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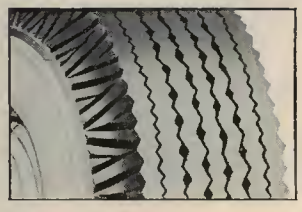


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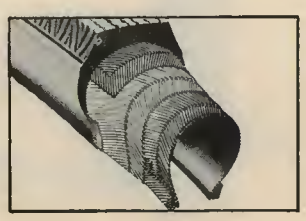






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VOL. 26, NO. 6 WASHINGTON, D. C. JUNE, 1949

Promotion in a Career Service

Some Comments on the Foreign Service Selection System

By GORDON A. CRAIG
Public Member of 1949 Selection Board B

In his famous treatise *De la manière de négocier avec les Souverains* (1716), de Callières writes: "If diplomacy be a labor in exile, the State should see to it that it is at least an honorable exile. To counteract this drawback, the home government should so reform the system of diplomacy that it may offer attractions to the most ambitious as to the best educated spirits. There is no reason why not merely honor but adequate daily recompense for their services should not be offered to diplomatists from the very beginning of their career. Having regard to the expenses which fall upon the diplomatists of all ranks in their service abroad, the prince will be well advised to pay good salaries and in other ways mark his esteem of the diplomatic profession. Thus and thus alone can a prince gather round him a diplomatic bodyguard worthy of the name."

There are many factors which influence the efficiency of a nation's diplomatic service, but none is more important than that touched upon here by de Callières. Unless the service itself offers tangible rewards to the men who choose it as a career, it cannot hope to attract the best talent of a nation. And these rewards must include not only the adequate financial remuneration, upon which the French diplomatist is so insistent, but also an equitable promotion system which will permit men to advance in rank and responsibility in accordance with their ambition and proved ability.

It was the purpose of the Foreign Service Act of 1946 to supply these rewards for American Foreign Service Officers. It not only increased compensation and allowances but laid the basis for a vastly improved system of retirement benefits, health provisions and the like. Most important of all, it introduced a new system of promotion designed to reward merit and improved competence—the "promotion-up or selection-out" system which is now in effect. The success or failure of this system will depend, of course, upon the degree of confidence which the members of the Foreign Service themselves have in it; and time alone will determine that. It is, however, the contention of the present writer that the new promotion system is worthy of confidence and that it is basically sound although not incapable of some improvement.

I

At the risk of repeating facts well known, it seems advisable to preface these comments with a brief description of the mechanics of the promotion system as it operates at present. The actual process of selection is the work of two boards, one of which determines promotions from classes 2 and 3, the other of which does the same for classes 4, 5 and 6. Each board is composed of four Foreign Service Officers, selected in such a way that the four geographical areas in which the Service is active are represented, and one public member, selected by the Board of the Foreign Service on the basis of nominations made by the Departments of State, Commerce, Agriculture and Labor. The boards are supplied with lists of the officers eligible for promotion and with the number of possible promotions in each class. It is their duty then to study the personal *dossiers* of all eligible officers and to decide which ones should be advanced in rank.

The procedure followed by the boards in reaching their decisions is carefully prescribed. Each board member, working privately, reads the *dossiers* of all of the eligibles in a class and, as he does so, assigns numerical grades to the officers in question. These grades range from 5, the



Gordon A. Craig is a member of the Department of History at Princeton University. Next year he will also be Visiting Professor in Diplomatic History and member of the European Institute at Columbia University. He was collaborating editor and contributor to *Makers of Modern Strategy: Military Thought from Machiavelli to Hitler* (Princeton, 1943) and co-author of *The Second Chance: America and the Peace* (Princeton, 1944). Recent articles are "Military Diplomats in the Prussian and German Service," *Political Science Quarterly*, March 1949; and "Germany between the East and the West," *Proceedings of the Academy of Political Science*, May 1949.

During the war served a brief period as drafting officer in the Special Division of the Department of State, and in the United States Marine Corps.



Director General Christian M. Ravndal visits Selection Board A. From left to right: Mr. Edward B. Lawson, Mr. C. A. Richards (Public Member), The Honorable Ralph H. Ackerman, Chairman; Mr. Ravndal, The Honorable George R. Merrell, Mr. Austin R. Preston.

highest mark he may assign, to 1, the lowest; and they must be assigned on the principle of the scientific curve. Thus, 10 per cent of the eligible officers must receive a grade of 5; 20 per cent a grade of 4; 40 per cent a grade of 3; 20 per cent a grade of 2; and 10 per cent a grade of 1. The rigidity of the curve and the necessity of separating the eligible officers into categories on the basis of proved merit forces the board members to read and re-read the *dossiers* with care and is a safeguard against hasty judgment.

Once the individual board member has completed his grading—a process which in the case of the older classes will take weeks—he makes a list of his top ranking officers equal in number to the number of permissible promotions in the class. This list he submits to the chairman of the board. When all of the board members have submitted similar lists, the board as a whole begins an exhaustive discussion of the records of the officers on these lists—or, if a member desires, of any other officers in the class. This discussion in itself does not determine whether or not an officer will be promoted. It is designed merely to give an opportunity for a free exchange, between the members, of information and opinion with regard to the relative merits of the most outstanding officers in the class under discussion; and it serves the further purpose of correcting faulty impressions which a board member may have received in reading the records. Thus, during the discussion, a board member may decide that he has not given enough weight to the excellence of FSO - X's administrative work at Tegucigalpa and that his grade in this case should be revised upward. Conversely, he may become convinced that, in view of the end users' criticisms of FSO - Z's economic reporting, he has been too kind to that officer.

When the discussion has been completed, each board member revises his grades, if such revision is necessary, still maintaining the required 10-20-40-20-10 ratio. He then submits to the chairman his final list, which includes the names and grades of all eligible officers in the class. The five lists are then consolidated and the grades assigned to each officer totalled. The eligible officers are next listed in accordance with their scores in descending order from 25, the highest possible grade, to 5, the lowest. The final step is a purely automatic one. If there are, for instance, 25 possible promotions, the 25 men with the highest scores are selected and their names sent to the Board of the Foreign Service with the recommendation that they be promoted to the next highest class.

So much for the mechanics of the process. In his book, *The American Foreign Service*, written after the introduction of the new system, Rives Childs says: "The promotion system is as free from favoritism, guess-work and prejudice as it is possible to make it." It is likely that everyone who has served on the Selection Boards since 1947 would be in general agreement with that statement. Even if an individual board member should feel inclined to push a list of favorite candidates, he would find it difficult to do so. Unless the *dossiers* showed that his candidates merited promotion, he would have to persuade the other board members to adjust their grades according to his wishes. This would be unlikely of success in any circumstances and is rendered doubly so by the fact that all board discussions are attended by observers from the Departments of Labor, Commerce and Agriculture who also have the right to read the *dossiers*. In the same way, a board member who was secretly determined to blackball certain candidates would find this, too, an extremely difficult task. Maneuvering with grades is rendered virtually impossible by the rigidity of the required grade curve and by the additional stipulation that, before handing in his final list, each member must announce any last minute changes in his grades. In view of these facts, it seems reasonable to conclude that candidates for promotion are given maximum protection against unfair tactics in the selection process.

It follows from all this, however, that the decisive factor in the selection process is the officer's record as presented in his *dossier*. The candidate for promotion does not appear before the selection board; nor would it serve any useful purpose for him to do so. He stands or falls by the written record; and it is therefore logical to inquire whether the records are adequate to serve as a basis for judgment of his competence. The 1949 junior selection board, after completing its work, felt that on the whole they were, but noted several instances in which improvement could be made.

The most informative records in an officer's *dossier*, and those upon which the selection boards are likely to place most weight, are the efficiency reports prepared by superior officers, the reports of Foreign Service Inspectors and the evaluation of economic and political reports from the field by end-user agencies. The first of these often present a ticklish problem. It is desirable, of course, that efficiency reports be comprehensive, complete and objective; in fact, they are not infrequently sketchy and prejudiced. Human



Selection Board B. From left to right: Mr. John S. Service, Mr. Clarence C. Brooks, The Honorable Donald R. Heath, Chairman; Mr. Parker T. Hart, Dr. Gordon A. Craig (Public Member).

nature being what it is, it is probable that admonitions from the Department will never succeed in eliminating completely thoughtlessness or bias from efficiency reports. Some improvement might be noted, however, if the Department intimated that the efficiency report would serve in the future as a basis for judging the rating officer as well as the officer rated. Aside from this, FP might very well prepare a file on notable eccentricities on the part of rating officers who are consistently slipshod or prejudiced in their efficiency reports and—in the interests of candidates for promotion—might make this available to future selection boards.

At the present time, both the Inspectors' reports and the reports of end-users serve as a check upon unfair efficiency ratings by superior officers. Some improvement might be made, however, in these also. With regard to Inspectors' reports, the general quality of which is high, it is important that they continue to be prepared in the future without undue reliance upon the opinions of the principal officer of the post inspected. They should be as comprehensive as possible and should pay particular attention to officers' performance of administrative and executive duties — work which is ordinarily difficult to evaluate. Finally, the reports can be most useful to selection boards if the Inspector concludes his account with a frank evaluation of the officer in question and a personal estimate of his capacity for development. In this connection, there seems to be no very good reason why officers assigned to the Department are not inspected as are officers in the field. At present, it is difficult for a board to weigh the relative competence of an officer working on a geographical desk and an officer performing consular duties in Mexico City. If Inspectors' reports were available on both, a more uniform basis of evaluation would be provided.

