, Operations Center to Freetown
- Tarrant, James R.**, European and Canadian Affairs to Ottawa
- Taubenfeld, Rita**, Oceans and International Environmental and Scientific Affairs to Bureau of Personnel
- Thayer, Yvonne F.**, Bureau of Personnel to Refugee Programs
- Thomas, Cynthia A.**, Office of Protocol to Bangkok
- Thomas, David L.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, San Francisco Field Office
- Thomas, Marshall S.**, Bangkok to Manila
- Thompson, Joanne M.**, Bureau of Personnel to International Organization Affairs
- Thurman, J. Richard**, Intelligence and Research to Bureau of Personnel
- Tierney, Richard J.**, Office of the Inspector General to African Affairs
- Tkacik Jr., John J.**, Hong Kong to Foreign Service Institute
- Tolson Jr., Jerome F.**, Foreign Service Institute, Language Training to Mexico
- Trigg, Ronald A.**, Nigeria to West African Affairs
- Triplett, John C.**, Foreign Service Institute to Mexico
- Tuten, James T.**, Office of Communications to Brasilia
- Tuttle, Eugene P.**, Economic and Business Affairs to St. Georges
- Urli, Lawrence A.**, Romania to Lahore
- Valdez, Steven J.**, Peru to Inter-American Affairs
- Van Houten, Melvin J.**, Brazil to Pretoria
- Varner Jr., John H.**, Switzerland to Rabat
- Velarde, Margaret E.**, Office of the Program Inspector General to Office of Foreign Service Career Development and Assignments
- Wajda, Thomas J.**, France to Oceans and International Environmental and Scientific Affairs
- Wall, Marc M.**, Economic and Business Affairs to Policy Planning Staff
- Wallace, Kenneth I.**, Mauritania to Office of Communications
- Wallen, Richard H.**, Foreign Service Institute to Visa Services
- Walsh, James D.**, Ontario to Halifax
- Walsh, James J.**, Diplomatic Security to Ankara
- Ward, David C.**, Indonesia to Islamabad
- Ward, Jennifer C.**, Politico-Military Affairs to Dakar
- Ward, Stephen D.**, Greece to Office of Communications
- Weiner, James A.**, Brazil to Bureau of Personnel
- Weissman, Philip**, United Kingdom to Manila
- Welter, Daniel R.**, Office of the Program Inspector General to Visa Services
- Welty, Dean L.**, East Asian and Pacific Affairs to Foreign Service Institute
- Willett, Donald E.**, Mexico to Tel Aviv



**Williams, James A.**, International Organization Affairs to Berlin

**Williams, Terrence L.**, China to Tokyo

**Wilson IV, Joseph C.**, Foreign Service Institute, University Training to Brazzaville

**Wilson, Stephen E.**, Medan to Jerusalem

**Wisgerhof, Paul R.**, Inter-American Affairs to Foreign Service Institute

**Witt, Matilda G.**, Spain to Diplomatic Security

**Wold, Phillip H.**, Bureau of Personnel to Lusaka

**Wolf, Ira**, Japan to Economic and Business Affairs

**Wolf, L. Louise**, Antananarivo to Brussels

**Womack, Homer L.**, Senegal to Bureau of Personnel

**Wong, Yvette M.**, Intelligence and Research to Politico-Military Affairs

**Wood, William B.**, Inter-American Affairs to Office of Under Secretary for Political Affairs

**Yackley, John R.**, European and Canadian Affairs to Tunis

**Zajac, Eugene C.**, Soviet Union to Politico-Military Affairs □



**FOREIGN SERVICE INSTITUTE— Graduates of June Foreign Service secretarial training class, seated, left to right:**

*Maureen Valis (Lagos), Vivian F. Halyard (Milan), Pamela I. Ash (Nouakchott), Pamela S. Blankinship (Tegucigalpa), Arlin Pedrick (Moscow), Lucy C. Tom (Belgrade), Karen Starr (Pretoria), Ellen Demos (Canberra), Silvia A. Audi (The Hague). Second row: Kay McMann (staff), Linda Walker (Osaka-Kobe), Shirley Adams (Casablanca), Dianne Vogel (Managua), Brigitte Shaw (Riyadh), Linda Lyda (Antananarivo), Susan Rance (Athens), Patricia Houston (Paris), Frederike Brickel (Moscow), Frances L. Collins (Rome), Janie Miller (staff). Third row: Mary McAleenan (Managua), Michele A. Noe (Rangoon), LaDonna Oliver (Lusaka), Gayl F. Turner (Lima), Georgeanne Vargo Blejning), Donnal McDermott (Lima), Sara D. Lang (Ouagadougou), Jessie Colson (staff). (Photo by Lloyd McKenzie)*

**Resignations**

**Bailey, Carrolly L. T.**, Manama

**Bellard, Scott D.**, Foreign Service Institute, Language Training

**Blattberg, Roger S.**, Bureau of Personnel

**Bock, J. Richard**, Legislative and Intergovernmental Affairs

**Bozworth, Sandra A.**, Colombo

**Bradley, Pamela H.**, Beijing

**Buchanan, Margaret M.**, Toronto

**Canas, Elaine S.**, Bureau of Personnel

**Carpenter, Jin-Lian H.**, Guangzhou

**Cohen, Judy W.**, Economic and Business Affairs

**Danizio-To, Teresa A.**,

Ouagadougou

**De Olazo, Remigia A.**, Yaounde

**De Ramirez, Maria C.**, Brussels

**DeWire, Evan L.**, Kampala

**Eakin, Kay B.**, Mbabane

**Fryar, Kay S.**, Ottawa

**Gadzinski, Peter S.**, Foreign Service Institute, Language Training

**Gardner Jr., J. Warren**, East

Asian and Pacific Affairs, Office of the Executive Director

**Goins, Rodney R.**, Port-au-Prince

**Hansen, Linda V.**, Geneva-U.S. Mission

**Haight, Donald D.**, Office of the Program Inspector General

**Herold, Richard A.**, Foreign Service Institute, Language Training

**Hill, Kenneth J.**, White House

**Hopman, Cheryl S.**, Dar-es-Salaam

**Hutson, Thomas R.**, Foreign Service Institute, Language Training

**Jenks, Darrell A.**, Tokyo

**Johnson, Rodney C.**, Mexico

**Keith, James R.**, Foreign Service Institute, Language Training

**Keller, Daniel F.**, Foreign Service Institute, Language Training

**Mackey, Shirley J.**, Geneva-U.S. Mission

**Maxwell, Angela M.**, Bangkok

**Mondschein, Lawrence S.**, East Asian and Pacific Affairs

**Muth, Patricia C.**, Brussels

**Nickelson, Terry D.**, Johannesburg

**O'Mara Jr., Martin J.**, Diplomatic Security

**Pascua, Gerard R.**, Foreign Service Institute, Language Training

**Peters, Ronald J.**, Kabul

**Pollock, David A.**, Diplomatic Security

**Reina, Rebecca A.**, Guatemala

**Remillard, Gladys F.**, Budapest

**Robinson, Catherine O.**, Amman

**Rubenstein, Michael C.**, Guadalajara

**Shear, David B.**, East Asian and Pacific Affairs

**Shepherd, Douglas A.**, Ethiopia

**Shirley, John W.**, Dar-es-Salaam

**Sigman, Almyra J.**, Monrovia

**Smith, Denise D.**, Paris

**Snook, Patricia A.**, Kuala Lumpur

**Snyder, Betty K.**, Ottawa

**Stanton, Karen C.**, Foreign Service Institute, Language Training

**Stanton, William A.**, Foreign Service Institute, Language Training

**Swayze, Phillip A.**, Beijing

**Tresnjak-Smith, Sylvija**, Krakow

**Turner, Cathy J.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

**Twit, Dorothy D.**, Addis Ababa

**Weiss, Stephen D.**, Bureau of

## PERSONNEL: FOREIGN SERVICE

### Personnel

Wilson, William A., Vatican  
Yi, Eunice U., Seoul □

### Retirements

Ahmad, Sharon E., Office of  
Equal Employment Oppor-  
tunity and Civil Rights  
Allen, Carolyn M., Buenos  
Aires  
Bean, Maurice D., Politico-  
Military Affairs  
Bergstrom, Alan H., Bureau of  
Personnel  
Berlind, Alan D., Athens  
Bruce, Robert L., African  
Affairs  
Enders, Thomas O., Spain  
Galanto, Fred J., Jeddah  
Karris, Gustave, Office of  
Communications  
Kerr, James E., Port-of-Spain  
MacDougall, Hugh C., Foreign  
Service Institute  
Matheron, Richard C., Office  
of the Program Inspector  
General  
Moller, Kenneth B., Office of  
Supply, Transportation and  
Procurement  
Morris, Murrow B., Passport  
Agency, Boston  
Rodman, George F.,  
Kathmandu  
Shirley, John W.,  
Dar-es-Salaam  
Stricklin, Jay S., Consular  
Affairs  
Vicini, Eileen F., Medical  
Services, Alcohol  
Awareness Branch  
Williams, Howard F.,  
Islamabad □

### Specialist tenure

The Specialist Tenuring  
Board has completed its review  
of the files of candidates eligible  
for tenure consideration at its  
June 1986 session. Recom-  
mended for career status:  
Aguayo, Daniel E.  
Baxter, Marilyn J.  
Bebout, Kay D.  
Betts Jr., Lucelous  
Blanton Jr., John E.  
Boitano, Regina T.  
Bosken, Jerome J.  
Bourdon, Deborah I.  
Brooks, Annemarie



**FOREIGN SERVICE INSTI-  
TUTE**— Graduates of the April  
clerical class, first row, left to  
right: Bryan A. Hamilton, Pamela  
Saunders, Lisa C. McLean, Diane  
Abood, Michelle L. Greenberg,

Elizabeth Lanzillo, Jacqueline R.  
Fitzgerald. Second row: Janie  
Miller (course chairwoman), Peggy  
Wilkey, Brenda N. Massey, Runa  
Schwartz, Judith Eagar (partially  
hidden), Holly Hammond (par-

tially hidden), Charlene  
Mecklenburg, Brian Tweedy, Greg  
Chandler, Mary Caldarelli (par-  
tially hidden), Jean Scarbrough,  
Troy McCoy. (Photo by Lloyd  
McKenzie)

Burns, Grace B.  
Claus, Robert E.  
Coffman, Robert W.  
Davison, David F.  
Denny, Robert E.  
Deroche, Joseph L.  
Dollins, Kathleen E.  
Dyke, Eva J.  
Fuller, Robert E.  
Gurvin, George E.  
Hanson, Anissa A.  
Ingram, Michael F.  
Jones, Franklin D.  
Kamerick, Susan E.  
Keating, Susie A.  
Leach, Elaine D.  
Leon-Guerrero, Jennie  
Maddox, James M.  
Majewski, Susan M.  
Mazyck, Dazzie D.  
McGrath, Maria E.  
McNaughton, Betty L.  
Moore, Candace B.  
Oliver, Natalie R. H.  
Ortel, Carolyn H.  
Pharis, Shirley L.  
Picardi, Judith E.  
Pinon Jr., Guadalupe  
Powers-Palmer, Norma J.

