

State

UNITED STATES DEPARTMENT OF STATE DECEMBER 1993



Dublin

New York

Dhaka



Paris

Washington

Kathmandu

Season's Greetings

Kingston

Doha

Santiago

Ouagadougou

Rangoon





LETTERS

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State to acquaint its employees, at home and abroad, with developments that may affect operations or personnel. There are 11 monthly issues (none in July).

Deadline for submitting material is in the first week of each month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions (anonymous submissions will not be published) to STATE magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 812-2475. Contributions may also be dropped off in Room 3811 Main State.

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Editor Sanford (Whitey) Watzman
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Staff assistant Kim Banks □



THE COVER—The very best of the season to all of us (from every single one of us) in this great big family called State, Civil Service and Foreign Service, wherever you find yourselves during the holidays—at home or around the globe. Our colleagues who greet us include (clockwise, from top): in *Dublin*, deputy chief of mission THOMAS TONKIN; in *Dhaka*, personnel officer SHARON NICHOLS; in *Paris*, economic officer JOSEPH YUN; in *Kathmandu*, Foreign Service national INU K.C., a consular assistant; in *Doha*, Ambassador KENTON KEITH; in *Rangoon*, communications program officer MILLARD J. ROLLINS; in *Ouagadougou*, nurse practitioner DANA WASSERMAN; in *Santiago*, information management officer STEVEN J. VALZEZ; in *Kingston*, consular officer JOHN WECKER; in *Washington*, in the Office of Central European Affairs, secretary HEAYA SUMMY; in *New York*, passport clerk Yolanda Robertson; and, coming in for a landing near the North Pole, where he suspects there may be a plush post, STATE's own SUPERCRAT (disguised as Santa Claus). The drawings are adapted from photos selected at random from the files of the magazine.

Too generous?

ANDERSON, S.C.

DEAR EDITOR:

Thank you for printing my letter in the May issue concerning the high number of Department employees who receive monetary awards for outstanding service, and the follow-up letter by Christine Shurtleff, in the July-August issue, which really put this out-of-control program into perspective.

The October 25 issue of U.S. News and World Report contains an article on why rewards don't work and how they can even sabotage desire and stifle creativity. It states: "The more rewards are used, the more they are needed." And it goes on: "These programs are both insulting and destructive to high-quality work; they betray a belief that workers need to be controlled and coerced. Instead, workers should be well compensated but not led to compete for bonuses or raises."

This excellent article, which should be required reading by all bureaucrats, refutes the long-held belief that monetary awards instill motivation among staff members. I suggest that all Government policy-makers read it, then coordinate a program to reduce the huge annual payout of monetary awards at all levels of the Government. I see no reason why taxpayers' money should be used to reward Government workers for doing a job they were hired to do!

Finally, if this suggestion to reduce Government spending becomes policy, don't you agree that the suggester deserves serious consideration for a monetary award himself? I can make myself available for a Government-paid trip to Washington to accept my check in person

Sincerely,

GORDON J. BRUEGL

Retired communications officer □

Senior women

MEXICO CITY

DEAR EDITOR:

The October issue contains an article on Senior Foreign Service women. I commend STATE for including this article.

The introduction states that the author "has been tracking this subject for some time." Nevertheless, a bit more time should have been spent researching the titles of these women.

For example, the titles of the two senior women in Embassy Mexico City are incorrect in the article. Patricia A. Langford is *minister-counselor* for consular affairs, not "counselor" for consular affairs. Kathleen J. Mullen is consul general, not a "consular officer." If the titles of the two senior women in Embassy Mexico City are listed incorrectly, I wonder how many others are incorrect? One does not have to be a senior officer to be a "counselor" or "consular officer." Credit should be given where credit is due.

Sincerely yours,

DELIA OZETA

Foreign Service secretary □

More on senior women

ARLINGTON, VA.

DEAR EDITOR:

In the October issue Joan Plaisted writes that of the 772 women senior officers in the Foreign Service, "several attended the Senior Seminar." The participation of women in the Senior Seminar and their

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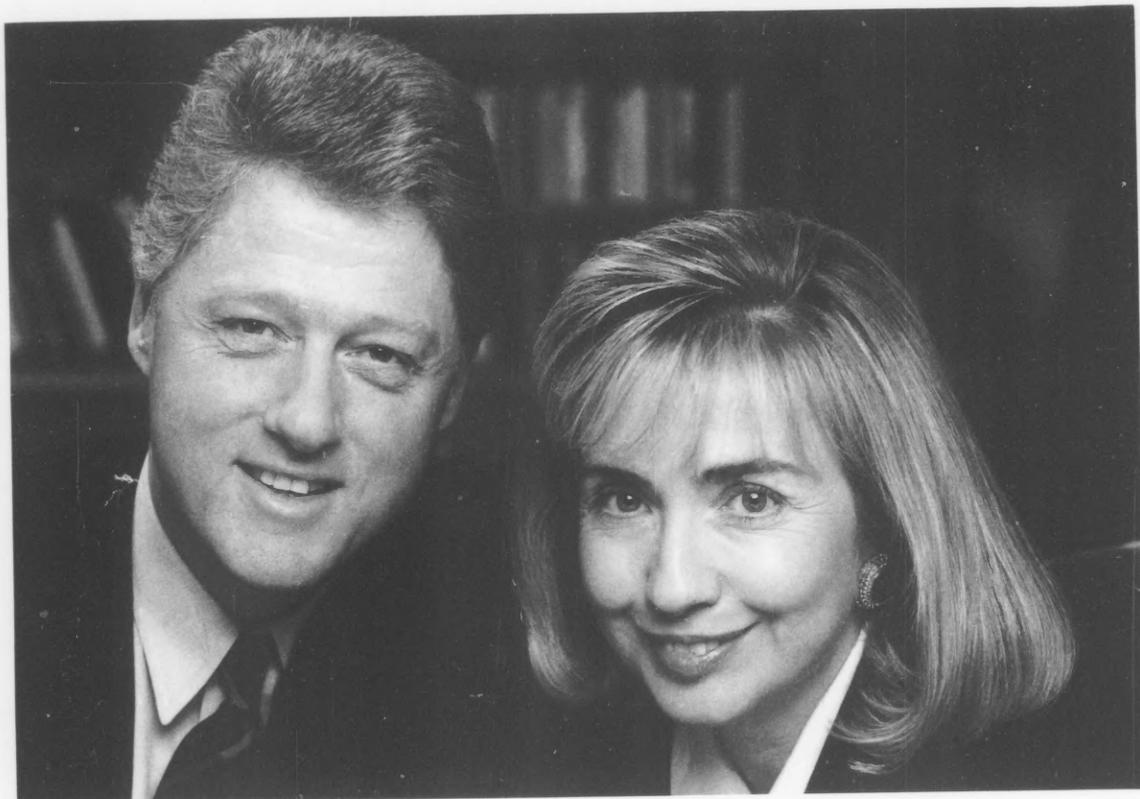
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On the occasion of our first holiday message, we want to wish a joyous holiday season to all of you at the State Department. Thank you for your dedicated efforts to bring peace to the world.

Hillary and Bill Clinton



To the entire foreign affairs family, in the United States and around the world: Our best wishes for good health and abiding happiness in a world of peace.

Marie Christopher
Marie Christopher

NEWS H I G H L I G H T S



5 Secretaries of State attend dedication of State's new training center

Secretary Christopher presided over the inauguration of the National Foreign Affairs Training Center, successor to the Foreign Service Institute, in an outdoor ceremony at the Arlington, Va., center on October 13. The \$63-million facility is at 4000 Arlington Boulevard on 72 acres. Several hundred State employees and others attended the event, including four former Secretaries of State—William Rogers, Cyrus Vance, George Shultz and Lawrence Eagleburger—and two congressmen—James Moran (D.-Va.) and Frank Wolf (R.-Va.).



Congressman Lee Hamilton, chairman of the House Foreign Affairs Committee, addresses black-tie gathering in the National Buildings Museum after the dedication. (State Department photo by Chip Beck)

Five Secretaries of State, from left: Cyrus Vance, Lawrence Eagleburger, Warren Christopher, William Rogers, George Shultz. (State Department photo by Ed Anderson)

The ceremony opened with music by the U.S. Marine Band and presentation of the colors by the Marines. Lawrence Taylor, director of the center, introduced Secretary Christopher, who said in his remarks, among other things: "Our training and policy objectives will reflect a new focus on economic issues. Diplomacy for global competitiveness will translate at the training center into courses and private-sector partnerships that deepen our understanding of the global economy. The men and women trained on this campus will emerge as export advocates. They will learn to help promote not only our physical security, but our intellectual property.

"Training at the center will be structured to reinforce the Clinton administration's emphasis on cross-cutting global issues. The environment, population, refu-

gees, as well as narcotics, international crime and terrorism will all be an integral part of the curriculum. Confronting these global issues will test our capacity to work with diverse international institutions and cultures—and our ability to work in disciplines not always associated with foreign affairs professionals.’

After the Secretary’s address, Molly Raiser, chief of protocol, administered the oath of office to 14 new Foreign Service employees—Linda Belton, who will be assigned to the Office of the Under Secretary for Management; Michael Bender, Lagos; Jeffrey Brokaw, A.I.D.’s Bureau of Latin America and Caribbean Affairs; Donna Chase, Paris; Catherine Elliott, Beirut; Courtney Johnson, U.S.I.A.; Kathleen Kriger, Budapest; William Middleton, U.S.I.A.; Manish Mishra, Muscat; Vandean Philpott, Burundi; Bounchanh Senthavong, Lao language broadcasting service; Brett Wantanabe, Bangladesh; Eric Wenberg, Moscow; and William Zarit, Taipei.

Employees and their guests then toured the facility. That evening, a black-tie dinner was held at the National Build-



Lawrence Taylor, director of the training center, arrives with Secretary Christopher. (State Department photo by Chip Beck)

ing Museum under the auspices of the Association for Diplomatic Studies, the American Academy of Diplomacy, the American Foreign Service Association, the Business Council for International Understanding, the Council of American Ambassadors, the Una Chapman Cox Foundation, and Diplomatic and Consular Officers, Retired. ■



State Department old-timer Barney Lester with former Secretary Shultz. (State Department photo by Chip Beck)



The new training complex. (State Department photo by Chip Beck)

At a Post Near You

FOR FOREIGN SERVICE people, it's hardly all work and no play. In fact, *the play is the thing* at some posts as members of Foreign Service families find themselves performing in theatrical groups, reporting that they're having a great time.

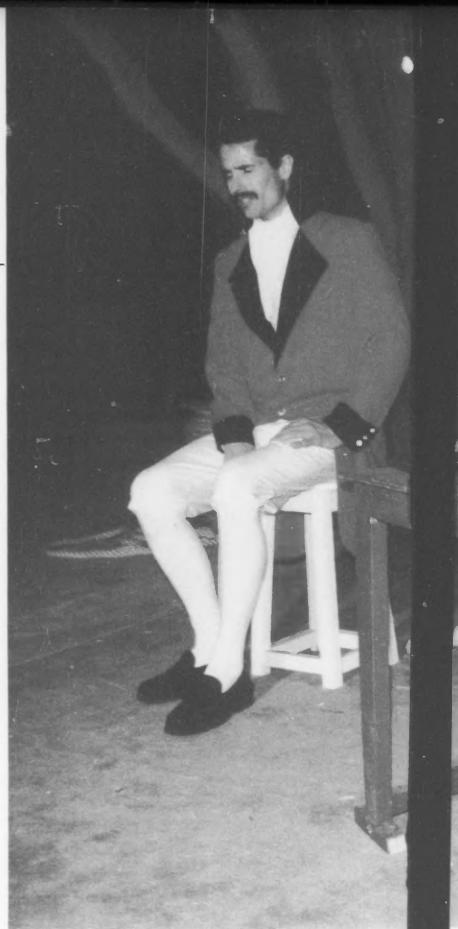
Several of them have played parts in "Don't Drink the Water," a Woody Allen comedy with a Foreign Service slant. Says Christine Everhart, a secretary in Yaounde, who appeared in the play in Kinshasa and Dakar and who's now thinking of bringing the production to Cameroon: "The characters are those we know and love—a political-appointee ambassador, his slavish deputy chief of mission, an inept junior officer, a bumbling family of American tourists and an asylum-seeking priest."

Ms. Everhart's "most memorable" moment took place during dress rehearsal in Kinshasa. She recalls: "The stage was set and all the props were in place, including a bundle of sticks of *fake* dynamite. Skip Watson of A.I.D. played the junior officer, and I was a tourist's daughter. Angier Peavy, a U.S.I.A. trainee now in Barcelona, played the deputy chief of mission. It was Angier's job to toss the dynamite on stage.

"The dynamite landed not in the middle of the stage, as intended, but hit Skip in the head. There was a smack loud enough to be picked up by a video camera 25 feet away. Angier ran from the stage with her hands over her mouth. Skip held his head in his hands, blood trickling through his fingers. Spider Miller, head of the Zaire-American military cooperation team, said: 'He's bleeding like a stuck pig!' Meanwhile, our director, Elaine Lane, the wife of an A.I.D. employee, didn't realize Skip had been hit. She kept yelling: 'Come on, folks—no interruptions! Let's continue straight through.' But the actors ignored her.

"Seven stitches were required to sew up poor Skip's scalp. Yet in the true tradition of 'the show must go on,' he played his part that night. It was a stellar performance. He ignored what must have been a painful wound."

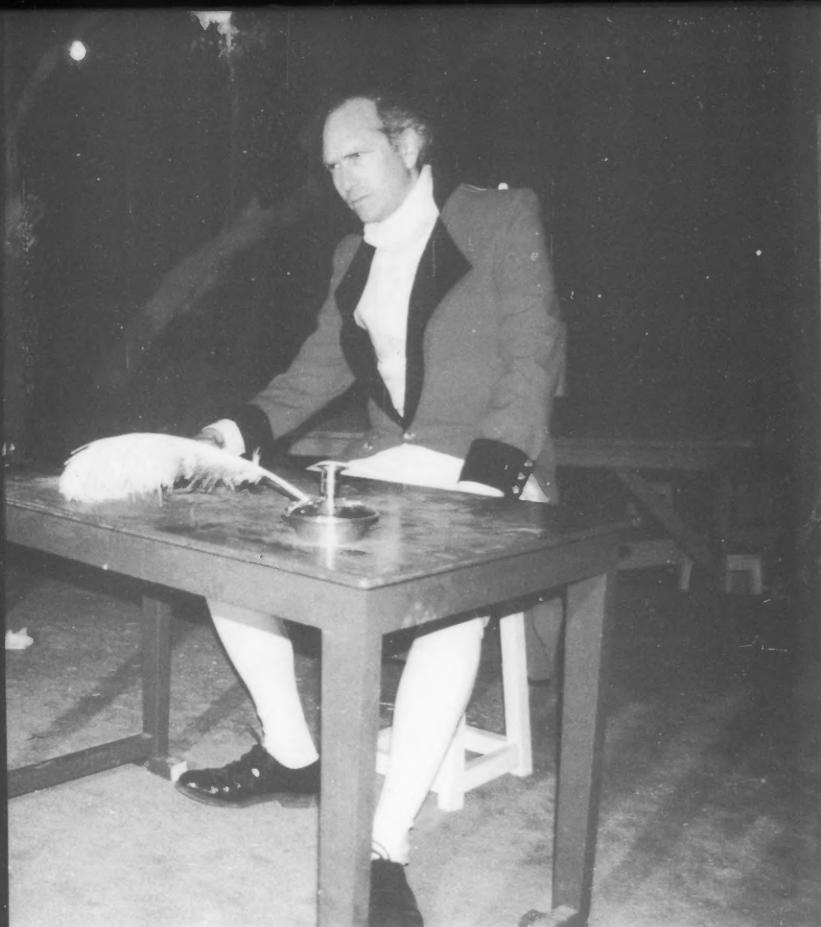
Teresita Schaffer, the ambassador to Sri Lanka, played a mad chef in the same play while serving as economic officer in Islamabad. She says: "Our production was the brainchild of Arnie Raphel, our political officer who later returned as ambassador and was killed in a plane crash with President Zia. Arnie had ambitious plans for 'Don't Drink the Water.'



In Nouakchott, performing in "Our Country's Good," communicator *Patrick McCumber*, left, and economic, consular and commercial officer *Andrew Snow*.

"The cast was large—about 25—drawn from all over the expatriate community. Some were natural hams, like University of Illinois professor Marv Weinbaum and his wife, Francine, and deputy chief of mission Peter Constable. Some were reviving theatrical interests that had lain dormant for years, and some were hitherto undiscovered talent, like political counselor Howard Schaffer, who played a secret policeman. Inevitably, we found the play taking over our lives for the six weeks of rehearsal. My son, then 3, protested: 'Are you going to another "reversal?"'

"The most remarkable thing about the performance was how it lived on. Over the next few years, new editions of Arnie Raphel's 'Don't Drink the



Water' turned up around the globe. A.I.D. officer Tom Mahoney, who starred in the Islamabad production, put the play on again in Manila a couple of years later, with Islamabad veterans Steve and Monica Sinding. The Sindings, in Nairobi, put together yet another production. Now, the Weinbaums are rumored to be applying for a Fulbright grant. Could another 'Don't Drink the Water' be on the horizon?

"If it is, get your tickets now. You won't be disappointed. You'll laugh, and you'll see a side of your colleagues you never suspected."

Charlene Perry, now a secretary in the Bureau of Personnel, until recently assigned to Seoul, concurs. She says: "I never expected to be bitten by the acting bug. But after repeated urgings from friends, I decided to audition for a comedy at the Yongsan Performing Arts Center. I was delighted not only to survive the nerve-racking audition

but to be cast in 'You Can't Take It With You.' That small part was all it took to whet my appetite. Later, I was selected for a major role in 'The Forfeigner.' That's when I met a real-life bug."

Ms. Perry explains: "The show was in progress, the moment hushed and intense. My fellow thespian was caught up in his story, which he was telling in a made-up language. I made a show of concentrating deeply, as if I could understand the meaningless words. Into this 'moment' zoomed a world-class-sized moth, hovering directly in the storyteller's face. It's hard to say whether it was the moth or my fellow actor's attempts to encourage him to retreat that caused my collapse into uncontrollable laughter. All actors, I've since discovered, have unexpected things happen on stage."

Some Foreign Service players cite logistical difficulties. Jan Cohen, the community liaison officer in Kathmandu, recalls the challenge of coping with a transient crew. She says: "The lights don't have to work and the set can fall



down, but you do need people! What happens when the anxious director is dying of nerves while her leading man is snowed in? Or when an actress arrives late because she was at an official function and couldn't leave before the king did? Or an actor tells you he's sorry but he's just been transferred to Bhutan?



Cast of a murder mystery in Kathmandu, seated, from left: *Constance Wilkinson, Gagan Makar, Lee-Alison Sibley*, wife of economic and political officer *George Sibley*. Standing: A.I.D. economist *Neal Cohen* and his wife, community liaison officer *Jan Cohen*, *Amar Raj Singh*, *Mariam Sandhu*, *Bill Starr*, *George Sibley*, *Mike Coll*, the defense operations coordinator, and *Homi Jamshed* of A.I.D.

"Even when an actor *is* in town, your problems aren't necessarily over. Mark Larson, the assistant public affairs officer, played a wonderful—but yellow—Romeo. Stricken with hepatitis, he lay on mattresses in the dressing room, consuming soft drinks until it was time to go on each night."

Then there's the challenges of makeshift sets and the limitations of life in the third world. Ms. Cohen says: "Our theater may be in a five-star hotel, but the stage still floods now and then. And because the room is being preserved as part of Nepal's heritage, we can't hammer into the walls or floor. This makes our sets resemble a slightly shaky house of cards."

"Local carpenters, confused by our need to build a room within a room, don't see why nails can't stick out in back. And local cleaners, despite crazy expatriate pleas to the contrary, know that hotel management wants the stage floor waxed. Lee-Alison Sibley, wife of the political and economic of-



Nouakchott players in "The Haberdashery," from left: *Anthea Daguerrassar, Serguei Kroutczenko* and *Olivia Brown*, wife of the ambassador.

ficer, once tore her dress on a stray nail and slid halfway across the stage upon her entrance.

"But I'll wager no one adapts as well as the Nepalis. All I have to say is 'yo—mero nattak ko-laagi ho—this is my play—and my Nepali helper says no more about the charred baby doll, the pistols, the empty liquor bottles or the riding boots in my front hallway.'"

The actors believe their experiences draw them closer to the people of the country and others there of other nationalities. Says Angela Dickey, the desk officer for Iran, until recently political officer in Nouakchott: "In a

community that lacks a U.S.I.A. presence or an American cultural center, our group played an important role in introducing Mauritians to Americans. It was also instrumental in forging friendships in the wider expatriate community. The Nouakchott International



Angela Dickey in "Mademoiselle Julie," produced in Nouakchott.

Players includes Americans, Lebanese, French, Germans, and Ukrainians, as well as Mauritians."

Putting a show together draws the embassy closer together, too, the actors say. Ms. Dickey says: "In February we produced 'Our Country's Good,' a play about the founding of Australia by British convicts. This was a large-scale production that involved a concerted construction, costuming and publicity effort. The general services section went into high gear building the set and stage, wiring the makeshift 'theater under the stars' and providing everything from nails to fishing nets. The French cultural center contributed lights and a lighting director. Cast members and their families hit the streets, selling advertising and tickets and plastering posters on storefront windows."

"'Our Country's Good' was a sell-out, bringing in about 400 theatergoers during a two-night run. Not bad, considering there are only about 100 native English speakers in Mauritania. Our success was due in large part to the hard work of the entire embassy community. May the show go on!"

—BARBARA QUIRK □

A P P O I N T M E N T S

Envoys are named for 7 countries

President Clinton as of mid-November had named ambassadors for seven more countries. The nominations would require Senate confirmation. The posts and the persons named are:

—**Bahamas**—Sidney Williams, a sales consultant to Mercedes Benz, to succeed Chic Hecht.

—**Denmark**—Edward Elliott Elsen, a professor of government and foreign affairs at the University of Virginia, to succeed Richard B. Stone.

—**Morocco**—Marc Charles Ginsberg, Washington attorney, to succeed Frederick Vreeland.

—**Nepal**—Sandra Louise Vogelgesang, senior policy adviser to the administrator of A.I.D., to succeed Julia Chang Bloch.

—**Netherlands**—K. Terry Dornbush, a private investor, to succeed C. Howard Wilkins Jr.

—**Sweden**—Thomas L. Siebert, a Washington attorney, to succeed Charles E. Redman.

—**Switzerland**—M. Larry Lawrence, chairman and chief executive officer of the Hotel del Coronado Corp., to succeed Joseph B. Gildenhorn.

Following are biographical sketches of the persons named.

Bahamas

Sidney Williams has been a sales consultant to Mercedes Benz in Hollywood, Calif., since 1979. He has also been a speaker and mentor to youth groups, on events such as Martin Luther King Day, career days and Black History Month, since 1983.

Mr. Williams began his career in 1964 as a professional football player. He played for the Cleveland Browns (where he was a member of the 1965 National Football League championship team), the Washington Redskins, the Baltimore Colts and the Pittsburgh Steelers. In 1966 he became a business developer for the Black Economic Union in Los Angeles. He was a legislative aide in the Los Angeles City Council, 1974-76, then project manager of the Los Angeles Community Redevelop-



Mr. Williams



Mr. Elson



Mr. Ginsberg

ment Agency, 1976-79.

Mr. Williams was born in Shreveport, La., on March 24, 1942. He earned a bachelor's from Southern University, which he attended on an athletic scholarship, and a master's from Pepperdine. He served in the National Guard, 1964-65, and in the Reserves until 1970. He is a member of Southern's athletic hall of fame, the board of directors of Southwest Community College Foundation, Alpha Phi Omega fraternity and the National Association for the Advancement of Colored People. He is married to Maxine Walters, a Democratic congresswoman from California, and has two stepchildren.

Denmark

Edward Elliot Elson has been a professor of government and foreign affairs at the University of Virginia since earlier this year. He has also been director of the RF&P Corp. of the Virginia state retirement system since last year.

Mr. Elson began his career in 1959 as executive vice president of the Airport News Corp. and Atlanta News Agency, Inc. He later served as president and chairman of both organizations until 1985. He was also president, then chairman, of Elson's, Atlanta, 1963-85. While serving in those capacities, he was active as well as a member of the President's Commission on Obscenity and Pornography, 1967-71, a member of Atlanta's fund appeals review board, 1971-73, vice chairman of the Atlanta-Fulton County Recreation Association, 1975-80, chairman of the Georgia advisory committee to the U.S. Civil Rights Commission, 1975-81, treasurer of the Public Broadcasting

Council of Atlanta and the Fulton County public schools, 1976-79, member of the board of directors of National Public Radio, 1977-80, member of the delegation on the return of the crown of St. Stephen to Hungary, 1978, and chairman of the Gordon County Bank in Georgia, 1979-83. In 1983 he became chairman of W. H. Smith Holdings, U.S.A. He was a member of the board of visitors, University of Virginia, 1984-92, then rector of the university, 1990-92.

Mr. Elson is a trustee of Brown University, Talledega College, Hampton University, Hebrew Union College, Spelman College, the American Federation of Arts executive committee, the American Jewish Committee, the Jewish Museum, Glyndebourn Association of America, Inc., the John Carter Brown Library and the National Symphony Orchestra. He is trustee and secretary of the board of Brenau University; trustee and chairman of the Jeffersonian Restoration Advisory Board and the Jewish Publication Society; trustee and vice president of the American Jewish Historical Society and the National Foundation for Jewish Culture; and a member of the trustee's council of the National Gallery.

Mr. Elson also serves as chairman of Brown University's parents council, the National Public Radio Foundation, Commentary magazine's publication committee, chairman emeritus of the Carlos Museum of Art and Archeology and vice chairman of the Jewish Educational Loan Fund. In addition, he is a member of the University of Virginia Real Estate Foundation, the Southern Regional Council, the Academy for Corporate Governance and the White Burkett Miller Center for Public Affairs, and a member of the

boards of Emory University, the University of Virginia alumni association, Phillips Academy, Brandeis University, Reading is Fundamental, the Appeal of Conscience Foundation and the Association of Governing Boards of Universities and Colleges.

Mr. Elson was born in New York on March 8, 1934. He received a bachelor's from the University of Virginia and a law degree from Emory. His foreign language is French. He holds awards from National Public Radio, the University of Virginia, the University of Illinois, the American Jewish Committee, Brandeis University, Omicron Delta Kappa and Pi Delta Epsilon. He is married to Suzanne Goodman Elson and has two sons.

Morocco

Marc Charles Ginsberg has been an attorney at the Washington law firm of Galland, Kharasch, Morse & Garfinkle since 1987. He began his career in 1973 as a legislative assistant to Senator Edward M. Kennedy in the senator's capacity as chairman of the Senate Judiciary Committee's subcommittee on refugees. He served as special assistant to the under secretary for management at State, 1977-80. In 1980 he became deputy senior adviser to the President for Middle East affairs. He was an attorney at Surrey & Morse in Washington, 1981-87.

Mr. Ginsberg was born in New York on October 18, 1950. He earned a bachelor's from American and a law degree from Georgetown. His foreign languages are French, Hebrew and Arabic. He received Fox Connecticut State and American and Georgetown University scholarships. He has published articles on legal issues, international trade and foreign policy. He is a member of the Washington Foreign Affairs Council, the American Bar Association, the District of Columbia Bar Association, Temple Har Shalom in Potomac, Md., the National Jewish Democratic Council and Georgetown University's South African Legal Resource Center. He is married to Janet Louise Ginsberg and has two sons.

Nepal

Sandra Louise Vogelgesang has been



Ms. Vogelgesang



Mr. Dornbush

senior policy adviser to the administrator of A.I.D. since earlier this year. Before that, she was a key author of the "State 2000" report that became a model for the Department's reorganization.

Ms. Vogelgesang began her career in 1967 as administrator of the U.S. education exchange program at the embassy in Helsinki in 1967. She earned a doctorate and wrote a book, "The Long Dark Night of the Soul: the American Intellectual Left and the Vietnam War," 1969-71. In 1971 she became a Nordic analyst in the Bureau of Intelligence and Research. She served as chairwoman of the Secretary's Open Forum, 1973-74, and as an economist in the Bureau of Economic and Business Affairs, 1973-75.

Ms. Vogelgesang was a member of the Policy Planning Staff under Secretaries Kissinger and Vance, 1975-77. In 1977 she became an international affairs fellow at the Council on Foreign Relations, where she wrote a book, "American Dream/Global Nightmare: The Dilemma of U.S. Human Rights Policy." Next, she was deputy for policy planning in the Bureau of European and Canadian Affairs, 1978-81. In 1981 she became director of the Europe bureau's Office of Regional Political-Economic Affairs. She served as economic minister in Ottawa, 1982-86, and deputy assistant secretary for international organization affairs, 1986-89. She was principal deputy assistant administrator for international activities at the Environmental Protection Agency, 1989-92.

Ms. Vogelgesang was born in Canton, O., on July 27, 1942. She holds a bachelor's from Cornell and two master's degrees and a doctorate from the Fletcher School of Law and Diplomacy. Her foreign languages are German, Swedish and French. She has received the Distinguished, Superior and Meritorious Honor

Awards, presidential and senior Foreign Service performance awards and the Environmental Protection Agency's International Award. She has written articles for the New York Times, International Studies Quarterly, Foreign Affairs and Current Economic Developments. She is a member of the American Foreign Service Association, the Council on Foreign Relations, the advisory committee of the Americas Society and the Cornell and Fletcher alumni associations. She is married to Geoffrey Ernest Wolfe and has a daughter and a son.

Netherlands

K. Terry Dornbush has been a private investor in Atlanta since 1989. Since 1970 he has also been director of the New York Venture Fund and subsequently formed or acquired Retirement Planning Funds of America, Inc., Venture Income Plus, Inc., and Venture Muni Plus in Santa Fe and New York. In addition, he is proprietor of the Dornbush Co. and a general partner in Dorn Associates, KTR Ltd., Stephens Woods Associates, Yulee Limited Partnership in Atlanta, and Triangle Investment Limited Partnership in Nassau County, Fla.

Mr. Dornbush began his career in 1955 as a partner in the corporate finance department of Courts & Co., Atlanta. He was a consultant and a member of the executive committee and board of directors of the Hickory Furniture Co., 1968-74. Next, he was founder, director and chairman of the audit and finance committees of First Women's Bank, 1975-80, and director of Southeastern Bonded Warehouses, Inc., 1976-90. In 1978 he became chairman of the board of the Thermo-Materials Corp. He served as president of the Egmont Investment Co., 1978-86, and chairman and chief executive officer of the Dixie Bag Co., 1980-89.

In 1981 Mr. Dornbush became president of DOAG U.S.A., Inc. He served as director of WFI Transport, Inc., 1981-90, Knight Transportation Co., Inc., 1983-90, and the Dornbush Group System, 1988-90. He was director and chairman of the board of Dornbush Group, Inc., and vice chairman of the board of American Western Corp., 1988-90.

Mr. Dornbush was born in Atlanta on October 31, 1933. He received a bachelor's from Vanderbilt and attended the

Emory School of Law and the New York Institute of Finance. His foreign language is German. He served in the Army Reserve, 1957-65. He is a member of the Capital City Club, the Episcopal Cathedral of St. Phillip, the Skin Cancer Foundation Advisory Council and the Vanderbilt University alumni board of directors. He is married to Marilyn Pierce Dornbush and has three children.

Sweden

Thomas L. Siebert has been of counsel at Besozzi, Gavin & Craven in Washington since earlier this year. He had been of counsel at Besozzi & Gavin since 1987.

Mr. Siebert began his career in 1965 as an intern in the office of then Ohio Congressman Robert E. Sweeney. He was a volunteer in the office of Senator Robert F. Kennedy, 1966-68. In 1968 he became an aide in the office of Senator Carl Hayden. He was an associate at the law firm Pittman, Lovett, Ford & Hennessey, Washington, D.C., 1971-78, then a partner at Lovett, Ford, Hennessey, Stambler & Siebert, 1985-87.

Mr. Siebert was born in Cleveland on May 2, 1946. He earned a bachelor's and a law degree from Georgetown University, where he served on the law review. His foreign language is French. He is a member of the board of regents at Catholic University, the board of visitors at St. John's College, the U.S. Naval Academy midshipmen program, the Naval Academy Catholic Church, St. Mary's Catholic Church, Maryland Hall for the Creative Arts, the Annapolis Association, the District of Columbia Bar Association, the American Bar Association and the Federal Communications Bar Association. He is married to Deborah Simpson Siebert and has two daughters and two sons.

Switzerland

M. Larry Lawrence has been chairman and chief executive officer of the Hotel del Coronado Corp., Coronado, Calif., since 1986. He began his career in 1948 as president of Century, Inc., a carpentry company. He was vice president of Great American Homes, 1950-54, and Tri-W Builders, 1954-60. In 1960 he became owner and chief executive officer of M. Larry Lawrence & Associates. He



Mr. Siebert



Mr. Lawrence

served as chairman, president and chief executive officer of Del Properties, Inc., 1963-86.

Mr. Lawrence is chairman of the Economic Advisory Board of San Diego County and a member of the Center for National Policy advisory board, the California Senate Commission on Efficiency and Cost Control in State Government, the Guardians, the San Diego University History Research Center, the University of San Diego's President Club and the board of the John F. Kennedy Library Foundation.

His past affiliations include the Navy League of the United States, the Israel Bond Campaign, the Greater San Diego Sports Association, the Vietnam Veterans Leadership Program of San Diego, Inc., the Nobel Peace Prize Nominating Commission, the Scripps Clinic and Research Foundation, the American Israel Public Affairs Committee, the International Center for Development Policy, the Wellness Community Advisory, the American Merchant Marine Veterans Association and the Joan Kroc Hospice Center.

Mr. Lawrence holds many awards, including honors from Rotary, the city of Coronado and county of San Diego, the

University of Arizona, the Beta Gamma Sigma Honor Society, San Diego State University, United Way, the Israel Bonds Prime Minister's Club, St. Vincent de Paul Village and the Russian Federation. He has been listed in "who's whos" of America, of California and of Jewry.

Mr. Lawrence was born in Chicago on August 16, 1926. He served in the Merchant Marine, 1944-45, and attended the University of Arizona, 1945-47. He is married to Shelia Davis Lawrence and has three daughters and a son. □

Sievering chosen as representative to atomic agency

President Clinton has named Nelson F. Sievering Jr., senior fellow and director of the nuclear nonproliferation program at the Atlantic Council since 1988, as U.S.



Mr. Sievering

representative to the International Atomic Energy Agency. He would succeed Richard T. Kennedy. The nomination would require Senate confirmation.

Mr. Sievering began his career in 1948 at the U.S. Atomic Energy Commission. After holding various positions there, he became deputy for Euratom affairs at the Brussels U.S. mission to the European Community and the U.S. Atomic Energy Commission in 1959. He was associate director for advanced systems at the commission, 1961-65. In 1965 he became senior technical adviser in the Bureau of International Scientific and Technological Affairs at State.

Mr. Sievering served as deputy director of the Bureau of Oceans and International Environmental and Scientific Affairs, 1972-75. In 1975 he was named assistant administrator for international affairs at the Energy Research and Development Administration. He was deputy assistant secretary of energy for international programs, 1977-78. Next, he was principal consultant at International Ener-

People at State

Edward G. Abington has been designated as consul general in Jerusalem . . . Peter E. Bass has been named a senior adviser to the assistant secretary for public affairs . . . Michael O'Brien is executive director, Bureau of International Organization Affairs . . . James B. Steinberg is deputy assistant secretary for intelligence and research . . . Awilda R. Marquez has been named director of the White House Liaison Office. □

gy Associates Ltd., 1978-80, then deputy director general for administration at the International Atomic Energy Agency, 1980-87. He was personal representative of the director general of the agency to the United Nations from 1991 until earlier this year.

Mr. Sievering was born in Newark, N.J., on December 8, 1924. He earned a bachelor's from Yale and a master's from Columbia. He served in the Navy, 1943-46. His foreign languages are German and French. He holds a Superior Honor Award, two Distinguished Service Awards and the Outstanding Young Engineer award of the Atomic Energy Commission. He is a member of the American Foreign Service Association; Diplomatic and Consular Officers, Retired; the Yale Club of Washington; the Yale Scientific and Engineering Association; the American Association for the Advancement of Science; and the American Nuclear Academy. He is married to Dorothy R. Sievering and has two sons. □

Several senior officers assigned roles that relate to Somalia

Robert B. Oakley, Richard W. Bogosian, James F. Dobbins and David H. Shinn have taken up duties in connection with the troubled situation in Somalia, at the Horn of Africa. The United States has a liaison office but no embassy there.

Mr. Oakley, who was special envoy to the country under President Bush, has been reappointed by President Clinton and is acting as special envoy for political reconciliation, operating both in Washington and in the field. Mr. Bogosian is in Mogadishu as special envoy to Somalia.