In the case of officers whose energies are largely absorbed in political, economic and other reporting, it is of the utmost importance that the quality of their reports receive fair and complete evaluation. The comments of principal officers on the reportorial talents of their subordinates are, of course, very helpful to selection boards; but the true measure of a reporter's competence is the judgment of those agencies in Washington which depend upon his dispatches for information. It is regrettable that, at the present time, the personal files include inadequate expression of end-user opinion. It is true that the political divisions of the Department prepare comprehensive and, for the most part, careful, critiques of the reports of officers whose work comes to their attention; and these critiques are placed in the officers' files. This is not the case, however, with such important end-user agencies as the Labor Department and the Departments of Commerce and Agriculture; nor is this wholly due to inertia on the part of those agencies. Even when they send evaluations to the Department, it is the practice of the Division of Reporting Services (FR) to reduce these opinions to a laconic summary statement which is neither useful nor informative. The reporting of an officer, for instance, who has submitted 150 reports in such varied fields as labor, agriculture, finance and commercial policy is likely to be reflected in his personal file by an FR report which consists of a single sentence and an adjectival rating. Here there is obviously need for reform. Not only should the FR reports be made more detailed and specific but they should include a more direct expression of end-user opinion than is customary at present.

Perhaps the most difficult task of selection boards is that of evaluating the work of Class 6 officers. In view of the recent appointment of these officers, their files are necessarily scanty; and if there is one place in the selection process where some guess-work is unavoidable it is here. Not infrequently the boards find that the officers whom they must rate have had little opportunity to demonstrate their talents, having spent the whole of their short service at one post doing one job. It would probably be a good thing for the probationary officer—and certainly an aid to future selection boards—if his functions could be varied systematically during his service at his first post so that some impression could be formed of his promise in different specialties. Moreover, since the boards must judge the Class 6 officers more on the basis of promise and progress than upon sustained performance, it would seem advisable for principal officers to prepare at least two efficiency reports a year upon such officers.

Since the introduction of the new selection system, FP has made a commendable effort to improve the personal records of officers. The efficient and equitable working of the system will depend upon the continuation of this and the systematic elimination of the weaknesses which still remain.

II

While the 1949 boards were meeting in Washington, there was considerable informal discussion among their members of the principles underlying the selection system and the

(*Continued on page* 32)

Amerika Magazine

An Affirmative Tool of the U. S. Overseas Information Program

By MARION K. SANDERS

A hit of the past theatrical season in Moscow was a comedy called "Court of Honor." The play concerned a new Soviet stereotype of villainy, a misguided Russian scientist who permitted publication of an important discovery in an American medical journal. An admirable synopsis of the play was dispatched to Washington by our Moscow Embassy which does not generally treat of opening nights in its reports. The reason for the dispatch was not only the play's fascinating subject matter; of particular interest to the Department and specifically to its Office of International Information was a prop which figured prominently in the play. This was the magazine *Amerika*. It was carried onstage by the erring medico who admitted in a rueful speech that he had been lured into his deviation by a statement in this dastardly publication to the effect that "science is international."

Although this may seem, at first glance, a dubious compliment to the magazine in question, both the Embassy and the editors of the magazine were, to quote the polite parlance of the dispatch, "gratified." For here was new evidence, to be added to a steadily mounting accumulation, that *Amerika* has become an accepted fact of Soviet life well known to the majority of Muscovites. Indeed, it seems likely that although it is a publication of the Department of State, *Amerika* is more familiar to the Russians than to most members of the U. S. Foreign Service.

This intra-service obscurity is hardly surprising; for *Amerika* to date has been published only in the Russian language. And although our Moscow Embassy and those who have served there have contributed much to the magazine, it has been a rather eccentric facet of our information program. Today, however, *Amerika* has become an object of interest to a good many people besides Russian specialists. This is, in part, due to the fact that, for information purposes, a large sector of the world now bears a striking resemblance to the Soviet Union; the media of communication open to us have narrowed markedly. Thus there is an obviously broad applicability for techniques designed to reach men whose minds have been twisted against us by hostile propaganda. It is in this most difficult of information jobs that *Amerika* has demonstrated its utility in the country which is perhaps the hardest place in the world to reach anyone with the truth about the United States—the Soviet Union.

This is not to suggest that we are blanketing the Soviet people with information about the U. S. *Amerika* is a monthly magazine with a paid circulation of 50,000. Observations in the field lead us to believe that each copy (many go to libraries and organizations) is seen by at least twenty persons, thus bringing the estimated readership of each issue to 1,000,000. This is scarcely a mass circulation in a nation of 200,000,000; but it represents a rather imposing achievement in the light of the difficulties faced and the publication's modest beginnings.



(Mrs.) Marion K. Sanders, editor of *Amerika* since 1946. Official title: Chief, Magazine Branch, International Press and Publications Division, OII. Wellesley College, A.B., 1925. Prior to entering goverment service engaged in newspaper, magazine and fiction writing and editing; documentary film production and public relations work. Served with OWI Overseas Branch 1944-1946. Joined Department of State January 1, 1946. Married to Dr. Theodore M. Sanders of New York City. One son, recently graduated from Harvard. One daughter, currently at Radcliffe.

In origins, *Amerika* was a war baby. The agreement to permit its importation was negotiated by Ambassador Harriman in 1944 with Foreign Minister Molotov. Ten thousand copies a month were to be distributed at a price of ten rubles per copy; the All-Union distributing agency Sozypechat was made distributor and permitted a commission of twenty-five percent. In 1946, at the outset of his mission, Ambassador Smith obtained from the Foreign Office permission to increase the circulation to fifty thousand. At the current ruble exchange rate, the magazine's income, returned to the U. S. Treasury, makes it a self-supporting venture. Concurrently, the operating difficulties which beset the project from its inception, have been largely resolved; and with regular monthly issuance and its increased circulation the magazine has changed rapidly from a rarely-seen curiosity to a familiar, widely circulated publication. It is now sold on newsstands in Moscow and Leningrad and fairly widely circulated in many provincial areas.

Inquiries by letter and telephone to the Embassy for subscriptions are numerous. And whereas in its early days the magazine was ignored by the press, today, not only Soviet playwrights but literary critics and journalists pay the magazine the oblique but none the less real compliment of direct verbal onslaughts.

Advertising of this kind is highly acceptable to us; for we do not care whether or not our readers open the magazine with a bias against it. Indeed, we assume that they will, in any event, start out with a good many prejudices and a high degree of skepticism concerning what the magazine has to say.

In appearance and content *Amerika* is designed to overcome these specific hurdles. The magazine is as American as a Sears Roebuck catalogue, and unquestionably some of its appeal matches the lure of that mail order fairyland. It tries to do a good deal more than this, however. Physically, the magazine is of the same size as *Life* and as heavily illustrated, but with no advertisements. Each issue consists of seventy-six pages of which twelve are full-color kodachrome reproductions. In subject matter the magazine covers the full gamut of American achievement and thinking in industry, government, science and technology, the arts, literature, labor and agriculture. Personalities in many fields are represented and there are numerous picture stories of average Americans — workers, farmers, doctors, business men—at home and on their jobs. American regions, states and cities are described and pictured. Major figures in the building of the United States are described and the magazine has recently published an outline of

American history in seven installments, especially written and edited for the Soviet reader who may be presumed to be a trifle confused or uninformed about the nature and origins of American democratic institutions.

From the standpoint of editorial effectiveness the principal handicap of the magazine is the lengthy time-lag—approximately six months—between conception of a given issue and its delivery to Soviet readers. This time factor—which makes most magazine editors regard the *Amerika* operation as a kind of publishing nightmare—results from the peculiar problems inherent in the task of producing in New York City a magazine in the Russian language entirely about the United States. Number one in the list of road blocks on the path of speedy production is the problem of translation. To those familiar with the difficulties of international communications this problem need scarcely be spelled out. It can simply be added that it assumes especial magnitude in a magazine fortunate enough to publish occasionally such authors as Steinbeck, Sandburg and Mark Twain. Translators of this literary caliber are as scarce as authors of this rank and in the case of Russians they are seldom found among emigre groups. Compounding the difficulty is the fact that the Russian language, in the past thirty years, has undergone and is still undergoing changes in usage which make modern Soviet language as different from the Czarist tongue as, for example, the English of Mayfair and Brooklyn. Thus emigres out of the country only a few years have proved almost useless as translators. In the case of *Amerika*, all articles are written in New York in English of as lucid a kind as we can achieve. Copy is then sent to USIS, Moscow, which farms it out to local translators and returns the translations to us by airmail or cable. This has achieved the purpose of keeping the language of the magazine in a lively, current Soviet idiom. It has, on the other hand, begotten a fresh crop of difficulties in that the translators in Moscow, though conversant with the latest Soviet parlance, are often totally at sea when it comes to understanding the ways of an American gasoline station operator, just what is meant by a juke box, a short order cook or a swing band. Peculiar, too, for the Soviet translator are the connotations of such fine and once-innocent words as "democratic" and "progressive." As a check against aberrations of this kind, the New York staff of *Amerika* includes in addition to native Russian editors and proofreaders, one bilingual American editor, usually a graduate of USIS Moscow, whose principal duty is to make a minute comparison of every translated article and caption against the English-language original.

In order to maintain a monthly distribution schedule, editorial, translation and production work are carried on simultaneously on six issues—each consisting of fifteen to twenty articles and each article including from a dozen to twenty-five pictures. Thus, for example, when *Amerika* No. 27 was being sold in Moscow, numbers 28 and 29 were on the high seas, 30 was running on the press, 31 was going into type, and editorial and translation work was in various stages of progress on numbers 32 through 36.