Price, Elizabeth J.  
Probst, Leslie  
Richard, Dona F.  
Rowell, Sue Ann  
Saunier, Deborah K.  
Seale, Jamie L.  
Shankweiler, Raymond  
Smith, Jacqueline R.  
Tanner, Crosby M.  
Tharp, Peter J.  
Turco, Robin W.  
Tyznik, Walter E.  
Valk, Thomas H.  
Van Treeck, Marie-Elena  
Vernon, Beverly E.  
Watson, Dennis L.  
Wetlesen, Gloria B.  
Willems, John L.  
Young, Edwin S.W. □

### Springer gets post in Geneva

Richard L. Springer has  
been appointed director of Web-  
ster University's campus in Ge-  
neva, Switzerland. During his  
25 years in the Foreign Service  
he served in Europe and the  
Americas and also worked for

the United Nations. He retired  
in 1980. □

### Rome school reunion

The Marymount Interna-  
tional School of Rome has in-  
vited alumni to participate in its  
40th-anniversary observance this  
month. Contact Sister Terese  
Martin, Via di Villa Lauchli,  
180, Rome, Italy 00191. Her  
telephone number is  
337-3349/328-9671. □

### Afghan reunion will be Nov. 1

The annual reunion of "Af-  
ghan Old Hands" will be held  
November 1 at the Westpark  
Hotel, Tysons Corner, Va. Din-  
ner will be served at 8, and the  
cost is \$20. Checks should be  
payable to Afghanistan Reunion  
and mailed to Sadie Goodman,  
2500 Wisconsin Avenue N.W.,  
#501, Washington, D.C.  
20007. ■

# Bureau Notes

## The Seventh Floor

### Office of the Secretary

On August 15-16 SECRETARY SHULTZ traveled to Port-au-Prince, for consultations with government officials, and continued on to Santo Domingo, for the presidential inauguration there. Staff members accompanying and advancing the Secretary's trip were M. CHARLES HILL, executive assistant to the Secretary; B. LYNN PASCOE, deputy executive secretary; PATRICK KENNEDY, executive director, Executive Secretariat; KEITH EDDINS and DEBORAH GRAZE, special assistants to the Secretary; KATE MILNE, personal assistant; GWEN CLARE, deputy director, Secretariat Staff; Secretariat Staff officer MARCIA WONG; and secretariat assistants SHARON OTHA and SAADIA SARKIS ... On September 5 Mr. Shultz traveled to Cambridge, Mass., to participate in Harvard University's 350th anniversary celebration, by addressing a convocation. Accompanying him were NICHOLAS PLATT, special assistant to the Secretary and executive secretary of the Department; GLYN DAVIES, special assistant to the Secretary; and Mr. Kennedy ... The Executive Secretariat welcomed as new employees RICHARD BOUCHER, MARY DALY, ROBYN BISHOP, MARCIA BLOOM, WAYNE BUSH, GEORGE KROL, STEPHEN DEL ROSSO and SHEILA PETERS, to the Operations Center ... MARY HAINES and CINDY TRODDEN have joined the Secretariat Staff, as has MAURA HARTY from the Operations Center, to replace TIMOTHY COLLINS who departed for the Foreign Service Institute prior to his onward assignment to Turkey. □

### Office of the Deputy Secretary

MARC GROSSMAN has assumed duties as executive assistant to Deputy Secretary JOHN C. WHITEHEAD, replacing WESLEY EGAN, who has been assigned to the Senior Seminar. Mr. Grossman was previously assigned to Brussels, where he was deputy director of LORD CARRINGTON's office at NATO. □

### Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST and Soviet deputy foreign minister ANATOLIY ADAMISHIN held two days of talks on regional issues, in the Department, August 27-28. Participating with Mr. Armacost were PETER RODMAN, deputy assistant to the President for national security affairs; RICHARD ARMITAGE, assistant secretary of defense for international security affairs; RICHARD SOLOMON, director, Policy Planning Staff; THOMAS SIMONS, deputy assistant secretary of state for European and Canadian affairs; and MARK PARIS, director, Office of Soviet Union Affairs ... WILLIAM B. WOOD has joined the staff as special assistant to Mr. Armacost, replacing WILLIAM BROWNFIELD, who will be departing for Buenos Aires. □

### Office of the Counselor

Counselor EDWARD J. DERWINSKI traveled to Ottawa, for consultations on fishery and boundary issues with Canadian government officials, August 19-20. He was accompanied by special assistant IRWIN PERNICK and Pacific Basin coordinator DAVID ALLEN ... On August 14 Mr. Derwinski briefed members of the foreign press at the Foreign Press Center, on the southwest Pacific tuna negotiations and other regional matters ... On September 4-6, accompanied by special assistant QUINCY KROSBY, he traveled to London for bilateral discussions ... Executive assistant DANIEL CLARE represented the Department and served as the foreign policy expert at the American Legion's annual convention in Cincinnati, August 29-31 ... Mr. Allen was in San Francisco, August 21-22, to attend the meeting of the standing committee of the Pacific Economic Cooperative Conference and to meet with officials of the Pacific Basin Economic Council ... Mr. Pernick replaces JAMES L. CLUNAN, who is attending the National Defense University. □

### Policy Planning Staff

Director RICHARD SOLOMON participated in the U.S.-USSR regional talks at the Department, August 27-28 ... Principal deputy director NELSON LEDSKY and member NORMAN LEVIN traveled to Seoul, for the U.S.-Korean bilateral talks ... KENNETH CHARD has replaced JOHN WASHBURN as special assistant. Mr. Washburn is now a member of the Policy Planning Staff, with responsibilities for multilateral issues. □

### Office of Protocol

Chief of protocol SELWA ROOSEVELT escorted the president of Mexico during his official working visit to Washington ... The assistant chief for visits, CATHERINE MURDOCK, coordinated the visit, assisted by MARY MASSERINI, ALEXANDRA MILLER, ERIN WALSH and JAMES PAYNE ... APRIL GUICE, assisted by KIMBERLY MIDDLETON, coordinated arrangements for the Secretary and Mrs. Shultz's dinner cruise in honor of the president of Mexico ... Mrs. Roosevelt presided at the swearing-in of FRANK WISNER as U.S. ambassador to Egypt ... The assistant chief for administration, CHARLES ANGULO, was the presiding officer at the swearing-in of REGINALD BARTHOLOMEW as U.S. ambassador to Spain, and MORTON ABRAMOWITZ as assistant secretary, Bureau of Intelligence and Research ... Associate chief RICHARD GOOKIN traveled to Des Moines, August 20, to brief local hosts on protocol matters, preparatory to diplomatic corps participation in the Iowa international trade symposium.

The acting assistant chief of protocol for ceremonies, PAMELA GARDNER, assisted by REBECCA BOYD, GEORGIA BOOTH, Ms. Guice and Kimberly Middleton, handled arrangements for a dinner cruise hosted by Secretary and Mrs. Shultz in San Francisco, honoring the foreign min-

ister of Australia and his wife, and the luncheon hosted by Under Secretary MICHAEL ARMACOST for the U.S.-Soviet delegation ... Ms. Boyd, LAWRENCE DUNHAM and MARY MORRIS traveled to San Francisco to assist with the U.S.-Australian bilateral ministerial consultations ... JULIE ANDREWS was in charge of the private visit to Washington of the prime minister of Grenada ... GEORGETTE GARNER has joined Protocol, in the diplomatic and consular liaison section, and FSO IRENE HARRISON has joined the administrative section, on a temporary tour ... ADINA KAZYAK has transferred from the New York Protocol Office to the Bureau of Consular Affairs. □

## Administration

### Foreign Buildings Office

*New arrivals:* BRYCE "MAC" MCGREGOR GERLACH has joined the office as director for capital projects. He most recently served as executive director of the Bureau of Near Eastern and South Asian Affairs, and has served in overseas posts including Brasilia, Monrovia and Cairo. He replaces ROBERT BLACKBURN, who retired June 14 ... AMY Y. MONK has begun a one-year assignment in the Executive Office. She comes from the Bureau of Human Rights and Humanitarian Affairs and has served in posts including Lagos, Nicosia and Lima ... On June 27 the office said farewell to LARRY MILLSAUGH, who had worked in operations and who now goes to the Office of Management Operations as senior analyst for the planning staff. His replacement is ANTHONY SPAKAUSKAS, who began work in the Office of Foreign Buildings on July 14. He came from the Foreign Service Institute, where he was involved in the final preparations for the general services officer course. His previous posts have included Monterrey, Tel Aviv, San Salvador, Quito and Nassau ... PAUL BOFINGER joined the office as an operations officer on July 9. He comes from Pretoria, where he was systems manager and, later, supervisory general services officer. He has also served as executive director of the Legal Adviser's Office, as senior post management officer in the Executive Office of the Bureau of European and Canadian Affairs, and has had assignments to Germany, Thailand, Afghanistan and Canada ... LARRY EMERY began work in the office on August 18. He is working directly with office director RICHARD N. DERTADIAN, on organization, congressional liaison and special projects. He comes from a post as deputy associate comptroller for budget and planning in the Office of the Comptroller ... Two construction engineers have converted from contract status to the Foreign Service. W. LAWSON YOUNG, who has served in temporary duty status in New Delhi and is now assigned to Washington, was inducted into the Foreign Service on August 18. His onward assignment will be to the construction project in Sanaa



**BUREAU OF ADMINISTRATION**—At Allowances Staff awards ceremony, front row: Dorothy Delahanty, Bobbie Houston, Mary Ann Griffin, Gretchen Koenig (standing); Second

row: John Condayan, Norman Prince, Betty Stewart, Carolyn Contos, Audrey Thurman, Constance McKeon, Maude Keys, Julie Wilhelm, Abe Cheng, Erle Curtis. Third row:

Julian Swisher, Julee Brand, Thomas Libera, David Hayden, Jerome Tolson.

... JORGE ALBERTO CARPIO was inducted into the Foreign Service on August 4. He has served on temporary duty in Mogadishu and Calcutta, and will be going out to Tegucigalpa to manage the construction project there.

