

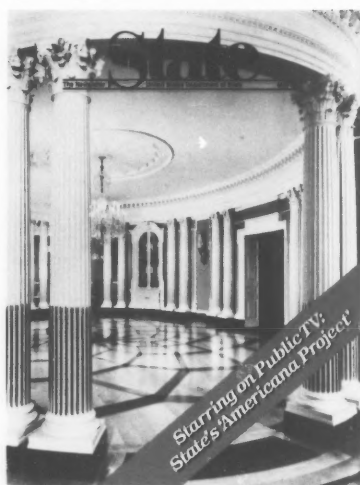
State

The Newsletter

United States Department of State

May 1990

Starring on Public TV:
State's 'Americana Project'



THE COVER—This is the Treaty Room on the seventh floor, showing the entrance to the Secretary's office. This view and others, with commentary, will be part of a one-hour TV special, "America's Heritage," that will be broadcast May 30 at 10:30 p.m. on Channel 26 in Washington. The show is being billed as "a celebration of the remarkable collection of American fine arts and crafts on display in the Diplomatic Reception Rooms," one that "evokes the history of early America and the unabashedly patriotic culture of our young Republic." The program will include interviews with Secretary Baker, former Secretary Shultz and classical architect Allan Greenberg, who designed the Treaty Room and other phases of State's "Americana Project." "America's Heritage" will be seen first on WTTW/Chicago, May 23, then on other public TV stations across the country. A videotape will be available for purchase or rental. (Photo by Richard Cheek)

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There are 11 monthly issues (none in August). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Black-and-white, glossy-print photos reproduce best, but some color photos are acceptable. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone number is (202) 647-1649.

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Letters to the Editor

A vote

SINGAPORE

DEAR EDITOR:

Please chalk up one vote for Jim Sampas' perfectly reasonable statement on the glamorizing of guns (January issue) vs. the hysterical replies thus far printed (March issue) in STATE.

Sincerely,
JANET WHITE □

A communicator responds

LONDON, ENGLAND

DEAR EDITOR:

I would like to comment on the Laurie Tracy letter in the March issue.

Most of us communicators have stood

by supportively while secretaries' rights, promotions, etc., have been discussed and battled over with intensity these past two to three years. Many, if not most of us, support secretaries' requests for increased recognition, a greater percentage of promotions, new titles, etc.

However, I for one do not support the recent trend to compare secretary skill levels to those required in other skill areas. I refer in particular to Ms. Tracy's letter which first cited promotional comparisons between FP-07 communications specialists and secretaries, then added: "Given the similarities in skill levels between communications specialists and secretaries . . .

—(Continued on Page 55)

The Washington Workplace

Long-term State renovation project is outlined at meeting

Offices to start moving late next year

DETAILS ON THE MOVING of offices out of Main State to Columbia Plaza were disclosed in a meeting here on April 12, followed by a STATE interview with project staff members.

Medical Services offices in the 2900 corridor are scheduled to make the shift in the winter of 1991-92 to the ground floor and the entire second floor of the plaza's seven-story lowrise building. Employee services offices in the 1200 corridor—including the Foreign Service Lounge, the travel offices, the cashier's office, the retirement office and the ID photo unit—will follow a year later, moving to the plaza's adjoining 15-story highrise.

The space that is vacated at Main State will not be filled—not until later phases are reached in the \$210-million project (STATE, August/September). During the period of vacancy, reconfiguration and refurbishing of those Main State offices will begin, as part of a far-reaching renovation that is expected to continue for the rest of this decade.

Joining Medical Services on the ground floor of the lowrise will be a daycare facility and a physical fitness center for employees of State, AID and the Arms Control and Disarmament Agency. Work on

Color scheme: camel—plus plum, blue, beige

the lowrise to pave the way for these tenants is slated to begin in August.

The color scheme that will pervade the entire project in the plaza is to be based on camel as the primary color, with plum, blue and beige as accessory and accent colors. These selections were made by an outside interior design firm.

"All of this is going to create a much more pleasant and productive working environment for the people here," said Jerome F. Tolson, presiding at the meeting. Mr. Tolson, who is deputy assistant secretary for operations, added: "GSA (the U.S. General Services Administration, which is footing about three-quarters of the cost of the project) sees this as one of its very top priorities in Washington."

Officials of that agency were at the meeting, as were members of a project steering group that includes representatives of the Bureau of Administration, the Bureau of Diplomatic Security, the Bureau of Finance and Management Policy, AID and



Deputy assistant secretary Jerome F. Tolson presides. AID's Michael Doyle is on his right. Tom Andrews, interior design firm official, is on his left. (State Department photo by Robert E. Kaiser)

the arms agency.

Vince Chaverini, Department project director, and John Helm of his staff told STATE they wanted the daycare facility to begin operations in December next year, but they sounded a note of caution. The facility might not be ready that soon, they said, if construction work in the adjoining highrise creates an unsafe environment for children. But they added they considered the facility to be a priority, and they would try to have it completed "on schedule or as just as close to that as we can."

An interim board of directors for the daycare facility, headed by Elizabeth Elliott Kimmel and Patricia Pittarelli, has been formed by the Department. The board has been working with an outside consultant since last August. In the meantime, the General Services Administration has completed a conceptual design that would accommodate some 62 children.

The facility will be on the south side of the first floor at the plaza. It will include a kitchen, laundry, storage areas, toilets, a conference/lounge room, offices, a play area, four classrooms and a nursery.

Two outdoor play areas are planned.

One, about 1,800 square feet, will be on a promenade facing the Kennedy Center and Watergate. The other, 4,600 square feet, will be in a courtyard at the third-floor level.

The fitness center, occupying 4,000 square feet, will be coed. When it opens, the smaller separate workout and locker rooms for men and women in the basement at Main State will remain in operation, perhaps until 1994, as parallel facilities. Then they would be closed "for the minimum time necessary for the general renovation," the project director said.

All the offices now in the plaza highrise will move permanently to the lowrise, added Mr. Chaverini, except for the inspector general's offices there, which will be

Fitness center at Columbia Plaza will be coed

shifted to a new leased annex building that has not yet been identified.

AID will take over the entire third floor of the lowrise, the Bureau for Refugee Programs the fifth floor, and visa operations the sixth and seventh floors. On the fourth floor will be more refugee and Consular Affairs systems staff offices, a central computer room and the Office of the Historian.

Mr. Chaverini stressed that the transfer of the 1200-corridor employee services to the plaza "will actually make it easier for



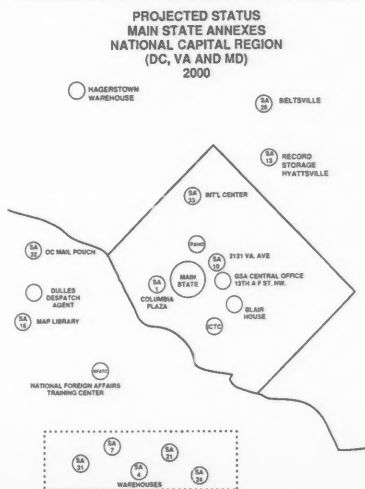
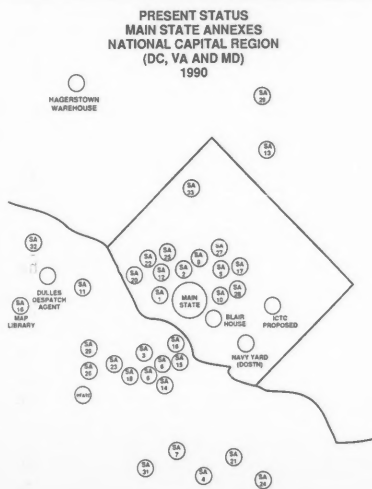
John Helm of State Department project staff makes presentation. Project director Vince Chaverini is seated on his right, with Paul

Chistolini of U.S. General Services Administration on Mr. Chaverini's right. (State Department photo by Robert E. Kaiser)

Objectives of Department renovation project

(From a signboard displayed at the meeting):

- Improve utilization of space by State.
- Improve efficiency of State operations through consolidation.
- Improve security of State Department facilities.
- Provide State with quality workspace that promotes efficiency:
- State-of-art office environments.
- Child care center.
- Fitness facilities.
- Food service facilities.
- Reduce energy costs.
- Improve communication efficiency.
- Lower communication cost. □



MAIN STATE - COLUMBIA PLAZA PROJECT COLUMBIA PLAZA SPACE ALLOCATION - PHASE I

LOW RISE				
7	VISA OFFICE			
6	VISA OFFICE			
5	REFUGEE PROGRAMS			
4	REFUGEE PROGRAMS	VISA SYSTEMS	CONNECTOR WING COMPUTER ROOM	HISTORIAN'S OFFICE
3	AID			
2	MEDICAL DIVISION			
1	MEDICAL DIVISION	CHILD CARE	FITNESS CENTER	AID CAFETERIA BLD. MNGR.

our people—and their families—to avail themselves of those services.”

He explained: “Right now, there’s limited access to these offices because of security considerations. But once we get them out of this building to a place where the security requirements are less stringent, the spouses and the children of our employees won’t have to go through all that redtape. Of course, that goes for the Medical Services offices as well.”

The State Department occupies space in 39 separate locations in the metropolitan area. Once the entire project is completed, this will be reduced to 17. The plaza high-rise is to be used as a “staging area,” where offices that are moved out of Main State will be relocated. In some cases they will remain in the plaza, and in others they ultimately will return to Main State in re-configured space. Who will move where and when during this phase is not yet known, Mr. Chaverini said. He added: “There’s no point in getting ’way ahead of ourselves.”

Mr. Tolson recalled that at one juncture, Ivan Selin, the under secretary for management, asked: “Why not just build one large new building and move everyone into that one?” The answer he got was that this would cost \$940 million, compared with the \$210 million that is the estimated price tag of the current project. ■

Life in the Foreign Service

The short, unhappy (?) career of a 'great helmsman' *He was impeached by his peers in the dragon boat races*



BY PAUL STEPHENSON

The author, then 33, now retired from dragon boat racing, was a political officer in Hong Kong on this historic occasion.

NERVOUSLY, I gripped the steering oar of our boat more tightly. We were making a difficult turn across the swells in our final approach to the starting line. With only about three inches of freeboard,



Mr. Stephenson
a large swell could easily swamp our craft before the race had even begun. This would negate the weeks of practice we'd sweated through, embarrassing us before the thousands of spectators crowded around the bay. And we would jam the junks in the harbor.

Waiting for a relative lull in the rising and falling of the ocean's surface, I jammed the oar hard over and brought the boat about. Our "coxswain" stopped beating his

'The lead rower reached around the mighty dragon's head'

cadence on the large drum amidships, and ordered the crew to back-paddle as we slipped up to the starting line. One of the lead rowers reached around the mighty

dragon's head on the prow, and grabbed the green buoy to hold us in position. I tried to relax, picking a spot on the shore to steer towards so that our course would be as straight as possible.

Our team, composed of 20 staff members of the American consulate general in Hong Kong, was about to compete (this was seven years ago) in the first heat of the annual dragon boat races in Stanley Harbor, on the south coast of the island of Hong Kong. The spring races are a tradition in China, reaching back nearly 2,500 years to the warring states period (402-221 B.C.). According to legend, the festival commemorates the death of the learned and upright minister of state, Chu Yuan. Chu, the tale goes, was a wise and dedicated adviser to the king of Ch'u. Other advisers, jealous of his influence, conspired to turn the king against him. Chu Yuan was so disgusted with the intrigue and deceit of the court

'Dropping rice dumplings, wrapped in bamboo leaves, on the water'

that, in despair, he threw himself into the Mi-lo River (in what is today Hunan province) and drowned. The people mourned the loss of their upright statesman, and rowed up and down the river dropping rice dumplings wrapped in bamboo leaves on the water to nourish his spirit. In the years since Chu's death in 288 B.C., his memory has been commemorated

throughout Southeast Asia, on the fifth day of the fifth lunar month, with dragon boat races.

Our consulate team, composed largely of aging diplomats, but fortified by the presence of four of our young and fit Marine guards,* was about to compete with other expatriate and Chinese teams in a series of races throughout the day. Our 30-foot boat was crammed with 18 nervous rowers sitting two abreast and a drummer standing amidships over a three-foot-high drum used to keep cadence. He was about to beat on it with two foot-long sticks, each about an inch thick. I was in the stern, clutching the steering oar. On the bow rested an enormous dragon's head, the bright reds and blues of its neck glistening in the morning sun. Its eyes burned red from the colored drops placed in them earlier by organizers of the race. This ceremony, described by some of the local cognescenti as "dotting the eyes," inaugurated the day's festivities by "reawakening" the slumbering dragons.

Our group had practiced together more than a dozen times in the preceding weeks, in an effort to perfect the rhythm we would use in the race. Though the course was only

*Some of the team members were political officer Hal Meinheit, economic officers Marshall Adair, Francis Shea and Matt Chin; consular officers Kevin Maher and Michael Guest; Marine John White; the USIA's David Miller and Mike Yaki; schoolteacher Herb Tobias; and Matt Yaki, from a Foreign Service family.

about 500 yards long, with a race expected to last about three-and-a-half minutes, training was deemed essential since the uncoordinated movements of so many novice paddlers in such close confines invariably resulted in a great clashing of paddles, splashing of water and smashing of knuckles. Through the weeks of evening practice, we had smoothed out most of the rough spots, balanced rowers sitting abreast

'A great clashing of paddles, smashing of knuckles'

by weight and ability, and agreed upon a strategy: Get out ahead and stay there. Our

drummer's cadence was smooth and predictable; our helmsman's moves sure and steady—so long as he remembered to push the steering oar in the direction opposite that he hoped the bow of the boat would go.

We had drawn Lane 3 in the four-lane opening heat of the day. In Lane 1 was a boat recruited from one of the local branches of a major multinational bank. We were hoping to beat it, to prove once and for all that American diplomats, while admittedly well-fed, could hold their own against the private sector. In Lane 2 directly to our right was a British-manned boat, intent on humiliating the "colonials" and demonstrating that Yorktown was a fluke.



'Our consulate team (was) composed largely of aging diplomats'

'To prove that Americans, while admittedly well-fed, could hold their own'

The fourth boat, with a group of Australians aboard drawn from the local expatriate community, was just making its turn across the treacherous swells outside the harbor entrance, in preparation for sliding into the fourth lane on our immediate left. The Aussies, however, had different plans, and slipped into a spot to our immediate right, halfway between our boat and that of the Brits in Lane 2, thus squeezing three boats into what should have been space for two. (Several of my colleagues later remarked that this maneuver had been prompted by the effects of several bottles of strong Australian beer on the helmsman, it being fully 8 a.m. in Hong Kong—well into the afternoon somewhere in Australia. Our official spokesman refused either to confirm or deny this theory.)

The drummer in our boat protested immediately to the starter that the Australian boat was positioned incorrectly. These comments were met with mutterings from the Australian boat, now only two

'The effects of several bottles of strong Australian beer'

paddles-length away, to the effect that these "Yanks should quit yer complaining and get on with the rice" (it sounded like rice, but then I don't speak "Strain," the Aussie name for their peculiarly melodious language). The starter concurred, and raised his pistol. Our rowers leaned forward in their seats, paddles vertical, blades just above the water, straining for the sound of our drum indicating the cadence we would follow. Our drummer stood over his drum, sticks in hand, poised, ready to strike the first beat—while I checked my reference point on shore and wondered if the Australians were too close.

The gun banged, 4 drummers pounded 4 drums, 80 rowers grunted out their first strokes, 18 whirlpools of foamy green water

'4 drummers pounded 4 drums, 80 rowers grunted ...'

swirled around the sides of our boat, the crowd roared its approval—and the race was underway. Drummer Ed Quinn, a part-timer at the post, set a brisk but sustainable pace as our paddlers moved forward and backward in near-perfect synchronicity. After three strokes, the boat began to gain momentum. Suddenly, it surged ahead as its



'The dragonhead bore ominously down on our drummer'

initial resistance to movement was overcome. Within seconds, we were leading the pack, already fully a half boat-length ahead of our competitors.

But then disaster struck.

The Australian helmsman, perhaps seeking to guide his craft by the Southern Cross (or maybe having espied a cooler of suds on the beach), suddenly decided that the vacant space in Lane 4 was in fact more desirable than being sandwiched between

the quiche-eating Americans and their fish-and-chips brethren from the United Kingdom. Seeing daylight to port, he swung the oar over, and the dragonhead on his boat bore ominously down on our drummer. Our naval attaché noted later to me that we'd completed the classic maneuver in naval warfare: crossing the T. This is the move that commanders of all sailing vessels dream of executing successfully: bring all the guns of your ships to bear broadside on

the enemy approaching at a right angle, who can bring none to bear on you. This is what Lord Nelson had done at Trafalgar to defeat the French and save the British empire; we were about to do it again, but with paddles rather than 16-pound cannon.

Drummer Quinn saw the impending disaster and urged his rowers on to even more heroic efforts, but in vain. The Aussie dragonhead struck us on the starboard side, just behind the drummer. The final four double rows of paddlers dropped flat as best they could in the crowded confines of the boat, to avoid being impaled on the dragon's fiery nostrils. I too threw myself down on the seat as the Aussie boat bumped its way down our hull, forcing our stern sideways in the water towards Lane 4 as the bow swung about to starboard. I pulled myself back to a sitting position, as the

'The Aussie dragonhead struck us on the starboard side'

Australian dragon made its final impact on our vessel, to assess the situation. But I had forgotten that my six-foot steering oar projected well into the water behind our sturdy craft, and so I was startled when it too was struck by the errant boat from Down Under. I grabbed the T-shaped handle strongly with both hands, felt the lurch as the prow hit my oar, and looked back just in time to see the shaft of the steering oar slip out of the boat. I glanced down at the now-empty handle in my hands, up at the drummer who was staring, horrified, as our only means of steering floated away. I made a wild lunge for the oar drifting off the stern, and snagged it. I hurriedly hammered the T handle back on with the edge of my hand, and looked up for the first time in some while to check our course.

But disaster was about to strike again.

When I at last again faced forward, oar in hand, I was greeted by the combined screams of my distraught crew who, having faced forward throughout the unfolding

'I was greeted by the combined screams of my distraught crew'

drama, were largely unaware that we'd been rammed and driven off course. They attributed our sudden change of direction to an attack of nerves experienced by me, their great helmsman. Their unhappiness was compounded, however, by the fact that our boat was bearing down rapidly on our British colleagues in Lane 2. The collision with the Australian boat had driven the bow around to starboard and, as I looked up for

the first time after retrieving my oar, I was greeted with the sight of the British helmsman arcing gracefully through the air and into the drink, as the dragonhead on our boat blind-sided him neatly in the solar plexus and sent him sailing.

As I admired his form, I put the oar hard over in an attempt to avoid crossing behind the British boat, which was now dangerously off-course due to the lack of anyone to steer it. The front two rowers in my own boat, normally the leaders who respond to the beat of the drum and who in turn are followed by the other paddlers, were sprawled over the bow, holding our boat's dragonhead out of the water, where it had been sent during our unfortunate encounter with the British steersman. Still attached to the prow but dragging in the water, it was pushing us further off course and greatly slowing our progress.

I spotted the beach, decided that anything with sand on it was close enough, and steered us in.

Our resourceful rowers rose to the occasion, gamely pursuing the bankers in Lane 1, but their effort was too late. We finished—to this day, a “best” for the American team—a strong second, while the Brits drifted between the junks as they waited for their leader to be rescued by the

‘The dragonhead on our boat blind-sided him neatly in the solar plexus’

organizers’ boat. I’m not sure what happened to the Aussies, but I suspect they located a nice pub on the way in and stopped in for a couple of cold ones.

Once on the beach, I was slandered and libeled in the most vile terms by my fellow crew members, who were convinced I had cracked under the pressure. Finally, I was able to convince them that in fact we had been rammed (those in the front of the boat found this particularly difficult to believe). My story was corroborated by the last few rows of paddlers, who had seen the whole incident.

Having survived the wrath of my own teammates, I then was confronted by a very wet and upset British helmsman, who gave new meaning to the expression “mad as a wet hen.” I blamed the whole incident on the Australians, whose country, after all, had started out as a penal colony of Britain, and so such behavior was not without precedent. My British colleague failed to see the logic of my argument, and together we headed for the officials’ tent, he to lodge a



protest against us, and I to lodge one against the Australians. The officials, to their credit, did what officials do everywhere when they're confronted with irate members of the public babbling conflicting and confusing stories of illegal starts, lost oars and flying helmsmen—they did nothing. Our protests in vain, we were informed that the American boat, having finished second in the heat, would move on to the consolation round, while the Aussies and Brits would be eliminated from the day's competition.

My consulate colleagues greeted this news coolly, but after reflecting that we were unlikely to win or even place in the main competition, given the 15-year, 20-pound-per-man difference (and I'm being generous here) between our team and some of the younger contestants, they decided that the consolation bracket did offer some

‘Some even suggested I hurl myself into the polluted water ... I politely declined’

‘I was slandered and libeled in the most vile terms’

hope. They were nearly unanimous, however, in demanding my resignation as great helmsman, despite some recognition that the day's earlier events in no way reflected upon my competence. Some even suggested I follow Chu Yuan's lead and hurl myself into the polluted water of the bay, a suggestion I politely declined. Reluctantly, I abdicated. Ed Quinn took over the helm in the following events.

Suffice it to say that even without me as the great helmsman but only as another paddler we were triumphant that day. We won each of the remaining heats in a walk-over, surging away from our opponents and lengthening our lead all the way into the beach. In the end, we were awarded the Stanley Village Consolation Division Winner's Plate; it rests proudly today in the American consulate's trophy case—proof positive of the truth of this tale, if not of my ability as great helmsman. ■

News Highlights

'Best managed' posts: Libreville, Jakarta, Kuala Lumpur, Nicosia

Inspector general cites them; Secretary adds his praise

THE OFFICE of the Inspector General says Libreville, Jakarta, Kuala Lumpur and Nicosia were the "best managed" posts it inspected in the preceding fiscal year.

Secretary Baker sent letters on March 12 to the four persons who were ambassadors there, congratulating them on their posts being selected. The Secretary also commended the mission staffs, including the Foreign Service nationals, remarking they had "set an example to be emulated by others throughout the Foreign Service."

The respective chiefs of mission, who have since moved on to other assignments, were Warren Clark Jr., Paul Wolfowitz, John C. Monjo and William K. Perrin. The deputy chiefs of mission, also praised in the inspection reports, were in order: Kenneth M. Scott Jr., Michael V. Connors, Thomas C. Hubbard and John U. Nix.

Reporting on the selections, inspector general Sherman M. Funk provided these portraits of the posts:

Libreville: 'Excellent, balanced reporting'

"Embassy Libreville (in Gabon, a West African nation on the eastern coast of the Gulf of Guinea; inspected in November 1988) manages relations with two sovereign nations—Gabon, and Sao Tome and Principe—and has made significant advances with both. The post had an ambitious but well-established goals and workplan. The plan was well understood by all staff and served as a constant reference point.

"Although the United States does not have large aid or assistance programs in either country, the embassy staff skillfully built a wide range of contacts in both societies. This was reflected in an excellent and balanced reporting program.

"Inspectors attributed much of the post's quality to the open, collegial management style of an ambassador and deputy chief of mission who readily delegated authority. The relatively small embassy staff was used creatively, e.g., by having the officer and Foreign Service national who manage a half-time consular workload also manage the growing number of programs of U.S.-Gabonese military cooperation. Everyone was familiar with the work of other personnel, and everyone participated in mission management. A busy,



Mr. Clark



Mr. Wolfowitz



Mr. Monjo



Mr. Perrin

open atmosphere developed, not surprisingly, high morale, despite the fact that the embassy occupies an overcrowded, unattractive compound.

"Management controls were taken seriously. Inspectors found that even often-overlooked areas were well-controlled, e.g., reporting and representation plans were well-managed, and consular equipment and supplies were controlled appropriately. The new American administrative staff set a priority to correct previous weaknesses in general services operations, and had largely succeeded."

Jakarta: 'Administrative section performed exceptionally well'

Embassy Jakarta (in Indonesia, on the island of Java; inspected April-May 1989) was an exceptionally well-led mission. The country team was one of the most cohesive observed by inspectors. Focusing primarily on the implementation of policy toward a large, complex nation, the ambassador delegated major management authority to the deputy chief of mission, who used the goals and workplan process as a policy and management tool to weld the country team together. Unlike that at many posts inspected last year, the workplan provided the basis for other mission planning—post reporting, representation and travel plans were all tied to the goals and workplan, and the heads of several agencies reported they had also adjusted their internal planning to match the embassy's.

"Relations with Indonesian officials and citizens were conducted with energy and imagination. The embassy had excellent contacts throughout the country, including through the well-run consulates. Reporting was superior.

"The chancery compound is old and

crowded. Despite this handicap, the adequately staffed, well-led administrative section performed exceptionally well. Resources were used wisely. Management controls were included in all appropriate work requirements statements, and the deputy chief of mission personally oversaw an active program to implement them.

"The attention to management extended to constituent posts in Medan and Surabaya, with an active, planned program of visits to these posts by all embassy staff with a capacity to assist them, including the administrative staff. A major continuing factor was the high professionalism and experience of the Foreign Service national staff."

Kuala Lumpur: 'Innovative use of automation'

"Embassy Kuala Lumpur (in Malaysia in Southeast Asia; inspected May-June 1989) used its goals and workplan as a management map to outline tasks to be done, and to coordinate the work of the U.S. agencies present in the mission. Under the direction of the ambassador and the deputy chief of mission, all agencies participated in preparing the document, and used it to the degree that the heads of agencies were able to quote not only their own, but also some of the goals tasked to other agencies. The result was a tightly-knit effort to advance U.S. mutual interests with Malaysia.

"U.S.-Malaysian relations are occasionally sensitive, but the embassy managed relationships very well. Embassy reporting was highly praised for its incisive balance. The forward-looking, analytical nature of reporting reflected the sound planning reflected in the embassy's goals and workplan.

"The administration of the embassy featured the innovative use of automation to develop work planning and tracking systems.

"Maintenance was not a continual effort to repair recurring problems, but a truly preventative program. Automation was also used creatively to develop resource and work controls, resulting in an excellent implementation of overall management controls.

"Morale throughout the embassy was high, as might be expected of a thoughtfully-planned effort to implement meaningful policies, in a well-administered mission, with a highly competent staff of Americans and Malaysians."

Nicosia: 'Management controls are taken seriously'

"Embassy Nicosia (on Cyprus, at the eastern end of the Mediterranean Sea; inspected June-July 1989) operates in an unusually tense situation, but has done a fine job of advancing U.S. mutual interests with both communities within the divided nation of Cyprus. The ambassador and the embassy have made significant contributions to the defusing of some of the more serious developments, including playing a constructive role in the resumption of inter-communal talks. Embassy officers participated actively in the policy process through mechanisms created by the chief of mission.

"Inspectors noted that one key to the excellence of management at Embassy Nicosia was the statement of policy and management objectives laid out in a sound goals and workplan. The plan included forward planning, periodic reviews and a wide dissemination to obtain good staff understanding of the post's objectives. The small staff, including members of other U.S. Government agencies, operated as a cohesive unit. Other agency heads commented favorably on the degree to which they were integrated into the mission.

"Nicosia carried out an ambitious reporting program. It was praised by end-users in Washington.

"Despite a heavy workload, Embassy Nicosia had a sound administrative program, stemming from a clear concept of requirements and good planning to meet those needs, and the support of a strong Foreign Service national contingent. Construction of a new chancery, to be completed in 1990, will solve the existing problem of a dowdy, crowded facility. Management controls were taken seriously

Average per diem is up

The Department's Allowances Staff reported that, as of March, the average worldwide foreign travel per diem allowance was \$110.21. This represents a 0.7% increase over the February average, and a 5.4% increase over the past 12 months. □

by the embassy, and tests of these controls by inspectors did not reveal any significant weaknesses."

General observations

During the fiscal year, Mr. Funk's staff inspected 39 embassies, 36 consulates and consulates general and 4 other U.S. diplomatic missions. The inspector general noted that, while the "best managed" embassies differed from the others in many ways, the managers of the four posts shared several common characteristics.

Mr. Funk said: "Post management at all four embassies created an open, collegial atmosphere, with conscious efforts by the ambassadors and deputy chiefs of mission to forge teams across all embassy sections and other agencies. U.S. policy objectives were effectively laid out through the goals and workplan process, used to good end through the crafting of measurable objectives with clear taskings, holding periodic reviews, and ensuring wide dissemination and discussion. Although all four missions operate in difficult, sometimes delicate, political situations requiring careful attention to the implementation of policy, chiefs of mission, deputy chiefs of mission and other post management officials stressed effective management by visible and continuing personal commitment. All were also actively involved in strengthening management controls over resources." □

The Bulletin is no more: done in by the deficit

After 50 years, the monthly Department of State Bulletin has ceased publication—"in the face of diminishing fiscal resources," according to a Department Notice of March 16.

The official periodical had provided subscribers, many of them in libraries and other study centers around the country, the texts of speeches made by Department principals, texts of their congressional testimony and transcripts of press conferences, among other materials.

The Department Notice added: "The

Bulletin duplicates official documentation published elsewhere (e.g., the Weekly Compilation of Presidential Documents and archival materials produced by the Department's Historical Office.)" The December issue was the last. □

Art Buchwald says: 'Cool it!' Will he be heeded?

"The State Department," said humorist Art Buchwald in an April 5 appearance at the Secretary's Open Forum, "is a good friend to the United States." Not one to speak loosely, he explained to rank-and-file State employees:

"I don't know how much credit you can take for it, but the fall of Berlin, the democratic rise in Poland, Czechoslovakia, Romania, Bulgaria and East Germany, as well as free elections in Central America, show what you at the State Department can do when you're motivated."

Then he added: "I'm here today to tell you knock it off. We don't have any money left to support free governments!"

The audience responded politely, with obligatory laughter. But there was no indication that Mr. Buchwald's plea to cool it would be heeded. □

Sit up in your harness and be counted!

The Safety Office will survey cars entering the C Street garage, May 21-28, to ascertain how many drivers are wearing safety belts, as part of State's observance of a safety promotion known as "'Buckle Up, America!' Week."

A Safety Office staffer will be with the guards inspecting cars as they enter the garage. At random, they will award harnessed drivers key chains, pens and tire gauges, in an effort to promote safety belt awareness, Eileen Verity of the Safety Office said.

She added that most employees aren't aware that a Department regulation (6 FAM 617.4-3) requires all employees on official business to wear safety belts—in both government and private vehicles. Still, surveys conducted by the Safety Office last May and October found that 70% of drivers entering the building were wearing safety belts, she said. □

Federal Employees Buckle Up



Foreign Service daughter in Manila wins contest



Victoria Spiers

Victoria Spiers, 11, has won a worldwide poster contest from the Alert Overseas Kids (A-OK) Program sponsored by the Bureau of Diplomatic Security, the Overseas Security Advisory Council and the Family Liaison Office.

The prize is a home computer, which she'll receive at a ceremony in Manila, where she and her family live.

Victoria is the daughter of Foreign Service secretary Victoria Q. Spiers and Gary O. Spiers. The family has lived in Bolivia and Beijing, as well as Manila. She is an honor student and enjoys sports and music, as well as drawing and making posters. □

Lyric soprano, pianist to perform at State

Lyric soprano Donna Tavani and pianist Andre-Luis Rangel will be the second and third performers this month in a new cultural series at the Department sponsored by the Foreign Affairs Recreation Association. State employees are welcome without charge to the recitals.

Ms. Tavani, who has traveled in Europe and the United States as a soloist and who has had roles in musical theater and opera, will be heard on May 9 at noon in the East Auditorium, above the 21st Street entrance.

Mr. Rangel, who holds a doctorate in music from Catholic University and who won first prize in the national Chopin competition in 1986, will perform on May 23 at

5:30 p.m. in the Dean Acheson Auditorium. He will play selections by Mozart, Rossini, Chopin and others.

Inaugurating the association's "State of the Arts" series on April 18 was pianist Roderic C. Walter, who performed works by Chopin, Scriabin and Villa-Lobos in the East Auditorium at noon. More chamber music and dance recitals will be offered, the association said in a Department Notice. (A review of the Roderic Walter recital will appear in the June issue.) □

U.S. savings bond drive is on at State

Department employees will be able this month to join the Payroll Savings Plan for U.S. savings bonds, or to increase their current allotments.

The bonds now have a new education benefit. Interest earned on new bonds may be tax-exempt, if the bonds are used to pay for higher education. To qualify for the benefit, bonds must be purchased by parents in their own names, and certain income limitations must be met at the time of redemption. Details will be available from Department canvassers. □

Drug education program begins at State

A series of educational programs on a drug-free workplace began in the Department on April 24 and will be repeated on June 19, August 14, October 16 and December 4.

The 90-minute program covers the types, symptoms, effect and impact on the job of drug use. Information is distributed on the confidential counseling services available in the Department.

Sheldon Yuspeh, the Department's drug program manager, said supervisors and managers are attending more intensive seminars, "to enable them where necessary to recognize the problem and advise their employees on how to get help." □

Classified material: put it in the correct pouch

A cautionary Department Notice of March 9 says there have been incidents of classified material being put inadvertently into an unclassified pouch, because the sender didn't properly mark the outer envelope containing the material.

All envelopes delivered to the Pouch Room which contain classified material must be marked on both sides with the classification of the material in them, the notice

said. In addition, each piece of classified mail (envelope, package or other outer cover) must be registered by use of a Form OF-120, Diplomatic Pouch Mail Registration (5 FAM 962.5-4).