In the Department, James F. Dobbins has been named special Somalia coordinator and is advising the Secretary and other Department principals on all issues relating to the nation. He and Richard Clarke, special assistant to the President, are co-chairing an interagency group on development and implementation of U.S. policy toward Somalia that reports to the Interagency Deputies Committee.

Under Mr. Dobbins is the Somalia Coordination Staff, headed by Mr. Shinn. It replaces the Somalia Monitoring Group. David Pierce is deputy director. ■

Department of Un-Alikes

Memo from the editor: This is a magazine about people, and therefore you should know who the people are at State, especially if they've got rank. Right? To begin with, then, get this straight: George Moose is not Richard Moose, and John Hicks is not Irv Hicks. Never mind that all four are identified with African affairs. Knowing this just makes it confusing. It's better to sort them out.

Let's start with *Richard* Moose. Forget for a minute that he used to be assistant secretary for African affairs. Why? That's because *George* Moose has that job now.



Mr. Moose (Richard)



Mr. Moose (George)

It's better to think of Richard Moose as under secretary for management, which is what he has just become—for a second time. The first time was in the Carter administration, when he held the management job briefly, only to shift over to the Africa bureau. This time around, Brian Atwood held the management job briefly, then shifted to A.I.D., which is where John Hicks is now.

John Hicks heads the Africa bureau at A.I.D. He's a Foreign Service officer. So is *Irv* Hicks. *Irv* Hicks was deputy assistant secretary for African affairs—but at State, not



Mr. Hicks (Irv)



Mr. Hicks (John)

A.I.D. *George* Moose is a Foreign Service officer, too. As for *Richard* Moose, he used to be a Foreign Service officer.

Irv Hicks is back in the Africa bureau—which is to say at State, not A.I.D. Both *George* Moose, but not *Richard* Moose, and *Irv* Hicks, but not *John* Hicks, used to be at the United Nations. All four of them live in Washington now, but they're not related.

Do you need any more help? □

LIFE IN THE FOREIGN SERVICE

An 'extra-special' Christmas is remembered

BY ANNE MARIE GABOR

The author is now a secretary in the Career Development and Training Division of the Bureau of Personnel.

This season is a time for remembering special Christmases of the past—when the holiday held even more warmth for me because of an unexpected occurrence. An extra-special Christmas, that will always shine as bright as the star atop the tree, was the Christmas of 1979.

I had recently joined the Department and was assigned as a Foreign Service secretary to the American embassy in Tripoli, Libya. On my arrival there in November, my thoughts focused on how I would be spending the yuletide in this Arabic land which was devoid of snow and Santa. There wouldn't even be a Marine ball, as Libya's leader, Muammar Qaddafi, had made absence of the Marines a condition of the American presence in Libya. So the line from the Marine anthem which goes "...from the halls of Montezuma to the shores of Tripoli" did not apply this year.

On the morning of December 2, as I walked the dusty blocks from my apartment to the embassy, I decided that, since the very first Christmas had been in a Middle Eastern land, I would have a Christmas party for my colleagues, those following both American and Middle Eastern traditions. With this plan in mind, I arrived at the massive wooden door of the embassy and glanced at the lone Libyan sentry who "guarded" us. Usually of pleasant countenance, he averted his eyes. This small sign didn't bode well, I thought, but I entered the four-story building and proceeded to my third-floor office.

The day's activities were under way when John Dieffenderfer, the administrative officer, entered with an urgent message for chargé William Eagleton Jr. He informed Mr. Eagleton that a massive demonstration was taking place in Green Square, a few blocks from the embassy.



The author with John Dieffenderfer today. He's now in the Bureau of International Organization Affairs.

As he spoke, we heard chanting outside—louder and louder. The closed-circuit television monitor showed hundreds of people in front of the embassy. They were shouting anti-American slogans.

The shouts became mingled with loud knocking at the embassy door. It had been only a month since Embassy Tehran was overrun by supporters of Ayatollah Khomeini, with U.S. hostages taken. It had been only days since Embassy Islamabad was burned.

Suddenly, we heard a jarring sound—the splintering of wood as a battering ram penetrated the embassy door. The same thought sprang to the minds of all 21 of us inside. We were going to be taken hostage! Visions of Christmas sugarpilums were replaced by the thought of spending the holidays confined in a Libyan prison.

The moment seemed frozen in time. Then chargé Eagleton and Mr. Dieffenderfer sprang into action. The alarm was activated, sending a wailing siren signifying terrorist attack throughout the building. Thanks to an evacuation drill which Mr. Eagleton had led a few days earlier, we knew what to do next. Classified material had been disposed of previously. As we hurried down the marble stairs and entered the vault in the communications room, my heart was pounding. Everyone accounted for, we left the vault through a

side door which opened into a narrow passageway. Groping our way through the darkness, I fancied we were in a James Bond movie. But in place of a director to yell "Cut!" at the end of the passage, there might be a militant Libyan to yell: "Cut off their heads!"

We emerged from the side door of the embassy, blinking in the sudden strong sunlight. Mr. Eagleton and Mr. Dieffenderfer were the last to leave the beleaguered embassy. They'd been face-to-face with the militants, doing everything possible to hold them at bay.

We walked quickly along the busy street, trying to blend in with the natives wearing angle-length chadors. Like Lot's wife in the bible, I looked back. I didn't turn into a pillar of salt, but I saw a terrifying sight—a mob was pushing into the embassy and crawling up the walls to the second-floor windows. Smashed furniture was being thrown outside.

The honking of a car horn distracted me. It was our embassy driver, and he beckoned us inside the vehicle. With his passengers safely inside, he careened through the narrow streets of the city, barely missing trucks carrying armed Libyan soldiers. We arrived at the British residence on the outskirts of the city, where we were given a gracious welcome. It seemed ironic to have just escaped an hysterical mob and to now find ourselves being served tea in elegant demitasse cups by a smiling uniformed butler.

Night fell, and we were transported under cover of darkness back to our apartments. We were only a stone's throw from our fire-gutted embassy. I pushed a large upholstered chair against my bedroom door and tried to sleep.

At 8 a.m. the phone rang. The caller was Mr. Dieffenderfer, who said we were to be ready to evacuate in one hour, with one suitcase. I hurriedly perused my closets, trying to decide which clothes to take. When the embassy van pulled up outside my apartment, I was ready. We were taken to the airport to board an Air Libya flight to our safehaven in France. It seemed like an eternity as airport officials scrutinized our passports. Finally, they waved us onto the plane. As the plane lifted off of Libyan soil, a cheer went up from us.

The plane seemed like a magic carpet

—(Continued on Page 69)

AT POSTS O V E R S E A S

Santa's sleigh, with gifts for all, lands in New Delhi

BY ALAN ROECKS

Santa Claus has already come to this American embassy in India. He came in February, when I took delivery of 16 boxes valued at \$50,000, labeled "Computer equipment for MAGGIE."



Mr. Roecks

Being systems manager at a large embassy, I receive all kinds of electronic equipment. Sixteen boxes, however, represented the biggest shipment to date. Three of the boxes held computer equipment better than anything we had on hand—a state-of-the-art advanced 486 personal computer, a CD-ROM drive, an interactive laser disk, a laser printer—plus a new VCR. It was Christmas in February!

The remaining 13 boxes contained educational materials, including 105 books, 110 videos, 10 CD-ROMs, six audiotapes and three laser disks. According to the packing list, here were materials on computer literacy, economics, family support, interpersonal skills, management development, preparing for college and science and technology. As an example of the goodies in those boxes, consider the economics and science-and-technology packages. Economics materials included the "Economics U.S.A." series (book, audio and 26 videos) and three CD-ROMs ("Compton's Multimedia Encyclopedia," "Countries of the World" and "U.S. History"). The science-and-technology wrappings included 16 videos on the nuclear age, 26 on the world of chemistry, a basic electronic course consisting of six videos, the "Mechanical Universe" book and video series, beginning with "Static Electricity" and ending, some 12 videos later, with "From Atoms to Quarks" and the "McGraw-Hill Science and Technical Reference Set" on CD-ROM.

But I couldn't find an owner for the shipment. A check of purchase orders showed the equipment wasn't ordered by the embassy. Perhaps it belonged to one of the organizations closely associated with us. I tried the nearby American Embassy School as well as several agencies that had offices in New Delhi—the Library of Congress, U.S. and Foreign Commercial Service and the Department of Agriculture. "Not ours," they replied, "but could you loan us the materials?" Several people wanted to borrow the books discussing the care of aging parents; a local employee asked for the videos on "Coping with Difficult People"; and a parent of three students requested the science series. The American school offered to take immediate possession of the interactive learning disk, *Exito*, for individual learning of Spanish.

We had some great learning materials. But what to do with them? My best guess was that the equipment was shipped incorrectly to Delhi and, with regret, I asked our shipping department to check with the originator, who had a northern Virginia address, to verify that Delhi was the correct addressee.

The ownership of the materials was

resolved a few days later. The political section had been waiting for the equipment to arrive, but it hadn't realized it would be labeled "MAGGIE." I hadn't contacted that section because it seldom received unclassified equipment. It turned out that Delhi was the second embassy to receive a Maggie, Manila being the first, and that Riyadh would receive one within a few months.

Maggie is supposed to be short for "learning magnet." Its purpose is to help overseas Americans keep in touch with U.S. events and trends. Many of Maggie's materials are intended to be checked out and taken home by the embassy people. Maggie provides opportunities for employees to become better-trained professionally and aims to improve their morale and that of their families. For instance, spouses can strengthen skills or develop new ones in such areas as management and computer applications, to help them stay competitive for their return to the U.S. job market. Maggie also includes materials on area culture, eldercare, stress management and personal development. Family members may find resources that will help in preparing for college. Software on world geography, typing and



Maggie's friends, from left: Dolores Graham, Randi Brown, Millie Crites.

building math skills also is available.

Where to locate Maggie was the first order of business. We had intended to put it at the American school or, if necessary, the community liaison office, but neither place had the requisite security safeguards. Because the materials touched on nuclear proliferation and other politically-sensitive areas, it was required that (1) only Americans with picture badges could have unsupervised access to Maggie materials, and (2) the Maggie center be placed in an area where the equipment and educational materials could be closely supervised. So we put it in a secure area adjacent to the systems office and, because I had a background in educational technology, I was asked to oversee its operation.

Still, who would run the Maggie center? Money hadn't been budgeted to staff it because management had planned for Maggie to become integrated into the library in the American school. Since putting it at the school wasn't possible, the embassy had to staff it. We placed an advertisement in the post newsletter for a volunteer and quickly identified a capable one, Millie Crites. Millie, wife of the defense attaché, had been a computer programmer for the Federal Aviation Agency in the early '80s. Millie instantly became known as "Maggie," and her organizational ability helped get the Maggie center moving. She cataloged all learning materials, designed signout sheets and got things rolling. Millie/Maggie was invaluable. But, also, she had to leave for three months for sunny Puerto Rico.

Several users had become interested in Maggie, and Millie successfully recruited one of them, Randi Brown. Randi and her husband, Will, a contractor for A.I.D., were new to the post and overseas life. Randi, a free-lance science writer, felt working at Maggie would give her a better understanding of embassy operations, though she did continue her work as aerobic instructor and nutrition consultant at the medical unit. Like Millie, she was talented and enthusiastic, and the embassy was quick to capitalize on her writing and advertising skills. Randi designed posters and wrote articles about the Maggie center for the post newsletter, *India Ink*. When the editor was out of country, Randi produced *India Ink* using Maggie's laser printer and computer—the first time the newsletter had been printed on a laser printer. It looked great!

As summer neared, more people began using Maggie. We needed more help, and I asked if any American at the American school wanted to work the summer at the Maggie center. An elementary-grade teacher, Dolores Graham, volunteered. She planned to remain in Delhi for the summer (many leave due to the heat), wanted to brush up on her computer skills and learn more about multimedia before she and her husband, the A.I.D. controller, were transferred to Swaziland. She added an important educational dimension to Maggie. She simplified learning materials, critiqued and improved computer classes (taught locally according to a British-style curriculum) and her outgoing, pleasant personality helped make the Maggie center a permanent stopping place for persons new to post.

Dolores left at the end of the summer for Swaziland (where we hope she is setting up a Maggie center of her own), and Millie (returning from Puerto Rico with a great tan) succeeded her. Millie and

Randi now share coordinator responsibilities and are paid from local sources, though we're expecting funding from other sources, too. Just over half of the visitors to Maggie come to use the computer equipment, and the others check out or preview books, videos or tapes.

Maggie's services have expanded to meet the post's needs. In addition to their regular duties, Randi and Millie have taken on special projects. Randi is using Maggie computer equipment to design a briefing book for our new ambassador. Millie has started organizing classes for the many spouses who want to learn more about computers; the registration fee for each class is quite low, and the classes are off to a good start.

Maggie has become an integral part of our day-to-day embassy functioning. If your embassy could use a Maggie, please contact your political section for details. Perhaps you too will get lucky and have Maggie gift boxes arrive at your doorstep. □

THE HOME LEAVE BLUES



In the Holy Land: a refurbished consulate

BY PEGGY ZABRISKIE

The author, until recently the administrative officer in Jerusalem, is now on a one-year assignment in the Washington area to Litton Industries.

The renovation of the historic consulate general in Jerusalem has been completed by the consulate administrative staff, working with the Department's Foreign Building Office.



Ms. Zabriskie, the administrative officer, features cross-vault arch ceilings and four-foot-thick

The consulate residence, an Ottoman Turkish-style house, was built over a century ago by Fredrick Vester, whose family established an American religious colony in Jerusalem. The residence/office building and adjacent annex, which houses the administrative offices, feature cross-vault arch ceilings and four-foot-thick



Distinctive cross-vault arch ceilings in the refurbished living room of the residence.

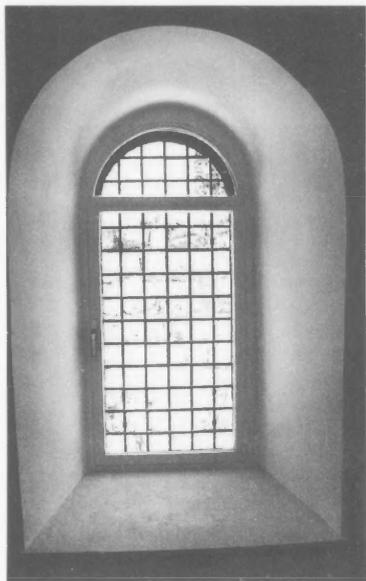


walls, distinctive to the Middle East.

The project in the Holy Land, costing more than \$3 million, consisted of three phases. First, the interior of the consul general's residence was renovated and refurbished. The residence/office building then underwent a construction phase which provided for expansion of the third floor and addition of a new fourth floor to house the political, economic and communication offices, as well as the front office. Then the administrative annex phase was completed, providing a functional, aesthetically-pleasing office space and a much-needed second cleared-access area. Despite interruptions caused by the Gulf war, during which scud missiles flew overhead, the project was completed on schedule.

I attribute this to the support we received from the Foreign Buildings Office's John Sinnicki and Guido del Prado, and to the efforts of the administrative

The completed residence overlooking the rose garden dedicated to the late Philip Habib, who was the special envoy of the President of the Middle East.



The view through a four-foot-thick, earth-filled wall at the renovated administrative annex.



At an upper hallway landing in the residence, the grace and beauty of the arches are maintained and strengthened. Furnishings are representative of the Middle East.

staff. It would be difficult to imagine this proceeding under more difficult circumstances. We had the high-threat security situation resulting from the Palestinian

intifada, the frequent closures of the West Bank (home of local construction crews), the interruptions caused by the war during which cleared American construction crews were evacuated, the buildings that were so old and untended that no one knew where the miles and miles of cables and wires led, or of what the interiors of walls and floors were constructed.

In addition, our need for both space and additional secure areas grew exponentially in a single year as a large A.I.D. program was suddenly added to the mission, and as the post supported 12 Secretary of State visits in the pursuit of peace in the Middle East. The administrative staff had to endure three years with record-breaking snows, housed in a temporary trailer during the renovation project. Key support was provided by untiring communications program officer Hal Spake and security officer Neil Mac-Neal. This project has got to stand out as an example of those little miracles that can be achieved when a mission's administrative staff and the Foreign Building Office's area experts work hand-in-hand.

The numerous meetings held between Secretaries Baker and Christopher and Palestinian delegates took place at Consulate General Jerusalem and helped lay the foundation for the current peace talks. And, the now-spacious, secure and exquisitely beautiful consulate buildings exhibit a sense of history and good taste. They are buildings in which the U.S. Government can function efficiently and entertain with pride. ■



The entry foyer on the ground floor of the residence.

HONORS & AWARDS

Phil Tinney takes the \$5,000 equal opportunity award



Philip M. Tinney, his wife Susie and their new grandchildren.

Philip M. Tinney, managing director of the Bureau of Administration's Office of Information Services, is the latest winner of the Department's Equal Employment Opportunity Award. He received \$5,000 and a certificate signed by Secretary Christopher at a ceremony in the Loy Henderson Conference Room, October 21.

Two runners-up were honored with certificates of appreciation—Ollie P. Anderson Jr., chargé in St. George's, and Janet M. McGhee, personnel officer in Bonn. And 12 others were nominated for the award:

Ann R. Berry, former economic officer in London, now in Paris; Robert S. Gelbard, assistant secretary-designate for international narcotics matters; Susan M. Selbin, former personnel officer in Riyadh, now in Freetown; Dane F. Smith Jr., former ambassador to Conakry, now diplomat-in-residence at Howard University; Donald K. Steinberg, former economic and commercial officer in Pretoria, now deputy director for public affairs at the National Security Council; and seven employees in the Bureau of Finance and Management Policy who comprise the steering committee of the bureau's "Con-

cerned Employees Group"—Gerald Best, Norman Brown, Christopher Crawford, Rochelle Dobbins, Gary Galloway, Kenneth Harris and Charles Mansfield Jr. These individuals received letters of appreciation.

Thomas Jefferson Jr., associate director, Office of Equal Employment Opportunity and Civil Rights, chaired the award panel, which included Patrick Kennedy, assistant secretary for administration; Roger P. Gamble, ambassador to Suriname; Dr. LaRae Kemp, director, Office of Medical Services; Alex De La Garza, director of the personnel bureau's Office of Resource Management and Organization Analysis; and Catherine W. Brown, assistant legal adviser for consular affairs.

Deputy Secretary Clifton R. Wharton Jr. congratulated Mr. Tinney and the others for their efforts. He said: "American values and common sense dictate that our leading foreign affairs agency reflect the full range of American diversity, both in our embassies abroad and in our workforce here. This is the American image we should present to the world." Evelyn Day, the new deputy assistant secretary for equal employment opportunity and civil rights, also spoke.

Tinney: praised by his own staffers

Mr. Tinney was nominated by 30 of his subordinates: Edward B. Wilson, Frank N. Sass, Mae R. Whitehead, Pauline J. Hughes, Charles W. Davis, Charles S. Cunningham, Mary E. Paschall, Kenneth F. Rossman, Larry Harris, Elmer E. Lee, Larry W. Weiser, Johnny Lewis, Claudia Bacon, Robert W. Hess, Brenda M. DuBose, Natalie H. Lee, Rodger White, Theresa Farrell, Richard Modrak, Casper Smith Jr., Jannie O. Curry, Wesley L. Williams, Gregory B. Liverpool, Timothy Egert, Richard E. Florence, Rose Grover, Aaron Jackson, Willie Gee, David W. Frampton and Vera Rice.

The nominators said: "In the opinion of this group, Mr. Tinney has been nothing less than an outstanding supporter of the cause of equal employment opportunity since joining the organization in 1989. The operations of records management, library services, information acquisition, publishing services and direc-

tives were changing rapidly due to the introduction of sophisticated technologies. Mr. Tinney recognized that what was needed was not new employees but simply new skills. He then embarked on a journey that would change the work of an entire office.

"His program took dozens of employees—individuals without basic typing skills—and taught them to type. Next, classes were held to teach computer skills. Employees who only months before had learned the home-row keys of the typewriter were now building skills with word processors and imaging systems. He rounded out the learning process by arranging courses on management skills. He also brought instructors to the office to expose all levels of his workforce to new concepts. This concept trained over 200 employees in a single year."

Mr. Tinney was credited with other innovations, including short-term overseas assignments for Civil Service employees. "He had many employees who had worked all of their careers in embassy support (services) but had never seen an embassy," the nomination said. "He figured out how to team these individuals with the records management staff so they could accompany them overseas. Selected members spent two weeks in records management training, briefed the embassies on their own activities and how they fit into the Department's support plan and made a contribution to the records management mission. Exposure to the 'customer' on the other end was extremely positive."

Mr. Tinney was praised for promoting women and minorities. "Through a series of seminars and training sessions, and with the support of Blacks in Government [an organization], Mr. Tinney developed a core of talented women and minorities for leadership positions," the nomination said. "He nominated and won approval for one of his staff to attend the yearlong Women's Executive Leadership Program. Four of the six leadership positions in the information services family are now led by women or minorities. Key positions throughout those divisions are now occupied by a broad spectrum [of employees]—the same group of people who prior to Mr. Tinney's arrival had not been given a chance to show the talent they possessed. New programs have rolled off the production belt at an astounding rate. They are the bypro-

ducts of Mr. Tinney's special investment in his people."

Anderson is choice of Thursday Luncheon Group

Mr. Anderson was nominated by seven members of the Thursday Luncheon Group, an organization that monitors issues for minorities at the foreign affairs agencies. They were Charles Hughes Jr., Edward J. Perkins, Johnny Young, James Washington, Samuel President, Harry K. Thomas Jr. and Ada Adler. The nomination said: "Ollie Anderson led the fight to obtain statistics on minorities in the Foreign Service from the former director of the equal employment opportunity office. After his written request for data did not produce positive results, he raised the issue at a meeting of the Equal Employment Opportunity and Civil Rights Advisory Council, chaired by the deputy secretary and attended by the under secretary for management and the director general. A directive was issued that these data are public information and should be released.

"In the course of meetings in the Africa bureau, Ollie Anderson again took the lead in informing the assistant secretary of the absence of enforcement of equal employment opportunity guidelines in assignments and treatment of minorities. As the officer responsible for the assignment of personnel in the West Africa region, he ensured that the guidelines were scrupulously observed, making more than 50 assignments over the past two years. When informed that a below-grade minority candidate could not be assigned to a desk officer position, he appealed to the director general and obtained an exception to achieve diversity in the office."

Mr. Anderson was recognized, too, for recruiting and outreach efforts. The nomination said: "In March 1992 he organized a program in the Department for students from the Bell Multicultural High School, as part of the Thursday Luncheon Group's outreach program. The program was attended by 25 students and included briefings on foreign affairs issues, attendance at the constituency for Africa program in the Loy Henderson Conference Room and a video on Foreign Service careers. In a letter to the assistant secre-



Mr. Anderson

Mr. McGhee

tary for African affairs, the sponsors of the program said the agenda was outstanding, and expanded students' knowledge of career opportunities. Ollie has organized similar programs for other schools in the Washington area. The increasing number of students who express an interest in studying foreign affairs and taking the Foreign Service exam is evidence that these outreach programs are touching hundreds of students."

Mr. Anderson was also praised for his role as counselor to other employees. "His diplomatic but effective intervention with management on their behalf avoided formal grievances," the nomination said. "Ollie counseled a Foreign Service secretary who believed she had been denied an assignment because of her husband's lifestyle. He helped another draft a response to her former post, which she felt had unfairly accused her of violating Service regulations. The secretary received an apology from the deputy chief of mission. There are other examples, too numerous to detail, of disgruntled persons who have come to Ollie regarding mistreatment in the bid process, unfair evaluations and denial of opportunities for training and advancement. In each instance, he has responded with a willingness to risk his reputation to ensure fairness and further the achievement of affirmative action goals."

McGhee is nominee of envoy in Germany

Ms. McGhee was nominated by Robert M. Kimmitt, former ambassador to Germany. He said: "Before 1992, Germany did not have an active equal employment opportunity program. I asked that a

program be proposed which would include Bonn, Berlin, Frankfurt, Hamburg and Munich—over 800 American and 900 Foreign Service national employees. Janet McGhee drafted the plan, which included coordinating efforts with equal employment opportunity counselors, administrative and personnel officers at four posts."

Ms. McGhee was praised for launching training efforts. "She began by surveying posts about the extent of their equal employment opportunity knowledge," the ambassador wrote. "Few people had received training but many welcomed the opportunity. The Office of Personnel Management offered a three-day course, 'Role of Managers and Supervisors.' Ms. McGhee stimulated interest in the training and enrolled 12 officers from 5 posts. Their evaluations of the course were all positive. She contracted an equal employment opportunity manager through the Office of Personnel Management to present a three-day course in Bonn. Eleven people participated and, as a result of the training, one volunteered to become an equal employment opportunity counselor. She also worked with the office to design a four-hour briefing aimed at supervisors. This session proved highly successful, and 30 managers from Bonn and Frankfurt completed the training."

She was lauded for organizing a film series at the embassy. "Employees were invited to watch the films either at lunch or late afternoon," the nomination said. "Films to date include 'Valuing Ethnic Diversity—Managing Differences and Communicating Across Cultures' and 'A Working Relationship Across Cultures.' Two series on sexual harassment are planned. Lists of films on loan from the Office of Equal Employment Opportunity and Civil Rights have been sent to our posts so they, too, can take advantage of these films."

Ms. McGhee was also cited for promoting awareness of events which honor minorities. "Previously, these celebrations were not well-publicized," the nomination said. "Articles announcing the celebrations are being included in post newsletters. In Bonn, the American Community Library has been making displays and dedicating booklists to commemorate Women's History, Black History and Asian/Pacific American Month. Similar promotions are planned for National Hispanic Heritage, Disability Employment Aware-

ness and American Indian Heritage Month.

"While Bonn does not have the resources to do everything we would like in the equal employment opportunity field, I believe our efforts have made excellent inroads. To date, over 55 managers and equal employment opportunity counselors from five posts have benefited from training, and hundreds more have benefited from the public relations drive Ms. McGhee spearheaded."

Others honored

Among the other nominees, Ms. Berry was cited for aiding junior officers in London; Mr. Gelbard for assisting women at State in furthering their careers; Ms. Selbin for increasing benefits for female Foreign Service national employees in Riyadh; Mr. Smith for mentoring and rotational training programs, among other initiatives, in Conakry; Mr. Steinberg for promoting affirmative action efforts in Pretoria; and the "Concerned Employees Group" for strengthening equal employment opportunity in the Bureau of Finance and Management Policy. □

Charles Brayshaw wins the \$5,000 Replogle award

Charles H. Brayshaw, chargé in Lima, is this year's winner of the \$5,000 Luther I. Replogle Award for Management Improvement. In addition to the check, he will receive a certificate signed by Secretary Christopher.

Five others were nominated—Rudy Hall, a former director of the Bureau of Diplomatic Security's Office of Resource Management, who is now in Somalia; John Pielemeier, an A.I.D. officer in Brasilia; Philip M. Tinney, managing director of the Bureau of Administration's Office of Information Services; Patrick J. Truhn, administrative officer in Sofia; and Ruth A. Whiteside, deputy assistant secretary for personnel.

The selection committee was chaired by Anita Booth, deputy executive director, Bureau of Inter-American Affairs.



Charles H. Brayshaw

Members were Lynn Noah, staff director of U.S.I.A.'s resource management committee, and James A. Hradsky, deputy director of A.I.D.'s Latin American development resource office.

Mr. Brayshaw was nominated by four employees who worked with him in Lima and Beirut, where he served as deputy chief of mission. The four are Anne Patterson, director, Office of Andean Affairs; David Satterfield, National Security Council staff; Donald Hamilton, U.S.I.A.; and Joseph McBride, National War College. The nomination was endorsed by Bernard W. Aronson, former assistant secretary for inter-American affairs.

On Mr. Brayshaw's performance in Peru, the nominators wrote: "Lima is clearly our most difficult post in South America. U.S. policy confronts a dangerous mix of terrorism, narcotics trafficking, human rights abuses, challenges to democracy and grinding poverty. Mr. Brayshaw balanced these competing demands deftly and, despite the odds, made significant progress.

"He unflappably insisted on a balanced approach to staff drawdowns that were triggered by attacks on the mission. High-level resistance from Washington agencies transformed the drawdowns into what one veteran termed the 'nastiest

case' he had ever handled. Mr. Brayshaw withstood the pressure and succeeded in seeing the cutbacks begin to take hold, reducing our vulnerability to attacks.

"At the same time, he battled to repeal Lima's outmoded authorized departure status, which had prevented staff from bringing their dependents to post, long after the temporary threat which had given rise to it had receded. By default, Lima was shifting to 'unaccompanied' status, with grave implications for morale. But chargé Brayshaw earned respect for quietly persevering until he had won others over to his view."

On his efforts to bolster democracy in Peru, the nominators wrote: "Since September Peru has held two elections, largely in response to U.S. pressure. This required day-to-day involvement by the chargé with the government, political parties and observer missions. He also restored our contact with the palace by developing a relationship with the president's brother and closest confidant."

Mr. Brayshaw was also hailed for antinarcotics efforts and for strengthening human rights in Peru. "He earned wide praise for persuading American and Peruvian business leaders to back human rights groups," the nomination said. "He proposed a panel of distinguished jurists to review Peru's system of 'anonymous' judges, which had sparked criticism in international circles. He forcefully reminded the government of the centrality of human rights to U.S. policy, despite strong criticism from high-ranking figures. Lastly, he became a friend to many human rights workers, lending them an increased protection that came from perceived closeness to the American chargé."

On Mr. Brayshaw's performance in war-torn Beirut, the nominators wrote: "Seventeen days after taking over as deputy chief of mission, he was evacuated and assumed sole charge of the liaison office in Nicosia, where he was responsible for all Government assets in Lebanon. In the next two years, he transformed Nicosia from an 'admin closet' to a fully functioning embassy in exile. He pioneered the concept of running a mission at a long distance in the middle of a war. In doing so, he developed systems to support a large Foreign Service national staff, while paring it from 500 to half that number. Moreover, he did so while sustaining the respect of those who worked

for him.”

This charge was credited with a number of administrative improvements, despite his off-site management. The nomination said: “Mr. Brayshaw produced major cost savings by canceling or renegotiating leases wholesale. He tightened fiscal management and initiated an investigation which culminated in the firing of a senior mission employee. As a result of his aggressive management, we had a more effective handle on fiscal issues from Cyprus than when we were administering the post from on the ground.”

Mr. Brayshaw was praised, too, for strengthening political and economic reporting. “He personally initiated a daily situation report to Washington, drawing on phone and fax messages and visits from local Beirut staffers,” the nomination said. “He scoured Lebanese political circles in Paris to develop contacts who would offer revealing comments on the day’s happenings in time for his widely-read reports.

“The war destroyed Beirut’s land lines to the outside world. But Mr. Brayshaw discovered that the Nicosia cellular phone system worked inside Beirut and was heavily used by the people who counted. Showing his ingenuity, he developed a list of key phone numbers for the Government to contact and monitor.” □

Name an awardee

The American Foreign Service Association is seeking nominations for its annual awards conferred on a senior, mid-level and junior officer and a Foreign Service secretary or group of secretaries. In addition, a Foreign Service family member is honored for volunteer service and awards are given for achievement in the study of hard languages. The deadline for nominations is January 31. For information, call Richard Thompson, (202) 338-4045. □

Alumnus award

Thomas E. Donilon, assistant secretary for public affairs, has received the Catholic University of America alumni association award for achievement in government and politics. □

5 Senior Foreign Service officers win \$20,000 awards

James F. Collins, Timothy E. Deal, Warren A. Lavorel, Princeton Lyman and Kenneth M. Quinn—all members of the Senior Foreign Service—have won the

\$20,000 Presidential Distinguished Service Award. Twenty-five others were named for the \$10,000 Presidential Meritorious Service Award.

The awards will be reduced by the amounts that any of the 30 may have received already in the form of Department performance pay awards. The names of the 25 and of 16 others who are current recipients of performance pay awards are listed on Page 46. ■



DURBAN, South Africa—At award ceremony, from left: consul general Bismarck

Myrick, vice consul Cyril Sartor, Elizabeth Vorster, Iris Sartor.



INTER-AMERICAN AFFAIRS—Samuel Lewis (right) presents John Jacob Rogers Award to A. Irwin Rubenstein, who

retired with more than 30 years of federal service. With them is his wife, Estelle Rubenstein.

LIFE IN THE FOREIGN SERVICE

The day Russia's White House became the 'Black House'—as seen by a communicator

By KELLEY DUPUIS

When I emerged from the Barrikhadnaya subway station at 5:30 p.m. Sunday, October 3, my first hopeful thought was that the entire affair had been amicably settled. The gauntlet



Mr. Dupuis

of helmeted, shield-carrying riot troops that I had to run earlier in the day was gone. But it was a bit eerie. Since President Boris Yeltsin had dissolved the Russian parliament on September 21, the area around the U.S. embassy had been the scene of nonstop activity. There were police and riot-troop movements. And noise. Lots of noise. But now everything was strangely quiet.

Moreover, as I came over the hill and headed down toward the north gate of the embassy compound, I noticed that all the barricades on the street to the west were deserted. They'd been loaded with interior ministry troops earlier. Now a few curiosity-seekers were standing around on the hill, looking toward the parliament building.

"Anybody speak Russian?" I said to some friends who were with me. "We can ask one of these folks what's going on."

Sophia Parker, the wife of consular officer John Parker, didn't speak Russian, but she did speak the universal language of shrugs. "What's up?" She shrugged this to a man standing there.

"Who knows?" He shrugged back.

"Maybe it is all over," I said.

But a surprise awaited us at the embassy gate: it was locked.

The Russian militia man in the guard booth beside the gate was helpful; he motioned for the contract guard to unlock the gate and let us in. When the guard



The White House becomes the "Black House."

did, however, he made a most unwelcome pronouncement. "You all have to go to the gym," he said.

"Going to the gym" meant trouble. The embassy gymnasium lies mostly underground; for that reason it had already been designated as a safehaven, should we need it.

"Why?" I asked. "What's going on?"

"They've started shooting," the guard replied. "Four people are dead."

What had happened, I learned later, was that the supporters of the Russian parliament and its leaders had taken advantage of the lovely, mild fall day we ourselves had been enjoying up until then. While most of Moscow was peacefully going about its business, a crowd of some 10,000 parliament supporters had overrun the police and interior ministry troops in front of the parliament building, and were at that moment on their way to stage what turned into a bloody assault on the Ostankino television facility. Monday, October 4, had been President Yeltsin's latest deadline for those inside the building to lay down their arms and come out peacefully. They had now pre-empted that possibility.

My wife, Chris, who was with me, and I now went to our apartment in the compound—a two-minute walk from the gym. There, it took us half an hour to

(Photos by Bob and Kris Fregon)

pack a sack lunch and gather together some blankets, pillows and other essentials. As we were in our apartment doing all this, an excited Marine guard rang our doorbell 9 or 10 times—rapidly. This was to tell us to get moving. As a Marine was escorting us down to the elevator at the end of our apartment block, I heard the crackle of small-arms fire beyond the west wall of the compound.

But if I was anticipating a night of just telling ghost stories in the gym, I had another thing coming. Within an hour, one of my coworkers, Jorge Viscal, was dashing about trying to round up all the communicators.

"Terry [Brantner, our information programs officer] wants us all in the office," Jorge said.

"This entire area's been overrun by the pro-parliament forces," Terry said when we got there. And that meant a "precautionary destruct."

I've been in Information Management since back when it was still called Communications, but I'd never been through an operation like this before. And my first time *would* have to be in Moscow, one of the largest embassies and therefore, one of the largest paper-collectors. We had to get busy quickly and start shredding and crunching as many classified documents as we could lay our hands on, or in this case, as people could haul down to us in boxes.

There were many boxes, and it went on all night. Bob Fregon, a communicator on his first tour, proved to be a regular hero during this drill. They stuck Bob in



With the weather still warm and mild, anti-Yeltsin demonstrators crowd in front of the White House.

front of a disintegrating machine and said: "Crunch, Bob." And how Bob crunched! With only short breaks, he crunched documents for the next 10 hours. On one of those breaks he wandered back into the office, covered with document-dust from head to toe. "Bob, you look like the abominable snowman," I told him.

In fact, we were all elbow-deep in crunching, from myself, technician Dave Simmons and Seabee Dean Ledee, all the way up to our new information management officer, Leo Duncan.

By 7 on Monday morning, we were punchy. Unfortunately, it was at that moment that the army troops loyal to Mr. Yeltsin and their opponents in the White House started shooting at each other in earnest.

I went out to the concourse and stepped outside for a moment to chat with the security guards. In the frosty, clear October morning air, I could hear the pop-pop-pop of small-arms fire and the rat-a-tat-tat of AK-47s. Armored columns had entered Moscow; soon there would be tanks in front of the White House, roughly 300 yards, as the crow flies, from where I stood.