On any given issue, the process of writing, editing and translating, getting pictures selected or taken and art work done consumes approximately three months. What with the vagaries of Russian typesetters—which greatly exceed even those common to their American counterparts—typesetting and correcting of proofs consumes another four weeks. A month is required to print and bind. The issue is then loaded upon whatever suitable carrier the Dispatch Office can find—never the speed-queen of any fleet—and—barring the hazard of ice-locked ports—we can expect our 18 tons of magazines to reach Soviet shores and clear customs within two months.



REPRODUCTION OF COVER OF *AMERIKA*, ISSUE 13

Lead story in this issue concerned the American press. For feminine readers in the USSR, pictures like this have special interest because of the model's interesting red shoes and handbag.

As can be seen, this schedule makes it imperative that the material in the magazine be, very precisely, timeless. At the outset, this appeared a frustrating limitation to those who received their training, as many of the present staff have, in the heady world of news and radio. Actually, however, it has given the magazine a solidity which is an asset to a publication addressed to an audience at once skeptical and uninformed. Thus the inconsequential and sensational story is never even considered by an editor who knows the copy must stand up six months hence. The knowledge that a technical article must be up-to-the-minute long after it is written is an incentive to exhaustive research, to a plumbing of the most erudite and advanced as well as the obvious sources. There was a challenge, too, for example, in writing an article on American elections in June, before the nominating conventions, which proved lively, pertinent reading when it hit the stands in Moscow in November and which even managed to provide, by inference, a logical and accurate perspective on the much-publicized-in-Moscow phenomenon of the third party. There is likewise an inevitable necessity of looking beneath the surface of today's headlines at the fundamental and enduring values in American life, thinking and customs which are usually a more valid projection of America to foreign peoples than the sometimes hysterical and often misleading manifestations of passing interests or feelings. And finally, because we are debarred, practically, from the immediate, what might be a great problem has been reduced to the negligible. This is the

(*Continued on next page*)

matter of censorship. In accord with the original Harriman-Molotov agreement, all copy, in translation, is submitted to the Soviet Foreign Office Censor prior to publication. In practice, this has proved little more than a formality. For the magazine cannot deal with the controversial issues of the moment without danger of becoming outdated before distribution. And the policy of the Foreign Office has apparently been not to interfere with the presentation of material which deals only with things American.

The fact that *Amerika* is not engaged in telling the Russian people what we think is wrong with their form of government or, for that matter, what is right about the Marshall Plan or Point Four of the President's program, is at times a source of concern to friends of the information program. What, they ask, have articles about new American farm machinery got to do with the cold war? What value has a picture story about a labor union in these stirring times? Queries of this kind usually wind up with some rather fierce assertions on the subject of psychological warfare, in terms which suggest somewhat naive concepts of both psychology and warfare.

For to those who had some fairly direct experience with this mysterious weapon during the war, one fact became crystal clear. Psychological warfare is no surefire blockbuster with which the enemy can be blasted out of his perverse and peculiar beliefs. It is, however, a most dependable rear or even advance echelon when used for what seems a simple, but is really quite a difficult task: the speedy, clear and convincing reporting of victories. Many ingenious devices were tried during the war. And this is the only one which consistently tallied up to its credit the surrender of enemy troops, the saving of American lives. It was done by means of leaflets, radio, underground newspapers; it was convincing because we also reported our defeats truthfully. I do not recall any comparable successes for the energies expended in telling the enemy what scoundrels or idiots his leaders were. This just seems to be something that foreigners, in their henighted way, do not like to hear from Americans; far from impelling them to throw the rascals out it sometimes even seemed to solidify their perverse chauvinism.

Just what does this mean when applied to the tasks of peace? Without deprecating the value of invective, I venture to suggest that it is scarcely an effective psychological tool. I am quite ready to acknowledge that we cannot possibly win a psychological battle unless we are also winning on the practical level—whether it be military, diplomatic or economic. In other words, the thing above all that will impress the opposition is the fact that we are winning, particularly in spheres where they are obviously losing. The questions and the doubts that these victories of ours, if they be convincingly reported, stir up, are, in my view, the proper fruits of a psychological effort, whether in a military or diplomatic situation.

Happily, so far as the United States is concerned, we have an abundance of victories to report. Thus the plain, straight story of TVA is the story of a giant victory; so, too, is the story of an amazingly ingenious builder in Long Island, a fruit farmer in Oregon, a community in Ohio, a cancer scientist in New Haven or a soil conservation technician in North Carolina. There are compellingly powerful stories of American victories in our schools and colleges, our factories, hospitals, our novels, folk songs, town meetings, and highways; in the Grand Coulee Dam, Radio City Music Hall, Cooper Union and the Palo Alto Community Theater. These and the hundreds of other stories like them, when described honestly in the context of the real effort and struggle that have gone into their making, the still unsolved problems and difficulties where victories remain to be won—such things add up to a negation of the dogma of a decadent and outworn system. Here are facts of achievement attained within the framework of personal liberty and a government designed to serve rather than harass the individual.

This, in essence, is the job of the magazine *Amerika*. It is, of course, only one small aspect of an information program which must concern itself with American achievements and objectives in the whole global sphere of our foreign policy. And if, perhaps, either the magazine or this discussion of it should be accused of over-accentuating the positive, it can be said that this is hardly possible. Surely there are enough or too many voices announcing to the world what we are *against*. *Amerika* is concerned with what we are *for*, as written in our history and in the objective pattern of our country as it is. We believe it is a picture that will cause a good many people to look with doubt upon the myths they have heard about us and with misgivings upon the reality of their own surroundings.

Since this article has been put in type, it has been announced by Mr. Lloyd C. Lehrbas, Director of the Office of International Information, that a Czechoslovak language edition of the magazine *Amerika* will soon be distributed in Czechoslovakia by the Department of State. *Amerika*, an illustrated monthly, has been published to date only in the Russian language for distribution in the Soviet Union.

The Department has for some time been giving consideration to editions of *Amerika* in other sections of the world, primarily those where privately published U. S. magazines ordinarily do not circulate, Mr. Lehrbas said. Last summer the editor of *Amerika* was sent overseas to explore the feasibility and desirability of such editions in conjunction with USIS officers abroad. Subsequently discussions were held between Ambassador Jacobs at Prague and the Czech Foreign Office, and the latter has now given formal approval to the plan for a Czech edition of the magazine.



John Strohm, American agricultural writer, with a group on a Soviet collective farm, looking over a copy of *Amerika*.

Like the Russian edition, the Czech *Amerika* is designed to give a picture of American life, thinking and achievement in government, science, education, industry, labor, and the arts. It will be sold in Czechoslovakia through Orbis Distributing Co., by subscriptions and on newsstands.

Alice Roosevelt in Korea

By LAURA M. LANGDON

(NOTE: The following document, translated from the records of the former French Legation in Korea, was courteously offered to American friends with historical interests by M. André Lebocq de Feullarde, recently French Consul at Seoul and liaison representative with the United States Army Forces in Korea. At the time of the document, Korea had very little sovereignty left, Japan exercising wide administrative and control powers by virtue of a treaty forced upon Korea following Japanese military occupation of Korea on the heels of victories over the Russian forces. In the course of the following year, Japan established a protectorate over Korea and in 1910 annexed the country. The Korean royal family, which received an annual grant and some measure of protection from the Japanese Government, with the exception of the ranking prince, who was taken into the Japanese Imperial Family, still lives in Seoul and occupies some and nominally owns the other palace buildings, but without the former grants and revenues they are becoming seedy and are falling into disrepair. However, a court of sorts, presided over by the widow of the Emperor who entertained Miss Alice Roosevelt so lavishly, with a retinue of courtiers, ladies in waiting, musicians, dancers and servants still exists. The Korean Government has not yet determined the question of the Korean royal family and its property.)

Translation

Seoul
December 30, 1905

Direction Politique—North
No. 100—Miss Roosevelt's
Visit in Seoul. 8064
Mr. Minister:

Following her trip to the Philippines, and no doubt having acquired an appetite for exotic countries from her stay in Peking, Miss Roosevelt decided she would visit Seoul, where an imperial reception was reserved for her. As a matter of fact, the Koreans would not admit that, being daughter of the President of the United States, she was not of royal blood, and designating her thus decided that the honors shown a few months ago to Prince Fushimi would be the same in her case.

Upon arriving at Chemulpo the 19th aboard the battleship *Ohio*, escorted by the transport *General Alava*, Miss Roosevelt was received by Imperial Household officials who invited her to make herself at home in the Emperor's private railroad car placed at her disposal. At the Seoul Station, the highest native dignitaries awaited her, the troops in dress uniform presented arms, and the music played the "Star Spangled Banner", while a yellow (imperial) sedan chair stood ready for the daughter of the President. The latter stayed at the United States Legation, while the persons in her party, many among whom were senators and representatives with their wives, were the guests of the Sovereign.

For ten days the Palace used all its ingenuity to provide all sorts of amusements for its visitors. I shall venture to mention the luncheon which was given by the Emperor on the 20th which, in contrast to what took place in the case of the Japanese prince, was attended by the Emperor himself as well as by his son. Furthermore, notwithstanding the mourning which is still being observed for the late Crown Princess, the Court musicians performed at this extraordinary occasion, and even the dancing girls gave a program. To crown it all, a special decoration for women was created, "the Sacred Phoenix", and the first recipient would have been Miss Roosevelt if she had not declined the honor. These very marked attentions led the Koreans to spread the rumor that the Emperor would look with favor on the idea of marrying Miss Roosevelt to the Crown Prince, for whom a bride is being sought. This clever arrangement would win for the peninsula the sympathies of the President of the United States, who no doubt would not allow the independence of a country reigned over by his daughter to be compromised by the covetousness of Japan. But alas, this lovely dream vanished with the departure of Miss Roosevelt on the 29th, with the same honors as upon her arrival.