Classified material mailed to the Department for transmission via the classified pouch must be via registered mail, in an outer envelope addressed to Chief, Classified Pouch and Mail Branch, Department of State, Washington, D.C. 20520-0528. The outer envelope must *not* indicate that it contains classified material, the notice said. □

Be careful with State's property, notice warns

Employees were warned they are responsible for all Government property issued or loaned to them, and they could be held liable for items they damage or lose, in a March 7 Department Notice.

Chester Kuzhno of the Property Management Branch, Bureau of Administration, explained: "The items include typewriters, computers, tape recorders, radios, weapons, automobiles and residential furniture at post. Some employees have a tendency to take Government property for granted. When equipment they've been assigned needs to be repaired or turns up missing, they have an obligation to report this to their custodial officer. Also, many employees aren't aware that they should turn in a personal custody property receipt for any equipment they use for work outside the office."

He said the custodial officer is the person in each office assigned to keep track of office equipment and to report changes in inventory. Bureau executive directors then report damage or losses over \$500 to a committee made up of three members from the Bureaus of Administration and Finance and Management Policy. This committee assesses liability.

Liability would flow from malicious intent or obvious neglect, such as leaving equipment in an unlocked car, Mr. Kuzhno said. Conversely, an employee who damages a computer because he or she didn't understand it probably wouldn't be held accountable, he added. For information, contact Mr. Kuzhno, 875-6097. □

Entrance on 23rd Street

The 23rd Street lobby, staffed with two receptionists from 8 a.m. until 5 p.m., is now open for all visitors. The entrance is open for employees 7 a.m. to 7 p.m. □

Reminder: restrictions on receiving gifts

A reminder Department Notice on April 3 said U.S. Government employees (as well as spouses and dependents) are prohibited from requesting or otherwise encouraging the tender of a gift or decoration from a foreign government. Also, under the Foreign Gifts and Decorations Act, employees may not accept and retain a gift tendered by a foreign government if it has a retail value in the United States of more than minimal value, which was raised on January 1 to \$200. Unsolicited gifts of minimal value tendered as souvenirs or marks of courtesy may be accepted and retained, the notice said, but employees "must be aware of the standards of conduct regulations contained in 22 CFR, Part 10, with respect to possible conflicts of interest arising from the receipt of gifts, whether or not from a foreign government source."

It continued: "Gifts of more than minimal value may be accepted only when it appears that to refuse the gift would likely cause offense or embarrassment or otherwise adversely affect the foreign relations of the United States. Such gifts become the property of the United States and must be reported to the Department's Office of Protocol within 60 days of acceptance. (Gifts of travel of more than minimal value should be reported within 30 days unless specifically authorized by instructions from the Department.) Noncompliance can result in a civil action. Forms for the reporting and surrender of gifts are available from the Office of Protocol, 647-4169.

"Approval for the retention of foreign gifts of more than minimal value for official use at a designated location in the employing agency or at a specified Foreign Service post must be requested through the Office of Protocol.

"Because the Secretary of State is required by law to publish in the Federal Register a comprehensive listing filed during the preceding year by employees of all agencies, employees are reminded that

Sessions on safety

The Safety Office will sponsor noon sessions on safety on and off the job, in Room 1206. Safety specialist Eileen Verity will show a video and answer questions about back injury prevention, June 6. A session on avoiding chemical hazards is scheduled for September 12. For information, call her on 647-4302. □

reports of gifts received toward the end of the calendar year should be forwarded to the Office of the Chief of Protocol prior to January 31.

As to decorations, the notice said: "Approval for the acceptance and retention of foreign decorations must be requested through the supervising assistant secretary of state or comparable official, except that, in the case of a decoration awarded to an assistant secretary or other officer of comparable or higher rank, the decision shall be made by the Office of Protocol." □

Inspector general makes 3 criminal court cases

Federal criminal court action against individuals outside the Department has resulted from three cases investigated by State's inspector general, two of them involving contracts administered by the Bureau of International Narcotics Matters and the third stemming from claims handled by the Bureau of Oceans and International Environmental and Scientific Affairs.

In one of the narcotics cases, helicopter parts were stolen in Florida from a State contractor. Five persons were arrested by special agents of the inspector general—Edward Austin, James Connolly, David

Smith and Denis Spelman—who had been appointed by the court as special deputy marshals. One defendant pleaded guilty, and action was pending against the others.

In the second case, the president of a company under contract to the Department to provide pilot training and related services was discovered, according to the inspector general, submitting fraudulent bills to State for services and supplies that were not provided. The businessman has been indicted.

The claims, against the Fishermen's Guaranty Fund, which is administered by State, were for losses incurred when three shrimp trawlers were seized by Brazil. The inspector general, in the wake of an investigation by one of his special agents, Carol Ann Brown, charged that the claims were based on documents that had been altered by the president of the trawler company. Both the company and the president entered plea agreements in which they admitted making false claims. Restitution of \$250,000 was ordered, and sentencing was pending. □

30 new security officers

Thirty members of the first new security officer class since 1988 have reported for duty. ■



SUGGESTION AWARD PROGRAM—Patricia Pitarelli, center, receives a plaque and a check for \$75. She reported that a telephone in a second-floor hallway, outside a vacated office, was being used by individuals passing by. The phone was disconnected

before cost problems developed. With her are Theresa A. Manly, right, her supervisor in the Office of Civil Service Personnel Management, and Suggestion Program coordinator Rita Corcoran.

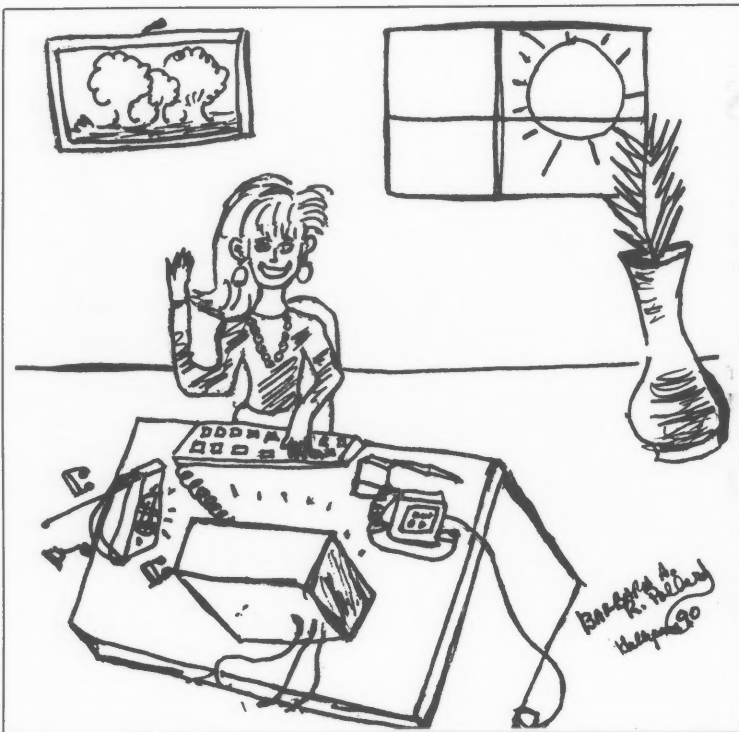
Verse

One lucky day at State

Today I must congratulate
All the items here at State:
Nothing's driven me insane,
This day may never come again!
My Wang worked right,
The screen was bright!
The printer printed
Dark—not light!
The ribbon typed,
No staples stuck—
I still cannot
believe
such luck!
All phone calls transferred,
Lunch was good,
Fax sent—received,
Just as it should!
Our office had the right supplies,
Long-distance calls
Took just two tries...
Such happiness I felt today,
If only things could stay this way!
But I am just a GS-7,
Today's as close
as it gets to heaven!
And back to normal
tomorrow shall be.
And NOTHING will work,
At least for ME!

—DEE E. WEBBER

Oceans and International Environmental
and Scientific Affairs □



International hotel

Heavy-metal at breakfast: the waiters don't
mind,
But I do, and block it as well as I'm able,
Hiding myself in my free New York Times,
And straining to hear whether, at the next
table,
Portuguese, English, or Sanskrit is spoken.
Now it's the lobby, the bar or the street:
I can't go upstairs yet, the maids will have
broken
Into my room for the towels and sheets.
The desk clerk, the bellhop, they're all
deferential;
Their English is good, though they don't
know your name.
Here you're well cared-for, with all the
essentials,
And each night your room looks exactly the
same.

—KELLEY DUPUIS

Communicator, temporary duty,
Sao Paulo □

Dream to be a poet

You might ask one day
If I want to be a poet
To let my soul weave patterns of colors
To let my rhymes resound streams of music
To fill the air with harmonious beats
Then ...

My answer is: Yes, I want to be a poet
But not because of my wandering soul
But not because of the happy song sound
Or because of the dreamy days around
I ...

I want to be a poet
Because on other side of the ocean
There is still a piece of land
Watered with tears and grief, yours
and mine
So ...

I want to be a poet
Use words as arms destroying grief
And commiserate with people in times
of need
I will speak of the struggling dreams

I will say words from a conscious mind
I will write stories of those who find the
way ...
But ...

The war is on in my mind's corner
Voice of my song
Seems to sleep deep in my heart
And as feeble as sound of an old man's flute
Trying to raise the truth by Lake Lemman
That I feel alone
And ...
Useless.

And so ...
When will I ever become a poet?

—BIC TRAN

Programmer analyst
Bureau for Refugee Programs ■

Looking for a sure thing? Let the
Payroll Savings Plan be your ace in the
hole. There's never a gamble with U.S.
savings bonds. Just a good deal for you
and your country. □

Honors and Awards

'Secretaries of the Year': Sylvester Satcher, Helen Ellis

Runners-up are Carol Mills, Carol Lawson

SYLVESTER SATCHER, a Foreign Service secretary now at the embassy in Lagos, Nigeria, has been named "Foreign Service Secretary of the Year," and Helen Ellis of the Policy Planning Staff is the "Civil Service Secretary of the Year." Each will receive a check for \$5,000 and a certificate signed by Secretary Baker. Their names will be engraved on a plaque in the Foreign Service Lounge.

Carol Mills, a Foreign Service secretary assigned to Budapest, and Carol Lawson, a Civil Service secretary in the Office of the Assistant Legal Adviser for



Carol Mills



Carol Lawson

Near Eastern and South Asian Affairs, have been named runners-up. A selection committee recommended that each receive \$2,000 and a Meritorious Honor Award.

Sylvester Satcher

Mr. Satcher was nominated for the Foreign Service honor by Ambassador John McCarthy for his performance last year in war-torn Beirut. "Satch (as he prefers to be known) never ceased to amaze me by the quality and quantity of work he was able to produce in what is unquestionably the Foreign Service's most dangerous environment," Mr. McCarthy wrote. "No appointment could be made over the phone because of security risks. But Satch used trusted Foreign Service nationals to convey requests for meetings in person, and had to coordinate with our security staff to make sure all sites were checked out in person. Arrangements could be extremely time-consuming."

Mr. McCarthy lauded Mr. Satcher for improving relations with Foreign Service nationals at the post: "All nationals are housed some distance away (from the American compound). Satch was aware that this could lead to a real mental as well as physical separation between us, and con-



Sylvester Satcher, center, with Larry Williamson, deputy assistant secretary for personnel, and Ambassador John McCarthy. (State Department photo by Robert E. Kaiser)



Helen Ellis. (State Department photo by Robert E. Kaiser)

stantly searched out ways to include them in our daily contacts. His concern for them was a major factor in their willingness to work for us in a substandard physical plant."

Mr. McCarthy also praised Mr. Satcher for performing the work of two secretaries after violence in Beirut forced a reduction in staff: "Satch found a way, by adding an hour or two to his already extremely long day, to maintain the same level of service to the Americans remaining at post."

Mr. Satcher's apartment was near a Lebanese army gun emplacement, Mr.

McCarthy said, in the path of gunfire. He wrote: "Frequently, outgoing and incoming shells required him to vacate his bedroom and spend the rest of the evening camped out on a chair in the lobby of his building. Satch never missed a day despite the dangers and fatigue of this mode of life."

Mr. McCarthy praised him for his efforts in the hours before the embassy was evacuated last year: "Between 9 p.m. on September 5 and helicopter liftoff at 7 a.m. on September 6, all sensitive material was destroyed. (Then) Satch offered his assistance to our communicators in rendering inoperable our cryptographic equipment. Despite the constant threat to his own life and myriad daily inconveniences, he found the strength to turn in a performance of unusual excellence."

Helen Ellis

Ms. Ellis was nominated for the Civil Service honor by Dennis Ross, director of the Policy Planning Staff. He commended her for managing a heavy clerical workload when the office expanded its duties and staff, and for bolstering office morale.

"Shortly after my arrival," he wrote, "the size of the Planning Policy Staff was doubled to reflect the Secretary's needs. The office was charged with managing some three dozen Department policy reviews, as well as a dozen reviews man-

Nominees for the 'Secretary of the Year' titles

The winners and the runners-up for the secretarial honors were selected from two lists of nominees that included also the following:

Civil Service

Ruby Berry, Finance and Management Policy.
Dana Carrico, Office of Information Management.
Nancy Case, Foreign Service Institute.
Rita Corcoran, Bureau of Personnel.
Lenora Goldring, Office of the Secretary.
Joanne Healey, Diplomatic Security.
Tanya Linton, European and Canadian Affairs.
Julie Phipps, Executive Secretariat.
Mary Silva, Legal Adviser's Office.
Russell Stormont, Near Eastern and South Asian Affairs.
Mary Stuckey, Politico-Military Affairs.
June Tuten, Office of Information Management.
Patricia Weaver, Near Eastern and South Asian Affairs.

Foreign Service

Linda Adams, Khartoum.
Pam Aulton, Tunis.
Margaret Barnett, Florence.
Leslie Brock, Lilongwe.
Annemarie Brooks, Sanaa.
Carol Duffy, Mbabane.
Martha Fallin, Bureau of Personnel.
Hortencia Gencalp, Vienna.
Maria Hargrove, Khartoum.
Dorothy Hecht, Panama.
Rosalie Kahn, Santiago.
Gloria Laguna, Paris.
Fortunata-Maria Lo Conte, Rome.
Marilyn Matke, Bamako.
Donna Millet, Algiers.
Betty Pappas, Jakarta.
Charlene Peterson, Panama.
Dona Fay Richard, Baghdad.
Elizabeth Roberts, Berlin.
Claudia Romeo, Canberra.
Kay Thomas, Moscow.
Dianne Wampler, Bangkok.
Valérie Williams, Malabo.
Rebecca Wright, Mogadishu. □

dated by the White House. This occurred against the backdrop of some of the most dramatic shifts in international affairs in this century. It is hard to conceive of a stiffer test of any secretary's abilities."

Mr. Ross commended Ms. Ellis for working long hours under deadline pressures. "Helen routinely worked 12-hour days, maintaining the same standards of efficiency and humor at the end of the day as the beginning, then coming back for more the next day," he said.

He praised Ms. Ellis for fostering team spirit among the office staff: "At a time

when the staff was undergoing large-scale personnel changes, Helen was an invaluable guide for new members—many with no Government experience at all—to the sometimes arcane workings of the Department. She served as an enormously reassuring influence for staff members carrying over from the last administration. Her sensitivity and sound instincts expressed themselves in quiet encouragement and advice. More than any management textbook I know, those instincts offered an example of how to sustain an efficient organization.

"I do not easily bestow praise on my

colleagues and subordinates. Her performance, just simply, was the best work I have ever seen a secretary do. Helen's professionalism and sheer hard work were the glue which held the Planning Policy Staff together."

Biographies

Mr. Satcher joined the Foreign Service in 1971. He served in Amman, Sanaa, Phnom Penh, Damascus, Leningrad, Khartoum, Jerusalem and Bogota before his assignment to Beirut. He has won the Meritorious Honor Award and twice received pay step increases.

Ms. Ellis joined the Department in 1965. She has served in the Bureau of Economic and Business Affairs, 1965-72, the Bureau of Near Eastern and South Asian Affairs, 1972-74, and the Executive Secretariat, 1974-76. She joined the Policy Planning Staff in 1976. She has won a Superior Honor Award, two pay step increases and two cash awards.

Ms. Mills began her Foreign Service career at the Department in 1972. She was assigned to Managua, Sydney, the Bureau of International Organization Affairs, the Bureau of Human Rights and Humanitarian Affairs, and the Bureau of East Asian and Pacific Affairs before going to Budapest in 1988. She has won a pay step increase and a Meritorious Honor Award, and has figured in a group Meritorious Honor Award.

Ms. Lawson joined the Department in 1981. She worked for the Bureau of African Affairs, 1981-86, and the Bureau of East Asian and Pacific Affairs before coming to the Bureau of Near Eastern and South Asian Affairs in 1987. She has won a Meritorious Honor Award, a pay step increase and cash awards. ■

Cherry blossom brevity

*Delicate blossoms now unfold,
Beautiful in pastel hues,
Intertwined with verdant leaves
To decorate the avenues.*

*Trimmed with diamond drops of rain,
Flowers against the azure sky
Cast a waft of fragrantcy
And mesmerize each passerby.*

*While it lasts, enjoy the sight;
Suddenly you'll realize
In the captivating night,
The blooms have gone to their demise.*

—ANN R. BALACH
Secretary, Bureau of
Inter-American Affairs □



MILAN, Italy—At safe-driving award ceremony, from left: Francesco Geronimo, Giuseppe Missora, Alan Barr, Walter Maghini,

Giordano Polesello, consul general John A. Boyle.

Foreign Service Careers

Here's what happened at the first-ever conference of secretaries

Meeting in Brussels culminates in proposals to Washington and the posts

BY CAROL MACLEOD AND CATHY LAWSON

IS THERE nothing left to do but talk? This was the question on the minds of many Foreign Service secretaries all last year as the wires glowed red with yet another commentary on our hopes—and disappointments about our careers.

It wasn't that there was nothing to say. The year saw dozens of telegrams between Washington and the field, stimulated by the Bonn secretarial group. One can only guess at the number of animated discussions—with colleagues and bosses—which must have preceded the telegrams. Rumors soon started flying about drafts being smuggled out of some posts whose leaders wouldn't send them—and of wholesale changes in secretarial prospects brought about by a similar debate in Washington.

But if there were lots of comments, were they doing any good? We suspected that most secretaries were skeptical. There

'Could the Department keep up with our needs in the field?'

have been many commissions and studies over the years, with little result. And changes in office technology were having a revolutionary effect on our work. With even the best intentions, could the Department keep up with our needs in the field? Pessimists among us doubted that all the talk would result in much. Optimists hoped the pessimists were wrong.

At the U.S. mission to the North Atlantic Treaty Organization (Nato) in Brussels, we were lucky to be a bit ahead of the others. Not only had we been discussing issues among ourselves for some time, but we also had a post management that actively supported our efforts. Following a series of meetings with our deputy chief of mission, John Kornblum, we decided to do more than just talk.

We identified two areas for action: (a) a pilot project at our own post which would revise work requirements to meet changing needs, and (b) an effort to bring responsible persons from Washington to discuss practical solutions. We decided that both projects would be an excellent subject for a conference of secretaries from Europe. Our hope was to refine our own project and to expand dialogue beyond the cable channels. Our goal was to actually get things done.



Ms. MacLeod



Ms. Lawson

Who we are

Our diplomatic post is a combined Department of State/Department of Defense mission, with some 110 employees. The mission's primary emphasis is on negotiations and consultations among 16 allies. As a result, we have lots of meetings and lots of visitors—over 8,000 official visitors a year, including visits by the President, the Vice President, the Secretaries of State and Defense, congressional delegations and others.

Our mission is divided into normal embassy sections and a large defense adviser's office. On the State side, there are a total of eight Foreign Service secretarial positions—one each for the ambassador and the deputy chief of mission, four in the political section and one each in the economics and administrative sections.

We seemed to be well situated to try something new. We weren't too large, and we did have a representative complement of officers and secretaries. Secondly, our work is highly operational, thus lending itself more easily to restructuring. Finally, Brussels is also home to two other Foreign Service posts (the embassy and the mission

'Secretaries Week'

Professional Secretaries Week, April 23-27, was slated for observance in the Department via a noontime panel discussion on April 23, "Secretaries in the Year 2000." The panelists were to be Lauralee Peters, deputy assistant secretary for personnel, and Donald Leidel, dean, School of Professional Studies, Foreign Service Institute. The history of the week was outlined in a Department Notice prepared by the Office of Equal Employment Opportunity and Civil Rights. □

to European Communities) and a large joint administrative section. There were colleagues and resources to draw upon in support of our efforts.

After some consideration, we decided that the political section, with its four secretarial positions, allowed the most room for innovation in developing new work requirements. Accordingly, thoughts for a pilot project soon became centered there. Supported by the political adviser, Craig Dunkerley, the political secretaries—Cathy Lawson, Noel Harrington-Aydin, Carol Emery and Adda Million—got together and came up with a plan that would separate our responsibilities into "specializations" with new working titles—office manager, conference assistant, information assistant, operations assistant.

The project also allowed for a natural progression of responsibility, with the counselor's secretarial position at the FP-6 level being designated as office manager. This structure was designed to fit our specific needs. We recognized that not all missions would be able to adopt an identical organi-

'We had a post management that supported our efforts'

zation, but we hoped they might get ideas for their own revisions.

We began by describing our ideas in a detailed cable that we sent to the Department last summer. Once given the go-ahead, we designed new job descriptions and began the pilot project in November. It's intended that the project continue approximately one year, after which we'll do an evaluation. We'll send that to the Department for its study.

The secretarial conference

Then came the second action phase—a secretarial conference at Nato headquarters. With effective lobbying from post management, a conference was originally scheduled for last August. But as the time approached, it became apparent that the Washington participants' schedules had too many conflicts to allow for their travel at that time. So we regrouped and came up with January 10-12 for a rescheduled conference. The authors and Thomas Mears were the main points of contact for the hectic planning period that followed—hectic because the conference planning took place right at the time of the

North Atlantic Council heads-of-state meeting, a visit by President Bush and visits by the Secretaries of State and Defense. But we got together with our colleagues at the two other Brussels missions, put our heads together, came up with agenda items and engaged in other planning.

We had hoped for a conference that would include participants from every European post, but unfortunately, forced by budget constraints to keep the numbers pared down, we were unable to invite our colleagues elsewhere in the region. Although we were concerned with the negative effects a smaller conference might have, we voted to go ahead with what we could manage, rather than forego it altogether.

'We voted to go ahead with what we could manage'

As the date of the conference approached, however, the true nature of Foreign Service employees—their initiative and teamwork—showed itself as we heard that colleagues were planning to come by hook or by crook. Embassy Bonn sent six secretaries, accompanied by the administrative officer, Harold Geisel. The Hague was represented by three colleagues, Paris by two and London and Lisbon by one each. Some took up collections for airfare; others drove. We tri-mission secretaries helped with housing needs.

So the first-ever Foreign Service secretarial conference finally was held at Nato headquarters those three days in January, and it was a complete success. We found that our colleagues came to the conference with positive ideas and attitudes, allowing for open discussion of problems and, even more important, solutions to those problems.

The Washington participants included Lauralee Peters, deputy assistant secretary for personnel; Donald Leidel, dean of pro-

'Our colleagues were planning to come by hook or by crook'

fessional studies at the Foreign Service Institute, who had chaired a Department committee on secretarial issues; and Virginia Taylor, coordinator of management training at the institute. The secretarial participants included representatives from Embassy Brussels, the missions to Nato and the European Communities, Bonn, The Hague, Lisbon, London and Paris. We were also very pleased to have active participation from officers at all levels in the tri-mis-

Proposals that emerged from the conference

For Washington action

—Create a definitive career track with secondary skill codes which would allow for specialization in areas such as research assistant, consular assistant, systems management, etc., with the eventual opportunity for possible lateral movement into other specialist fields if desired.

—Compensate via step increases for specialized skills such as languages, back-up communications and shorthand.

—Give more detailed information on Foreign Service careers at the time of application, including information on career development, benefits and responsibilities.

—Revise Foreign Service Institute language courses, and allow for language training as an automatic part of the assignment process—not a benefit requiring negotiation.

—Expand training opportunities for secretaries, including management and assertiveness training. Consular, administrative general services and personnel training should be given to secretaries following a secondary skill code, with assignment to a position requiring that training.

—Revise present bidding tools and give career development officers further training in counseling and career management before they are assigned to positions.

—Revise the current upward mobility and Mustang programs. Those employees who have the talent and desire to enter other cones should be encouraged and developed.

—Create an office at State in addition to the secretarial assignment office, to deal more effectively with the professional secretarial corps.

—The American Foreign Service Association should greatly improve its efforts on behalf of secretaries.

—Consider a merit pay program for senior-level secretaries.

—Retain the current employee evaluation form so as to avoid further division between the officer and staff corps.

For post action

—Create new working titles.

—Revise work requirement statements.

—Revise position descriptions.

—Look at individual positions for possible upgrades.

—Posts should ensure that secretaries receive adequate training, such as language training, before coming to post. When special training is required, the post should renegotiate arrival dates to allow for that training.

—Secretaries should ensure that they're included on post committees (housing, awards, dependent hire, employee evaluation report review, etc.), and should attend regularly-held meetings wherever possible.

—Deputy chiefs of mission should have the responsibility for enhancing secretarial careers, similar to responsibilities they have for junior officers.

—C. MACL. AND C.L.□

sion and at Embassy Bonn.

Ambassador William H. Taft IV, Nato, opened the conference by noting that "the involvement of secretaries in managing their own careers is where this conference began and where it will lead."

Highlights of this jam-packed period included a presentation by Beverly Rochester, representing the Bonn secretarial group, who brought us up to speed on the innovations underway at that embassy. The views provided by Ms. Peters, Mr. Leidel and Ms. Taylor gave us a much-needed frame of reference for our questions and concerns. We were also fortunate to have two speakers from the private sector, Alison Maret of Levi-Strauss Europe, and Linda Cloots of Upjohn Europe. It was gratifying to hear Ms. Maret, who is director of human resources at Levi-Strauss, back up what we as secretaries have been saying all

along. For instance, she noted that her company *expected* their secretaries to have the skills of a manager, to be able to act on behalf of their supervisors and to be responsible for the work of the office.

Lively discussions throughout the first day led to in-depth studies by working groups on four main topics—career development, attitudes and perceptions, recruitment and retention, and employee evaluation reports and promotion. Although we (and our colleagues worldwide) have many concerns, these were the four areas that came into focus in the cable dialogue last year. The working groups provided an excellent forum for us to debate our individual ideas with colleagues from other missions, and eventually to come up with concrete proposals for Washington action and post action. It became evident that this type of discussion was exactly what we and

our colleagues worldwide had been looking for—the opportunity for an open dialogue between us and management. The intensity of the members of the working groups became evident when those in the group for evaluations and promotions showed their reluctance to wind up their daylong session so they could attend a social event. Talk about dedication and loyalty to the cause!

On the last day, we reassembled as a somewhat exhausted and bedraggled group. But when the working groups presented their proposals for Washington and post action, the adrenaline started pumping, and

'The majority of us walked away feeling good about the accomplishments'

we took part in a long and lively discussion. A small amount of compromise was required to finalize the proposals, but in the end the majority of us walked away feeling good about the accomplishments we had made.

Epilogue

We at Nato are heartened to see some of the results that have come out of our pilot project and the Brussels conference. Our reporting cable from the conference was

sent worldwide; it received kudos from colleagues and management in Washington and overseas. Several posts have asked us for specific information about establishing their own pilot programs, and others have stated their intention to hold their own regional conferences. The American Foreign Service

'It's up to us to take responsibility for our own careers'

Association has appointed a secretarial advocate, and has taken a stronger and more definitive action on our behalf. We also have high hopes for eventual action from management in Washington.

But the action taken by Bonn, the Brussels tri-mission and other posts worldwide has proven to us that it's up to us to take responsibility for our own careers. We must be willing to take action on an individual, post-by-post basis—to change those things that can be changed. The time is past to allow others to come up with solutions to our problems—we know the problems and we've come up with many of the solutions. Now we just have to be courageous enough to work with post management and Washington in establishing them. ■



Beverly Rochester of the Bonn secretarial group.



Secretarial conference participants, seated (left to right): Virginia Taylor, Laurelee Peters, Ambassador William H. Taft IV, Donald Leidel, Susan Kosinski, Elizabeth Franke. First row: Elizabeth Krause, Rebecca Smith, Lucy Tom, Carol Emery, Arnold Munoz, Beverly Rochester, Ingrid Pfanzelt, Eileen Farrell,

Joanne Edwards, Alice Weaver, Margaret Tindall, Carol MacLeod, Dorothy Stegensek, Jocelyn Baskey, Amy Hackworth, Cathy Lawson, Louise James, Diane Poche. Second row: Nicholas Baskey, Margaret McDermott, Carolyn Smith, Noel Harrington-Aydin, Doris Cabral, Judith Lutz, Louis Hebert, Hilda

Murphy, Barbara McRae, Barbara Maloney, Joanne Holliday, Jean Atkinson, Adda Million, Barbara Murray. Third row: Mary Teirlinck, Henry Reed, Harold Geisel, Thomas Mears, Ruth Horrel, Joanne Jenkins, Kathleen Kleiman, Carol Hilley, Astri Sleeper, Kim Carlin, Jeanie Olton.

Appointments

Hughes for Barbados, D.F. Smith for Guinea



Mr. Smith



Mr. Hughes

President Bush has announced his intention to nominate G. Philip Hughes as his ambassador to Barbados (and, concurrently, to Dominica, to Saint Lucia, and to Saint Vincent and the Grenadines), and Dane Farnsworth Smith Jr. as his envoy to Guinea. The nominations would require Senate confirmation. Following are biographical sketches of the two.

Barbados; Dominica; Saint Lucia; Saint Vincent and the Grenadines

G. Phillip Hughes has been executive secretary of the National Security Council since last year. Before that, he was first assistant secretary for export enforcement at the Department of Commerce, 1988-89.

Mr. Hughes began his career in 1975 as an assistant analyst at the Congressional Budget Office. He was a research fellow at the Brookings Institution and a casewriter at Harvard's John F. Kennedy School of Government, 1978-79. He became assistant director for intelligence policy at the Department of Defense, 1979-81, and Vice President Bush's deputy assistant for national security affairs, 1981-85. He served as director for Latin American affairs at the National Security Council, 1985-86.

People at State

Richard J. Smith, principal deputy assistant secretary for oceans and international environmental and scientific affairs, has been accorded the personal rank of ambassador in his capacity as special negotiator for acid rain talks with Canada ...

Russell A. Lamantia Jr. has assumed duties as director of the Secretariat Staff ...

Nelson C. Ledskey has been accorded the rank of ambassador during his tenure as special Cyprus coordinator ... **James H. Holmes** is now deputy director of the Policy Planning Staff. □

Then he was deputy assistant secretary for politico-military affairs at State, until 1988.

Mr. Hughes was born in Dayton, O., on September 7, 1953. He received a bachelor's in political science from the University of Dayton in 1972. He has a master's in law and diplomacy from Tufts and a master's in public administration from Harvard, where he is pursuing a doctorate in political economy and government. His foreign languages are Spanish and French. He has published articles on political and arms control issues. He is married to the former Victoria Knipper.

Guinea

Dane Farnsworth Smith Jr., a career Foreign Service officer, has been director of the Economic Policy Staff at the Bureau of African Affairs since last year.

He joined the Service in 1967 as an international relations officer in the Office of West African Affairs, then served as a consular officer in Dakar, 1969-71, and economic and commercial officer in Islamabad, 1972-74. He was a senior economist in the Office of Japanese Affairs, 1975-77,

and an international economist in the Bureau of African Affairs, 1977-79. Mr. Smith became chief of the Food Policy Division in the Bureau of Economic and Business Affairs, 1979-81. His next assignment was as economic counselor in Monrovia, 1982-84. He was deputy chief of mission in Gaborone, 1984-86, and Khartoum, 1986-89.

Mr. Smith was born in Albuquerque on December 14, 1940. He was graduated with a bachelor's from Harvard in 1962, and received a master's in 1972 and a doctorate in 1973 from Tufts. Before his tenure at State, he was a Peace Corps volunteer and trainer. He speaks six foreign languages—French, Arabic, German, Spanish, Urdu and Italian. He received a Presidential Meritorious Honor Award last year. He is married to the former Judith Rose Armayor; they have three daughters and a son. □

New embassy in Namibia

The U.S. liaison office in Windhoek, Namibia, has been elevated to embassy status. Roger A. McGuire is the chargé d'affaires there. ■



EAST ASIAN AND PACIFIC AFFAIRS—Ambassador Nicholas Platt, left, accepts Superior Honor Award on behalf of Embassy

Manila from Assistant Secretary Richard Solomon.

Life in the Foreign Service

Here's to Mongolia! (a toast with mare's milk)

Still, 'it's fun living here,' the chargé says

The following article by Nicholas D. Kristof appeared in the *New York Times* on April 2.

ULAN BATOR, Mongolia—One of America's newest and tiniest embassies occupies one of this city's drab apartment buildings, distinguished by an American flag that flutters outside even when Siberian temperatures have sent the yaks searching for shelter and the hardy Mongolians have retreated to their felt tents.

If Paris or London are dream diplomatic assignments, sophisticated cities with every convenience, then Mongolia is, well, at the other end of the spectrum.