**Management:** The deputy assistant secretary for the Office of Foreign Buildings, Mr. Dertadian; the director for capital projects, Mr. Blackburn, and Buildings design officers WILLIAM McCOLLOUGH and PETER GURVIN participated in the final review meeting with the National Academy of Science committee on "Security of the Embassy of the Future," at Woods Hole, Mass., in June ... Mr. Dertadian met with several ambassadors during the summer, to discuss ongoing and upcoming projects at their posts: Ambassador-designate to Bangui DAVID FIELDS; Ambassadors JOHN KELLY, Lebanon; MARK PALMER, Hungary; HARVEY NELSON, Swaziland; JULIAN NIMCZYK, Czechoslovakia; ALEX WATSON, Peru; TONY QUAINTON, Kuwait; and MELVYN LEVITSKY, Bulgaria ... He also met with deputy chief of mission ARTHUR HUGHES, Tel Aviv, and consul general ALEX RATTRAY, Frankfurt ... Mr. Gerlach has briefed the following principal officers on planned capital projects at their posts: Ambassador NORMAN ANDERSON, Sudan; Ambassador JOE GHONGASSIN, Qatar; Ambassador MYLES FRECHETTE, Cameroon; Ambassador DENNIS KUX, Ivory Coast; deputy chief of mission JOHN BRIMS, Bangladesh; Ambassador ADRIAN MORSE, Tel Aviv; deputy chief of mission THEODORE KATTOUF, Sanaa; Ambassador RICHARD BOGOSIAN, Niger; Ambassador ED ROWELL, Bolivia; and Ambassador BRUNSON MCKINLEY, Haiti ... The director for adminis-

tration and operations, HERBERT SCHULZ, met with principal officers to discuss post rehabilitation and improvement projects. He met with Ambassadors PRINCETON LYMAN, Nigeria; HARRY BARNES, Chile; Ambassador-designate HERBERT HOROWITZ, The Gambia; ELINOR CONSTABLE, Kenya; JAMES RENTSCHLER, Guinea; and LANNON WALKER, Senegal ... Mr. Schulz also completed a lengthy factfinding tour of European posts, making stops in London, Prague, Belgrade, Frankfurt and Bonn, to discuss with heads of missions and administrative counselors Foreign Buildings' newly-established Real Estate Management Office, and improvements in the management of noncapital programs. □

#### Office of Language Services

Chief interpreter STEPHANIE VAN REIGERSBERG interpreted for the visit of the president of Mexico, and also traveled with the Secretary of Colombia for the presidential inauguration ... RITA BOREN assisted the Secretary at the presidential inauguration in the Dominican Republic, and ELIZA BURNHAM then took over the Secretary's visit with the president of Haiti ... DIMITRY ZARECHNAK assisted with the visit of the Soviet delegation in Washington, and also traveled to Moscow for a technical conference ... PETER AFANASENKO interpreted for Under Secretary MICHAEL ARMACOST in two days of regional talks with the Soviets ... In Geneva, DIMITRI ARENSBURGER, assisted by contractor STEVEN SEYMOUR, interpreted for a U.S. delegation headed by Department of Defense Assistant Secretary RICHARD PERLE ... VIVIAN CHANG visited the National Security Agency, where she made a special presentation,

in Chinese, on diplomatic interpreting and Chinese language problems to 50 Chinese language specialists ... ZAKI ASLAN returned from a detail to the Foreign Service Institute ... MARIE TAYLOR attended the national shorthand reporters convention in Boston ... MARY BIRD completed the management development program, and ELIZABETH LICHTER attended a two-week course on sub-Saharan Africa. □

#### Office of Supply, Transportation and Procurement

JAMES B. LACKEY has assumed duties as director; he replaces TRUMAN E. BROWN, who has been assigned to Geneva as administrative counselor ... GEORGE JENKINS has assumed duties as chief of the Transportation Division; he replaces ROBERT MYERS, who has been assigned as chief of transportation operations ... FRANK HEARNE assumed the position as head of the New York Despatch Agency; he replaced GEORGE JENKINS, who has been assigned to Washington as chief of the Transportation Division.

Property management officer JAMES L. MURPHY visited Mexico City to consult on property management issues ... System development officer KEVIN A. HARNISCH visited the New York despatch air freight office at John F. Kennedy Airport, to resolve computer linkage problems ... STEVE WATT Miami despatch, visited Bogota, Colombia and Lima, Peru ... DOROTHY BALAGUER, Miami despatch, visited Nassau, the Bahamas; Port-au-Prince, Haiti; and Santo Domingo, Dominican Republic ... Mr. Jenkins traveled to Antwerp, Belgium, and



met with NATALE J. GIACOBBI, head of European Logistic Support Office, and to Bonn, West Germany, to meet with WILLIAM A. LEVIS, head of Bonn regional procurement supply office, to discuss transportation issues . . . RUDOLPH KEIL, general services officer, Brussels, Belgium, visited the Baltimore despatch office to discuss transportation issues with PHILIP J. PUOPOLO, head of the despatch agency . . . Procurement specialist FERNANDO GIRO, Panama City, in charge of shipping and customs, and LOUIS CALDERON, Caracas, Venezuela, visited the Miami despatch office . . . GERALD L. WRITT, Miami despatch; FRANK HEARNE, New York despatch; and Mr. Puopolo attended a seminar on cargo preference laws, in Baltimore . . . ERNESTINE BIGNY, from Brazzaville, The Congo, visited Supply, Transportation and Procurement for consultation . . . CHERIE JACKSON of Supply, Transportation and Procurement, at the request of FRANK COULTER, post management officer for Brazzaville, coordinated the visit.

Attending courses in the general services class during July and August were ELIZABETH AGNEW, JAY ANANIA, NANCY COPE, ANN EVANS, CAROL FULLER, FREDERICK GREENWALT and WALTER OLTYAN. Also attending were Foreign Service national employees ALICE DINU, Bucharest; SIEGFREID FICKBOHN, Berlin; VICTOR MADEIRA, Lisbon; BORJE SUNDSTORM, Stockholm; DIETER HACUL, Munich; and DEAN FUERST, Lagos . . . CONNIE HAMMOND and JONIE McFARLAND, procurement officers for Ankara, Turkey, and Belize City, Belize, respectively, visited Washington for briefings. During their visit, JOE KOZLOWSKI, chief of the Foreign Service purchasing unit, outlined procurement procedures and regulations, as well as operations of the division . . . PATSY PATTEN of the purchasing unit outlined procurement support to overseas missions. □

## African Affairs

**Office of the Assistant Secretary:** Deputy assistant secretary CHARLES W. FREEMAN Jr. briefed CORETTA SCOTT KING in Atlanta, August 19, and African ambassadors in New York, August 26.

**Office of West African Affairs.** New arrivals over the summer were ROB PROCTOR and RON TRIGG, desk officers, and DAVID HALSTED and ROGER McGUIRE, deputy directors.

**Office of Central African Affairs:** JACK AUBERT has joined the office as desk officer for Zaire . . . Director EDWARD L. KILLHAM and Lieutenant Colonel CHARLES SYNDER accompanied General RICHARD LAWSON on a trip to Nigeria, Chad, Ivory Coast and Cameroon, during August.

**Office of Regional Affairs:** DAVID PAS-SAGE joined the office as director, coming from San Salvador . . . RICHARD J. TIERNEY joined



FREETOWN, Sierra Leone—At awards ceremony, from left, front row: Nance Webber, Fanella Bangura, Monica Sawyerr, Onike Johnson, Ambassador Arthur Lewis, Victoria

Doherty, Lucy Hamelberg, Christian Steele-Johnson. Back: Ernest Wilson, Mustapha Koroma, Brima Ginirolie, Allieu Musa, Christian Lucan, Felicia Edwin.



COTONOU, Benin—At safe-driving awards ceremony, left to right: Remy Sossou, Remy

Sodji, administrative officer Samuel A. Rubino, Osseni Yessoufou.

the office as deputy director after an assignment with the inspection corps . . . JOSEPHINE SENN is a new secretary . . . Mr. SYNDER, regional politico-military affairs officer, accompanied General Lawson, deputy commander-in-chief of the U.S. European Command, on a visit to Nigeria, Chad, the Ivory Coast and Cameroon, August 11-17.

**Office of Economic Policy:** WALTER A. LUNDY has taken over as director . . . REBECCA VAN DOREN-SHULKIN has arrived as the new assistant commercial coordinator . . . PETER W. LANDE, GARY W. MAYBARDUK, KEVIN E. HONAN and GEORGETTE GARNER have departed. □

## Consular Affairs

On August 28 Assistant Secretary JOAN M. CLARK presented meritorious and cash awards to BERNARD BROOKS, JANICE CHIN, LEONARD GRAVETT, JUNE HEIL, CATHERINE McKOY, DAMON MIURA, GWENDOLYN MOORE, DOROTHY MORGAN, KENNETH NALLE, WILLIAM NOYES and STEVE SENA . . . Principal deputy assistant secretary MICHAEL H. NEWLIN testified, August 11, before the Subcommittee on International Economic Policy, Oceans and Environment of the Senate Foreign Relations Committee on State's policies and procedures concerning visa refusals on foreign policy and other grounds . . . Mr. Newlin traveled to West Germany, September 6, to assist other Government officers in the return of the U.S. citizens on Pan American Flight 73, who had been held hostage in Pakistan. He was accompanied by GEORGIA ROGERS, deputy director of the Citizens Emergency Center, and KATHERINE PETERSON, chief of the Latin America and Caribbean Division of Citizens Consular Services . . . FRED

SMITH has joined the bureau as the new staff assistant, replacing DONALD PALKE, who has transferred to the Visa Office, Advisory Opinions Division . . . ADINA KAZYAK has joined the Office of Public Affairs, replacing ANGELA STOVALL, who has transferred to the Office of the Executive Director . . . The Citizens Emergency Center welcomed as new employees RICHELE KELLER, from Hamilton; DAVID RABADAN, from Rotterdam, JANE BURTLYNN, from Tel Aviv; and CATHERINE BARRY, from the Cuban desk.

PETER KAESTNER, Systems Liaison and Procedure Division, Visa Office, traveled to Seoul, Taipei, Bangkok and Tokyo, in August, to provide systems training . . . The Visa Office welcomed ARNOLD CAMPBELL, special assistant to the deputy assistant secretary for visa services; LAURIE JOHNSTON, to the Public Inquiries Division; FRANK BARRETT, to the Public and Diplomatic Liaison Division; RONALD ROBINSON, to the Post Liaison Division; and HATTIE TAPLEY, who has been reassigned to the Public and Diplomatic Liaison Division. . . JOE NOWELL of the Systems Staff has departed to assume duties in Athens . . . During August, RON HARMS of the Systems Staff trav-

eled to the Far East . . . The Resource Management Division of the Executive Director's Office welcomed CARLOS CASTILLO as the branch chief of the accounting and technical services unit. Mr. Castillo was formerly with the Safford, Ariz., field office of the Bureau of Land Management, Department of the Interior.

During August 18-22, JOAN HOLUM and BILL BEARDALL, Seattle Passport Agency, attended a course on the use of the Lotus 1-2-3 software program for the IBM personal computer . . . MURROW B. MORRIS has retired as regional director of the Boston Passport Agency. She had 25 years of service, and is making her home in Alexandria, Va . . . LOUIS W. SHEEDY has replaced her as regional director for the Boston agency, and RALPH E. JOHNSON, formerly assistant regional director of the Stamford agency, is the new assistant regional director at Boston. □

BARCELONA, Spain—At awards ceremony, from left: consul general *Herbert E. Wilgis*, *Francisco Ladrón de Guevara*, *Ana María Pérez*, *Jorge Cerezuela*, consular section chief *Patricia L. Hall*.



## East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR participated in the U.S.-Australian bilateral ministerial meetings, in San Francisco, August 8-11, with SECRETARY SHULTZ. Accompanying him were deputy assistant secretary JAMES LILLEY, special assistant RUST DEMING, Australia/New Zealand director JON GLASSMAN and director-designate STEPHEN ECTON ... On August 27 principal deputy assistant secretary JOHN MONJO spoke at the Foreign Service Institute, to students beginning the 1986-87 training year in East Asian language and area studies ... WILLIAM CLARK JR. took up his duties as deputy assistant secretary covering Japan and Korea, as of September 2; Mr. Clark's secretary is LORETTA HIGHT.