As for the Japanese, they did not look with kindly eye upon these manifestations. The railway people created a thousand difficulties over getting the Imperial coach out on the tracks, offering varying reasons why it could not be done, and the intervention of Mr. Hayashi (Japanese Minister) was necessary to satisfy the officials of the Imperial Household and the American Legation. Their journals also spoke with some ill-humor about the American flags which, along with Korean flags, were flying over public buildings and nearly all houses of the city. They observed that the enthusiasm was due solely to the orders of the police, who themselves provided the flags they alleged. Finally they mixed Miss Roosevelt up with intrigues which were being spun during her visit, which the American Minister judged it necessary to deny with a formal statement.

These details will enable Your Excellency to note how sensitive the Japanese have become whenever they think they see the slightest threat to the exclusive influence of which they seem to want to be the sole beneficiaries in Korea.

(signed) V. Collin De Plancy.

IMPORTANT NOTICE

At the General Meeting of the Foreign Service Association held on May 24, 1949, the Articles of Association were amended so as to make all members of the Foreign Service Staff Corps eligible for Active membership in the Association instead of members only in Classes 12 to 1, inclusive, as heretofore. The Association deemed it advisable to make no distinction in the Staff Corps as regards membership in the Association. The Article relating to Active membership, as amended, reads as follows:

> "All Chiefs of Mission, all Foreign Service officers, all Foreign Service Reserve officers on active duty, and all members of the Foreign Service Staff Corps shall be admitted as Active Members of this Association without any formality other than application and payment of the annual dues. Active Membership shall continue, subject to Paragraph 4 of this Section, so long as eligible status is maintained and annual dues are paid."

The article relating to Associate membership was also amended and eligibility for such membership is now as follows:

> "Former Active Members and all professional personnel of the Department of State and other officers and employees of the Department holding positions of comparable responsibility shall be eligible to become Associate Members of this Association without any formality other than application and payment of annual dues. Associate Membership shall continue, subject to Paragraph 4 of this Section, so long as the annual dues are paid."

That Little Matter of Family Finances

By Frank Snowden Hopkins

Some years ago a friend of mine overheard a conversation in a country store between two elderly colored gentlemen, who were discussing the changes that had occurred in the American scene during their lifetimes.

After recounting how people who used to travel by horse and buggy now drive automobiles, how people who used to light their houses by oil lamps now use electricity, and a long succession of similar changes, one of these estimable characters brought the conversation to a climax with a flourish.

"People used to live on their income," he said, "and now they live on their outgo!"

Assuming that there was once a period (before my time, of course) when people in the Foreign Service really did live on their incomes, it has seemed to me ever since I first became acquainted with the Service that entirely too many people have been living on their outgo. Try as they may to keep their household budgets in balance, unexpected contingencies seem to keep occurring which throw them once more into the red.

It is not for me to argue the question of whether or not Foreign Service salaries and allowances are generally adequate to needs. That would require a statistical study which is beyond the scope of this essay. What I do propose to do, however, is to throw some light on the financial hazards which are peculiar to the Foreign Service, and which are likely to give a rough time to the family with a run of bad luck.

Here I am thinking particularly of the younger Foreign Service officer or staff officer who is married and has a growing family, but who has not yet reached a salary bracket which gives him a margin over expenditures to enable him to save against future contingencies. The young bachelor or childless couple are not too badly off, all things considered; and later on the family man may hope to achieve, in due course, an income which gives him, or should give him, a margin for saving.

But in the lower and middle grades of the Service, whether in the FSO or staff categories, the officer with a wife and two school-age children can have a difficult struggle to make both ends meet. This is accentuated in our Service, in my opinion, by the fact that for most officers promotions come much more slowly than the increased demands upon the officer for increased financial output. And if promotions are unduly delayed while family and representational responsibilities mount, the squeeze becomes extremely serious. I would say, therefore, that the years in Classes 5 and 4 in the FSO series, and in the equivalent Staff Corps grades, are likely to be financially critical. And if in this period the officer has any unusual financial burden thrown upon him, he is likely to be in a bad way, for his margin of savings, if any, has been too slim to permit him to accumulate a reserve against such a contingency.

To a large extent, this is a problem which the Foreign Service shares with other occupations, whether in the Federal Civil Service or in non-governmental employment. However, there are some particular hazards in the Foreign Service, it seems to me, which require more attention than they have been given. There is first of all the health hazard, which is greater for the Foreign Service family than for the stay-at-homes. Secondly, there is the problem of schooling, which cannot be solved in Cairo, Caracas or Tananarive by the simple expedient of sending one's children down the street to the local public elementary or secondary school, as in Middletown, U. S. A. And thirdly, there is the extremely troublesome and costly problem of outfitting one's family for several years in a faraway spot, which means shelling out a large sum of money at one fell swoop for clothing and household furnishings and supplies, instead of being able to buy from month to month according to one's needs, and under circumstances which give one a chance to shop around and take advantage of seasonal sales.

I would like to dramatize this situation by citing an actual case—the case of a friend of mine who is now on Departmental assignment, and who has generously permitted me to use him as an example, under the protection of anonymity. No case is ever "average," and this one may have some unusual features. But it is not untypical, and it illustrates what can happen to the middle-grade officer of the Foreign Service if he has a run of bad luck.

We will call this officer, in honor of our first diplomat, Benjamin Franklin Jones. Benjamin comes from a typical American family in a small town in one of our Eastern States. His parents set high educational standards for him, but were not affluent. He got an excellent education at one of our best universities, with considerable sacrifice and a good deal of hard work to earn money during his student years.

Three years after leaving college, Benjamin passed the entrance examinations and came into the Foreign Service. He has had a solid, useful career as a general officer, has fitted harmoniously into the staff of every post at which he has served, and has well earned for himself a place in that honorable company of officers whom we think of as the "backbone of the Service." Our Benjamin has not been the type to display his qualifications and achievements on his sleeve, and consequently has had to make his way at each post by solid performance. Recognition has come slowly to him, and he is not as high in the Service as he could easily have been, with a little better luck—especially if he had been on a more conspicuous assignment during the years immediately following the war, when many readjustments were made to give recognition to deserving officers. On his salary and without private income of any kind, Benjamin supports a wife and two school-age children.

About seven years ago Benjamin began to have tough sledding financially. He was assigned to two posts successively at which living costs were inflationary, and began to run behind. At the second of these posts, there was a combination of dampness, heat and termites which destroyed a good many pieces of furniture as well as books and other possessions.

In the midst of the wartime housing shortage, Benjamin was ordered to Washington for an assignment in the Department—not one of those assignments in the political limelight, so valuable in terms of career advancement, but in a relatively inconspicuous division. Finding no rentals available for his family, he was forced to buy a house, at inflated prices and on borrowed money. Later he had to dispose of this property at a loss.

Two years ago an unusual illness, acquired on assignment to an unhealthful Foreign Service post, caught up with Benjamin's wife Susan, and involved the family in a long and expensive ordeal with doctors and treatments, none of which Benjamin can call upon the Government to help him pay for under our existing regulations.

It is now time for Benjamin and Susan Jones to prepare for their next field post. Susan is slowly getting better; and Benjamin is recovering from the strain he has been under, doing housework and taking care of the two children for two years in addition to his regular work. But the thing that really stumps this gallant pair is their financial plight. With every resource exhausted and every asset borrowed on, the Joneses cannot figure where they can get money to outfit themselves for a tour of duty in the field. Every time they make a list of what they need, it adds up to the same approximate amount—about $2,000.

Since $2,000 sounds like a lot of money to spend at one time, I have asked Susan Jones to give me an itemized list. She has done this, and I attach it to this article as Exhibit A. I shall also quote some excerpts from her letter to me:

"First of all, I would like to say," she writes, "that our present financial morass is not typical of our career in the Service as a whole. There have been damp and sticky spots before, but none as bad as this. . . . Of course, my illness has been the chief factor in the picture, but the fact that we had to buy a house when Ben was assigned to Washington, using borrowed money for the down payment, contributed in no small way to our complications. An additional factor is that (since we sold the house) we have had to pay a minimum of $100 a month rent, which is more than we can afford.

"The things which we have to buy before going out to the field are also largely not typical, although due entirely to the exigencies of the Service. We need a sofa, at least two living room chairs, a refrigerator, two bureaus, three beds, two bookcases, and lamps. An officer, in the ordinary way, might wish to replace worn-out furniture. But we are not replacing worn-out furniture; we are filling gaps.

"Our upholstered furniture, beds and rugs we sold in (Country A) before going on to (Country B), as we knew the termites would get them there. We sent our dining room furniture to the States, where we stored it until we arrived in Washington. We rented a furnished house in (Country B). We did take a few pieces of furniture to (Country B) and had to throw them away when we left, as they were infested with termites. We took our books, and sixty of them were ruined.

"We took our refrigerator with us, but sold it as there was one in the house, and anything of that sort deteriorates rapidly in that climate if it isn't in use. Since then we have gotten along without these almost indispensable pieces. The china, glass, linen, blankets, trunks and suitcases on the list are replacements. The medicines, cosmetics and groceries are items which the post report stresses one must take with one.

"As for clothes, neither Ben nor I bought any clothes since we have been here—a matter of three years now. As we had been in the tropics for four years before coming here, it is easy to imagine how old the clothes are that we are using, and how impossible it would be to go without replenishing our wardrobes. Any one with children would have to buy the items for the two children, because, as you know, children grow! And if we weren't so 'bust,' all of the items would be higher, because it will take careful buying, at sales, to obtain everything at the prices we have indicated.