I went back and tried to nap on a cot. But someone had left a hand-held radio on and, just a few minutes later, I heard a Marine shouting through it that

someone had been hit. It turned out to be McLain Bell, another of our Marines who, in securing the new office building area, had passed an open window. A stray bullet went through his neck. Later, we learned that he was expected to be okay, though the bullet had come dangerously close to an artery.

Monday was a long day. Whenever I could steal a few minutes, I slipped down to the political section where they had the Cable News Network (CNN) on. It was an interesting twist on "virtual reality," to

Armed riot police and troop carriers parked just outside the embassy compound walls.



watch tanks fire shells on TV, then feel the *thud* yourself as they impacted their target a quarter of a mile from where you sat.

It got to be late Monday afternoon, and I hadn't slept since Saturday night. "Guys, I'm going to disappear for a few hours," I said.

A TV set had been moved into the gym so everyone there could watch what was going on outside. As kids romped around playing, I joined Chris and everyone else who wasn't napping, in time to see the columns of resistance fighters coming out of the White House, many with hands over their heads.

"It looks like a general surrender," said CNN in one of its less analytical moments.

"That's it, I'm going to get some sleep," I said, and went to set up my cot in the only quiet, dark place I could find, the typing room down the hall from the communications room.

I was back at work by 9 p.m., and once again we pulled traffic all night. Ambassador Tom Pickering and the regional security officer, Bob Franks, decided everyone had to stay in the gymnasium a second night, because reportedly there were still snipers in the area.

Though it was now all over, including the shouting, the entire on-compound community was going to spend a second night on those basketball court and pool-side floors. Facing that prospect, and having just had a nap, anyway, I told my supervisor I would stay in the office and



Russian militia troops after the violence was over.

work all night. Actually, until around midnight or so, we in the communications unit treated ourselves to a little "all (almost) clear" party: telephone technician Charlie Hall brought in some beer and some munchies, and we all relaxed for a while. Then, around midnight, everyone cleared out, and I spent a few hours alone, xeroxing traffic, listening to music and reflecting on what a dizzy day-and-a-half it had been.

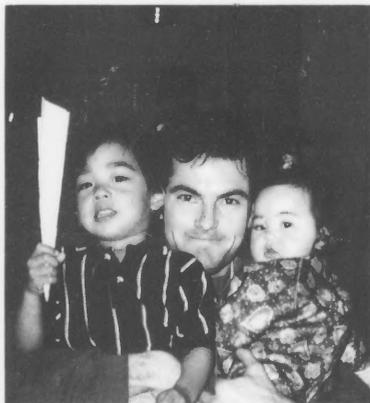
Getting on toward dawn, my colleague Jeff Hoover came in, and said he was going up to the eighth-story roof of the new office building to reset a piece of communications equipment. I decided to go along in case he needed a hand, and to see if there was anything to see. The Marine at Post 1 asked us if we wanted an escort; it was dark, but according to the experts, still a bit dangerous out there. We declined the offer; the Marines already had plenty to do and, anyway, we had taken the precaution of putting on the darkest clothes we could grab. So we crept up to the roof where despite our

black windbreakers, prudence dictated that we crawl on our bellies. I had tucked a pair of borrowed binoculars under my jacket.

There I saw a sight I'll never forget. Although the shelling had stopped a good 11 hours earlier, the parliament building was still on fire. Flames were quietly engulfing the entire east end of the building, shooting out the windows and occasionally sending forth a loud pop or crackle. Those were the only sounds. If there were firefighters at work, they were on the other side of the building. All we could see from where we were was the building itself, center of more than two weeks' tension, empty now and going up in flames. Not anticipating such a sight, I hadn't bothered bringing my camera. I'll forget the sight itself long before I stop kicking myself for that.

Jeff took care of his chore, and we beat it back down off the roof in a hurry, though I paused halfway down the ladder to take one last look at the awesome spectacle of the silent, burning parliament.

At midmorning on Tuesday, the Marines performed a sweep of the area, checking to make sure nobody had refu



Even during an emergency, there's time for a quick family snapshot: communicator Mike Dugan with son Thomas and daughter Erin.

ges from the parliament building in their living rooms. Then we were gradually told we could all go home, providing we stayed indoors and kept our drapes shut until all the reports of sniper activity had ceased. By this time, many in the gym, including Chris and me, were worried about pets who hadn't been fed since Sunday. Our cats were glad to see us, of course. Remembering how they reacted to thunderstorms in Abidjan, my last post, I could imagine the effect that tank fire less than half a mile away had on them.

Wednesday's *Moscow Times* (and all the Russian press as well) would re-dub the White House "the Black House." In Russian that's "Chorni'y Dom," and during the next few days, before repair and renovation work could be started on it, the Chorni'y Dom became a major tourist attraction. I myself joined the camera-waving mob the following Saturday, on the bridge that had but lately served for the arrival of the T-72 tanks, to snap a few pictures of the charred building, the lingering troop carriers and the broken glass. These pictures were no substitute for not having had my camera with me when I climbed up to the roof on Tuesday morning, but nothing will take away the memory of that moment, when I peeked over the rooftop wall and saw the funeral pyre of Soviet socialism quietly lighting up the night sky. It had been a long week, topped off with a long weekend. It was time to go to bed. ■

PEOPLE AT STATE

DIPLOMATIC COURIER Beth Daugharty has met her share of challenges delivering packages from Frankfurt to posts all over Europe and the former Soviet Union, as well as parts of Africa and the Middle East. She's dealt with difficult customs officials, worked 20-hour shifts and endured 18-day trips. But all this pales before a recent incident—she was attacked by a lion at a zoo in Brazzaville.

Ms. Daugharty, now recovering in Washington, relates what happened: "I had a six-day layover before I could catch the next flight from the Congo, so I decided to go to the zoo with Anne Molyneaux, the support communications officer. We both love animals, and we wanted to feed them." (With Brazzaville on the brink of war, there'd been little food to go around, for humans or for animals.)

When Ms. Daugharty approached the lion's cage, she noted that his ribs were showing, evidently from lack of nourishment. "I felt sorry for him," she says.

But not for long. As she held out a fish toward the lion, Ms. Molyneaux called her name, and Ms. Daugharty turned to face her. The starving beast lunged with its paw through the bars of the cage, dragging Ms. Daugharty's right arm inside. The lion tore at and bit her trapped arm, rupturing an artery. "This is a nightmare," she thought, "and in a minute I'm going to wake up."

Her companion shouted for help and called the embassy on her portable radio. A man who worked as a volunteer at the zoo began beating the animal with a stick. "After what seemed like an eternity, the lion let go," Ms. Daugharty says. The man tore off his shirt and made her a tourniquet. Her adrenalin was pumping so hard, she says, she felt little pain.

A taxi transported Ms. Daugharty to a hospital, where embassy nurse Marie Deybach and other employees arrived to offer help. Marine Johnnie



Beth Daugharty. (State Department photo by Ann Thomas)

Ford delivered sterile supplies from the embassy's medical kit. Administrative officer Sally Slocum gave blood, and regional security officer Jim Ennis coordinated a blood drive among other employees.

Two French doctors debated Ms. Daugharty's fate. One wanted to amputate her arm, while the other recommended a medical evacuation to Johannesburg. Meanwhile, then-ambassador James Phillips telephoned the Congo President, who granted permission to open the airport, closed because of a curfew. A military transport escorted Ms. Daugharty to the tarmac, where, she says: "Wouldn't you know it—the plane was late. That's the story of my life as a courier!"

She was accompanied on the four-hour flight by the communicator who helped save her life. "I asked Anne to go with me," Ms. Daugharty says. "I'd only known her for 48 hours, but I felt I needed her support."

A team of doctors at the hospital in South Africa tried to save her arm but, more than 20 hours after the attack, could not. Her right arm was amputated three inches from her shoulder. For the next two weeks she also endured painful skin

grafts to prepare her for a prosthesis.

Ms. Daugharty credits the kindness of fellow employees with getting her through her ordeal. She received 14 flower arrangements from couriers all over the world and 700 hours of leave donations, many from people she'd never met. She says: "So many helped me in so many ways. Dr. Austin Moede, the regional medical officer, held my hand and comforted me. John Durbin, the acting director of the Courier Service in Frankfurt, personally informed my husband, Jim, and put Jim on a plane to Johannesburg."

When Ms. Daugharty's husband arrived at the hospital, he had less than \$30 in his pocket. She says: "A courier named Doug Hosey handed him \$100 in South African rand and gave him his AT&T calling card so we could call our families. He said: 'Don't worry about money; we'll talk about that later.'"

"And Mick Miller, the director of the Courier Service, called me every day," Ms. Daugharty relates. "I asked him: 'Do I still have a job with the State Department?' He said yes, so I said: 'Well, do I still a job as a courier?' He said: 'I guarantee it.' I felt a tremendous sense of relief."

Ms. Daugharty adds: "When I joined the Courier Service, they told me it was one big family. At the time, I thought: 'Yeah—right.' But now I feel it's true."

Her recovery hasn't been easy. She has painstakingly learned to write with her left hand and to perform other basic functions with it. She'll receive a prosthesis and undergo several weeks of physical therapy to learn to use it.

Five months after the incident, her attitude is one of tough determination. "I'm stubborn, and I don't want to be told I can't do something," she says. One of the Marines in Brazzaville sent me a card saying: 'You're taking it like a Marine.' I want to go back to work, which I plan to do in mid-January. I expect to do everything I did before, except left heavy packages. Believe it or not, I even want to go back to Brazzaville."

—BARBARA QUIRK ■

THE CIVIL SERVICE SCENE

A Civil Service officer tries the Foreign Service life

BY BOB REGELMAN

"Who would have thought, as little as eight months ago, that we'd be living in Africa?" I asked my wife this when she and the kids joined me, bringing our Civil Service family to Dakar. I had arrived two-and-a-half months earlier.

It was an unexpected turn of events for someone who had been working in the Department for three years. I was in the Office of Foreign Service National Personnel and, from the comfort of my desk in Washington, I'd had the opportunity to deal directly with many posts. And I had begun to get a sense of what the Foreign Service lifestyle was like. Still, as I was soon to learn, visiting a post for a week (as I had done in Paris) is a far cry from actually living at one for two or three years.

When another Civil Service staffer in my office began an overseas developmental assignment with the Foreign Service, my interest was piqued, and soon an opportunity opened up to fill a position as the regional personnel officer at the embassy in Senegal. I jumped at the chance. Dakar had been one of the posts about which I was most hopeful when daydreaming about the chance to serve overseas. It had a fine reputation among the Foreign Service cognoscenti as a place to live and work, and I already had a smattering of French, which was a necessity in this former French colony on the west coast of Africa. My wife, Sharon, supported me in seeking the Dakar assignment, downplaying any misgivings she had about going to live in Africa with our 7-year-old son, Matthew, and an as-yet unborn son, as well as her anxiety over the fact that there was no high school at post for our 15-year-old daughter, Jennifer, to attend. We had to enroll her in boarding school in Pennsylvania for her junior and senior years.

Some five months later, after being accepted for the assignment, completing the personnel management course at the

Foreign Service Institute, testing out French at nearly the required 2-2 level, receiving medical clearance—and after the birth of our youngest, Eric—I found myself experiencing the trepidation that comes from taking a giant step into the unknown, alone, as I boarded the Air Afrique flight from New York to Dakar. This was mid-April, 1989, and Sharon had chosen to stay behind so that Matthew and Jennifer could complete the school year.

From the time I stepped off the plane at Dakar-Yoff Airport, I knew that the next three years would be like nothing I'd ever experienced before. In fact, apart



The author and his family in Dakar.

from my visit to Paris, Canada was the most exotic locale I had ever visited prior to my arrival in Dakar.

I was met at the airport, not by a State Department official, but by the embassy's security assistance officer, Major Bill Ellis. So it was, before I'd even set foot in the embassy, that I witnessed firsthand the cooperation among agencies represented at an overseas mission. In my entire three years at Dakar, I was struck by how much all the mission members, regardless of agency, saw their individual roles in terms of the overall goal of representing the United States.

Virtually everyone I met in the official American community was extremely friendly, going out of their way to lend a hand. Although I'm not a particularly religious individual, I had thought that, by going to Dakar, I'd be giving up what little Jewish observance I do participate in. One of the surprises for me, though, in Dakar was how involved I became with the Jewish part of my heritage. The sever-

al English-speaking Jews who live in Senegal—U.S. Government officials, Peace Corps volunteers, workers with nongovernmental organizations, etc.—quickly discovered that I was a coreligionist, and they made a point of inviting us to Passover seders and other Jewish holiday get-togethers. The small local French-speaking Jewish community held services jointly with us on occasion. I thus found myself quite unexpectedly more in touch with my religious roots than I had been back in the States! The Senegalese were, by and large, very friendly and open. The country is about 90% Muslim, though the Senegalese version of Islam is generally tolerant of other religions, and relations between the majority Muslims and minority Christians and others are usually quite good. Many Senegalese were especially interested when they learned that I was Jewish, and we discovered many parallels in each other's religious observances.

Another aspect of Foreign Service life that impressed me was how much like living in a small town this life can be. Everyone works and socializes, and everyone learns about everyone else's personal life. Being a big-city New Yorker by birth and temperament, I found this way of life charming but also somewhat intrusive. For the career members of the Service, this must be even more true. It seems that the same Foreign Service families cross paths over and over.

After a while, I made a point of meeting people outside the official American community. One of the best vehicles for this is that traditionally-British institution—the Hash House Harriers. It's a loosely-organized group of folks who meet at different locations once a week to run for about 30 to 50 minutes and drink beer (or soda pop, for the teetotalers). The group has been described as a bunch of beer-drinkers with a running problem. In addition to our weekly runs, we got together for weekend extravaganzas at resort hotels, for what was known as a "Hash Bash." Although the Hash certainly is not an official organization, the U.S. embassy showed its support of it by publishing news of it in the "Hash Trash," a regular feature in the embassy's newsletter. Meeting so many interesting people from other countries through the Hash, many of whom we still keep in touch with, was one of the more satisfying aspects of life at an overseas post.

Of course, life at an embassy is not all fun and games. The work was extremely demanding, often requiring extra hours to complete. I soon recognized the immediate impact of my job on embassy operations and morale, and I could quickly see the results of my efforts. It also became clear that I could be called upon for special duty at any time of day or night. This is expected as a normal part of the job overseas, and I was happy to accommodate. I discovered the importance of the "care and feeding" of my colleagues and their family members to post morale, and it's a lesson I've carried forward to my current job on the overseas employment programs staff in the Bureau of Personnel.

Because I had a regional role, supporting our small embassies in Banjul, The Gambia; Bissau, Guinea-Bissau; and, Praia, Cape Verde, I visited each of those posts regularly and learned a lot about the host countries. I also learned that, in a very small embassy, everyone, from senior American post management to the national staff, must wear many hats, holding down two, three or more jobs at once. It seemed to me to be really demanding to work at these very small posts, and I was gratified to see that my advice and guidance contributed to improving operations there.

Now that I've had time to reflect in Washington on my experience, I can say that it was worthwhile, both personally and professionally. On a professional level, the new perspective I have of life on the other end of the cables I draft helps me to understand the issues faced by our Foreign Service overseas. I'm sure it helps me to do my job better, especially to understand the importance of family employment issues to spouses of Foreign Service career employees. On a personal level, it was gratifying to live in a culture quite different from our own, to experience the common humanity that binds us rather than the differences that can divide us.

The only problem with having lived overseas is that it may have whetted our appetite for the Foreign Service life a little too much. Although the developmental assignment program is designed to benefit the Department by making Civil Service employees more aware of Foreign Service issues while filling in staffing gaps at overseas posts, which it definitely does,

the danger is that the Department may lose a certain percentage of its Civil Service staff to the Foreign Service once they've had a taste of the overseas life. While my family and I are happy to be back, close to old friends and relatives, the call of the exotic has been implanted in our hearts. Who knows if we will decide to heed that call again? □

More than 25 Civil Service officers are overseas

More than 25 Civil Service employees are now serving overseas in temporary assignments normally filled by their Foreign Service colleagues, says Jeanne Sprott, chief of the Bureau of Personnel's career development branch. Some possess special skills, such as fluency in difficult languages or expertise in negotiating contracts, and others are working in hard-to-fill positions at remote posts, according to Ms. Sprott. They are serving two and three-year tours.

Among the employees so assigned are William Brooks, a translator in Tokyo; Nazih Daher, director of the language school in Tunis; Joanne Graves, regional personnel officer in Bonn; Adrian Harmata, intelligence research specialist in Bratislava; Jessica Holmes, attorney-adviser in Bonn; William Miracle, language instructor in Taipei; Mark Steinitz, intelligence analyst in Guatemala City; James Trum, administrative officer in Riga; James Tyckoski, contract specialist in Singapore; George Witt, administrative officer in Tajikistan; Ralph Johnson, consular officer in Georgetown; Maria Guido Jones, disbursing officer in Mexico City; Charles Slater, budget and fiscal officer in Freetown; Nicholas Dinkel, contract specialist in Bonn; Jonita Whitaker, personnel officer in Khartoum (who has been evacuated to Addis Ababa); John Thomas, personnel officer in Kampala; Valerie Kayatin, general services officer in Kinshasa; Phil Anstead, budget and fiscal officer in Barbados; Natalie Jaresko, economic officer in Kiev; Loretta Kennedy, secretary in Paris; Alvornia Ashby, general services officer in Moscow; Arlette Sulak, secretary in Vienna; Janie Peter-

son, consular officer in Vladivostok; and John Williams, intelligence research specialist in Moscow.

Most of these employees got where they are by answering Department Notices that advertised overseas jobs which couldn't be filled by Foreign Service staffers. A few were recruited by their bureaus because of their specialties.

The employees who responded to the notices were selected under a program that places Civil Service people abroad. Although the program has existed since 1983, management decided last year to expand it by advertising more jobs. Ms. Sprott says this expansion will help the Department as well as the employees.

"It makes sense for management to tap into the talents of people who are already on board, instead of going outside the Department," she says. "And Civil Service people who work overseas gain a real sense of what's happening in the field. They see firsthand how their work in Washington affects people at post."

The notices for overseas slots are circulated as vacancies occur, she adds. Employees who apply are screened for eligibility. "To be selected, you must have had comparable experience in Washington," Ms. Sprott says, explaining: "The program isn't for someone who wants to change careers or just get out of Washington. It's for people who've demonstrated an expertise in their field."

After the employees are selected, they undergo medical clearances and training at the National Foreign Affairs Training Center. "We try to offer them as many courses as possible, although posts sometimes need people quickly," Ms. Sprott says. The civil servants participate in a three-week Foreign Service specialist orientation program, where they get an overview of Foreign Service life, followed by specialized courses in their fields. If time permits, they pursue area studies and language training.

Ms. Sprott says the employees say they gain personal benefits, in addition to a greater understanding of life at post. "They like being part of a mission team," Ms. Sprott adds. "They also enjoy working in a different culture and being exposed to people they might otherwise never have met."

For information on developmental tours, contact Ms. Sprott, (202) 647-7306. ■

A S K D R. K E M P



This column by LaRae Kemp, 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. Kemp directly. In either case, your privacy will be respected; your post will not be identified.

Q.

EUROPE

During the holidays, we often receive mail-order food gifts. Since some of these foods (hams, fish, cheeses) are perishable, how can you be certain they're safe when you pick them up at the A.P.O. or pouch room?

A.

Holiday gifts of foodstuffs are a billion-dollar industry, with most companies using sophisticated packaging systems to keep food products from spoiling. People who receive questionable food sometimes just throw them out without checking. Obviously, if a pungent odor emanates from the parcel, that is the correct action. However, most companies have customer-service telephone numbers and money-back guarantees. It might be worth a phone call or a letter before you discard a questionable item. The U.S. Department of Agriculture's meat and poultry hotline, 800-535-4555, has valuable information, but probably it's not feasible for you to call from overseas. Here are some useful recommendations from our environmental health staff, Agriculture and the marketing experts:

When you receive a gift that was shipped frozen, the meat, poultry or fish should arrive frozen or at least hard in the middle. If never frozen, it should be firm

and cold—at or below 40°F. The same is true for processed, vacuum-packed or canned products labeled "keep refrigerated." The container should feel cool to the touch when removed from the package and protective wrappings. Some highly-salted smoked fish doesn't need refrigeration.

Baked hams, except for dry-cured hams, should arrive cool. Cheese shouldn't have a mold unless it's supposed to like Roquefort. If mold has developed, cut it off, along with a wide swath of uncontaminated cheese. With a few simple precautions, you'll be able to enjoy your gourmet holiday baskets.

Q.

NORTHERN VIRGINIA

We're back in the United States after seven years and three posts, and are amazed at the number of folks wearing bicycle helmets. Is it mandatory now?

A.

There've been terrific technological advances in the past years, and today's helmets are less heavy and bulky, more affordable, comfortable and effective. Experts recommend that everyone wear helmets—riders of all ages. The National Head Injury Foundation tells me that head injuries and trauma account for a third of the deaths resulting from bicycle accidents.

In some jurisdictions, it's mandatory for children to wear helmets when biking, and the American Academy of Pediatrics strongly endorses the use of helmets at all times for children. Helmets should be adjusted for a snug fit, touching the head on top and all sides. And with children, you should remember that, as they grow, they may need to be refitted with a new helmet. Bicycling is a great way to exercise and enjoy the outdoors, but do be sure to wear your helmet all the time.

Q.

ALONG ROCK CREEK

Our pre-schooler tends to blow his nose vigorously when he has a cold. Can he rupture an eardrum when he blows his nose?

A.

Our ear, nose and throat consultants tell us it's impossible to rupture your eardrum from blowing your nose. You can, however, in rare instances, rupture the tiny capillaries, or blood vessels, in your nostrils and cause a bloody nose. When your child has a cold and is producing heavy nasal drainage, vigorously blowing his nose may send bacteria from the nose to his ears and thus contribute to an ear infection. So I suggest you teach your wee one to blow gently.

Q.

FOGGY BOTTOM

How will the Clinton health care plan affect Foreign Service personnel and their families?

A.

It's too early to provide specifics, but we're keeping up with the various proposals being discussed. As a Foreign Service employee, you're probably interested in this specific question. "Will my insurance cover me when I'm overseas?" I'm confident that any policy the Department offers its Foreign Service employees will provide overseas coverage. The Office of Medical Services will continue to operate a program that provides its employees and their dependents access to health care wherever they're assigned. Employees will use their health insurance when possible, and the Office of Medical Services will negotiate with overseas health-care providers to accept U.S. insurance payments. We're keeping abreast of plans as they're formulated and, when specifics are available, we'll apprise you of them.

Q.

SOUTH ASIA

Why is there so much emphasis on T.B. skin testing in the Office of Medical Services and at overseas posts? I don't recall being tested during previous exams I had in the early '80s. Is this something new?

How to enjoy the season overseas

BY RITA SIEBENALER

The author is a clinical social worker in the Office of Medical Services' Employee Consultation Service.

The holiday season can be a time of goodwill, nostalgia and family togetherness. But for many, the holidays can be lonely and dreadful. You may be separated from your family and friends, in a new community far from your special relationships. You may find the season stressful, due to added responsibilities or unrealistic expectations. Anytime you add extra responsibilities to a busy schedule without adjusting it accordingly, you add stress.

Still, many people in the Foreign Service enhance their enjoyment of the season overseas by taking advantage of the opportunity to free themselves from tradition by substituting a more casual and relaxed new holiday plan.

So instead of trying to duplicate your dream of a perfect holiday season, make a dramatic departure. Sticking with old familiar rituals may give comfort to some, but might only encourage others to focus on who or what is missing. Consider getting together a group of others in the same boat as you for a potluck meal and an afternoon of games, or escape to a resort for an alternative holiday celebration with others who are far from home.

Some have found that, by freeing themselves from the pressure to have a "perfect" holiday, they actually enjoy the season more than expected.

As always when undergoing a stressful period, follow these tried and true maxims for reducing stress: increase the number of your relaxation breaks; increase your exercise; decrease consumption of alcohol, caffeine and nicotine; decrease empty calories; be kind to yourself; and limit financial overextension. □

ria is a key element of our health program. In general, T.B. skin-testing is carried out at the time of a physical examination undertaken to determine a medical clearance. In some instances, when there is great risk of exposure to tuberculosis, screening is carried out annually.

A tuberculin skin test indicates possible infection with a tuberculosis organism. If you have a positive reaction (an elevated, hardened area on the forearm), it indicates T.B. bacteria have entered your body at some point in your life. It doesn't mean that you have an active infection or that you can infect others. Oftentimes, medication is prescribed at the time it's determined you're infected, in order to prevent the occurrence of active tuberculosis later in life.

A reminder: tuberculosis is usually hard to catch. The T.B. bug is spread by invisible airborne particles that spread when a person with an active case coughs, sneezes, spits or speaks. T.B. is not spread by handling the infected person's belongings, desk materials or using the same eating implements. It's transmitted over a period of prolonged, close contact. Our T.B. skin testing program is a keystone of our preventive medicine program. I encourage you to continue to have the T.B. skin test (called a P.P.D. test for adults, a Tine test for children) when recommended by your health-care professional, and to ensure that the results of your test are correctly recorded in your yellow immunization record. ■

A.

Since 1984 there's been a significant increase in reported cases of tuberculosis (T.B.) in the United States; the incidence is reported to be an increase of 18%. The excess number of cases is due to many factors, including the H.I.V. epidemic, a

change in the health-care infrastructure and increase in the number of cases among foreign-born persons. The recent emergence of drug-resistance T.B. also has become a serious national concern. It logically follows that prevention of active T.B. by screening people to determine if they have been infected by the T.B. bacte-



QUITO, Ecuador—At nurses' conference, from left: Candace Moore of the embassy here, who organized the event; Connie

Estrada (Lima), Maria Fernandez (Asuncion), Doreen Doyle (Quito), Adriana Calvo-Palencque (La Paz), Grace Marillo (Bogota),

Irene Gomezjurado (Guayaquil), Sheila Clancy (Buenos Aires), Bety Olmedo (Quito), Kathy Pray (Brasilia).

EDUCATION & TRAINING

Courses: National Foreign Affairs Training Center

Program	Dec.	Jan.	Feb.	Length
AREA STUDIES; INTENSIVE COURSES				
Canada (AR 129)	7	—	—	2 1/2 days
Africa, sub-Sahara (AR 210)	—	31	—	2 weeks
East Asia (AR 220)	—	31	—	2 weeks
Latin America/Caribbean (AR 230)	—	31	—	2 weeks
Pacific islands (AR 238)	7	—	—	2 1/2 days
Near East/North Africa (AR 240)	—	31	—	2 weeks
South Asia (AR 260)	—	31	—	2 weeks
Southeast Asia (AR 270)	—	31	—	2 weeks
Successor states to the Soviet Union (AR 280)	—	31	—	2 weeks
Europe (AR 290)	—	31	—	2 weeks
AREA STUDIES; ADVANCED COURSES				
Andean (AR 533)	These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.			
Arabian Peninsula/Gulf (AR 541)				
Balkans (AR 583)				
Baltic states (AR 584)				
Benelux (Netherlands) (AR 595)				
Brazil (AR 535)				
The Caribbean (AR 538)				
Central America (AR 539)				
Central Asia (AR 586)				
China (AR 521)				
Eastern Africa (AR 511)				
Fertile Crescent (AR 542)				
Francophone Africa (AR 513)				
Francophone east/central Africa (AR 517)				
Francophone west Africa (AR 516)				
French-speaking Europe (AR 592)				
German-speaking Europe (AR 593)				
Greece/Cyprus (AR 589)				
Haiti (AR 536)				
Hungry, Czechoslovakia (AR 582)				
Iberia (AR 591)				
Indonesia (AR 571)				
Italy (AR 594)				
Japan (AR 522)				
Korea (AR 523)				
Lusophone west Africa (AR 514)				
Malaysia (AR 575)				
Mexico (AR 531)				
Mongolia (AR 524)				
Netherlands (AR 595)				
Northern Africa (AR 515)				
The Philippines (AR 574)				
Poland (AR 587)				
Russia, Ukraine and Belarus (AR 581)				
Scandinavia (Nordic countries) (AR 596)				
South Asia (AR 560)				
South Caucasus (AR 585)				
Southern Cone (AR 534)				
Southern Africa (AR 512)				
Thailand, Burma, Laos (AR 572)				
Turkey (AR 543)				
Vietnam/Combodia (AR 573)				
LANGUAGE AND ADVANCED AREA COURSES				
Afrikaans (LAA 100)	—	—	14	23 weeks
Albania (LAB 100)	—	—	14	23 weeks
Amharic (LAC 100)	—	—	14	23 weeks
Arabic (modern standard) (LAD 100)	—	—	14	23 weeks

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Administrative seminar is set for next year

The National Foreign Affairs Training Center will offer a three-part administrative officer seminar, January 10-15, February 14-18 and March 21-25, for administrative officers at GS-12 or FS-03 and above in Washington.

Participants will learn "who's who and what's what" in the Department; how to conduct a management controls review; how to manage conflict and change in the office; edit the work of others; work with both the Civil and Foreign Service personnel systems; and acquire the basics of budgeting, personnel and procurement resource systems. Emphasis will be on practical exercises, role-playing and coaching from peers and instructors. About 20 hours of reading is required prior to the first class.

Applicants should send Form DS-755, "Request for Training," with a brief endorsement by their supervisors, to Office of the Registrar, F Building, SA-42. For information, contact Sarah See Siegel, (703) 302-6978. □

GRIEVANCE ACTIONS

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

Time-in-class appeal fails

G-002(9)—The grievant was scheduled to be mandatorily retired for expiration.

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tion of time-in-class when he submitted his grievance to his agency. He claimed that (1) the agency improperly limited him to a one-time option to compete for promotion into the Senior Foreign Service; (2) it failed to notify him in writing as soon as his retirement date was set; and (3) agency procedural errors in his termination and proposed conversion to the Civil Service deprived him of employment rights. As remedy, he requested the board to extend his time to permit efficient processing of his retirement from the Service and conversion to the Civil Service.

The board found that the grievant withdrew his candidacy for the senior service, then sought to again compete for entry. It pointed out that the agency had acted properly because Section 601(c)(1) of the Foreign Service Act of 1980 precludes a member from again competing for the senior service after withdrawing a previous request to compete. The board stated that the grievant had been informed orally more than a year before the date he left the Service that he would be mandatorily retired, and that he was subsequently rehired in the Civil Service without a break in employment. It found that the grievant had not shown that he had been harmed in any way in the process.

The board also dismissed the grievant's complaints about alleged agency errors in processing him for Civil Service employment. It stated that it had no authority to become involved in the grievant's negotiations with his agency on his future employment status outside of the Foreign Service. □

Both rater, rated lacked patience, board finds

G-010(7)—The grievant complained of two evaluation reports which he said had cost him promotion and the extension of his overseas assignment, and had delayed his tenuring.

The board found that the first of the two ratings lacked explanatory detail, and made only perfunctory references to the grievant's achievements. After a selection board had criticized the report as "super

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Program	Dec.	Jan.	Feb.	Length
Arabic (Egyptian) (LAE 100)	—	—	14	23 weeks
Arabic (western) (LQW 100)	—	—	14	23 weeks
Armenian (LRE 100)	—	—	14	23 weeks
Azerbaijani (LAX 100)	—	—	14	23 weeks
Bengali (LBN 100)	—	—	14	23 weeks
Bulgarian (LBU 100)	—	—	14	23 weeks
Burmese (LBY 100)	—	—	14	23 weeks
Byelorussian (LBL 100)	—	—	14	23 weeks
Chinese (Cantonese) (LCC 100)	—	—	14	23 weeks
Chinese (standard) (LCM 100)	—	—	14	23 weeks
Croatian	—	—	14	23 weeks
Danish (LDA 100)	—	—	14	23 weeks
Dutch/Flemish (LDU 100)	—	—	14	23 weeks
Estonian (LES 100)	—	—	14	23 weeks
Finnish (LFJ 100)	—	—	14	23 weeks
French (LFR 100)	3	—	14	24 weeks
Georgian (LGG 100)	—	—	14	23 weeks
German (LGM 100)	—	—	14	24 weeks
Greek (LGR 100)	—	—	14	24 weeks
Hebrew (LHE 100)	—	—	14	23 weeks
Hindi (LHJ 100)	—	—	14	23 weeks
Hungarian (LHU 100)	—	—	14	23 weeks
Icelandic (LJC 100)	—	—	14	23 weeks
Indonesian (LJN 100)	—	—	14	23 weeks
Italian (LJT 100)	—	—	14	24 weeks
Japanese (LJA 100)	—	—	14	23 weeks
Kazakh (LKE 100)	—	—	14	23 weeks
Korean (LKP 100)	—	—	14	23 weeks
Khmer (LCA 100)	—	—	14	23 weeks
Kyrgyz (LKM 100)	—	—	14	23 weeks
Lao (LLC 100)	—	—	14	23 weeks
Latvian (LLE 100)	—	—	14	23 weeks
Lithuanian (LLT 100)	—	—	14	23 weeks
Malay (LML 100)	—	—	14	23 weeks
Nepali/Nepalese (LNE 100)	—	—	14	23 weeks
Norwegian (LNR 100)	—	—	14	23 weeks
Persian/Dari (LPG 100)	—	—	14	23 weeks
Persian/Farsi (LPF 100)	—	—	14	23 weeks
Polish (LPL 100)	—	—	14	23 weeks
Portuguese (LPY 100)	—	—	14	24 weeks
Portuguese (European) (LPY 101)	—	—	14	24 weeks
Romanian (LRQ 100)	—	—	14	23 weeks
Russian (LRU 100)	—	—	14	23 weeks
Russian (advanced) (LRU 101)	—	—	14	23 weeks
Serbian	—	—	14	23 weeks
Singhalese (LSJ 100)	—	—	14	23 weeks
Slovak (LSK 100)	—	—	14	23 weeks
Spanish (LQB 100)	—	3	14	24 weeks
Swahili/Kiswahili (LSW 100)	—	—	14	23 weeks
Swedish (LSY 100)	—	—	14	23 weeks
Tagalog/Pilipino (LTA 100)	—	—	14	23 weeks
Tajik (LTB 100)	—	—	14	23 weeks
Thai (LTH 100)	—	—	14	23 weeks
Turkish (LTU 100)	—	—	14	23 weeks
Turkmen (LUB 100)	—	—	14	23 weeks
Ukrainian (LUK 100)	—	—	14	23 weeks
Urdu (LUR 100)	—	—	14	23 weeks
Uzbek (LUX 100)	—	—	14	23 weeks
Vietnamese (LVS 100)	—	—	14	23 weeks
FAMILIARIZATION AND SHORT-TERM (FAST) COURSES				
Albanian (LAB 200)	—	—	14	8 weeks

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Program	Dec.	Jan.	Feb.	Length
Arabic (modern standard) (LAD 200)	—	—	14	8 weeks
Arabic (Egyptian) (LAE 200)	—	—	14	8 weeks
Arabic (North Africa) (LQW 200)	—	—	14	8 weeks
Armenian (LRE 200)	—	—	14	8 weeks
Azerbaijani (LAX 200)	—	—	14	8 weeks
Bengali (LBN 200)	—	—	14	8 weeks
Bulgarian (LBU 200)	—	—	14	8 weeks
Chinese (LCM 200)	—	—	14	8 weeks
Estonian (LES 200)	—	—	14	8 weeks
French (LFR 200)	—	—	14	8 weeks
Georgian (LGG 200)	—	—	14	8 weeks
German (LGM 200)	—	—	14	8 weeks
Hindi (LHJ 200)	—	—	14	8 weeks
Icelandic (LJC 200)	—	—	14	6 weeks
Indonesian (LJN 200)	—	—	14	8 weeks
Italian (LJT 200)	—	—	14	8 weeks
Japanese (LJA 200)	—	—	14	8 weeks
Kazakh (LKE 200)	—	—	14	8 weeks
Korean (LKP 200)	—	—	14	8 weeks
Kyrgyz (LKM 200)	—	—	14	8 weeks
Latvian (LLE 200)	—	—	14	8 weeks
Lithuanian (LLT 200)	—	—	14	8 weeks
Malay (LML 200)	—	—	14	8 weeks
Norwegian (LNR 200)	—	—	14	6 weeks
Polish (LPL 200)	—	—	14	8 weeks
Portuguese (LPY 200)	—	—	14	8 weeks
Romanian (LRQ 200)	—	—	14	8 weeks
Russian (LRU 200)	—	10	—	8 weeks
Serbo-Croatian (LSC 200)	—	—	14	8 weeks
Slovak (LSK 200)	—	—	14	8 weeks
Spanish (LQB 200)	—	—	14	8 weeks
Tajik (LTB 200)	—	—	14	8 weeks
Thai (LTH 200)	—	—	14	8 weeks
Urdu (LUR 200)	—	—	14	8 weeks
EARLY-MORNING LANGUAGE COURSES				
Arabic (modern standard) (LAD 300)	—	—	28	17 weeks
Chinese (standard) (LCM 300)	—	—	28	17 weeks
French (LFR 300)	—	—	28	17 weeks
German (LGM 300)	—	—	28	17 weeks
Italian (LJT 300)	—	—	28	17 weeks
Japanese (LJA 300)	—	—	28	17 weeks
Portuguese (Brazilian 300)	—	—	28	17 weeks
Russian (LRU 300)	—	—	28	17 weeks
Spanish (LQB 300)	—	—	28	17 weeks
ADMINISTRATIVE TRAINING				
Budget and financial management (PA 211)	—	—	21	6 weeks
C.F.M.S. budget execution (PA 151) (prerequisite PA 150)	—	24	—	2 days
C.F.M.S. financial planning (PA 152) (prerequisite PA 150)	—	28	—	1 day
C.F.M.S. miscellaneous obligations (PA 154) (prerequisite PA 150)	—	26	—	2 days
C.F.M.S. requisition documents (PA 153) (prerequisite: PA 150)	—	20	—	2 days
C.F.M.S. system overview and orientation (PA 150)	—	11	—	1 day
	—	12	—	1 day
C.F.M.S. travel orders (PA 155) (prerequisite 150)	—	13	—	2 days
C.O.R. training for construction projects (PA 125)	—	26	—	3 days
Customer service (PA 143)	2	—	24	2 days

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ficial” and “inadequate,” the rater and reviewer had revised it; they expanded on their criticism without crediting accomplishments. Their evaluation contrasted with affidavits submitted by the grievant which revealed considerable appreciation for his work on the part of Washington end-users.