In the Office of Chinese Affairs, BART FLAHERTY arrived from Guangzhou to replace MORTON HOLBROOK, who transferred to the Office of the Legal Adviser, and KEN JARRETT, previously at the U.S. mission to the United Nations, succeeded RUSS SVEDA, who plans to begin Chinese language training ... JOHN WITHERS is expected in mid-September from The Hague, replacing DAVID SHEAR, who is in Chinese language school prior to his assignment to Beijing next year ... In addition, NANCY TUCKER, an assistant professor of history at Colgate University, has joined the desk for a year as a Council on Foreign Relations fel-



**CANBERRA, Australia**—Ambassador Laurence W. Lane Jr., presents Dorsee Rodkey a certificate of appreciation for her support to the American community.



**KUALA LUMPUR, Malaysia**—Personnel specialist Yow Yuen Thiam, left, receives cash

award from Ambassador Thomas P. Shoesmith.

low ... Embassy Beijing political counselor DARRYL JOHNSON, economic counselor KENT WIEDEMANN, political/military officer MICHAEL CEURVORST, and Chengdu consul general WILLIAM THOMAS were in the Department for consultations during August.

The deputy director for economic affairs, JOAN PLAISTED, addressed the East Asian area studies course, August 21, on U.S.-China relations ... BRUCE MALKIN joined the Office of Economic Policy, August 29 ... ALEXANDER ALMASOV has replaced DAN HOWARD as public affairs adviser for East Asian and Pacific Affairs ... DARIA I. NOVAK, special assistant for public affairs, spoke to the assistant principals and advanced placement government teachers of the Fairfax County public school system, on China, during their annual orientation, August 27 ... New arrivals in the Office for Thailand and Burma Affairs are director VICTOR L. TOMSETH, deputy director MATTHEW DALEY, and country officer ROBERT LOFTIS. □

## Economic and Business Affairs

Assistant Secretary DOUG McMINN traveled to Sintra, Portugal, to participate in the quadripartite meeting of trade ministers. Canada, Japan and the European Community also sent representatives ... JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, traveled to London, August 26, to meet informally with British aviation authorities. He then

traveled to Bonn, West Germany, August 27-29, to hold informal civil aviation talks ... CHARLES ANGEVINE, special negotiator for transportation affairs, led a U.S. delegation to civil aviation negotiations in Seoul, August 27-29, accompanied by ROBERT GEHRING, Office of Aviation Negotiations ... CURT STONE, Office of Aviation Programs and Policy, traveled, August 26-29, to Dublin and Shannon, Ireland, to evaluate U.S. preinspection facilities ... ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy, traveled to Tokyo, September 2-5, as a member of the U.S. delegation to the "Summit Seven" experts meeting on aviation security.

On September 4 ALAN P. LARSON, deputy assistant secretary-designate for international energy and resources policy, addressed the eighth Oxford energy seminar, at St. Catherine's College, Oxford, England, on the U.S. energy policy response to falling oil prices ... He then traveled to Paris, for meetings with HELGA STEEG, executive director, International Energy Agency, and other energy officials ... STUART ALLAN, deputy director, Office of Energy Consumer Country Affairs, also attended the Oxford seminar, September 1-12 ... From August 18-22, MARK MOWREY, Office of Energy Consumer Country Affairs, visited South Korea with the interagency task force on nuclear exports ... The acting deputy assistant secretary for international trade controls, ROBERT PRICE, attended consultations in London, September 7-12, to discuss East-West trade matters with the British; he was accompanied by JEFFREY HALLETT, Security Export Controls Division.

*People:* Employees who have entered on

## BUREAU NOTES

duty include RALPH JOHNSON, deputy assistant secretary for trade and commercial affairs; KEITH MASKUS and NICHOLAS RIEGG, Planning and Economic Analysis Staff; JERRY STEIN, Executive Staff; CARL CUNDIFF, director, Office of Food Policy; WILLIAM RAMSAY, director, and JAMES MILNOR ROBERTS, Office of Energy Producer-Country Affairs; RICHARD MORFORD, deputy director, Office of Business Practices; LAWRENCE BENEDICT and MARIE MURRAY, Office of Monetary Affairs; WILLIAM CRANE, Office of International Commodities; JOHN HOOVER, Office of Aviation Negotiations; COLLEEN MEYER, Office of Maritime and Land Transport; JUDITH GARBER, Office of Business and Export Affairs; ROSS QUAN, Food Programs Division; THOMAS WHITE, Developing Countries and Trade Organizations Division; PHILLIP ANTO, Textiles Division; ANGUS SIMMONS and EDNA DECKER, Special Trade Activities Division. □

## European and Canadian Affairs

**Office of the Assistant Secretary:** Following a brief consultation trip to Bonn, Assistant Secretary ROZANNE L. RIDGWAY joined the U.S. delegation, headed by former national security adviser BUD MCFARLANE, attending the funeral of former Finnish President URHO KEKKONEN, in Helsinki, September 7 . . . Principal deputy assistant secretary CHARLES H. THOMAS traveled to Brussels, August 26-29, to represent the United States at a meeting of the high-level task force on conventional arms control in Europe . . . MARIE CAMPELLO, who recently returned from a tour in Prague, joined the front office as secretary to deputy assistant secretary JIM WILKINSON.

**Office of Central European Affairs:** FRANK BUCHHOLZ replaced WILLIAM SALISBURY on the West German desk, August 18 . . . MARGARET WALKER joined the office as secretary to the West German desk.

**Office of Northern European Affairs:** A number of new officers took up their duties in the office in August, including director FORD COOPER; Iceland/Ireland country officer HOWARD PERLOW; WILLIAM SALISBURY, Benelux country officer; and STEVEN CANDY, deputy Benelux country officer. The office had a number of visitors, including Ambassador S.L. NICHOLAS RUWE (Iceland), August 4-7; JEAN B. GERARD (Luxembourg), August 6-8; L. PAUL BREMER (The Netherlands), August 8; and ROCKWELL SCHNABEL (Finland), August 25-27 . . . Office director FORD COOPER and country officer DICK CHRISTENSON traveled to Helsinki, Finland, September 6, for the funeral of the former president of this nation in northern Europe.

**Office of Regional Political Economic Affairs:** August arrivals included office director



PARIS, France—Participants in the Foreign Service national employee payroll and personnel conference, from left, front row: Mike Foley, John Zobel, Henry Hurst, Siham Taufik, Mercedes Viscarra. Second row: Leon Lerchbaum, Mike Gall, Bruce Morrison,

Rashid Sharif, Alex Alexanian, Claude Dowling. Third row: Ken Thomas, Ann Hopkins, Pat Popovich, Elizabeth A. Gibbons, Jon Ottlie, Chuck Baquet. Fourth row: Ernie Ruehle, Steve Dingbaum, Dave Mraz, Bill Buschmeier.

EDWARD A. CASEY JR., replacing RALPH JOHNSON; MARSHALL CARTER-TRIPP, succeeding JUDY HEIMANN; and secretaries SABIHA STEPHENS and SHERRY BOOTH.

**Office of Southern European Affairs:** MARK C. LISSFELT arrived, August 18, from the U.S. mission in Berlin, to serve as the new office director, replacing WILLIAM F. ROPE . . . LUCY UNCU has replaced ANGEL RABASA, who has begun Greek language studies, in preparation for an assignment in Athens. □

## Foreign Service Institute

JOHN W. McDONALD taught a two-week course at the institute, July 14-25, on multilateral diplomacy and international organizations . . .

The 1986-87 National Defense University participants are JOHN E. BENNETT, JOHN S. BOARDMAN, WILLIAM J. BURKE JR., LARRY COLBERT, DAVID N. GREENLEE, WAYNE G. GRIFFITH, ROBERT F. HOPPER, ALLEN H. KITCHENS, DAVID L. LYON,

**FOREIGN SERVICE INSTITUTE—**Graduates of the information systems operations training class, left to right, front row: Barry Mark, Monrovia; Mary Mahoney, Singapore; Rose Quayee, Monrovia; Celio Sandate, Guadalajara. Rear: Ben Acton (coordinator); Cleo Appleton, Prague; Don Boissonault, Berlin; Diane Nolan, Dublin; Hazel Boone, Port-au-Prince; Christine Stockman, Lagos; Javier Dossman, Bogota; A. Saeed Khan, Karachi; Mark Wheatlev (chairman).





LANN A. MALESKY, GERALD McCULLOCH, WILLIAM D. MONTGOMERY, DAVID P. REHFUSS, DOROTHY M. SAMPAS, THOMAS G. WESTON, ROSS E. BENSON, GREGORIE W. BUJAC, ROBERT L. CAFFREY, JAMES L. CLUNAN, ROBERT W. HANSEN ... RICHARD DASHER is the director of the advanced Japanese field school in Yokohama; he will also supervise the advanced Korean field school in Seoul ... CHARLES W. CECIL is the new director of the advanced Arabic school in Tunis.

New language and cultural instructors at the Foreign Service Institute include JOAO CAMPOS and ARMINDA CAULFIELD, Portuguese; SILVANA DeLUCA; Italian; SUCHADA DOWNS, Thai; TERE GLOVER and MIRIAM RANDALL, Spanish; LUDA KOGAN and ALEXANDER USHAKOV, Russian; BALLA SIDIBE, French; and JUDITH STALPER, Dutch. □

## Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER addressed the banquet session of the Hadassah convention, August 17, in Miami, attended by 2,500 delegates and guests, on human rights foreign policy ... On August 21 Mr. Schifter participated as the keynote speaker at a convention hosted by the Cuban American National Foundation, in Orlando; the topic was human rights in Cuba ... He participated as a panelist in the human rights Second Circuit judicial conference, September 4-6, at the Sagamore Hotel, Lake George, N.Y. ... He also participated in a conference sponsored by the Aspen Institute, at Wye Plantation, on "U.S. Human Rights Policy and the Helsinki Accords: The Road to Vienna," September 7-8. He gave media interviews, with Israeli radio, among others ... STEVEN MALONEY, human rights officer for African affairs, visited Ethiopia, August 11-20, to discuss and observe human rights problems there ... KATHERINE CHUMACHENKO joined the bureau as special assistant to the assistant secretary, and LINDA GRESHAM as staff assistant.

ROGER PILON, director of policy for the bureau, briefed a group of 25 students from Villanova University, on human rights diplomacy, in a program sponsored by the Bureau of Public Affairs ... He addressed Ukrainian American students at the White House, on the philosophical foundations of U.S. human rights policy, contrasting what he said was the theory of rights that begins with respect for the individual, as in Western democracies, with the socialist theory of society, which subordinates the individual to the group ... Later that afternoon, he addressed a group of ethnic American students on the same subject, at a Freedom Federation conference, in Sperryville, Va. ... On June 12 he spoke on the theory of rights at the University of Wisconsin-Whitewater, before 950 students from

around the country and from 40 foreign countries, at a world affairs seminar sponsored by the University of Wisconsin and by Rotary International. □

## Intelligence and Research

*Office of Analysis for Near East and South Asia:* Director GEORGE S. HARRIS chaired a seminar with University of Maryland economics professor JOHN ADAMS to discuss India's seventh five-year plan, August 20 ... Deputy director RON LORTON and analyst WALTER ANDERSEN and EMILY HODGES also participated ... ALAN MAKOVSKY, analyst for Jordan and the Palestinians, completed a five-week tour at Embassy Cairo, August 26.