"I don't know just what ground you are planning to cover in your article, but, as I say, this list is not typical. We have found, however, that we have not been able to buy clothes or household equipment at any of our posts and that we have always had to do intensive shopping when we were home on leave. During our years in the Service we have always managed somehow to save up enough to cover the cost of home

(*Continued on page 36*)

EXHIBIT A

LIST OF SUPPLIES NEEDED BEFORE GOING ABROAD

Benjamin and Susan Jones

I. Household furnishings:	
Sofa	$100
Refrigerator	175
Chairs (2)	90
Lamps (2)	40
Doubledecker bed	20
Bureaus (2)	50
Rug	50
Rug, small	25
Bed	20
China ware	25
Glass ware	20
Silver ware	30
Linen	50
Blankets	40
Comfortables	25
Kitchen table	15
Bookcases (2)	25
Repair table	10
Repair chaise longue	15
Repair dining room furniture	25
Trunk	35
Suitcases	70
	$955
II. Household supplies:	
Drugs and other medical items	$50
Cosmetics and soap	30
Groceries	50
	$130
III. Clothes:	
A. BENJAMIN:	
Suits (3)	$180
Overcoat	60
Shirts (12)	36
Shoes (2 pr.)	25
Hat	10
Bathrobe	12
Underwear	10
Socks	10
Ties	5
Summer suits	35
Bathing suit	6
	$389
B. SUSAN:	
Evening dresses (2)	50
Sport coat	50
Spring coat	35
Hats (2)	30
Shoes (3 pr.)	30
Stockings (6 pr.)	8
Suit	35
Afternoon dresses (2)	45
Wool dresses (2)	45
Underwear	15
Evening bags	15
Purse	10
	$368

C. TWO CHILDREN:			
Coats (2)	$40	Underwear (12)	6
Corduroys and dungarees (12 pr.)	72	Socks (24 pr.)	8
Suits (2)	50	Shirts (12)	25
Shoes (4 pr.)	25	Bathrobes (2)	12
Rubbers (2 pr.)	5	Bathing suits (2)	6
Hats (2)	6	Slippers (2 pr.)	6
Pajamas (6 pr.)	9		
			$270

IV. Dental work to be done:	
Benjamin	$50
Susan	50
	$100
Grand total	$2,212

German Visitors to the United States

By F. A. Groemping

When a group of German trade union leaders, who are in the United States to study and to observe the American way of life, visited the Tomb of the Unknown Soldier at Arlington National Cemetery recently, one of the visitors said, "I am beginning to understand what the war meant to Americans." Several other Germans pulled out their notebooks and copied the words of George Washington inscribed on the amphitheatre, "When we assumed the soldier, we did not lay aside the citizen."

The Germans also noticed that among the decorations bestowed upon the Unknown Soldier by foreign governments, there was none from Germany. One of the men who had served in the German army in World War I said, "If I hadn't lost my Iron Cross when I had to flee from the Nazis, I would send it to fill this gap."

This group is one of the many who will vist the United States this year. About 300 persons will be sent in the Cultural Exchange Program of the U. S. Military Government for Germany, and the visits of many others will be sponsored by non-government organizations.

Unlike the arrogant representatives of the Nazis, whose boasts and demands alienated other peoples, these Germans are modest and appreciative. In hotel lobbies and government offices, in factories and universities, they find hearty welcomes and respond eagerly and gratefully. Two factors account for this cordial relationship between victor and vanquished so soon after the war. The first is the effort of the United States to aid the democratic spirit in Germany; the other is the personal background of the visitors and the organizations they represent.

It may be stated that our aim in Germany is to restore an intellectual, moral and cultural life based on principles of freedom and social justice, humanity, and the recognition of the dignity of the individual. General Lucius D. Clay last year stated the issue as follows:

"We know definitely now that they can have, of their own efforts, a reasonable economic future and when we give them that opportunity, we are knowingly restoring into their hands an industrial potential that is larger than any industrial potential in Europe. There is no alternative, they must be given the opportunity to live.

"What they do with that potential depends on what is in their hearts and in their minds. On you sitting here, and on your opposites in the British and French Military Government, lies the responsibility to see that their hearts and their minds are ready to receive the return of economic strength which is being given to them; and to weld it and use it in the common good and not as it has been used in Germany so often in the past, for aggression and for purposes that are inconceivable to those of us who have lived in a free world and in a free way."



When Mr. Groemping, at seventeen, arrived here from Germany, he became immediately associated with the publication of widely read works. As he learned English, however, his literary taste outgrew the Victor Catalogues and Breezy Stories he squired at a folding machine and he became an accountant, working in hotels, for the American Red Cross, and serving as such in the Army during the war. But the early taste of printer's ink finally led him to studying at American University and free lance writing.

AIMS AND METHODS

Cultural Exchange is merely one phase of the total reorientation program. Under this program, the Office of Military Government for Germany sends Germans sponsored by some organization, institution or group to the United States for a period of study and observation of the American way of life, our institutions, the operation of constitutional government based on the democratic ideal. It also brings to Germany the best scholarship and expertness from the United States and from continental Europe.

In the carrying out of objectives three methods may be used:

1. Visits to Germany by Specialists.
2. Visits by Germans to the United States.
3. Selection and dissemination of literature.

All six divisions of the Exchange program, Education and Cultural Relations, Information Services, Civil Administration, Legal, Manpower, and Food, Agricultural and Forestry Groups, employ visits by Germans to the United States as one of their methods.

The broad aims of the six divisions may be summed up as follows:

Education and Cultural Relations Division

1. To instill in the minds and implant in the hearts of the German people the will to recognize, the power to develop, the spirit to protect a society based upon natural rights of men.

2. To aid the German people to aid themselves in the readjustment, reorganization or redirection of their social organization.

Information Services Division

1. To rehabilitate and democratize the German information media.

2. To project democracy by exposing the German public to the demoeratic thought of the United States and other countries.

Civil Administration Division

To introduce to the German people democratic ideas and methods to further the reconstruction of the German public service into a truly democratic institution based on such fundamental concepts as service to the people, responsiveness to public policy, respect for the basic rights of the individual, and equality for the citizen to serve his Government regardless of race, sex, religion, or political belief.

Legal Division

To assist the German people in their efforts to introduce democratic principles into their legal system; and to rebuild their bar and bench in a democratic spirit; to revive the roots of democratic justice among such Germans as are directly concerned with the judicial system.



German Trade Unionists, who were in the United States to study American industry and labor and management relations, call on Secretary of Labor Maurice J. Tobin.

Manpower Division

To establish democratic German trade unions, democratic relationships between labor and management, effective public agencies in the labor field with high standards of public service, and to develop cooperative effort on the part of labor, management and public officials in the study of problems of labor, the testing of new methods, etc.

Food, Agricultural and Forestry Groups Division

To promote greater economic freedom for farmers and a greater sense among them of political responsibility.

STRAWS IN THE WIND

It is probably too soon to attempt an evaluation of this program. The objectives are far-reaching and accomplishments are not immediately calculable. However, the reports of visitors returned to Germany and others still in this country and the observed reactions of German visitors to the American scene may serve as straws in the wind to indicate the eventual results.

Six German broadcasters visited the United States in 1948 under the auspices of the Rockefeller Foundation. In the opinion of the broadcasters themselves and of the American radio officers who have observed their performance since return, this initial project was an unqualified success.

Reports of a group of nine German and Austrian teacher educators after a year of observing methods in American universities and teachers colleges indicate "a good understanding of American education and suggested numerous possibilities for applying their experience here toward solution of their problems in their countries," states the "Occupied Countries News Notes." Ruth Hubbard of the Institute of International Education, after completing recently a three-months' tour of Western Germany declared the student exchange program is one of the most positive contributions to the cause of peace yet undertaken by the United States in the occupied countries.

Dr. Antonie Nowitsch, leader in religious activities, said after recent completion of a study tour of the United States that she was impressed by "the common consideration of personal life. A whole nation seems to join in fair play, following unwritten laws. This is perhaps the real secret of democracy." She added, "More impressive than anything else was the unexpected friendliness answering my very diffident approach to a former enemy country."

A group of eleven union labor representatives were happy to see a representative of the Department of Labor at the dock when they landed in New York recently. They stayed overnight at a well known hotel. Here the number of lamps in the rooms impressed them, as well as the fact that the use of electricity was unrestricted. The bath with tub and shower, the faucet for icewater, the fact that there were six towels, two pieces of soap, free stationery, and even penpoints amazed them. They were also impressed by the hotel's recommendation that guests keep their room keys when they go out. Comfortable chairs, the telephone and radio, and the availability of a television set which could be rented for two dollars added to their surprise.

In Washington their accommodations were less "sumptuous." It seemed to give them pleasure to read on the Hahnemann monument the inscription, "Die Milde Macht ist gross."

Strolling down 16th street, the group decided to get some refreshment, and went to a convenient hotel coffee shop. Here they noted and commented on the neat, well-fitting uniforms of the waitresses and the efficient, friendly service. When asked what they would like, they ordered strawberries with whipped cream, which appeared to be a great treat. One hour later the group was still chatting and the Germans decided to try something else. This time, they selected pie and coffee and seemed well pleased. The two Americans present had not ordered anything and one of the Germans asked, "Will they charge you for sitting here without consuming anything?" When the Americans expressed surprise at this notion, the Germans explained that today in Germany it would be unthinkable to spend considerable time in a restaurant without ordering anything. They were delighted with the explanation that in America the customer

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The American Foreign Service Association

The American Foreign Service Association is an unofficial and voluntary association of the members of *The Foreign Service of the United States.* The Association was formed for the purpose of fostering *esprit de corps* among the members of the Foreign Service and to establish a center around which might be grouped the united efforts of its members for the improvement of the Service.