The board perceived evident strain between the grievant and his Washington supervisor. It said that tact and patience were not the grievant’s strong suits, and that his testiness nurtured his communications problems with the Washington office, but that patience was not the strongest suit of his rater either. The grievant’s propensity to complain was a key strand in the negative evaluation, but the board found a sound basis for many of his complaints. The omission of a mid-period review was considered a significant contributing factor in the report’s flaws. The board judged that the frequent, brief comments on performance that come in the course of day-to-day supervision are too episodic and fragmented to substitute for a comprehensive mid-period review. It directed that the report be expunged.

The second rating was found acceptable except for one comment by the reviewing officer, which the board judged too speculative to be fair in an evaluation, and deleted it.

The board was convinced that, absent the errors, the grievant would have been promoted the year of the second report, and recommended that a promotion take effect retroactively. It was not persuaded that he would have been tenured any earlier. It said the fact that his overseas assignment was not extended was not grievable, since there was no evidence that it violated law or regulation. □

Family held not to be entitled to per diem

G-016(9)—The grievant complained that he was unfairly deprived of per diem for his family while he was in extended training in Washington. He maintained that the per diem was due him on the basis of what he was told prior to joining

the Service and the information received in his pre-employment package. He explained that, when he finally arrived at his first overseas post and submitted his travel vouchers, more than \$2,000 in per diem for his family was disallowed, and he was reimbursed only for the five-day period his family was with him in Washington during his consultation.

The grievant stated that his orders did not permit the shipment of his household effects to Washington, and it was his understanding they allowed him and his family to travel to Washington where actual living costs would be defrayed. He also contended that other members in his class were allowed per diem for their families while they were in training.

The board denied the grievance. It explained that the record showed there was nothing in the material sent to the grievant before he entered the Service to lead him to believe his family was entitled to any per diem other than for the five days when he was on consultation. More importantly, his travel orders also made this clear. Although the grievant believed that his family expenses for the training period would be reimbursed, and he kept careful records of these costs, the grievance board agreed with the agency that he had the responsibility to determine what reimbursements he was entitled to under agency regulations and policy, even though he was new to the agency. The grievance board noted that during his lengthy period of training he drew travel advances, but never sought clarification from any responsible person about his family's per diem. The grievance board also checked the sanitized records of other trainees in the class and found that none of them received per diem for their families for the period of training. □

Grievant loses home leave case

G-029(9)—The grievant complained that his home leave was unjustifiably and arbitrarily restricted in previous years. He explained that he agreed to a direct transfer and deferred his leave, only to be told later that he could not use more than six

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Program	Dec.	Jan.	Feb.	Length
Domestic administrative officers (PA 160)	—	10	—	3 weeks
F.S.N. classification and compensation (PA 232)	—	24	—	2 weeks
General services operations (PA 221)	13	3	7	12 weeks
	—	10	14	12 weeks
	—	—	21	12 weeks
	—	—	28	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	—	—	9	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Management controls workshop (PA 137)	—	10	23	3 days
Overseas cashier training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			
Payroll clerk training (PA 145)	—	—	14	4 days
Personnel course (PA 231)	—	3	28	7 weeks
Property management training for custodial officers (PA 135)	—	—	3	2 days
Training for overseas voucher examiners (PA 200)	Correspondence course			
CONSULAR TRAINING				
Advanced consular course (PC 532)	—	10	—	3 weeks
ConGen/Rosslyn basic consular course (PC 530)	Continuous enrollment: 26 days			
Consular orientation program (PC 105)	Continuous enrollment: 6 days			
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
CURRICULUM AND STAFF DEVELOPMENT TRAINING				
Basic facilitation and delivery workshop (PD 513)	—	—	16	3 days
Design and evaluation workshop (PD 511)	8	—	—	3 days
ECONOMIC TRAINING				
Economic tradecraft (PE 124)	—	18	—	2 weeks
Export promotion (PE 125)	—	31	—	1 week
EXECUTIVE DEVELOPMENT				
E.E.O. awareness for managers and supervisors (PT 107)	9	—	—	2 days
Effective public speaking (PT 113)	—	—	16	2 days
Foreign affairs leadership seminar (PT 119)	—	30	—	2.2 weeks
Introduction to management skills (PT 207)	—	10	—	4 days
Performance management seminar (PT 205)	1	—	—	2 days
Supervision for the experienced supervisor (PT 121)	—	20	—	3 1/2 days
Washington tradecraft (PT 203)	—	—	21	2 weeks
INFORMATION MANAGEMENT TRAINING				
Introduction to Lotus 1-2-3 (PS 118)	—	—	10	2 days
Introduction to PC and MS DOS (PS 111)	—	—	7	3 days
OFFICE MANAGEMENT COURSES				
Advanced WP (PK 154)	2	—	16	2 days
Basic WP + (PK 155)	7	20	8	2 days
Better office English (oral) (PK 226)	—	24	—	30 hours
Better office English (written) (PK 225)	13	—	7	40 hours
Civil service secretarial training for entering personnel (C.S.-step) (PK 104)	—	—	11	11 days
Drafting correspondence (PK 159)	—	—	22	1 week
Employee relations (PK 246)	—	20	—	2 days
Glossary (PK 151)	9	—	10	1 day
Introduction to Word Perfect 5.1 (PK 510)	13	13	1	2 days
Mid-level Foreign Service secretarial (PK 302)	—	24	—	2 weeks

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weeks of his accumulated home leave. Further, when he was subsequently transferred to Washington, he was informed that he was not eligible for home leave because he had not served abroad for 18 months since his last home leave. He maintained that the direct transfer which altered his home leave schedule was unnecessary and the later decision to limit his leave was arbitrary. As remedy he asked that his unused home leave be transferred to his annual leave account, or

that the annual leave he used when his home leave was restricted be restored.

The board denied the grievance, stating that the record showed that the grievant's direct transfer was required by the needs of the Service. It stated that the regulations require that a minimum of 20 days' home leave be granted and that, while up to 45 days may be authorized, an agency may use its discretion when granting more than a minimum, taking into consideration the needs of the Ser-

vice. The board also found that neither law nor regulation permit the transfer of home leave to annual leave. □

Junior officer denied extension as candidate

G-053(8)—The grievant, a Foreign Service career candidate, complained that his junior-officer rotational program during his first overseas assignment had been mismanaged, and that three of his performance evaluations for this period were falsely prejudicial. As remedy, he asked that two of the reports be expunged from his file and certain statements be deleted from the third evaluation. He also requested that his scheduled separation from the Service be suspended, and that he be granted another year as a career candidate to permit two additional reviews by the Commissioning and Tenure Board.

The grievance board found that the record proceeding in this case showed that the grievant was intelligent and hard-working, but that he consistently failed to meet deadlines in completing his work assignments, that he did not always follow through and that he caused problems by acting on his own without first informing his supervisors. The board found that the grievant's submissions had concentrated on the personalities and circumstances he encountered at the time his work performance was criticized, but he had not shown by convincing evidence that the criticisms as reflected in the three reports were inaccurate, unfounded or falsely prejudicial. The grievance was denied. ■

Use it or lose it

Employees and supervisors were reminded in an October 14 Department Notice that they should consider scheduling annual leave that may otherwise be forfeited. The leave year ends January 8. Both management and employees have responsibility for scheduling leave to avoid forfeiture the notice said. □

—(Continued from preceding page)

Program	Dec.	Jan.	Feb.	Length
Proofreading (PK 143)	—	13	—	2 days
State Department knowledge, information and learning for secretaries (PK 132)	—	—	7	1 week
Supervisory studies seminar (PK 245)	—	10	—	4 days
T.A.T.E.L. (PK 140)	1	11	3	1 day
Wang office (PK 161)	—	19	—	1 day
WP + transition (PK 153)	—	12	—	1 day
Writing effective letters and memos (PK 241)	—	10	—	1 week
ORIENTATION				
Department officers (PN 105)	—	11	8	3 days
Foreign Service officers (PG 101)	—	3	—	9 weeks
Foreign Service specialists (PN 106)	—	13	—	17 days
Designated posts (PN 112)	—	4	—	4 days
	—	27	—	2 days
	—	—	10	2 days
	—	—	24	2 days
OVERSEAS BRIEFING CENTER*				
American studies (MQ 115)	9	—	—	2 days
Documenting Foreign Service experiences (MQ 701)	—	19	19	1 day
English teaching (MQ 107)	—	—	9	3 days
Introduction to effective training skills for the Foreign Service spouse (MQ 111)	—	24	—	1 week
Introduction to Foreign Service life (MQ 100)	—	—	14	1 week
Life after the Foreign Service (MQ 600)	—	—	1	2 days
Marketing Foreign Service spouse talents (MQ 702)	—	20	—	1 day
Post options for employment and training overseas (MQ 703)	—	18	—	1 day
Protocol (MQ 116)	8	—	—	1 day
Security overseas seminar (MQ 911)	6	10	14	2 days
	—	24	28	2 days
	—	—	25	1 day
Tax seminar (MQ 117)	—	12	—	3 days
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	—	—	—	—
*Advance registration required for all courses				
POLITICAL TRAINING				
Foreign affairs interdepartment seminar (PP 101)	—	24	—	2 weeks
Intelligence and foreign policy (PP 212)	—	—	21	3 days
Multilateral diplomacy (PP 211)	—	—	7	3 days
Political tradecraft (PP 202)	—	3	—	3 weeks ■

RETIREES' CORNER

'Buyout' status is uncertain as recess nears

As of mid-November, Congress still was considering the administration's proposals for a Government-wide \$25,000 "buyout" to encourage early retirements. Most of those contemplating retiring soon understandably seemed to put their plans on hold pending clarification of the situation. If Congress gives early approval, we expect the 90-day "window" to take advantage of the buyout to be somewhere toward the end of this month to late March. Some categories of both Foreign Service and Civil Service employees with highly-specialized skills may be ineligible for the buyout due to the difficulty in recruiting replacements. Some positions will be abolished in the wake of the buyout, and some temporary vacancies are bound to occur.

Each senior retirement will have to be approved by the agency head, according to the draft legislation. (At State, this will apply to the Senior Foreign Service as well as the Senior Executive Service.) We have no basis on which to make accurate predictions of the extent to which employees will take advantage of the buyout offer. Some Foreign Service personnel seem inhibited by the provision in the draft legislation prohibiting U.S. Government reemployment for two or more years after accepting a voluntary separation incentive (i.e., "buyout"). Many former Foreign Service employees, especially those settled in the Washington area, work part-time at the Department or on temporary assignments abroad.

Job search scene

After the addition of one late arrival, a total of 72 participants comprised the October job search class, which finished its four weeks of intensive training on October 29. The class included 15 A.I.D. employees and 17 from U.S.I.A. The remaining 40 are retiring from State (34 Foreign Service, 6 Civil Service). The October class was the same size as the July, which was the largest since the job search program began nearly 10 years ago. Although somewhat cramped due to lack of

equipment, the Career Transition Center's personal computer training center proved to be very popular. The addition of 10 new terminals improved the situation. We expect to have state-of-the-art computers at each work station for the next job search class, which starts January 31.

Several members of the October class already have negotiated future jobs. These include director for English-teaching programs for foreign students, personal awareness counselor for a nonprofit organization, part-time work in the Department's Medical Division, computer company senior systems engineer and vice president or an A.I.D. contract in one of the new states of the former Soviet Union. Another participant is lining up professional singing engagements. Job offers seemed very close for a regional director for a contract in Kiev, Pennsylvania Dental Association executive director, a position with the Conservation of Natural Resources in Jamaica program and director of the Fulbright Commission in Germany.

Plans of others include returning to school to study jazz, a trip to Mexico to evaluate export/import business prospects and full-time work on a book to be published next year. Still others are investigating small-business prospects, including low-cost housing, diamond importing and selling antiques. Most State Department Foreign Service members of the October class are joining the Foreign Affairs Reserve Corps, which now includes over 400 annuitants. Another 130 are awaiting updating or renewal of their security clearances.

Stay in touch

We encourage retirees to remain in touch. Retired foreign affairs people often are important sources of information on employment opportunities for retirees reentering the job market. Surveys show

The material in this new section is contributed by the Office of Retirement and Career Transition. Suggestions for what might be included should be addressed to the Career Transition Center, 3330 North Washington Boulevard, Suite 350, Arlington, Va. 22201. Or telephone (703) 235-4240.

that most positions are filled through networking. Those who have been successful in making the transition to a second career may be able to advise new retirees and point them toward job opportunities.

Regional groups

Some Foreign Service retirees may be unaware of the existence of regional retiree organizations. On file are addresses and names of contact persons for 10 retiree organizations in central and northern Arizona, southern Arizona, northern California, southern California, Florida, Minnesota and Wisconsin, New England, New Mexico, central North Carolina and the state of Washington. If other such organizations exist, or if there have been changes in contact persons or addresses, the Retirement Division (Room 1251 Main State, (202) 647-9315) or the Career Transition Center would appreciate being notified. Any regional organization wishing to publicize the name and address of its contact person should write in.

Annuity checks

Retirees and survivor annuitants are reminded not to be surprised if their annuity checks due on February 1 are slightly lower than in the preceding month. Health insurance premiums are adjusted in the annuity payment dated February 1, and most insurance premiums will be increasing moderately next year. Hopefully, the difference in health premium payments will be compensated for, and at least a small increase in the total annuity will appear in the April 1 checks, when the annual cost-of-living increase (delayed for three months by Congress) kicks in. Those who retired under the "old" Foreign Service and Civil Service retirement plans will receive a 2.6% raise in April. Those who retired under the "new" Foreign Service and Civil Service plans will receive a 2% increase on the "new" portion of their annuity, and the same 2.6% on the "old" part (if any). Anyone whose annuity began on or after January 1, 1993, will receive a prorated cost-of-living raise equal to 1/12 for each month in which annuity was payable before December 1, 1993.

—(Continued on Page 69)

POST OF THE MONTH

SURABAYA

This consulate general, in the second-largest city in Indonesia, is on Java, one of the 3,000 islands in this archipelago nation northwest of Australia. U.S. Foreign Service people there are featured as part of STATE'S continuing series.



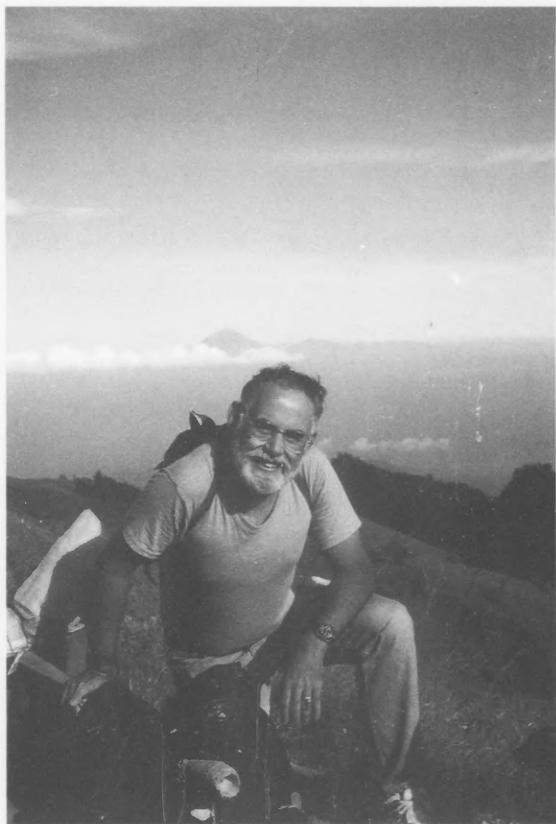
Economic officer *Richard McCrensky* in Batu.



A view of Surabaya from the Kalimas River.



The consulate general.



Consul general *Peter Spalding* atop Mt. Rinjani, the second highest mountain in Indonesia.



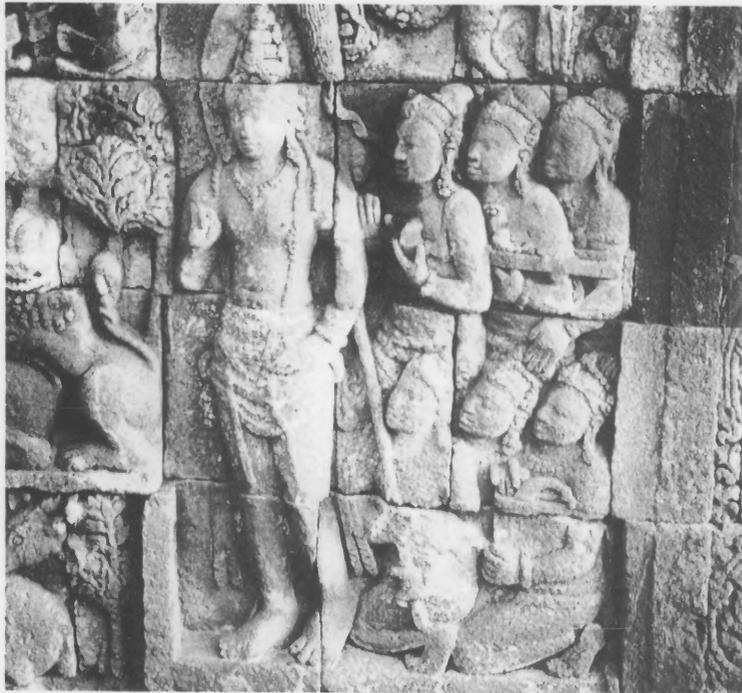
Consular officer *Ed Fendley*, left, with men at an apple orchard.



A street scene in Yogyakarta.



Senator *Richard Lugar* (R-Ind.) at ceremony upgrading the consulate to a consulate general.



Carvings on a ninth-century Buddhist temple.



Public affairs officer *Mike Hurley* and wife *Marlene* at a temple in Bali.



Consul general *Peter Spalding* with Islamic leader *Abdurrachman Wahid*.



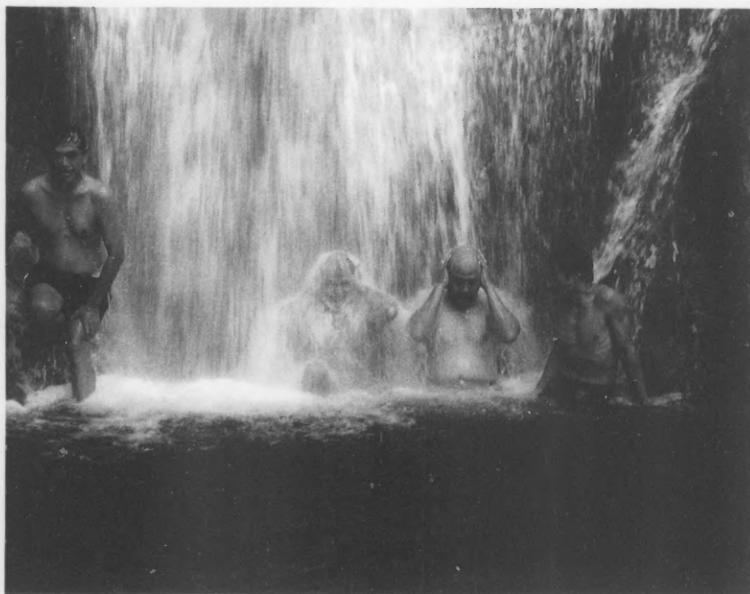
Marlene Hurley, wife of public affairs officer Mike Hurley, with orangutangs in Kalimantan, formerly Borneo.



A becak, the local means of transportation.



Guard chief Pak Halim, second row, center, with consulate staffers at his retirement ceremony.



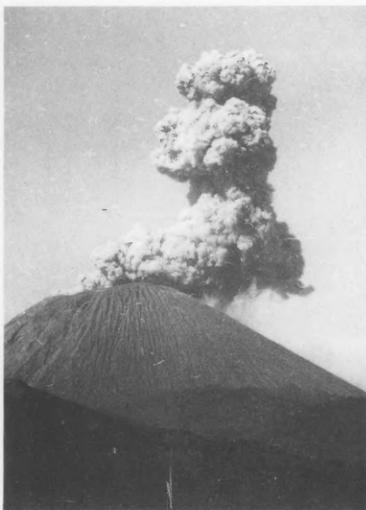
Consul general *Peter Spalding*, second from left, with Javanese men at a waterfall that allegedly restores youth.



Carole Spalding, wife of the consul general, and economic officer *Richard McCrensky*, shopping for antiques.



Consul general *Peter Spalding*, seated, center, and wife *Carole* at ceremony marking the 700th anniversary of Surabaya's founding, with consuls from other nations, seated, and a delegation from Seattle, standing.



A volcano in East Java.



Cashier *Pak Suky*, center, "Employee of the Month," with administrative and consular officer *Matt Johnson*, left, and consul general *Peter Spalding*.



A Javanese statue.



Economic officer *Andy Rothman*, with wife *Robin*, receives Meritorious Honor Award from consul general *Peter Spalding*.



Economic officer *Richard McCrensky*, right, at a Bali temple. ■

CIVIL SERVICE PERSONNEL

Promotions

GG-14

Kirschner, Bruce A., Bureau of International Joint Commission

GM-13

Frechette, Alicia A., Bureau of Personnel
Shire, Jacqueline W., Politico-Military Affairs

GM-14

Staub, Terri L., Bureau of Administration, Data/Voice Telecommunications
Velazquez, Daisy Marie, Office of Foreign Buildings, Contractors Branch
White, Victor A., Diplomatic Telecommunications Service

GM-15

Bird, Judith Ann, Intelligence and Research, Office of Terrorism and Narcotics
Collins, Patrick W., Office of Foreign Buildings, Architectural Branch
Retherford Jr., Robert M., Office of Foreign Buildings, European and Canadian Area
Sheedy, Thomas Brian, Office of Foreign Buildings, Near East and South Asian Area
Silver Jr., Ezel, Office of Foreign Buildings, Latin America Area

GS-4

Burton, Karen A., Passport Services

GS-5

Abbey Jr., Jose Tyrone, Passport Services
Deaner, Nicole A., Bureau of Public Affairs, Office of Historian
Finley, Netina C., Foreign Service Institute, Office of the Registrar
McCaffrey, James L., Office of Chief Financial Officer, Travel Voucher Section
Morina, Tia L., Bureau of Personnel, Office of Executive Director

GS-6

Goodine, Kritrina R., Office of

Chief Financial Officer, Vendor Claims
Martin, Suzanne, Office of Inspector General
Parris, Lisa G., Office of Foreign Buildings, Building Design and Engineering
Rogers, Sharon E., Economic and Business Affairs, Developed Country Trade Division
Smith, Elizabeth A., Andean Affairs
Swain, Durrion C., Miami Passport Agency

GS-7

Bohannon, Lisa R., Houston Passport Agency
Bullock, Imogene, Passport Services
Coleman, Alisa, Intelligence and Research, Office of Economic Analysis
Gombis, Albert T., West African Affairs
Malcolm, Diane A., Seattle Passport Agency
Redmond, Saynora D., Citizens Consular Services, European Services Division
Rooney, Erin E., Family Liaison Office

GS-8

Catlin Jr., Robert J., Bureau of Administration, Classified Pouch and Mail Branch
Lyles, Wanda Maria, Office of Overseas Schools
Mayo, Iris J., Southern European Affairs
Pernell, Delores H., Visa Services

GS-9

Evans, Julia A., Bureau of Administration, Information Management, Personnel Management
Herd, Beverly N., Diplomatic Security, Global Support Branch
Richter, Kim Beverly, Visa Services
Smith, Robin Lynn, African Affairs, Office of Executive Director

GS-10

Motes, Roger D., Beltsville Communications Center

GS-11

Baer-Basek, Simone, Visa

Services
Barcas, Catherine H., Bureau of Administration, Personnel Management
Cole, Bernadette S., Bureau of Administration, Personnel Management
Sepucha, Laura E., Politico-Military Affairs
Shelton, Theran J., Diplomatic Security, Applicant Investigation Section
Stewart, Joan E., Visa Services
Taylor, Linda A., Office of Small and Disadvantaged Business Utilization
Yee, Carolyn B., Bureau of Public Affairs, Office of Historian

GS-12

Bottom, Angela Marie, Office of the Geographer
Geyer, David C., Bureau of Public Affairs, Office of Historian
Harms, John C., Intelligence and Research, Office of Executive Director
Henderson, Tracy L., European Affairs, Budget Branch
Hensley, Joan B., Office of Chief Financial Officer, Systems Support Branch
Hite, John M., Office of Foreign Buildings, Contracts Branch East
Keen, Erica A., Office of Coordinator for Population Affairs
Minor, Gwendolyn E., Intelligence and Research, Office of Intelligence Liaison
Mounts, Jeffrey C., Office of Chief Financial Officer, Financial System Requirements
Robinson, Juanita M., Bureau of Administration, Office of Freedom of Information
Robinson, Vernon M., Beltsville Communications Center

GS-13

Bassett, Andrew J., Office of Chief Financial Officer, Domestic Functional Bureaus Division
Chen, Johnnie J., Bureau of Administration, Information Management, Software Engineering
Donald, Terry T., Diplomatic Security, Domestic Facilities
Elmo, David S., Office of

Foreign Buildings, Real Estate Division
Mazza, Joseph P., Language Services, Translating
Van Buskirk, Michael J., Diplomatic Security, Protective Liaison Division

Appointments

Anders, Gerald D., Bureau of Administration
Aronsohn, Paul Stuart, Politico-Military Affairs, Office of Assistant Secretary
Chitre, Nanda, Politico-Military Affairs, Office of Assistant Secretary
Day, Evelyn M., Office of Equal Employment Opportunity and Civil Rights
Dillery, C. Edward, Office of Under Secretary for Management
Ely, Helen Karen, Language Services, Translating
Evans, Bennie M., Passport Services
Garofano, Michael P., Consular Affairs, National Passport Operations
Harris, Martha Caldwell, Politico-Military Affairs, Office of Assistant Secretary
Kouts, Jodi Lynn, Passport Services
Manatt, Michele Anne, Inter-American Affairs, Office of Assistant Secretary
Massie, Brian D., Economic and Business Affairs, Office of Executive Director
McElroy, Larry L., Bureau of Administration, Information Management, Domestic Installations Branch
Moten Jr., William G., Passport Services
Smith, Terri L., Passport Services
Steinberg, James B., Intelligence and Research, Regional Analysis
Wasiewicz, Monika Anna, Legislative Affairs
White Jr., William H., International Organization Affairs
Wilcox, David E., Office of Inspector General
Witten, Samuel M., Office of Legal Adviser, Economic, Business and Communications Affairs

Reassignments

Abraham, Luberta, Office of Chief Financial Officer to Bureau of Administration, Office of Information Administration

Addison, Joanne E., Visa Services to Eastern European Affairs

Candelario, Fern M., Office of Chief Financial Officer to Bureau of Administration, Office of Executive Director

Casebeer, Jeffery J., San Francisco Passport Agency to National Passport Operations

Doyle, Jason P., Operations Center to European Affairs

Ellis, Rhonda J., European Affairs to African Affairs

Farmer, Tanya M., Office of Chief Financial Officer to Bureau of Administration, Information Management

Greer, Colleen A., Pre-Assignment Training to

International Organization Affairs

Hart, Shauntia S., Office of Under Secretary for Management to Politico-Military Affairs

Hobson, Dean L., Office of Under Secretary for Management to Office of Foreign Buildings, Administrative Management

Jones, Cornelius D., Visa Services to Foreign Service Institute, Office of Registrar

Lee, Gloria J., Office of Under Secretary for Management to Politico-Military Affairs

Patton, Linda Giuliano, Office of Foreign Buildings to Foreign Service Institute, Language Studies, Testing Unit

Peters, John C., New Orleans Passport Agency to National Passport Operations

Smith, Karen L., Office of Under Secretary for Management to Politico-Military Affairs

Southerland, Deedee Ann, Los Angeles Passport Agency to National Passport Operations

Viksne, Diane, Bureau of Administration to Foreign Service Institute, Romance Languages

Resignations

Amoroso, James A., Office of Inspector General

Barker, Deborah A., Office of Protocol, Accreditation Section

Belsches, Kathy D., Bureau of Administration, Office of Freedom of Information

Bremer, Amanda E., Bureau of Personnel

Cantor, Joshua Seth, Politico-Military Affairs

Davis, Carla A., Executive Secretariat

Dinoia, Peter Anthony, Diplomatic Security, Personnel Management

Downing, Suzanne L., Bureau of Administration, Personnel Management

Dumaine, Pierre G., Miami Passport Agency

Duncan, Catherine Ann, Politico-Military Affairs

Eichelberger, Kimberly T., Office of Foreign Buildings, Administrative Management

Ellison, Noni L., Bureau of Administration, Information Management, User Training

Fura, Jason W., Bureau of Administration, Office of Freedom of Information

Gillcrst, Michelle B., Visa Services

Gonzalez, René A., Bureau of Administration, Information Management

Hynes, Amy S., Bureau of Administration

Jackson, Kimberly A., Operations Center

Kaufman, Stephen E., Politico-Military Affairs

Kenneybrew, Neuftearia A., Office of Foreign Buildings, Resource Management

Kish, Kathleen C., Politico-Military Affairs, Office of Assistant Secretary

Knight, Susan L., Office of Inspector General

Kurth, Timothy, African Affairs, Office of Executive Director

Kusrow, Daniel C., Bureau of Administration, Office of Freedom of Information

Lamotte, Kenneth R., Office of Legal Adviser, Office of Executive Director

Lawson, Zeno T., Passport Services

Lewis, Scott C., Bureau of Administration, Information Management

Lycett, Stephen E., Diplomatic Security, Personnel Management

Mayo, Gerrod Alan, Politico-Military Affairs

Mead, Raymond A. L., Bureau of Administration, Information Management

Moyer, Alicia M., Summer Clerical Program

Palmer Jr., Stephen E., Human Rights and Humanitarian Affairs

Parsons, Craig Alexander, Politico-Military Affairs

Powell, Octavia D., Passport Services

Queen, Manh-Tran, Economic and Business Affairs, Special Trade Activities

Scaglione, Tina Louise, Politico-Military Affairs

Shelton, Michelle Lesette, Diplomatic Security, Personnel Management

Stephens, Holly L., Pre-Assignment Training

Stevens, Genevieve, Office of Foreign Buildings, Resource Management

Sutton, William Keith, Office of Inspector General

Tolson, Erin K., Politico-Military Affairs

Turkel, David Andrew, Politico-Military Affairs

Vasankari, Eric R., Passport Services

Vasquez, Diane Lynn, Kingston Waters, Mary Robin, Medical Services

Williams, Paul R., Office of Legal Adviser, European and Canadian Affairs



Many employees believe that Government telephone service is free; they're wrong. Government long-distance service isn't covered by a flat

rate. Calls are billed as if to a home phone. So use of office phones for personal long-distance calls adds to State's phone bills. □

FOREIGN SERVICE PERSONNEL

Appointments

Anzalone, Paula T., Specialist Intake
Bernstein, Betty A., Pre-Assignment Training,
Burger, David John, Pre-Assignment Training
Chaplin, Bruce R., Specialist Intake
Doyle, Francis James, Vatican
Ellis, Clarke N., Economic and Business Affairs
Escobar, Gabriel, Pre-Assignment Training
Fleitz, Louis G., Specialist Intake
Ford, Jerry M., Specialist Intake
Hughes, Sue A., Athens
Hullinger, Susan L., Specialist Intake
Krc, Jan, Pre-Assignment Training
Lumley, Dustin W., Specialist Intake
Mendez, Julius A., Specialist Intake
O'Hearne, Brian, Vatican

Transfers

Abbott, Jan D., Brussels to Karachi
Abington Jr., Edward Gordon, Islamabad to Jerusalem
Allard, Clarke William, Bureau of Personnel, Office of Performance Evaluation to Portsmouth Consular Center
Anderson, Michael G., Warsaw to Department of Transportation
Aoki, Makoto, Bureau of Administration, Information Management to Bonn
Ash, E. Charles, Majuro to Special Domestic Assignment Program
Ash, Pamela Irene, Bamako to Executive Secretariat
Atherton, Lewis R., Foreign Service Institute, Language Training to Beijing
Beaudoin, Jules, Diplomatic Security to Casablanca
Beer, Richard C., Nuclear Risk Reduction Center to Moscow
Bender-Klosson, Bonita L., Stockholm to European Affairs
Brock Evers, Leslie E., Near Eastern and South Asian Affairs to Bureau of Personnel, Examination Division

Burroughs Jr. John A., Diplomat-in-Residence to African Affairs
Chamberlin, Wendy, Near Eastern and South Asian Affairs, Public Affairs to Kuala Lumpur
Clements, Gary A., Quito to Policy Planning Staff
Cooper IV, H. Field, Beijing to Diplomatic Security, Office of Security Technology
Cooper, Jennifer F., Beijing to Bureau of African Affairs, Office of Executive Director
Crocker, Ryan Clark, Beirut to Near Eastern and South Asian Affairs
Curley II, Albert, Foreign Service Institute, Administrative Training to Office of Chief Financial Officer, Fiscal Requirements Division
Dacus, Jacqueline D., Kingston to Bureau of Personnel, Career Development and Counseling Division
Daniels, Rita Kay, San Salvador to Career Mobility Program
De Smet-Howard, Phyllis A., Moscow to London
DeGrands, Dominic J., St. Petersburg to Bureau of Administration, Information Management
Del Principe, Michael A., East Asian and Pacific Affairs to Bratislava
DeMeerleer, Suzanne, Tegucigalpa to Bureau of Personnel
Dewindt Jr., Victor G., Buenos Aires to Diplomatic Security
Dillon, Mary L., Gaborone to African Affairs
Dobbins, Wilma M., Beijing to East Asian and Pacific Affairs
Doherty, Christopher J., European Affairs to Vienna
Dolce, Robert Anthony, Consular Affairs, Citizens Emergency Center to London
Dotterer III, George O., Beirut to Bureau of Administration, Information Management
Eckman, Vicki Cheryl, Bureau of Personnel to Helsinki
Ensher, Henry S., Near Eastern and South Asian Affairs to Damascus
Farago, Natalie, Kiev to European Affairs
Farr, Thomas Franklin, European Affairs to Bonn
Finn Jr., Earnest E., Bureau of

Administration, Information Management to Bogota
Fleming, Walter L., San Salvador to New Delhi
Frechette, Myles R. Rene, Office of Special Representative for Trade Negotiations to Executive Secretariat, Office of Executive Secretary
Fuhrer, John W., Tegucigalpa to Monrovia
Goldberg, Mina S., Brasilia to Auckland
Goldberg, Robert, Hong Kong to Office of Special Representative for Trade Negotiations
Gotoh, Kay E., Politico-Military Affairs to Tokyo
Grandfield, Mary E., Guatemala to Central African Affairs
Grant, William Kevin, Foreign Service Institute, Economic-Commercial Training to International Organization Affairs
Griffin, George G. B., Near Eastern and South Asian Affairs to Economic and Business Affairs
Griffiths, Douglas M., African Affairs to Foreign Service Institute, Economic-Commercial Training
Haines, Ellen K., Kingston to Office of Chief Financial Officer
Hanford, Janet J., Inter-American Affairs, Regional Center, Miami to Hong Kong
Harwell, Cherisa K., Rio de Janeiro to Seoul
Hawley-Young, Margaret, Hong Kong to Economic and Business Affairs, Office of Food Policy Programs
Hazard, Carol Lynn, Nassau to European Affairs, Office of Executive Director
Heydemann, Peter L. M., New Delhi to Oceans bureau
Hughes, Walter M., Brazzaville to African Affairs
Humphrey, Sandra Nelson, Moscow to Bureau of Personnel, Career Development, Consular
Johnson, Sylvia D., Barranquilla to Intelligence and Research
Jones, Stuart E., Foreign Service Institute, Economic-Commercial Training to Eastern European Affairs
Kaestner, Peter G., Kuala Lumpur to Special Domestic