The State Department regards China and Mongolia as hardship posts, but the difference is that the two American diplomats stationed here revel in their trips every month or two to carry the courier bag to Beijing, which by comparison with Ulan Bator is a sybaritic pleasure haven.

"Beijing is their hardship post, but it's our R & R," said Michael J. Senko, the chargé d'affaires here.

The United States Embassy opened year round in Mongolia only last June, and diplomacy has proved to have its quirks when conducted in one of the world's most remote capitals.

The telex machine frequently scrambles messages, but that is not code, it is garble. Likewise, there is no point in arranging a confidential telephone chat with Washington. An international call not only often takes hours to arrange, but the connection is usually bad enough that one must bellow so loudly that eavesdroppers have no need for bugs; most of the neighbors can overhear everything that is said.

There are diplomatic dinner parties, of course. But when visiting Mongolians, a toast is less likely to be made with Champagne than with a local specialty, fermented mare's milk.

Wedge between China and the Soviet Union, Mongolia has only two million inhabitants in a vast and beautiful territory three times the size of France. Long under Moscow's dominance, Mongolia does not normally attract much attention. It declared its independence in 1921, but the United States did not get around to recognizing it until 1987. Part of the reason was that the Nationalist Chinese on Taiwan, longtime American allies, still assert sovereignty over



A children's library in the Mongolian capital. (Photo by Judith Deane)

Mongolia.

While Mongolia is unquestionably a hardship post, the Americans here brim with enthusiasm about life in the place.

"It's fun living here, and the Mongolians are a very hospitable people," Mr. Senko said. "To be an American, British or Japanese here is really to be loved."

The British and Japanese are the only other traditionally non-Communist nations with embassies here, and each of the three embassies is enjoying growing interest from Mongolians. Just a few years ago, 98 percent of trade was with the Soviet Union and other Communist countries, but Mongolia is now trying to do more business with Japan, Europe and North America.

Aside from the diplomats, there are no other Americans living in Mongolia, and the last prominent American to visit was Associate Justice William O. Douglas in 1961. There are only about eight visa requests for the embassy to process each month, and trade between the United States and Mongolia amounts to only about \$1.5 million a year.

Still, that may increase. American con-

Mongolian is the latest incentive language

Mongolian was added to the incentive language list on March 25, a Department Notice said. Those tested at the 3/3 level or higher may qualify for within-grade salary increases. Incentive benefits are not retroactive. □

cerns have expressed interest in importing Mongolian vodka, in processing Mongolian yak and camel hair into textiles, and in exploring for various natural resources.

Mr. Senko is chargé d'affaires because the ambassador, Richard L. Williams, is based in Washington. Mr. Williams is completing his assignment, and his successor is expected to be confirmed later this year and to take up residence in Ulan Bator. Mr. Williams and Mr. Senko do not speak Mongolian—nor does the other resident diplomat, Theodore A. Nist—but the State Department is planning to train Mongolian-speakers for the future.

A Foreign Service officer who has a Ph.D. in Mongolian studies, Alicia J. Campi, is temporarily living in Ulan Bator to brush up on her Mongolian and to help arrange a language-training program for other American diplomats.

She said one hazard of daily life for a white person is being mistaken for a Russian. Aggravated by decades of Soviet domination, anti-Soviet feeling here is strong.

While Mongolia normally would be a quiet posting, the country has attracted international interest lately as rising prodemocracy protests threatened the leadership and finally in March led to the ouster of the entire Politburo and a pledge of a new constitution and free elections.

For the Americans and Mongolians on the embassy staff, that has meant long hours trying to sort out events and constant midnight phone calls and telexes from foreign reporters trying to find out about the day's news.

For all the headaches of Ulan Bator, it has some advantages over other third-world countries. Health standards are good, tap water is drinkable and power failures are rare. The embassy has good access to Government officials, and since February diplomats have been allowed to travel unrestricted throughout the country.

Mr. Senko's 17-year-old daughter, Faye, said she initially despaired at the thought of a teen-ager's social life in Ulan Bator, but later became hooked.

"At first I thought I'd be bored," she said. "I said, 'I don't want to go to Mongolia. I won't have anything to do.' But it's a lot of fun. Now I don't want to go home." ■

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From the Director General



'Would you advise someone to join the Foreign Service?'

The answer is yes—and here are reasons why

ALL OF US in the Foreign Service have been asked at one time or another: "Would you advise someone to join the Service today?" This is a very serious question. Usually, the "someone" is the speaker, or that person's son or daughter or other relative. Our answers do matter. Most Foreign Service examinees (37%) had learned of the Service from a friend, an acquaintance or a Foreign Service officer. I myself learned of it from two Foreign Service officers visiting my high school.

To such a question, I'd hope that you, like me, would look your interlocutor in the

'You shouldn't draw a veil over the discipline of Foreign Service life'

eye and answer: "Yes. Absolutely." And that you'd speak firmly and emphatically, in a voice that can be heard around the room.

Then, time permitting, expand in an honest and objective way on your reply. You shouldn't draw a veil over the discipline and challenges of Foreign Service life. Two thirds of our careers are "foreign," and they involve "service" to the Republic. We can state, as matters of fact, that:

—Foreign Service persons and their families are expected to be available for assignment anywhere and anytime that our country needs them.

—More than half of our 250-odd posts are classified as "hardship" assignments—they can be isolated, uncomfortable and dangerous.

—Overseas duty can make it very difficult for a dependent spouse to develop career skills and status for the domestic U.S. market; parents must tend with special care the education of their children.

These challenges are familiar to us, and perhaps even to the informed public. The Department leadership tries to address and mitigate these challenges; some it cannot. In every case, moreover, the solution will assume our members' resourcefulness, adaptability and willingness to serve as highly-respected members of our Government.

There is another challenge in our profession, however, that colleagues have raised with me, and which we should also consider before recommending the Foreign Service to the public, or to our friends or their children. It is this: "Is the Foreign

Service now so thin and broadly spread that its ability to influence, to manage and to lead is beginning to suffer?"

The number of Foreign Service officers today is roughly the same as in 1955. Yet we have to staff more overseas posts (roughly 250 vs. 210), while addressing such new responsibilities as counter-terrorism, diplomatic security, development administration, institution-building, environmental and scientific affairs, international narcotics matters, international communications and information, human rights and humanitarian affairs, foreign missions ... and more.

Given a little bit of time, I'd answer these questions this way: I'd tell my listeners of the importance of Foreign Service work, and of the opportunities for U.S. diplomacy. I'd also say something about the excellence of those who have recently weighed the above questions and *still* decided to join our "all-volunteer" force. The capability of an institution can be gauged by the capability of its members. What is true of the U.S. Marines is true of us also.

I'd say:

—We Americans face the most important peacetime opportunities in the history of our foreign relations. Does it smack too much of American "particularism" to say we face the most important opportunities in the history of democracy? What a time to serve one's country! Everywhere, the communist ice cap recedes. The jury is in: a 2,500-year-old controversy over the nature of political life has been decided in our favor. In years to come, as mankind in all its variety searches for a political and ideological model—to whom can it better look than to us Americans, who have established a multi-ethnic, multi-religious, constitutional democracy of continental proportions? The promise advanced by our Constitution is still fresh, still unfolding. Woodrow Wilson started out to "make the world safe for democracy." Today's generation of Foreign Service leaders, and the next, may have a chance to do so. The world, however, will still be a competitive place. Accordingly:

—Our country will continue to need diplomats skilled at "traditional" policy analysis, support and advocacy. A former Secretary of State has written: "Governments and their officials continue to confuse

foreign policy with diplomacy... (but) the two are different. A nation can have a perfectly legitimate foreign policy, but that policy is of little effect if the diplomat's implementation is faulty." In diplomacy, as in football, great plays won't help if a team can't execute well. We no longer have that vast margin of superiority we had after World War II, which tended to make our wishes come true—with or without diplomacy. Henceforth, we'll need to be even better diplomats to promote and protect the interests of our nation and our fellow citizens overseas. For perhaps the first time in our history since the Revolution, "process" will become essential to the achievement of our national objectives.

—Our country will need Foreign Service officers proficient in those new responsibilities I mentioned above. We must have officers who can meet the challenges of international development and institution-building in the wake of societal changes, among others. It is in these areas that we've had, and will continue to have, our greatest impact on the world as agents of change. Foreign Service officers must be able to weigh and manipulate a greater number of variables.

—Foreign Service officers will have greater need—and opportunities—to lead and to manage than before. It's to prepare them better for this role that management has taken steps to strengthen implementation.

'What a time to serve, one's country!'

tion of the 1980 Foreign Service Act. I've discussed management's proposals in earlier issues of STATE, and I outlined them in a cable to our ambassadors and principal officers. The proposals are now before the American Foreign Service Association for discussion and negotiation, as appropriate. These proposals, plus others that have to do with a functional needs study, the secretarial function, recruiting and Foreign Service specialists, will help to produce a better-trained, more representative and more effective Service.

—It's the quality of your colleagues, more than anything else, that determines whether you like your job or not—and the quality of Foreign Service people is very high. When the revised written exam is

—(Continued on Page 26)

Ask Dr. Goff



Q.

AFRICA
My wife is going to be "medevaced" to have a baby in a few months. Will the travel orders cover a car rental, since she is going to have many doctor's appointments?

A.

No. Car rental expenses aren't covered under medical-evacuation travel orders, whether for obstetrical, dental, medical, surgical or other reasons.

Q.

WEST AFRICA
An administrator at my post smokes in his office and through the hallways. Several of my co-workers and I realize that we are being harmed by the exposure to his smoke. Is there anything you can suggest to resolve this situation?

A.

We in the Office of Medical Services have promoted educational efforts and encouraged a smoke-free workplace for several years. Much progress has been made, but

'Walking through the halls with a lit tobacco product is a policy violation'

the final goal hasn't been achieved. Walking through the halls with a lit tobacco product is a policy violation; supervisors aren't exempt. I realize that confrontation is uncomfortable, but I suggest that the issue be discussed with the individual. If the problem continues, send him a memo asking that his smoking be isolated to his office (which is still allowed under the current policy). Also, a copy of the Department smoking policy should be recirculated at your embassy. We will continue our efforts to provide, in both domestic and overseas offices, a smoke-free workplace.

Q.

ASIA
My husband wants to have eye surgery so he can throw away the thick-lens glasses he has been wearing for the past 20 years. The surgery is called radial keratotomy. We were surprised to find that the embassy nurse practitioner was against this sur-

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

gery. What is your opinion? Why not go for it?

A.

For the present, this new procedure isn't considered standard treatment for myopia (near-sightedness), and therefore isn't covered by insurance carriers. The data aren't yet in on the results of the surgery five and ten years after the fact and, until well-controlled scientific studies can confirm the efficacy of this procedure, it's still considered experimental cosmetic surgery.

Q.

WASHINGTON
I noticed some diabetes literature being handed out near the cafeteria recently. Why is this condition so large a concern?

A.

Diabetes mellitus is a disease in which the body doesn't properly utilize or produce sufficient insulin. Insulin is a hormone essential to properly metabolize sugar (glucose), and to maintain the proper blood sugar level. An insufficiency of insulin results in an inability of the body to metabolize glucose (sugar) in a normal, efficient way. To put it simply, when glucose isn't properly handled by the body, there are adverse effects on it, including changes in the blood vessels, which make them more susceptible to damage. Thus, the eyes, kidney, extremities and heart may be affected. People with diabetes have a greater occurrence of eye problems, kidney disease and atherosclerosis (hardening of the arteries). In addition, poor circulation in the feet and legs may lead to gangrene and amputation. Diabetes can never be cured, but it can be controlled.

Q.

WASHINGTON
What causes diabetes? Do I need to worry if one of my parents has it?

A.

The development of diabetes is probably due in part to genetics. Whether or not these genetic traits are expressed as diabetes is believed to be due to a number of factors. While you can't control your genetic

'You can delay ... diabetes for years ...'

makeup, you can control these other factors. By doing so, you can delay the possible onset of diabetes for years, and minimize any complications which may occur. To reduce your chance of developing diabetes and its complications, the primary factor under your control is your body weight. It's important to achieve your ideal body weight. Aim for a mid-range value—not the upper limit of the weight tables. Also, follow a low-fat diet that helps to reduce the likelihood of developing hardening of the arteries. In addition, it's important to exercise on a regular basis. So to answer your question: No, I don't think you need to worry excessively about developing this disease if one of your parents has it, but you do need to know that the possibility exists.

Q.

EUROPE
Precisely what kind of a doctor is a medical oncologist?

A.

One who specializes in the medical or non-surgical treatment of cancer. Today, oncology encompasses a wide range of chemotherapeutic approaches, both conventional and investigative. There are surgical oncologists and radiation oncologists as well. Among them are doctors who investigate the biochemical processes involved in cancer formation, study abnormal genes (oncogenes) associated with cancer, and analyze the frequency and distribution of different types of cancer. To help with these studies, most large medical centers have an oncology recordkeeping center called a "tumor registry" that shares its information and experience with other centers. These groups combine their efforts in cancer treatment, and include larger numbers of patients in research programs, thereby speeding the evaluation of treatment regimes.

Q. **SPRINGFIELD, VA.**
Once again our eight-year-old twins are exposed to chickenpox. What is the incubation period? Should I expose them to make sure they get chickenpox, and get it over with?

A.
First of all, the incubation period is usually 14 to 16 days; some cases have occurred as early as 11 and as late as 20 days after contact. Patients are probably contagious for one to two days before, and can be contagious for 5 days after the onset of the rash. No: you don't want to expose your children purposely to chickenpox. It's not a totally innocuous childhood disease. A variety of life-threatening complications can occur during or after chickenpox, including encephalitis, meningitis, hepatitis, glomerulonephritis (a serious kidney condition), arthritis and Reye syndrome. A question you didn't ask is how long to keep your children out of school. Children with uncomplicated chickenpox may return on the sixth day after the onset of the rash. In mild cases, with only a few lesions and rapid clearing of them, your children may return sooner. After all the lesions have crusted and dried, your child may return to school. It's important that you not return your child to school or daycare early, since there may be other students at school who are immunocompromised—that is, extra susceptible. For example, there may be children in school who are being treated for leukemia; chickenpox infection can be devastating for them. Other children who are severe asthmatics or who have diseases which require taking cortisone drugs are also particularly vulnerable. One final caution: It's imperative that children with chickenpox not be given aspirin or any aspirin products. Acetaminophen (Tylenol and similar products) should be given for

discomfort or fever control. Aspirin or salicylates are absolutely contraindicated in chickenpox (because of an increased incidence of Reye syndrome, a devastating complication) or in any type of viral illness. □

Alcohol Awareness Program 'Necessary': sneaking alcohol into the house

BY A CIVIL SERVICE OFFICER

(While this magazine does not publish anonymous articles, the following is an exception.)

I had my first drink when I was 21. It was a beer. I drank it alone and, with it, I thought I'd found the answer to life's problems.

For the next 25 years I drank, usually alone. Beer, wine, sometimes hard liquor. Mostly in the basement, working on some project. I had many projects.

When I drank, I wasn't sociable. Mine was usually morose and sullen drinking.

Besides projects, I liked to travel. Trips usually meant unrestrained drinking for me. On one of these trips, after having "a few beers," I ran into a tree while running across a busy street. That really bothered me, but it didn't in any way cause me to consider altering my pattern of drinking.

I was embarrassed to buy alcohol at the same store more than once a week; I often found it necessary to alternate liquor stores. I also found it necessary to sneak alcohol into the house, hide it in the garage, lie to my wife and children about how much I was drinking, and so on.

I can't say that I ever really enjoyed drinking, but for me it was the only way I could see to get through life.

I had a good job, a good wife and family. I never was involved in an automobile accident, got into any problems with the law or felt my drinking was a problem.

However, I was becoming increasingly unhappy with my drinking. It meant way too much to me and, when something interfered with my drinking, I became impatient, irritable. At a community or school function, if the thing went on a little too long, I became nervous. I wanted it to end so I could go home and start drinking.

There were many times I stopped drinking because I didn't like the way I drank.

But I never stayed stopped. I tried drinking just on weekends (including Fridays), just after 9:30 at night, just when the

food was something beer would go well with (was there any other kind?), just when I was tired, etc. But after a short spell, there was always the return to daily or almost daily drinking.

Sometimes I would drink before going out to dinner or to a party. I would drink while I was out and continue when I came home. I quit for Lent for several years running, but always counted off the days until Easter, and was always drunk before dinner on Easter.

My daughter became a member of Alcoholics Anonymous in the summer of 1988. I was mildly interested, but didn't feel A.A. was for me. After all, I was only a "maintenance drinker," and certainly alcohol had never been a real problem for me. I went to a few Al-Anon meetings, but didn't really see the point. Perhaps this was because I'd always had a couple of drinks before going.

As I said, I didn't like the way I drank, but I couldn't see living without alcohol. Also, I feel that, if I could quit for Lent, that showed I wasn't an alcoholic and could quit whenever I wanted to. *If I wanted to:* that was the key. But I just didn't want to.

The day came, 15 months ago, when I did want to. I sincerely wanted to. And I knew I couldn't. Not on my own, anyway. At the same time I realized I either had to quit then, for good, or accept the fact that I would never be able to quit. At first, both alternatives seemed impossible.

Somehow, I was at a turning point and I knew it. Then I surrendered. I told my wife that I was going to Alcoholics Anonymous. Two days later, I went to my first A.A. meeting, alone.

That was over 15 months ago. I haven't had a drink since, nor anything like a strong desire to have a drink. I have learned that life cannot only be lived without alcohol, but also that life is better than I ever imagined it could be.

There are bad days, of course. But that's life, too. My relationships with others, with my wife, my children, myself and with the God of my understanding improve daily. Life is a growth process today. I love it and am eternally grateful for the program of Alcoholics Anonymous, and that I am a member of A.A.

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 strict medical confidentiality. ■

Help for cancer patients

The Office of Medical Services has formed a support group for employees who have been diagnosed in the last two years as having cancer. The group is exploring ways to work effectively while coping with the illness. Participants meet every second and fourth Monday in Room 3242, from 12:15 to 1:15. For a prior individual consultation, which is suggested, call 647-4929. □

Education and Training

Schedule of courses at the Foreign Service Institute

Program	June	July	Aug.	Length
Area studies				
Africa, sub-Saharan (AR 210)	—	—	6	2 weeks
Canada (AR 129)	11	—	—	1 week
East Asia (AR 220)	—	—	6	2 weeks
Latin America (AR 230)	—	—	6	2 weeks
Near East and North Africa (AR 240)	—	—	6	2 weeks
South Asia (AR 260)	—	—	6	2 weeks
Southeast Asia (AR 270)	—	—	6	2 weeks
USSR/eastern Europe (AR 280)	11	—	6	2 weeks
Western Europe (AR 290)	—	—	6	2 weeks
Language and advanced area courses				
Afrikaans (LAA 100)	—	—	20	23 weeks
Amharic (LAC 100)	—	—	20	23/44 weeks
Arabic (modern standard) (LAD 100)	—	—	20	23/44 weeks
Arabic (field school: Tunis) (LAD 950)	—	—	13	44 weeks
Arabic (Egyptian) (LAE 100)	—	—	20	23/44 weeks
Arabic (western) (LQW 100)	—	—	20	23/44 weeks
Bengali (LBN 100)	—	—	20	23/44 weeks
Bulgarian (LBU 100)	—	—	20	23/44 weeks
Burmese (LBY 100)	—	—	20	23/44 weeks
Chinese (Cantonese) (LCC 100)	—	—	20	23/44 weeks
Chinese (standard) (LCM 100)	—	—	20	23/44 weeks
Chinese (field school: Taipei) (LCM 950)	—	—	13	44 weeks
Czech (LCX 100)	—	—	20	23/44 weeks
Danish (LDA 100)	—	—	20	23 weeks
Dutch/Flemish (LLU 100)	—	—	20	23 weeks
Finnish (LFJ 100)	—	—	20	23/44 weeks
French (LFR 100)	25	23	20	24 weeks
German (LGM 100)	25	—	20	24 weeks
Greek (LGR 100)	—	—	20	23/44 weeks
Hebrew (LHE 100)	—	—	20	23/44 weeks
Hindi (LHJ 100)	—	—	20	23/44 weeks
Hungarian (LHU 100)	—	—	20	23/44 weeks
Icelandic (LJC 100)	—	—	20	23/44 weeks
Indonesian (LJN 100)	—	—	20	23/32 weeks
Italian (LJT 100)	25	—	20	24 weeks
Japanese (LJA 100)	—	—	20	23/44 weeks
Japanese (field school: Yokohama) (LJA 950)	—	—	13	44 weeks
Korean (LKP 100)	—	—	20	23/44 weeks
Korean (field school: Seoul) (LKP 950)	—	—	27	44 weeks
Lao (LLC 100)	—	—	20	23/44 weeks
Malay (LML 100)	—	—	20	23/32 weeks
Nepali/Nepalese (LNE 100)	—	—	20	23/44 weeks
Norwegian (LNR 100)	—	—	20	23 weeks
Persian/Farsi (LPF 100)	—	—	20	23/44 weeks
Persian/Dari (LPG 100)	—	—	20	23/44 weeks
Philippino/Tagalog (LTA 100)	—	—	20	23/44 weeks
Polish (LPL 100)	—	—	20	23/44 weeks
Portuguese (LPY 100)	25	—	20	24 weeks
Romanian (LRQ 100)	—	—	20	23 weeks
Russian (LRU 100)	—	—	20	23/44 weeks
Russian (advanced) (LRU 101)*	—	—	20	23/44 weeks
Russian (refresher) (LRU 201)	—	2	—	6 weeks
Serbo-Croatian (LSC 100)	—	—	20	23/44 weeks
Singhalese (LSJ 100)	—	—	20	23/44 weeks
Spanish (LQB 100)	25	23	20	24 weeks
Swahili/Kiswahili (LSW 100)	—	—	20	23 weeks
Swedish (LSY 100)	—	—	20	23 weeks
Thai (LTH 100)	—	—	20	23/44 weeks
Turkish (LTU 100)	—	—	20	23/44 weeks
Ukrainian (LUK 100)	—	—	20	23/44 weeks

*Prerequisite: strong 2+2+ or 3/3 proficiency in Russian and in-country experience.

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Point of view

Interdepartment seminar lacks State students

BY DAVID STEWART

The author is on the Policy and Coordination Staff in the Bureau of Consular Affairs.

In last month's issue of STATE, a classmate of mine at the February Foreign Affairs Interdepartmental Seminar, Douglas N. Watson of the Air Force, praised the



Mr. Stewart

seminar for giving him added understanding of the foreign policy process. He described the curriculum, listed the outstanding speakers and mentioned the value of the two-week course in his office. I wish to add my perspective as a Foreign Service officer. The seminar was super. My only disappointment concerned the small number of State officers attending. Defense personnel and others from various Government agencies, all with foreign affairs duties, greatly outnumbered participants from the foreign affairs agencies.

More Department of State officers should attend. Attending the seminar benefits you, the office you represent and the Department itself.

Our jobs are typically very operationally oriented. The seminar offers a brief hiatus from the immediate demands of your in-box. It's a rare opportunity for you—to step back, think and speculate on the world around us. The provocative speakers and challenging classmates added to my professional breadth. The course turned out to be for me the most intellectually stimulating period during my current Department assignment. It is an ideal tonic to help you avoid "burnout."

State offices appear far less willing to release employees for training than those at Defense. Maybe we're staffed more thinly, or we simply are all indispensable. Offices do survive when employees take annual leave. Discouraging an employee from training appears shortsighted to me, an unwillingness to invest in the employee's professional development. My boss was certainly busier during my absence. I returned, though, with a new vigor and a wider perspective that will enhance my job performance.

EDUCATION AND TRAINING

Lastly, the Department could benefit more from the informal interagency exchange at the seminar. There are unfortunate stereotypes of people at different agencies that are easily overcome in this cooperative seminar setting. Our low attendance rate by itself unfortunately could reinforce some of these misunderstandings. It's particularly important for Foreign Service officers back in Washington to broaden their exposure outside the Department and their narrow job needs. The seminar provides an excellent opportunity.

The Foreign Service Institute conducts the seminar, and it prefers participants at the FS-2 and GS-13 ranks and above. The next course dates are May 14-25 and September 10-21. Unless you really know everything about foreign affairs, you should try to attend. □

Defense U. information class starts in fall

The Information Resources Management College of National Defense University says its new advanced management program will begin in September. The program is a four-month graduate-level course that will cover the financial, technical, operational and managerial areas of information resources management. It provides intensive in-depth education and training in all areas of systems program management that have proven to be problematic, and gives participants the expertise necessary to manage those variables that have been responsible for serious information resources management problems, a press release said.

It added: "The program will use interdisciplinary seminars, case studies and simulations to provide program participants with a complete and thorough understanding of all elements of information resource management, including information management, technical management, procurement management, financial management, national security policy management, project management, and the automated information systems life cycle management process. The program's multidisciplinary and interdisciplinary curriculum will also include the study of current policy issues, regulatory and ethical standards, strategy development and implementation, and decision-making and problem-solving options and alternatives.

"The program is for systems program managers and prospective program man-

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Program	June	July	Aug.	Length
Urdu (LUR 100)	—	—	20	23/44 weeks
Vietnamese (LVS 100)	—	—	20	23/44 weeks
Familiarization and short-term (FAST) courses				
Arabic (formal spoken) (LAD 200)	—	2*	20	8 weeks
Arabic (Egyptian) (LAE 200)	—	2*	20	8 weeks
Arabic (North African) (LQW 200)	—	2*	20	8 weeks
Bengali (LBN 200)	—	2*	20	8 weeks
Bulgarian (LBU 200)	25*	—	20	8 weeks
Burmese (LBV 200)	—	2	—	7 weeks
Chinese (LCM 200)	—	2	—	7 weeks
Czech (LCX 200)	25*	—	20	8 weeks
French (metropolitan) (LFR 200)	25	—	20	8 weeks
French (sub-Saharan) (LFR 201)	25	—	20	8 weeks
German (LGM 200)	25	—	20	8 weeks
Hebrew (LHE 200)	—	2	20	7 weeks
Hindi/Urdu (LHJ 200)	—	—	20	8 weeks
Hungarian (LHU 200)	25*	—	20	8 weeks
Icelandic (LJC 200)	25	—	20	6 weeks
Indonesian (LJN 200)	—	2*	20	8 weeks
Italian (LJT 200)	25	—	—	8 weeks
Japanese (LJA 200)	—	2	—	7 weeks
Korean (LKP 200)	—	2	—	7 weeks
Malay (LML 200)	—	2*	20	8 weeks
Polish (LPL 200)	25*	—	20	8 weeks
Portuguese (Brazilian) (LPY 200)	25	—	—	8 weeks
Portuguese (European) (LPY 201)	25	—	—	8 weeks
Romanian (LRQ 200)	25*	—	20	8 weeks
Russian (LRU 200)	25*	—	20	8 weeks
Serbo-Croatian (LSC 200)	25*	—	20	8 weeks
Spanish (LQB 200)	25	—	20	8 weeks
Thai (LTH 200)	—	2	—	7 weeks
Turkish (LTU 200)	—	2	—	7 weeks
*7 weeks in length				
Administrative training				
Administrative officer (PA 242)	4	—	—	2 weeks
Advanced disbursing officer (PA 251)	—	—	6	3 weeks
Budget and financial management (PA 211)	25	—	6	27 days
Contracting officer's representative (PA 130)	Correspondence course			
Financial management center seminar (PA 281)	—	16	—	3 weeks
General services operations (PA 221)*	4	2	13	11 weeks
	11	9	20	11 weeks
	18	16	27	11 weeks
	25	23	—	11 weeks
	—	30	—	11 weeks
How to write a statement of work (PA 134)	Correspondence course			
Personnel management training (PA 231)	18	—	7	6 weeks
Property management for custodial officers (PA 135)	—	—	16	2 days
Training for overseas cashiers (PA 293)	Correspondence course			
Training for overseas cashier supervisors (PA 294)	Correspondence course			
Travel voucher examiners workshop (PA 138)	—	—	6	4 days
Vendor claims voucher examiner workshop (PA 140)	4	—	—	3 days
*Weekly enrollment. Registration required.				
Consular training				
Advanced consular/functional intensive (PC 531)	—	2	—	3 weeks
ConGenRosslyn basic consular (PC 530)	Continuous enrollment			25 days
Consular orientation program (PC 105)	Continuous enrollment			6 days
Immigration law and visa operations	Correspondence course			
Nationality law and consular procedure	Correspondence course			

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Program	June	July	Aug.	Length
Overseas citizens services	Correspondence course			
Passport examiners	Correspondence course			
Curriculum and staff development				
Training of trainers (PD 510)	20	—	—	6 days
Economic and commercial studies				
Ad hoc petroleum training (PE 102)	*	—	—	1 week
Advanced economic review seminar (PE 501)	—	16	—	5 weeks
Applied economics for foreign affairs (PE 503)	—	2	—	6 weeks
Contemporary economics (PE 502)	—	16	—	5 weeks
Export promotion (PE 125)	—	9	—	1 week
Orientation for overseas economics (PE 124)	25	23	—	2 weeks
Regional resource officer training (PE 103)	—	23	—	2 weeks
Science, technology and foreign policy (PG 562)	11	—	—	1 week
	*To be announced			
Executive development				
Deputy chiefs of mission (PT 102)	17	—	5	11 days
Executive media training (PT 101)	6	—	—	1 day
Introduction to management skills (PT 207)	11	—	—	4 days
Program director management seminar (PT 106)	—	18	—	3 days
Washington tradecraft (PT 203)	—	16	20	2 weeks
Information management training				
Information Systems Operations (PS 108)	—	9	—	4 weeks
Introduction to the personal computer (PS 111)	25	—	20	1 week
Office management courses				
Advanced word processing (PK 103)	5	11	7	3 days
Advanced WP Plus (PK 154)	19	24	21	1 day
Civil Service clerical/secretarial (PK 104)	18	16	20	1 week
Decision-processing (PK 152)	21	26	23	1 day
Drafting correspondence (PK 159)	18	—	—	1 week
Effective speaking and listening (PK 240)	—	23	—	1 week
Employee relations (PK 246)	—	12	—	2 days
Foreign Service secretarial training (PK 102)	—	30	—	1.5 weeks
Glossary (PK 151)	20	25	22	1 day
Supervisory studies seminar (GS 5-9) (PK 243)	4	—	13	4 days
Orientation				
Department officers (PN 105)	12	10	7	2 days
Foreign Service officers (PG 101)	—	23	—	9 weeks
Foreign Service specialists (PN 106)	—	5	9	3 weeks
Soviet and East European posts (PN 111)	18	30	13	1 week
Overseas Briefing Center				
American studies/cross-cultural training (MQ 101)	11	—	—	2 weeks
Deputy chief of mission spouse seminar (MQ 110)	25	23	—	4 days
Going overseas (families, singles, couples) (MQ 200)	9	7	—	1 day
Introduction to cross-cultural training (MQ 112)	—	—	8	3 days
Introduction to effective training skills for the Foreign Service spouse (MQ 111)	25	—	—	1 week
Security overseas seminar (MQ 911)	4	9	6	2 days
	11	16	13	2 days
	18	23	20	2 days
	25	30	27	2 days
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	6	11	—	3 days
Political training				
Advanced political course (PP 502)	18	—	—	3 weeks

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agers, and for senior civilian and military executives who make and influence critical information decisions. The program is for GS/M 14-15s. Applicants who are not members of the Senior Executive Service should hold an M.A. or M.B.A. degree or have equivalent executive development education."

A second course will begin in February. □

Bonnie Anderson joins Overseas Briefing Center

Bonnie Anderson is the new deputy director of the Overseas Briefing Center at the Foreign Service Institute.

Ms. Anderson received her bachelor-of-arts degree from Stanford, and a Master's in international affairs from Columbia's Russian Institute. Her studies also include a year at the University of Grenoble, France, and language training in Arabic, Russian, Ukrainian and Bulgarian at the Foreign Service Institute in Beirut and Washington, as well as at the U.S. Army Institute for Advanced Russian Studies in Garmisch.

She has accompanied her husband, G. Norman Anderson, to posts in Beirut, Moscow, Rabat, Sofia, Tunis and Khartoum, where he served as ambassador. She has worked at various foreign affairs agencies, including service as director of the Foreign Service Institute field school for Arabic in Tunis. □



Ms. Anderson

Getting the most out of your Wang

The Foreign Service Institute is offering Wang instruction courses at various levels of difficulty:

—Basic Word Processing, Basic WP+ and WP+ Transition—on elementary functions. Contact the Wang Education Center, 243-4700, for course dates.

—Advanced Word Processing, a three-day course covering advanced features, including formatting, sorting and index generation, June 5-7.

—Glossary, May 16 and June 20, to teach users to create, retrieve and store glossaries.

—Decision-processing, May 17 and

EDUCATION AND TRAINING

June 21, on advanced glossary techniques, including testing, looping and prompting.

—Advanced WP+, May 15 and June 19, on how to merge, work-wrap, column, block-edit and mark functions.

For information, contact the Management Training Division, 875-7325. For registration, call 875-5370. ■

TUNIS, Tunisia—At the Foreign Service Institute language school here, back row, left to right: David Rundell, James Vail, Philo Dibble, David Hale, William Jordan, John Kincannon, Peter Skrmetti, Ricky Roberts, Rick Olson, Ziad Kayyal, Juliana Peck, Mohamed Ben Salah, Hashmi Essaghir. Middle row: Sari Ansari, Ali Ben Saad Ben Ali, Khaldiyye Ansari, Deborah Jones, Elizabeth Hayes, Yin Rundell, Sally Debbagh, Noura Essaghir, Essia Blaghui, Anne O'Leary. Front row: William Granara, Janean Mann, Dubravka Trklja, Ahmed Tajouri, Mouldi Ayari, Ahmed Cherif.