PROMOTIONS

The article in this issue of the JOURNAL by Professor Gordon Craig of Princeton who served as public member of the recent Junior Selection Board, raises important questions which should inspire discussion among the members of the Foreign Service. The problem of promotions in a career service such as ours can never be said to have been satisfactorily solved, although great progress has been made toward a system which gives due account to the advantages of experience gained through seniority as well as to the need for increasing the opportunity for outstanding but young officers to forge ahead.

One of the most perceptive writers on diplomacy, the former British diplomat Harold Nicolson, in discussing the problems confronting a modern Foreign Service has referred to the advantage of the old Diplomatic Service which was that "being a small group of men, it was possible for those in whose hands lay the appointments to have a shrewd idea of the personal value of each member." Obviously that is not possible today. It is necessary to try for a more scientific but a much more impersonal system.

No promotion list appears without giving rise to numerous criticisms and that which was carried in the last issue of the JOURNAL was no exception. Since its publication we have heard two chief criticisms of the list which to some extent appear to be mutually contradictory. On the one hand it has been claimed that there has been too rapid promotion of a large number of officers with a consequent undermining of morale and enthusiasm of those who are passed by while many of their colleagues have, as one officer expressed it, "batted a 1000 in the past four years." It has been pointed out that among the 87 officers promoted last April from Classes IV and III, 22 or about 25% had received promotions in the spring of 1947. Many of those who were promoted had also received a single or double promotion in 1945 and "the free walk" in November 1946. Not only is it claimed that this rapid promotion of certain officers discourages the rank and file, but it is stated that such rapid promotion will result in a comparatively large group of officers reaching the top in Class I 15 or 20 years before they would normally be expected to retire. Moreover the list is so large that it must have carried many of the drones as well as the queen bees into the upper reaches.

Not only is there a danger that the efficiency of officers might slacken over a long period in the top grades without the usual spur of having to work towards further promotion, but the concentration of a large number of comparatively young men in the top grades would operate to hold back the promotions of other officers who had entered the service at a later date. It is alleged that young men would be discouraged from coming into the Service in future years if it was clear that their promotion to the higher grades would be delayed because of the pre-emption of the relatively few positions at the top by young men with years of service still ahead of them.

The other most frequent criticism we have heard of the recent list is that in the main officers were promoted who, from casual observation of their careers by their colleagues, appear to have only the qualifications of lengthy service, a sedentary disposition and an ability to avoid the most obvious mistakes. Numerous cases have been pointed to in which officers were promoted over the heads of younger men who not only were doing at the time more responsible work but who had consistently shown an ability in both normal and abnormal circumstances to produce work of the highest quality. Officers who advance this criticism wonder whether the Senior Selection Board did not give undue weight to seniority, despite obvious exceptions. They allege that a promotion system which makes possible such selections will have the effect of not only driving out of the Service young, ambitious and able men, but will discourage such men from entering the Service. Within a short time, it is claimed, the Service would be made up of a maximum of mediocrities whose only claim to their country's gratitude would be a willingness to spend long years outside of their country doing their jobs in a routine way or, in the fear of making mistakes, following the line of least resistance and doing nothing at all.

The fact that honest and sincere officers have put forward the two criticisms mentioned above regarding the same promotion list would seem to indicate that perhaps the present system is not too bad and that it does, in general, meet the requirements set forth at the beginning of this editorial of recognizing advantages of seniority while not stifling the ambition and ability of youth.

We know that when the selection-out system was devised much thought was given to the problem of preventing logjams in the top classes through the quasi-automatic promotion into them of only middling talent. Promotion plans over a transitional period of years were carefully calculated to avoid this result. We are confident that the Service will continue to be aware of this problem. At the same time it is true that in recent years more positions of responsibility at the top have become open to the Service. We see nothing wrong with frequent promotion lists, provided *of course* that only high grade people are on them.

Professor Craig in his article mentions some of the suggestions for retention without further promotion of certain officers who still have years of useful service in positions not of the first importance but where long experience will be an asset. If such a plan were adopted thought should also be given to placing such officers on a separate list so that the names of this special group would not be before the selection boards year after year and thereby prejudice the promotion chances of younger men. Some such scheme was considered when the selection out system was devised. It has obvious difficulties: How can a man once so labeled, remove himself from the second runners' list? How will relations be in a small service in which such a cleavage runs? Can we justify retention to the public? In his consideration of this general problem Harold Nicolson has recognized the need of a "filter" for the purpose of selecting officers for the top positions and he suggests in his book "Diplomacy" some institution analogous to the Staff College. He says: "Under such a system young men of the . . . Foreign Service would be obliged, after say eight years of service, to decide whether or no they would enter for the Staff College. It would gen-

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THE AMERICAN LEGATION IN VIENNA, AUSTRIA

Formerly the Imperial Austro-Hungarian Consular Academy (built in 1904), the building was acquired by the United States Government in 1946, under a surplus property agreement. The former American Legation was located in what is now the Soviet sector of Vienna and was not considered suitable for re-occupancy. The present quarters in the *Konsularakademie,* as the building continues to be called locally, were first occupied in September, 1945 when it was in an extremely poor state of repair, having been used as a *Wehrmacht* hospital during the war and having sustained damage from artillery fire during the liberation of Vienna.

When the *Konsularakademie* was first occupied by us, there was neither light nor heat in the building, windows were broken and numerous graves of German soldiers remained to be exhumed from the garden behind the Legation. Since that time, the building has been completely repaired and reconditioned, involving the installation of new plumbing, switchboards, electrical wiring, an elevator, etc. In its basement, the American Legation also houses the American Mission Commissary. The picture also shows two annexes which contain five bachelor apartments. Some members of the Vienna Legation consider that the *Konsularakademie* is the finest building of any United States Mission in Europe, a claim which will probably he hotly disputed by Paris and other posts.—(*Courtesy of Martin F. Herz.*)



American Embassy, Manila



Minister's Residence, Reykjavik

NEWS from the DEPARTMENT



By
Barbara P. Chalmers

Personals

RAYMOND E. COX, FSO retired, has been made President of the Board of Directors of the National Symphony Association of Washington, D. C.

ADMIRAL ALAN G. KIRK, former American Ambassador to Belgium, was awarded the Grand Cordon of the Order of Leopold, Belgium's highest decoration, on the eve of his departure for Moscow, to assume his new post as Ambassador to the U.S.S.R. The award was made by Premier Paul-Henri Spaak.

The HONORABLE PAUL C. DANIELS, Director of the Office of American Republic Affairs, and Representative of the United States on the Council of the Organization of American States, delivered an address on May 8, 1949, on the occasion of the dedication of a stained glass window, symbolic of the Good Neighbor Policy, in the Washington Cathedral in memory of the late RT. REV. JAMES E. FREEMAN, Third Bishop of Washington.

The HONORABLE ROBERT DANIEL MURPHY, Director of the Office of German and Austrian Affairs, was the recipient of an award in absentia for "achievement in diplomacy," given by the General Alumni Association of the George Washington University, Washington, D. C. on June 1, 1949.

Miss A. EDITH ABELL, formerly stationed at the Embassy in Rome, represented the Rome Chapter of the Daughters of the American Revolution Unit Overseas, at the 58th Continental Congress held in Washington, D. C.

Foreign Service Association Cocktail Party

A cocktail party in honor of the Secretary of State, the Under Secretary, the Counselor and the Assistant Secretaries of State was held at the Carlton Hotel on April 26 by the Foreign Service Association. There were 164 members present. A light buffet was served and another pleasant social event was marked up to the credit of the Association.

Units of Foreign Service and Department Amalgamated

The month of May witnessed some progress in the Administrative area towards the amalgamation of the Foreign Service and the Departmental service, pursuant to the recommendations of the Hoover report. On May 16, under Departmental order No. 60, certain administrative units of the Foreign Service and the Department were reorganized. The pertinent provisions of the order are as follows:

Effective May 16, 1949 the Administrative Area, consisting of the central administrative offices of the Department under the supervision of the Assistant Secretary for Administration, will be reorganized. After reorganization, the Administrative Area will consist of the Office of the Assistant Secretary for Administration, the Office of Personnel, the Office of Consular Affairs, the Office of Operating Facilities, and the Office of Management and Budget, together with their constituent divisions.

Effective May 16, 1949 the Offices of the Foreign Service (OFS), Departmental Administration (ODA), Controls (CON), and Budget and Planning (OBP), are hereby abolished and their functions, personnel, and records are transferred in accordance with the following:

The Director General of the Foreign Service is located in the Office of the Assistant Secretary for Administration and will assist him in a staff capacity on matters affecting the Foreign Service.

The Division of Foreign Buildings Operations, the Division of Foreign Reporting Services, the Foreign Service Inspection Corps, and the Secretariat of the Board of the Foreign Service are transferred to the Office of the Assistant Secretary for Administration.

The Division of Foreign Service Planning (FSP) in the existing Office of the Foreign Service and the Division of Organization and Budget (OB) in the existing Office of Budget and Planning are abolished and their functions, personnel, and records are transferred to the new Office of Management and Budget and the new Office of Operating Facilities.

A new Division of Organization (OD) and a new Division of Budget (DB) are established within the new Office of Management and Budget (OMB).

Effective May 16, 1949 the Chief of the Budget Division is designated Budget Officer of the Department of State, and the Associate Chief of the Budget Division is designated Deputy Budget Officer of the Department of State.

The responsibilities of the new Office of Consular Affairs will include the development of staff facilities to support and improve the consular activities of the Foreign Service.

Pending issuance of further instructions and delegations, all authorities previously conferred or delegated shall continue in effect to the same extent as heretofore. Revised functional statements for inclusion in the Organization Manual will be released shortly.

The Office of Management and Budget will coordinate the various phases of the reorganization.

The Division of Finance (DF) in the existing Office of Budget and Planning is transferred to the new Office of Management and Budget.