Assignment Program
Kaminski, George Francis, Bureau of Administration, Information Management to Peshawar
Kavanagh, Christopher, Montevideo to Economic and Business Affairs, Office of Cocom Affairs
Keller, Patricia Barron, Near Eastern and South Asian Affairs to East Asian and Pacific Affairs, Office of Assistant Secretary
Kelly, Sally L., East Asian and Pacific Affairs to Manila
Kilgore, Hulya, Ankara to Refugee Programs
Kinn, Charles N., Nouakchott to Bucharest
Klingensmaier, Richard H., Kinshasa to Diplomatic Security
Larsen, Dan Jonathan, Manila to Office of Pacific Island Affairs
Light Jr., Frank Gristock, Foreign Service Institute, Language Training to Vientiane
Light, Sally Mathiasen, Foreign Service Institute, Language Training to Vientiane
Lynch Jr., Thomas A., Moscow to U.S. Congress
Malkemes, Janet R., Economic and Business Affairs to Special Domestic Assignment Program
Malleck, George Stephen, Damascus to U.S. Congress
Martinez, Maryanne H., Salzburg to Human Rights and Humanitarian Affairs
McCaffrey, Michael T., Kuala Lumpur to Bureau of Administration, Unclassified Pouch and Mail Branch
McCulley, Terence Patrick, Bombay to Central African Affairs
Milam, William B., Dhaka to Oceans bureau, Office of Assistant Secretary
Miller, Teresa M., Brussels to Beijing
Mueller, Richard W., Foreign Service Institute, Language Training, to Hong Kong
Olson, Karl Gunnar, African Affairs to Rio de Janeiro
Parton, Kenneth E., Montevideo to Bureau of Administration, Information Management, Office of Foreign Operations
Patterson Jr., Robert E., UN

- Political Affairs to Yerevan
Patterson, Alan L., Bamako to Addis Ababa
Pekala, Mark A., Politico-Military Affairs to European Affairs, Russian and Security Affairs Division
Petersor, Lisa J., Durban to Intelligence and Research, South American Division
Popadiuk, Roman, Kiev to European Affairs
Pratt, Genevieve J., Dhahran to Riyadh
Purnell, Jon R., Foreign Service Institute, Functional Training to European Affairs
Quaglia Jr., Paul L., Jerusalem to Near Eastern and South Asian Affairs
Reca, Robert J., Lima to Diplomatic Security, Dignitary Protection Division
Reisenauer, Diane J., Beijing to East Asian and Pacific Affairs
Rubinstein, Daniel H., Intelligence and Research to Luanda
Ryan, Thomas W., Kathmandu to Beirut
Salazar, Edward J., U.S. Congress to European Affairs
Saloom III, Joseph A., Economic and Business Affairs to Conakry
Schofield, William Potter, Inter-American Affairs to Southern European Affairs
Schuchat, Simon Joseph, Foreign Service Institute, Economic-Commercial Training to European Affairs
Serwer, Claudia H., Caracas to Near Eastern and South Asian Affairs
Shollenberger, John F., Washington Regional Diplomatic Courier Division to Bangkok Courier Division
Skeen, Steven G., Peshawar to Bureau of Administration, Information Management
Smith, Edward T., Special Domestic Assignment Program to Inter-American Affairs
Steinhoff, Lena R., Paris to Maputo
Sternheimer, Stephen, Prague to European Affairs
Strope, Edna G., Near Eastern and South Asian Affairs to Karachi
Sullivan, Gregory William, Pre-Assignment Training to Cairo
Swope, Mary Elizabeth, Cairo to Office of Under Secretary for Management
Tanabe, Florence T., Lome to Bureau of Personnel, Assignments Division
Thompson, Joanne M., Foreign Service Institute, Language Training to N'Djamena
Valdez Jr., Manuel, Bureau of Personnel to Bureau of Administration, Information Management, Personnel Management Division
Vogel, Frederick J., Vientiane to Politico-Military Affairs
Volker, Karen Eileen, Office of Deputy Secretary to Foreign Service Institute, Language Training
Walsh, James Donald, Buenos Aires to Ottawa
Ward, James L., Consular Affairs to Paris
Wysham, John Anthony, Foreign Service Institute, Economic-Commercial Training to European Affairs
Yee, Hoyt B., Paris to Operations Center
Young, Daniel H., Inter-American Affairs to Beijing
Young, Rebecca F., Port-of-Spain to Beijing
Zumwalt, James P., Tokyo to East Asian and Pacific Affairs
- Hadley, Martha**, Sofia
Hamilton, Elizabeth, Sofia
Heydemann, Peter L. M., Oceans bureau
Holland, Thanh, N., Leave-without-pay status
Hovey, David Miles, Brussels
Irvine, Ellen P., Paris
Johnson, Patricia E., Mexico City
Johnson, Ronda Jo, Riyadh
Kimbrough, Karin J., Summer and Intern Programs
Leaphart, Stephanie, Bamako
Linger, Maria, The Hague
Malcik, Susan H., Leave-without-pay status
Mance, Brenda, Moscow
Markle, Toni C., Bucharest
Martin, Pauline Maria, Mexico City
Materna, Mildred Evelyn, New Delhi
Meadows, William R., Foreign Building Office
Mendenhall, Christine J., African Affairs, Office of Executive Director
Merkin, Terry E., Mexico City
Mokrani, Ahmed, Moscow
Monaco, Mark J., Paris
Najafi, Seid Alireza, Moroni
Pelczynski, Gabrielle D., Athens
Rodriguez, Urbana, Hong Kong
Schaffrath, Beatrice M., Summer and Intern Programs
Schmidt, Sheryl, Maracaibo
Schwartz, Edward George, Bureau of Administration, Information Management
Simmons, Mari D., Kathmandu
Southern, Doris Allen, Leave-without-pay status
Sulick, Shirley P., Warsaw
Vaughn, Deborah, Jakarta
Verble, Geraldine A., Frankfurt
Walker, Stephen William, Eastern European Affairs
Whetstone, Phyllis J., Sofia
Wickham, Victoria Irene, Nicosia
Wong, Charles T., Summer and Intern Programs
Yamashita, Viviana F., Quito
Zapata, Carlos M., Leave-without-pay status
Zarret, Cheryl A., St. Petersburg
Zartler, Malissa Ann, Bogota
- Blanton, James Taylor**, Consular Affairs
Bloch, David, Visa Services
Breckon, M. Lyall, Bureau of Personnel
Briggs, Everett Ellis, Lisbon
Brown, Claudia A., Monrovia
Carroll, Robert J., Stockholm
Chesteen, Charles N., Bureau of Administration, Diplomatic Pouch and Mail Division
Cook, Ross S., Khartoum
Creekmore Jr., Marion V., Diplomat-in-Residence
De Wilde, Jan, Refugee Programs
DePree, Willard A., Office of Inspector General
Dillery, C. Edward, Office of Under Secretary for Management
Dugan, Gordon J., Intelligence and Research, Office of Economic Analysis
Edensword, Jon G., Secretariat, Board of Examiners
Ewing, Raymond C., African Affairs
French, Kenneth A., Paris
Goodgion, Douglas J., Bureau of Administration, Information Management
Grahame, Jay R., Bureau of International Organization Affairs, Office of UN Social and Refugee Affairs
Granger, Robert L., San Jose
Green, Nick, Diplomatic Security
Harbin, William Bruce, Assignments to Nongovernmental Organization
Ifshin, Stanley R., Oceans bureau, Nuclear Technology Cooperation Division
Jackson, Lucius A., Diplomatic Security, Office of Security Technology
Jameson, Donald L., Rangoon
Johnson Jr., Walter E., Bureau of Administration, Information Management
Johnson, Stephen T., Intelligence and Research, Southeast Asia and Pacific Division
Jorgenson, Raymond C., Inter-American Affairs
Koritko, Andrew William, Office of Foreign Buildings, Resource Management Office
Kotula, Kirk-Patrick, Consular Fraud Prevention Program
Kusrow, Carl Bruce, Diplomatic Courier Service
Longo Jr., D. Thomas, Oceans bureau, Science and

Resignations

- Anderson, Joanne C.**, Leave-without-pay Status
Armenian, Nora A., St. Petersburg
Barillas, Martin M., Politico-Military Affairs
Bromwell, Linda K., Rio de Janeiro
Brunner, Michael G., St. Petersburg
Bryan, George Lawrence, New Delhi
Callahan, Courtney, Dublin
Durrett, Margaret N., Leave-without-pay status
Ferro, Evelyn A., Athens
Foreman, Margaret Ann, Leave-without-pay status
Galen Wallack, Hallie Sue, Santo Domingo
Gatling, William Lance, Pre-Assignment Training
- Atchley, John K.**, Nairobi
Baysden, Alton R., London
Blakeburn, Paul H., Oceans bureau, Office of Ecology, Health and Conservation

Retirements

Technology

Lupo, Samuel Eldred, Office of Inspector General
 Maher, Peter S., Hamilton
 Mariano, Nicholas G., Diplomatic Security, Office of Physical Security Programs
 Marshall, Gene B., Montreal
 Mayhew, Philip R., Pacific Island Affairs
 Morris, Ned E., Quito
 Norton, David Clark, International Communications and Information Policy
 Pelczynski, Casper J., Athens
 Prelec, Frances M., Brasilia
 Quan, Ross S., East Asian and Pacific Affairs
 Ribera, Nivea M., Inter-American Affairs, Regional Center, Miami
 Riley Jr., Wilson A., Environmental Protection Agency
 Rose, Gerald S., Monrovia
 Rossi III, Herman J., International Communications and Information Policy
 Rubenstein, A. Irwin, Mexican Affairs
 Salisbury, William R., The Hague
 Schiele, David L., International Organization Affairs
 Scott, Louise A., International Organization Affairs
 Semler, Peter, Milan
 Seymour Jr., Jack M., Nato Information Office, Atlantic Council
 Shankle Jr., Arthur P., Bureau of Personnel
 Sherman, Edric, Office of Under Secretary for International Security Affairs
 Sippelle, Dudley G., Port-au-Prince
 Sleght, Alexander K., Politico-Military Affairs
 Smith, Beverly J., Cairo
 Stern, Robert H., Office of Inspector General
 Sturgeon, George S., Bonn
 Tyson, Herbert L., Athens
 Verrier Jr., Alfred J., Washington Regional Diplomatic Courier Division
 Vieira, John A., Madras
 Willow, Ruth L., Bureau of Administration, Office of Allowances
 Woodward, Katherine F., Santo Domingo □

Meritorious Service Awards

(See Page 21)

Anderson, Laurence Desaix
 Burleigh, Albert Peter
 Courtney, William Harrison
 Covey, James P.
 Dunford, David J.
 Egan Jr., Wesley W.
 Hobbs, David L.
 Hudson, William J.
 Johnson, Ralph R.
 Jones, A. Elizabeth
 Kattouf, Theodore H.
 Kauzlarich, Richard Dale
 Kennedy, Patrick Francis
 McLaughlin Jr., Michael J.
 Parris, Mark Robert
 Patterson, Anne Woods
 Rackmales, Robert
 Robinson, Max Newton
 Rose, Gerald S.
 Saloom III, Joseph A.
 Savage, Eleanor Wallace
 Schulz, Herbert W.
 Ward, James L.
 Williams, James Alan
 Yates, John M.

Performance pay

Balabanis, G. Paul
 Barry, Robert L.
 Bishop, James K.
 Dittmer, Clark M.
 Donnelly, Shaun Edward
 Frechette, Myles R. Rene
 Grove Jr., Brandon H.
 Kemp, LaRae Washington
 Mack, David L.
 Mayhew, Philip R.
 Ryan, Mark A.
 Service, Robert E.
 Sullivan, Joseph Gerard
 Taylor III, Philip Bates
 Wilcox Jr., Philip C.
 Wolf, John Stern □

Foreign Service nominations

The following nominations have been confirmed by the Senate:

Foreign Service officer of Class 1, consular officer and secretary:
 Paul Snow Carpenter
 Foreign Service officers of Class 3, consular officers and

secretaries:

M. Eugene Aaron
 Aruna S.G. Amirthanayagam
 Foreign Service officers of Class 4, consular officers and secretaries:
 Mark Armando Aquiar
 Bonita S. Bissonette
 Mary Elisabeth Brocking
 Kent C. Brokenshire
 Joseph Patrick Cassidy
 Jacqueline Kay Dunphy
 James Suydam Gibney
 Amy Elizabeth Holman
 Daniel Alan Hutchens
 Glen Keiser
 Ellen K. Kresen
 Patricia Anne Lacina
 Karin L. Larson
 Laura Anne Lockman
 Lewis Alan Lukens
 Doris Ruth McBryde
 James Earle McCracken
 Julie Rethmeier Moyes
 William James Mozdierz
 Michael Chase Mullins
 Nancy J. Nelson
 George Thomas Novinger
 Geoffrey Martin Odlum
 Lynette Joyce Poulton
 John Templeman Price
 Earline Mason Reid
 Maria Rudensky
 Jeffrey Lincoln Samelson
 David P. Schensted
 Kirsten A. Schulz
 Bethany L. Schwartz
 Eric William Stromayer
 Laird D. Treiber
 Matthew Douglas Wallack
 Paul Douglas Yeskoo
 David J. Young
 Michael Paul Zorick
 Consular officers and/or secretaries:
 Scott M. Anderson
 Timothy Todd Buch
 Paul V. Bunnell
 Dan L. Cadwell
 Courtney J. Cerra
 Charles Xavier Correia
 Betsy A. Craun
 Robert B. Eford
 Patricia Espinoza Fernandez
 Edna C. Foster
 Robert E. Gorelick
 Richard M. Gunther
 John L. Helgerson
 Brad Joseph Juneau
 David W. Larsen
 Kevin W. Long
 Duyane R. Norman III
 Maureen Gay Nowak
 Gary D. Pate
 Mark A. Post

Gerald Dixon Rothrock
 David E. Shields
 W. Brooke Stallsmith
 Elisabeth S. Wilton
 Steve A. Yarbrough
 Gloria J. Young
 Secretary:
 James G. Wallar □

Rating/reviewing officers commended

The 1993 selection boards have commended the following rating and/or reviewing officers for evaluation reports they prepared. The numbers in parentheses indicate the number of reports for which the officer was cited. A memorandum will be placed in the file of the commended employees.

Abington Jr., Edward G. (4)
 Adams, Nicholas James
 Alderman, J. Mikel
 Alexander, Leslie (4)
 Algire, Wayne W.
 Altan, L. Stuart
 Ames, Stephen
 Anderson, M. Audrey
 Antokol, Philip Norman
 Aoki, Steven
 Arcement, Ned W.
 Aronson, Bernard W.
 Arriaga, Robert D.
 Ashby, Paul S.
 Atkins, Edmund E.
 Aycock, Barbara
 Baas, Marc Allen
 Bader, George
 Bader, Jeffrey A. (2)
 Baker, Jerry L. (2)
 Baker, Stephen P.
 Balabanis, G. Paul
 Baltimore III, Richard L. (2)
 Bandler, Donald K.
 Baranowski Jr., Stanley
 Barr, Alan Whittier
 Barry, Robert L.
 Bartholomew, Reginald
 Bash, Richard M.
 Basora, Adrian A. (2)
 Battle, Vincent M.
 Beall, David Russell
 Beardsley, Bruce A.
 Becelia, Joseph F.
 Becker, Robert W.
 Behrend, Richard M.
 Bell, Thomas A.
 Bellamy, William M. (2)
 Benedicto, Lincoln V.
 Berry, Ann R. (2)
 Bishop, Robyn M.

Blackford, Peggy
 Blakemore, David
 Blodgett, John S. (2)
 Blystone, James J. (2)
 Boardman, John S. (2)
 Bodde, Peter M.
 Bohlen, Avis T. (4)
 Bolton, John R.
 Boneski, Raymond A.
 Booth, Donald E.
 Bowers, Charles R.
 Boyce Jr., Ralph
 Boyd, Paul Lawrence
 Bramante, A. Donald
 Brayshaw, Charles H.
 Breer, William T. (3)
 Brew, William R.
 Briggs, Everett Ellis
 Bright, Robert L.
 Brill, Kenneth C. (4)
 Brooks, Thomas S.
 Brown, David G.
 Brown, Kent N. (2)
 Brown, Madeleine M.
 Brown, Timothy C.
 Brown, Todd James
 Browning, Robert L.
 Bryant, Jack M.
 Brynn, Edward
 Buchholz, Roy E.
 Buck, Stephen W.
 Buckler, Stephen R.
 Bullen, Roland W.
 Burchfield Sr., Timothy W.
 Burgess Jr., Roger E. (2)
 Burghardt Jr., Raymond F. (3)
 Burke Jr., William J.
 Burleigh, A. Peter
 Burton, Bruce G. (3)
 Busby, Morris D.
 Bush, Wayne J. (2)
 Buske, Mark S.
 Butcher, W. Scott (2)
 Butler, Lawrence E.
 Byerly, John R. (3)
 Byrnes, Jill F.
 Byrnes, Shawn M.
 Caldwell, Raymond
 Campbell, Martha L.
 Carpenter, Michael
 Casey, James John
 Cason, James C. (3)
 Cassman, Joel
 Castro, Emil
 Chammas, Judith Ann
 Chapman, Geoffrey W.
 Cheshes, Martin L. (2)
 Chester Jr., George A.
 Chester, Geraldene G.
 Chicola, Philip T. (2)
 Chornyak, John P.
 Christenson, Richard A.
 Christiansen, Daniel
 Christy, Gene Burl
 Clap, Priscilla A.
 Clare, Gwen C.
 Clark Jr., William (3)
 Clarke, Henry L.
 Clarke, William D.
 Cleverley, J. Michael
 Cloud Jr., John A.
 Coffey, Steven James
 Cohen, Herman J.
 Coldren, Lee O. (2)
 Collins, James F. (3)
 Connolly Jr., John S.
 Conway, John J.
 Cooke, John O.
 Copenhaver, Barry F.
 Costello, Charles E. (3)
 Cotter, Michael W.
 Coulter Jr., Frank J. (2)
 Courlang, Edward M.
 Courtney, Caryl M.
 Courtney, William H.
 Cowal, Sally Grooms (3)
 Cox, Steven L.
 Craft Jr., William E.
 Craig, John B.
 Craigo, Craig S.
 Crocker, Ryan Clark (2)
 Crosher, F. Kenneth
 Cummings, Stephen F.
 Cundiff, Carl C.
 Dailey, Ronald W.
 Daley, Matthew P.
 Dameron, Diana M.
 Daru, Terrence J.
 Davidow, Jeffrey
 Dethomas, Joseph M.
 De Vos, Peter Jon
 Deal, Timothy (2)
 Dean, Margaret M.
 Delly, Daniel Purnell
 Dembski, Sandra A.
 Denitto, Gary T.
 Dewindt Jr., Victor G.
 Di Placido, Carmen A.
 Dillard, Diane (2)
 Dion, Jerrold Mark (3)
 Disney, Christopher M.B.
 Dittmer, Lyle A.
 Dizikes, Dean M. (2)
 Djerejian, Edward P. (7)
 Dlouhy, David Bryan (4)
 Dmytrewycz, Bohdan
 Dobbins Jr., James F.
 Drucker, Milton K.
 Dudley, Randal R.
 Duncombe, Bruce
 Dunn, Timothy J.
 Durkee, Michael L.
 Dyels Jr., Jake M.
 Ecton, Stephen (2)
 Egan Jr., Wesley W.
 Einaudi, Luigi R.
 Einhorn, Robert J.
 Engle, Gregory W.
 Erdman, Richard W. (2)
 Erney, Kenneth R.
 Escudero, Stanley T.
 Evans, John M. (5)
 Farley, Vincent J.
 Farrand, Robert W. (2)
 Farrar, Lawrence F. (2)
 Feierstein, Gerald M. (2)
 Felder, Robert C. (3)
 Fiffick, Paul F.
 Fisher, Richard V.
 Flack, Ronald D.
 Flaten, Robert
 Flowers, George A.
 Folmsbee, Paul Arthur
 Forde, John J.
 Foster, Timberlake
 Francisco III, William P. (2)
 Frank, W. Douglas (4)
 Frasure, Robert C. (2)
 Freeman, Arthur L.
 Friedman Jr., Townsend B. (2)
 Gaffney, Paul P.
 Gagnon, James Michael
 Cox, Steven L.
 Gallucci, Gerard M.
 Gallucci, Robert Louis
 Gamber, Daniel C.
 Gamble, Roger M.
 Garza, Oliver P. (3)
 Geisel, Harold W.
 Gelbard, Robert S.
 Gerth, Thomas Humphrey (2)
 Gibson, Stephen R.
 Glass, Robert L.
 Glenn, James Hogan
 Godard, Ronald D.
 Gonzalez, Richard F.
 Goodman, Andrew Louis A. (2)
 Gorbett, Alton P.
 Gosnell, Jack L.
 Graham, Virginia L.
 Grasty, Kenneth J.
 Greco, Charles S.
 Greenlee, David (3)
 Greentree, Todd
 Greenwald, G. Jonathan (2)
 Greenwood Jr., C. Lawrence
 Grey Jr., Robert T.
 Groening, Eva
 Grove Jr., Brandon H.
 Gutensohn, Philip D.
 Gutierrez, Lino (2)
 Habib, Michael J. (2)
 Hackett, Anne M. (2)
 Hall, Patricia Lasbury
 Hallford, Scott S.
 Halmo, James L. (2)
 Halsted, David Crane
 Hambley, Mark G.
 Hamilton, Donna (2)
 Hamilton, John Randle (4)
 Hamilton, Thomas P.
 Hammond, Constance
 Harms, Norma Ruth
 Harris, F. Allen
 Harrop, William C. (2)
 Harter, Dennis G.
 Harvey, Barbara (3)
 Hassani, Frederick C.
 Haugh, William J. (2)
 Hauser, Timothy P.
 Heaphy, Eileen M.
 Hecklinger, Richard E. (3)
 Hempstone Jr., Smith
 Herbst, John E.
 Herrmann, George S.
 Hill, H. Kenneth
 Hill, Steven Don
 Hill II, William H.
 Hiltz, Joseph A.
 Hinton, Deane R.
 Hirsch, John L.
 Holbrook III, Morton
 Holmes, Anthony
 Honan, Kevin E. (2)
 Hooper, James R.
 Hoover, John
 Hopkins, Elizabeth A.
 Hopper, David T. (2)
 Horan, Hume
 Hornblow, Michael (3)
 Houdek, Robert G. (3)
 Howell, Edward C.
 Hrinak, Donna Jean
 Huddle Jr., Franklin
 Huggins, Carolyn (2)
 Hughes, Arthur H. (2)
 Hume, Cameron R.
 Hurley, Paul F.
 Hutchings, Robert L. (2)
 Jackson, Marilyn F.
 Jackson, Rudy G.
 Jacobini, Charles B.
 Jacobson, Roberta S.
 Jeffrey, James Franklin
 Jett, Dennis Coleman
 Johnson, Daniel A.
 Johnson, David Timothy
 Johnson, Ralph R.
 Johnson, Robert A.
 Jones, A. Elizabeth (4)
 Jones, Harry E. (2)
 Jones, M. Gordon
 Jones, Ralph T.
 Kamman, Curtis W.
 Kaplan, Frederick J.
 Kartman, Charles
 Kattouf, Theodore H. (2)
 Kauzlarich, Richard
 Keane, John F. (2)
 Keene, Douglas R.
 Kefauver, Barry J.
 Keiswetter, Allen Lee
 Kelly, John H.
 Kemp, LaRae W.
 Kemp, Steven
 Kennedy, John N.
 Kennedy, Laura-Elizabeth
 Kennedy, Mary Virginia
 Kennedy, Patrick F. (2)
 Kennedy, Scott Mark
 Kettering, William N.
 Keur, Cornelius M.
 Kile, Robert L.
 Kimble, Melinda L.

Kimmitt, Robert M.
 Kirby, Harmon E.
 Klein, Jacques P. (2)
 Knight, George E.
 Kolker, Jimmy J.
 Konkel, David
 Kott, Robert J. (2)
 Krantz Jr., Robert L.
 Kreuser, Edward
 Krieger, Nanette A.
 Krug, Frederic M.
 Kunsman, June Hell
 Kurtzer, Daniel Charles (3)
 La Fleur, Christopher J.
 Lafleur, Jerome M.
 Lahale, Robert W.
 Luke, Robert S.
 Lamantia Jr., Russell A.
 Lamb, William H.
 Lambert, Lynn Foldessy
 Lambertson, David F.
 Lane Jr., James B. (2)
 Langan, Douglas (2)
 Lange Jr., John D.
 Langford, Patricia A. (2)
 Lannon, George C.
 Larocco, James A. (2)
 Larson, Alan P.
 Latimer, Allan B.C.
 Lawton, Elsie C.
 Leader, Joyce Ellen
 Lecocq, Randall R.
 Ledesma, James V.
 Ledsky, Nelson C.
 Lehovich, Vladimir
 Leininger, Wayne S.
 Levitsky, Melvyn
 Lewis, Stanley W.
 Lien, Thomas H.
 Lijek, Mark J.
 Limbert, John W.
 Limprecht, Joseph
 Littrel Jr., Warren E. (4)
 Loff, Kenneth A.
 Logsdon, Wayne (2)
 Lohman, Lee R.
 Lopez, Alphonse
 Louis, Jean A.
 Lupo, Samuel E.
 Lyman, Princeton (2)
 Macias, Arturo S.
 Mack, James F.
 Maisto, John F.
 Manganiello, Frank
 Mansfield, Robert N.
 Marine, Michael W. (2)
 Markin, John D.
 Maroney, Richard T.
 Marquis, Alphonso G. (2)
 Marsh, William H.
 Martin, G. Eugene (2)
 Martin, Thomas H. (2)
 Martinez, Pedro
 Marvin, Gary B.
 Mason, J. Richard
 Mason, Nancy M.
 Mautner, Martha
 Mc Callie, Marshall F. (6)
 Mc Connell, Donald J. (2)
 McAllister, Eugene
 McAnulty, James P.
 McAteer, Mary Margaret
 McCahill Jr., William C. (2)
 McConville, Donald F.
 McCulley, Terence Patrick
 McDonald, Jackson C. (2)
 McGhee, Joseph R.
 McGrath Jr., Everett J.
 McGuire, Kevin J.
 McKune, Elizabeth
 McLaughlin Jr., Michael J.
 McLeese, William V.
 McMahan, Mark
 McMillion, Margaret K.
 Melton, Richard H.
 Mercurio, Sharon K.
 Merry, E. Wayne
 Metrinko, Michael J.
 Meyers Jr., Frank J.
 Meyers, Marilyn Ann (3)
 Michalak, Michael W.
 Michaud, Michael A.G.
 Milas, Kevin C. (2)
 Miller, Bill A.
 Miller, Bowman H.
 Miller, James B.
 Miller, Richard T.
 Miller, Thomas Joel
 Miller, Walter
 Milligan, Michael L.
 Millsbaugh, Robert A. (2)
 Millsbaugh, Larry G.
 Moats, Simeon L.
 Mohler, Brian J.
 Monjo, John C. (2)
 Montgomery, William Dale
 Moran, David R.
 Moran, John L. (2)
 Morford, Richard A. (3)
 Moriarty, James F.
 Moriarty, Lauren
 Morrison, Bruce F.
 Morton, Patricia Ann (2)
 Moyer, Larry D.
 Mozena, Dan W.
 Mull, Stephen D. (3)
 Muller, William A.
 Munoz, Arnold
 Murray, Marie
 Myers, Martin H.
 Nagy Jr., Tibor P.
 Napper, Larry C.
 Nay, John R.
 Neseemann, Michael E.
 Neumann, Ronald E.
 Nichols, Philip V.K.
 Nicholson, Marc E. (2)
 Nigro Jr., Louis John (2)
 Niles, Thomas M.T. (3)
 Nix, John U. (2)
 Nixon, Warren P.
 Nolan, Robert B.
 Norris Jr., John Jacob
 Novetzke, Sally J.
 O'Brien, Robert Paul
 O'Keefe, John M. (5)
 Oakley, Phyllis E.
 Ochiltree, Thomas Hunter
 Onate, Andres D. (2)
 Pabst, David A.
 Pace, Jerry R.
 Pardon, Raymond J. (2)
 Parmly, Michael Eleazar
 Parris, Mark Robert (2)
 Parrish, James Randall
 Pascoe, B. Lynn
 Pastorino, Robert Stephen
 Patterson, John G.
 Patterson, Mildred Anne
 Peashock, David J. (2)
 Pelletreau Jr., Robert H. (2)
 Pendleton Jr., Miles S. (2)
 Penfold, John H.
 Perry, June Carter
 Perry, C. Richard
 Peters, Lauralee M.
 Peters, Lee M. (2)
 Peters, Mary Ann (2)
 Pettit, James D.
 Piazza, John
 Pichocki, Henry E.
 Pickering, Thomas R. (2)
 Pifer, Steven K. (2)
 Pitts, Amy
 Plaisted, Joan M. (3)
 Popadiuk, Roman
 Porter Jr., Robert C. (2)
 Powell, Jo Ellen
 Pratsch, Lloyd W.
 Pressley Jr., Franklin (2)
 Price Jr., Eugene D.
 Price, Thomas L.
 Pringle, Robert Maxwell
 Proctor, Robert A.
 Rabens, Ronald B.
 Rackmales, Robert
 Ramsay, William C.
 Randall Jr., Thomas L.
 Rankin, Haywood
 Rase, Glen R. (3)
 Raspolic, Elizabeth (2)
 Rea, Michael J.
 Reca, Robert J.
 Reis Jr., Robert C. (3)
 Reams, Peter Robert
 Reams, Ronald A.
 Regan, Michael
 Richhart Jr., Raymond D.
 Rickert, Jonathan B.
 Ries, Richard
 Roberts, David A.
 Robinson, Kathryn D.
 Robinson, Max Newton
 Robinson, Thomas Lee
 Robinson, William B.
 Rocha, V. Manuel (2)
 Rodgers Jr., H. Clarke
 Rosdahl, Lyle H.
 Rose, Gerald S.
 Ross, Christopher W.S. (2)
 Roth, Richard Allen
 Roy, J. Stapleton (2)
 Royle, Michael S.
 Ryan, Mary
 Rychak, Wayne S. (2)
 Salmon Jr., Charles B.
 Saloom III, Joseph A. (3)
 Sargent, Walter H.
 Satterfield, David
 Savage, Timothy M.
 Scanlan, Francis T. (2)
 Scarlis, Basil G.
 Schermerhorn, Lange (6)
 Schifferdecker, Arnold P.
 Schlaikjer, Stephen A. (3)
 Schumaker, James F.
 Schwartz, Deborah R.
 Scott, Gerald Wesley
 Scott, Kyle
 Segura-Giron, Bernardo
 Seitz, Raymond G.H.
 Sell, Louis D.
 Semler, Peter (2)
 Serwer, Daniel P. (2)
 Shapiro, Charles S. (2)
 Shippy, Amelia Ellen
 Shurtleff, Leonard G.
 Sigler, Mark A.
 Simons Jr., Thomas W.
 Singer, Norman A.
 Sippelle, Dudley G.
 Skocz, Dennis E.
 Skodon, Emil M.
 Skol, Michael M.
 Smith, Jay Thomas
 Smith, Joseph
 Smith, Samuel Vick (2)
 Smith, Stephen T. (3)
 Southwick, E. Michael (3)
 Sparks, Charles E.
 Spelman, Douglas G.
 Spillane, John P.
 Spiro, Elizabeth P. (2)
 Spitzer, Craig A.
 Sprott, Jeanne Ronchetti (2)
 Sprott, John T. (2)
 Stafford III, Joseph D.
 Stanton, William A.
 Steinberg, Donald K.
 Stephens, Jerry M.
 Stewart, John Todd
 Strathearn, Bruce
 Streeb, Gordon L.
 Strickler, Theodore Eugene (2)
 Surber, Russell J.
 Sutherland, William Earl
 Swigert, James
 Swihart Jr., James W. (3)
 Tarrant, James R.
 Taylor, Lawrence P.
 Taylor, Wade A.
 Teare, Richard W.
 Tefft, John F. (2)
 Thomas, Mary Jane (2)

Tinney, Philip M. (3)
 Tolson Jr., Jerome F.
 Tompkins, Tain Pendleton
 Trivelli, Paul Arthur
 Truhn, J. Patrick
 Tubbs, Paul
 Tuten, James T.
 Tynes, Robert
 Updegrave, Brad L.
 Van Voorst, Carol Lee
 Vanderhoff, James
 Vanlaningham, James R.
 Verrier Jr., Alfred J.
 Vershbow, Alexander R.
 Vessey III, John W.

Vogel, Frederick J.
 Von Briesen, Mary (2)
 Wade, Alan C.
 Wajda, Thomas J.
 Walker, Howard K.
 Wanagel Jr., Michael (2)
 Warren, Bruce W.
 Warren Jr., Louis B.
 Watson, Alexander F.
 Weingarten, William A.
 Welch, C. David (4)
 Wells, Donald Eugene (2)
 Wells, Melissa F. (2)
 Welter, Daniel
 Wesche, Stephen

Whitehead, Robert E.
 Whiteside, Ruth Ann
 Whitman, Gerald J.
 Wiedemann, Kent M.
 Wilcox Jr., Philip C.
 Wilczynski, Alec
 Wile, Alan R.
 Wilkinson III, Theodore S. (2)
 Willett, John Hurd
 Williams, David W. (2)
 Williams, Nicholas M.
 Williams, Wallace Ray
 Williamson, Molly
 Wills, Charles R.
 Wilson, Richard L.

Winder, Joseph A.B.
 Wisner II, Frank G.
 Woerner, Mark S.
 Woertz, Bernard J.
 Wolf, John Stern (2)
 Woolfork, James L.
 Wright Jr., Lacy A.
 Yamate, Robert T.
 Yates, John M.
 Yeutter, David M.
 Young, Johnny (4)
 Young, Thomas M.
 Zimmermann, Warren
 Zorn II, Richard H. ■



AFRICAN AFFAIRS—At chiefs-of-mission conference, first row, from left: Joseph Segars, Mark Baas, Peter Chaveas, David Shinn, John Yates, William Dameron, Edward Brynn, Howard Perlow, Harmon Kirby, Donald McConnell, Harriet Isom, Kenneth Brown, Martin Cheshe, Ruth Davis, Prudence Bushnell, Robert Gribbin,

Laurence Pope, Aurelia Brazeal, Joseph Wilson IV, William Twaddell, George Moose, Joseph Saloom, Ann Hollick, Gordon Brown, Roger McGuire, Andrew Winter, Dennis Barrett, Robert Gosende, Robert Houdek, John Bennett, Princeton Lyman, John Davison, David Rawson. Second row: Robert Pringle, Roland Kuchel, Howard Jeter, Leslie

Alexander, Chris Riche, Johnnie Carson, Gibson Lanpher, Edmund DeJarnette, Peter DeYos, Charles Baquet III, William Swing, Allen (Tex) Harris, Lauralee Peters, Mark Johnson, William Hudson, Marshall McCallie, John Sprott, Alan McKee, Michael McKinley, John Lewis.

BUREAU NOTES

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to Budapest, Moscow, Almaty, Kiev, Minsk and Riga, October 20-27, to consult with government and business leaders in the Baltics, Eastern Europe and the new independent states. Accompanying him and serving as part of the advance team were executive assistant A. ELIZABETH JONES; ELIZABETH LINEBERRY, personal assistant to the Secretary; staff assistant SUSAN EDWARDS; the deputy executive secretary of the Executive Secretariat, ROSS WILSON; Secretariat staff officers ANNE HALL and line assistant JEFF ARNDT; the executive director of the Executive Secretariat, LYNWOOD M. DENT JR.; computer specialist LYNN SWEENEY; the under secretary for international security assistance, LYNN DAVIS; the assistant secretary for public affairs, THOMAS DONILON, with his deputy and Department spokesman, MICHAEL McCURRY, deputy BENNETT FREEMAN and special assistants MARY ELLEN GLYNN and JUDY WEBSTER; the ambassador-at-large for the new independent states, STROBE TALBOTT, and his special assistant, VICTORIA NULAND;

CHARLES GATI, senior advisor for the Policy Planning Staff; the assistant secretary for European and Canadian affairs, STEVE OXMAN, and members of his staff, LARRY NAPPER and TERRY SNELL; General MICHAEL RYAN of the Joint Chiefs of Staff; the under secretary for defense, GRAHAM ALLISON; National Security Council staff member NICHOLAS BURNS; and PETER AFANASENKO, translator from the Department's Office of Language Services.