*Office of Analysis for East Asia and the Pacific:* DENNIS HALPIN, Indo-China analyst, visited Bangkok and Udorn, August 21-September 6, where he discussed military and political developments in Cambodia and Laos with mission officers. He also visited refugee camps in Thailand. □

## Inter-American Affairs

*Office of Caribbean Affairs:* Deputy director STUART LIPPE and Dominican desk officer DAVID ROGUS assumed onward assignments in Cuban affairs ... Haiti desk officer MIKE SHELTON was slated for Mexico City, and Suriname/Guyana desk officer JIM McHUGH for the Bureau of International Narcotics Matters ... Ambassadors-designate CAROL HALLETT (The Bahamas) and BRUNSON MCKINLEY (Haiti)

were in the office awaiting Senate confirmation ... Summer intern JILL ROBERTS, of Wellesley College, was presented a Meritorious Honor Award for her work on the Secretary's trip to Haiti and the Dominican Republic ... The office welcomed new deputy director STEPHEN DAWKINS, new desk officers JOHN P. FELT (Haiti), WILLIAM MOORE (Suriname and Guyana), MICHAEL STRACHAN (Dominican Republic) and new secretary CAROLYN DeVAUGHN ... Office director HAL EISNER visited the eastern Caribbean, Guyana, Suriname and the Netherlands Antilles for consultations. Mr. Felt traveled to Port-au-Prince, and Mr. Strachan to Santo Domingo, for consultations with embassy and other officials ... The ambassador to Jamaica, MICHAEL SOTIRHOS, was in on consultations and to accompany Jamaican Prime Minister EDWARD SEAGA to meetings with SECRETARY SHULTZ and other U.S. officials.

*Office of Central American and Panamanian Affairs:* Assistant Secretary ELLIOTT ABRAMS presented RONALD D. GODARD, deputy director of Central American affairs, the Meritorious Honor Award on August 12 ... The coordinator for Panama affairs, RICHARD R. WYROUGH, traveled to New Orleans, September 9-12, to address members of the Foreign Relations Association on "Panama: Present Realities, Future Prospects" ... He gave interviews to the local media, at the Rotary Club and the New Orleans Port Authority ... JAMES CASON, Guatemala desk officer, briefed trainees of the 31st special agent basic training program, on the functions of a country desk officer, September 10 ... He participated, September 20, in a seminar on government, for ex-Peace Corps volunteers, in



INTER-AMERICAN AFFAIRS—Ronald D. Godard receive Meritorious Honor Award from Assistant Secretary Elliott Abrams, left.

With them are Mrs. Wesley Godard and Karen and Justin Godard.

## BUREAU NOTES

commemoration of the corps' 25th anniversary ... New arrivals include PATRICK FITZGERALD, deputy director; DAVID RANDOLPH, regional affairs officer; JAMES CALLAHAN, senior El Salvador desk officer; KAREN DAVIS, administrative assistant; interns DAN MICHEL and VIKRAM KAPUR; VINCENT MAYER, senior Panama desk officer; and FRANKIE CALHOUN, assistant regional affairs officer.

**Office of Regional Political Programs:** Director P. PETER SARROS held an on-line interview with WKAR, Michigan State University, on U.S. policy toward Nicaragua ... He co-chaired, with Lieutenant Colonel CURTIS MORRIS, a conference on Latin America for 60 Latin American military officers, August 20 ... On August 27 Lieutenant Colonel JAMES B. SIVELLS conducted a seminar on U.S. policy toward Latin America, for students at the Defense Institute for Security Assistance Management, Dayton, O. ... JAMES E. LEADER reported to the office on August 25 as the bureau's senior labor adviser.

**Office of Andean Affairs:** The ambassador to Bolivia, EDWARD ROWELL, was in the Department, the week of August 25, to discuss U.S. follow-up to Bolivia's narcotics interdiction campaign ... The desk officer for Ecuador, MICHAEL MEIGS, traveled to Quito and Guayaquil, August 16-24, and the new desk officer for Colombia, NANCY MASON, was in Bogota, August 24-30.

**U.S. Mission to the Organization of American States:** Ambassador RICHARD McCORMACK traveled, at the request of the assistant secretary for international organization affairs, to Peru, Ecuador, Panama, Venezuela and Uruguay, for consultations with government offi-

cials, August 21-31 ... He was accompanied by political officer ARNOLD CHACUN ... The former deputy chief of mission in Panama, WILLIAM T. PRYCE, has become the deputy chief of mission in this office ... XENIA WILKINSON is the new political adviser ... Acting deputy chief of mission LOWELL FLEISHER left the mission at the end of August to take up a new assignment in the Inspector General's Office ... Economic adviser BRUCE MALKIN moved to the East Asian and Pacific affairs bureau's Office of Economic Policy. □

## International Narcotics Matters

Assistant Secretary-designate ANN WROBLESKI traveled to Bogota, August 26-29, for consultations with embassy and Colombian officials, on the U.S. narcotics control program ... Program director CAESAR P. BERNAL traveled to Pakistan, August 26, for a review of programs ... At the request of the post, GEORGE RECACHINAS, chief, Financial Planning and Budget Division, traveled to Jamaica, to review the narcotics control program and establish financial management controls.

**People:** SUE PATTERSON has joined the bureau as chief of the Americas Division, Office of Program Management; her last post was Milan, Italy, where she was chief of the consular section ... ROGER MEECE has left the bureau for a one-year detail to the Office of the Vice President, National Narcotics Border Interdiction System ... JAMES McHUGH has joined the Americas Division, replacing Mr. Meece. □

## International Organization Affairs

Assistant Secretary ALAN L. KEYES appeared on the "One On One" television show, August 17, and ABC-TV's "Nightline," August 28 ... He addressed the National Jewish Coalition, in Washington, on South Africa ... He participated in "The Inaugural Conference to Re-scind UN Resolution 3379," in Los Angeles, sponsored by the World Zionist Organization ... He addressed the Causa Ministerial Alliance and the United Gospel Holiness Church, on South Africa, in Birmingham, Alabama ... LAURA GENERO, deputy assistant secretary for international social and humanitarian affairs, traveled to Vienna and the Middle East, September 2-14, for discussions with officials of the UN Relief Works Agency for Palestine. She visited agency facilities near Damascus, Amman, the occupied West Bank and the Gaza Strip ... GILBERT D. KULICK, deputy director, Office of UN Political and Multilateral Affairs, traveled to Brussels, September 12, for consultations with NATO UN Experts ... P. WESLEY KRIEBEL, director, Office of Technical and Specialized Agencies, participated in bilateral discussions at the Italian foreign ministry, September 5, relating to mechanisms to improve anti-hijacking devices for ships and ship passengers. Subsequently, he served on the U.S. delegation to the meeting of the maritime safety committee of the International Maritime Organization, in London, beginning September 8 ... NEIL A. BOYER and F. GRAY HANDLEY served on the U.S. delegation to the quadrennial Pan American Sanitary Conference, in Washington, September 22-30 ... Mr. Handley also served on the U.S. delegation to the annual meeting of the World Health Organization's regional committee for the western Pacific, in Manila, September 15-19 ... LINDA GALLINI served on the U.S. delegation to the International Atomic Energy Agency's board of governors conference, in Vienna, September 22-October 3.

**People:** Transfers and reassignments: MARY ANDREWS from the Bureau of European and Canadian Affairs to the Office of the Deputy Assistant Secretary for International Development and Technical Specialized Agency Affairs ... INEZ HOCKADAY from the Bureau of Oceans and International Environmental and Scientific Affairs to the Office of U.S. Budgetary Presentation and Payments ... LOIS AROIAN from Khartoum to the Office of UN Political Affairs ... MICHAEL METELITS from the Bureau for Refugee Programs to the Office of Multilateral Program Coordination ... J. ANTHONY ALLITTO from Buenos Aires to the Office of Technical Specialized Agencies ... GEOFFREY WOLFE from Ottawa to the Office of International Economic Policy ... WILLIAM STRAWN from the Office of International Conferences to the Office of International Development Assistance ... SANDRA VOGELGE-



GEORGETOWN, Guyana—Ambassador Clint A. Lauderdale, second from right, and Patrick Mootoo, ministry of trade, sign agreement providing some 25,000 metric tons of

U.S. wheat for Guyanese people. Others, from left: William Edwards, USIA, and David McGaffey, deputy chief of mission.

SANG from Ottawa to the Office of the Deputy Assistant Secretary for International Development and Technical Specialized Agency Affairs ... RONALD KATES from Kingston to the Office of International Development ... SALLY HARMON from the Bureau of Inter-American Affairs to the Office of International Conference Administration ... JOHN ST. DENIS from Caracas to the Office of UN System Recruitment ... WILLIAM EATON from the Bureau of Intelligence and Research to the Office of UN Political Affairs ... JAMES WILLIAMS from the Office of UN Political Affairs to Berlin ... STEVEN CANDY from the Office of UN Political Affairs to the Bureau of European and Canadian Affairs ... ROBIN COOKE from the Office of Technical Specialized Agencies to the Bureau of Personnel ... MICHAEL PAULSON from the Office of Technical Specialized Agencies to the Bureau of Intelligence and Research ... MIGUEL DE PENA from the Office of International Economic Policy to Caracas ... SANDY REYNOLDS from the Office of International Economic Policy to the Bureau of Public Affairs ... CLARE REYNOLDS from the Office of International Economic Policy to the Executive Office of the Secretary of State. □

## Legal Adviser's Office

The legal adviser, ABRAHAM SOFAER; senior staff assistant PAT SCHAUBEL; and ALAN KREZCKO, assistant legal adviser for Near Eastern and South Asian affairs, traveled to Cairo and Jerusalem, on consultation and negotiation ... MARY MOCHARY, deputy legal adviser, participated in a panel discussion on "Terrorism: The Issues Confronting a Free Society," in New York, sponsored by the American Bar Association ... Deputy legal adviser MICHAEL MATHESON and executive assistant ELIZABETH KEEFER traveled to Paris for negotiations with the French and British governments ... The assistant legal adviser for special functional problems, BRUCE RASHKOW, spoke at a conference on the Foreign Missions Act in Washington ... DAVID COLSON, the assistant legal adviser for oceans, environmental and scientific affairs, addressed the 20th annual conference of the Law of the Sea Institute, in Miami ... SCOTT HAJOST of that office traveled to New Zealand, for discussions concerning Antarctica ... PETER FLOURNOY of the office traveled to the Cook Islands, to participate in negotiations on the South Pacific regional tuna fisheries agreement ... TED BOREK, assistant legal adviser for UN affairs, participated in a meeting during the UN Security Council's consideration of Nicaragua's complaint arising from the June 27 decision of the International Court of Justice, *Nicaragua v. United States*.