YOKOHAMA, Japan—Foreign Service Institute teachers and students, front row (kneeling): Tomoko Ichikawa, Patricia Jimbo-Oishi, Judith Corbett. Second row (sitting): Terry and Prapim Greenberg, Bill Corbett, Sabumi Ota, Yukio Konno. Third row (standing): Jay Wakamatsu, Alexander Almasov, Michael and Linda Beardsley, Philip Kosnett, Daniel Paul, Jerome Ryan, Ann Kambara, Larissa Blavatska, Evelyn Killick.

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Program	June	Jul.	Aug.	Length
Human rights in the foreign policy process (PP 507)	—	17	14	1 day
Human rights reporting from abroad (PP 506)	—	16	13	1 day
Labor officer functions (PL 103)	4	—	—	8 weeks
Multilateral diplomacy (PP 211)	—	10	7	3 days
Political tradecraft (PP 202)	25	23	—	3 weeks
Political-military affairs (PP 505)	—	—	27	1 week
Workers' rights reporting (PP 504)	11	9	—	2 days ■



From the Director General

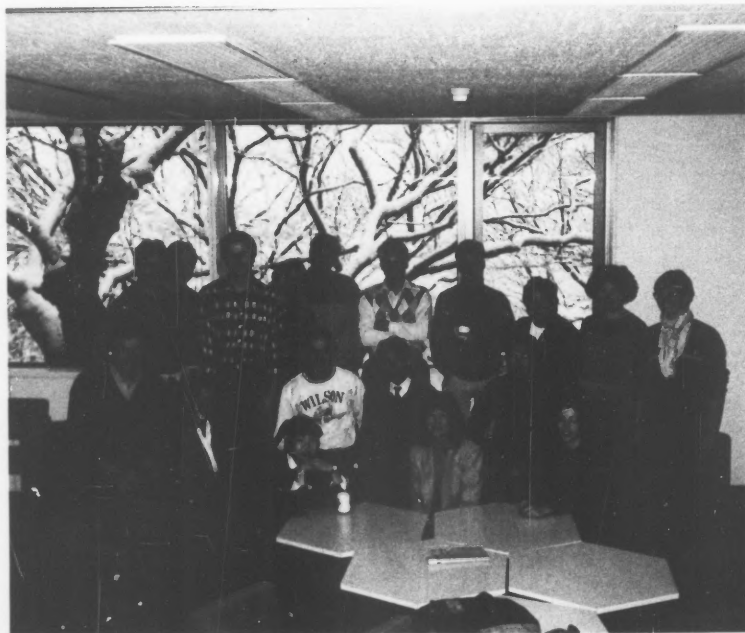
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given this fall, as many as 25,000 may take it. From this total, we will be recruiting 150 to 250 new officers. Perhaps 1 in a 100 will ultimately be sworn in as a Foreign Service career candidate.

The new officers increasingly will be representative of all aspects of our population. I expect that the minority applicant pool will be widened by our intensified outreach program.

The men and women who survive our rigorous screening will have exceptional ability, experience and potential—just as other junior officer classes have had. A recent class of 46 career candidates included 34 master's, doctoral or law degrees; virtually all of them have significant skill in one or more foreign languages; virtually all have had overseas experience (academic travel, Peace Corps, the military).

—Finally, that the Foreign Service offers what the right kind of candidate is looking for: adventure, exotic climes, a lifetime of education, the spice of danger, making and seeing bits of history, the challenges of leadership and responsibility, and also the pride of representing our country and manifesting what it stands for. ■



Personnel: Foreign Service

Appointments

Adams, Richard Hugh, Pre-Assignment Training
 Akahloun, Ahmed, Montevideo
 Aman, Aspen Loree, Pre-Assignment Training
 Andrews, Joan L., Diplomatic Security
 Ang, Wende, Lau-Wan, Baghdad
 Auldridge, Wendy Jane, Kinshasa
 Bachman, Brian, Pre-Assignment Training
 Baird, Tamara K., Pre-Assignment Training
 Barker, Brent A., Diplomatic Security, Washington Field Office
 Barkley, Clare A., Pre-Assignment Training
 Barnes, Mary M., Wellington
 Barnhart, Jack Lee, Diplomatic Security, Washington Field Office
 Baron, Sabrina A., Bern
 Becker, Rita Ann, Koror
 Bellis, William D., Pre-Assignment Training
 Bennett, Inga W., Rio de Janeiro
 Bires, Francis M., Diplomatic Security, New York
 Boy, Donald, Pre-Assignment Training
 Bradley, Olivia Magdalena, Asuncion
 Bray Jr., Francis John, Diplomatic Security
 Breslar, Bonita S., Bamako
 Brown, Ethelean S., Nairobi
 Brown, Jeffrey T., Diplomatic Security, Washington Field Office
 Brown, Peggy H., Sofia
 Brumbaugh, Paula J., Chengdu
 Buttrass, David Anthony, Dar es Salaam
 Caltrider, Amy L., Diplomatic Security, Washington Field Office
 Campbell, Allison Kone, Warsaw
 Canon, Kaye Anne, Moscow
 Carlson, Peter M., Diplomatic Security
 Caroscio, Martha L., Caracas
 Cecil, Kelly S., Pre-Assignment Training
 Click, Steven R., Diplomatic Security
 Cook, Brian K., Diplomatic Security, New York
 Davis, Jason L., Pre-Assignment Training
 Davison, Kees C., Pre-Assignment Training
 Dawson, Susana C., Panama
 Deichler, William Wesley, Yaounde
 Delorme Perkins, Carol J., Calgary
 Dickson, Mary B., Durban

Didem, Maurice, Addis Ababa
 Dow, Teresa, La Paz
 Droge, Martha J., Diplomatic Security, Washington Field Office
 Dym, Jordana, Pre-Assignment Training
 Elliot, Susan M., Pre-Assignment Training
 Ellison, Ollie, Diplomatic Security, Washington Field Office
 Erickson, Andrew S.E., Pre-Assignment Training
 Ezelle, Lesly Marion, Port-au-Prince
 Ferrarone, Veronica, La Paz
 Fletcher, Michael S., Diplomatic Security, Information Management
 Forbes, Helsook, Jakarta
 Forsyth, Timothy L., Pre-Assignment Training
 Freerksen, Beth M., Beijing
 Gayol, Vicki, San Salvador
 Gerity, Veronica M., Diplomatic Security
 Gibbons, Peter G., Diplomatic Security
 Goldberger, Eden Buchman, Riyadh
 Goodrich, Victoria Jean, Bridgetown
 Greig, Barbara J., Quito
 Gudjonsson, Mary T., Pre-Assignment Training
 Harms, Glenn E., Diplomatic Security
 Hicks, Howard A., Diplomatic Security
 Hodak, Robert Michael, Diplomatic Security
 Hollingsworth, Louis R., Diplomatic Security
 Hornbeck, Robert R., Diplomatic Security
 Hutson, Thomas R., East Asian and Pacific Affairs
 Jackson, Babette, Harare
 Jackson, Keith E., New Delhi
 Johnson, Natalie A., Pre-Assignment Training
 Johnson, Richard S., Specialist Intake
 Kay, Lawrence J., Pre-Assignment Training
 Krohne, Shane W., Diplomatic Security, Information Management
 Lanos, William, Diplomatic Security, New York
 Lew, Anthony P., Diplomatic Security, New York
 Linderer, Dinh Thi, Kinshasa
 Liston, Stephen M., Pre-Assignment Training
 Mack, Celeste P., Warsaw
 Malone, David Thomas, Diplomatic Security
 Marshall, Carol D., Diplomatic

Security
 Mason, Lee Y., Diplomatic Security
 McCann, Tim I., Diplomatic Security, Information Management
 McCulla, William Lewis III, Pre-Assignment Training
 McDonald, Michael L., Diplomatic Security, Information Management
 Meagher, Zita E., Mexico
 Melcher, Glenn, Pre-Assignment Training
 Mellott, William I., Diplomatic Security
 Meriwether, John W., Pre-Assignment Training
 Merrill, Philip, Nato
 Meurs, Douglas J., Pre-Assignment Training
 Miley, Stephanie, Pre-Assignment Training
 Mims, John Anthony, Diplomatic Security
 Moore, Barbara J., Bucharest
 Moore, Elizabeth, Pre-Assignment Training
 Moran, Brian R., Pre-Assignment Training
 Nicholas, Susan B., Maseru
 Nicholls, Kevin C., Diplomatic Security
 Opdyke, Mona, Pre-Assignment Training
 Page, Susan, Pre-Assignment Training
 Pascoe, Diana L., Beijing
 Petrin, Ardith E., Casablanca
 Phipps, Brian, Pre-Assignment Training
 Plummer, William, Pre-Assignment Training
 Popchak, Robert J., Specialist Intake
 Powers, Margie, Mogadishu
 Pratt, Elizabeth, Pre-Assignment Training
 Rafferty, Jeani L., Moscow
 Rank, David H., Pre-Assignment Training
 Realuyo, Celina B., Pre-Assignment Training
 Reed, Joyce Ann, Abidjan
 Regan, Michael Bernard, London
 Reviere Jr., John A., Sofia
 Ries, John Neil, Pre-Assignment Training
 Robinson, Melissa C., Diplomatic Security
 Rochelle, Jennifer L., Beijing
 Rogers, Paul, Specialist Intake
 Ross, Daniel, Pre-Assignment Training
 Sanchez, Laura A., Santo Domingo
 Saumell, Susan I., Majuro
 Schilling, Tracy J., Tokyo
 Schofield, Patricia F., Kingston

Self, Brian K., Pre-Assignment Training
 Sendi, Andrea Rose, Diplomatic Security
 Sherman, Andrea L.P., Colombo
 Siegwald, Peter A., Port-au-Prince
 Smith Jr., Nicholas A., Diplomatic Security
 Smith, Sophie E., Kuwait
 Spannagel, David Bryan, Diplomatic Security
 Stone, Angela D., Diplomatic Security, New York
 Stuckart, Matthew W., Diplomatic Security
 Sullivan, Linda S., Panama
 Thorn, Judith A., Cairo
 Ticknor, Scott Brian, Pre-Assignment Training
 Toronto, Sharmar Farrell, Montevideo
 Urs, Denise Ann, Pre-Assignment Training
 Wahl, Barbara Joann, Sanaa
 Webster, Jessica, Pre-Assignment Training
 Wellman, James T., Specialist Intake
 West, Terrence, Pre-Assignment Training
 Wiener, Andrew T., Specialist Intake
 Wilkinson, Anita L., Canberra
 Williams Jr., John G., Khartoum
 Williams, Russell Hope, Malabo
 Word, George, Diplomatic Security
 Yackley, Elizabeth A., Cairo
 Yen, Michael K., Pre-Assignment Foreign Service Officer Training

Transfers

Alarid, David A., Mexico to Melbourne
 Albright, Wendell I C., Haiti to Economic and Business Affairs
 Austin, James G., Saudi Arabia to Information Management Programs
 Bates III, Frank, Turkey to Diplomatic Security
 Beall, David Russell, Inter-American Affairs to Panama
 Bebout, Kay Diane, Foreign Service Career Development and Assignments to Medical Services
 Bolton, W.A. Peter, Liberia to Bangkok
 Brownlee, Ian G., Foreign Service Institute, Language Training to Matamoros
 Bushnell, John A., Management Policy to Panama
 Byrne, Patricia M., International Organization Affairs to Bureau of Personnel

PERSONNEL: FOREIGN SERVICE

- Campbell, William M.**, Israel to Brussels
- Carver, Vincent Paul**, El Salvador to Paris
- Cato, Charles M.**, San Salvador to Buenos Aires
- Chalkley, John Mark**, Specialist Intake to Brussels
- Chinn, David Ross**, China to Bonn
- Coburn, Harry L.**, Consular Affairs to Bureau of Personnel
- Cooper, David F.**, Inter-American Affairs to Karachi
- Daly, Kanikar N.**, Botswana to Bujumbura
- Daniel, Nancy E.K.**, Togo to African Affairs
- Delaney Jr., Joseph M.**, Diplomatic Security to Mexico
- Diamond, David H.H.**, Mexico to Diplomatic Security, Information Management
- Dillard, Diane**, Consular Affairs to Paris
- Egger, Philip Hughes**, Lusaka to Foreign Service Institute, Language Training
- Emmons, Kathleen J.**, African Affairs to Diplomatic Security, Information Management
- Escobar, Amanda Delapaz**, China to Cairo
- Everhart, Christine E.**, African Affairs to Yaounde
- Farago, Natalie**, Martinique to Monterrey
- Fierke, Patricia Ann**, Kenya to African Affairs
- Figueroa, Richard A.**, Executive Secretariat to Soviet Union Affairs
- Fischer II, Ernest J.**, Inter-American Affairs to Bureau of Personnel, Policy and Coordination Staff
- Fitzpatrick, Kathleen M.**, Foreign Service Institute, Language Training to International Organization Affairs
- Fleenor, Charles E.**, Diplomatic Security, Information Management to New Delhi
- Fletcher, James B.**, Venezuela to Bissau
- Gehring, Robert A.**, Bureau of Personnel to Economic and Business Affairs
- Glassman, Deborah**, France to Executive Secretariat
- Gleson, James Dennis**, Switzerland to Prague
- Graham, Christopher P.**, Japan to New Delhi
- Greeley, Robert M.**, Mexico to Prague
- Gygi, Mark T.**, South Africa to African Affairs
- Hall, Robert Allen**, Specialist Intake to Tunis
- Hammond, Bette-Jeanne**, Madagascar to African Affairs
- Heckman, Scott Randall**, Swaziland to Managua
- Heintzman, Christopher A.**, South Africa to African Affairs
- Henning, John N.**, Belgium to Diplomatic Security, Information Management
- Himes, Thomas E.**, Brazil to Diplomatic Security
- Hoffer, Patricia A.**, Liberia to Tunis
- Johnson, Cassius C.**, China to Vienna
- Kelly, Gary Kent**, Congo to Bureau of Personnel
- Kilday, Lowell C.**, Bureau of Personnel to International Narcotics Matters
- Kirkpatrick, Alexander T.**, Madagascar to Bureau of Administration
- Kozlowski, Patricia S.**, African Affairs to Windhoek
- Kushner, Todd Andrew**, Yugoslavia to Bureau of Intelligence and Research
- L'Heureux, David E.**, Bureau of Personnel to Foreign Service Institute, Administrative Training
- Langan, Douglas**, Diplomatic Security to European Affairs
- Lienhart, Theodore M.**, United Kingdom to San Salvador
- Loguidice, Joseph G.A.**, Milan to Bureau of Personnel
- Lowe, Carol D.**, Bureau of Personnel to Senior Seminar
- Luftig, Laura R.**, Office of the Secretary to Colombo
- Lundy, Walter A.**, African Affairs to Bureau of Personnel
- Lyles, Joanne Rainey**, Harare to African Affairs
- Lynch Jr., Gregory V.**, Mexico to Diplomatic Security
- Maholchic, Thomas J.**, France to European Affairs
- Marcott, Lauren Hueber**, Turkey to Intelligence and Research
- Margulies, Alexander H.**, Inter-American Affairs to Panama
- McCray, Jimmie L.**, Iraq to Oslo
- McGehee, Scott M.**, Saudi Arabia to Sanaa
- McGrath, Angelika**, Barbados to African Affairs
- Millan, William W.**, Bureau of Public Affairs to Caracas
- Montagne, Elizabeth A.**, Foreign Service Institute, Language Training to Inter-American Affairs
- Muncy, Linda Howard**, Bangladesh to Finance and Management Policy
- Murphy, Terrence M.**, Office of the Geographer to Foreign Service Institute, Language Training
- Natoli, Jolene C.**, Brazil to Bureau of Personnel
- Navarre, J. Warren**, Managua to Panama
- O'Brien, J. Michael**, Dakar to Hong Kong
- O'Brien, Linda**, Dakar to Hong Kong
- Ogburn, Clarence Edward**, Inter-American Affairs to Bogota
- Pahigian, Anthony A.**, Colombia to Politico-Military Affairs
- Parish, Frances C.**, Argentina to Tegucigalpa
- Peake, Susan S.**, United Kingdom to Bureau of Administration
- Pelto, John A.**, Diplomatic Security, Information Management to Inter-American Affairs
- Peterson, Charlene M.**, Panama to Bonn
- Praster, Thomas A.**, Jamaica to Berlin
- Proctor, Tony Angelo**, Diplomatic Security to Ankara
- Pugh, Robert L.**, African Affairs to Office of Management Policy
- Rafferty, Rueben Michael**, Germany to Moscow
- Raymer, Robert Thomas**, India to Panama
- Recht, Linda Susan**, East Asian and Pacific Affairs to Economic and Business Affairs
- Rector, Henry M.**, Foreign Service Institute, Language Training to Copenhagen
- Redd, William H.**, Thailand to Diplomatic Security, Information Management
- Rodgers Jr., H. Clarke**, European Affairs to Foreign Service Institute, Language Training
- Rundell, David H.**, Near Eastern and South Asian Affairs to Jeddah
- Ryan, Vincent Joseph**, Inter-American Affairs to Buenos Aires
- Savage, Stephen L.**, Bureau of Personnel to Economic and Business Affairs
- Schensted, David Patrick**, Foreign Service Institute, Language Training to Santiago
- Siletzky, Robert**, Specialist Intake to Inter-American Affairs
- Stein, Jacalyn M.**, Office of the Secretary, Arms Control to Executive Secretariat
- Stephens, Doris Kathleen**, Korea to Foreign Service Institute, University Training
- Sullivan, Margot A.**, Pre-Assignment Training to European Affairs
- Sullivan, Thomas J.**, Near Eastern and South Asian Affairs to Karachi
- Swedberg, Dale J.**, Specialist Intake to Maputo
- Terry Jr., Prince Albert**, Nouakchott to Luxembourg
- Thomson, Scott D.**, Dominican Republic to London
- Towns, Valerie Jackson**, Foreign Service Career Development and Assignments to Rabat
- Trudeau, Maria C.**, Specialist Intake to Harare
- Van Treeck, Marie-Elena T.**, Politico-Military Affairs to Niamey
- Vann, Stephen A.**, Executive Secretariat to Oceans and International Environmental and Scientific Affairs
- Voorhees, Jacqueline V.**, European Affairs to Warsaw
- Wagner III, William P.**, Austria to European Affairs
- Walker, Constance S.**, Greece to Diplomatic Security, Information Management
- Washington, Gilder**, Japan to Copenhagen
- Wax, Jean Catherine**, Mexico to Calgary
- Way, David L.**, Addis Ababa to Kinshasa
- Weidmann, Michael J.**, Nicaragua to Diplomatic Security, Information Management
- Wilson, Mary Frances**, China to Moscow
- Worden, Michael K.**, Diplomatic Security, Information Management to Warsaw
- Yang, Donald Jay**, China to Diplomatic Security
- Young Jr., Harry E.**, Cameroon to Berlin
- Zak, Michael James**, Inter-American Affairs to Intelligence and Research

Resignations

- Bannon, Linda A.**, Singapore
- Barron, Susan H.**, Monrovia
- Blanton, Evelyn**, Moscow
- Bower, Ronald D.**, Moscow
- Briggs, Sally J.**, Moscow
- Cascio, Deborah Marie**, The Hague
- Chesteen, Eva L.**, Bonn
- Cordova, Priscilla**, Guadalajara
- Cowart, Michelle T.**, Santo Domingo
- Davis Jr., Arthur Horace**, Panama
- Del Principe, Mara Angela**, Moscow
- Ditchkus, David W.**, New Delhi
- Farrell, Patricia A.**, Paris
- Fesmire, Anne H.**, Madrid

Furbush, Matthew J., The Hague
 Garcia, Gloria, Mexico
 Govatski, Sondra E., Moscow
 Houston, Kevin E., Paris
 Humbel, Kathryn J., Moscow
 Humes, Patrick D., Diplomatic Security, Chicago
 Janes, Margaret L., Brussels
 Jones, Carl F., Bucharest
 Jones, Sharon D., Islamabad
 Kearns, Kevin Lawrence, Politico-Military Affairs
 Krull, Karen Berger, Bucharest
 Lisle, Karen B., Cairo
 Loftis, Elizabeth G., Wellington
 Mallory, Kevin P., Diplomatic Security, Washington Field Office
 Meininger, Laurie Jeanne, Majuro
 Miller, Virginia E., Madrid
 Monroe, Stephanie, B., Paris
 Morales, Tamara Lee, Bonn
 Mosley, Debra J., Cairo
 Niemiec, Debra L., Belgrade
 Nunnally, David M., Mexico

Pawlicki, Alice A., La Paz
 Rikard, Peggy A., Mogadishu
 Rios, Rita Isabel, Barcelona
 Santiago, Rafaelina G., Madrid
 Tiffany, Joy A., Cairo
 Wakefield, Carol A., Moscow
 Ward, Peter Benjamin, Moscow
 Williams, Charlotte S., Jeddah
 Zawistowski Jr., Leonard A., Diplomatic Security

Retirements

Blacken, John D., African Affairs
 Brennan, Patrick W., Manila
 Finnerty, Dennis, Economic and Business Affairs
 Ortiz Jr., Frank V., Bureau of Personnel
 Raicht, Lawrence R., Bureau of Personnel
 Reddy, Leo J., Foreign Service Institute
 Rosenthal, James D., Office of the Under Secretary for

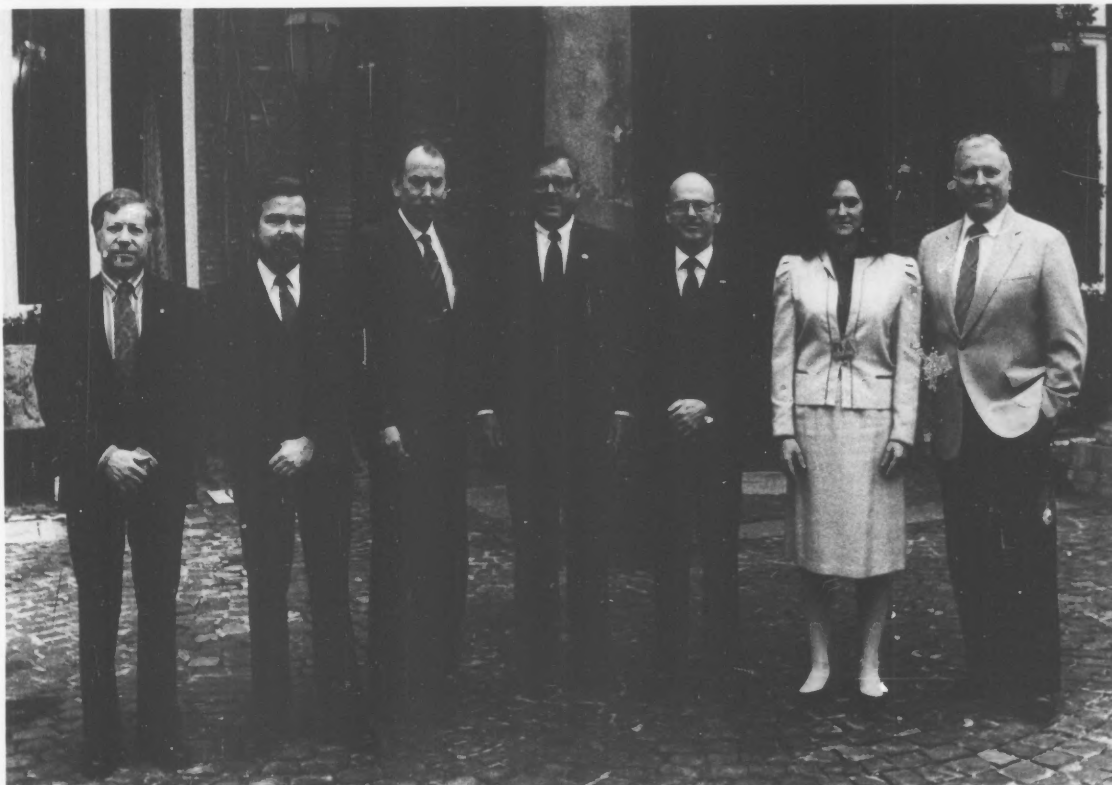
Management
 Sera, Michiko Jean, Tokyo □

Specialist tenuring

The Specialist Tenuring Board has completed its review of candidates eligible for consideration at its December session. Granted career status:

Barton, Robert D.
 Berman, Jane Faye
 Broadwater, Lloyd
 Carper, John F.
 Chelune, Richard
 Darmiento, Michael
 Donahue, Joan C.
 Fedak, Janice J.
 Fletcher, Gregory
 Fogarty, Mark T.
 Folensbee, Lester
 Freeman, Patrick T.
 Gibson, Wilbur G.
 Gifford, Robert B.

Gottlieb, Hinda E.
 Hadley, Warren D.
 Harger, Raymond H.
 Hipp, Mark J.
 Hodes, Jay Mark
 Hurley II, John A.
 Korpi, Ryan F.
 Levin, Gregory J.
 Longenecker, Jane
 Lubow, Richard E.
 McGrath, Edward P.
 Miley, James R.
 Oman, Gerry C.
 Pelphry, James D.
 Poehlitz, Michael
 Polnick, Stephan D.
 Pounds, Williams
 Sincavage, Justine
 Soler, Richard P.
 Ulrich, Jeffrey J.
 Webb, Glenn E.
 Weitzel, Robert W.
 Wohlman, Merrill C.
 Yates, Raymond Lee ■



ROME, Italy—Members of the information management staff meet with the ambassador.

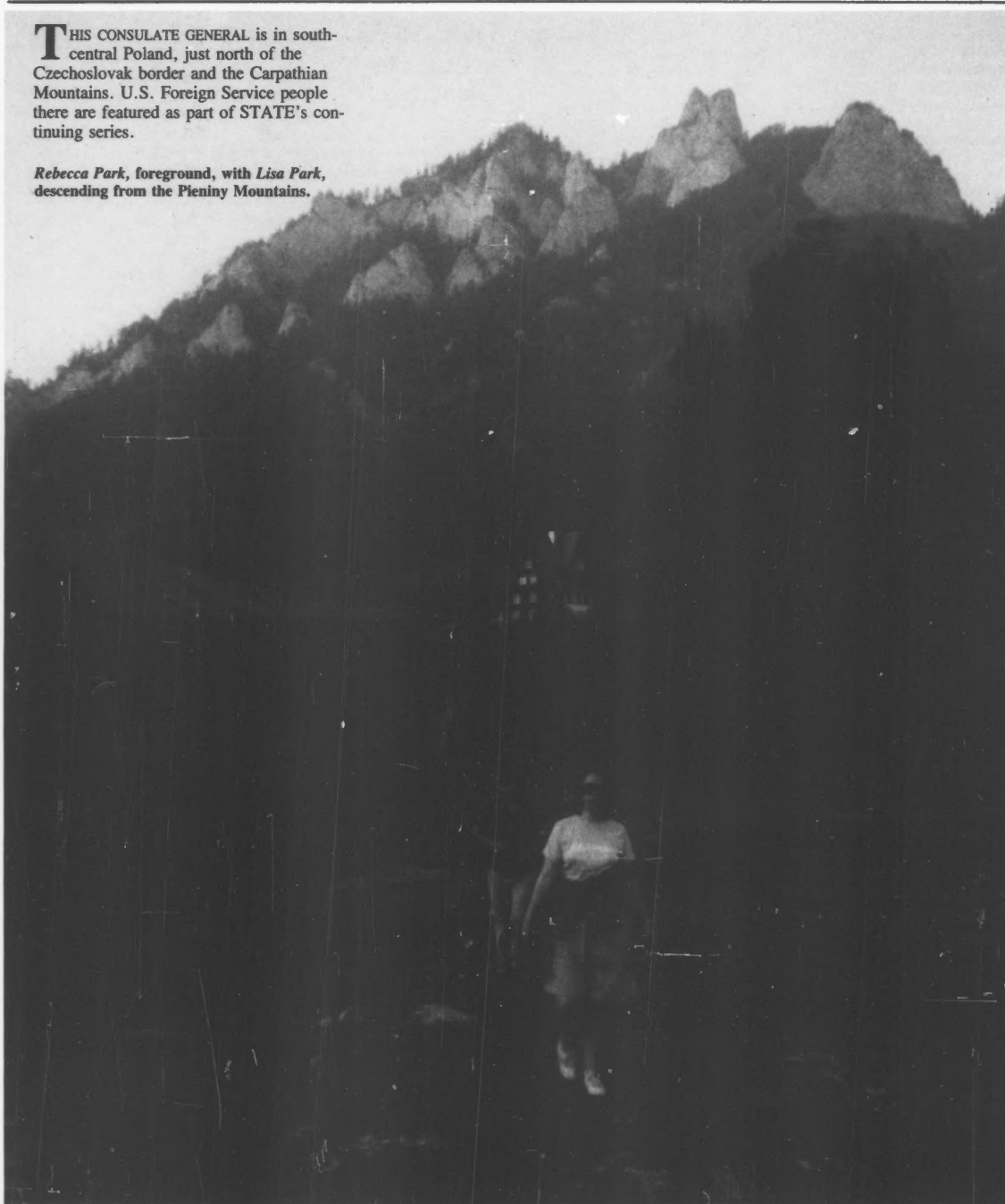
Left to right: Alan Eidenberg, Mark Buske, Brad Ham, Ambassador Peter F. Secchia,

John Dieffenderfer, Catherine Volpe, James F. Prosser.

Post of the Month: Krakow

THIS CONSULATE GENERAL is in south-central Poland, just north of the Czechoslovak border and the Carpathian Mountains. U.S. Foreign Service people there are featured as part of STATE's continuing series.

Rebecca Park, foreground, with Lisa Park, descending from the Pieniny Mountains.





The palace in Lancut.



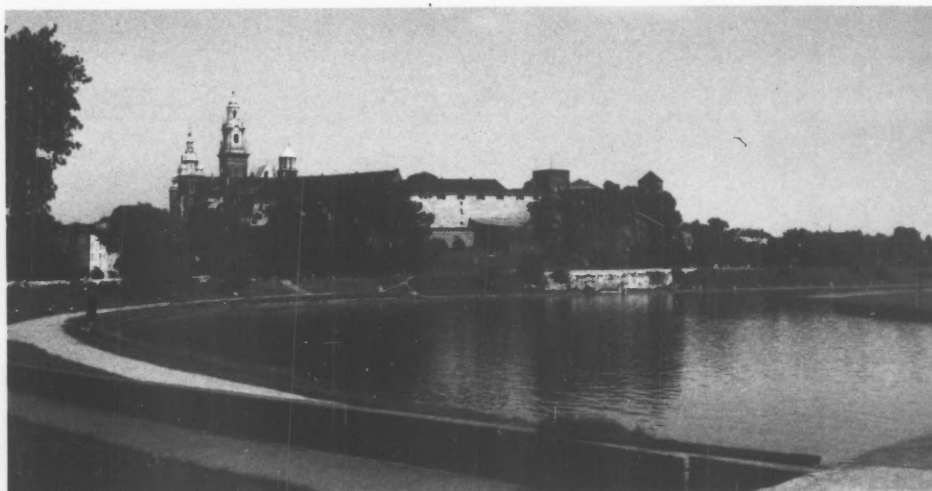
The trumpeter of Krakow plays from the church tower on the central square.



Consulate general employees outside the Jesuit church. From left: *Bozena Grzebien, Elzbeta Bednarczyk, Rebecca Park, Czeslaw Kalencinski, Ryszard Madej, Danuta Maczynska, Anna Lukasik.*



Highlander boatmen launch a raft in southern Poland.



Cathedral and castle overlooking the Vistula River.



In front of city hall in Sandomierz, from left: Elizabeth Michael, Catherine and Sara Kirby and Douglas Berry.



A raft trip on the Dunajec River. Seated, from left: Americans Charles Siewert, Lisa

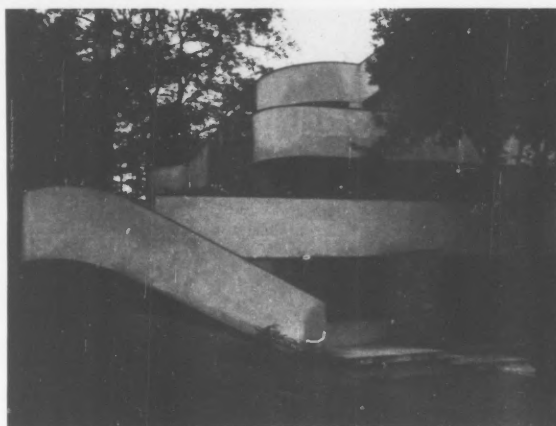
Park and vice consul Laurence E. Tobey.



Consul general *Michael Barry*, right, holds the inaugural hatchet. With him is Polish Highlanders Alliance chairman *Franek Bachleda*, at the opening of the cultural center in Zakopane.



A traditional music ensemble in the Podhale region.



The leased house of a Foreign Service family. The structure was designed as a ship.