On November 2 Secretary Christopher addressed a jointly-sponsored meeting of the Los Angeles World Affairs Council and the Los Angeles Town Hall, on Nafta, in Los Angeles. Accompanying him were special assistants CARLEAN ACKERMAN and MARGARET McGUINNESS; JAMES WILLIAMS of the Executive Office as trip officer; computer specialist Sweeney; Mr. Donilon and Mr. McCurry, and special assistants Webster and Glynn. □

Office of the Under Secretary for International Security Affairs

Under Secretary LYNN DAVIS participated in bilateral meetings between VICE PRESIDENT GORE and the Russian prime minister, in September . . . She attended the

missile technology control regime signing ceremony at the White House, on September 2 . . . She attended the dinner Secretary of Defense LES ASPIN hosted in honor of the Russian minister of defense, September 8 . . . On September 9 she attended the reception that Secretary Christopher hosted for freshmen members of Congress . . . On September 14 she traveled to New York to address the World Affairs Council . . . She addressed the October 6 session of "Morning Newsmaker," hosted by the National Press Club . . . She attended the inauguration of the National Foreign Affairs Training Center, October 13 . . . She traveled to London to address the International Institute for Strategic Studies, then joined Mr. Christopher during his trip to Moscow, Almaty and Kiev in late October . . . JAMES TIMBIE accompanied her to Moscow and Kiev, and WILLIAM LOWELL to Moscow. □

Secretary's Open Forum

On September 30 the former U.S. senator and Democratic presidential candidate, PAUL TSONGAS, addressed the Secretary's Open Forum on ways to reduce the U.S. debt and deficit . . . On October 5 the forum and the American Foreign Service Association cosponsored a program featuring Under Secretary RICHARD MOOSE, who spoke on



SEVENTH FLOOR—Secretary Christopher, center, holds a T-shirt presented him by the Operations Center staff on its "Professional Development Day." Others, from left, front row: Thomas A. Underwood, Mary Beth Leonard, Timothy C. Crehan, Kathleen D. Hanson, Geri L. Kam, Denise A. Urs, Carol C. Heinick, Ross Wilson, Glyn T.

Davies, Deborah E. Graze, Michael P. Zorick, Ann E. Pforzheimer, Mark J. Herzberg, Jennifer C. Haskell, Rosalyn Anderson, Kimberly C. Jackson, Donald C. Lieber, Arlene L. Ferrill, Sharron Amis. Back row: Daniel Rothstein, Matthew McKeever, Thomas G. Gallo, Michael V. Hayden, James W. Bean, Stephen E. Eisenbraun, Peter Petrihos,

George N. Sibley, Max Robinson (obscured), Mark R. Kennon (obscured), John P. Desrocher, Joseph E. Seman, Gene L. Juve, Matthew D. Wallack, Hoyt B. Yee, Jennifer C. Poole, Allison J. Pugh, Michelle Bloxton, L. Victor Hurtado, Harry K. Thomas, James L. Wayman.

"Advancing Diplomacy." . . . On October 7 the forum and its working group on A.I.D. issues presented JOHANNES LINN, the World Bank's vice president for financial policy and risk management, who spoke on "Improving the Effectiveness of External Assistance." . . . On October 21 the forum and the American Foreign Service Association cosponsored a program on gender discrimination . . . On October 25 Senator JOHN KERRY spoke to the forum on U.S. policy on Southeast Asia . . . On November 3 MUHAMMAD YUNUS, founder and president of the Grameen Bank of Bangladesh, spoke on banking for the poor, at a joint session of the forum and its working group on A.I.D. issues.

On November 5 the forum and the Foreign Service Association cosponsored a discussion on "Restructuring the Government: Is There a Role for Political Ambassadors?" . . . On November 9 STROBE TALBOTT, ambassador-at-large and special advisor to the Secretary, was to speak on U.S. policy on Russia, Ukraine and the other former Soviet republics . . . On November 18 JOSEPH NYE, chairman of the National Intelligence Council was to speak on problems of intelligence in the post-cold war world . . . JOSEPH DUFFY, director of U.S.I.A., was slated to address the forum on November 22 . . . TONY QUANTON, assistant secretary for diplomatic security was to speak on November 23 . . . DAN OBERDORFER, former reporter for the Washington Post, was to speak on "How To Be More Effective With the Press," November 30. □

Protocol Office

Protocol chief MOLLY RAISER introduced the diplomatic corps to PRESIDENT CLINTON at the September 22 joint session of Congress. She and members of her staff assisted with the Middle East peace donors conference in early October . . . She participated in the opening ceremonies of the National Foreign Affairs Training Center, October 13, and administered the oath of office to the first officer class to graduate at the center . . . She hosted luncheons for African and Latin American/Caribbean ambassadors at Blair House in October . . . She hosted the diplomatic corps on a visit to Colonial Williamsburg, Va., in late October, which was arranged by the Ceremonials Division staff . . . RICHARD GOOKIN, associate chief, met with representatives of Kazakhstan on the establishment of a Kazakh embassy in Washington . . . He represented the Department at Meridian House for an introduction of new foreign diplomats to the Hospitality and Information Service. At his invitation, the assistant secretary of state of Puerto

Rico, MARLENE GILLETTE, and her assistant, PEDRO GARCIA, visited Washington for briefings on protocol procedure and practice.

On November 1 members of the Protocol staff attended an orientation program hosted by the U.S. Secret Service. They were deputy chief of protocol FRED DuVAL, Mr. Gookin, MARY MEL FRENCH, HARLAN LEE, EVE WILKINS, CHRIS HATHAWAY, MISSY DARWIN, CARLOS ELIZONDO, LIZ MARTINEZ, TANYA TURNER-SANDERS, CONNIE DIERMAN, HILLARY LUCAS, APRIL GUICE, KIM TOWNSEND, RICK PAULUS and JENNIFER CURLEY . . . Visits chief MEL FRENCH and visits officer RANDY BUMGARDNER traveled to Seattle in mid-October to assist with preparations for a conference . . . Blair House general manager BENEDICTE VALENTINER and her staff handled the visits to Washington of the Turkish prime minister and the Egyptian president, in October . . . Visits officers Bumgardner and Ms. Hathaway coordinated the Turkish and Egyptian visits, respectively . . . Public affairs specialist MARY MASSE-RINI coordinated press and television activities for both visits.

Ceremonials Division officers Guice, Townsend, PHIL DUFOUR, DEE LILLY and Paulus arranged luncheons hosted by SECRETARY CHRISTOPHER in honor of Nato Secretary General MANFRED WOERNER and German Foreign Minister KLAUS KINKEL, members of the House Foreign Affairs Committee, senior business executives and the Conference to Support Middle East Peace . . . The Accreditation Division arranged for presentation of credentials at the White House on October 1 by ambassadors from Argentina, Eritrea, Columbia, Sudan, Australia, Mauritius, Belize, Belarus, Indonesia and Cyprus . . . Protocol officer CATHERINE GERARDI coordinated the arrangements. Escorting the ambassadors and their families to the White House were Ms. French, Mr. Gookin, Mr. Lee, LAWRENCE DUNHAM, LYNNE MILLER, Mr. Dufour, BARBARA ADAMS, CONNIE DIERMAN, CHENOBIA CALHOUN and Mr. Paulus.

The assistant chief for accreditation, Mr. Dunham, participated in a training seminar hosted by the chief of protocol of the Organization of American States to acquaint member missions with U.S. Government accreditation and visa regulations . . . In late October Mr. Dunham escorted the body of the Bahrain ambassador, who died after a brief illness in Washington, to Manama for burial . . . Protocol assistant DEAN LEWIS served as Combined Federal Campaign coordinator for Protocol, which was the first bureau to reach its goal for the current campaign. □

ADMINISTRATION

Front Office

Assistant Secretary PATRICK F. KENNEDY addressed the October 22 gathering of Civil Service employees who are new to the Department. □

Executive Office

Executive director JACK JENKINS and other staff members made "customer-service house calls" to staffers at the Diplomatic Contingency Program, the Office of the Curator, the Office of Foreign Missions and the Moscow Embassy Buildings Control Office . . . The office welcomed MELVERN ROBERTS and FERN CANDELARIO to the Administrative Services Division, and ARLINE HETLAND to the Personnel Management Division . . . CATHIE ROBERTS and SHARON ORTIZ traveled to the New York Despatch Agency in Iselin, N.J., for a presentation to the staff on performance management and avoidance of sexual harassment . . . RICHARD FOX, Working Capital Fund manager, visited the European Logistical Support Office in Antwerp, Belgium, to review management issues raised by the Office of the Inspector General and to learn more about the budget, finance and payment procedures . . . Mr. Fox then traveled to the New York Despatch Agency to observe operations, including methods for despatching air cargo to foreign and domestic destinations, and consolidation and containerization of freight destined for posts abroad. □

Office of Small and Disadvantaged Business Utilization

The office has issued a reminder that, each year, the Small Business Administration makes an award to the firm selected as the "National Small Business Prime Contractor of the Year." The winner is chosen from among Small Business Administration regional award winners. The award will be presented at a banquet in Washington during National Small Business Week, May 1-7. The agency has requested that federal departments and agencies submit their nominations for this award not later than December 10. A department may nominate two firms. One must be in Small Business Administration Region 3 (encompassing the Pennsylvania-Maryland-Delaware-West Virginia-Virginia-District of Columbia area); the second may

be in another region. Any program or procurement office which has a contract with a small business that it deems a candidate for this award should contact DURIE WHITE, Office of Small and Disadvantaged Business Utilization, Bureau of Administration, to obtain the nomination form. (The firm need not have been awarded the contract as a set-aside in order to be nominated.) Ms. White will consolidate the nomination(s) and forward them to the regional offices. She may be reached on (703) 875-6824 in Rosslyn, Va. □

Office of the Procurement Executive

ROB LLOYD conducted a procurement training seminar in October for Foreign Service nationals in Canberra, Australia. The seminar was sponsored by CASSY EBERT-GRAY, general services officer, and covered fundamentals of small purchases and formal contracts. Attendees, from eight posts in the region, included SHARON JONES, JASON MAAS, NANCY SOMOLAY and PAM BARTLETT, Canberra; WAYNE REHIA, Sydney; SHAYNE HEARLEY, Brisbane; KEVIN BROWN, Melbourne; KIRRILLY DONNELLY, Perth; MALCOLM BUNDU, Port Moresby; COLIN WAITE, Auckland; and ERIN FITZSIMMONS, Wellington. □

Office of Foreign Buildings Operations

Deputy assistant secretary JEROME F. TOLSON JR. met with deputy chief of mission-designate RUST M. DEMING, Japan, to discuss property issues, including the upcoming ambassador's residence renovation and asset management in Osaka and Naha . . . A briefing was held with Ambassador RICHARD W. TEARE, Papua New Guinea. Progress on the Bank Building renovation project, staff housing needs and the future of the leased chancery were discussed . . . A meeting was held with Ambassador THERESA A. TULL, Brunei. The state of repair of the leased chancery premises and furnishings for the ambassador's residence were discussed . . . Acting deputy assistant secretary JOSEPH T. SIKES briefed ambassador-designate PARKER W. BORG, Iceland, about completion of new public-access control facilities for the chancery and renovations to the Marine house . . . A meeting was held with ambassador-designate JAMES T. LANEY, Korea, concerning property issues there. The Korean government's desire for the U.S. Government to vacate the chancery and how this might be integrated into planning for U.S. property requirements in Seoul

and Pusan were discussed . . . A briefing was held for ambassador-designate WALTER C. CARRINGTON, Nigeria, at which issues arising from the embassy's move to the new Nigerian federal city of Abuja were discussed. These included the status of townhouse construction in Abuja, lack of an ambassador's residence in Abuja, need for a housing assignment policy as staffers move to Abuja, sale of excess property in Lagos and providing fixtures and furnishings for Abuja facilities. A roofing project at the chancery and the state of repair of the U.S.I.A. building in Lagos were also mentioned . . . A meeting was held with ambassador-designate DONALD M. BLINKEN, Hungary, about the ambassador's residence renovation, plans for chancery renovations and the status of other U.S. properties in Budapest . . . The director for operations and post support, LAWRENCE BAER, briefed Ambassador TERESITA SCHAFFER, Sri Lanka. Funding and design of the post's planned warehouse were discussed, as well as procedures for the sale of excess property. The ambassador requested Foreign Buildings assistance and advice on controlling electricity costs, the post's largest variable expense. □

Information Management

Systems Operations: SHEILA STEWART traveled to Cairo, Muscat, Abu Dhabi, Dubai, Doha, Damascus and Amman to conduct local-area-net computer installations and training . . . MARK PERO, DAVID JOHNSTON, STEPHEN HOLMBERG, TOM PHALEN, DEBORAH FONSS, and

RAY SHIRKHODAI traveled to Moscow to install communications hardware and software and instruct embassy personnel on its use . . . ROBERT PACE assisted in the installation of a new telephone system for A.I.D.'s mission in Addis Ababa . . . DAN KELLY and WILLIAM PRESPARE traveled to Tel Aviv and Gaborone, respectively, to install classified message-processing systems . . . JOHN SMITH, RON LAY, ROBERT LAKE, JEFFERSON FLAVIN, BRIAN PETERSON, DAVID COOPER and JOE MIKULSKI attended training at the Warrenton Training Center . . . ROBERT MASON attended the national senior cryptologic course.

Information Services: EDWARD WILSON and NATALIE LEE attended the foreign affairs leadership seminar in West Virginia . . . MARY PASCHALL, MAE WHITEHEAD and YVONNE EVANS attended a training session sponsored by the National Association of Female Executives. □

Office of Operations

Office of Allowances: In conjunction with the Vice President's "Reinventing Government" initiative, BETTY STEWART, special projects officer, is a member of the working group representing the Office of the Inspector General, Finance and Management Policy, Consular Affairs, European Affairs and the Office of Operations that is undertaking a pilot project to reduce paperwork requirements for travel vouchers. This project seeks to identify opportunities to reduce paperwork in the authorization and voucher



INFORMATION MANAGEMENT—At award ceremony, first row, left to right: Joyce Mabray, Geraldine Peterson, Patsy Butler, Jacqueline Williams, Kay Monte-White, Frank Machak, Roy Buchholz. Sec-

ond row: John Channell, Francis Dulemba, Guy Thompson, Brenda Harrington, Carl Giampietro, John E. Clark, Timothy Lawson, Sandra Muench, Randall Skoog.

process, for employees traveling on temporary-duty assignments . . . MARY ANN GRIFFIN, chief, living quarters allowance branch, retired after 42 years with the Department . . . JUANITA STOKES, chief, Measurement and Development Division, and BONITA PROCTOR, standards and differentials specialist, traveled to Riyadh, Jeddah, Dhahran, Cairo and Manama, to conduct reviews of allowances and differentials and answer questions on allowances and benefits under the Standardized Regulations . . . Three modules have been completed for the allowances data system, and dual system testing began in October . . . As of October, the average worldwide foreign travel per diem allowance was \$143.48. This represents a 1.4% increase over the September average and a 3.9% decrease over the past 12 months. Changes are due mainly to fluctuations in exchange rates, the office said . . . The staff welcomed its new director, LOUIS LEMIEUX, and allowances and differentials specialist, TAMARA PEYTON in September . . . JON GUYTON, chief, Standards and Differentials Division, spoke on allowances and differentials to a combined class of budget and fiscal and personnel officers . . . Ms. Stokes provided a briefing on overseas allowances and differentials to employees attending the course, "Understanding Regulations, Allowances and Finances in the Foreign Service Context" . . . SARAH BRAND, unit security officer, was cited during an information security review by a Bureau of Diplomatic Security representative as one of the few unit security officers who has a closing-hours security-check system (a "double checker" system) in place . . . Secretaries JOANNE DECONCINI and EMONGENE WINSTON attended a conference for secretaries in Rosslyn . . . All staff members have been trained in Microsoft Windows and Word.

Office of Facilities Management and Support Services: Director RICHARD ISELIN attended the "Partnership in Administration" seminar sponsored by the General Services Administration in Baltimore, October 25-27 . . . RAY MATHIS, CURTIS PRESLEY, DALE CHASE, WILLIAM WEBB, CALVIN DUBOSE, MELVIN SIMS, NOLA LIBBY and TIJUANA THOMAS-JACKSON attended a heating, ventilation and air-conditioning training course . . . ELIZABETH ELLIOTT KIMMEL, FRANK BRIGHT, SHIRLEY BEARD, WILLIAM DAVIS, RICHARD F. ALBERT, ALVIN L. COLEMAN, CALVIN DUBOSE, WILEVA JOHNSTON, BRIGITTA STRANGE, ARTHUR YOUNG, LESTER BEST, JOSEPH BROOKMAN, BARBARA CAPIES, DALE CHASE, JOHN DOLAN, LEON DUNBAR, JOAN GOODRUM, ROBERT HENSLEY, ANNETTE JURKONIE, NOLA LIBBY,

ANNIE MOORE, CHARLES PORTER, CURTIS PRESLEY, CAROL ROTH, RONALD STALNAKER, DAVID STOTTEMYER and JAMES R. YOUNG provided support at the conference to support the Middle East peace efforts, October 1 . . . ALBERT WHITING and ALVIN COLEMAN traveled to St. Louis to support a U.S.-new independent states conference on democracy . . . WAYNE HENDERSON attended a multimedia convention in St. Louis.

Office of Supply and Transportation: The annual supply and transportation conference was held in Washington in mid-November . . . RONALD TATE, property management branch, traveled to Bangkok in September to provide training to Foreign Service nationals from area posts, on the use of the Department's automated inventory system, nonexpendable property application . . . Property management specialists CHARLES LYONS traveled to Madrid, Lisbon, Banjul and Bissau, and DANIEL YOUNG to Harare, Nairobi and Victoria during October, to review property operations and assess compliance with property management regulations.

Office of Language Services: Interpreting support in seven languages for the conference to support Middle East peace efforts was coordinated by interpreting chief STEPHANIE VAN REIGERSBERG, and involved staff members VIVIAN CHANG, CAROL WOLTER, SIM SMILEY, DIMITRY ZARECHNAK, GALINA TUNIK, GUILLERMO BASERVA, LILLIAN NIGLIIONI and PATSY ARIZU . . . PETER AFANASENKO accompanied the Secretary of Energy to Moscow . . . He and Mr. Zarechnak assisted SECRETARY CHRISTOPHER and Under Secretary LYNN DAVIS on separate itineraries in Russia and eastern Europe . . . Translating chief PILAR MOLNAR and THOMAS MALIONEK coordinated translation of documents for the principals . . . DIMITRI ARENSBURGER provided Russian-language support for a review of the antiballistic missile treaty in Geneva, and remained for a session of the Joint Compliance and Inspection Commission where he was joined by staff members LAWRENCE BURRELL and HELEN FIELDS . . . GISELA MARCUSE interpreted for a military meeting in Bonn . . . Mr. Baserva traveled to Denver for a transportation working group meeting with Mexico and Canada . . . On October 4 former staff member HELEN ELY rejoined the office as chief of the Romance translating section . . . French translation section chief PIERRE POLLIN, program analyst WANDA TUCKER and Ms. van Reigersberg attended the annual meeting of the American Translators Association in Philadelphia . . . SUZANNE KLEIS completed her summer internship with the Translating Division . . . On October 23 director HAR-

RY OBST delivered the keynote address at the annual meeting of the California Court Interpreters Association, in San Diego.

Office of Safety/Health and Environmental Management: STEVE URMAN visited Toronto and Ottawa to discuss indoor air-quality investigations and to meet with employees regarding their health concerns . . . Safety/Health and Environmental Management held its semiannual Main State fire safety meeting with occupants of warden rooms and fire watch officers from Diplomatic Security and Facilities Management and Support Services . . . EILEEN VERITY and REGINA McCLELLAND represented the office at federal safety and health conference . . . DAVID NEEDHAM attended an Environmental Protection Agency/General Services Administration seminar on the phaseout of ozone-depleting chemicals . . . Mr. Needham has been recertified by the Environmental Protection Agency as a licensed asbestos-management planner. □

AFRICAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary GEORGE E. MOOSE attended the Tokyo African development conference, October 4-8 . . . On October 19 he testified before the House Subcommittee on Economic Policy, Trade and the Environment, on creating an African Enterprise Fund . . . He spoke at the International Association of Black Professionals in International Affairs conference, October 23 . . . On October 26 he testified before the House subcommittee on Africa, regarding Zaire . . . He participated in a meeting of the African Development Foundation, October 27.

Office of Central African Affairs: MARY GRANDFIELD took up duties as desk officer for Chad and the Central African Republic, October 4 . . . Zaire desk officer TERRY McCULLEY arrived October 12 . . . Deputy director REED FENDRICK undertook orientation travel to the central African region, October 14-November 5. □

CONSULAR AFFAIRS

Front Office: Assistant Secretary MARY A. RYAN traveled to Port-au-Prince and Santo Domingo, October 27-29, to review consular operations . . . Principal deputy assistant secretary DAVID L. HOBBS was the opening speaker at the fifth annual American Tourism Society's fall seminar, October 21.



VICTORIA, Seychelles—Chargé *Stephen Malott* presents Superior Honor Awards to consular officer *Andrew Erickson* and communicator *Gilbert Furtado*, right, in this island nation north of Madagascar.

The seminar focused on governmental relations and issues between the United States and the former republics of the Soviet Union, and the effects on travel and tourism in those regions.

Visa Services: Deputy assistant secretary *DIANE DILLARD* and associate director *MICHAEL HANCOCK* visited the site of the proposed National Visa Center in Portsmouth, N.H., for consultations on the status of construction and preparations for start-up operations with center director *MICHAEL HOGAN* and administrative officer *CLARKE*

ALLARD . . . *DORAN BARD*, consular officer, Advisory Opinions Division, attended an overseas consular workshop in New Delhi in September . . . *RICHARD SCULLY*, attorney-advisor, Advisory Opinions Division, addressed the Association of Foreign Medical Graduates, in New York, September 18 . . . *JAMES CARTER*, chief, Post Liaison Division, traveled to Portsmouth and Manchester, N.H., October 20, for a meeting with U.S. Postal Service officials in connection with the next visa lottery, which will be processed by the National Visa Center at



CONSULAR AFFAIRS—At award ceremony, from left: *Patrick Hegarty*, Overseas Citizens Services, Meritorious Honor Award for his work as acting crisis management director; *Barry Kefauver*, deputy assistant secretary for passport services, Superior Honor Award for his performance as the bureau's

executive director; assistant secretary *Mary Ryan*; *Adina Kazyak*, Meritorious Honor Award for her performance in the Visa Office; *James L. Ward*, consul general in Paris, Superior Honor Award for his performance as acting assistant secretary.

Portsmouth . . . The Visa Office welcomed *ANTONETTE MARWITZ* as director of the Office of Public and Diplomatic Liaison, *KAREN STANTON* as chief of the Written Inquiries Division and *JENNIFER FURNESS* to the Office of Field Operations.

Overseas Citizens Services: On October 9 *WILLIAM DANIELS*, Citizens Emergency Center, traveled to Franklin, Ga., on behalf of *PRESIDENT CLINTON* to attend the funeral of *MICHAEL DUNCAN*, an American killed during the crisis in Moscow. Mr. Daniels read a letter from the President and Mrs. Clinton to the family at the funeral service.

Passport Services: *GRETCHEN SCHUSTER*, regional director, Chicago Passport Agency, presented awards at the Federal Executive Board's Hispanic employment program subcommittee's annual scholarship luncheon, which was attended by more than 500 individuals . . . She also participated in the board's fall planning retreat in Wisconsin . . . In October she and *TERRY GREEN*, assistant regional director at Chicago, two representatives from the Bureau of Diplomatic Security and an employee from the Office of Foreign Missions welcomed the under secretary for management, *RICHARD MOOSE*, during his visit to Chicago . . . Mr. Moose also visited the Los Angeles Passport Agency, October 25, where he met with *TIMOTHY WIESNET*, assistant regional director; *MARGARET AYER*, processing section chief; *MARGARET DOYLE*, adjudication section chief; *GLORIA GREEN*, fraud program coordinator; *MARIN MIURA*, communication section chief; and *BARBARA BROPHY*, acceptance agents coordinator . . . On October 19 Mr. Wiesnet attended an Office of Personnel Management training seminar, to discuss implementation of the Federal Workforce Restructuring Act and the role of the Office of Personnel Management in working with Government offices in personnel-related matters under that Act . . . On November 4 Ms. Brophy conducted a half-day training class at the Los Angeles Passport Agency in passport acceptance procedures for new passport acceptance agents from area postal acceptance facilities and city clerk's offices . . . *SAKAE M. HAWLEY*, regional director, Los Angeles, was honored, October 19, by the Los Angeles Federal Executive Board as its outgoing chairwoman. She was given an award, and *SANDY PLYLER*, a secretary at the Los Angeles agency, was honored for her work in assisting the chairwoman during the past year . . . In October, *DEE DEE SOUTHERLAND*, seasonal passport examiner, Los Angeles, transferred to the National Passport Center in Portsmouth, to a permanent position as a passport examiner.

IRENE CONRAN is retiring after more



MADRID, Spain—A Meritorious Honor Award is granted to the passport unit, from left: consul general *Larry Colbert*, vice consul *David Schensted*, clerk *Felisa Valderrama*,

passport assistant *Ma. Carmen Morales*, specialist *Angelines Baniandres*, assistant secretary *Mary Ryan*, vice consul *Colombia Barosse*.

than 18 years as secretary at the San Francisco Passport Agency.

The New Orleans Passport Agency starred in the federal community's Combined Federal Campaign drive in that city. In previous years this agency consistently surpassed its monetary and participation goals, and it was designated a 1993 "Pacesetter Agency." It exceeded its monetary goal by 21. Team leaders *SHARYOL CUMMINGS* and *VANESSA WININS* co-ordinated the drive, and all employees of the agency demonstrated their willingness to help those less fortunate. The U.S. Postal Service building, which

houses 18 federal agencies, including the passport agency, adopted the theme "Under One Umbrella of Caring." Umbrellas are part of the New Orleans Mardi Gras custom, and each agency was asked to design an umbrella that would identify a United Way agency. The winner was State's New Orleans Passport Agency.

Fraud Prevention Programs: *RUTH LINCOLN* conducted antifraud training for inspectors from the Immigration and Naturalization Service, at the Federal Law Enforcement Training Center, Glynco, Ga., October 27.



HELSINKI, Finland—At consular workshop, front row, from left: *Frances Jones*, *Margaret Judy*, *Deborah Klepp*, Assistant Secretary *Mary Ryan*, *David O'Leary*, *Lynn Whitlock* Second row: *Charles Glatz*, *Ellen Thorburn*, *Mary Fortino*, *Nancy Sambaiew*, *James Carter*, *William Daniels*. Third row:

Marc Gorelick, *John Parker*, *Jennifer Scotti*, *Bruce Hudspeth*, *Robert Winchester*, *Julie Ruterbories*, *Catherine Shumann*, *Steven Kraft*. Back row: *Dick McCoy*, *David McAuley*, *Brian Lieke*, *Steven Wangness*, *Leigh Carter*, *Nicholas Sherwood*, *Myles Weber*, *David Stewart*.

Office of the Executive Director: *STEVE MALONEY*, management analyst, visited the consulate in Ciudad Juarez, October 4-7, to discuss immigrant visa operations with post management. □

DIPLOMATIC SECURITY

Office of the Assistant Secretary: Assistant Secretary *ANTHONY QUANTON* traveled to Haiti to review the security posture of the U.S. mission, October 19. During his visit, he met with *ROBERT MALVAL*, prime minister of the Aristide government, to discuss what support would be provided by the Department, and to determine what additional support, if any, might be requested. He was accompanied by Diplomatic Security's operations director for Latin America, *MARTIN DOUGHERTY*, and Mobile Security Division deputy chief *LOU POSSANZA*.

Diplomatic Security Service: Director *MARK MULVEY* visited the Washington Field Office, October 22. He held a question-and-answer session with special agents about "reinventing Government" and its impact on their career development . . . *SEYMOUR DEWITT* is the new special assistant to Mr. Mulvey . . . Special agent *GORDON SJUE* is the new chief of the Criminal Investigations Division . . . Special agent *MARK BOYETT* joined the staff of the Criminal Investigations Division . . . The director for investigations, *RON REAMS*, and Criminal Investigations Division chief *Sjue* attended Interpol's 62nd general assembly session in Aruba . . . Special agent *KIMBER DAVIDSON*, special investigations branch, traveled to St. Kitts to assist the Bureau of Alcohol, Tobacco and Firearms in a bombing investigation . . . *ANTHONY RICHARDS*, assistant special agent-in-charge, Washington Field Office, attended a pressure point control instructors course, October 4-8, at the Diplomatic Security Training Center . . . Special agent *FREDERICK BURGUIERES* returned from a two-month detail to Haiti, September 3 . . . Special Agents *DAVID ORR* and *JOHN BLUMBERG* returned from a 30-day detail in Macedonia, September 13 . . . Special agent *SCOTT MORETTI* reported to the Washington Field Office, September 7 . . . Special agent *MELISSA McPEAK* reported to the Washington Field Office, August 30; Special agent *GEORGE SILKE* reported on October 4 and special agent *VICTOR DEWINDT* on October 12 . . . *DORIS ROGERS* represented the Washington Field Office at the Diplomatic Security systems administrators seminar, September 27-October 1. □

EAST ASIAN AND PACIFIC AFFAIRS

Assistant Secretary WINSTON LORD traveled to New York, September 26-October 1, for the opening of the UN General Assembly . . . He participated in the President's and Secretary's meetings with Asian leaders, and held consultations with foreign ministers of Asian countries . . . He traveled to London and Moscow, October 18-22. In Moscow, he held consultations with Russian deputy foreign minister GEORGIY KUNADZE, accompanied by special assistant PATRICIA HANIGAN SCROGGS . . . On October 5 he testified on "U.S. Policy Toward Japan and the New Japanese Government," in hearings before the East Asia and economic policy subcommittees of the House Foreign Affairs Committee . . . He briefed members of Congress on U.S. policy in Asia, particularly China, throughout October . . . On November 1 he held a two-way video conference from Washington with participants at the East Asia public affairs officers conference in Hong Kong. This was the first use of U.S.I.A.'s new compressed digital video technology.

Four members of the Office for Philippines, Indonesia, Malaysia, Brunei and Singapore Affairs (director W. SCOTT BUTCHER and country officers ANNE GALER RYAN, NAN NIDA and JOHN BRADSHAW) traveled to New York in late September/early October to participate in bilateral meetings in connection with the UN General Assembly . . . JOHN NEGROPONTE was sworn in as ambassador to the Philippines, and departed for post on October 19 . . . THERESA



SYDNEY, Australia—Consul general *Gregorie Bujac*, (background) presents awards to *Francis D'Sylva*, *Leon Smith*, *Claire Zsirossy*, *Marilyn Gallahar*, *Raquel Mireles*.

TULL was confirmed as ambassador to Brunei and was continuing her Washington consultations before proceeding to post . . . DAVID VAN CLEVE is assisting in the office prior to consular training and departure for his assignment to Singapore. □

ECONOMIC AND BUSINESS AFFAIRS

Assistant Secretary DANIEL K. TARULLO led the U.S. delegation to the second meeting on economic cooperation with South Korea, in Seoul, October 20-21. The senior adviser for Asia, RICHARD A. MORFORD, and the chief of the Division of Developing Country Trade, DAVID MORAN, participated . . . PAUL BALABANIS, director, Office of Monetary Affairs, led the U.S. delegation to the Paris Club meeting on international debt issues in Paris, France, October 5-7. He was accompanied by KIM VALUS, who handles Paris Club matters in the same office . . . DAVID MORAN, chief, Developing Country Trade Division, traveled to Seoul, Korea, October 12-22, to participate in meetings of the U.S./Korea trade subgroup and the dialogue for economic cooperation.

JACK CRODDY, deputy director, Office of Investment Affairs, participated in the October 4-8 plenary sessions of the European energy charter treaty negotiations in Brussels . . . HOWARD LANGE, director, Office of Intellectual Property and Competition, was a member of the U.S. delegation to the Geneva meetings of governing bodies of the World Intellectual Property Organization, September 20-29 . . . STEPHEN K. KEAT, same office, participated in antitrust consultations with the European community in Brussels, September 20, and in antitrust consultations with Canada, in Washington, September 27.

MARGARET CATON has joined the Textiles Division. □

EUROPEAN AND CANADIAN AFFAIRS

Office of The Assistant Secretary: Assistant Secretary STEPHEN A. OXMAN testified before the Senate Foreign Relations Committee, October 5, regarding the former Yugoslavia . . . On October 7 he hosted



DUBLIN, Ireland—*Gerry Noctor* with Ambassador *Jean Kennedy Smith*, on his retirement following a 31-year career as chauffeur.

U.S.-German security consultations in Washington . . . He participated in VICE PRESIDENT GORE'S meeting with Czech Prime Minister VACLAV KLAUS, October 15, then attended the President's working luncheon with the Turkish prime minister . . . On October 18 he addressed journalists at the Overseas Writers Club . . . He accompanied SECRETARY CHRISTOPHER on his trip to Budapest, October 20, and visited Tirana, Sofia and Bucharest. Accompanying him to eastern Europe were the director for eastern



BUDAPEST Hungary—Ambassador *Charles H. Thomas*, presents "Foreign Service National of the Quarter" award to *Laszlo Vizsy*.

European Affairs, TERRY R. SNELL, and special assistant NANCY E. McELDOWNNEY . . . He rejoined the Secretary in Riga, Latvia, October 26, then concluded his overseas trip with stops at Nato and Stockholm.

Office of Canadian Affairs: Director JIM HOOPER visited Ottawa, October 6-8, for a chiefs-of-mission conference with the consuls general and Ambassador JAMES A. BLANCHARD . . . He spoke to the annual conference of the Association of Black Professionals in International Affairs, October 22, on U.S.-Canadian policy . . . Deputy assistant secretary MARY ANN PETERS served as acting U.S. chairwoman for the 192d meeting of the U.S.-Canadian Permanent Joint Board on Defense, in Winnipeg, Manitoba, October 19-21 . . . Deputy director BRUCE EHRMAN also served on the board, which meets semiannually to coordinate bilateral political/military issues . . . Desk officer KATHERINE CHRISTENSEN participated in consultations on border trade issues, in Ottawa, October 7 . . . On October 27 she made a presentation on U.S.-Canada trade at the Arizona World Trade Center Conference on "Global Perspectives: Business Strategies for the 21st Century." . . . Desk officer TIM COLLINS visited Vancouver and Calgary, October 13-21, for consultations and calls on political party representatives . . . Environmental affairs officer JOHN BAUMAN attended the seventh biennial conference on Great Lakes water quality, in Windsor, Ontario, October 22-24.

Office of Central European Affairs: Director J.D. BINDENAGEL attended the October 14-15 meeting of the German-American high-level defense group, in Berlin.

Office of East European Assistance: RALPH R. JOHNSON, Coordinator for Assistance to central and eastern Europe, traveled to the region, September 22-October 2. He addressed a conference of public affairs officers in Salzburg and later met with government leaders and staffers at Embassies in Bucharest and Tirana to discuss U.S. assistance programs . . . Special assistant PETER MULREAN accompanied Mr. Oxman to the region, October 20-26. The delegation met with government officials in Budapest, Tirana, Sofia and Bucharest . . . Deputy coordinator GERRY HAMILTON left the office to prepare for his upcoming duties as head of a mission to Latvia.

Office of the Executive Director: Deputy director JOHN O'KEEFE traveled to Serbia, Slovenia, and Croatia for consultations, October 1-8 . . . Post management officers KIMBERLY DEBLAUW, JOHN BELZ, CECILIA ELIZONDO, NAOMI LYEW and JOHN LAMSON traveled to England, Ireland, Belgium, Canada, Russia, Finland, Italy, Spain and Ukraine, to review post management operations and issues . . . Supervisory budget officer JAMES BROWNING, who has joined the bureau, hosted a budget training workshop in Germany for administrative officers and senior Foreign Service nationals from the newly-independent states. The workshop was organized by budget officer SUSAN GARRISON . . . JOHN BALAS, post management section, traveled to Almaty to assist in the Secretary's visit there.

Office of Eastern European Affairs: Macedonia desk officer MONIQUE QUESADA traveled to Skopje in mid-September to meet

with officials and check out possible locations for the new U.S. liaison office . . . TOM GERTH, deputy director for the northern tier, traveled to Brussels, October 25-28, for consultations with the European Community on developments in eastern Europe.

Office of Northern European Affairs: The bureau welcomed ELISABETH BROCKING, new Belgium desk officer, who completed an orientation trip to Belgium, the Netherlands and Luxembourg in early October . . . Office director JOHN TEFFT, accompanied by Norway/Denmark desk officer RICHARD NORLAND, led the U.S. delegation to Oslo and Kirkenes, September 23-24, for security consultations with Norway . . . Mr. Norland stopped in Copenhagen for consultations . . . Iceland/Ireland desk officer JOHN WITHERS visited Reykjavik, London, Dublin and Belfast, October 14-23, for discussions with embassy and country officials . . . He accompanied the Secretary at the September 28 bilateral with the Icelandic foreign minister, at the UN General Assembly in New York.

Office of Policy and Public Affairs: Director KEITH SMITH participated in a seminar on "The New France in the New Europe," October 22-23, at Georgetown University . . . The deputy director for policy, JON GUNDERSEN, participated in a conference on ethnic conflict and U.S. policy, October 1.