**People:** Leaving the Office of the Legal Adviser were attorneys STEVEN CATLETT, BORIS FELDMAN, MICHAEL GLANZ, LAURA POLLARD, DAN PRICE and LAWRENCE TU, who joined private law firms;

attorneys CAROLYN WILLSON, Office of UN Affairs, who was selected as the attorney-adviser at the U.S. mission to the United Nations; GEOFF LEVITT, Office of Law Enforcement and Intelligence, who began a one-year detail with the Council on Foreign Relations, in New York; and HELEN ROBINSON, Office of Special Functional Problems, who resigned from Government service to return to her home town in North Carolina ... The office welcomed as new employees special assistant MARTIN WALD, law library technician SANDRA BITLER and MOIRE MacDONALD, paralegal specialist in the Office of Law Enforcement and Intelligence ... JEAN COPE returned to the office after a one-year assignment with the Multi-National Force and Observers in the Sinai ... TERESA FRIEDRICH was selected as the secretary in the Office of Special Functional Problems ... MICHAEL RABOIN, Office of International Claims and Investment Disputes, assumed new duties as deputy agent to the Iran/U.S. Claims Tribunal ... Law students in the intern program were STEVE CORLISS, ANGELA HARRIS, ALEX JOEL, ERIKA NIJENHUIS, MARK PLOTKIN, PETER SPIRO, JANE STROMSETH and JODY TABNER. □

## Management

### Family Liaison Office

The following community liaison office coordinators visited the Family Liaison Office in July and August: JUDY SMITH (Gaborone), LINDSAY ANN PASTIRIK (Lagos), DIANE QUINN (Damascus), ROCHELLE GOLLUST (Jerusalem), NORA LEE (Kinshasa), KATHLYN BROWN (Jakarta), JO ANNE VAUGHN (La Paz), PETER SIEGWALD (Managua), CHERYL MULL (Warsaw), MARILYN BAKER (Moscow), RIN MUSSEER (Jeddah), CATHY JONES (Riyadh), EILEEN MILAS (San Salvador), SANDY JONES (Nairobi), JILL JOHNSON (Baghdad), VICKI HIRSCH (Jakarta), MARY ANN BERRY (Monrovia), MARILYN PARKIN (Kuwait), TED DIEFFENBAKER (Sao Paulo), SHIRLEY McGEE (Lahore), QUEENIE ANDRUS (Calcutta), DEBBIE SHARPE-LUNSTEAD (Madras), DAWN JONES (Mouakchott), PHYLIS GREENFIELD (Dhaka) and JOCELYN GRANER (N'Djamena). □

### Office of Foreign Missions

E. RICHARD ATKINSON, senior operations officer, and BRUCE RASHKOW, Legal Adviser's Office, at the invitation of the Office of Soviet Union Affairs, jointly addressed a range of issues, along with host country representatives, in Moscow, July 19-August 1. □

**NEAR EASTERN AND SOUTH ASIAN AFFAIRS**—Photo shows presentation of Superior Honor Award by deputy assistant secretary Arnold Raphael to Bryce (Mac) Gerlach bureau executive director.

## Near Eastern and South Asian Affairs

Deputy assistant secretary ROSCOE SUDDARTH met with members of the Kenna Club, in Santa Clara, Calif., August 14, to discuss peace efforts and the political situation in the Middle East ... On July 1, public affairs adviser MICHAEL AUSTRIAN met with Columbia College of Chicago journalism students, to discuss U.S.-Middle East policy issues ... Mr. Austrian and the deputy director for North African affairs, ROGER MERRICK, met, August 25, with student leaders from the Near East and North Africa, who were visiting the United States on a ASIA-sponsored project. Mr. MERRICK discussed Middle East policy issues, including peace efforts and the Gulf war ... On August 6 economic adviser ROBERT KNICKERMEYER traveled to Missouri, to meet with the St. Louis Kiwanis Club. He discussed the economic climate in the Middle East ... DAN KURTZER, deputy director, Office of Egyptian Affairs, met with continuing education students from local colleges, to discuss peace efforts, August 22 ... RYAN CROCKER, deputy director, Office of Israel and Arab-Israeli Affairs, addressed the Anoka Optimist Club in Anoka, Minn., August 28. He discussed peace efforts and U.S. policy in the Middle East ... Politico-military officer JOHN BARGERON addressed an adult education group visiting the Department from area colleges, July 11 ... Israel desk officer DAVID SATTERFIELD met with students from Camp Ramah, July 14, to discuss U.S.-Israel relations ... On July 15 BRENT HARTLEY, Office of Egyptian Affairs, met with interns from the office of Congressman STEWART B. MCKINNEY (R.-Conn.) to discuss U.S.-Middle East policy issues. □





**CHERNOBYL WORKING GROUP**—Members are awarded Meritorious Honor Awards by John D. Negroponce, assistant secretary for oceans and international environmental and scientific affairs, and James Wilkinson, deputy assistant secretary for European and Canadian affairs. Front row: Martin Prochnik, Charles Brodine, Michael Congdon, James B.

Devine, Allen L. Sessoms, Mr. Wilkinson, Mr. Negroponce, Richard J. Smith, Scott N. Thayer, Paul Goff, Dennis Ortblad, Burnett Pixley. Back row: James Bean, Max Robinson, Patricia Murphy, Gwen Beatty, Mary Ponder, Ramona Prichett, Jonathan Schwartz, John Dooley, Charles Newstead.

## Oceans and International Environmental and Scientific Affairs

Principal deputy assistant secretary RICHARD J. SMITH traveled twice to Ottawa for consultations with Canadian officials ... MICHAEL CONGDON, Office of Energy Technology Cooperation, attended the special meeting at the International Atomic Energy Agency, in Vienna, at which Soviet authorities reported on the causes and effects of the Chernobyl accident ... MICHAEL A.G. MICHAUD, director, Office of Advanced Technology, represented the Department at a National Academy of Sciences meeting in Woods Hole, Mass., on preparations for the "International Space Year." □

## Politico-Military Affairs

Assistant Secretary H. ALLEN HOLMES was in San Francisco, August 12, to participate in the U.S.-Australian bilateral ministerial meeting ... Principal deputy assistant secretary JOHN HAWES traveled to Bern, for the U.S.-Soviet bilateral discussions on chemical weapons proliferation, September 4-5. He was accompanied by Lieutenant Colonel DAVID LAMBERT, Office of Theater Military Policy ... Mr. Lambert attended the biological warfare convention review conference in Geneva, September 8-26 ... Lieutenant Colonel JOHN W. VAN de KAMP, Office of Theater Military Policy, represented the Department as deputy chief of the defense requirements survey team to the armed forces of Haiti.

*People: Arrivals:* PETE ITO has joined the staff of the assistant secretary as staff assistant

... RICHARD SOKOLSKY and ANGELA SMOAK have joined the Office of Security Analysis ... JACQUELINE MOYER has joined the Office of Strategic Technology Affairs, as secretary ... YVETTE WONG has joined the Office of International Security Policy ... JEFFREY GARRISON has joined the Office of Strategic Nuclear Policy ... LAWRENCE (HOWARD) REICHER has joined the Office of Security Assistance and Sales ... BRUCE MILLER has been assigned as faculty adviser at National Defense University ... *Departures:* GLENDA LANCASTER has departed the Office of Security Assistance and Sales ... DEBORAH WATSON resigned from the Office of Theater Military Policy ... JOSEPH HILTS has transferred to the Bureau of European and Canadian Affairs, from the Executive Office. □

## Public Affairs

*Office of the Assistant Secretary:* Assistant Secretary BERNARD KALB accompanied the Secretary to Bogota, Colombia, for the presidential inauguration, and San Francisco, for the Australian/U.S. bilaterals, in August ... Deputy spokesman CHARLES E. REDMAN accompanied the Secretary on a trip to Haiti and Santo Domingo.

*Office of the Historian:* JAMES E. MILLER and DAVID S. PAINTER, Policy Studies Division, presented papers on "The United States and the Politics of Intervention, 1946-1954," at the 79th annual meeting of the Pacific Coast branch of the American Historical Association, August 15, in Honolulu ... TRACEY R. PETERSON was promoted within the office to clerk-typist, during August ... DAVID S. PATTERSON presented a paper, "Citizens' Peace Initiatives in the United States,

"1865-1914," to the North American-European Consultation Peace Research in History, at Stadtschlaining, Austria, August 24-29 ... TOM NARITA arrived, September 4, as an intern, to serve as a junior historian until his departure in December. He is a political science major at Hofstra, Hempstead, N.Y. ... Presidential management intern DAVID S. YANG transferred to the Bureau for Refugee Programs.

*Office of Opinion Analysis and Plans:* BERNARD ROSHCO, director, attended a meeting of the American Sociological Association, August 31-September 4, and chaired a session on public opinion ... RENE SHIFLET joined the distribution unit as an information clerk; she was transferred from the Office of the Comptroller ... MARLENE FREEMAN accepted a position in the Office of Recruitment, Examination and Employment ... META TOWNSEND transferred to the Bureau of Intelligence and Research.

*Office of Public Communication:* On August 25 SANDY REYNOLDS, formerly of the Bureau of International Organizations, joined the Correspondence Management Division as a clerk-typist ... MICHELLE KU, summer intern, departed, August 22, to return to Cornell.

*Office of Public Programs:* On August 5 SAMUEL FRY JR. arrived as the office director; his previous assignment was with the inspector general's staff ... The Regional Programs Division welcomed as new program officers DARLENE KIRK from the Press Office and IRMA LOTFABADI from the Office of Recruitment ... Secretary TANYA TURNER, formerly of the Office of the Comptroller, joined the Media Principals Division, September 3 ... JACQUELINE BOYLAN entered on duty as an intern, to serve as a junior public affairs officer until her departure in December; she attends the State University of New York, Brockport, and is pursuing a major in political science ... Three regional program officers have been promoted: EILEEN MCCORMICK to GS-11, FRANK FINVER to GS-9 and NANCY STONE to GS-9 ... Mr. Finver conducted a survey tour of Pittsburgh while Ms. Stone and program officer CHRISTINE MURRAY completed area survey courses on Latin America and the Soviet Union, respectively ... Ms. Murray also participated in a public affairs conference sponsored by the Triangle Security Seminar in Asheville, N.C., and conducted a survey of that city as well as Spartanburg and Greenville, S.C. ... Ms. McCormick spent a week with Idaho ranchers as part of a Food Producers of Idaho tour. □

## Refugee Programs

JAMES N. PURCELL JR., director since October 1982, has left the bureau to attend the Senior Seminar; senior deputy assistant secretary ROBERT L. FUNSETH was appointed acting director ... PAUL ADAMS, chief of fundraising services for the Office of the UN High Commissioner for Refugees, accompanied by MARCUS