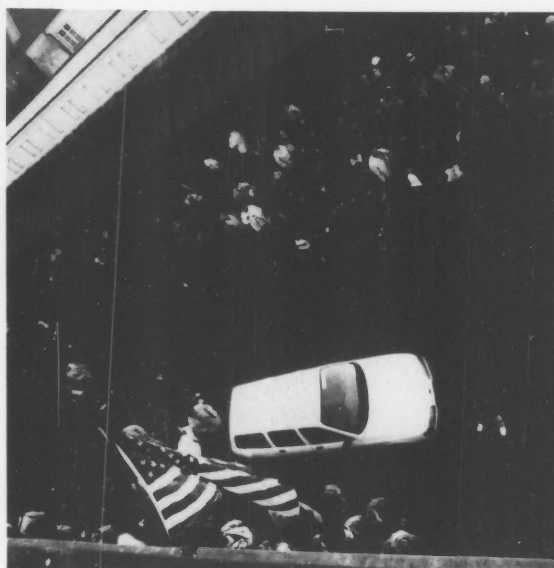
Inspecting the premises: vice consuls *Lawrence Tobey*, left, and *Douglas Berry*, with consul general *Michael Barry*.



Consul general *Michael Barry*, second from right, inaugurating the new cultural center of the Polish Highlanders Alliance, in Zakopane.



Rebecca Park, left, with *Lisa Park*, on the grounds of Lancelot Palace.



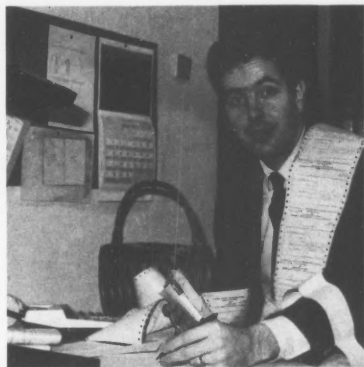
Visa applicants outside the consulate general.



Foreign Service national *Beata Otfinska* in the reception area, near a poster for the Polish film "Konsul."



Visa section employees, back row: *Lawrence Tobey, Douglas Berry, David Morris*. Middle row: *Alicja Smolik, Anna Palica, Anna Czarnecka, Ewa Bielicka*. Front: *Beata Ofinowska, Anne Feryok, Marek Guzik*.



Accounts receivable officer *David Morris*. He shoulders a responsibility.



Consul *Michael Kirby*, swearing in a new U.S. citizen.



Attending a "mass for the fatherland," from left: Solidarity leaders *Lech Walesa* and *Wicyslaw Gill*, consul general *Michael Barry*, political officer *Steven Blake*.



Visa applicants gather outside. ■

Personnel: Civil Service

Promotions

GG-5

Che, Leanna, International Organization Affairs

GM-13

Adams, Janice Eastman, Diplomatic Security, Information Management
 Chu, Kevin Charles, Marine Science and Polar Affairs
 Noyon, Jennifer C., Intelligence and Research
 Thomas, Cheryl Kathleen, Bureau of Personnel

GM-14

Kimmel, Elizabeth Elliott, Bureau of Administration
 Ontko, Ronald Steve, Diplomatic Security, Information Management
 Seale, Donnie G., Office of Foreign Buildings

GM-15

Bobby, Wayne S., Foreign Service Institute, Management
 Carter, Nancy O., Office of Coordinator for Population Affairs
 Deaner, Stephanie, International Narcotics Matters
 Evans, Alan K., Finance and Management Policy
 Gannon, Dominick R., Office for Counter-Terrorism

GS-3

Blanks, Sherron Ali, Consular Affairs
 Jackson, Gary Beldon, Consular Affairs

GS-4

Castillo, Diana, Northeast Passport Processing Center
 Floyd, Monique D., Bureau of Administration
 Henderson, Michael A., Executive Secretariat
 Hillman, Lisa L., International Organization Affairs
 McCannon, Gloria F., Finance and Management Policy
 Proudfoot, Ann, Miami Passport Agency
 Stinson, Karen D., Northeast Passport Processing Center

GS-5

Buckner, Ellen M., Intelligence and Research
 Catlett, Mia A., Bureau of Personnel
 Cook, Gertrude, Executive Secretariat
 Mallory, Janice M., Diplomatic Security

Selections under State's Merit Promotion Program

The following persons have been selected under the Merit Promotion Program for the positions indicated:

Selectee	Announcement No.	Position title	Series/grade	Bureau or office
Peter Carskaddan	89-1132A	Intelligence research specialist	GS-132-5	Intelligence and Research
W. Judson Dorman	89-1132A	Intelligence research specialist	GS-132-5	Intelligence and Research
Gina Goodbread	89-1132A	Intelligence research specialist	GS-132-5	Intelligence and Research
Mark Levitch	89-1132A	Intelligence research specialist	GS-132-5	Intelligence and Research
Jennifer Scotti	89-1132A	Intelligence research specialist	GS-132-5	Intelligence and Research
Angela Tomaino	89-1132A	Intelligence research specialist	GS-132-5	Intelligence and Research
Diane Abood	89-1132A	Intelligence research specialist	GS-132-7	Intelligence and Research
William Chipman	89-1132A	Intelligence research specialist	GS-132-7	Intelligence and Research
Paul Kurtz	89-1132A	Intelligence research specialist	GS-132-7	Intelligence and Research
Neal O'Loughlin	89-1132A	Intelligence research specialist	GS-132-7	Intelligence and Research
Gladys Boggs	90-31	Public affairs specialist	GS-1035-9	Bureau of Public Affairs
Richard Ristaino	90-79	Intelligence research specialist	GM-132-15	Intelligence and Research
Wayne White	90-80	Intelligence research specialist	GM-132-15	Intelligence and Research
Thomas Bash	90-113	Audio-visual production officer	GM-1071-13	Foreign Service Institute
Rachelle Essandoh	90-209	Secretary (typing)	GS-318-7	Bureau of Public Affairs □

Mazon, Wendy E., Citizens Consular Services
 McGee, Renee M., Executive Secretariat
 Murphy, Bernard C., Executive Secretariat
 Purohit, Lopa U., Economic and Business Affairs
 Semakis, Katherine, Intelligence and Research
 Whitten, Gloria J., Seattle Passport Agency

GS-6

Carper, Mary Evelyn, Diplomatic Security
 Green, Karen Geraldine, Office of Policy, Planning and Management
 Hall, Russell Eugene, Diplomatic Security, Information Management
 Hobson, Dean L., European and Canadian Affairs
 Howard, Norita Elaine, Bureau of Administration
 Levitch, Mark Jason, Intelligence and Research, Secretary's Morning Summary Staff
 Libby, Nola, International Narcotics Matters
 McCarter, Lisa A., Consular Affairs

Thompson, Alesia R., Foreign Service Institute, Professional Studies

GS-7

Armfield, Gloria J., Office of the Legal Adviser, International Claims and Investment Disputes
 Arvizu, Eunhee, Office of Korean Affairs
 Brooks, Angela Michelle, Diplomatic Security, Information Management
 Coates, Yvonne E., Consular Fraud Prevention Program
 Cook, Connie Ruth, Bureau of Personnel
 Cueto-Jamison, Alice, Los Angeles Passport Agency
 Fiegel, Mark A., Finance and Management Policy
 Houston, Brenda, Diplomatic Security, Chicago
 Lane, Mirinda M., Office of Inspections
 Lee, Donald M., Diplomatic Security
 McCoy, Janet L., Diplomatic Security, Information Management
 Metz, Carol Jane, Diplomatic Security, Professional

Development
 Stebbings, Marlene J., Office of Legal Adviser, Management
 Williams, Clifton Tyrone, Diplomatic Security, Information Management

GS-8

Farmer, Tanya M., Office of Management Policy
 Moore, Alexis A., Office of Chinese Affairs
 Morrison, Madeline L., Office of Nonproliferation
 Prather, Sandra Elizabeth, Office of Legal Adviser
 Pullen Jr., Howard Douglas, Diplomatic Security, Information Management
 Smith, Carolyn Juanita, Office of Coordinator for Population Affairs
 Willis, Rosalind Denise, Office of Inspector General

GS-9

Barbour, Kathryn A., European and Canadian Affairs
 Boggs, Gladys Doretha, Bureau of Public Affairs, Office of Press Relations
 Clark, Cookie C., International Organization Affairs



FOREIGN SERVICE INSTITUTE—Clerical/secretarial orientation class, first row (left to right): Samantha Smith, Lillie Davis, Carole Blake, Tammy Furr, Shireen Valli, Maria

Ortiz. Second row: Patricia Doll, Judy Green, Patricia Freeman, Angela Blume, Tracy Beeson, Dorothy Moody, Theolyn Sanders, Marquita Powers, Doretta Willingham, Donna

Butler, Tracy Seward. Third row: Ron Gambill, Price Floyd, Velma Lakins, Linda Toole (chairwoman). (State Department photo by Lloyd McKenzie)

Cooper, Tracy Y., Diplomatic Security, Information Management
 Davis, Deborah Herman, Diplomatic Security
 Fredlund, Norma R., Finance and Management Policy
 Grant, Sigrid D., Economic and Business Affairs
 Previti, Barbara J., Diplomatic Security, Information Management
 Pryor, Carlene B., Intelligence and Research
 Ross, Yolanda G., Bureau of Administration
 Thibodeau, Alfred Bryan, Diplomatic Security, Information Management
 Tydings, Ellen Marie, African Affairs
 Woody, Jennifer M., East Asian

and Pacific Affairs
GS-10
 Hancles, Ellen Gail, New York Passport Agency
GS-11
 Cooper, Glendena C., Miami Passport Agency
 Dade, Michelle Denise, Diplomatic Security
 Eickman, Diane E., Office of Inspector General
 Johnson, Etheleen Rice, Finance and Management Policy
 Kazyak, Adina Elizabeth, Consular Affairs
 McHale, Ellen-Marie, European and Canadian Affairs
 Miller, Patricia A., Office of the Under Secretary for Management
 Money, Brenda M., Philadelphia

Passport Agency
 O'Brien, Helen Irene, New York Passport Agency
 Ricketts, Wilhelmina A., Diplomatic Security
 Scott, Barbara Lynn, Bureau of Administration
 Swankowski, Steve T., Diplomatic Security
 Wellington, Martin A., Intelligence and Research
 Zoetis, Phyllis Ann, Diplomatic Security, Information Management
GS-12
 Dickerson, Marian W., Bureau of Personnel
 Duckett, Deborah A., Bureau of Administration
 Gonzales, Rebecca E., Diplomatic Security

Jackson, Sheila J., Diplomatic Security, Information Management
 Lacombe, Patrick Gerard, Intelligence and Research
 Linder, Susan M., Office of Audits
 Poindexter, Willie Donald, Bureau of Personnel
 Price, Janet L., Diplomatic Security
 Proper, Virginia A., Office of Under Secretary for Management
 Stewart, Betty A., Bureau of Administration, Allowances Staff
 Wolridge, Dianna P., Office of Policy, Planning and Management
 Wood, Harlee E., Executive Secretariat

PERSONNEL: CIVIL SERVICE

Appointments

Alexakos, Betty W., Civil Service
Personnel Management
Alsalihi, Linda A., Boston
Passport Agency
Alvarez, Livier, San Francisco
Passport Agency
Ballard, Susan M., Bureau of
Administration
Barton, Paula J., Office of Legal
Adviser
Beck, Enid, Northeast Passport
Processing Center
Bergman, Evelyn E., European
and Canadian Affairs
Blandford, Kamaria Abeo,
Consular Affairs
Blankstein, Charles S.,
International Narcotics Matters
Bloomfield Jr., Lincoln P.,
Marquand Dam Negotiations
Bongato, Leila Velasco, San
Francisco Passport Agency
Brown, Anjenine C., Consular

Affairs
Bryant, Jerald Everette, Consular
Affairs
Butterfield, William J., Bureau of
Administration
Camacho, Maria D., Philadelphia
Passport Agency
Chin, Laura, San Francisco
Passport Agency
Clemons, Charles Allen, Los
Angeles Passport Agency
Cleveland, Hilary P., International
Joint Commission
Cole, Yvonne, Philadelphia
Passport Agency
Culbreth, Rhoda Paula, Los
Angeles Passport Agency
Davis Jr., Arthur Horace, Inter-
American Affairs
Davis, Terry, Politico-Military
Affairs
Deaver, Carolyn, Office of
Protocol
Delgigante, Renee Teresa, Bureau

of Administration
Deming, Stuart H., Bureau of
Administration
Devoe, Dawn M., Bureau of
Administration
Dore, Marjorie A., Bureau of
Administration
Douglas, Richard, Bureau of
Administration
Dunbar, Judith L., Family Liaison
Office
Finlayson, Patricia Glenn, Office
of Foreign Buildings
Finnerty, Dennis, Office of
Panamanian Affairs
Galer, Mary E., Office of Foreign
Buildings
Gardella, Daniel S., Consular
Affairs
Gardner, Pamela K., Bureau of
Administration
Gibbons-Fly, William H.,
Fisheries Affairs
Gibson, Charlene Lyn-Nita,

Philadelphia Passport Agency
Hagel, Charles T., Bureau of
Administration
Hastie, Barbara A., Executive
Secretariat
Hatcher, Lloyd S., Bureau of
Administration
Hering, Karen Marie, Philadelphia
Passport Agency
Hernandez, Alfredo A., Boston
Passport Agency
Hernandez, Hady, Bureau of
Administration
Hirsch, Paul J., Bureau of
Administration
Hobson, Paula Ann, Office of
Protocol
Jackson, Margaret L., European
and Canadian Affairs
Jiang, Sandy S., Los Angeles
Passport Agency
Johnson, Barbara Jean, Los
Angeles Passport Agency
Kerr, Lee Starling, Bureau of
Administration



MANAGEMENT—Under Secretary *Ivan Selin*, right, presents

Meritorious Honor Award to *Jesse Dobbs* for his performance

as chief of the Administrative Services Division in the Executive

Office of the Under Secretary.

Kucharczyk, Suzanne M., Finance and Management Policy
Lamothe, Marie Y., Miami Passport Agency
Landy, Isabelle J., Los Angeles Passport Agency
Leader, Judith K., Office of Inspector General
Lehrer, Sandra L., Bureau of Administration
Mangan, Shawn Joseph, Houston Passport Agency
Medley, Keacha Dwan, Philadelphia Passport Agency
Moore, Tikili Toyaa, Los Angeles Passport Agency
Muradian, Armen, Bureau of Administration
Murphy, Dennis P., Inter-American Affairs
Murphy, Jonita Ann, Los Angeles Passport Agency
Nelson, Rosa M., Philadelphia Passport Agency
Oliver, Margaret E., Houston Passport Agency
Ortiz Jr., Frank V., Finance and Management Policy
Parks, Candance E., Soviet Union Affairs
Ramirez, David Angel, Los Angeles Passport Agency
Ray, Dee, Tel Aviv
Riddick, Mary E., Consular Affairs
Roh, Sigmund S., Office of Foreign Buildings
Ruppert, Maureen Evelyn, Pre-Assignment Training
Samuel, Shani Elizabeth, Philadelphia Passport Agency
Santiago-Bunch, Providenci, Nassau
Sappington, Ethel W., Bureau of Administration
Sasine, Ronald Damen, Inter-American Affairs
Schuler, Janet K., Bureau of Administration
Schuster, Gretchen A., Chicago Passport Agency
Shill, Sarah H., Bureau of Administration
Sisti, Benjamin V., Boston Passport Agency
Smith, Beth Eilers, Boston Passport Agency
Smith, Claressa Theresa, New Orleans Passport Agency
Smith, Shunta W., Los Angeles Passport Agency
Snell, Naomi A., Office of Inspector General
Stewart, Donald E. J., Inter-American Affairs
Stickels Jr., Richard G., Bureau of Administration
Strouse Jr., William H., Office of

Inspector General
Taylor, James E., Bureau of Administration
Tooke, Cynthia C., Bureau of Administration
Touey, Daniel P., Philadelphia Passport Agency
Van Dorn, Joan Stanley, Consular Affairs
Vasankari, Eric R., San Francisco Passport Agency
Ward, Don Juan, Office of the Inspector General
Weech-House, Gilda T., Diplomatic Security, Information Management
Wells, Daisy Mae, Los Angeles Passport Agency
Wheless, Robert S., Los Angeles Passport Agency
Whitworth, William R., Office of Foreign Buildings
Williams, Garcia G., Los Angeles Passport Agency
Yeh, Sue-Fen Chen, Houston Passport Agency
Young, Charles William, Los Angeles Passport Agency

Reassignments

Boyd, David J., Diplomatic Security, Information Management Policy to Finance and Management Policy
Burtette, Linda S., Politico-Military Affairs to Office of Legal Adviser
Corbett, Kathy, Foreign Service Institute, Professional Studies to Office of Foreign Buildings
Dangelo, Rosalie M., Office of Inspector General to Office of Civil Service Ombudsman
Dickerson, Dewalter, Office of Foreign Buildings to Diplomatic Security, Information Management
Faltz, Deborah Ann, Pre-Assignment Training to Bureau of Public Affairs
Fields, Helen D., Bureau of Administration to Geneva Arms Negotiations
Grohs, Margaret A., Pre-Assignment Training to Near Eastern and South Asian Affairs
Gross, Helen Louise, Office of Foreign Buildings to Diplomatic Security, Information Management
Holmes, Corlis A., Intelligence and Research to Executive Secretariat
Ifill, Donna G., Civil Service Personnel Management to African Affairs
Juola, Laurel Helene, Pre-Assignment Training to Eastern

European Affairs
Kidd, Patricia E., Washington Passport Agency to Refugee Programs
Lopez, Carmen, Pre-Assignment Training to Inter-American Affairs
Monley, Wanda Teresa, Pre-Assignment Training to Oceans and International Environmental and Scientific Affairs
Onley, Paulette L., Intelligence and Research to International Organization Affairs
Owens, Anna Mae, Diplomatic Security to Finance and Management Policy
Powers, Marquita J., Pre-Assignment Training to Bureau of Personnel Office of Civil Service Personnel Management
Roselli, Joan M., Geneva Arms Negotiations to Intelligence and Research
Simpson, Diane R., Bureau of Personnel to International Organization Affairs
Sohn, June Mejung, Pre-Assignment Training to Executive Secretariat
Spiegel, Lonni Hope, Finance and Management Policy to Diplomatic Security, Information Management
Tolbert, Colette Nitcheu, Office of Protocol to African Affairs, Economic Policy Staff
Warner, Ricardo M., Medical Services to Refugee Programs
Winstead, June A., Consular Affairs to Foreign Service Institute, Management
Wrenn, Margurite F., European and Canadian Affairs to Bureau of Personnel
Wright, Rachael E., Office of Legal Adviser to Consular Affairs

Resignations

Aklin, Deneen, Northeast Passport Processing Center
Arnett, Michelle P., Pre-Assignment Training
Bailey, Rhondra F., Consular Affairs
Bernthal, Frederick M., Oceans and International Environmental and Scientific Affairs
Borisch, Tamara, Tel Aviv
Brown, Yvonne Deloris, Diplomatic Security, Information Management
Bryant, Dana, Northeast Passport Processing Center
Bryant, Ivy N., Los Angeles Passport Agency

Buza, Marlene S., Pre-Assignment Training
Carroll Jr., Francis X., Philadelphia Passport Agency
Conaway, Mary K., Inter-American Affairs
Conner, Virginia L., Office of Overseas Schools
Crean, Anna H., International Organization Affairs, Political Affairs
Dement, Terrylen K., East Asian and Pacific Affairs
Demuth, Stephen C., Finance and Management Policy
Drew, Kena D., Refugee Programs
Duddey, John F., Diplomatic Security, Information Management
Evans Jr., Willie, Bureau of Administration
Gonzalez, Wilfredo John, Equal Employment Opportunity
Haaga, Mary R., Diplomatic Security, Information Management
Hernandez, Hady, Bureau of Administration
Hoyle, Brian J., Oceans and International Environmental and Scientific Affairs
Kamelgarn, Rose, Northeast Passport Processing Center
Leblanc, Diana R., Bureau of Administration
Ludden, Kenneth Martin, Diplomatic Security
Prado, Armando D., Mexico
Reagan, Maureen E., International Organization Affairs
Riffle, Patricia S., Bureau of Administration
Roots, Darren Thomas, Medical Services
Ruppert, Maureen Evelyn, Pre-Assignment Training
Smith, Deshaun R., Executive Secretariat
Smith, Stephanie C., Pre-Assignment Training
Straub, Jacqueline Ann, Diplomatic Security
Walker, Elizabeth Regan, Office of Under Secretary for Political Affairs
Wang, Patricia H. L., Seattle Passport Agency
Washington, Holly E., Citizens Emergency Center
Wilkinson, James Andrew, Bureau of Administration
Woronka, Theodore, Finance and Management Policy
Retirements
Houston, Ethel V., Consular Affairs
Hunter, Gladys, D., Los Angeles Passport Agency ■

Honors and Awards



MADRID, Spain—Mail room employee *Jose Maria Castro* (center) receives Meritorious

Honor Award from communications officers *William Mills* (left) and *James Farrell*.



KUWAIT—Ambassador *W. Nathaniel Howell* presents Meritorious Honor Award and step increase to *James Alderman*, budget and fiscal officer (left).

DOHA, Qatar—At award ceremony, left to right, first row: Ambassador *Mark Hambley*, *Michelle Bernier-Toth*, Assistant Secretary *John H. Kelly*, *Ohaila Attaya*, *Mohamood Kandathil*. Second row: *Jamil Abed*, T.P. *Lakshamanan*, *Abdulla Kutty*, *E.V. Moiedeen*, *Siraj Nalakath*, *Martin Quinn*, *Edward Gnehm*, *Jiriyis Khoury*. ■



ANTANANANRIVO, Madagascar—Ambassador *Howard K. Walker* presents award for 28 years of safe driving to driver *Albert Rakotondramora*, left. (Photo by *Irvina Wallace*)



Superior Honor Awards (March)

Andersen, Walter K., FP-02, New Delhi
Brown, Timothy C., FO-01, Tegucigalpa
Furey, Thomas P., FO-01, Johannesburg
Kam, Geraldine L., FP-05, San Salvador
Karlen, Dale A., FP-02, La Paz
Seasword, Mary S., GM-15, Washington □

Meritorious Honor Awards (March)

Alderman, James M., FO-03, Kuwait
Bareng, Linda C., FP-09, Bangkok
Barnard, Thomas A., FP-05, Washington*
Bayer, Michael D., FP-05, Washington*
Becker, David C., FO-03, Ouagadougou
Bentley, Robert N., FO-03, Dar es Salaam
Beyers, William W., FP-05, Washington*
Billman, Cindy K., FP-07, Stockholm
Borisch, Thomas C., FP-04, Tel Aviv
Bradshaw, Alvin R., FP-03, Miami
Chiu, Judith, GS-04, San Francisco
Churchill, Paul G., FO-03, Kathmandu
Clark-Bourne, Kathryn, FO-01, Washington
Collins Jr., Bernhard, FP-02, Washington*
Darmiento, Michael J., FP-04, Washington*
Duffy, Carol A., FP-05, Mbabane
Feldman, Michael, FO-04, Washington

Fernandez, Francisco J., FP-04, La Paz
Hester, Donald V., FO-02, Washington
Hodes, Jay Mark, FP-04, Washington*
Hortoland, Elka, C., FP-04, Antananarivo
Hutton, Joseph A., FP-04, Washington*
Kansas, Thomas P., FP-04, Conakry
Kearney Jr., John L., FP-04, Washington*
Kimmel, Stephen C., FP-04, Dubai
Liebengood, Paul C., FP-02, Washington*
Mahoney, Mary J., FP-02, Washington
Mazel, Louis, FO-03, Lome
Meehan, Daniel F., FP-05, Washington*
Meehan, Niall, FP-05, Washington*
Mikel, Dean, FP-05, Washington*
Moore, Roderick, FP-04, Port-au-Prince
Mott, Arthur H., FP-05, Washington*
Nelson, Michael, FP-05, San Francisco
Nemeth, Winkle W., FP-04, Kingston
Pawlicki, Anthony S., FP-06, La Paz
Piculas, Hilda B., FP-07, Lagos
Prasompetch, Jessica, FP-05, La Paz
Rath, Martin J., FP-05, Washington*
Samuel, Edward Bryan, FP-02, Ottawa
Schimmel, Michael R., FP-04, Havana
Shields, Brenda A., GS-09, Washington
Standley, Robert E., GS-13, Washington
Stewart, Scott T., FP-06, Washington*
Swinehart, Keith A., FP-05, Washington*
Tam, Linda, GS-07, San Francisco
Tinney, Melissa S., FP-05, Washington*

Tracy, Martin, FP-06, Conakry
Trites, William S., FP-02, Washington*
Wohlman, Merrill C., FP-04, Washington*
Ziegler, Janet De Long, FP-04, Tijuana

—(*Denotes group awards) □

Note from the Bureau of Personnel Awards Office: This is a reminder to post awards committees to send nomination-for-incentive-award forms (DS-1577) as quickly as possible to bureau executive offices. Please check the form to ensure it is completed properly, especially Page 3, Part II—Action Taken by Joint Country Awards Committee, and Part III—Action Taken by Chief of Mission. Incomplete forms require verification of the award, causing lengthy delays in processing. All DS-1577s should include the individual's name, grade, rank, social security number, position title, name of post/bureau and type of award. For a group award, a copy of the nomination must be submitted for each individual including the above information.

Bureaus and posts are reminded once again that meritorious service increases (MSI) should not be submitted on the DS-1577 as an accompaniment to an honor award. The format for submitting MSIs is in 3 FAM 224, Exhibit 224.8.3. Individuals at Step 14 are not eligible for an MSI. They should be recommended instead for a cash performance award. ■



NIAMEY, Niger—At an award ceremony in this central African country, left to right:

Donald J. Connolly, Patricia J. Duffy, Ambassador Carl C. Cundiff, Bernie A. Sylawa,

Robert Lacock. The four received Meritorious Honor Awards from the ambassador.

Bureau Notes

The Seventh Floor

Office of the Secretary

SECRETARY BAKER traveled to Windhoek, Namibia, to participate in the Namibian independence ceremonies, and to Capetown and Johannesburg, South Africa, and Kinshasa, Zaire, for bilateral meetings, March 18-24. Accompanying him and serving as advance/plane team members were special assistants CARON JACKSON and KAREN GROOMES CASTLEMAN; staff assistant ARDIS JOHNSON (Windhoek advance); ELIZABETH MCKUNE, deputy executive secretary, Executive Secretariat; PATRICK F. KENNEDY, executive director, Executive Secretariat; Secretariat Staff officers JUDY GARBER (Kinshasa advance); HELENE KESSLER (plane team); Secretariat Staff line assistants JILL DOUGLASS (Windhoek advance); KAREN EMERSON (Kinshasa advance); and KATHERINE MCGOWEN (plane team); computer systems analyst JOHN BENTEL; the director of the Policy Planning Staff, DENNIS ROSS, and his personal assistant, HELEN ELLIS; the director general of the Foreign Service and director of personnel, EDWARD PERKINS; the assistant secretary for public affairs and Department spokeswoman, MARGARET TUTWILER, and her deputy, KIM HOGGARD; the assistant secretary for African affairs, HENRY COHEN; the deputy assistant secretary for European and Canadian affairs, CURTIS KAMMAN; National Security Council staff member DAVID MILLER; and JAMES WOODS, Department of Defense.

Secretary Baker addressed the World Affairs Council in Dallas, March 30-April 1. On April 10 he traveled to Toronto with PRESIDENT BUSH to participate in bilateral meetings. Accompanying Mr. Baker was the deputy assistant

secretary for European affairs, JAMES DOBINS. □

Office of the Deputy Secretary

Deputy Secretary LAWRENCE S. EAGLEBURGER traveled to Sheperdstown W.Va., March 24, to participate in the Republican senators conference. Accompanying him was the assistant secretary for legislative affairs, JANET MULLINS. □

Office of the Under Secretary for Political Affairs

Under Secretary ROBERT M. KIMMITT traveled to Fort Benning, Ga., March 13, to address the Army Ranger graduation class. He traveled to San Francisco, March 22-23, to chair the annual meeting of the group of seven political directors. Accompanying him were MICHAEL GUEST, deputy director for political affairs, Bureau of European and Canadian Affairs; ALEJANDRO WOLFF, special assistant to Mr. Kimmitt; CORNELIA CARTER-TAYLOR, secretary; and two members of the Executive Office, MARY HAINES and KEVIN WICKER.

People: CONSTANCE BRAXTON, formerly of the Bureau of Diplomatic Security, has joined the staff. Departures included those of ELIZABETH WALKER, who joined the staff of HARRIET JENKINS in the Office of Equal Opportunity Programs, National Aeronautics and Space Administration; ERIC EDELMAN, who departed for his new assignment as assistant deputy under secretary of defense for Soviet and East European affairs, at the Department of Defense; and BARBARA PACE, who departed for a new assignment in the Bureau of European and Canadian Affairs, to work for BRUNSON MCKINLEY. □

Office of the Under Secretary for Economic Affairs

Under Secretary RICHARD T. McCORMACK traveled to Paris, March 10-11, for negotiations concerning the European Bank for Reconstruction and Development. He traveled to San Francisco, to chair the Sherpa meetings in

preparation for the Houston economic summit in July, to be hosted by the United States. Accompanying him were executive assistant SAMUEL M. HOSKINSON and senior economic adviser PAUL WONNACOTT. □

Office of the U.S. Coordinator for Refugee Affairs

Coordinator JEWEL S. LAFONTANT traveled to eastern and southern Africa to assess the refugee situation in Malawi, Mozambique, Zimbabwe, Swaziland, Kenya and South Africa. During her four-week visit she visited major refugee camps throughout the region. She met with government officials and presented letters from PRESIDENT BUSH to the president of Malawi and the king of Swaziland.

En route to Africa, she spent several days in London, where she had meetings with government officials on the refugee situation in Africa and the Vietnamese boat people in Hong Kong. Prior to returning to Washington, she stopped in Geneva, where she briefed the UN high commissioner for refugees, THORVALD STOLTENBERG, on her African visit. □

Protocol Office

The chief of protocol, JOSEPH VERNER REED, accompanied PRESIDENT BUSH to Palm Springs to meet with the prime minister of Japan. Assisting with the visit were MARY MASSERINI and RANDY BUMGARDNER. SECRETARY BAKER hosted luncheons in honor of the prime minister of Italy and the Soviet minister of finance. The deputy secretary, in his capacity as acting secretary, hosted a luncheon in honor of the prime minister of Poland. The diplomatic corps attended a joint session of Congress addressed by the prime minister of Italy. Assisting with these events were CAROLYN DEEVER, NANCY THOMPSON, APRIL GUICE, KIM MIDDLETON, JOHNNA WRIGHT, RICHARD GOOKIN and LAWRENCE DUNHAM.

First lady BARBARA BUSH attended a performance of the Vienna Boys Choir with the diplomatic corps, at Blair House. Assisting with the event were BENEDICTE VALENTINER, SAM CASTLEMAN, LINDA BARRERA, DEE LILLY, MARIA SOTIROPOULOS and LYNN KEITH. During March, 11 foreign dignitaries visited Washington. Arrangements for the visits were coordinated by DANIEL GROWNEY, JESSIE JOHNSON, JOHN LA PENTA, AGNES WARFIELD, TANYA TURNER-SANDERS and LILA BRENT. MARY ANN SINNOTT has joined the diplomatic and consular liaison section. □

Administration

Foreign Buildings Operations

Deputy assistant secretary RICHARD N. DERTADIAN met with Ambassador SOL POLANSKY of Sofia to review design/construction, scheduling for the Foreign Service national annex office building and the general

SEVENTH FLOOR—Meritorious Honor Awards go to officers who served in Madrid when Under Secretary Reginald Bartholomew, left, was ambassador there. From right: Al Perez, Carol Perez, Charisse Phillips.





DHAHRAN, Saudi Arabia—Consul general *Kenneth Stammerman* plants two palm trees in front of the chancery, in celebration of "National Tree Week."

services/warehouse facility ... Mr. Dertadian provided a briefing for recently-appointed Ambassador CHARLES THOMAS of Budapest, in which plans for design and construction of a new chancery building and annex were reviewed ... Three division directors for the Office of Program Planning and Post Support gave presentations to members and staffs of the House of Representatives subcommittee on international operations, as well as other staff members from the Committee on Appropriations and its subcommittee on the Departments of Commerce, Justice, State, the judiciary and related agencies ... JAMES SCHOONOVER (facilities management), GAY MOUNT (planning and programming) and WILLIAM HYDE, Real Estate Division, were the presenters. □

Office of Operations

Language Services: CAROL WOLTER, newly-appointed chief of the European branch, Interpreting Division, attended a two-week management course in Lancaster, Pa. ... Director HARRY OBST traveled to Houston to inspect the sites for the summit of industrialized nations ...

DOHA, Qatar—Inspecting land on which construction of new embassy will begin later this year, from left: Deputy assistant secretary *Edward W. Gnehm*, Ambassador *Mark Hambley*, administrative officer *Christa Griffin*, Assistant Secretary *John H. Kelly*, deputy chief of mission *Don Roberts*.