Office of European Community and Regional Affairs: The bureau welcomed JOHN HARRISON as the desk officer covering Organization for Economic Cooperation and Development and European Community Issues . . . Office director SHAUN DONNELLY represented the Department, October 19, at a dinner sponsored by the European Institute in honor of EGON KLEPSCH, president of the European Parliament . . . deputy director LAURIE TRACY was a member of the U.S. delegation to the executive committee in special session of the Organization for Economic Cooperation and Development, October 25-27, in Paris . . . WILLIAM BELLIS represented the bureau at the annual U.S.-European Community environmental bilaterals, October 20-22.

Office of European Security and Political Affairs: Director JIM CUNNINGHAM headed the U.S. delegation to a meeting of the Nato high-level task force on arms control, in Brussels, Belgium, October 21-22. He was accompanied by the conventional-forces-in-Europe treaty expert, JENNIFER LAURENDEAU . . . LAUREL SHEA GALLIVAN attended the Nato Defense Ministers meeting in Travemuende, Germany, October 20-21 . . . DEBRA CAGAN participated in the meeting of the Nato ad hoc group on the former Soviet Union's nuclear weapons, October 15, in Brussels . . . Colonel JAMES



BUCHAREST, Romania—At award ceremony, top row, from left: Andrei Stratan, Paul Teodorescu, Teodora Capatina, Mary

Kenny, Toni Markle. Bottom row: Ligia Todan, Ambassador John R. Davis, Carmen Costinescu, Michael Markle.

ALLGOOD attended the Nato high-level group meeting in Brussels, September 23, and Colonel DANIEL COX attended the Nato conference of national armaments directors, October 28, in Brussels . . . FRED KAPLAN was a member of the U.S. delegation to Nato's senior emergency planning committee plenary session meeting in Noordwijk-aan-Zee, Netherlands, October 13-14 . . . JONATHAN COHEN and TOM TORRANCE represented the Department as U.S. delegation executive secretaries for the Conference on Security and Cooperation in Europe's human dimension implementation meeting, in Warsaw, Poland, September 27-October 15. Participants reviewed compliance with human rights, rule of law and fundamental freedom commitments by all the states of Europe, the former Soviet Union and the United States and Canada, and looked at ways of correcting shortcomings in this area . . . Mr. Cohen returned to Warsaw, November 2-5, as U.S. delegation executive secretary at the Conference on Security and Cooperation in Europe's free media seminar. The U.S. delegation, led by the Bureau of Human Rights and Humanitarian Affairs' Assistant Secretary JOHN SHATTUCK, also included HODDING CARTER; the managing editor of Wall Street Journal Europe, FREDERICK KEMPE; the director of Radio Library, KEVIN KLOSE; and International Herald Tribune correspondent JOE FITCHETT.

Office of Southern European Affairs: Assistant Secretary Oxman and JOHN MARESCA (special Cyprus coordinator and U.S. negotiator on Nagorno-Karabakh) attended a luncheon meeting between PRESIDENT CLINTON and Turkish Prime Minister TANSU CILLER, October 15. The bureau then hosted a series of discussions with the prime minister's delegation on bilateral economic and security issues.

Office of Western European Affairs: Portugal desk officer MARK DAVISON organized the eighth round of Lajes Azores base negotiations in Washington, October 4-5, following which he traveled to the Azores with the U.S. delegation . . . Fall intern RACHEL ROBOY, from George Washington University, has joined the office. □

FOREIGN MISSIONS OFFICE

During September and October ERIC J. BOSWELL, director, visited regional offices in Los Angeles, San Francisco, Chicago and New York . . . He participated in a formal seminar for the consular corps in Los Angeles

and addressed gatherings of the local consular corps elsewhere . . . He met with representatives of local government and law enforcement agencies at each location, and with representatives of other federal agencies.

Recent personnel changes include the departure of Unisys contract employees PATRICIA SELLERS and LANCE PARKER from the program support section in Washington, and CHELSEA COCHRANE from the regional office in Los Angeles . . . MOLLY PETERSON has joined the New York Regional Office, and DEL NECESSARY has replaced Ms. Cochrane in Los Angeles . . . Long-time Unisys employee PHILIPPE GREGORY is serving as acting Unisys project manager . . . Foreign Service officers ANN COVINGTON and TIMOTHY SEARS have taken up duties as program director for tax and customs and as member of the travel and property program staff, respectively.

"Quality Employee of the Month" awards for June and July went to SHEILA CHESTNUT and TRACY SANTORO. Ms. Chestnut contributed to the Diplomatic Motor Vehicle program and Ms. Santoro to improvement of the database supporting the travel program. □

HUMAN RIGHTS AND HUMANITARIAN AFFAIRS

Assistant Secretary JOHN SHATTUCK traveled to China, October 7-19 . . . In Beijing, he held bilateral discussions on human rights conditions specified in the President's May 28 executive order on most-favored nations . . . He also visited Tibet, Chengdu and Guangzhou . . . He then went to Hong Kong . . . On October 21 he represented the Department at the opening of a seminar held to honor the 150th anniversary of B'nai B'rith . . . On October 26 he testified before the House Foreign Affairs Committee's subcommittee on human rights, on human rights in Mexico.

Principal deputy assistant secretary NANCY ELY-RAPHEL and regional bilateral affairs officers ERIC SCHULTZ and CAROL SMETANA were members of the U.S. delegation to the Conference on Security and Cooperation in Europe's implementation review meeting, in Warsaw, September 27-October 15 . . . Ms. Ely-Raphel attended the annual American Association for the International Commission of Jurists meeting of government officials involved in human rights, in

Luxembourg, October 20-22, to discuss the role of Government departments in the formulation and implementation of human rights considerations in foreign policy.

The director of the Office of Bilateral Affairs, YVONNE THAYER, conducted an all-day seminar on U.S. human rights policy, for Department desk and human rights officers, October 5 . . . She met with Haitian legislators, October 22, and a delegation of Latin American indigenous parliamentarians, October 25 . . . The director of the Office of Democracy Policy and Program Coordination, JOSEPH McBRIDE, addressed participants in the political tradecraft course at the Foreign Service Institute, October 27. His talk was on democracy promotion as one of the three pillars of the Clinton administration. Special programs assistant THOMAS PLOFCHAN, Office of Democracy Policy and Program Coordination, was in Newport, R.I., at the Navy Justice School, October 12-15, to work on the development of human rights courses for the Navy's international military education and training program. □

INSPECTOR GENERAL'S OFFICE

On November 18, inspector general SHERMAN M. FUNK and JANE ALTENHOFEN, inspector general, International Trade Commission, co-hosted a management forum presented by the President's Council on Integrity and Efficiency, on "Evaluating Agency Operations in a Period of Austerity." There were speakers from the inspector general and management communities, including SUSAN GAFFNEY, inspector general, Department of Housing and Urban Development; DEREK VANDER SCHAAF, acting inspector general, Department of Defense; THOMAS KOERBER, assistant chief postal inspector, U.S. Postal Service; and RICHARD KUSSEROW, senior vice president, Strategic Management Association, Inc. and PHILIP LADER, deputy director for management. U.S. Office of Management and Budget, spoke on how inspectors general can become more effective.

The Office of Investigations' Special Operations Division director, WILLIAM N. CRANE, has completed a 60-day interagency detail to the Nuclear Regulatory Commission. While there, he assisted in the preparation of congressional testimony by the commission chairman, IVAN SELIN and consulted with the commission's Office of Investigations on automated case management . . . He traveled

to St. Croix, U.S. Virgin Islands, to assist in a federal grand jury investigation of nuclear license violators. He received a letter of commendation from the U.S. attorney for his assistance there. □

INTELLIGENCE AND RESEARCH

Office for Terrorism and Narcotics Analysis: JUDY BIRD, acting director, attended the annual bilateral intelligence exchange on terrorism with British counterparts in London, October 4-5.

Office of the Geographer: WILLIAM B. WOOD participated in a panel on "Changing Environments: How Vulnerable Are We?" at Indiana University, October 14-15 . . . He also gave the keynote address at the annual meeting of the North American Cartographic Information Society, October 21 . . . BRADFORD THOMAS was elected chairman of the U.S. Board on Geographic Names, at its first meeting of the 1993-95 biennium, October 12. □

INTER-AMERICAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary ALEXANDER WATSON traveled to Haiti, September 20-22, accompanied by Ambassador LAWRENCE PEZZULLO, executive director JIM WEINER and representatives from A.I.D. and the Department of Defense. Mr. Watson, accompanied by deputy assistant secretaries ED CASEY and ANNE PATTERSON, spent the week of September 27 at the opening of the UN General Assembly, joining the President and Secretary in bilaterals and meeting with heads of state and foreign ministers . . . MICHAEL SKOL completed his assignment as chief of mission in Venezuela and joined the bureau as the principal deputy assistant secretary, October 4 . . . Mr. Watson testified before the House Foreign Affairs Committee, on Nicaragua (October 6) . . . He spoke to Latin American ambassadors at the Carnegie Endowment (October 7, at the Inter-American Defense College (October 8), at the Washington International Business Council (October 25), at the Cuban-American National Federation (October 26), and ended on October 28 in New York, addressing the Wall Street Journal's second annual conference on the Americas . . . Mr. Skol traveled to Brussels, October 26-29, to meet with the



MIAMI—At Foreign Service national workshop, standing left to right: *Jemile Bertot; Ligia David, Tegucigalpa; Regina de Avalos, San Salvador; Graciela Estigarribia, Asuncion; Dahlia Stewart, Kingston; Judith Leiva, Guatemala; Marlon Avellan, San Jose; Rosa Elvira Salazar, Lima; Angela Maria Hunte, Bridgetown; Arrindell Henry, Port-of-Spain; Rosemar Nunes Correia, Brasilia;*

Alfredo Chong, Managua; Lynn Lyons, Washington. Seated: Maria Hernandez, Caracas; Diana de Alvarez, Bogota; Tania Scott de Escala, Panama; Maria Rosa Chappuis, Buenos Aires; Lesley Ann Hardy, Grenada; Margarita Martinez, Santo Domingo; Maria Soledad Blaida, Santiago; Claudia Prado, Mexico City; Aurelia Sanchez, Belize.

European Community "troika" for the annual talks on Latin America and the Caribbean.

Office of the Executive Director: The first chiefs-of-mission conference in 10 years was held September 15-17, for one day in Washington and two at Airlie House, Warrenton, Va. The office hosted an administrative officers conference, October 5-8, on resource reductions in fiscal years 1994-95.

Office of Cuban Affairs: Director DEN-

NIS HAYS and deputy director NANCY MASON made orientation trips to Havana . . . Political officer BOB FRETZ visited the naval base at Guantanamo Bay.

Office of Central American Affairs: Director JOHN R. HAMILTON and deputy director MICHAEL RANNEBERGER were in New York at the UN General Assembly the week of September 27 for meetings with Central American officials . . . Mr. Ran-



GUAYAQUIL, Ecuador—At award ceremony, from left: *Juan Dillon, acting coun-*

sul general Larry Huffman, Carmen Puyol, Jose Ponce.

berger led a team to Mexico, October 14-15, for consultations on regional counternarcotics matters . . . Deputy director FREDERICK A. BECKER led an interagency team to Nicaragua, October 6-9, for consultations with the government on international terrorism and arms trafficking . . . Nicaragua desk officer CARL SCHONANDER traveled to Managua, October 17-24, and Honduras desk officer KATHLEEN HENNESSEY to Tegucigalpa, October 22-29 for consultations . . . New officers include GLEN GRIFFIN (El Salvador), TODD GREENTREE and CARL SCHONANDER (Nicaragua), CHARLES HARRINGTON (Guatemala) and JOHN CONNERLEY (Belize) . . . ERIC FARNSWORTH has moved from the Nicaragua to the Costa Rica desk . . . JOHN GISE and GREG FREDDE have joined the office as interns for the fall semester.

Office of Andean Affairs: JAMES FORD COOPER became the director, September 27, after returning from a two-month stint as acting deputy chief of mission in Lima. He was coordinator of "Partnership for Democracy and Development" in Central America . . . JANET L. CRIST became deputy director of Andean affairs, September 7. She was political counselor in Bogota. □

INTERNATIONAL NARCOTICS MATTERS

Assistant Secretary MELVYN LEVITSKY chaired the Dublin Group meeting in Brussels, Belgium, October 12-14, accompanied by BRIAN FURNESS. The meeting marked the end of his yearlong chairmanship of this multilateral informal grouping, intended to coordinate international counternarcotics policy and assistance . . . Deputy assistant secretary GRANT SMITH headed the U.S. delegation to the UN drug control program major donors meeting in Vienna, Austria, October 6-9. He was accompanied by program analyst KATHLEEN WILKINSON . . . Mr. Smith headed the U.S. delegation to the 14th meeting of the Inter-American Drug Abuse Control Commission, in Washington, October 20-23. He was aided by staffer DAN STRASSER, who represented the United States on alternative development matters, and ELIZABETH CARROLL, ROBERT BLAU and intern BRIAN BWITT . . . Mr. Smith participated in the UN General Assembly high-level sessions on narcotics, October 27-28, in New York.

Program officer BEVERLY EIGHMY represented the bureau at the fall Caribbean



GEORGETOWN, Guyana—At award ceremony, seated, from left: Jean Harripersaud, Pamela Roberts, Eileen Madray, Donna Mohabir, Marcia Hing, Barbara Persaud. Standing: Patrick Harlequin, David Bose,

Lloyd Kweley, Michael DeCunha, Donald Blair, Ambassador George F. Jones, Sherman Williamson, Edgar Embrey, Mohamed Noorhassan, Lloyd Bollers.

regional operations planning conference, held by the Drug Enforcement Administration in Miami . . . Program officer Blau traveled to Mexico City with the deputy director of the Office of Central American Affairs, MIKE RANNEBERGER, October 14-15, to discuss with Mexican counternarcotics officials a Mexican initiative for cooperative approaches to drug control in Central America. Embassy Mexico narcotics affairs section director ROBERT RETKA participated in the discussions . . . Program analyst SUSAN SNYDER visited Costa Rica, Guatemala, Panama, Barbados, Dominican Republic and the Bahamas, to conduct an evaluation of joint information collection centers, September 30-October 20.

Senior policy adviser RAYBURN HESSE chaired financial action task force seminars on narcotics-related financial crime, in October in Saudi Arabia (cosponsored by the Gulf Cooperation Council) and the Bahamas (cosponsored by the Caribbean Financial Action Task Force), and in November in Russia (cosponsored by the UN Drug Control Program). The seminars were conducted by experts drawn from the United States, the United Kingdom, France, Germany, Switzerland, Italy and the Netherlands, and were attended by host-nation and regional government officials and central bank officers . . . He lectured at a conference in Oxford on financial crime in Russia and eastern Europe, and at the joint conference of the American Bar Association and American Bankers Association in Washington.

Budget analyst CALVIN T. WATLINGTON conducted field assistance reviews, September 28-October 7 for the narcotics affairs offices in the Bahamas and Jamaica . . . HELENE KAUFMAN organized and attended the private-sector drug conference in Seville, Spain, October 11-17 . . . The director of the Transnational Office, DAVID LYON,

and Air Wing deputy chief JOHN BINKLEY participated in interagency meetings at the Drug Enforcement Administration, on interdiction operations in Peru . . . Mr. Binkley, PHIL TELANDER, JAIME BARRERA and TIM HENDERSON traveled to Bogota for consultations with embassy staff, October 18 . . . NANCY BERRY traveled to New York to assist Ms. Wilkinson at the UN General Assembly's high-level sessions on narcotics, October 25-November 1 . . . Mr. Binkley and Air Wing safety officer Telander were in Washington for award fee meetings, October 26-29 . . . Three key Air Wing officers—Lieutenant Colonel GARY MESSANO and Major Telander, based at Patrick Air Force Base, and Chief Warrant Officer LUIS DIAZ, who is assigned to Peru—have received Joint Service Achievement Medals from the Department of Defense for their contributions to the aviation programs.

The Office of Program Management welcomed BRIAN GWITT (fall intern) and the South American Division welcomed MELINDA FORD (secretary) . . . Departing from the front office: CAROL MILLS. □

INTERNATIONAL ORGANIZATION AFFAIRS

On September 26 Assistant Secretary DOUGLAS J. BENNET accompanied SECRETARY CHRISTOPHER to New York for meetings of the UN General Assembly . . . On October 4-5 Mr. Bennet represented the United States at a meeting of UN directors in connection with the New York consultative

level meeting . . . He participated in a panel on peacekeeping and peace-building sponsored by the Overseas Development Council in Washington, October 14 . . . On October 19 he spoke to the World Affairs Council in San Francisco . . . The following day, he spoke to the "United Nations 50 Committee" of San Diego . . . While there, he participated in a radio call-in show on KPBS-FM and spoke at San Diego State University . . . He met with faculty members of the University of San Diego law school for discussions on peacekeeping.

ELIZABETH W. SHELTON, Office of Economic and Environmental Affairs, attended the UN Trade and Development Board's 40th session, in Geneva, September 30-October 2, and the meeting of the working group on trade efficiency, in Geneva, October 4 . . . She was invited to Columbus, O. to attend a planning meeting on the upcoming UN international symposium on trade efficiency, October 21-22.

Office of Democracy, Human Rights and Social Affairs: BEVERLY ZWEIBEN served as an adviser to the U.S. delegation to the General Assembly during consideration of crime-prevention measures and criminal justice standards, October 28-29 . . . ALICE C. MOORE served as an adviser to the U.S. delegation to the General Assembly's Third Committee, during the committee's introduction and consideration of social development resolutions, October 19-25 . . . She traveled to The Hague, October 14-15, for consultations with the "Western European and others" group, on the world summit for social development . . . MARGARET POLLACK participated on the U.S. delegation to the 44th session of the UN high commissioner for refugees' executive committee, October 4-8, in Geneva.

WILLIAM H. WHITE JR. has entered on duty in the Office of the Assistant Secretary . . . COLLEEN A. GREER transferred from the Bureau of Personnel to the Office of the Assistant Secretary . . . HELEN R.M. La LIME transferred from Zurich to the Office of International Development Assistance . . . HENRY F. WEBB, JR. transferred from the Bureau of African Affairs to the Office of Technical and Specialized Agencies.

Office of Peacekeeping and Humanitarian Operations: Deputy director ROBERT LOFTIS spoke at the College of William and Mary's "Model United Nations" on U.S. policy on peacekeeping, October 29 . . . Action officer NATHAN BLUHM made two trips to New York in October to discuss re-establishing a Somali police force with United Nations and other mission officials . . . Sanctions officer FREDERIC BARON traveled to countries bordering the former Yugoslavia to view compliance with economic sanctions against Serbia and Montenegro. □

NATIONAL FOREIGN AFFAIRS TRAINING CENTER

Global issues addressed

BY JAMES G. HUFF
Director, Political Training Division

On October 1, before its dedication, the National Foreign Affairs Training Center opened its doors to a seminar initiated by Department counselor TIMOTHY WIRTH which featured author and academic PAUL KENNEDY. This first use of the new training facility was dedicated to a discussion of change in the international arena affecting U.S. diplomacy.

Seminar participants included approximately 40 senior Department officials, drawn largely from the global issues area to be directed by Mr. Wirth. Among those attending were Assistant Secretaries ELINOR CONSTABLE, Oceans and International Environmental and Scientific Affairs; MELVYN LEVITSKY, International Narcotics Matters; and JOHN SHATTUCK, Human Rights and Humanitarian Affairs; together with deputy assistant secretaries BRUNSON MCKINLEY, Refugee Programs; and NANCY ELYRAPHEL, Human Rights and Humanitarian Affairs.

Following introductory remarks by Mr. Wirth and training center director LAWRENCE TAYLOR, Professor Kennedy led a discussion of the factors influencing global change. Noting the difficulty of confident prediction in this area, he said that, even with all appropriate caveats, certain trend lines still emerge which can help foreign policy decision-makers understand the future. Many of Mr. Kennedy's subsequent remarks elaborated on ideas from his recent bestseller, "Preparing for the 21st Century."

He said a most important trend line is represented by technology-driven change. With more scientists engaged in research and development now than during all the rest of recorded history, a continuous explosion of change driven by technology is almost inevitable, he added. However, some of this change may be a two-edged sword, according to Mr. Kennedy. For example, although changes from robotics and biotechnology may seem ostensibly positive, they may in fact increase political and social volatility—especially in the third world. In the face of geographically uneven population growth, robotics could reduce employment opportunities

even further, and biotechnology may reduce the earning potential of many traditional third world agricultural exports, he pointed out.

Mr. Kennedy noted that, unless better controlled, rapid population growth is likely to have a major negative effect on political and social stability as we move into the 21st century. "Adolescent societies," encumbered by high population growth and poor job and educational prospects, could be a major destabilizing factor in the international arena, he said. Certain have/have-not "fault lines" reflecting these uncomfortable trends can already be discerned, according to Mr. Kennedy. These would include the economic and social divides between southern Europe and the North African littoral, between Slavic Russia and formerly Soviet Central Asia, and between Australia and populous Indonesia.

Such global trends not only help delineate possible future problems, but also pose fundamental issues for American policy-makers, he said. While proposing no solutions, Mr. Kennedy noted that such trends demanded a thoughtful policy response from the United States and other developed nations, not the politics of reaction. Figuratively or actually putting up barbed wire or barriers to movement or trade is no real solution, he contended.

His remarks stimulated an extended discussion among seminar participants. Questions focused on the adequacy of the international decision-making structure for dealing with global issues requiring sustained long-term attention. Seminar participants also questioned whether the urgent need to address global issues would be matched by adequate funding.

* * *
School of Area Studies: The associate chairwoman for African studies, HANNAH BALDWIN, presented a paper at the fall meeting of the southeastern regional seminar in African studies at Virginia State University, Petersburg, on October 23. Her paper, "Legends, Rumors and Electoral Politics in Senegal," reported on and analyzed the Senegalese presidential and legislative elections, which she attended as an election observer with National Democratic Institute . . . GARY BRANA-SHUTE of Area Studies and ALFRED CARTER of Language Studies went on a needs-analysis trip to the embassies in Costa Rica, Guatemala and Mexico. They interviewed former Foreign Service Institute students working at all levels, to ascertain the relevance of their language and area training for their work at post, as well as what other training would have enhanced their effectiveness . . . Area Studies dean RICHARD JACKSON and language training supervisor MARSHA KAPLAN returned from a training-needs assessment mission to posts in northern and sub-Saharan Africa, including



NATIONAL FOREIGN AFFAIRS TRAINING CENTER—In professional skills course for community liaison officers, from left, first row: *Oya Cofman*, Baku; *Debbie Jordan*, Amman; *Patricia Alaniz*, Montevideo; *Margery Pedry*, Paris; *Sylvia Hooper*. Second row: *Carol Wasylo*, Kiev; *Marie Tomasi*, Budapest; *Patricia Baker*, Mbabane;

Judy Pike, Gaborone; *Tijuana Jenkins*; *Sossi Mahoney*, Sanaa; *Kendall Montgomery*; *Barbara Ensslin*, Berlin; *Lycia Sibilla*, Havana; *Lisa Hough*, Beijing; *Stacy Clay*, Addis Ababa; *Jacque Whitehorn*, Lisbon; *Sharon Jennings*, Paramaribo. Third row: *Joan Riesland*, Khartoum; *David Ball*; *Sharon Featherstone*; *Mary Byron McGhee*, Capetown; *Vir-*

ginia Chandler; *Karen Lundahl*; *Linda Olesen*; *Gail Knowles*. Top row: *Les Felter*, Ankara; *Martha Fleming*, Bujumbura; *Maryann Perkins*, Caracas; *Robert Regester*, Caracas; *Marilyn Horween*, Bridgetown; *Zara Harris*, Prague; *Kathleen Pelletier*, Tunis; *Jan Carey*, Madrid; *Erin Rooney*; *Thomas Nootbar*, Buenos Aires.

Tunis, Algiers, Casablanca, Rabat, Libreville, Yaounde and Cotonou.

School of Language Studies: MARGRET BJORGULFSOTTIR, Icelandic language and culture instructor, attended the seventh annual seminar of the Icelandic-American Chamber of Commerce, on "U.S.-Icelandic Relations: Trade, Investment and Defense," October 1, in Washington . . . A team visited field schools in Yokohama, Taipei and Seoul, September 11-29, and met with staffers at embassies and at the American Institute in Taiwan . . . Dean MARK LISSFELT, CANDICE HUNT (formerly in charge of the Office of External Programs, now on detail to the Center for the Advancement of Language Learning) and THOMAS MADDEN (returned from six years in charge of the Chinese school in Taipei) looked into issues of training quality, management and personnel at the Japanese, Chinese and Korean advanced-language and area studies schools . . . STEPHEN ZAPPALA and MARGARET SARLES of Area Studies and SHAWN DESCOURUEZ of Professional Studies traveled to Latin America, September 13-30 to assess training needs. Posts visited were Caracas, Quito, Rio, Sao Paulo, Brasilia-

,Buenos Aires and La Paz . . . SHARON CHI of the Mandarin Chinese section co-authored the book, "Read Chinese Signs," with CORNELIUS KUBLER, former chairman of the Asian and African Languages Department. The book has been released by the Cheng & Tsui Co. of Boston.

Overseas Briefing Center: DANADEE CARRAGHER has joined the staff as coordinator of the security overseas seminar . . . The center has completed revision of the "Foreign Service Assignment Notebook." The publication provides an overview of regulatory and personal logistical preparations for an official overseas move. It is intended to guide U.S. Government and foreign affairs agency employees and their families through what might otherwise be a long and confusing process. The publication will be available for distribution in December . . . With the help of the Office of Information Services and the Office of Directives, the "Foreign Service Assignment Notebook" and "What Do I Do Now? A Sourcebook on Regulations, Allowances and Finances" will also be available on Infoexpress/Infoguide CD-ROM soon . . . As part of the re-entry program for Foreign Service teens, 12 students spent the

day at Hemlock Overlook Camp, participating in outdoor exercises designed to develop their team-building skills.

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary EDWARD P. DJEREJIAN made two appearances on Capitol Hill. On October 15 he testified before the Senate Foreign Relations Committee and on October 21 before the House Foreign Affairs Committee's subcommittee on Europe and the Middle East. He discussed peace efforts and events in the region . . . He participated in a "Worldnet dialogue" with Kuala Lumpur, Malaysia, and Jakarta, Indonesia, October 28. He discussed developments in the peace talks and U.S. views on the politics of Islam . . . He gave the keynote speech to the second international conference of the American task force for Lebanon, October 6 . . . On October 12 he gave the keynote speech on the Gaza-Jericho accord and the Middle East



MANAMA, Bahrain—Secretary *Judith Franco* receives Meritorious Honor Award

and cash award from chargé *David S. Robins*.

peace talks to a gathering of Americans for Peace Now . . . He spoke on the Middle East peace efforts and new opportunities in U.S.-Israeli economic relations at a seminar on U.S.-Israeli trade, in Washington, October 20 . . . Principal deputy assistant secretary **MARK R. PARRIS** discussed events in the region with businessmen attending a seminar on the New Middle East sponsored by the Brookings Institution, October 13 . . . Deputy assistant secretary **DANIEL KURTZER** traveled to New Haven, October 31, to discuss the peace talks and U.S.-Israeli relations with the Yale Friends of Israel.

Office of the Public Affairs Adviser: Public affairs adviser **RICHARD LeBARON** traveled to Damascus, Amman, Tel Aviv and Jerusalem, October 5-19. He met with journalists, officials and U.S. mission staffs in the countries.

Office of Egyptian Affairs: Deputy director **THEODORE FEIFER** participated in the American-Arab Anti-Discrimination Committee's October 12 town meeting on the Israeli-Palestinian declaration of principles.

Office of Israel and Arab-Israeli Affairs: Director **THOMAS J. MILLER** spoke on U.S.-Israeli relations at the annual conference of the National Women's Division of the United Jewish Appeal, October 4 . . . On October 5 he discussed the peace talks with members of the Scarsdale (N.Y.) Hadassah chapter . . . He met with members of the Cleveland chapter of Israel Bonds, October 5, to discuss U.S.-Israeli relations and the peace efforts . . . He traveled to New York, October 10, to discuss the peace talks and U.S.-Israeli relations with the National Jewish



CAIRO, Egypt—Deputy chief of mission *Wes Egan* wins the Superior Honor Award. His wife is with him.

Community Relations Advisory Council's Israel task force . . . On October 11 he traveled to Metuchen, N.J., to discuss the peace efforts at a forum hosted by Representative **FRANK PALLONE** . . . He participated in a debate on the peace talks with representatives from the Palestine Liberation Organization and Israel, at a forum sponsored by Howard University, October 13 . . . He addressed a seminar on U.S.-Israeli trade, October 20 . . . He spoke on the peace efforts to students at

George Mason University, October 20 . . . On October 27 he discussed the interagency process with participants in the Foreign Service Institute's Washington tradecraft course . . . He traveled to London, October 28-30, to attend the heads of delegation meeting of members of the environmental working group of the multilateral negotiations of the peace process . . . Deputy director **RICHARD ROTH** addressed the Council of Jewish Federations in San Antonio, October 15. He spoke on the peace efforts and U.S.-Israeli relations . . . On October 15 he discussed U.S.-Israeli relations with members of the Columbia (Md.) Jewish Congregation . . . On October 26 he addressed Hadassah chapters from Pittsburgh and New York on the Middle East . . . Political officer **MARC SILVERS** traveled to Amman, Jerusalem and Tel Aviv for consultations, October 1-10 . . . He spoke to the nongovernmental organizations' coordinating committee for Palestine, in Washington, October 15 . . . Political-military officer **JOHN FENNERTY** spoke on the peace efforts to the Hollis Hills (N.Y.) chapter of Hadassah, October 12.

Office of Lebanon, Syria, Jordan, and Palestinian Affairs: The ambassador-designate to Lebanon, **MARK G. HAMBLEY**, appeared before the Senate Foreign Relations Committee, October 15, for his confirmation hearing.

Office of Maghreb Affairs: Deputy director **ED VAZQUEZ** traveled to Tunisia, Algeria, Morocco and Spain for orientation and consultations, October 2-22 . . . Tunisia desk officer **SUE SAARNIO** addressed a class at the U.S. Marine Corps Command and Staff College, Quantico, VA., October 26, as part of a military exercise involving Tunisia and Libya.

Office of Regional Affairs: Director **JOHN HERBST** and the special assistant for science and technology, **CHARLES LAWSON**, visited Israel and the West Bank and Gaza, October 20-23, for consultations with Israeli and Palestinian water working group delegation members . . . From Israel, they traveled to Beijing, China, for the fourth meeting of the Middle East multilateral working group on water resources, October 26-29 . . . Mr. Herbst, as head of the U.S. delegation, is the gavelholder for the working group . . . Deputy director **GARY USREY** participated in a teleconference on U.S. policy toward the Islamic world with correspondents in Dhaka, Bangladesh, October 20 . . . The special assistant for the peace efforts, Colonel **JOE BAVARIA**, traveled to Wilkes Barre, October 20, to give a speech and participate in a panel discussion at a conference on Middle East peace sponsored by Luzerne County Community College . . . The adviser for economic and congressional affairs, **CINDY TINDELL**, traveled to Muscat, Riyadh and Tunis for regional consultations,

October 14-26. She discussed foreign assistance, financial conditions and donor coordination . . . Deputy political-military adviser TODD ROSENBLUM spoke to the Society

of International Affairs, October 26. He discussed arms sales and munitions licensing in the Middle East. □

PERSONNEL



BUREAU OF PERSONNEL—*Jolene Natoli*, acting chief of secretarial counseling, receives Meritorious Honor Award from

Johnny Young, director, Office of Career Development and Assignments.

Family Liaison Office

Education counselor KAY BRANAMAN EAKIN organized the fifth annual seminar for parents of children with special learning needs, October 26. Director general GENTA HAWKINS HOLMES opened the half-day workshop, and Dr. ELMORE RIGAMER, special assistant, Office of Medical Services, spoke. A parents' panel reported on their experiences and answered questions from the audience of Foreign Service parents . . . Ms. Eakin participated in a panel discussion at the employee relocation conference in San Diego, speaking on re-entry experiences of Foreign Service families.

Employment program coordinator DAVID BALL organized a lunchtime program for Foreign Service family members and others on Washington employment. A panel of experts from various private-sector enterprises and an Office of Personnel Management representative discussed employment opportunities in their occupational fields, and offered tips on job-hunting . . . Mr. Ball conducted a weeklong workshop on employment planning for Foreign Service family members in conjunction with the Overseas Briefing Center.

Youth coordinator KAREN LUNDAHL organized a program for Foreign Service parents, to hear expert DAVID POLLOCK speak on what he calls "third-culture kids"—children who grow up in another culture or cultures, as many Foreign Service children do . . . Employment program assistant ERIN



KUALA LUMPUR, Malaysia—At community liaison officer conference, from left, first row: *Kendall Montgomery*; *Sharon James*, Seoul; *Mrs. John Wolf*, Ambassador *John Wolf*; *Julle Rlegg*, Colombo; *Beverly Billand*, New Delhi; *Barbara Cortez-Greig*,

Madras. Second row: *Christine Herpst*, Singapore; *Anna Dworken*, Canberra; *Jan Setterlund*, Dhaka; *Barbara Yoder*, Taipei; *Andrea Foley*, Kuala Lumpur; *Jerry Richmond*, Hong Kong; *Olive Lim Barnes*, Guangzhou; *Virginia Chandler*. Third row: *Carol Za-*

lucky, Lahore; *Kara Sisson*, Kuala Lumpur; *Lori Stolp*, Manila; *Jeffrey Kealing*, Bangkok; *Sherry Noziglia*, Wellington; *Carol McCreary*, Islamabad; *Natalie McSherry*, Suva.

ROONEY traveled to New York to attend the National Foreign Trade Council Foundation seminar on "Global Talent." . . . Director KENDALL MONTGOMERY addressed two sessions of the ambassadors' seminar . . . She met with DIANE NEGROPONTE, wife of Ambassador JOHN NEGROPONTE (Philippines), and SUZANNE MILLER, wife of Ambassador WILLIAM MILLER (Kiev).

Staff members lectured at the security overseas seminar, spoke at the "Introduction to Foreign Service Life" course at the Overseas Briefing Center, spoke to defense attaché spouses and to the general services officers class, the Foreign Agricultural Service officers re-entry seminar, the A-100 class and Marine security guard spouses. □

Medical Services

While on her rest-and-relaxation trip, nurse practitioner JENNIFER GRISE consulted in Medical Services, October 5, before returning to Accra to finish her tour . . . SUSAN SUMMERS, nurse practitioner consulted in Washington and attended a National nurse practitioner symposium in Baltimore; she then returned to Tokyo for two more years . . . Dr. JOHN ALDIS took over as director of medical clearances in August, after returning from a tour in Beijing . . . Also attending the conference in Baltimore in October were nurse practitioners ANNE MURRAY, Bangkok; and MICHAEL PATE, Hong Kong. Mr. Pate also consulted in Medical Services before continuing his home leave and returning to post for two more years.

Contract and Foreign Service national nurses visiting Medical Services recently included SUPANEE SAISON, from Bangkok; WALTER KITTOE, from Freetown; JAN OLSEN, from Jeddah; and CONNIE BYRNE, from Panama . . . The embassy medical adviser from Canberra, Dr. CAMERON K. WEBER, consulted here in mid-October while visiting in conjunction with professional travel . . . Before leaving Warsaw, nurse practitioner B.J. WESOLOSKI was honored by the embassy for establishing the health unit there . . . Before her onward assignment to Colombo, she consulted in Medical Services in July . . . CHARLENE BURNS, nurse practitioner in New Delhi, hosted a regional nurses conference in September. The following contract nurses and nurse practitioners attended the event: ANN SHIEKH, Karachi; JANICE CHOUDRY, Lahore; HELEN HANSEN, Peshawar; NANCY HAMILTON, Islamabad; DEBBIE WELLER, Islamabad; QUEENIE ANDRUS, Islamabad; CARRIE SENGELMAN, Kathmandu; FRANCES HOWLAND, Kathmandu; LYDIA FORBES, Colombo; MAUREEN BRAND, Dhaka; JUDY SUTTON,

Tashkent; GAYNOR JOHNSON, Ashgabat; MAGGIE KNIGHT, New Delhi; BETH VEUGOPAL, New Delhi; BARBARA KAPNER, New Delhi; ANN JEYACHANDRAN, New Delhi; SUSAN CANNING, New Delhi. □

POLITICO-MILITARY AFFAIRS

On September 21 principal deputy assistant secretary THOMAS E. McNAMARA attended a U.S.-Australian round-table discussion in Washington on the comprehensive test ban treaty . . . On September 23 he chaired the first of a new series of State-sponsored interagency working group meetings, on demining . . . On September 28 he was a panel speaker at a symposium on U.S.-Russian technical policy, jointly sponsored by State and the National Defense University, at the Hyatt Regency Hotel . . . On October 15 he was one of three panel members to address a colloquium on science and security hosted by the American Association for the Advancement of Science, at the Madison Hotel.