The Division of Departmental Personnel (DP) in the existing Office of Departmental Administration, the Division of Foreign Service Personnel, (FP), the Secretariat of the Board of Examiners for the Foreign Service, and the Foreign Service Institute in the existing Office of the Foreign Service are transferred to the new Office of Personnel (PER).

The Divisions of Communications and Records (DC), Language Services (TC), Central Services (CS), and Cryptography (CY), in the existing Office of Departmental Administration are transferred to the new Office of Operating Facilities. In addition, the New York Regional Administrative Office is transferred to the Office of Operating Facilities.

The Division of Foreign Service Administration (FA) in the existing Office of the Foreign Service is abolished and its functions, staff, and records, except for allowances and commissary and welfare activities, are transferred to the new Office of Operating Facilities.

Responsibility for allowances and commissary and welfare activities together with necessary staff and records of the Division of Foreign Service Administration (FA) in the existing Office of the Foreign Service is transferred to the Division of Foreign Service Personnel in the new Office of Personnel.

The Passport Division (PD), Visa Division (VD), the Division of Protective Services (DS), Division of Security (SY) and the Munitions Division (MD) in the existing Office of Controls are transferred to the new Office of Consular Affairs.



Visit to the Bureau of the Census of Officers of the Foreign Service attending the eighth in-service Commerce Training Course which finished June 3, 1949. Seated, left to right: FSO Douglas Jenkins, Jr., FSS George E. Wolcott, FSO Leslie W. Johnson, FSO Harold D. Robison, FSO Claude G. Ross, FSO William F. Penniman, Jr., FSS James Q. Ables, FSO Thomas A. Goldman, FSS Carl Biebers, Jr., FSS Robert Lobel, Charles R. Hersum, Chief of Foreign Service Training and Personnel Programs Branch, Department of Commerce; and A. Ross Eckler, Acting Director of the Bureau of the Census.

Changes in Chiefs of Mission

PRESIDENT TRUMAN has recently announced the following changes in chiefs of mission: The HONORABLE NATHANIEL P. DAVIS, Ambassador to Costa Rica, has been appointed Minister to Hungary, succeeding The HONORABLE SELDEN CHAPIN, who, it was announced, will be appointed to another mission shortly. The HONORABLE JOSEPH FLACK, now Ambassador to Bolivia, will succeed Mr. Davis at Costa Rica. The HONORABLE GEORGE P. SHAW, Ambassador to Nicaragua, will succeed AMBASSADOR ALBERT F. NUFER, as Ambassador to El Salvador. The HONORABLE PETE JARMAN, former member of the House of Representatives, has been appointed as Ambassador to Australia, succeeding AMBASSADOR MYRON COWEN, who is now Ambassador to the Philippines.

Foreign Service Women's Luncheon

The second and last of the winter series of luncheons for wives of officers of the Foreign Service was held May 17 at the Wardman Park Hotel with about 130 women present.

This year's luncheon committee had MRS. CHRISTIAN M. RAVNDAL as Chairman, and was composed of MRS. DONALD SMITH, MRS. SIDNEY H. BROWNE, MRS. C. BURKE ELBRICK, MRS. ANDREW G. LYNCH and MRS. JOHN C. POOL.

Guests of honor were MESDAMES DEAN ACHESON, JAMES E. WEBB, CHARLES E. BOHLEN, WILLARD L. THORP, JOHN E. PEURIFOY and GEORGE V. ALLEN.

Hostesses assisting MRS. RAVNDAL were MRS. PAUL ALLING, MRS. JOHN D. HICKERSON, MRS. PAUL DANIELS and MRS. ELBRICK.

The Journal hopes to be able to announce in advance the appointment of next year's committee and the dates of the luncheons in order that wives of the members of the Foreign Service who may be in Washington next fall may make their arrangements to attend.

Telecommunications Conference

The International Administrative Telephone and Telegraph Conference of the International Telecommunication Union met in Paris on May 18, 1949, with WAYNE COY, Chairman of the Federal Communications Commission, as Chairman of the U. S. Delegation; FRANCIS C. DE WOLF, Chief, Telecommunications Division, Department of State, as Vice Chairman; and PAUL A. WALKER, Commissioner Federal Communications Commission, as Delegate.

Schools Receiving Encyclopædia Britannica

A gift of five sets of the Encyclopædia Britannica and five sets of the Britannica Junior has been made to the American Foreign Service Association by William Benton, publisher and chairman of the board of Encyclopædia Britannica, Inc.

This is the second such gift to be made annually by Mr. Benton for five years for the benefit of schools abroad where children of the members of the Foreign Service are receiving their education.

Mr. Benton in presenting the Encyclopædias has again expressed his admiration for the work of the Foreign Service.

Schools receiving the Encyclopædia Britannica this year, designated by the Education Committee, are: Lingnan University, Canton, China; The Institute Crandon, Montevideo, Uruguay; the American Community School, Beirut, Lebanon; Santiago College, Santiago, Chile; and the Overseas School, Rome, Italy.

Sets of Britannica Junior will go to: the American Community School, Seoul, Korea; the Inter-American School, Tegucigalpa, Honduras; the Escuela Campo Alegre, Caracas, Venezuela; the Woodstock School, Mussoorie, U. P., India; and the Foreign Colony School, Belgrade, Yugoslavia.

IMPORTANT NOTICE

At the general meeting of the Foreign Service Association held on May 24 the Chairman of the Executive Committee, in his annual report, announced that the Executive Committee had decided that members of the Association who fail to pay their dues for two successive years shall be dropped from the membership rolls and from the mailing list of the FOREIGN SERVICE JOURNAL. The meeting approved this action of the Executive Committee. The Committee would regret the necessity of dropping any names of members for nonpayment of dues, but it has no other recourse if the Association is to function on a sound financial basis.

The Committee hopes that all members now in arrears in the payment of dues will take immediate steps to liquidate their indebtedness and that all members will give prompt attention to the payment of dues for the fiscal year 1949-50 bills for which are now in the process of being mailed.

NEWS from the FIELD

MISSIONS

CONSULATES

FIELD CORRESPONDENTS

Argentina—Dixon Donnelley
Australia (Canberra)—Donald Lamm
Bolivia—Park F. Wollam
British Guiana—George W. Skora
China (Shanghai)—John H. Stutesman, Jr.
Colombia—John M. Vebber
Costa Rica—Albert E. Carter
Dakar—William R. Gennert
Ecuador—Benjamin L. Sowell
France (Northern)—Alfred H. Lovell, Jr.
France (Southern)—William H. Christensen
French Indo-China—Dallas M. Coors
Iceland—William S. Krason
India—William Witman II
Ireland—John P. Walsh
Italy—Outerbridge Horsey
London—Jesse D. Dean
Mexico—Carl W. Strom
Noumea—Claude G. Ross
Panama—Oscar H. Guerra
Paraguay—Henry A. Hoyt
Peru—Maurice J. Broderick
Poland—Findley Burns, Jr.
Portugal—William Barnes
Rumania—Donald Dunham
Singapore—John Hamlin
Southampton—William H. Beck
Switzerland—Ruth Madsen
Turkey—Clifton B. English
Union of South Africa—John C. Fuess
Uruguay—Sidney Lafoon
U.S.S.R.—Charles G. Stefan
Venezuela—Thomas D. Kingsley

SHANGHAI

March 25, 1949.

The play "Born Yesterday" was produced in March 1949 by a Shanghai amateur dramatic organization, the American Players. Eight members of the American Consulate General staff were involved in the production, five on stage and three hehind the scenes. The Department of State also contributed, through the Shanghai office of E.C.A., a leading lady, Miss Frana Klein, who portrayed, with superb style, the "breath-takingly beautiful and breath-takingly stupid" babe who sparks the hilarious comedy of post-war Washington.

The show was exceedingly well received by Shanghai audiences. playing to full houses the last two nights of a four night run. It was the fiftieth amateur production to he directed by Mr. Adolph C. Glassgold, who had previously worked with such amateur groups as the Crossroads Theatre near Washington, D. C. He is at present the Director of the Shanghai office of the American Jewish Joint Distribution Committee, which is not an amateur organization.

JOHN H. STUTESMAN, JR.



At the invitation of the President of the Mozambique Hunting Commission, Vice Consul and Mrs. William P. Shockley, Jr., went on a three-day camping trip in southern Mozambique, known as Maputo, which is an elephant State Reserve. They were fortunate enough to get the above picture of some elephants on the way to their feeding ground. Mr. Shockley reports that this expedition was quite interesting, with a visit from one of the native chiefs and his whole tribe; contact with the Zulus; and a terrific thunder storm on their way home, as the climax.

BERN

April 11, 1949.

With more than 200 persons in attendance, the Pestalozzi Benefit Ball, sponsored by the American Women's Group of Bern, was held March 19 in the rooms of the Grand Societe of the Swiss Capital, and was successful in raising approximately 3,000 Swiss francs ($750) which will be contributed toward the building of an "Amerika-Haus" in the Pestalozzi Children's Village at Trogen.

Chairman Jean Brennan and her committee have been awarded many well-deserved plaudits for the colorful and successful evening, to which all Americans of the Legation were invited, as well as members of Swiss government and business circles and representatives of the diplomatic corps.