Chief interpreter STEPHANIE VAN REIGERSBERG and BARBARA PHILLIPS accompanied VICE PRESIDENT QUAYLE on his trip to Latin America ... DIMITRY ZARECHNAK and ALEC TOUMAYAN interpreted for SECRETARY BAKER during his visit to Africa ... FRANCES SEEDS was assigned to the Japanese summit meeting in Palm Springs ... PETER AFANASENKO covered U.S.-Soviet

PARAMARIBO, Suriname—*Thea van de Laar*, commissary manager, named "Manager of the Year" in the worldwide competition sponsored by the Department's Commissary and Recreation Affairs Staff, receives a check for \$1,000 from Ambassador *Richard C. Howland*.



maritime talks at Kings Point, N.Y., and a military meeting in Florida ... BILL HOPKINS traveled to London and Vienna for trade talks with the Soviets ... GALINA TUNIK went to Helsinki for talks on Afghanistan ... SIM SMILEY was in Tampa for a conference on crime and drugs ... Military meetings were staffed by GISELA MARCUSE in Huntsville, ELIZA BURNHAM at Picatinny Arsenal, and BARBARA PHILLIPS at Randolph Air Force Base.

Supply and Transportation: Commissary and Recreational Affairs: The office has begun negotiations with a software manufacturer who has developed an inventory control software package for post associations which is capable of handling dual currency, and is compatible with Department-recommended accounting software. The Office of the Inspector General is assisting the office in developing a pilot program to identify accountants capable of conducting the required audits of employee associations. Efforts include identification of dependents, with accounting degrees, to participate in this program.

Overseas Schools: In response to political unrest in Haiti, Union School in Port-au-Prince was closed for several days. The school has reopened, and all staff members have returned to work.

Safety Office: STEVE URMAN, safety director, and EILEEN VERITY participated in the Bureau of Near East Asian Affairs' management workshops in New Delhi and Cyprus ... Safety and Health Program Assessments were conducted in London and Madrid in conjunction with previous workshop trips.

Facilities Management and Support Services: Office of Real Property: MARK BUTOWSKY, architect, attended the General Services Administration furniture commodity conference in Williamsburg, Va., to assist the office in managing the design and procurement of furniture, furnishings and equipment for the new national foreign affairs training center at Arlington Hall. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary HERMAN J. COHEN accompanied SECRETARY BAKER to Namibia's independence ceremony, March 21. The Secretary also traveled to South Africa and Zaire ... At the request of the Foreign Press Center, Mr. Cohen briefed international journalists, March 26, on African issues ... Mr. Cohen participated in a trade and investment conference on Africa, in Dallas, March 29. This annual event, sponsored jointly by State and Commerce, drew 250 participants. African Development Bank president BABACAR NDIAYE was the luncheon speaker. Thirty-one members of his roundtable for businessmen accompanied him to the United States, where they met with businessman in Washington, Atlanta, Dallas and New York. Other bureau par-

BUREAU NOTES



LOME, Togo—At award ceremony for communicator *Diane Peterson*, left to right: *John Lange*, Ambassador *Rush Taylor Jr.*, *Einar Jarvinen*.



DAKAR, Senegal—Ambassador *George E. Moose*, left, at inauguration of the new commercial section. With him are *Madeleine Kane*, secretary, and *Harold D. Foster*, commercial officer.

ticipants included ALISON ROSENBERG, deputy assistant secretary; DANE SMITH, Economic Policy Staff director; GARY DeVIGHT, commercial coordinator, Economic Policy Staff; TOM NIBLOCK, South Africa desk officer; MARY JO WILLS, Nigeria desk officer; and MARY SWANN, public affairs officer ... While in Dallas, Mr. Cohen participated in a Dallas World Affairs Council meeting, March 29, to discuss African issues ... On March 30 he traveled to Chicago, where he met with members of the Mid-America Committee, before returning to Washington.

Deputy assistant secretary WARREN CLARK addressed the International Club of Annapolis, March 7, where he discussed southern Africa ... JEFFREY DAVIDOW, formerly ambassador to Zambia, returned to Washington to become senior deputy assistant secretary in the

bureau. He replaces Mr. Clark.

Economic Policy Staff: Director DANE SMITH and senior commercial coordinator GARY D. DeVIGHT attended the annual conference on trade and investment in Africa, in Dallas, March 29-30 ... Deputy director LLOYD R. GEORGE represented the Department at the Zambia consultative group meeting in Paris, April 9-11.

Office of Southern African Affairs: GERRY GALLUCCI, South Africa desk officer, participated in the South Africa Lawyers Program sessions at Georgetown University, March 28.

Office of Regional Affairs: JOHN COOK, deputy director, briefed 14 members of a Meridian House international visitors group, April 5. The group then met with desk officers. □

Consular Affairs

On March 9 ELIZABETH TAMPOSÌ, assistant secretary for consular affairs, and WILLIAM CAMP, associate director for passport services, visited the Chicago Passport Agency, to present certificates of appreciation to the staff for their service to the traveling American public of the Chicago region ... From July 1989 through last February, the Chicago agency carried out its responsibilities despite key supervisory and operational vacancies when the agency was experiencing a very heavy workload.

Visa Services: On March 28 RICHARD WILLIAMS, associate director, spoke at Fordham Law School in New York on immigration matters ... From March 8-27 KARL OLSON, Field Support and Liaison Division, traveled to Guadalajara, Mazatlan, Mexico City and Guatemala, to provide training for the computer-assisted nonimmigrant visa processing systems at those posts ... From March 14-18 STEPHEN FISCHER, chief, Legislation and Regulations Division, traveled to London, to speak on the U.S. free trade agreement.

Passport Services: On March 1 JACK M. COLBURN, regional director, San Francisco Passport Agency, briefed congressional aides on

passport matters ... GUS SZLOSEK, acceptance agent coordinator at the San Francisco agency, conducted an acceptance agents seminar in Sacramento, March 1, and another in San Francisco, March 15 ... On February 28, GLADYS HUNTER, data transcriber, Los Angeles Passport Agency, retired after six years of service ... In March, Mexican passport officials visited and toured the Los Angeles agency. They met with SAKAE M. HAWLEY, regional director, and VINCENT R. MOORE, assistant, on passport processing and machine-readable passports ... Ms. Hawley participated in a travel show at the Los Angeles Convention Center, March 17-18. At the show, passport and travel information were provided to the public by BARBARA BROPHY, ANTHONY CHAN, MARGARET DOYLE, GARY VALLEY and ANITA WILLIAMS, all of the Los Angeles agency ... On March 14, DON TREMBLAY, passport examiner, Los Angeles, represented the agency at a career day at the University of Southern California. He provided information to students on Civil Service and Foreign Service careers with the Department ... In February he represented the agency at a travel show at the University of California at Los Angeles, where he provided passport and travel information to students ... BARBARA BROPHY, acceptance agents coordinator, Los Angeles, conducted a training seminar at the agency, March 22, for 17 passport accept-

SÃO PAULO, Brazil—Consul general *Myles R.R. Frechette* presents Meritorious Honor Award to economics officer *Anne Hall* for her work at Consulate Baranquilla in Colombia.



ance agents from local post offices, city clerk's offices and military facilities ... GLORIA GREEN, acting fraud program coordinator, provided information on passport fraud to participants at the seminar ... On March 15-16 LYNNE COX, acceptance agents coordinator, Houston, held training seminars on fraud recognition and acceptance agents' procedures, in Austin, Tex., for 35 postal clerks, military representatives and district clerks of court ... On March 27 JOLANDA C. WOOD, regional director, Houston Passport Agency, accompanied by Ms. Cox, participated in an annual congressional liaison breakfast ... On February 12 BRENDA MONEY became the acceptance agents coordinator at the Philadelphia Passport Agency. She replaced SHEILA MEEHAN, who is now adjudication supervisor at the Philadelphia agency ... On March 20 KAREN A. PALLAS, assistant regional director, Seattle, participated in a Federal Women's Program conference on career dynamics.

Office of the Executive Director: KEVIN HERBERT participated in a consular training workshop sponsored by the Foreign Service Institute, in Guadalajara, Mexico, February 24-March 9.

Public Affairs: KAROLINA WALKIN has left the bureau for a new assignment as a public affairs specialist in the Bureau of East Asian and Pacific Affairs. □

Diplomatic Security

Office of the Assistant Secretary: Assistant Secretary SHELDON J. KRYSS traveled to Charleston, S.C., February 19, to review protective security operations during the visit of PRINCE CHARLES. Mr. Kryss was accompanied by Dignitary Protection Division deputy chief DOUG ROBERTS ... On March 20 Mr. Kryss, special assistant SIDNEY REEVES and Bureau of Inter-American Affairs executive director EUGENE SCASSA traveled to Miami, to attend the communications program officers/systems managers conference, March 19 ... The three continued on to the U.S. embassy in San Salvador, where they met with personnel and reviewed security operations ... They traveled to San Jose, March 23, where Mr. Kryss addressed two sessions of the regional security officer/security engineering officer workshop ... They then traveled to Bogota, March 27, where they met with personnel at post and reviewed security operations ... The trip concluded in Miami on March 29, where Mr. Kryss met with the assistant special agent-in-charge of the Miami Field Office, DAN MCCARTHY, and reviewed field office operations.

Mr. Kryss accompanied the congressional delegation from the House Permanent Select Committee on Intelligence, led by Congressman ANTHONY C. BEILENSON (D.-Calif.), to Munich, Warsaw, Krakow, Prague, Dubrovnik and Belgrade, April 6-17 ... The assistant secretary swore in 30 new Diplomatic Security Service special agents, March 14, in the Treaty Room.



BUENOS AIRES, Argentina—A Meritorious Honor Award is presented by Ambassador Terence A. Todman to Natalia Nis Icardi, security office secretary.



LOME, Togo—At award ceremony for regional security officer Kevin O'Neill (center), Tibor Nagy, left, and Ambassador Rush Taylor Jr.

Diplomatic Security Service director CLARK M. DITTMER and a deputy assistant secretary for personnel, LAURALEE PETERS, attended the ceremony.

Office of Overseas Operations: The office hosted a regional security officer/security engineering officer workshop in San Jose, Costa Rica, March 20-30. Mr. Kryss led the Department's delegation, accompanied by Office of Operations director LANCE PUTNEY; the regional operations director for Latin America, STEVE CRAIGO; regional operations officer JEFF PURSELL; physical security programs director MARV DOIG; Security Technology Operations Office director DARRYL DAHARB; Diplomatic Security's legal staff member DEAN WOODEN; Office of Professional Development staff member ANN BARRETT; and counterintelligence representatives RAY WASSOM, MARY BRYSON and ED WOOD. Other attendees included the Marine Security Guard company commander, the Marine Security Guard operations officer, and Office of the Inspector

General's DONALD NORMAN and WILLIAM CHIPLIS. A total of 34 regional security officers, security engineering officers and selected assistant regional security officers attended the two sessions of the workshop.

Office of Administration: The bureau's Personnel Management Division sponsored an employee evaluation report training seminar, April 3-4. Speakers included the deputy assistant secretary for resource management, RALPH FRANK; administration director BRENDA SPRAGUE; regional diplomatic officer AL VERRIER; Criminal Investigations Division chief JERRY LOPEZ; Counterterrorism Programs director CHRIS DISNEY; the Bureau of Personnel's career development (security) staff members JIM McWHIRTER and GEORGE GAINES; and that bureau's Office of Performance Evaluation staff members HARMON KIRBY and JACKIE SMITH.

The seminar was attended by special assistant ALLEGRA SENSENIG; Personnel Management Division chief CLARA ALEXANDER; personnel management specialists CARYN DANIELE, BITSY UNKLE, BRENDA EVANSKI, GLORIA DAWKINS, MARY KELLEY, MARY RUCKER and TERRI PARKER; Coordination Center chief RICHARD KLINGENMAIER; counterintelligence staff member HENRY COHEN; diplomatic courier FRANK GREEN; Development and Training Division staff members ROBERT BOOTH and MARK LEFLER; overseas operations staff members DAVID MANLEY, WILLIAM LAMB, BRUCE TULLY, PETER GALLANT and TIM STEIN; residential security chief BRAD UPDEGROVE; Facilities Protection Division chief JAMES BERMINGHAM; and Joint Special Projects Staff chief LUCIUS JACKSON.

Office of Policy Coordination: LEN ZAWISTOWSKI resigned from the Policy Planning Division to accept a position with the Federal Reserve's Office of the Inspector General.

Information Management: Mr. Kryss attended the communication program officers/systems managers conference in Miami, March 19-23, accompanied by the deputy assistant secretary for systems operations, ROBERT L. CAFFREY; the acting deputy assistant secretary for planning and development, JOSEPH ACQUAVELLA; the director for interagency affairs, ARTHUR FREEMAN; Defense liaison officer HOWARD MILLS; resource management director TOM McQUILLAN; chief of foreign operations THOMAS F. PAOLOZZI; the director for information management training, WILLIAM PARKS; the director for information services, PHILIP M. TINNEY; Beltsville Communications Center networks manager ROBERT J. BERGER; computer systems analyst TRACY Y. COOPER; Foreign Division Systems staff member H. JUNE DANIELS; Latin American operations officer HAL HUTSON; records management branch chief KATHLEEN LANNON; Latin American systems manager JOHN P. MARKEY; indexing branch chief JOSEPH R. MODRAK; computer systems analyst ANTHONY MUSE; acting Information Security Division chief THOMAS B.

BUREAU NOTES

NIGHTENGALE; Personnel Management Division staff member JAN Z. OGDEN; applied technology staff member MARY E. REES; information programs officer DAVID W. SMITH; the Bureau of Personnel's career development officer MANUEL VALDEZ; and resource management staff member MARY WIENDORF □

East Asian and Pacific Affairs

Assistant Secretary RICHARD H. SOLOMON traveled to New York, February 11-13, for preliminary meetings on Cambodia with UN officials. He was accompanied by deputy assistant secretary DAVID F. LAMBERTSON and CHARLES H. TWINING, director, Office of Vietnam, Laos and Cambodia ... Mr. Solomon and principal deputy assistant secretary DESAIX ANDERSON traveled to Palm Springs for the talks between the President and the prime minister of Japan ... On March 10-16 Mr. Solomon met with representatives of the five permanent members of the UN Security Council, in Paris, and had talks with Soviet experts. Mr. Lambertson, Mr. Twining and special assistants MATTHEW P. DALEY and ROBERT MANNING accompanied him on the trip ... Mr. Solomon and Mr. Daley returned through London, for one-day consultations with the British foreign office.

Mr. Anderson accompanied the Secretary of Defense to Honolulu, Korea, Hong Kong, Manila and Tokyo, February 10-24 ... He traveled to Brussels, March 19-21, to address the Nato allies on the importance of the dialogue, as well as on events in China, the East Asian strategy initiative

ADELAIDE, Australia—Consular agent *William J. McGovern*, second from left, receives the Meritorious Honor Award after 38 years of service. Others, from left: Ambassador *Melvin Sembler*, Mrs. *McGovern*, consul general *Richard Bock*.



and the U.S. relationship with Japan ... On February 27 deputy assistant secretary MARILYN MEYERS briefed the U.S. Pacific island governors, including the governor of the Commonwealth of the Northern Marianas and the governor of American Samoa, on issues in the Pacific, in response to the governors' request that they be offered such foreign policy updates when visiting Washington ... During a mid-February visit to Thailand, Ms. Meyers, as the deputy overseeing narcotics issues in this bureau, consulted with Embassy Bangkok and Consulate General Chiangmai on the narcotics problem in Burma and Thailand ... DAVID WALKER, acting director for regional affairs, attended the U.S.-Soviet East Asia experts meeting in Paris, March 14-15 ... He then represented the Department at the Nato South and East Asia experts meeting in Brussels, March 20-21. □

Economic and Business Affairs

Assistant Secretary EUGENE J. McALLISTER led a delegation to Poland, March 6-10, to negotiate a business and economic treaty. The negotiations continued in Washington, resulting in a U.S.-Poland treaty signed by the President on March 21 ... In Washington, March 12-14, Mr. McAllister hosted a delegation from the Soviet Union for negotiations on a bilateral investment treaty ... On March 23 and 28 he testified before the Senate Committee on Small Business and the Foreign Relations Committee subcommittee on European affairs, respectively, concerning events in eastern Europe and the implications for U.S. business.

CHARLES ANGEVINE, deputy assistant secretary for transportation affairs, traveled to Paris, France, March 26-28, to attend shipbuilding subsidies meetings with the Japanese and Koreans ... THOMAS WAJDA, director, Office of Maritime and Land Transport Affairs, partici-



DAR ES SALAAM, Tanzania—Economic and commercial officer *Gayleatha Brown* is inducted into the Rotary Club by president *Hasmukh Shah*, becoming the first female Rotarian in history here.

pated ... ROBERT H. STERN, deputy director for aviation negotiations, led aviation talks with Indonesia, in Washington March 5-7. RONALD K. KIRKPATRICK of that office participated ... JAMES R. TARRANT, special negotiator for transportation affairs, led aviation talks with the Netherlands, in Washington, March 28-29. Mr. Kirkpatrick participated.

On March 29 LARRY W. ROEDER JR., Office of East-West Trade, led State/Commerce team to Richmond, Va., to meet with the presidents, general managers and selected staff officers of various divisions of Albright & Wilson Americas, Inc. (a Tenneco company). The purpose was to discuss U.S. chemical weapons-related export controls, and to cooperate with the company in an antiproliferation effort. Albright & Wilson submits more export license requests for chemicals regulated by those controls than any other U.S. firm. In addition, the team discussed ongoing negotiations in Geneva to develop a treaty outlawing chemical weapons, as well as efforts by the United States and friendly governments to enlist the aid of industry in fighting chemical warfare proliferation. Mr. Roeder coordinates the foreign policy review of requests for commodities regulated under foreign policy controls.

WILLIAM SKOK, Office of Business Practices, was a member of the U.S. Government intellectual property experts delegation that met in Beijing, April 1-3, to discuss bilateral copyright, patent and trademark issues.

The deputy assistant secretary for energy, resources and food policy, WILLIAM C. RAMSAY, represented the United States at the meeting of the governing board and management committee of the International Energy Agency, March 6. STUART ALLAN, director, Office of Energy Consumer-Country Affairs, was a member of the U.S. contingent at the meeting ... Mr. Ramsay later presided at the meeting of the

standing group on long-term cooperation of the energy agency, in Paris, March 13-14. The agenda included review of U.S. energy policy by the 21-country organization. Deputy assistant secretary of energy THAD GRUNDY JR. responded to questions from the secretariat and member countries. Other participants on the U.S. delegation included GEOFFREY WOLFE, Office of Energy Consumer-Country Affairs ... Mr. Allan headed an interagency U.S. delegation to the meeting of the standing group on emergency questions of the energy agency, which met at the headquarters of the agency in Paris, March 23. The standing group considers plans for response to energy emergencies, and evaluates the adequacy of emergency reserves of petroleum, among other tasks ... RALPH ANSKE, Office of Energy Consumer-Country Affairs, participated in an interagency review and rewrite of the Department of Energy's interim national energy strategy, February 27-28 and March 2 ... He participated in a symposium organized by the Center for Strategic and International Studies and the East-West Center, on "Exploding Pacific Basin Energy Demand and Dependence," March 15-16 ... He subsequently briefed graduate students and instructors at the "Close Up" Foundation, on Asian/Pacific policy issues.

People: Recent arrival: KATHRYN CABRAL, Special Trade Activities Division. □

Family Liaison Office

The following community liaison office coordinators visited the office in February and March: JOANNE ANDREWS (Brazzaville), JUDITH BRADLEY (Istanbul), LINDA LYNCH (Nairobi), SUSAN MESSITER (Brasilia), OPHELIA CARTER (Tel Aviv) and TRACY RENNIE (Khartoum). □

FAMILY LIAISON OFFICE—Anne Daly, former community liaison officer in Manila, receives Meritorious Honor Award and a cash bonus from Ambassador Nicholas Platt.



Finance and Management Policy

On March 6 chief financial officer JILL KENT participated in the opening program of Women's History Week, at which MARILYN T. QUAYLE was the keynote speaker ... From March 19-23 GARY GALLOWAY, financial management, traveled to Thailand, to review interim disbursing and accounting by telecommunications with participants from the regional administrative management centers in Bangkok, Mexico and Paris. □

Foreign Missions Office

DAVID C. FIELDS was confirmed as director of the office, March 12 ... He and his executive assistant, MICHAEL McQUADE, visited the New York regional office, March 8-9 ... They met with representatives of the U.S. mission to the United Nations, and of the Mayor's Commission for the United States and the Consular Corps ... JACKIE ROBINSON, chief of the diplomatic motor vehicle office's registrations and titling unit, attended an American Association of Motor Vehicle Administrators conference in Orlando, Fla., March 4-7 ... JANICE PEMBERTON, administrative officer, and CYNTHIA HULL, Unisys Corp. project manager, visited the Chicago and San Francisco field offices, April 2-4, to meet new office personnel and to advise the office directors of upcoming developments.

Civil Service awards were given to SUZANNE NORSWORTHY, GEOFFREY PLANT, YVONNE SMITH, CAROL TRUESDALE and SAHON WOOD ... Quality step increases were given to JACQUELINE ROBINSON and VONDELL MAYO ... KATHY NAGLE, Property Program, and ROBERTA PETRIN, diplomatic motor vehicles, were selected as the "Quality Employees of the Month" for March and April, respectively ... The office will initiate a formal inhouse quality training program soon.

SCOTT GREGORY replaced TONY DEL MORAL in the customs program ... JIM MCKINSTRY joined the Program Support Staff ... MICHAEL SANDERS and DUKE KELLY joined the Systems Staff ... HADRIAN HATFIELD, who wore several hats in the office, has departed to start a new legal career with Hyatt Legal Services. □

Foreign Service Institute

The Senior Seminar spent the week of March 25 in Bonn, Berlin and East Germany, getting firsthand briefings from U.S. embassies in Bonn and East Berlin, as well as from German officials, politicians and experts on German unification. The director of the Foreign Service Institute, BRANDON GROVE JR., accompanied the group ... In Bonn, the seminar met with the acting foreign minister, the chief of staff of the chancellor's office and the chancellor's national

security adviser. In addition to receiving briefings by the U.S. ambassadors, the seminar met with a panel of German journalists and had a luncheon discussion with American and German experts on the economic and monetary union issue ... In West Berlin, the seminar had the opportunity to hear views on German unification from officials across the political spectrum. They included the mayor of Berlin, the chairman of the Christian Democratic Party in Berlin and a member of the Berlin "Greens." ... A visit to Potsdam gave the seminar a chance to walk through a corridor of history, albeit briefly, when members visited Cecilienhof, site of the 1945 Potsdam conference ... In Potsdam, the seminar participated in an informal discussion of German and European issues, at the Institute for International Relations, with students and members of the faculty of this former East German equivalent of the Foreign Service Institute, which hopes to become a think tank in a united Germany ... In East Berlin, the seminar met with an East German economist, representatives of the East and West German and American press corps, the diplomatic corps and the Institute for International Politics and Economics. A few members attended a football (soccer) match between the East German and U.S. national teams.

JAMES BERNHARDT, language training supervisor for Russian studies, published a review of Ohio State individualized instruction materials in the spring issue of the Modern Language Journal ... THOMAS GARZA, language training supervisor, Serbo-Croatian presented a paper at the International Teachers of English to Speakers of Other Languages conference, in San Francisco, March 6. His copresenter was ALEKSANDR BARCHENKOV of the Maurice Thorez Foreign Language Institute in Moscow. The paper was an update on the progress of the first Soviet-American textbook on American English ... PRAWET JANTHARAT, Department of Asian and African Languages, was coordinator of a course for the Smithsonian Resident Associate Program. "The Exotic Cuisine of Thailand: A Culinary Adventure." ... FREDERICK H. JACKSON, Center for Research, Evaluation and Development, spoke on the relationship of Thai cultural traditions to Thai cuisine during the program.

More than 100 faculty members of the School of Language Studies attended the annual Georgetown University roundtable on languages and linguistics. The conference title this year was "Linguistics, Language Teaching and Language Acquisition: The Interdependence of Theory, Practice and Research." MADELINE EHRLMAN, THOMAS GARZA and VIKTOR LITWINSKI, School of Language Studies, were among the presenters at the roundtable. Ms. Ehrman's presentation was on "Owls and Doves: Cognition, Personality and Learning Success."

PETER SKAER, language training supervisor, Korean, gave a lecture, "Innovative Computer-assisted Pronunciation Ideas at the Foreign Service Institute," as part of the "Innovations in Language Learning and Teaching" series at George Mason University ... BOB WILSON and



FOREIGN SERVICE INSTITUTE—Graduates of the information systems class, left to right: *Mohammad Zahid, Karachi; Hela Rezouga, Tunis; Dot Chan, Sydney; Mark Wheatley (faculty), Naima Sefiane, Rabat; Mohammad Fakhre Alam, Riyadh; Linda Rickards, Kingston; Myriam Pol, Amsterdam; Paula Ferreira, Lisbon; Maria Jesus Maeso, Madrid; Larry Lopez, Tijuana; Carla Cisneros, Lima; Judy Goff, Pretoria.* (State Department photo by Lloyd McKenzie)

SOUKSOMBOUN SAYASITHSENA gave a presentation at the computer-assisted Language Instruction Consortium, in Baltimore, in early April.

ANNE E. IMAMURA, School of Area Studies, spoke on "Intercultural Marriage" at the International Monetary Fund Visitors Center, February 13 ... On March 6 she moderated a panel in the public affairs series of the Japan-America Society of Washington. The topic was "Japanese Career Women: Two Alternatives." ... **PETER BECHTOLD**, chairman, Near Eastern and North Asian studies, has published a chapter in "Political Leaders of the Contemporary Middle East and North Africa" (Greenwood Press, 1990) ... He gave a presentation on "The Current Crisis in the Sudan," at the Defense Intelligence College, February 23 ... **EUSEBIO MUJAL-LEON**, associate professor of government, Georgetown, and contract chairman for the Iberian Peninsula in the School of Area Studies, was awarded its highest decoration, naming him a "Caballero de la Orden de Isabel la Catolica," at the embassy of Spain in Washington, in March ... The March 5-16 Latin America and Caribbean intensive seminar participants attended an all-day conference on "Global Conservation and Latin American Economic Development," March 6, sponsored by the Smithsonian Institution and the American Society. Speakers included Senator **ALBERT GORE JR.** (D.-Tenn.); **JAMES RILEY**, administrator, Environmental Protection Agency; **LESTER BROWN**, president, Worldwatch Institute, and others ... School of Area Studies dean **JACK SHELLENBERGER** is repre-

senting the institute on the Rosslyn focus team, which is looking at the community's future development. □

Human Rights and Humanitarian Affairs

Assistant Secretary **RICHARD SCHIFTER** addressed participants at a breakfast meeting of the Committee on Law and National Security of the District of Columbia Bar Association, March 7. His theme was "New Blood for the International Human Rights Movement." ... In the evening, he was a speaker at a community forum of the Washington chapter of the American Jewish Committee, addressing "The Turmoil in the Eastern Bloc: What Does the Future Hold for Jews in the Soviet Union?" ... He spoke at a luncheon at the Center for Human Rights and Humanitarian Law, American University, March 8 ... He spoke on "A New Beginning for Eastern Europe," March 16, to students at National Cathedral School, Washington.

Deputy assistant secretary **PAULA DOBRIANSKY** traveled to Vienna, Austria, March 7-10, to participate in a seminar on democratic movements in eastern Europe ... On April 4 she spoke on "Human Rights and U.S. Foreign Policy," before Georgetown University's "Issues of modern diplomacy" seminar ... Deputy assistant secretary **NANCY ELY-RAPHEL** traveled to Moscow and Leningrad, March 18-25, to participate in "rule of law" seminars, conducted jointly by U.S. and Soviet legal experts. The U.S. delegation was cochaired by deputy attorney general **DONALD B. AYER** and **JOHN NORTON MOORE**, chairman, board of directors, U.S. Institute of Peace ... Following the seminars, Ms. Ely-Raphel traveled to Strasbourg, France, March 25-28, to attend the Afro-European conference on "The Legal System of Human Rights in Africa and in Europe," sponsored by the Friedrich-Naumann Foundation ... Senior policy adviser **GEORGE LISTER** attended, by invitation, the March 11-13 inaugu-

ration of President **PATRICIO AYLWIN** in Santiago, Chile ... Multilateral affairs officer **ROSEMARY O'NEILL** traveled to Moscow, March 4-9, to consult with Soviet officials concerning humanitarian cooperation on the elderly and disabled. □

Inspector General's Office

Senior executive officers of the office attended a planning conference, April 2-3, in Annapolis ... On March 28-30 inspector general **SHERMAN FUNK** and the assistant inspector general for investigations, **RANDOLPH M. WEST**, addressed the Association of Directors of Investigation, at the Federal Law Enforcement Training Center, Glynco, Ga. Mr. Funk, who is vice chairman of the President's Council on Integrity and Efficiency, spoke on the role of the council, and Mr. West spoke on quality standards for investigations ... As part of the ongoing Office of Inspector General outreach program, **KATHLEEN CHARLES**, assistant inspector general for policy, planning and management, addressed senior staff members of the Bureau of Public Affairs, March 29. Other bureaus in the Department have requested similar briefings.

Office of Audits: On March 29 the assistant inspector general for audits, **JOHN PAYNE**, spoke to the Federal Audit Executive Council on the organization and operation of the State Department Office of Inspector General and its Office of Audits ... On March 13 the deputy assistant inspector general for audits, **MILTON MacDONALD**, the director for Department support programs, **FRED GEDRICH**, and the director for consular affairs and international programs, **CARL SPANN**, met with **VINOD SAHGAL**, principal director of external affairs, Office of the Auditor General, Canada. Mr. Sahgal was briefed on Office of Inspector General organization and operations, particularly the audit planning process and the types of audits done by State ... **JOHN DEERING**, audit manager, Consular Affairs and International Programs Division, has been selected as the "honorary graduate"

at the Office of Personnel Management's management development seminar in Oak Ridge, Tenn. ... MATTHEW JADACKI, PETER KOECHLEY, MICHAEL KOPECKY and MARK McLACHLAN received a group Meritorious Honor Award for their work on the audit of the Department's overseas financial management operations ... In March the office issued reports on advisory and assistance services for fiscal year 1989, on recruitment of Foreign Service specialists, and on improper administration of the residential furniture program.

Office of Counsel: JUDITH K. LEADER has joined the office, from the General Services Administration.

Office of Inspections: The assistant inspector general for inspections, CLINT LAUDERDALE, briefed a class of new Foreign Service specialists, on Office of Inspector General operations, at the Foreign Service Institute, March 28 ... On March 23 inspector RICHARD SKINNER addressed a class in the Mustang program, which is a vehicle for Department employees who wish to become Foreign Service officers ... The deputy assistant inspector general for inspections, JAMES BLUBAUGH, assisted by senior inspector PAUL KAUFMAN, conducted a special domestic inspection in March ... Mr. Kaufman headed a compliance followup review inspection of posts in Mexico ... The planned summer inspections of Austria, the delegation to the negotiations of conventional armed forces in Europe, the delegation to the negotiations on confidence and security-building measures and the U.S. mission to the UN organizations in Vienna were postponed to fiscal year 1991, to conserve travel funds ... Inspector JOHN DANIELS has departed the Office of Inspector General to become executive director of the Foreign Service Institute ... Inspector BEN SMITH was to leave in April, for an assignment in the Office of the Deputy Assistant Secretary for Operations, Bureau of Administration.

Office of Security Oversight: The Audits Division issued a report, "Audit of the Local Guard Program." ... DON NORMAN, director, Security Audits Division, gave a presentation on the role of the Office of Inspector General in security, to the regional security officer conference in San Jose, Costa Rica, March 28 ... The Security Inspections Division issued security oversight reports on Embassies Moscow and Manila ... Security inspection teams were at Embassies Vienna, Tel Aviv, Amman and Cairo ... The next group of security inspections, planned to begin late this month, will take place at Embassies Mexico City, Athens, Brussels and Helsinki ... During the time frame, a compliance followup review will take place at Embassy Bogota, on the security oversight report issued on that post in March last year. □

Inter-American Affairs

Assistant Secretary BERNARD W. ARONSON accompanied VICE PRESIDENT QUAYLE to Barbados, Venezuela, Chile, Paraguay, Argen-



MONTEVIDEO, Uruguay—At award ceremony, from left: Michael J. Jacobsen, James P. Walsh, Renee Tuboras, Ambassador Malcolm R. Wilkey, Marlene K. Thompson, John P. Jurecky, John J. Fennerty.



BUENOS AIRES, Argentina—A Meritorious Honor Award is presented by Ambassador Terence A. Todman to Edgardo Jorge Lifart, computer manager.



GUAYAQUIL, Ecuador—Consul general Ralph Jones presents carpenter Angel Villon, left, a cash award.



BUENOS AIRES, Argentina—At safe-driving award ceremony, left to right, first row: Bautista Brogna, Traci Judd, Vicente Dominguez, Jorge A. Paz, Horacio Di Matteo, Horacio R. Lopez, Angel Mateo. Second row: Norberto Pellegrini, Alberto Dallier, Hector J. Reeves, Norberto Guido, Norberto Tilve.

tina and Brazil, March 9-15 ... The Vice President led the U.S. delegation to the inaugurations of Presidents PATRICIO AYLWIN of Chile and FERNANDO COLLOR DE MELLO of Brazil.

The Office of Policy Planning and Coordina-

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tion deputy director, FELIX VARGAS, traveled to Argentina, Uruguay, Chile and Paraguay, March 26-April 4, to discuss civil-military relations with U.S. embassy and local officials ... PAUL MOLINEAUX represented the Department at the Nato Latin America experts meeting in Brussels, April 19-20.