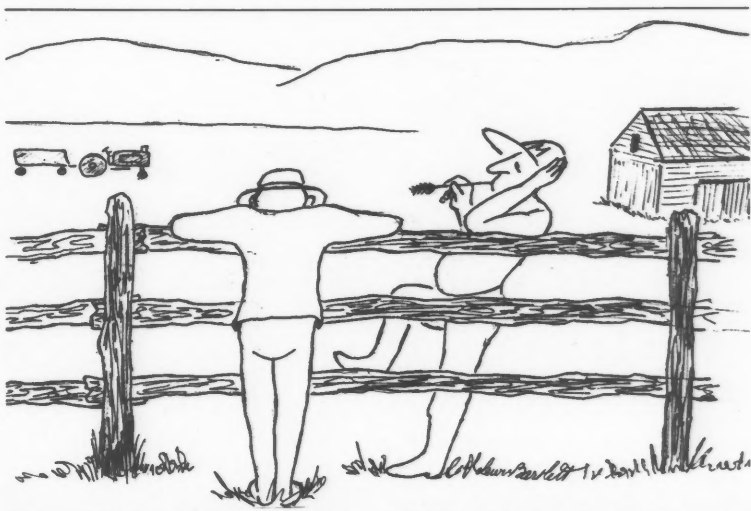
DOLDER, the fundraising officer for North America, paid his first official visit to the bureau. Mr. Adams, formerly with the International Committee of the Red Cross, recently joined the refugee office in this capacity. In a three-day visit, he met with Mr. Funseth to discuss the current effort to restructure the UN office, and a broad range of assistance and protection activities worldwide ... Mr. Funseth chaired a workshop in New York on loan collections and procedures ... NORMAN W. RUNKLES, comptroller, and his deputy, EMILY K. KRANTZ, participated in the workshop ... GILLES PHONEUS, ROBERT G. LATIMER and LOUISE GAGNE, Canadian employment and immigration officials, also participated in the workshop, under the bureau's auspices ... Mr. Funseth met with the deputy high commissioner for refugees. ARTHUR E. DEWEY, who was accompanied by NICHOLAS VAN PRAAG, of the UN refugee office in Washington, to discuss in depth the issues of military and armed attacks on refugee camps and settlements, Ugandan refugee repatriation, refugees fleeing to and from South Africa, the report of the joint inspection unit on UN refugee activities in Africa, and refugee flows into Honduras and Costa Rica from Nicaragua ... FRANCES D. COOK, deputy assistant secretary for international refugee assistance, office directors JOHN A. BUCHE and JAMES P. KELLEY, together with MARY McCLEOD, representing the legal adviser's office for human rights and refugees, also attended the meeting ... Prior to her return to post, PATRICIA LANGFORD, consul general, Bangkok, met with Mr. Funseth to discuss refugee-related issues, including the border Khmer processing ... Mr. Funseth met with members of the Baha'i National Spiritual Assembly, to discuss Iranian and Baha'i refugee issues ... The monthly ad hoc interagency meeting, instituted by the bureau in 1982, held its 50th meeting in September ... Regular attendees include representatives from other Department bureaus and federal agencies involved in U.S. refugee programs, e.g., the Department of Health and Human Services and the Immigration and Naturalization Service ... Ambassador DEANE R. HINTON met with Mr. Funseth during his visit to the Department, to discuss the refugee situation in Pakistan ... RICHARD D. ENGLISH, deputy assistant secretary for refugee admissions, and ANN MORGAN, director, Office of Refugee Training, were also in attendance ... While in Washington, Ambassador PAUL D. WOLFOWITZ met with Mr. Funseth and bureau staff to discuss the refugee situation in Indonesia and the rest of Southeast Asia.

JOHN R. RATIGAN, director, Office of Asian Refugee Assistance, attended the UN border relief organizations' donors meeting in New York ... JUDITH J. CHAVCHAVADZE, deputy director, Office of European, Near Eastern and Latin American Refugee Assistance, consulted with and performed onsite visits to UN Relief Works Agency programs in Syria, Jordan and Israel, and United Israel Appeal programs in Israel ... DONALD M. KRUMM, director, Of-

fice of Emergency Operations, delivered an address at the Interaction Forum, in New York, on refugee problems in South Africa and Southern Sudan. Mr. Krumm discussed the status of the bureau and the Centers for Disease Control inter-agency agreement, and the upcoming needs for the center's personnel in Atlanta, Ga ... SHEPPIE G. ABRAMOWITZ, program officer, Office of Emergency Operations, participated in the State Refugee Program Council meeting, in Greensboro, to discuss the Montagnard resettlement ... ANN MORGAN, director, Office of Refugee Training, accompanied by EDWARD W. GEIBEL, program officer, attended meetings on English-as-a-second language and cultural orientation, held by the Experiment in International Living Consortium ... THOMAS P. DOUBLEDAY JR., chief, Office of Regulations and Correspondence, served as a member of the U.S. delegation to Hanoi, for technical discussions with Vietnam on the Orderly Departure Program ... KAREN E. MARTIN, refugee officer, Office of Refugee Admissions, reviewed refugee processing with Immigration and Naturalization Service officers and voluntary agencies representatives in Frankfurt, Vienna, Rome, Geneva and London ... THERESA L. RUSCH, program officer, Office of Reception and Placement, with JAMES P. KELLEY, director, Office of International Refugee Organizations, monitored voluntary agency contract performance in various cities in Wisconsin ... MARVIN WEIDNER, Iowa state refugee coordinator, visited the bureau and met with Mr. Funseth, RICHARD D. ENGLISH, deputy assistant secretary for refugee admissions, and program officers ... JAMES F. LAWRENCE, executive director, attended a meeting with the staff of the Refuge-

Data Center in New York ... DAVID M. WALKER, refugee coordinator, Kuala Lumpur, was in the bureau for consultations ... LEE M. PETERS, refugee coordinator, Islamabad, consulted with bureau personnel and, in Europe, with staff of the World Food Program, UN refugee office, the International Committee of the Red Cross and the League of International Red Cross, while en route to his new post in Pakistan ... THOMAS B. KILLEEN consulted with bureau and international organization officials in Washington and Geneva, in preparation for his new assignment as refugee coordinator, Mogadishu ... DENNIS W. IMWOLD assumed his duties as refugee officer, Singapore; JONATHAN C. MAYHEW, JOHN M. JONES and STEPHEN A. EDSON, as refugee officers, Bangkok.

**People:** Recently joining the bureau were FRANCES D. COOK, deputy assistant secretary for international refugee assistance; CHERYL A. MARTIN, staff assistant; THOMAS P. DOUBLEDAY JR., chief, Office of Regulations and Correspondence; DAVID BLOCH, chief, Office of Refugee Admissions; PAULA R. LYNCH, program officer, Office of Policy and Program Coordination; FRANCES R. CULPEPPER, program officer, Office of Asian Refugee Assistance; RICHARD J. REDMOND, director, and YVONNE F. THAYER, program officer, Office of European, Near Eastern and Latin American Refugee Assistance; CAROLYN H. MCKENZIE, systems administrator, Office of the Executive Director ... JOHN A. BUCHE, formerly director, Office of European, Near Eastern and Latin American Refugee Assistance, has assumed new duties as senior assistant to the bureau director. ■



"I hear tell the State Department is sending Melvin's boy Huey to China."

"Melvin's a lucky man. First the Government pays him not to grow corn, then it helps him get rid of that fool kid of his."

# Current Publications

## Public affairs bureau lists offerings

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

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

### President Reagan

"SDI: Progress and Promise," briefing on the strategic defense initiative, Washington, August 6 (Current Policy No. 858).

### Africa

"Does South Africa Have a Future?" Alan L. Keyes, assistant secretary for international organization affairs, National Urban League's annual conference, San Francisco, July 21 (Current Policy No. 857).

### Arms control

"Arms Control: Turning the Corner?" Kenneth L. Adelman, director of the U.S. Arms Control and Disarmament Agency, American Bar Association's annual meeting, New York, August 12 (Current Policy No. 861).

"Interim Restraint Policy: U.S. and Soviet Force Projections," August 1986 (Special Report 151).

"U.S. Policy Regarding Limitations on Nuclear Testing," August 1986 (Special Report No. 150).

### Department of State

"The Foreign Affairs Budget," John C. Whitehead, deputy secretary of state, press briefing in Washington, August 11 (Current Policy No. 860).

### Human rights

"20th Semiannual Report: Implementations of Helsinki Final Act, October 1, 1985-April 1, 1986," August 1986 (Special Report No. 146).

### Inter-American affairs

"Obstacles to Investment and Economic Growth in Latin America," Richard T. McCormack, ambassador to the Organization of American States, second Conference of the Great Cities of the Americas, San Juan, Puerto Rico, June 20 (Current Policy No. 862).

### International narcotics matters

"U.S. International Narcotics Control Programs and Policies," John C. Whitehead, deputy secretary of state, Subcommittee on Foreign Operations, Senate Appropriations Committee, August 14 (Current Policy No. 863).

### Science and technology

"Who Will Protect Freedom of the Seas?" John D. Negroponte, assistant secretary for oceans and international environmental and scientific affairs, Law of the Sea Institute, Miami, July 21 (Current Policy No. 855).

### Terrorism

"Economic Sanctions to Combat International Terrorism," July 1986 (Special Report No. 149).

### GIST

Africa: U.S. policy (8/86).

Meaning of sanctions and countersanctions for South Africa's neighbors (8/86).  
U.S.-China science and technology exchange (8/86).

U.S. pressures on South Africa (8/86).  
Year of the locust in Africa (8/86).

### Background Notes

Afghanistan (7/86).  
Argentina (6/86).  
Sierra Leone (7/86).  
Tanzania (7/86). □

## New 'Foreign Relations' volume is published

The Department has released "Foreign Relations of the United States, 1955-1957, Volume IV, Western European Security and Integration." This volume contains compilations of U.S. participation in NATO, on European integration (the origins of the Common Market) and on meetings of the European chiefs of mission.

The volume was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication No. 9453, GPO Stock No. 044-00-02119-6) may be purchased for \$30 (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 of Documents.

The Office of the Historian has prepared a brief summary of the volume. For information, contact John P. Glennon (202) 663-1144 or Charles S. Sampson (202) 663-1134 in the Office of the Historian. ■

Architect's rendering of the U.S. chancery under construction in Dhaka, Bangladesh. (Story on Page 18.)



## OBITUARIES

**Ernest C. Grigg III**, 47, officer-in-charge of international women's programs in the Bureau of International Organization Affairs, died of an aneurysm on August 11 at Washington Adventist Hospital.



Mr. Grigg

Mr. Grigg worked closely with the UN Commission on the Status of Women, and with the U.S. representative to the commission, Maureen Reagan. He was political adviser to the U.S. delegation to the July 1978 Nairobi conference which ended the UN women's decade. In addition to meetings related to women's issues, he participated in the U.S. delegations to conferences on the law of the sea and of the Inter-Parliamentary Union. He received the Meritorious Honor Award in 1973.

A native of New York and a graduate of Fordham, Mr. Grigg was employed as a public relations officer for Chase Manhattan Bank, 1960-64. He joined the Department in 1964 as an adviser on political and security affairs at the United Nations, and served as political officer in Lagos, Kinshasa and Brussels. He returned to Washington in 1981 as a political adviser in the Bureau of International Organization Affairs' Office of Multilateral Policy and Coordination, and later served in the Office of UN Political and Multilateral Affairs.

Survivors include his wife, two daughters, a son and his parents. □

**Jerald E. Goslin**, 58, a budget and fiscal officer who served in Mexico City before retiring in 1982, died on August 23.

Mr. Goslin served as a budget and management officer in Guatemala, 1976-81. He was a budget and fiscal officer in Montevideo, Port-au-Prince, Guatemala City, Baghdad and Tunis. Earlier in his career, which began in 1952, he was an accounting clerk in Athens, then an assistant disbursement

officer in Moscow. From 1973-75, he was assigned to the Executive Secretariat.

Mr. Goslin was born in Springville, Neb. Survivors include his wife. □

**Emmett O'Brien**, 45, a communications electronics officer in the Office of Communications Operations, died of cancer at his home on August 26.



Mr. O'Brien

Born in Yonkers, N.Y., Mr. O'Brien worked there as a lab technician, 1959-61. After serving in the Air Force for four years, he joined the Department in 1965. He was a communications technician in Brasilia, Karachi and Islamabad. His assignments in the Office of Communications included the Engineering and Technical Division, the Communication Programs and Engineering Division, the Communication Security Division and the Communications Training Division.

Survivors include his wife and a son. □

**Patricia A. Vavrecka**, 48, a communications program officer in Durban since 1983, died there on September 7 after surgery for a brain aneurysm at St. Augustine's Hospital.