Office of Defense Relations and Security Assistance: JOHN SCOTT and STEVE HILL represented State at the annual Southern Command security assistance officer conference in Panama City, October 25-28 . . . Colonel THOMAS SCHOEGLER accompanied deputy assistant secretary FRANCES COOK to Bahrain, October 21-27, for bilateral consultations on use of Bahrain's naval facilities by the U.S. Navy, and went on to Dubai for additional consultations, October 28-29 . . . WILL MOSER attended the U.S./Tunisia political-military talks in Tunis, October 28-29 . . . JULIE GRANT called on the Pacific Command commander-in-chief in Honolulu, October 26, enroute to attend a Korean security consultative meeting in Seoul, November 3-4, and Japan security subcommittee bilateral talks in Tokyo, November 5-6, and related consultations.

Office of Nuclear Energy Affairs: Director RICHARD STRATFORD headed the American delegation to the American Institute of Taiwan's coordination council for North American affairs' joint standing committee on civil nuclear cooperation, in Taiwan, October 12-15. He was accompanied by Dr. ALEX BURKART, acting director, Office of Nuclear Technology and Safeguards . . . Mr. Stratford then traveled to Vienna to head the U.S. delegation for the nuclear suppliers group and the Zangger committee, the week of October 18 . . . He headed the

delegation for the fifth meeting of the experts group of the nuclear safety convention, October 25-29.

Office of Nuclear Technology and Safeguards: BART SERAFINI traveled to Buenos Aires, October 24-29, as a member of the interagency delegation to lay groundwork for the 1994 Latin American symposium on peaceful utilization of atomic energy . . . ROBERT SENSENEY led an interagency delegation to Rabat and Cairo, October 16-28, to discuss a proposed sister-laboratory arrangement in support of the U.S. obligation to Article IV of the nonproliferation treaty . . . CHARLES NEWSTEAD was an adviser to the Department of Energy delegation to the meeting on international thermonuclear experimental reactors in San Diego, September 27-October 4 . . . He hosted the U.S./Norway bilateral nuclear discussion on radiological contamination of the Arctic, and mutual cooperation in Washington, October 13-14. These discussions were a continuation of the U.S./Norway bilateral discussions in Washington, June 24-25 . . . Acting director ALEX BURKART traveled to Seoul, Korea, October 11, to pay calls to officials at the ministry of science and technology . . . ROGER SWENSON participated in a nuclear nonproliferation workshop at Los Alamos National Laboratory, New Mexico, and at the Nevada nuclear test site, October 18-22.

Office of Nuclear Exports: ROBIN DELABARRE gave a speech on U.S. nonproliferation policy regarding highly enriched uranium use, at the annual meeting on reduced enrichment for research and test reactors, in Japan, October 1-8.

Office of Defense Trade Controls: ROSE BIANCANELLO, ALLAN SUCHINSKY and KEN PEOPLES attended the convention of the Society for International Affairs, a defense industry group, in Alexandria, Va. . . Mr. Peoples participated in a panel discussion on the missile technology control regime before an audience of U.S. industry and foreign embassy representatives . . . Aerospace and ordnance branch chief MAL ZERDEN, with licensing officers TERRY HUNTER, CAROLYN LANCASTER, SUE CLARK, CAROL BASDEN, PAUL JAMES and SUZANNE PALMER, conducted an in-house seminar on defense export licensing for industry representatives . . . The office said farewell to Major "TEX" MAIER and Major MARSHA FINLEY, who completed exchange tours, and licensing officer SUE PLANT, who will accompany her Foreign Service husband to Bonn.

Office of the Senior Coordinator for Reactor Safety and the International Science and Technology Centers: Senior coordinator ELIZABETH VERVILLE headed the U.S. delegation to negotiations in Moscow and Kiev, October 14-23, on nuclear safety assistance agreements. Two were signed during

SECRETARY CHRISTOPHER's visit to Kiev. Accompanying Ms. Verville were CAROL KESSLER and the legal adviser's RAY MEYER.

Office of International Security Operations: NICOLE PEACOCK will work on humanitarian affairs issues . . . ALEX MARGULIES has returned from Haiti, where he has served for the past two months as special assistant to the deputy chief of mission . . . LEWIS LUKENS has arrived from an assignment in the Ivory Coast . . . VALERIE BELON, coming from the Congo, will work crisis management issues . . . Mr. Margulies, KATIE SOLON, BARBRO KIRKPATRICK and LEW LUKENS have received promotions in the Foreign Service . . . Lieutenant Colonel MIKE KING has returned from a terrorism conference in Copenhagen . . . DAVID GOWDEY departed the office, October 20. He led the U.S. Government's global demining effort . . . The 24 military officers in the bureau have been awarded the Joint Meritorious Unit Award for their contributions to U.S. foreign policy efforts worldwide.

Office of Cocom Affairs (The Coordinating Committee for Multilateral Export Controls): Director ROBERT PRICE led an interagency team for export control consultations in Prague and Bratislava, September 18-October 1 . . . ANDREW CHURCH, from the Office of Defense Trade Policy, participated . . . Mr. Price led an interagency team (including JULIE KAVANAGH from the Office of Defense Trade Policy) to participate in the Japanese-sponsored Asian Export Control Seminar for International Security, October 25-27, in Tokyo. The team briefed delegations from Asian governments on export control policy and enforcement issues . . . CESARE ROSATI led negotiations in Paris, October 27-November 1, which resulted in revisions to the export controls on computers maintained by the Coordinating Committee on Export Controls . . . He participated in bilateral supercomputer negotiations in Tokyo, October 27-29 . . . ROBERT GAREL led a U.S. team to negotiations for Cocom's controls on advanced propulsion technologies, at Cocom headquarters, October 11-14, in Paris . . . DAMON LABRIE led a U.S. team to Cocom negotiations on navigations and avionics, October 18-21 . . . DAVID SALAZAR participated in discussions at Co-

com on telecommunications, October 4-5, in Paris, and traveled to Ottawa for telecommunications talks, October 18 . . . BILL SKOK made a presentation at a conference on export controls in Prague . . . New arrivals to the office include LULA ELLIS (from the Bureau of Economic and Business Affairs), PAUL ALLEN BROWN (from Consulate General Sao Paulo) and CHRIS KAVANAGH (from Embassy Montevideo) . . . JOSEPH PENNINGTON and NANCY NELSON have departed to enroll in the economic training course at the Foreign Service Institute. □

REFUGEE PROGRAMS

WARREN ZIMMERMAN, bureau director, attended the UN high commissioner for refugees' executive committee meeting in Geneva; traveled to Zagreb to review bureau funded programs and to assess needs in Bosnia and Croatia; to Israel to review bureau programs there and in the West Bank and the Gaza Strip; to Riyadh to review refugee issues in Saudi Arabia; and to New York to attend the Council on Foreign Relations symposium on domestic and international immigration policy and to meet with nongovernmental organization officials . . . He addressed the Southeast Asia Resource Action Center's board of directors on U.S. refugee policy in Southeast Asia . . . He met

with LODI GYARI, president of the International Campaign for Tibet, to discuss Tibetan refugee issues . . . He also met with the recently sworn-in U.S. Immigration and Naturalization Service commissioner, DORIS MEISSMER, to discuss policy issues. At the meeting were PHYLLIS E. OAKLEY, senior deputy assistant secretary, and THERESA L. RUSCH, office director.

Ms. Oakley met with JAN ELIASSON, UN undersecretary for humanitarian affairs, to discuss refugee matters . . . She attended meetings and reviewed domestic refugee resettlement in Chicago, and consulted with voluntary agencies in New York. She was accompanied by ANITA L. BOTTI, section chief, and TREVOR A. SNELLGROVE, Washington Processing Center.

BRUNSON MCKINLEY, deputy assistant secretary, met with Lao Foreign Minister SOMSAVAT LENGSAVAD . . . NORMAN W. RUNKLES, comptroller, and his deputy, EMILY K. KRANTZ, traveled to New York to attend the International Organization for Migration travel loan meeting with voluntary agencies . . . Ms. Rusch attended a conference on migration in Mexico City . . . DEWEY R. PENDERGRASS, section chief, attended the refugee information exchange conference sponsored by the California Department of Social Services, in Santa Ana . . . JAMES F. LAWRENCE, executive director, discussed intern and other State Department employment opportunities with students at Washington College, Chestertown, Md. . . . Following her attendance at the Tunis meeting of a multilateral working group on refugees, JUDITH J. CHAVCHA-

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REFUGEE PROGRAMS—At farewell ceremony, Brunson McKinley, second from right, deputy assistant secretary, presents

Meritorious Honor Awards to Paul Birdsall, Glenda Wright and Jane Tannenbaum.



REFUGEE PROGRAMS—Brunson McKinley, center, deputy assistant secretary, presents Meritorious Honor Award to Jan deWilde and Certificate of Appreciation to Dawne Johnson upon their departure.



REFUGEE PROGRAMS—Director Warren Zimmermann, right, presents Superior Honor Award to Albert A. Thibault upon his departure.

VADZE, deputy office director, traveled to Israel to monitor bureau programs and to followup with the embassy and consulate general on U.S.-funded projects supporting Middle East peace . . . MARY E. KAVALIUNAS, program officer, attended the advisory meeting of the UN Relief and Works Agency, in Vienna . . . PAULA R. LYNCH, program officer, served as a member of the U.S. delegation to the World Food Program's committee on food aid and its subcommittee on projects, in Rome . . . She met with officials of the European Community humanitarian operations office.

LAUREN I. MAY, program officer, traveled to Pakistan, India and Geneva to monitor refugee programs and meet with representatives from international organiza-

tions, including the International Committee of the Red Cross, the International Rescue Committee and Save the Children Fund . . . MARY M. LANGE, program officer, attended a disaster assessment training course sponsored by the Office of Foreign Disasters, A.I.D., in Ornkey Springs, Va. . . . MICHELE KLEIN-SOLOMON, Legal Adviser's Office, attended the refugee law conference in St. Remo, Italy, and consulted with UN and refugee and migration affairs officials in Geneva . . . Joining the bureau was HULYA KILGORE, as a staff assistant . . . The refugee programs bureau hosted a meeting with personnel from the International Organization for Migration and the Department of Defense, to discuss the medical evacuation program. □

SOUTH ASIAN AFFAIRS

Front Office: Assistant Secretary ROBIN RAPHEL traveled to Philadelphia, October 3, and addressed the Joint U.S.-Indian seminar on nonproliferation and technology transfer, at the University of Pennsylvania . . . On October 4 she met at the General Assembly with South Asian officials . . . She participated in the visit to Washington by the prime minister of Sri Lanka, RANIL WICKREMASINGHE, October 13-19 . . . On October 19 she testified before the House Foreign Affairs subcommittee on Asian and the Pacific, on the recent Indian earthquake and relief and reconstruction efforts . . . On October 22 she met with the Canadian ministry for external affairs' director general for Asia, to discuss regional issues.

Office of India, Nepal, Sri Lanka and the Maldives: Director RONALD LORTON made a familiarization visit to India, Nepal, Sri Lanka and Pakistan, September 17 to October 9 . . . The ambassador to Sri Lanka and Maldives, TERESITA SCHAFFER, consulted in the Department, October 7-19 and participated in the private working visit of Prime Minister Wickremasinghe, October 13-19 . . . Deputy director RON WOODY attended the Indo-U.S. strategic symposium in Jaipur, India, September 20-23, and consulted at posts on the subcontinent, in New Delhi, Bombay, Madras, Calcutta, Colombo, Kathmandu and Islamabad, September 19-October 9.

Office of Pakistan, Afghanistan and Bangladesh: Director JOHN HOLZMAN traveled to Bangladesh, Pakistan, Afghanistan and Brussels, on consultations, October 5-23. In Brussels he represented the United States in discussions with the European Community, on South Asia . . . Bangladesh desk officer PAUL WOHLERS made an orientation visit to Bangladesh and India, September 23-October 5.

Office of Regional Affairs: Director MICHAEL LEMMON traveled September 17-October 8, to London, New Delhi, Islamabad, Beijing, Tokyo, Moscow, Bonn and Paris, for consultations with government officials on U.S. policy approaches to South Asia regional security and nonproliferation . . . While in India, he participated in the fourth U.S.-India strategic symposium in Jaipur . . . On October 14 he participated in round tables hosted by the Asia Foundation on the Pakistani elections and at the Stimson Center, on Sino-Indian confidence-building measures . . . He assisted in Ms. Raphael's October 22 consultations with the Canadians on South Asia. ■

MUSIC AT STATE

'Dignity,' then 'thunder' on the piano



BY STEVEN ALAN HONLEY

The author, a Foreign Service officer in the Bureau of African Affairs, is the magazine's regular music reviewer.

A program featuring two polonaises by Chopin and a transcription by Busoni might appear rather conventional, even staid. Fortunately, Vinhloc Nhy Tran's skills turned his October 20 recital in the Dean Acheson Auditorium into a genuine tour de force.



Both polonaises—the Opus 3 in C Major and the 22 in E-Flat Major—are relatively early, almost improvisatory, works resembling one-movement piano sonatas. The Opus 3 is particularly treacherous in terms of tempo and mood changes, but Mr. Tran, who is completing his bachelor-of-music degree at Catholic University, was up to the test. He invested the stately, chorale-like beginning with dignity, before plunging into the vigorous rhythms of the middle section and ending in a burst of thunder.

The Opus 20 has its share of storm und drang as well but, overall, is a more reflective work. (I believe, but am not certain, that one of its lyrical passages supplied the tune for the song "I'm Al-

ways Chasing Rainbows"). It received its full due at the artist's hands.

Federico Busoni transcribed many of Bach's organ works for the piano, but his version of the "St. Anne Prelude" is among his most masterly. Given the incredibly thick textures of the original work, it is completely understandable that there were a few smeared notes and split octaves along the way. Nevertheless, they did not detract from Mr. Tran's ability to communicate the universality of Bach's music. I wish only that time had permitted him to give us the fugue which normally follows. Perhaps he can rectify the omission in a return appearance. □

Music reflects 'cold bleakness' of the Andes

The day of the Rumillajta ensemble performed for a wildly enthusiastic audience in the East Auditorium—October 13—was particularly auspicious on two counts. First, there could hardly be a more appropriate time to feature musicians from the Americas (in this case, the Andes) than the climax of "Hispanic Heritage Month" (right after Columbus Day). Second, the group's tour through Europe and the United States has done a lot to promote the UN designation of 1993 as the "Year for the World's Indigenous Peoples."

No matter when or where they perform, however, the members of Rumillajta (which means "city of stone" in their native Quechua, the language of the Incas) are marvelous musicians in their own right. All five not only sing but play a multitude of traditional and European percussion, wind and stringed instruments, sometimes trading off three or four times in the course of a selection.

They began and ended their concert with impressionistic, purely instrumental pieces; the first captured the cold bleakness of the Bolivian altiplano (high plains), while the concluding work depicted a fierce storm. In between came a variety of vocal and instrumental selections from around the region, including Ecuadorean love songs and a classical selection by Brazilian composer Milton

Midnight Muse

(Lines written on the midnight shift at the communications program unit in Paris):

*The moon in splendor shines tonight,
But here inside, fluorescent light
Confuses time: It might be day!
(Such subtle games the mind will play.)*

*And thus I sit . . . but presently,
Alarms I hear and Lights I see!
I fear not fire nor civil unrest—
The Terp reveals: High Precedence.*

*Niact in hand, with wicked smile,
At yonder telephone I dial
And wake the gently slumbering one
Whose duty calls 'fore morning sun . . .*

*There ends the tale, and being stoic,
—My couplets rather unheroic—
I tend to other tasks mundane
And read my novel once again.*

*So minutes drag, but hours fly.
My book is done and so am I!
A yawn, a stretch, the eyelids fall . . .
At least I'll dream in digital.*

—KATE CHALKLEY □

Nascimientos (whose music has been performed by other recitalists in this series).

During the nearly four years this reviewer has been attending the "State of the Arts" series, he has heard close to 100 recitals at State. As good as most of those were, I believe it is safe to say that Rumillajta will long stand out among them.

—S.A.H. ■

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—(Continued from inside front cover)

attaining senior-officer positions has been much more significant.

Actually, 16 of the women listed in the article attended or are attending the seminar—more than the 9 who are National War College graduates. They are Janice Bay, Aurelia Brazeal, Ruth Davis, Genta Hawkins Holmes, Harriet Isom, Patricia Langford, Lauralee Peters, Theresa Tull, Prudence Bushnell, Joan Corbett, Leslie Ann Gerson, Joann Jenkins, Mary Kennedy and Sharon Wilkinson.

Women have been in most Senior Seminar classes, starting with Kay Bracken-Hunter in the first class, which graduated in 1958. Among the other women graduates who became distinguished senior officers are Eileen Donovan, Carole Laise, Jean Wilkowski, Ruth Phillips, Margaret Tibbetts, Edelen Fogarty, Mary Olmsted, Elizabeth Ann Brown, B. J. Harper, Sara Littlefield, Marilyn Johnson, Pat Bryne, Nancy Ostrander, Regina Eltz, Michelle Truitt and Nancy Ely-Raphael.

The board of directors of the Senior Seminar Alumni Association has always had women members. Georgia Sadler, Navy; Barbara Pace, Central Intelligence Agency; Mary Olmsted and Nancy Ely-Raphael currently are board members.

Sincerely,
WILLIAM P. STEDMAN JR.
Treasurer, alumni association □

A personal tribute

ARLINGTON, VA.

DEAR EDITOR:

Marjorie Philbrick's obituary in the Washington Post furnishes the basic essentials and is precisely what Marge would have wanted.

Marge (see page 71) was my second boss in the Department. She was also, hands down, the best I was ever to serve under. I have yet to find anyone who ever worked for her in the Bureau of Public Affairs who feels otherwise. Marge brought out the best in everyone—gifted and incompetent alike. In her gentle kingdom, no one shirked, laziness was unknown and, no matter what the task, she managed to convince everyone that one did what one had to do to do the job.

Marge accomplished this because she

genuinely cared about those who worked for and with her. But her care never lapsed into mawkish sentimentality, as anyone who was ever victimized by one of her devastatingly witty comments (she was a great devotee of Dorothy Parker) can attest. Most fortunate for Marge, and dare I say for her colleagues as well, her wit was ante-politically correct; her catholic tastes meant that anyone and anything within range was not immune from a *bon mot* or two. But so humorous were her remarks, so often astonishingly telling, even her targets had to applaud.

Forgive her? Nothing to forgive; you were hurt if Marge ignored you. Indeed a caring person, and a very kind one as well. One morning at work I received a call from the Board of Examiners giving me advance word that I had passed the written Foreign Service entrance exam. I ran to tell Marge the news, whereupon she picked up the telephone, called the bureau's principal deputy assistant secretary and told him that they had to reschedule some rather important meetings on their afternoon agenda. When asked why, she told him—because of my achievement, she was going to treat me to a long lunch that very day.

Needless to say, it wasn't her luncheon guest's exalted status that screened her from the wrath of her principals. They knew that, once again, Marjorie Philbrick was doing something which made her so wonderfully unique. She will be dearly missed.

Sincerely,
STEPHEN H. KING
Foreign Service officer (retired) ■

Christmas

—(Continued from Page 13)

speeding us through the night, away from danger. As we approached our landing in France, the lights of the city below dazzled us like strings of Christmas-tree lights. When we landed, reporters were waiting with cameras and microphones. Protective officials hastened us into waiting cars and drove us to our hotels.

A good night's sleep and a continental breakfast imparted to me wonderful recuperative powers. The harrowing events of the preceding two days began to be dimmed by the sights of glittering stores and tinsel-bedecked trees. The citi-

zens of France were getting ready for the visit of Père Noël. Caroling and church bells took the place of the muezzin's call to prayer.

Three days later, on December 6, we boarded TWA Flight 891 for the United States. I flew home with my one suitcase, a shopping bag full of souvenirs and many special memories. The resourcefulness and courage of American embassy officials—especially chargé Eagleton and administrative officer Dieffenderfer—had given us the best Christmas present of all. We would be safely home with our grateful families that special Christmas of 1979. ■

Retirees' Corner

—(Continued from Page 35)

Secretary's reception

Starting in 1989, the Secretary began hosting eighth-floor receptions honoring recent retirees. The most recent event took place on April 7. Foreign Service and Civil Service Department of State employees who retired between January 3, 1992, and last January 3 were invited. At the suggestion of the Senior Foreign Service Association (supported by Foreign Service retiree organizations), a different type of event honoring those who retired between January 3 and the end of November has been scheduled for December 16. The Secretary is scheduled to make brief remarks followed by a photo opportunity with each retiree. Light refreshments will be served afterwards to the retirees and their guests. ■

Anapestic Assignments

BY EBP

*There was a man assigned to Sydney
Who said to PER: "You wouldn't kid
me!*

*For I find it beyond any belief
I may see the great barrier reef,
A sight that has always eluded me!" □*

O B I T U A R I E S

Reynold E. Carlson, 81, a retired ambassador to Colombia, died in Nashville, Tenn., on October 27.



Mr. Carlson was named chief of mission in Bogota by President Johnson in 1966. Prior to serving as envoy, he held a number of positions associated with Latin America, including director of the Institute for Brazilian Studies, senior economist for the western hemisphere branch of the World Bank, consultant to the Economic Commission for Latin America and associate director of the Latin American program of the Ford Foundation.

Mr. Carlson was born in Chicago on September 7, 1912. He received a bachelor's and master's from Northwestern and a doctorate from Harvard. He taught at Johns Hopkins before and after World War II. For 10 years he taught economics at Vanderbilt, where he also served as director of the graduate program for economic development. □

Sherwin A. Crowne, 70, retired Foreign Service officer, died on a cruise ship in the Atlantic on September 7.



Mr. Crowne began his career at State in 1952 as an opinion analyst. After working as an intelligence research specialist, he joined the Foreign Service in 1956. He was assistant public affairs officer in Turin, 1956-57. In 1958 he became assistant information officer in Rome. He was posted to Phnom Penh in 1962. In 1967 he was named special projects officer in Saigon. After a final assignment in Washington, he retired in 1971.

Mr. Crowne was born in Philadelphia on August 19, 1923. He received a bachelor's from the University of Pennsylvania and a master's from Columbia. He served in the Army overseas during World War II. After State, he worked as an investment broker in Sarasota, Fla., be-

fore retiring a second time in 1990. His survivors include his wife, Jacqueline Crowne of Sarasota, two sons, a daughter and four grandchildren. □

Fritz A.M. Alfsen, 94, a retired Foreign Service officer, died in Bryn Mawr, Pa., on September 4.

Mr. Alfsen joined the Service in 1939 and went to Stockholm the following year. After serving as second secretary in Helsinki, he became consul in Barcelona in 1943. He was assistant commercial attaché, then attaché, in Damascus, 1947-48. After assignments in Paris and Bristol, he served as consul in London, 1948-50. He was assigned to the Department of Commerce, 1950-51. After a final tour as consul in Tokyo, he retired in 1952.

Mr. Alfsen was born in Oslo on May 3, 1899. He attended Oslo University and Georgetown. His survivors include his wife, Lillian Alfsen, of Bryn Mawr. □

Edna Barr Hubbert, 73, who was a retired Civil Service employee and Foreign Service officer, died at National Orthopedic Hospital in Arlington, Va., on October 27.

Ms. Hubbert began her career at State in 1945 as a clerk-stenographer. In 1950 she became an assistant on international organization affairs. She joined the Foreign Service in 1955. After an assignment in the Department, she was posted to Manila in 1960. Next, she was an intelligence research specialist in Washington, 1967-68. After a final assignment as a foreign affairs policy analyst, she retired in 1972. She held both the Meritorious Honor Award and a commendable service award.

Ms. Hubbert was born in West Virginia on April 16, 1920. She received a bachelor's from Ohio State. Her survivors include two cousins, Susan Farmer of Springfield, Va., and Caroline Hughes of Waldorf, Md. □

John P. Meagher, 71, a retired Civil Service employee and Foreign Service officer, died in Laguna Hills, Calif., on October 15.

Mr. Meagher began his career at State in 1951 as a radio information officer. He became chief of the Public Services Division in 1955. He joined the Foreign Service later that year. After serving as a special assistant to the assistant

secretary for public affairs, he became chief of the political section in Accra in 1959. In 1962 he was named principal officer in Ibadan. He was officer-in-charge at Tanzania, 1964-66, then alternate country director for East Africa, 1966-68. After becoming principal officer in Cape Town, he retired in 1970.

Mr. Meagher was born in Chicago on January 29, 1922. He served as a lieutenant in the Navy overseas, 1943-46. He attended Loyola and the University of Redlands. Before State, he was an account executive and public relations director of a radio station. His survivors include his wife, Gloria Meagher, of Laguna Hills. □

Frank M. Lemay, 36, a member of the Policy Planning Staff, died at his home in Washington on October 27.

Mr. Lemay joined the Foreign Service in 1981 and was assigned to Santo Domingo the following year. After serving as a rotational officer there, he became a staff assistant in the Bureau of Inter-American Affairs in 1983. He was assigned to the bureau's Office of Policy Planning and Coordination, 1984-86. In 1986 he became economic officer in Bogota.

After training at the Foreign Service Institute, Mr. Lemay became an international economist in the Office of the Under Secretary for Economic Affairs in 1989. In this capacity, he wrote a memorandum warning that U.S. loan guarantees to Iraq were being used illegally to build up the military arsenal of Saddam Hussein.

After serving as an economist, Mr. Lemay became a legislative management officer in the Bureau of Legislative Affairs in 1991. He had been a member of the Policy Planning Staff since last year. He held the Superior Honor Award and three Meritorious Honor Awards.

Mr. Lemay was born in Fairchild, Wash., on March 5, 1957. He received a bachelor's from Georgetown and a master's from Johns Hopkins. A memorial service attended by his coworkers was held at St. Mark's Episcopal Church in

Washington on October 30. He leaves his parents, Alphee and Elvira Lemay of Columbia, Md., and a sister. □

William J. Medlin, 73, a retired Foreign Service Officer, died in Milton, Fla. on October 15.

Mr. Medlin joined the Service in 1966 and became foreign buildings officer in Vienna. He was general services officer in Warsaw, 1968-70. In 1970 he returned to Vienna as general services attaché. He was building services specialist, then general services officer, in Saigon, 1971-74. After a final tour in Damascus, he retired in 1976.

Mr. Medlin was born in Florida on October 9, 1920. He served in the Navy for 23 years before his career at State. His survivors include his wife, Eileen Medlin, of Milton. □

Rosemary Mitchell, 71, a retired Foreign Service secretary, died in New Orleans on October 1.

Ms. Mitchell joined the Service in 1957 as a clerk-stenographer. She became a secretary in Johannesburg later that year. In 1960 she was posted to Quito. After a tour in Paris, she was assigned to the Bureau of International Organization Affairs in 1968. She retired in 1977.

Ms. Mitchell was born in New Orleans on September 18, 1921. She received a bachelor's from Ursuline College. Before State, she was a secretary at Continental Oil and 20th Century Fox. Her survivors include a cousin, Michael McCune, of New Orleans. □

Marjorie P. Philbrick, 72, a retired office director in the Bureau of Public Affairs, died at a nursing home in Alexandria, Va., on October 13.

Ms. Philbrick began her career at State in 1945 as a clerk. She became an editor the following year. She served as an information specialist and a distribution planning officer, 1949-64. In 1964 she became deputy director for public services in the Bureau of Public Affairs. She was named director in 1970, a position she held until her retirement in 1972.

Ms. Philbrick was born in Saugus, Mass., on July 1, 1921. She received a bachelor's from Radcliffe. During World War II she worked as a cryptographer at the Navy Department. After State, she

served on the board of trustees of Fifth Church of Christ, Scientist, in Washington. She leaves a sister, Lois Dupuis of Peabody, Mass., and a brother, Elwood Philbrick of San Diego. □

Anita Lauve Richardson, 79, who was a retired Foreign Service officer, died at a nursing home in Westminster, Md., on October 22.

Ms. Richardson joined the Service in 1944 and became cultural officer in Paris. After an assignment in Washington, she went to Saigon as political officer in 1954. In 1957 she became a career development officer in the Bureau of Personnel. She served as economic attaché in New Delhi, 1958-60. She left State the following year and worked for the Rand Corp. until 1973, but was recalled twice from retirement to serve as a special assistant to Ambassador Ellsworth Bunker in the 1960s and Ambassador Graham Martin in the early 1970s.

Ms. Richardson was born in Upper Montclair, N.J., on January 21, 1911. She received a bachelor's in music, jointly conferred by Johns Hopkins and the Peabody School, and taught music at Calvert School in Baltimore before she came to State. During World War II she worked for the Red Cross in Europe and Africa. She leaves her husband, E. Drayton Richardson of Lago Vista, Tex., a sister and a brother. □

Thomas T. Turner, 75, a retired Foreign Service officer, died of multiple sclerosis in Eugene, Ore., on October 23.

Mr. Turner joined the Service in 1946 and was assigned to Tunis. The following year he became vice consul in Zurich. After an assignment in the Department, he served as administrative officer and consul in Prague, 1955-57. In 1957 he became consul in Wellington. Next, he was general services officer in Paris, 1960-64. In 1964 he became administrative officer in Bamako. After a final assignment in Washington, he retired in 1967.

Mr. Turner was born in Spokane on September 12, 1918. He received a bachelor's and a master's from the University of Oregon. He served in the Army overseas during World War II. His survivors include his wife, Ellen K. Turner, of Eugene. ■

Health insurance

The annual health insurance open season, during which employees may enroll in the federal health benefits program and make enrollment changes, closes on December 13. □

New Miami office

The Department has opened a regional procurement support office in Miami to assist posts in the Western Hemisphere. This becomes the fourth such office, the others being in Bonn, Tokyo and Singapore. □

Communications group to meet

The U.S. Organization for the International Telegraph and Telephone Consultative Committee, Study Group A, will meet on December 8 at 9:30 a.m. in Room 1105.

The proposed agenda will include preparations for the January meeting in Geneva of the International Telecommunications Union's Telecommunication Standardization Study Group 1, and a review of the results of the November Study Group 3 meeting.

Members of the public may attend. Persons who plan to should advise Gary Fereno, (202) 647-0201. □

Work for spouses

Two new bilateral work agreements, with Albania and the Czech Republic, have been concluded for members of Foreign Service families, the Family Liaison Office has announced. The Department has similar agreements with 39 other countries. □

Library phone numbers

Information and reference 647-1099
Interlibrary loan 647-3609
Circulation 647-2458
Front desk 647-2458 □

LIBRARY BOOKLIST

Arabs and Israelis: the elusive peace (Part I)

Background

- Beilin, Yossi. *Israel: a Concise Political History*. New York, St. Martin's Press, 1993. 276 p. DS126.5.B3586
- Hadawi, Sami. *Bitter Harvest: a Modern History of Palestine*. New York, Interlink Pub. Group, 1991. 365 p. DS119.7.H3
- Golan, Galia. *Soviet Policies in the Middle East: From World War II to Gorbachev*. New York, Cambridge University Press, 1990. 319 p. DS63.2.S65G648
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- MacKey, Sandra. *Passion and Politics: the Turbulent World of the Arabs*. New York, Dutton, Penguin Books, 1993. 448 p. DS63.1.M24
- The Middle East from the Iran-Contra Affair to the Intifada*. Edited by R. Freedman. 1st ed. Syracuse, NY, Syracuse University Press, 1991. 441 p. DS63.1.M4842
- Netanyahu, Benjamin. *A Place among Nations: Israel and the World*. New York, Bantam Books, c1993. 467 p. DS119.6.N48
- Schoenbaum, David. *The United States and the State of Israel*. New York, Oxford University Press, 1993. 404 p. DS119.8.U5S34

Jewish - Arab relations

- Aburish, Said K. *Cry Palestine: Inside the West Bank*. Boulder, CO, Westview Press, 1993. 208 p. [on order]
- The Arab-Israel Conflict*. Edited by J.N. Moore; sponsored by the American Society of International Law. Princeton, NJ, Princeton University Press, c1977-1991. Vols.1-4 Pt.2. DS119.7.A65 REF
- The Arab-Israel Conflict and its Resolution: Selected Documents*. Edited by R. Lapidot & M. Hirsch. Boston, Martinus Nijhoff Pubs., 1992. 387 p. DS119.7.A6719 REF
- Ashkenasi, Avaraham. *Palestinian Identities & Preferences: Israeli's & Jerusalem's Arabs*. Westport, CT, Greenwood Pubs.

- Group, 1992. 208 p. [on order]
- Gerner, Deborah J. *One Land, Two Peoples: the Conflict over Palestine*. Boulder, CO, Westview Press, 1991. 220 p. DS119.7.G425
- Gowers, Andrew & Tony Walker. *Behind the Myth: Yasser Arafat and the Palestinian Revolution*. London, W.H. Allen, 1990. 356 p. DS119.7.A6785G68
- Grossman, David. *Sleeping on a Wire: Conversations with Palestinians in Israel*. Translated from the Hebrew. 1st ed. New York, Farrar, Straus, Giroux, 1993. 326 p. DS113.7.G7613
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- Hilterman, Joost R. *Behind the Intifada: Labor and Women's Movements in the Occupied Territories*. Princeton, NJ, Princeton University Press, 1991. 265 p. DS110.W47H55
- Hunter, R. Robert. *The Palestinian Uprising: a War by Other Means*. Berkeley, University of California Press, c1991. 292 p. DS119.75.H86
- The Intifada: its Impact on Israel, the Arab World, and the Superpowers*. Edited by R. Freedman. Miami, Florida University Press, 1991. 417 p. DS110.W47I555
- Kimmerling, Baruch. *Palestinians: the Making of a People*. New York, Free Press, 1993. 396 p. DS119.7.K4943
- Kunstel, Marcia & Joseph Albright. *Their Promised Land: Arab versus Jew in History's Caudron: One Valley in the Jerusalem Hills*. 1st ed. New York, Crown, c1990. 392 p. DS110.S67K86
- Livingstone, Neil C. & David Haley. *Inside the PLO: Covert Units, Secret Funds, and the War Against Israel and the United States*. New York, Morrow, C1990. 356 p. DS119.7.L58
- Peters, Joan. *From Time Immemorial: the Origins of the Arab-Jewish Conflict over Palestine*. 1st ed. New York, Harper & Row, c1984. 601 p. JV8749.P3P47
- Romann, Michael & Alex Weingrod. *Living Together Separately: Arabs and Jews in Contemporary Jerusalem*. Princeton, NJ, Princeton University Press, 1991. 258 p. DS109.94.R66
- Shindler, Colin. *Ploughshares into Swords?: Israelis and Jews in the Shadow of the Intifada*. New York, St. Martin's Press, 1991. 270 p. DS126.5.S452
- Vatikiotis, P.J. *Among Arabs and Jews: a Personal Experience 1936-1990*. London, Weidenfeld and Nicolson, c1991. DS119.7.V38
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Peace efforts

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- Building Peace in the Middle East: Challenges for States & Civil Society*. Edited by E. Boulding. Boulder, CO, Lynne, Rienner, 1993. 335 p. [on order]
- Drysdale, Alasdair & Raymond Hinnebusch. *Syria and the Middle East Peace Process*. New York, Council of Foreign Relations Press, c1991. 244 p. DS95.6.M4.D78
- Hart, Alan. *Arafat: a Political Biography*. 1st American ed. Bloomington, Indiana University Press, c1989. 560 p. DS119.7.A6765H36
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- Quandt, William B. *Peace Process: American Diplomacy and the Arab-Israeli Conflict since 1967*. Washington, Brookings Institution, 1993. 612 p. DS119.7.Q69
- Rosenwasser, Penny. *Voices from a Promised Land: Palestinian and Israeli Peace Activists Speak their Hearts*. 1st ed. Willimantic, CT, Curbstone Press, 1992. 270 p. DS119.7.R67
- Sickerman, Harvey. *Palestinian Autonomy: Self-Government & Peace*. Boulder, CO, Westview Press, 1993. 188 p. [on order]
- Stein, Kenneth W. *Making Peace among Arabs and Israelis: Lessons from Fifty Years of Negotiating Experience*. Washington, US Institute for Peace, 1991. DS119.7.S73
- The Struggle for Peace: Israelis & Palestinians*. Edited by E. Fernea. University of Texas at Austin.

—COMPILED BY ELIANA PARIS HOLMES ■

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"JOLLY HOLIDAYS"



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OF PARTIES, PEOPLE IN A
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SPIRIT!



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A BLANKET OF
SNOW.

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PAPER LEFT AND RIGHT FOR UNAPPRECIATIVE
CONSUMERS OF POLICY DRIBBLE WHOSE
ONLY GRATITUDE IS TO BELITTLE OUR
ACHIEVEMENTS AND HIGHLIGHT
OUR MISTAKES!



HEYYY
8

BAH, HUMBUG.
I HATE
THIS TIME OF
THE YEAR.

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