JOSEPH SULLIVAN, deputy assistant secretary led a team from State, AID, Treasury and Agriculture, on an economic assessment visit to Managua, March 21-24. The State team included JOHN HARRINGTON, director, Regional Economic Policy Office ... EDWARD WILLIAMS, deputy director of the office, served as a member of the U.S. delegation to the 31st annual meeting of the Inter-American Development Bank, in Montreal.

KEITH SMITH, director, Office of Southern Cone Affairs, traveled to Paraguay, Uruguay, Chile and Argentina, March 27-April 6 ... CHARLES E. BENNETT joined the Office of Southern Cone Affairs, April 4. He had been at the Foreign Service Institute, in language training ... CARMEN LOPEZ joined the Office of Southern Cone Affairs in March ... Ambassador TERENCE TODMAN was in Washington for consultations, March 5-9.

EUGENE L. SCASSA, executive director for the bureau, accompanied the assistant secretary for administration, ARTHUR FORT, to Colombia, Peru, Bolivia, Panama, Costa Rica, El Salvador and Honduras, February 25-March 10 ... During March 20-29 he accompanied the assistant secretary for diplomatic security, SHELDON KRYSS, to Miami, El Salvador, Costa Rica and Colombia. □

International Narcotics Matters

Assistant Secretary MELVYN LEVITSKY appeared before the House Foreign Affairs Committee task force on international narcotics control, March 6, 8, 13 and 15, to testify on the international narcotics control strategy report ... He appeared before the House Select Committee on Narcotics Abuse and Control, March 7, to testify on the Andean summit ... During March, he appeared before the Senate Foreign Relations Committee subcommittee on East Asia and Pacific affairs and the subcommittee on terrorism and narcotics, as well as the House Appropriations Committee subcommittee on foreign operations ... He traveled to Thailand, Laos, India, Pakistan and Turkey, for talks with officials and embassy personnel, March 23-April 7. In Thailand he met with Thai officials concerned with drug control, and discussed initiatives and problem areas in joint U.S.-Thai programs. During his visit to Laos, he discussed expanded cooperation for enforcement activities, with Laos officials and foreign representatives ... In both India and Pakistan, in addition to embassy briefings and meetings with host-country drug officials, he attended sessions of the annual Indian-U.S. and Pakistan-U.S. joint working groups on narcotics control. During his stop in Turkey, he was

briefed on Turkey's control efforts, and visited the licit opium production facility managed by the Turkish government. Accompanying him were GENE MARSHALL, program officer in the bureau, and RICH LAMAGNA, National Security Council staff.

The seventh session of the Inter-American Drug Abuse Control Commission, Organization of American States, was held in Buenos Aires, Argentina, March 27-30. Former Senator PAULA HAWKINS (R.-Fla.) headed the U.S. delegation. The bureau was represented by program officer ELIZABETH CARROLL. The meetings included preparatory sessions for the Organization of American States meeting of ministers on narcotics, scheduled for Ixtapa, Mexico, April 17-20. Attorney General DICK THORNBURGH was to lead the U.S. delegation to Ixtapa; Mr. Levitsky was to attend as alternative representative.

On April 5 deputy assistant secretary (acting) PARKER W. BORG met with SAID ISSAQ SAID, deputy to Afghan interim government security chief ABDUL HAQ, to discuss possible training assistance to the Afghan interim government for narcotics enforcement, as well as the impact of humanitarian assistance on poppy elimination in Afghanistan ... On April 5 Mr. Borg received C. CHAKRBARTY, deputy director, Indian narcotics control board, to discuss Indian enforcement activities, as well as the recent visit to India of Mr. Levitsky. Mr. Chakraborty was accompanied by Drug Enforcement Administration country attaché GARY CARTER.

ROBERT MYERS, Program Office director, with MANUEL GALLARDO, spoke on March 14 to a group participating in a program sponsored by the Presbyterian Church in the U.S.A., called "Washington Scene Through Theology." ... From April 2-3 Mr. Myers engaged in consultations at Colorado Springs ... Transnational issues director ANDREW G. THOMS visited Kingston, March 26-27, to observe helicopter marijuana eradication flights and to discuss the possibility of aerial spray operations with the minister of national security, K. D. KNIGHT ... Transnational issues program officer DIANNE GRAHAM served as executive secretary of the U.S. delegation to the April 9-11 London demand reduction conference. The delegation was chaired by Health and Human Services Secretary LOUIS SULLIVAN, and included Mr. Levitsky as one of its members ... Transnational issues aviation officer LLOYD ARMSTEAD visited Islamabad, March 7-14, to provide technical assistance to the survey of Pakistan for an aerial view of opium-growing regions in Northwest Frontier Province. □

International Organization Affairs

Assistant Secretary JOHN R. BOLTON testified before the Senate Foreign Relations subcommittee on South Asia and the Middle East, on the repeal of UN General Assembly



INTERNATIONAL ORGANIZATION AFFAIRS—On her retirement, Doris E. Austin, director, Office of UN System Coordination, receives John Jacob Rogers Award from Assistant Secretary John R. Bolton, in recognition of 38 years of service.

Resolution 3379 ("Zionism is racism") ... He addressed a luncheon of B'nai B'rith in Washington ... He met with a delegation from the Canadian ministries of external affairs and agriculture and the Canadian international development agency, April 12, to discuss issues and objectives in UN agricultural and food agencies. The daylong consultations were cochaired by deputy assistant secretary JANE E. BECKER.

GERALD J. MONROE, U.S. permanent representative to the Rome-based UN food and agriculture agencies, met with members of the executive and legislative branches of the Government, in Washington, March 15-22, to review broad-based approaches to the Food and Agriculture Organization and other UN agricultural and food agencies ... He traveled to New York for similar discussions at the U.S. mission to the United Nations ... JACKIE WOLCOTT, deputy assistant secretary for international organization affairs, and CHARLOTTE PONTICELLI, Policy and Planning Staff director, traveled to Geneva to participate in the meeting of the UN Human Rights Commission, January 29-March 9 ... BEVERLY ZWEIFEN, deputy director, Office of Human Rights and Women's Affairs, served as alternate head of the delegation to the sessions ... JULIETTE CLAGETT McLENNAN, U.S. representative to the UN Commission on the Status of Women, and SHARON KOTOK, officer-in-charge of international women's programs, traveled to Vienna for the 34th session of the Commission on the Status of Women, starting February 26.

MICHAEL J. McCAMMAN, Office of UN Social and Refugee Affairs, attended as an observer the 11th session of the intergovernmental council for the International Program for the Development of Communications, in Paris, March 19-25.

People: Transfers: ANN L. HOLLICK from the Bureau of Economic and Business Affairs to the Washington office of the permanent representative to the United Nations ... PAULETTE L. ONLEY from the Bureau of Intelligence and Research to the Office of Multilateral Program Coordination ... DIANE R. SIMPSON from the Bureau of Personnel to the Office of International Development Assistance ... JUDITH BUNCHER from Belgrade, Yugoslavia, to the Office of Technical Specialized Agency Affairs ... KATHLEEN M. FITZPATRICK from the Foreign Service Institute to the Office of UN Political Affairs ... LYNETTE W. YOUNG from the Bureau of African Affairs to the Office of International Development Assistance ... VEDA L. DAVIS has resigned from the Office of Administrative Services. □

Legal Adviser's Office

ABRAHAM D. SOFAER, legal adviser, traveled to New York to address the New York City Bar Association. He was accompanied by MARTHA M. HILL, special assistant ... He presented the introductory speech before the 84th annual meeting of the American Society of International Law ... MICHAEL J. MATHESON, deputy legal adviser, traveled to Colorado Springs, to attend a conference on national security activities in outer space. Also attending was DAVID S. ABRAMOWITZ, attorney-adviser, Office of Politico-Military Affairs ... MICHAEL K. YOUNG, deputy legal adviser, traveled to Strasbourg to attend a meeting of the Council of Europe's committee on public international law ... ANDRE M. SURENA, assistant legal adviser, accompanied by MICHAEL P. SCHARF, attorney-adviser, Office of Law Enforcement and Intelligence, traveled to London, for mutual legal assistance treaty and extradition negotiations ... Mr. Surena traveled to Canberra, for Australian mutual legal assistance treaty negotiations.

DAVID P. STEWART, assistant legal adviser for human rights and refugees, traveled to New York to speak before the New York City Bar Association on the ratification of human rights treaties, and to attend the conference on international human rights instruments ... JAMISON M. SELBY, assistant legal adviser, East Asian and Pacific affairs; JOHN R. CROOK, assistant legal adviser, treaty affairs; and DAVID P. STEWART, assistant legal adviser, human rights and refugees, traveled to Charlottesville, to attend the 11th Sokol colloquium on factfinding before international tribunals ... EDWARD R. CUMMINGS, assistant legal adviser, politico-military affairs, and MICHELE KLEIN, attorney-adviser, Office of Law Enforcement and Intelligence, traveled to Honolulu, to attend the annual U.S. Pacific Command legal conference ... Mr. Cummings traveled to Charlottesville, to attend a seminar on "Just Cause," at the Judge Advocate General's School of the U.S. Army ... PAUL F. CLAYMAN, attorney-adviser, Office of Economic, Business and Communication

Affairs, traveled to New York to attend a conference on eastern European reform ... SUSAN BINIAZ, attorney-adviser, Office of Oceans, Environmental and Scientific Affairs, traveled to Rome, to attend the Siena forum on international environmental law.

People: Joining the bureau recently was LINDA S. BURNETTE, paralegal specialist, Office of Law Enforcement and Intelligence ... MILDRED J. DONAHUE, assistant editor, Law Digest, has retired. □

Legislative Affairs

Deputy assistant secretary RICHARD W. MUELLER accompanied a 13-member congressional staff delegation to Moscow, March 22-26, to gather information concerning the Department's request for funding for a new secure chancery in Moscow ... The director of legislative operations, STEPHEN DEL ROSSO, addressed a Foreign Service orientation class, April 2, on legislative affairs and foreign policy ... ANTOINETTE BOYD has departed Legislative Affairs' legislative management unit to work in the Director General's Office. □

Medical Services

Dr. JACK SMITH, regional medical officer/psychiatry in Hong Kong, attended the Harvard Psychiatric Review meeting in mid-March, and stopped in at the Office of Medical Services briefly, for consultations prior to traveling to Boston ... GEORGE SWEENEY, director of the Alcohol and Drug Awareness Program, was State's nominee for the 1989 Government Employees Insurance Company public service award ... CHERYL WAGNER, nurse practitioner in Manila, consulted briefly in the foreign programs section of the office, after accompanying a patient to the United States in early April ... ARLYNE HEERLEIN, director of nursing, traveled to Seoul, Tokyo, Beijing, Hong Kong,

Colombo, Singapore and Manila in early April, to meet with post nurse practitioners and to review health unit activities and educational practices ... Dr. ELMORE RIGAMER, assistant medical director for mental health services, and Dr. NEIL SCHIFF, consultant in family therapy, traveled to New Delhi, Islamabad and Karachi, to conduct workshops and seminars on family therapy with Foreign Service families.

Nurse practitioner CAROL DORSEY consulted in the office after completing her assignment in Khartoum. Following home leave and French language training, she and her family were to travel to Nouakchott to begin their next assignment ... Nurse practitioner RITA DANIELS completed her year-long continuing education program and is in the midst of Spanish language training. In June she will travel to San Salvador to begin her new assignment. □

Near Eastern and South Asian Affairs

On March 21 deputy assistant secretary DAN KURTZER spoke on peace efforts at the annual conference of the Union of Orthodox Jewish Congregations of America ... On March 22 he spoke on the Middle East to 45 foreign military officers participating in a program at the Naval Postgraduate School, Monterey, Calif ... On March 26 he addressed members of the American Jewish Committee board of governors. He spoke on U.S.-Israeli relations, focusing on the strategic relationship and peace efforts.

On March 6 deputy public affairs adviser GEORGE MALLECK spoke to the Washington tradecraft class, on the State Department and the media ... On March 27 public affairs adviser DAVID GOOD spoke on India to students from

CAIRO, Egypt—At award ceremony, left to right: Ahmed Ramadan, Hala Kamel, Ambassador Frank Wisner, Arafat Yehia, Somaya Abdel Hamid, Adel Youssef, Samir Salib, Under Secretary Ivan Selin, Laila Latif.



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the College of William and Mary ... THOMAS J. MILLER, director, Office of Morocco, Algeria, Tunisia and Libyan Affairs, attended the January 27-30 Hans Seidel Foundation conference, in Stockholm, on threats to democracy ... On February 15 he addressed 200 officers at the Marine Corps Command Staff College, on U.S. policy in North Africa ... Tunisian country officer JOHN KUNSTADTER accompanied deputy assistant secretary BILL PERRIN on a March 24-April 11 trip to Tunisia, Algeria, Morocco and Rome ... Palestinian affairs officer JUDY JONES addressed students from Wesley College, March 21. She gave them an overview of U.S. policy in the Middle East ... On March 28 she spoke to students in the University of Southern California's Washington semester program. Her topic was an historical outline of events concerning Israel and the Palestinians, and U.S. policy in the region.

DAVID RANSOM, director, Office of Arabian Peninsula Affairs, spoke, February 27, to Georgetown University students, about careers in the Foreign Service ... He traveled to Hawaii to address a conference sponsored by the American-Arab Affairs Council and the University of Hawaii, at Manoa, March 22-23 ... His topic was "Middle East Peace and the United States." ... MARGUERITA RAGSDALE, country officer for Oman and the United Arab Emirates, traveled to Muscat, March 7, to participate in access renewal negotiations ... She also visited Abu Dhabi, Dubai, Sanaa and Kuwait, for consultations ... MELINDA KIMBLE, director of Egyptian affairs, participated in a panel discussion on the 10th anniversary of the Camp David accords, sponsored by Johns Hopkins University, March 26.

On March 19 Israeli desk officer GENEVIEVE PRATT spoke on the Middle East to Hadassah of Southern New Jersey ... On March 27 KAREN STEWART, also of the Israel desk, spoke to Hadassah of Northern New Jersey ... W. SCOTT BUTCHER, director, Office of India, Nepal, Sri Lanka, Maldives and Bhutan, visited posts in Pakistan, India, Nepal and Sri Lanka, on consultations, February 18-March 9 ... THOMAS KRAJESKI, Office of India, Nepal, Sri Lanka, Maldives and Bhutan, led a discussion of U.S.-India relations at a National Defense University seminar, March 15 ... He spoke on the new Indian governments' foreign policy, at a Bureau of Intelligence and Research-sponsored seminar, March 8. □

Oceans and International Environmental and Scientific Affairs

PETER JON DE VOS, acting assistant secretary, addressed the AID Advisory Committee on Voluntary Foreign Aid, March 13, at the National Press Club. The committee is a 24-member citizens board that provides analysis and advice to the AID administrator. Mr. de Vos

spoke on how increased attention to the environment will influence U.S. foreign policy ... The acting deputy assistant secretary for environment, health and natural resources, RICHARD J. SMITH, headed the U.S. delegation to the March 5-9 preparatory committee meeting in Geneva for the UN Economic Commission for Europe's ministerial environmental conference this month at Bergen, Norway, on sustainable development. He was accompanied by CHARLES CECIL, deputy director, Office of Ecology, Health and Conservation ... DEBORAH ODELL, same office, was a member of the U.S. delegation to the organizing session for the 1992 UN Conference on Environment and Development. Office director ELEANOR SAVAGE also took part in the March 5-16 meeting in New York ... A senior medical adviser, Dr. PETER WEST, attended the extraordinary meeting of the International Aids Society in Frankfurt, March 9, to explain U.S. immigration policy in regard to Aids.

ANDREW SENS, director, Office of Environmental Protection, attended a meeting of donor countries convened by the World Bank, in Paris, March 19-20. The meeting addressed the structure of a possible "green fund" to finance developing-country participation in responses to global environmental issues. PATRICK COADY, U.S. executive director at the World Bank, chaired the U.S. delegation ... RICHARD E. BENEDICK, on detail as senior fellow of the World Wildlife Fund/Conservation Foundation, participated in a meeting of the high-level expert group on ecology and the global economy, sponsored by the InterAction Council in Amsterdam, February 9-11 ... On February 22 he spoke before the Harvard Negotiations Roundtable, and also addressed the forum at the Kennedy School of Government ... On March 18 he addressed the American Bar Association conference on environmental law, in Keystone, Colo. ... On March 29 he spoke at the National Conference on Demographic Change and Public Policy, in Washington ... ROGER E. SOLES, executive director, U.S. Man and the Biosphere Program, traveled to Ventura, Calif., March 3-5, to participate in the dedication ceremonies of the Channel Islands Biosphere Reserve, as part of the 10th anniversary of Channel Islands National Park ... On March 11-14 he traveled to the University of Washington, Seattle, to meet with scientists developing the core research program of the man and the biosphere program directorate on temperate ecosystems.

RICHARD J.K. STRATFORD, deputy assistant secretary for nuclear energy and energy technology affairs, addressed the nuclear defense industry study group on nuclear proliferation, at the Industrial College of the Armed Forces, March 14 ... CAROL EBERHARD, Office of Nuclear Technology and Safeguards, traveled to Moscow, March 12-16, as a member of an interagency delegation, to discuss bilateral cooperation on operational safety of civilian nuclear power plants. The delegation was led by the Department of Energy's assistant secretary for



OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—Frederick M. Bernthal, right, presents Meritorious Honor Award to Craig L. Johnson for his performance in support of the climate change conference.

same office, participated in a meeting in Vienna, March 12-16, of the international thermonuclear experimental reactor project, to continue work on developing a conceptual design for a fusion reactor.

EDWARD E. WOLFE, deputy assistant secretary for oceans and fisheries affairs, headed the U.S. delegation to negotiations on a South Pacific albacore tuna management regime, in Honiara, Solomon Islands, March 1-6. He was accompanied by BRIAN FALLMAN, deputy director, Office of Fisheries Affairs ... Mr. Wolfe headed the U.S. delegation to fisheries talks, March 16-23, with Soviet representatives. The two sides developed a joint draft text for a new Pacific salmon convention which seeks to prohibit high-seas fishing for Pacific salmon. Joining Mr. Wolfe in the talks were LARRY L. SNEAD, director, Office of Fisheries Affairs; GEORGE HERRFURTH, same office; and DONNA DARM, Legal Adviser's Office ... On March 31 Mr. Wolfe initialed an ad referendum driftnet agreement with Canada and Japan, in Tokyo. This one-year agreement will provide, among other things, for the placement of 57 North American and 41 Japanese scientific observers on separate Japanese squid and large-mesh driftnet vessels. All such vessels will also be required to carry satellite transmitters by the end of this year. Mr. Snead; JAMES SALISBURY, regional fisheries attaché, and Ms. Darm participated in the negotiations ... BRIAN J. HOYLE, director, Office of Ocean Law and Policy, resigned to join the law firm of Patton, Boggs, & Blow ... MAUREEN WALKER served as the bureau's representative in talks on deep-seabed mining, March 2, in New York ...

ROBERT BLUMBERG attended meetings of the International Maritime Organization's Marine Environment Protection Committee, in London, the week of March 12 ... DAVID A. COLSON, assistant legal adviser for Latin American affairs and U.S. commissioner on the Pacific Salmon Commission, led a U.S. delegation to Whitehorse, Yukon Territory, for negotiations with Canada on Yukon River salmon. The two sides are seeking to establish a Yukon panel under the Pacific salmon treaty, to coordinate management of joint stocks and to discuss the division of catch between fishermen on the U.S. and Canadian portions of the river. The next round of negotiations was scheduled for April 23-25 in Juneau, Alaska. JEFF MIOTKE, Office of Fisheries Affairs, participated in the negotiations.

JOHN P. BORIGHT, acting deputy assistant secretary for science and technology, headed the U.S. delegation to the meeting of the Organization for Economic Cooperation and Development's Committee for Science and Technological Policy (53d session), March 20-22, in Paris ... Mr. Boright attended the third session of the U.S./Polish Science and Technology Joint Commission, in Washington, April 2-6, to review research project activities and discuss funding for new projects in 1990 ... GERALD J. WHITMAN, director, Office of Advanced Technology, traveled to the Air Force Space Command at Peterson Air Force Base, Colorado Springs, March 19, to attend a conference on law relating to outer space ... KEN HODGKINS, same office, served as alternate U.S. representative to the 27th session of the scientific and technical subcommittee of the UN Committee on the Peaceful Uses of Outer Space, in New York, February 26-March 9 ... He was the Department's representative at "Space Conference of the Americas: Prospects for Cooperation and Development," in San Jose, Costa Rica, March 12-16 ... MARTIN PROCHNIK, director, Office of Cooperative Science and Technology Programs, and DIANE BELLIS, program officer for Latin America, traveled to Mexico City to meet with the director general for international technical cooperation, RAUL ONDARZA, and other officials, at the embassy science office, in preparation for the seventh U.S./Mexico science and technology meeting scheduled for June 26-27 in San Diego.

JANET L'HEUREUX, management analyst, bureau executive office, traveled to Mexico City, March 25-29, for an evaluation of the science section, its resources, operation and grade structure, in connection with science cone development and the science resource package. □

Politico Military Affairs

Principal deputy assistant secretary WILLIAM F. ROPE participated in a national security project dinner discussion sponsored by the Scientists' Institute for Public Information, March 12 ... Deputy assistant secretary SANDY MARTEL was attending the European Command

annual security assistance conference in Garmisch, West Germany ... Executive director THEODORE E. STICKLER spoke, February 1, at the Washington International School's "Career Day" program, about career opportunities in the Foreign Service ... EDWARD IFFT of the strategic arms reduction talks delegation addressed the Norwegian Atlantic Committee, in Oslo, February 7, on the prospects for the talks.

Office of Defense Relations and Security Assistance: MICHAEL CEURVORST traveled to Colombia, Peru and Bolivia in support of the President's international drug control initiative, February 3-10 and 19-24 ... STEVEN ALAN HONLEY attended the U.S.-United Kingdom conference in London on the Caribbean regional security system, February 26-March 1 ... Lieutenant Colonel DENNIS MURPHY represented the Department at the Central Command training conference in Tampa, February 26-March 1.

Office of Defense Relations and Security Assistance: MICHAEL COTTER was welcomed as principal deputy director for office management, and for directing the security assistance process, April 2.

Office of Weapons Proliferation Policy: Deputy director BOB DUBOSE traveled to London, Geneva and Bonn for talks with allies and the Soviets on chemical and biological weapons, in February ... FRED VOGEL and MIKE WEINGARTEN were State representatives at the conference on disarmament in Geneva ... MIKE RATNEY participated in the chemical production facility national trial inspections ... Lieutenant Colonel ED CAIN has departed for his next assignment—Korea ... Lieutenant Colonel STEVE WAUGH joined the bureau March 15.

Office of Munitions Control: The office has been renamed the Office of Defense Trade Controls; WILLIAM B. ROBINSON remains as director ... Augmented staffing by State and the Departments of Defense and Treasury includes assignment to the office of deputy directors RICHARD A. LEVY and MICHAEL T. DIXON ... The Office of Defense Trade Controls and its sister office, the Office of Defense Trade Policy, comprise the Center for Defense Trade, headed by director CHARLES A. DUELFER and his deputy, PAMELA FRAZIER.

Office of Defense Trade Controls: Nine new licensing officers have joined the staff, including six military officers. They are Lieutenant Commanders WILLIAM MASSIE and NELSON HINES (Navy), Majors MARTIN MAIER and GARY ONCALE (Air Force), Majors MARSHA F. FILTRANTE and MICHAEL VAN ATTA (Army); and DAN COOK, CAROL BASDEN and TERRY DAVIS from Commerce and MICHELE BECKER, detailed from U.S. Customs.

Office for Defense Trade Policy: ROBERT PACE is now director ... BRENDA K. BAKER joined the office April 2.

Office of Strategic Theater Policy: PETER SCHOETTLE, deputy director, served as State representative to the open skies conference in Ottawa, in February ... PATRICIA

HAMSCOM, action officer for the negotiation on conventional armed forces in Europe, attended the meetings of the high-level task force and the "green team," on verification, in Brussels ... DAVID APPLETON was serving as a member of the U.S. delegation to the talks in Vienna ... ALFREDA MEYERS was a member of a U.S. technical experts team on intermediate-range nuclear forces; members traveled to Votkinsk in the Soviet Union, in March ... PAUL WOHLERS served as the State representative on the U.S. delegation to a Nato disarmament experts meeting, in Brussels, March 27-28. □

Public Affairs

The assistant secretary and department spokesman, MARGARET DEB. TUTWILER, and senior deputy assistant secretary V. KIM HOGGARD traveled with the Secretary, March 18, to Namibia, for the independence ceremonies. While in Namibia, the Secretary held bilateral meetings with numerous heads of state and foreign ministers who were in attendance at the ceremonies ... On March 22 the party continued on to Cape Town and Johannesburg, South Africa, for meetings with the president and foreign minister. While there, the Secretary and his party visited Soweto Township ... They then proceeded to Kinshasa, Zaire, for meetings with the president and JONAS SAVIMBI, returning to Washington March 25.

ANTHONY A. DAS, director, Office of Public Communications, traveled to Provo, Ut., where he spoke to Brigham Young University faculty members and students on the role of public communication in the formation of foreign policy ... He also addressed private groups such as the Mormon Missionaries Society ... JENNIFER KOLPACOFF, a history major from Washington University, traveled across the country to serve as the Department's intern coordinator for this semester. Her selection as a Department intern was based on her academic record, civic reputation and recommendations of the Seattle community. She set up an intern briefing schedule that featured Mr. Das as the principal speaker of the season ... DAVID ETTINGER has accepted an assignment as special assistant to the ambassador at the U.S. mission to the United Nations.

Office of Public Liaison: On March 28 approximately 40 senior business executives attended the executive-diplomat seminar cosponsored by the Bureau of Public Affairs and Economic and Business Affairs. KENNETH JUSTER, senior adviser to the deputy secretary, moderated a morning panel discussion on eastern Europe. Panel members included AID assistant administrator CAROL ADELMAN; Agriculture Under Secretary RICHARD CROWDER; Export-Import Bank vice president THOMAS MORAN; and Overseas Private Investment Corp. vice president JAMES BERG. The assistant secretary for economic and business affairs, EUGENE McALLISTER, discussed U.S. economic relations with Europe, at lunch at the Foreign Service Club. Participants also heard from the under sec-

retary for economic and agricultural affairs, RICHARD McCORMACK, who discussed the upcoming Houston economic summit. Conference officer EILEEN McCORMICK PLACE and MARY ANN DIXON managed the daylong meeting.

Organization liaison officer YVONNE O'BRIEN assisted the Office of Intergovernmental Affairs in arranging a special briefing for the National League of Cities, March 5. Approximately 40 members, including mayors and council members, heard discussions on eastern Europe, the Far East and the environment ... She facilitated the American Legion commanders' visit to Mexico, March 1-9, and visits of Veterans of Foreign Wars representatives to Europe and the Middle East, March 8-21 ... Ms. O'Brien organized special briefings for a number of Jewish organizations during the month: the Anti-Defamation League at its 12th annual national leadership conference, March 20; the Union of Orthodox Jewish Congregations of America, March 21; and the American Jewish Committee, March 26 ... Approximately 45 non-governmental organization representatives attended the monthly meeting to discuss international terrorism, March 22.

Briefings officer JUDY WENK arranged a briefing on the Soviet Union for high school teachers from across the country, March 13, and a program for the Ohio Farm Bureau county presidents, to discuss the situation in eastern Europe, March 15 ... Program officer JOHNETTA WORMLEY arranged a number of foreign policy briefings in the Department for the Presidential Classroom for Young Americans, and for American University's Washington Semester Program students.

Regional programs officer MONICA

Solution to Diplo-Croctic No. 56

(See April issue)

O. B. Hardison. [Disappearing Through the Skylight:] Culture [and] Technology [in the Twentieth Century].

"There is nothing in the sweeping curves and intricately woven trusses of the Eiffel Tower to suggest the French Revolution it presumably commemorates. It is a work of pure engineering, a magnificent representation of itself. Its sole function is to join its base to its pinnacle."

- | | |
|---------------------|---------------------|
| A. Owing | O. Unfit |
| B. Burp Gun | P. Raffles |
| C. Harness | Q. Eighteen Fifteen |
| D. Auntie Mame | R. Tom Jones |
| E. Refines | S. Estimates |
| F. Down Staircase | T. Chinatown |
| G. Ipcress File | U. Henri |
| H. Some Like It Hot | V. Nitti |
| I. Ocelot | W. Oliver |
| J. Nine To Five | X. Liver Spots |
| K. Cotton | Y. Occupies |
| L. Up The | Z. Great Gatsby |
| M. Litters | a. Youngsters |
| N. Towering Inferno | |

JANZER arranged for CURTIS KAMMAN, deputy assistant secretary for European and Canadian affairs, to address the Baltic American Freedom League, March 24 ... She facilitated the appearance of ROBERT PINES, deputy assistant secretary for European and Canadian affairs, and PETER BURELEIGH, deputy assistant secretary for intelligence and research, to travel to Stanford University and speak to the Executive Council on Foreign Diplomats' third annual conference, March 18.

On March 27 regional program officer CONSTANCE DUNAWAY arranged for ALEXANDER VERSHBOW, director, Office of Soviet Union Affairs, to address a luncheon meeting at the Russian Research Institute of Harvard; to conduct an editorial backgrounder at the Boston Globe; and to address the Forum Lecture Series at the John Fitzgerald Kennedy Library in Boston, on "The Soviet Union: Gorbachev and Beyond." ... On April 3 Ms. Dunaway organized a business luncheon in Boston for Ambassador ROBERT L. BARRY, special adviser to the deputy secretary for eastern Europe assistance ... Mr. Barry then met with editorial writers of the Christian Science Monitor and spoke at the Kennedy library lecture series on "Eastern Europe: Emerging from the Legacy of World II." ... Ms. Dunaway arranged for a final speaker for the Kennedy library series, for April 11 ... KENT M. WIEDEMANN, director, Office of Chinese and Mongolian Affairs, addressed the forum on "The People's Republic of China: Tianamen and After."

Office of Press Relations: CYNTHIA RUOCCHIO has joined the office as a press relations assistant ... Press officer ADAM SHUB addressed foreign policy and journalism classes of American University, Juniata College and Kobe University in March, and spoke to USIA-sponsored groups of visiting journalists from Indonesia and Poland ... Office of Press Relations director MARK DILLEN hosted a luncheon for a Polish journalists' group, and addressed the Foreign Service Institute's Washington tradecraft course. □

Refugee Programs

PRINCETON N. LYMAN, bureau director, testified before the Senate subcommittee on foreign operations of the Committee on Appropriations (PATRICK J. LEAHY (D-Vt.), chairman) regarding the status of the comprehensive plan of action for Indochinese refugees, and the House Committee on Appropriations' subcommittee on foreign operations (DAVID R. OBEY (D-Wisc.), chairman) on the 1990 Supplemental and the 1991 budget ... JAMES N. PURCELL JR., director general, International Organization for Migration, met with Mr. Lyman and ROBERT L. FUNSETH, senior deputy assistant secretary, and bureau staff members ... Mr. Lyman met with Soviet chargé SERGEY B. CHETVERIKOV to review the Soviet refugee programs; ALEXANDRIA CASELLA, the UN refugees public information coordinator;

DARIUS BAYANDOR, deputy director of the UN refugee office of Asia and Oceania; PHILIP SARGISSON, director of that office's technical support services; the Turkish ambassador to the United States, NUZHET KANDEMIR; General SOMKIT CHONGPAYUHA, deputy chief of staff, Thai armed forces; RITA FAN, member of the Hong Kong legislature; and NEIL BOOTHBY, Duke University psychologist and specialist on refugee children ... Ambassadors JOHN C. MONJO (Indonesia) and DANIEL A. O'DONOHUE (Thailand) met with Mr. Lyman.

Mr. Funseth represented the Department and was the keynote speaker at the symposium on Vietnamese former political prisoners, in San Jose, Calif., and at the meeting of the National Association for the Education and Advancement of Cambodian, Laotian and Vietnamese Americans, in Portland, Ore ... Mr. Funseth addressed a conference on Amerasian children, sponsored by the Office of Refugee Resettlement, Department of Health and Human Services. The conference, on "Enhancing the Homecoming," was attended by bureau staff members ANITA L. BOTTI, JAMES G. WILLIARD, RICHARD C. BEER and PAMELA H. LEWIS ... Mr. Funseth and PRISCILLA CLAPP, deputy assistant secretary for refugee admissions, met with DAVID WHITTLESEY, chief, Division for Asia and Oceania, International Organization for Migration, and GARY MICHALAK, chief of its Budget Division ... JAMES P. KELLEY, director, Office of International Refugee Organizations, Emergencies and Solutions, and MARY E. KAVALIUNAS, Office of Policy and Budget Coordination, attended ... Ms. Clapp traveled to Moscow to review transportation and medical screening arrangements for Soviet refugees and parolees traveling to the United States in this fiscal year.

SARAH E. MOTEN, deputy assistant secretary for international refugee assistance, attended a symposium, "Refugees: Facing Crisis in the 1990s," sponsored by the Allard K. Lowenstein International Human Rights Law Project at Yale Law School, New Haven, Conn. ... ANN MORGAN, director, Office of Refugee Training, delivered a presentation on English as a second language and on cultural orientation, and attended liaison committee meetings in San Francisco. She was accompanied by her deputy, EDWARD W. GEIBEL ... MARGARET J. McKELVEY, director, Office of African Refugee Assistance, monitored refugee assistance programs in Sudan, and participated in interagency relief planning for 1990, in Geneva ... KAREN L. MCCARTHY, program officer, monitored refugee resettlement in San Jose, and attended the refugee conference in San Francisco ... DIANA M. ESPOSITO, program officer, Office of African Refugee Assistance, monitored the relief and protection programs for refugees in Kenya and Uganda.