Ms. Vavrecka

Assignments during her 22-year career included Rome and Port-of-Spain as a communications clerk; Paris, Tokyo and Nicosia as a communications and records assistant; Geneva as a support communications officer; and Accra and Rome as a communications and records officer. She served in the Office of Communications, 1974-76.

Born in Sugar Land, Tex., Ms. Vavrecka attended the University of Texas and worked as a clerk for an oil and refining company in Houston. Survivors include her brother and three sisters. □

**Richard L. Sneider**, 64, a career minister who was ambassador to Korea from 1974 until he retired in 1978, died on August 15.



Mr. Sneider

Mr. Sneider served in Tokyo as first secretary and consul, 1954-58; as special assistant to the minister for Okinawan affairs, 1969-70; and as deputy chief of mission, 1970-72. He was officer-in-charge of Japanese affairs, 1958-60. Assigned to East Asian and Pacific affairs, 1965-69, he was a public affairs adviser, then country director for Japan. In 1969, he was a senior staff officer on the National Security Council. Other assignments during his 30-year career were to the Bureau of Intelligence and Research, 1951-52; the Bureau of International Organization Affairs, 1952-54; National War College, 1961-62; and to Karachi as political counselor, 1962-65. He received Superior Honor Awards in 1970 and 1972.

Born in New York, Mr. Sneider was graduated from Brown and earned a master's at Columbia. From 1943-46, he served in the Army. Survivors include his wife, two sons and a daughter. □

**Roland A. J. Berardo**, 65, a Foreign Service officer who served at several European posts before retiring in 1971, died on July 27 at Deaconess Hospital in Boston.

Joining State as a personnel officer in 1954, Mr. Berardo was a disbursement officer in Madrid, an economic/commercial officer in Dublin and Milan, and a trade and promotional officer in London.

After retiring, he worked for a bank in Providence, then for a manufacturing firm in Norwich, Conn. Active in local politics, he was a former chairman of the Democratic party in his hometown, Westerly, R.I.

Mr. Berardo was graduated from American University in 1951. He was employed by the Department of Labor, 1951-53, and the Army Map Service, 1953-55. Survivors include his wife, a son, two grandsons, two sisters and three brothers. □

**Charles R. Burrows**, 76, a Latin American specialist who was ambassador to Honduras, 1960-65, died after a heart attack, at Sibley Memorial Hospital on September 6.



Mr. Burrows

Joining the Foreign Service in 1939, he served in Havana as consular officer, in La Paz as economic/political officer, in Buenos Aires and Ciudad Trujillo as political officer, in Mexico as counselor and in Manila and Caracas as deputy chief of mission and minister-counselor. Department assignments included those of deputy director of the Office of Regional American Affairs, director of the Office of Central American Affairs, and country director for Central America. From 1952-53, he was detailed to the National War College. After retiring in 1967, he worked as a consultant.

Mr. Burrows was born in Detroit. A graduate of Otterbein, he earned a master's at New York University. He was employed by the Department of Agriculture, 1934-39. Survivors include his wife, a son, a daughter and two grandchildren. □

**Doreen Reynolds**, 78, a secretary who was assigned to the Bureau of Inter-American Affairs during most of her career, died of a heart ailment at her home on August 14.

Joining State in 1944, Ms.

Reynolds worked for the Foreign Economic Administration and the Office of Foreign Buildings before transferring to Inter-American Affairs in 1961. She was a senior secretary in the Office of Cuban Affairs during the Cuban missile crisis, and was secretary to the deputy U.S. representative to the Organization of American States. Ms. Reynolds also assisted during the Panama Canal negotiations in Punta Del Este, the law of the sea conferences and the Conference for Security and Cooperation in Europe. She retired in 1977.

Ms. Reynolds was born in Shanghai, China. During World War II, she was a secretary and personal assistant to General Chennault, who organized the Flying Tigers in China. Survivors include a niece and nephew. Contributions are suggested to the Doreen Reynolds Memorial Fund, Blessed Sacrament Church, 1707 W. Braddock Road, Alexandria, Va. 22302. □

**Richard Hays Hawkins Jr.**, 73, who was consul general and principal officer in Montreal from 1964 until he retired in 1970, died of cancer at George Washington University Hospital on September 12.

Mr. Hawkins was deputy chief of mission in Jidda, 1959-62, counselor for political affairs in Madrid, 1957-59, and principal officer in Bilbao, 1954-56. Earlier in his 31-year career, he served in Vancouver, Brisbane and Sydney as consular officer, in Lima as political officer, and in Singapore as executive officer. From 1962-64 he attended the Senior Seminar in Foreign Policy.

Mr. Hawkins was born in Pennsylvania. He was graduated from Yale in 1934. Survivors include his wife, a son, a daughter, a stepbrother and seven grandchildren. □

**Sarah Rucker Squires**, 73, a supervisory passport examiner who retired in 1972, died of Parkinson's disease at the Thomas House Baptist Home on July 12.

Assigned to the Passport Office during most of her career, Ms. Squires worked in several branches, including

adjudication, field operations and special services, as well as the Boston field office.

Ms. Squires was born in Appomattox County, Va. Survivors include her husband. □

**Philip J. Balestrieri**, 67 a consular officer who joined the Department after a 21-year career in the Air Force, died on August 10.

Mr. Balestrieri served in the Air Force from 1941 until 1962, when he joined State's Visa Office. He converted to the Foreign Service in 1972 and was assigned to Rome as a consular officer in 1974. Before retiring in 1979, he worked in the Bureau of European Affairs.

Mr. Balestrieri was a graduate of Syracuse University in New York State. Survivors include his wife, a son and a daughter. □

**Claude W. Courand**, 84, a former Foreign Service officer and Department of Commerce official who served on U.S. delegations to several inter-American conferences, died of cancer on August 16 at Georgetown University Hospital.



Mr. Courand

A member of the Foreign Service, 1947-55, he was first secretary and consular officer in Rio de Janeiro, first secretary with the personal rank of minister in Lima, and counselor in Santiago. From 1960-70, he was director of the American Republics Division of the Bureau of International Commerce, Commerce Department.

Mr. Courand was director of the U.S. resources and trade development mission to Peru and Ecuador in 1961, and the U.S. trade mission to Brazil in 1967. As a member of U.S. delegations, he participated in conferences that included the UN Economic Commission for Latin America, in Caracas,



1967, and the Inter-American Economic and Social Council conferences on the Alliance for Progress in Mexico City, Lima, Buenos Aires, Port-of-Spain, Washington and Caracas.

Born in Castroville, Tex., Mr. Courand attended the University of Texas law school after graduating from Catholic University in 1923. He worked in private industry for 18 years, then became a representative for the Board of Economic Warfare in 1942. Survivors include his wife, a son, a daughter, two stepsons, five grandchildren and four step-grandchildren. □

**Georgette Subt**, 66, a Foreign Service secretary who retired in 1979, died on June 26.

Joining the Service in 1955, Ms. Subt served in Ankara, New Delhi and Paris. She was assigned to the Bureau of International Organization Affairs, 1971-73, and to the Bureau of Near Eastern and South Asian Affairs, 1967-71 and 1960-62.

Ms. Subt was born in Miami, Fla. There are no known survivors. □

**Helen B. Wilson**, 76, a personnel officer who served in Ankara, Rome, Rangoon, Bangkok and Athens, died on May 23. After a Department assignment as a personnel staffing specialist, she retired in 1967.

Born in Nebraska, Ms. Wilson was graduated from the University of Nebraska in 1932. She worked as a secretary for federal relief agencies, 1933-37, and as an underwriter for an insurance company from 1938 until joining the Foreign Service in 1945. There are no known survivors. □

**Ralph Humphreys Stimson**, 87, who was chief of the external research branch in the Bureau of Intelligence and Research before retiring in 1966, died at Fairfax Hospital on July 8.

Joining the Department in 1937, Mr. Stimson was a research associate in the Division of Exports and the Commodities Division. In 1946 he became a research analyst in the Division of Economic Security Controls. Subsequent assignments were to the Intelli-

gence Coordination Division as an intelligence programs officer, and to the Office of Intelligence Research as an intelligence research specialist.

A native of Ohio and graduate of Ohio State, Mr. Stimson earned a master's at Harvard and a Ph.D. at the University of Illinois. He was a Social Sciences Research Council fellow in Europe, 1930-31, and worked at Ohio State and Vermont Universities and the University of Illinois. During 1918 he served in the Army. Survivors include his wife and a brother. □

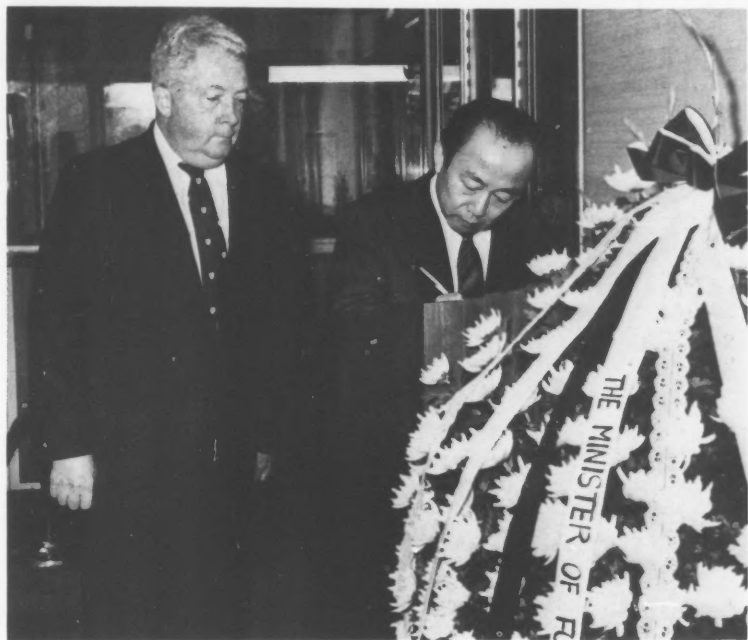
**Lucille S. Davis**, 70, a Foreign Service secretary who retired in 1976, died on August 14. She had served in Hong Kong, Adana, Lome and The Hague. Survivors include two sons. □

**Laura Binns Flippin**, 85, who was a foreign affairs analyst in the Visa Office when she retired in 1968, died on May 6 at her home in Washington.

Ms. Flippin joined the Department in 1942. During her 26-year career, she worked, too, in the correspondence section of the Executive Secretariat. Survivors include a son, a daughter, two grandsons and a great-grandson. □

**Elena Fenoaltea Anderson**, 56, the wife of retired Ambassador Robert Anderson, died of leukemia at Georgetown University Hospital on June 4. Mrs. Anderson had accompanied her husband on assignments in Thailand, India, France, Benin, Morocco, the Dominican Republic and Washington.

Born in Rome, Italy, Ms. Anderson met her husband in Nanking when her father was Italian ambassador to China after World War II. Besides her husband, she leaves two daughters; a son; her father, Sergio Fenoaltea, who was the Italian ambassador to the United States during the 1960s; a sister; a brother; and a grandchild. ■



SEOUL, Korea—Vice minister *Lee Sang Ock* signs condolence book in the embassy lobby in memory of former Ambassador *Richard L.*

*Sneider*. Ambassador *Richard L. Walker* is with him.

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## Canada

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