Visiting the refugee bureau headquarters were DAVID E. REUTHER, refugee coordinator (Khartoum, Sudan), and MARGERY LEMB (Orderly Departure Program, Bangkok, Thailand). ■

Letters to the Editor

—(Continued from Page 1)

it is difficult to explain the rationale for the Department's promotion policies for secretaries." I am happy Ms. Tracy had the good grace to sign her letter as a "political officer."

Firstly, I am disappointed that STATE would publish a letter from someone who obviously possesses so little real knowledge of communications vis-a-vis secretary position requirements. Secondly, the communications world (now information management) has gotten so complex that only continuous training, including after-hours home study, allows most of us to stay anywhere near the learning curve with respect to sophisticated computer, multi-

'I don't like comparisons, but if they're to be made...'

plexing, satellite, cryptographic, secure voice and other digital equipment required in modern information management.

Many of us feel our positions are undergraded, too. For example, my FP-03 communications center officer position manages four different embassy sub-units which jointly employ 34 American and British staff, and is materially responsible for several hundred thousand dollars of very sophisticated equipment. I do not like comparisons, but if they are to be made by others, where in the Foreign Service is there a comparable secretarial position at the functional level?

Perhaps for the sake of the secretarial corps, comparisons of the type put forward in Ms. Tracy's letter should not be made at all—certainly not by those whose drum resounds from a totally different world.

Your respectfully,
RAYMOND L. NORRIS
Communications center officer □

Views of a secretary

WASHINGTON

DEAR EDITOR:

Recently, I have seen quite a few letters about changing job descriptions for Foreign Service secretaries, but I have not seen any about the Civil Service secretaries. The job descriptions for these secretaries are way outdated as well, and much thought should be given to these.

The senior-level Civil Service secretary who works in Washington does a great deal. By this, I don't mean typing and answering the phone, especially now with word processing equipment. The secretaries' jobs more often than not include administrative matters, drafting and the

Anapestic Assignments *by ebp*

*There was a man assigned to Washington
Who said: "I think that they are putting
me on."*

*I asked to be transferred overseas,
Which could have been accomplished
with ease.*

*Someone must have confused this with
Wellington.' □*

need to be knowledgeable about the word processor—not just for themselves but to explain in detail how to manage it to Foreign Service staff members who get transferred to Washington. In reality, a Civil Service secretary is more an administrative assistant than a secretary. Many times the supervisors of these secretaries do not realize just what the jobs entail, because no interest has been shown in this area. Of course, there are always exceptions to the case.

These secretaries should also be given the opportunity to take courses at the Foreign Service Institute, to further their knowledge in these areas, as well as other courses that are of interest. In the past, it has always been said that the secretaries can't be spared from the office, but the Foreign Service secretaries are given these opportunities between assignments. The courses at the institute are not supposed to

'In reality, a Civil Service secretary is more than a secretary'

be just for Foreign Service employees but for all.

We keep hearing how better-qualified a Foreign Service secretary is. I beg to differ on that; they are given more opportunities, and the attitude towards them is completely different. They are regarded as part of the team and as professionals. That attitude should be shown to all secretaries, whether they are Washington-based or overseas.

Sincerely,

PATRICIA A. BROE

Bureau of Inter-American Affairs □

Anapestic Assignments *By Penne Laingen*

(With apologies to ebp)

*There was a young man sent to Prague,
Who mornings would go for a jog,*

But meeting Ms. Black,

His boss, on the track,

He feigned to be walking his dog. □

'Harmful ... divisive ...'

WASHINGTON

DEAR EDITOR:

I was disappointed to see that director general Ed Perkins had dredged up the McBer report for his discussion of employee evaluations in the April issue. While I believe that it is important to review previous studies and mine them for all the "gold" they possess, the McBer study is a very thin vein. The study was flawed in both methodology and its final product, and the Department wisely made only limited use of the findings.

The study's emphasis on individualistic qualities and its invidious comparisons between conal groups renders it not only incorrect but also harmful and divisive. What the Department requires of its people, as other studies have clearly shown, is an emphasis on participation and development. The Department's strength is talented, mature individuals working as a team. The study did take note of the need for counseling and coaching skills, but even here the focus was on a paternalistic approach. The strong-willed toughness celebrated by the McBer report harkens back to the Department's and the Foreign Service's old-style elitism and isolation.

The director general's welcome remarks about equal employment opportunity being a part of all good performance only reinforces the need for a personnel system which places an emphasis on participation and development, not lone-eagle operators. The mechanistic and largely superficial McBer competencies should continue to be consigned to the archives. Instead, the Department should invest its energies in developing people who understand how to develop people and policies, and how to work as part of an effective team.

Sincerely,

GAY WILLIAM MOUNT
Office of Foreign Buildings □

Some comments on the system

ROME, ITALY

DEAR EDITOR:

I wish to address three points with regard to director general Perkins' articles on fine-tuning the Foreign Service personnel system, in recent editions of STATE Magazine.

(1) *Language proficiency*: I joined the Foreign Service in 1969. Then, a Foreign Service officer had to attain a 3/3 level in a world language in order to be tenured. The fact that this same requirement is in force,

for officers competing for entry into the Senior Foreign Service would indicate a total relaxation of the rules for tenure over the years by the Service. What happened? In my opinion, any officer in the Foreign Service who hasn't yet attained a 3/3 level in a foreign language by the end of his/her first five years of service should consider a Civil Service job. He/she certainly has no place representing the United States overseas.

Another issue regarding language proficiency is the award of a salary step increase for newly-hired employees who can attain a Foreign Service Institute-tested 2/2 level in a foreign language upon hire. I have no problem with this incentive at all. The problem lies in the fact that there is no automatically-awarded salary increase for employees already in the Service who have, on their own initiative, and at no cost to the Government, become proficient to at least the 2/2 level in a language. This

'Department needs to offer real incentives to learn languages. I suggest a step increase ...'

reflects the Department's lack of real commitment to encourage officers and staff alike to learn a foreign language, and is an example of discrimination against employees already in the Service with regard to language incentive awards. The Department needs to offer real incentives to learn languages. I would suggest a step increase for anyone, newly-hired or otherwise, who can attain a 3/3 level in a foreign language, and a double step increase for anyone who can attain a 3/3 level in a recognized hard language. The same should be true for each additional language an employee learns to the same level of proficiency, with or without the institute or other formal Government-funded training.

(2) *Training:* Training has not appeared to have had any positive effect on my promotability at all throughout my career. As a specialist, I have taken advantage of many short-term training courses offered by the institute and the information management training division. Comparing myself with other individuals known to me, with whom I compete for promotion, revealed that my personnel audit report (par) looked impressive with the long list of short-term, job-related training courses completed, but there was little difference in time-in-class for those with and those without in-service training. This leads me to believe that Foreign Service employees are

correct in the assumption that training is an overall detriment, or at least no great help to their careers. I recommend that all specialists and secretaries be required to successfully complete specific job-related training courses to be considered for promotion to FS-6 (junior-level), FS-4 (mid-level) and FS-2 (senior-level). Foreign Service generalists should be required to fulfill a similar obligation to attain tenure, FS-1 and the Senior Foreign Service. These courses would necessarily have to be developed by the appropriate specialist organization in the Department, and the Foreign Service Institute.

(3) *Delinquent efficiency reports:* Let's get really tough on this issue. During the last rating cycle in 1989, Embassy Rome submitted 100% of its employee efficiency reports to the Department by May 10. It can be done. It only requires individual leadership on the part of rating and reviewing officers, review committees, deputy chiefs of mission, executive directors and individual personnel officers. It appears from the statistics offered in the recent article on the subject in STATE magazine that Embassy Rome is an exception to the rule.

I offer a suggestion that will get miraculous results in assuring the timely submission of efficiency reports to the Department. That is, real punitive measures, i.e., if a rating or reviewing officer is responsible for the delinquency in submission of an efficiency report on one or more employees, that rating or reviewing officer's own performance file should not be reviewed by the promotion panel for the same rating year as the employee, and that file should be so annotated. If a rating/reviewing officer commits a second offense within three years, he/she should be relieved of duty, without pay, until the report is submitted. If three offenses occur within six years, that rating/reviewing officer should be considered for separation from the Service, or permanently removed from any consideration during his/her career for entry into the Senior Foreign Service. Why am I so tough on this subject? Because I have been writing efficiency reports since 1975 and have never been late once. Delinquent submission of employee evaluation reports demonstrates lack of concern for employee welfare and well-being, inadequate supervisory skills, and casts doubt on that officer's ability to assume greater responsibility.

Sincerely,
BRADFORD W. HAM
Communications supervisor □

Barrett is for real

WASHINGTON

DEAR EDITOR:

Thank you for spreading the word about the Department's new pouch and mail facility at Dulles Airport, in the April issue. Lest your readers think that Chris Barrett of my staff is a figment of our collective imagination (he was named in the caption, but cropped out of the picture), please find the enclosed photo.



Mr. Barrett

Our correct telephone number is 632-2442. The fax number is 632-0470.

Sincerely,
CARL EDWIN LOVETT JR.
Chief, Diplomatic Pouch
and Mail Division □

Goons? Aw, go on!

BUCHAREST, ROMANIA

DEAR EDITOR:

As a consular officer serving for the past two years in Bucharest, I was amazed to read in your February issue about the 24-hour goon squad armed with AK-47s here, whose sole purpose was intimidation of the consulate and its visitors.

Could the writer possibly have been referring to the country-boy conscript Militia—two at the consulate's front gate, two at the back and three spaced along the extensive perimeter fence, whose customary greeting to us when we nod is and was: "I kiss your hand"? Nobody else around here has AK-47s.

Only twice did I see the AK-47s at the ready: the day the revolution started (and I for one was very glad they were here), and December 24 when, crouched on one knee, they gave us cover against snipers as we left the embassy. One of them whose face I knew grinned at me and gave the thumbs-up sign.

Yours sincerely,
ELEANOR RIDGE □

So there!

BANGKOK, THAILAND

DEAR EDITOR:

Re Diplo-Crostic No. 55 (STATE, December):

A critic faults me for spelling *titilate* with one *l*, and for defining a *paddlefish* as a *spoonbill*, and a *paternoster* as a *rosary*.

I find myself in distinguished company, like the editors of the second edition of the Oxford English Dictionary and the Webster's Third New International Dictionary. On Page 142 (of the volume with all the Ts, for the benefit of the faultfinder), our Sassenach brethren concur in the spelling of 'titilate' with one I. On Page 2205 of Webster's Third New International, one notes the entry: "... spoonbill n.: paddlefish." On Page 1654, one finds the entry: "paternoster ... 2b(2): Rosary."

M'Lord, I rest my case.

Sincerely,
RICHARD McDONOUGH
Puzzle author □

Congestion

WASHINGTON

DEAR EDITOR:

The number of cars and commuter buses crowding the shuttle bus lane at the D Street entrance has reached hazardous proportions. I am constantly amazed at the number of unauthorized vehicles parked at the curb, under signs which clearly say no parking. There are apparently no peak hours, as this situation exists in the morning, noon and evening rush hours with equal magnitude. These vehicles slow the entry and exit of the shuttle buses, and frequently discharge passengers directly into the street, causing dangerous situations. Additionally, this lane is understandably used by the U.S. mail trucks and vendors.

I think that something must be done immediately to relieve this situation. As an example, on a recent Monday, during the evening rush hour, two cars stalled and required assistance. Meanwhile, commuter buses, car pools and the mail truck were in competition with the Rosslyn and Passport Office shuttles for parking.

May I suggest that we restrict entry on D Street to authorized vehicles only, and enforce it with tickets if necessary until the situation improves? Additionally, with the opening of the 23rd Street entrance, can commuter buses and carpools be directed to pick up and discharge passengers at that entrance instead?

Sincerely,
STEPHANIE A. GILLESPIE
Bureau of Personnel □

The Bureau of Diplomatic Security replies: The Department cannot restrict access to D Street as the District of Columbia has jurisdiction over it. However, the bureau has requested additional patrolling and increased ticketing of the area by the metropolitan police. □

Mary Butler remembered

WASHINGTON

DEAR EDITOR:

I heard only recently of the death in December 1988 of Mary W. Butler, who had been the receptionist to six Secretaries of State. Ms. Butler began her work at the Department with Secretary James Byrnes during World War II, and also served as receptionist to George Marshall, Dean Acheson, John Foster Dulles, Christian Herter and Dean Rusk.

In a feature article on her in your magazine, July 1962, she was quoted as saying: "I'm only a small cog in a big wheel ... trying to keep things moving smoothly." She did that with grace and style, as all the people who knew her over the years remember.

Sincerely,
LILLIAN ROYSTON □

Real summitry

LA PAZ, BOLIVIA

DEAR EDITOR:

The staff here recently hosted a volleyball game and picnic for our counterparts from the Soviet embassy. The event, at the residence of Ambassador Robert S. Gelbard, was billed as the "First American-Soviet Volleyball Friendship Cup." Played at an altitude of about 12,000 feet, it was certainly one of the most breath-taking volleyball games ever, and we believe that it helped lift U.S.-Soviet relations to a new high. The competition was fierce and the Americans valiant, but the Soviets were in very good form and offered no quarter. However, as Ambassador Gelbard said: "The Soviets may have won the volleyball game, but we won the picnic."

A rematch is being planned, to be held at the Soviet embassy. Our team is practicing diligently in hopes of giving the

Soviets a serious run for their rubles.

Cheers,
BRUCE WHARTON
Information officer ■

Women's History Month is observed at State

As part of National Women's History Month, panelists spoke here in the Dean Acheson Auditorium, March 21. Lauralee Peters of the Bureau of Personnel, Stephen Ryner of AID and Patricia Paige of the U.S. Office of Personnel Management discussed future trends, which they said will include increased automation, more women in the workforce and a greater need for specialized training.

Kathleen Charles, Office of Inspector General, served as moderator. The event was cosponsored by State's Office of Equal Employment Opportunity and Civil Rights, AID and the Women's Action Organization. □

Asian Pacific Americans in the U.S. workforce

The third annual training conference of the Federal Asian Pacific American Council, an interagency group that represents the interests of that minority in the federal workforce, will be held May 30-June 1 in the Bethesda Marriott Hotel. Registration forms are available at State in the Office of Equal Employment Opportunity and Civil Rights. The registration fee is \$300.

Workshop topics will include health and mental health issues; the federal workforce: advancement and challenges; developing individual and collective strategies for advancement in American organizations; and improving understanding of Asian Pacific Americans and their relations with other ethnic and racial groups. □



In foreground: the Soviet team.

Obituaries

Rosamond Brister, 77, a retired Foreign Service secretary, died on March 22 of heart failure, STATE has learned.

She began her career in the Department in 1945 and served in Bern, 1945-48; Port-au-Prince, 1948-50; and Paris, 1950-55. In 1956-57 she worked in Damascus, then was transferred to Warsaw in 1958. Her last post before retiring in 1962 was Buenos Aires. Ms. Brister was born in Yazoo City, Miss. She is survived by her niece, Loretta McMahan of Greenwood, Miss. □

Gori P. Bruno, 73, a retired Foreign Service officer, died in El Paso on January 4.

Mr. Bruno joined the Service in 1954 as an investigator in Palermo. He then served as an investigator in Salzburg, 1955, and Hong Kong, 1956-62, where he was also vice consul. His next assignments were as consular officer in Puerto La Cruz, 1962-68, and economic and commercial officer in Ciudad Juarez, 1969-73. He was consul general in Genoa, 1973-76. He retired in 1976 but continued to work as a contract employee assigned to the Bureau of Inter-American Affairs, until 1978.

Mr. Bruno was born in Flushing, N.Y. on July 4, 1916. He was graduated from the City College of New York in 1939. He served in the Army, 1939-46, attaining the rank of lieutenant colonel. He leaves his wife, Toni Bruno of El Paso, a son and four daughters. □

Patricia Corcoran, 60, a Foreign Service secretary assigned to Harare, died of cancer in Everett, Wash., on January 4.

Ms. Corcoran joined the Service in 1978 in Tegucigalpa. She was assigned to the Office of Law of the Sea Negotiations, 1978-80. She served in Hong Kong, 1980-82, and Canton, 1982-84. She worked in the Office of Latin American Diplomacy, 1984, and served a second tour in Tegucigalpa, 1985-87. She was detailed to the National Security Council, 1987, before serving her last tour.

Ms. Corcoran was born in Ellensburg, Wash., on December 7, 1929. Before joining the Service, she worked for 20 years at the Boeing Aerospace Corp. as a secretary and assistant buyer. She leaves two daughters and a son. □



Ms. Corcoran

Madeline M. Ferrari, 60, a retired Foreign Service nurse, died of ovarian cancer in Merced, Calif., on March 30.

Ms. Ferrari joined the Service in La Paz in 1962. She held assignments in New Delhi, 1964-66, Monrovia, 1966-69, and Jeddah, 1969-71. She established the health unit in Phnom Penh in 1971, staying until 1973. She became director of nursing that year for the Office of Medical



Ms. Ferrari

Services, where she began an educational program for nurses. Her next posting was Jakarta, 1977-79, followed by two tours in Rome, 1979-83. She went to Bucharest, 1983-84, then returned to Washington in 1985 to serve as deputy director of nursing and editor of the Foreign Service Medical Bulletin. She retired in 1988.

Ms. Ferrari was born in Turlock, Calif., on July 4, 1929. She earned a nursing diploma from St. Joseph's and a bachelor's from Dominican College. She received two Meritorious Honor Awards for her work at State. Her survivors include a brother, niece and nephew. Memorial contributions may be made in her name to the Ferrari Scholarship Fund, American Foreign Service Association Scholarship Program, 2101 E Street N.W., Washington, D.C. 20016. □

Arjun R. Chakrawarti, 30, a Foreign Service officer receiving Russian language training at the Foreign Service Institute, died of a pulmonary embolism in Washington on March 9.

Mr. Chakrawarti joined the Service in 1984 and was assigned to Frankfurt as a consular and antifraud officer. He next was vice consul and political officer in Singapore, 1986-88. He worked as an operations officer in the Executive Secretariat from 1988 until last August.

Mr. Chakrawarti was born in New York on June 7, 1959. He attended Rutgers, 1978-80, and received a bachelor's in history from the University of New Orleans in 1983. His survivors include his wife, Susanne Chakrawarti of Washington, his mother, Adele Chakrawarti, and a sister, Sita Chakrawarti. □

Dorothy H. Fisher, 68, wife of retired Foreign Service officer John W. Fisher, died in Bozeman, Mont., on March 14.

She had accompanied her husband on tours to Guatemala City, Barranquilla, Vienna, Tegucigalpa, La Paz and Caracas. Prior to her marriage, she was a registered nurse at Massachusetts General Hospital, 1943-47, and head nurse at Centro Medico in Guatemala City, 1947-49.

Ms. Fisher was born on June 7, 1921, in Concord, Mass. She was graduated from the Massachusetts General Hospital School of Nursing in 1943. After her husband's retirement in 1984, she volunteered at the Bozeman Public Library. Besides her husband, she leaves a daughter; two sons; a brother; four sisters; and three grandchildren. □

Myron Fink, 54, general services officer in Ankara, died of heart failure on October 30, STATE learned recently.

Mr. Fink joined the Service as a communications technician in Tokyo in 1973. He became a general services officer in Seoul, 1976-78. He was assigned to Monrovia, 1978-80; Athens, 1980-82; and Bonn, 1982-84. He served in Beirut, 1984-86, and Hong Kong, 1986-88, before his last assignment.

Mr. Fink was born in Milwaukee on August 27, 1935. He leaves his wife, Kathy Fink of St. Petersburg, three daughters and a son. □

Harold W. Glidden, 79, a supervisory intelligence research officer at the time of his retirement in 1970, died March 10 at the Hospice of Northern Virginia.

Mr. Glidden joined the Foreign Service in 1944 and served in Cairo, 1944-45. He worked for the Library of Congress, where he set up the Near East section, 1945-47, before returning to Egypt for State in 1947, as a publications procurement officer. He transferred from the Foreign to the Civil Service in 1949, becoming a foreign affairs specialist in the Bureau of Near Eastern and South Asian Affairs. He became an intelligence research specialist there in 1957. His last assignment was as office director in the Bureau of Intelligence and Research, 1967-70.

Mr. Glidden was born in Rochester, N.Y., on September 29, 1910. He received a bachelor's in semantics from the University of Rochester in 1932, a doctorate in



Mr. Fink

Arabic studies from Princeton in 1936. In retirement, he continued to work for State as a translator and consultant. He is survived by his wife of 52 years, Virginia Glidden; two daughters; a son; a sister; and six grandchildren. □

Milton Lee Herndon, 54, a retired Foreign Service communications officer, died of cancer in Reidsville, N.C., on March 17.

Mr. Herndon joined the Service in Bonn in 1978. He served in Tel Aviv, 1981-83, Brussels, 1983-85, and Mexico City, 1985-87. He was assigned to Juarez in 1988 and retired later that year.

Mr. Herndon was born in Hamlet, N.C., on July 4, 1935. He was a communicator in the Air Force for 23 years before joining State. He leaves his wife, Kathleen Herndon of Reidsville; two daughters; a son; his mother; a sister; and four brothers. □

Graham A. Martin, 78, the last U.S. ambassador to South Vietnam, died in Winston-Salem, N.C., on March 13.



Mr. Martin (1960)

Mr. Martin joined the Foreign Service as an administrative officer in 1947. He served on the faculty of the Air War College, 1955-57, and was assigned to the Department, 1957-59, before becoming consul general in Geneva in 1960. He became ambassador to Thailand, 1963-67, then returned to

the Department as a special assistant for refugee and migration affairs, 1967-68. He served as chief of mission in Rome, 1969-73.

President Nixon appointed him ambassador to Vietnam in 1973. In April 1975 he coordinated the airlift which carried the remaining Americans and about 140,000 Vietnamese out of Saigon, as the city fell to the North Vietnamese. President Ford commended him for his "courage and steadiness" during the evacuation. He returned to the Department as a special assistant before retiring in 1977.

Mr. Martin was born on September 22, 1912, in Mars Hills, N.C. He received a bachelor's from Wake Forest in 1932. Before his tenure at State, he worked as a newspaper correspondent and held positions at the National Recovery Administration,

Social Security Board and Federal Security Agency. He served as a colonel in the Army during World War II. He leaves his wife, Dorothy Martin of Winston-Salem, and three children. □

Henry C. Ramsey, 79, a retired Foreign Service officer who was consul general in Karachi before he retired in 1970, died of emphysema in San Francisco in April last year, STATE has learned.



Mr. Ramsey (1970)

Mr. Ramsey joined the Service in 1944 as a special assistant in La Paz. He became an assistant commercial attaché in Madrid, 1946-47, and Warsaw, 1947-49. He was a political officer in Frankfurt, 1950-52, then attended the National War College, 1952-53. He became consul general in Madras, 1953-57. In 1958 he returned to the Department, where he served on the Policy Planning Staff until 1966, before his final assignment in Karachi.

Mr. Ramsey was born in Seminole, Tex., on February 26, 1910. He received a bachelor's from Stanford in 1932 and a law degree from the University of California in 1938. Before joining State, he worked as a tax attorney with the State Board of Equalization in Los Angeles, and for the old Board of Economic Warfare, where he helped freeze German assets in South America during World War II. Mr. Ramsey leaves a daughter, a sister and two grandchildren. □

Phillip C. Rothin, 55, a retired Foreign Service specialist, died of heart failure in Titusville, Fla., on March 18.

Mr. Rothin joined the Service as a communications officer in Istanbul in 1960. He was assigned to Leopoldville, 1963; Freetown, 1963-65; Luxembourg; 1965-67; and Budapest, 1967-68. He later held postings in Hong Kong, 1970-72; Bamako, 1973-75; Jerusalem; 1975-77; Bonn, 1977-78; and Port-of-Spain, 1978-80. He returned to Washington, where he was assigned to the Bureau of Administration, 1980-82, before serving his last assignment in Brussels, 1983-84.

Mr. Rothin was born in Westville, Ill., on June 26, 1934, and grew up in Racine, Wisc. He studied engineering at the Univer-

sity of Wisconsin, 1952-55. He leaves his wife, Joyce Menard Rothin of Titusville, his mother and a brother. □

William A. Rudolph, 54, a diplomatic courier, died of cancer in Cape Coral, Fla., on December 9, STATE has learned.



Mr. Rudolph

Mr. Rudolph began his career at State in 1965 as a passport examiner in State's New York regional office. He joined the Diplomatic Courier Service the following year. He served tours in Washington, Frankfurt and, most recently, Bangkok.

Mr. Rudolph was born in Lansdowne, Pa., on May 22, 1935. He received a bachelor's from LaSalle in 1964. He had served in the Army in West Germany, 1954-57. Besides his wife, Renata Rudolph of Cape Coral, he leaves three sisters and a brother. □

Virginia Vazquez, 31, wife of communications specialist Xavier Vazquez, died of pneumonia on January 2.

Ms. Vazquez accompanied her husband on tours to Malta, 1982-84; Bern, 1984-87; and most recently, Washington, where her husband was assigned to the Office of Information Management. Ms. Vazquez worked as a contract employee at State—for the Combined Airlines Ticket



Ms. Vazquez

Office—in 1988, and for the Bureau of Diplomatic Security, from last June until her death.

She was born in Gary, Ind., on April 5, 1958, and attended Indiana State, 1978-80. Besides her husband, she leaves a daughter, Candace, 7; her parents; three brothers; and a sister. □

Berta Agnes Warwick, 93, a retired clerk, died in Palatka, Fla., on March 30.

Ms. Warwick worked as a telegrapher and teletypist in the old Traffic and Relay Unit from 1943 until she retired in 1963. She held similar positions at the U.S. Department of Agriculture, 1929-43. She leaves no known survivors. ■

Library Booklist

Basic reference works

Recommended for post libraries

General

American Medical Association Family Medical Guide. Rev. ed. New York, Random House, 1987. \$29.45.

AXTELL, ROGER E., ed. *Do's and Taboos Around the World*. New York, Wiley, 1985. \$9.95.

BALDRIDGE, LETITIA. *Letitia Baldridge's Complete Guide to the New Manners for the 90's*. New York, Rawson, 1990. \$24.95.

BARTLETT, JOHN. *Familiar Quotations*. 15th ed. Boston, Little, Brown, 1980. \$29.95.

DEVLIN, JOSEPH. *Dictionary of Antonyms & Synonyms*. New York, Warner Books, 1990. \$3.50.

Encyclopedia Americana. Danbury, CT, Grolier Inc., 1989. \$529.00.

MCCAFFREE, MARYJANE. *Protocol: the Complete Handbook of Diplomatic, Official & Social Usage*. Washington, Devon Publishing, 1985. \$20.00.

New York Times Atlas of the World. 2nd, rev. ed. New York, Random House, 1987. \$49.95.

Physicians' Desk Reference. 44th ed. Oradell, NJ, Medical Economics, 1990. \$44.95.

Random House Dictionary of the English Language. 2nd ed., unabridged. New York, Random House, 1987. \$79.95.

U.S. GOVERNMENT PRINTING OFFICE. *Style Manual*. Washington, U.S. Govt. Print. Off., 1984. \$11.00.

Webster's Compact Dictionary of Synonyms. Springfield, MA, Merriam-Webster Inc., 1987. \$4.95.

World Almanac and Book of Facts. 122nd ed. New York, Pharos Books, 1989. \$6.95.

World Bank Atlas. Washington, World Bank, 1989. \$5.95.

Directories

College Handbook, 1989-90. 27th ed. New York, College Board, 1989. \$17.95.

Directory of American Firms Operating in Foreign Countries. 3 vols. 11th ed. New York, World Trade Academy Press, 1987. \$175.00.

Encyclopedia of Associations. 24th ed. Detroit, Gale, 1989. Vol. 1, *National Organizations*, \$295.00; Vol. 2, *Geographic and Executive Indexes*, \$240.00; *International Organizations and Supplement*, \$410.00.

Gale Directory of Publications. 2 vols. 122nd ed. Detroit, Gale, 1989. \$165.00.

Handbook of Private Schools. 70th ed. Boston, Porter Sargent, 1989. \$57.10.

Martindale-Hubbell Law Directory. 8 vols., 122nd ed. Summit, NJ, Martindale-Hubbell, 1990. \$255.00.

National Directory of Addresses & Telephone Numbers. Kirkland, WA, General Information Inc., 1989. \$49.95.

Peterson's Guide to Independent Secondary Schools. 11th ed. Princeton, NJ, Peterson's Guides, 1990. \$36.95.

Schools Abroad of Interest to Americans. 7th ed.

Boston, Porter Sargent, 1989. \$30.00.

Ulrich's International Periodicals Directory, 1989-90. 3 vols. New York, Bowker, 1989. GSA price. \$279.00.

U.S. DEPARTMENT OF STATE. Office of Overseas Schools. *Overseas Schools Attended by U.S. Government Dependent Children*. (microfiche) Washington, annual. Request from A/OS.

United States

BAILEY, THOMAS A. *Diplomatic History of the American People*. 10th ed. Englewood Cliffs, NJ, Prentice-Hall, 1980. \$50.67.

BARONE, MICHAEL, ed. *Almanac of American Politics: 1990 Edition*. Washington, National Journal, 1989. \$56.95.

Politics in America 1990. Washington, Congressional Quarterly, 1989. \$59.95.

U.S. BUREAU OF THE CENSUS. *Statistical Abstract of the United States*, 1989. Washington, U.S. Govt. Print. Off., 1989. \$26.00.

U.S. CONGRESS. *Official Congressional Directory, 1989-1990*. Washington, U.S. Govt. Print. Off., 1989. \$20.00.

U.S. DEPARTMENT OF STATE. Office of the Historian. *Principal Officers of the Department of State and United States Chiefs of Mission, 1778-1988*. Washington, U.S. Govt. Print. Off., 1988. Automatic distribution to posts.

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Washington Information Directory, 1989-90. Washington Congressional Quarterly, 1989. \$59.95.

Washington Representatives, 1989. 13th ed. New York, Columbia Books, 1989. \$55.00.

Who's Who in America, 1988-1989. 45th, rev. ed. Chicago, Marquis, 1988. \$335.00.

International affairs

COPLEY, GREGORY, ed. *Defense & Foreign Affairs Handbook: 1988-89*. Washington, International Media, 1988. \$197.00.

DAY, ALAN J., ed. *Political Parties of the World*. 2nd ed. Detroit, Gale, 1984. \$90.00.

DEBGARDT, HENRY, ed. *Treaties & Alliances of the World*. 4th ed. Detroit, Gale, 1987. \$95.00.

Europa World Yearbook. 2 vols. London, Europa Publications, 1989. \$400.00.

International Who's Who 1989-90. 53rd ed. Detroit, Gale, 1989. \$230.00.

Statesman's Yearbook 1989/90. 126th ed. New York, St. Martin's Press, 1989. \$65.00.

UNESCO. *Statistical Yearbook 1987*. Paris, UNESCO, 1987. \$82.00.

U.S. CENTRAL INTELLIGENCE AGENCY. *World Factbook*. Washington, annual. Request from INR/EX/DCB.

U.S. CENTRAL INTELLIGENCE AGENCY. National Foreign Assessment Center. *Chiefs of State*

and Cabinet Members of Foreign Governments. Washington, bimonthly. Request from INR/EX/DCB.

U.S. DEPARTMENT OF STATE. Office of the Legal Adviser. *Treaties in Force: a List of Treaties and Other International Agreements of the U.S. in Force*. Washington, U.S. Govt. Print. Off., annual. Automatic distribution to posts.

World of Learning, 1990. London, Europa, 1990. \$290.00.

Worldwide Government Directory with International Organizations. Bethesda, MD, Cambridge Publications, 1989. \$275.00. ■

New publication: memos of the Secretary, 1949-51

The Department has released the microfiche publication, "Memoranda of the Secretary of State, 1949-1951, and Meetings and Visits of Foreign Dignitaries, 1949-1952," a supplement to the "Foreign Relations of the United States" series. This publication presents a chronological record of memoranda by Secretary Acheson or one of his deputies from 1949 through 1951, and additional material relating to meetings between senior U.S. and foreign officials from 1949 through 1952.

The documents were maintained by the Executive Secretariat of the Department. The Secretary's memoranda are presented chronologically, as filed by officers of the secretariat, followed by the documents on the meetings and visits. All related documents, including routing slips and notes, follow the papers to which they were originally attached.

All material in these two collections has been reproduced, except for a few papers that could not be declassified in whole or in part because of continued sensitivity on national security or privacy grounds. This microfiche publication was said to be part of the Department's effort to make the official foreign affairs record more widely available to scholars and other users. "These publications reproduce significant and unique collections of historical documents, only a small part of which can be printed in 'Foreign Relations' volumes," the Department said.

The two collections in this publication, comprising 3,471 manuscript pages on 39 microfiche cards and accompanied by a 66-page printed guide containing a comprehensive index, were prepared by the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication No. 9672; GPO Stock No. 044-000-02240-1) may be purchased for \$20 from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to the superintendent.

For information, contact John P. Glennon, (202) 663-1144. □

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