Working in cooperation with other American women's groups in Geneva, Zurich, and Basel, which are planning similar affairs, the Bern women have scheduled a series of money-raising events which will assist in giving America a representative house at the famous Swiss establishment which provides for homeless chil-



FSO David G. Wilson (left), Second Secretary and Public Affairs Officer at the American Embassy at Capetown, and FSR Ben A. Thirkield (right), Information Officer at the American Consulate General at Johannesburg, were introduced to journalists, educators and public officers at Capetown at a reception given by the Honorable North Winship, then Minister to the Union of South Africa, now Ambassador.—*Photo by Cape Argus, Cape Town.*



Ambassador Joseph E. Jacobs and Mrs. Jacobs arrive with Lt. General Clarence R. Huebner, Deputy Commander and Chief of Staff, European Command, at European Command Headquarters, Heidelberg, on March 3, 1949, at which time the Ambassador received the certificate of appreciation for his work with the United States Occupation Forces in Korea. —*U. S. Army Photograph.*

dren of all nationalities.

The formal dance began at 9 p.m. and ended nominally at 3 a.m., although there were many reports of participants arriving at their domiciles just in time for breakfast. A buffet supper was served at midnight, and selected entertainment was provided by members of the Bern Stadttheater who volunteered their services in the Pestalozzi cause.

Future projects of the women's group include a special showing of the successful Swiss film "The Search," and a gala summer bazaar complete with square-dancing, games, rummage sales, handicraft booths and lots of food.

RUTH MADSEN

TANGIER

April 19, 1949.

On the eve of his retirement, after 37 years of service with the American Legation at Tangier, and his simultaneous return to the same service under a special appointment, Mr. Ernest J. Dempster was honored at a quiet ceremony comprising all members of the Chancery and their wives and Mrs. Dempster who, though an invalid, left her home for the first time in over a year to attend. The Honorable Edwin A. Plitt deliverd a short discourse, extolling the long years of faithful service rendered by Mr. Dempster, and presented him with an honor award for Superior Service, signed by the Secretary of State. Mr. Plitt, basing the text of his speech on his own, comparatively short, working acquaintance with Mr. Dempster, as well as his wide reputation, "spread throughout the world by former Chiefs and staff members," heaped well deserved praise for his unparalleled knowledge, his wise counsel and his true affection as a friend.

Looking rather noble in spite of his small stature, the Legal Adviser stood with his arms folded and his eyes diffidently cast floorward throughout the Minister's discourse, and at its close, continued immobile, too deeply touched to speak, which situation, I'm sure, would have led to a deluge of tears from all sides, had not Mr. Plitt, in his own inimitable fashion, given the moment a gayer character by a jest at the work piled high on Mr. Dempster's desk. Laughing, and relieved that he had been rescued from a return address, he jovially accepted the kisses of the distaff, and congratulating handshakes of his colleagues. Refreshments followed.



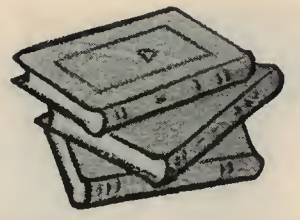
Minister Edwin A. Plitt presents an honor award for Superior Service, signed by the Secretary of State, to Mr. Edwin A. Dempster on the occasion of Mr. Dempster's retirement after 37 years of service at the Legation at Tangier.

Mr. Dempster was born at London, England, in 1879. He came to Tangier in 1903 as a professor of English (though he is also a master of both French and Spanish), and on November 15, 1912, entered the service of the American Legation. He became our leading authority on all legal matters, from traffic violations to the formation and interpretation of international treaties applying to Morocco.

He has watched the Legation grow from a small institution with a Minister and two or three assistants, through two major wars and unaccountable changes in local government, to the present Diplomatic Agency with

(*Continued on page* 48)

The BOOKSHELF



Francis C. deWolf
Review Editor

The Law of the Soviet State. By Andrei Y. Vyshinsky. *The Macmillan Co., New York. 1948. 749 pages. $15.00*

The Law of the Soviet State is a compendium, published in 1938, edited by Vyshinsky, and prepared by his colleagues in the Institute of Law of the Academy of Sciences. Its method of compilation follows a peculiarly Soviet practice as regards works of basic importance. For example, the Party bible, *The History of the Communist Party of the Soviet Union (Bolsheviks)*, was also the product of no single writer but was drafted by a Commission of the Party Central Committee, "with the closest participation of Comrade Stalin." Although its authorship has since been attributed to Stalin alone, Vyshinsky has given evidence of no such presumption. *The Law of the Soviet State* is no less important for that and bears the Stamp of his outstanding authority in the field of Soviet jurisprudence.

The title* is misleading so far as it implies that the work encompasses the entire field of Soviet law. It is hardly concerned with Soviet civil law, criminal law, administrative law, labor law, and so forth. Nor does it touch in much detail upon the directives and orders of the Council of Ministers, or upon the decrees of the Central Committee of the Party and Presidium of the Supreme Soviet, binding as these are and having the force of law as they do.

The task of Vyshinsky and his colleagues was to prepare the official brief in defense of the highly touted Stalin Constitution of 1936—"the most democratic constitution in the world." For 750 pages they focus their attention on the historical and theoretical development of the Constitution, with lengthy asides on how terrible are all bourgeois constitutions and their works. The function of the treatise is to develop what is described as the theory of "public law, in the narrow sense." In effect, it represents the basic text on Soviet constitutional law.

For obvious reasons, it is difficult to discern the gulf between Soviet theory and reality in a work of this kind that is devoted exclusively to theory. Yet because Marxism-Leninism-Stalinism has scientific pretensions, its theory may not be dismissed lightly. Historicus has reminded us that the Soviet leaders are actually guided by the tenets of their ideology. This has been described as "the fig-leaf of their respectability," which they cannot afford to discard if they would. As ideology has played and will doubtless continue to play a basic role in determining as well as in justifying the actions of the Soviet leadership, an inquiry into its nature is rewarding both for itself and for the occasional sidelights it casts upon Soviet reality. Those who have the patience to browse through this work will have their reward. For the Marxist-Leninist-Stalinist theory of the state, as expounded by Vyshinsky and his colleagues, reveals many of the cardinal tenets of Soviet ideology.

For example, the fundamental point at issue in the trial of the eleven American Communist leaders in the Federal District Court of New York is, Does the Communist Party teach the doctrine of the forcible overthrow of the state? You have but to open Vyshinsky to the first page for the answer:

"The violent seizure of authority by the proletariat, the demolition of the exploiting society's machinery of state, and the organization (in lieu of the old state machinery, now reduced to fragments) of a new state is the most important thesis of the Marxist-Leninist doctrine of proletarian revolution.

"The greatest service of Lenin and Stalin is not only that they played the chief role in unmasking opportunist attempts to pervert this most important thesis of Marxism, but that they translated the doctrine into reality. . ."

What is the Soviet state?

"The Soviet state is the particular apparatus, the special machinery, to crush enemies and all elements hostile to socialism." (page 3)

What is Soviet justice?

"The task of justice in the USSR is to assure the precise and unswerving fulfillment of Soviet laws by all the institutions, organizations, officials, and citizens of the USSR.

"This the court accomplishes by destroying without pity all foes of the people in whatsoever form they manifest their criminal encroachments upon socialism. . ." (page 498)

What is meant by political freedom?

"In the USSR there is only one party, the Party of the Bolsheviks. . .

"The Soviet state, in granting freedom to citizens, starts from the interests of the toilers and naturally does not include freedom of political parties in the enumeration of these freedoms granted. . ." (page 627)

What is meant by civil liberty?

"In our state, naturally, there can be no place for freedom of speech, press, and so on for the foes of socialism." (page 617)

In making available for the first time in English the official text on Soviet constitutional law, the American Council of Learned Societies has rendered a worthwhile service. Publication in English of the official Soviet commentaries on Soviet criminal, civil and administrative law, together with the codes themselves, should prove still more illuminating. It is to be hoped that the Council will in due course provide us with these and other significant volumes on Soviet theory and practice as designed for home consumption.

The policy and tactics of the Soviet Union have been called "a riddle wrapped in a mystery inside an enigma." This is true insofar as they are frequently re-designed overnight to meet new situations. However, in terms of Marxist-Leninist-Stalinist theory, neither the basic attributes of the Soviet state nor Soviet objectives themselves pose any tantalizing riddle. They are developed in authoritative works of this kind with equal clarity and more of a show of logic than were those of National Socialism in *Mein Kampf*. They are there for all to read, and, if they will, to digest to their profit.

WILLIAM A. CRAWFORD.

*"Soviet State Law" is a literal and probably more precise translation of the Russian title, *Sovetskoye Gosudarstvennoye Pravo*.

Arabian Oil, America's Stake in the Middle East. By Raymond Mikesell and Hollis P. Chenery. *University of North Carolina Press, Aiken, North Carolina. 201 pages, maps, diagrams and tables. $3.50.*

The reviewer is always the prisoner of his own mind. Like the five blind men, who went to see the elephant, he sees the beast only from his particular point of view. So, to one who has been intimately connected with the development of the Arabian area, to review Mikesell and Chenery's book is a most difficult task and, at the same time, a pleasant one for little can be said except in praise of it. It brings together a very large part of the facts about the oil developments in Arabia and will, thereby, serve to dispel many of the fantastic tales that have grown up about this newest of oil regions.

When the story of this century is written, the most impressive part of it will not be the history of wars and politics, but of the quest for sources of mechanical power whereby man's burdens were lightened and the standards of living raised. The pursuit of adequate sources of that most desirable modern form of energy, petroleum, will make the most fascinating volume in this history and Mikesell and Chenery's "Arabian Oil" will be a highly interesting chapter. There are, as in all books of this type, a few minor errors which the reviewer has noted, but the writers are not to he blamed for them as most of such errors are already embalmed in the literature. In Chapter II, for instance, they mention the Gulf of Mexico-Caribbean basin and the Persian Gulf-Caspian Sea basin contain at least 80% of the world's discovered oil. The Persian Gulf basin, however, is separated from that of the Caspian Sea by the mountain ranges of Iran and while geologically they are approximately the same age, the formations are quite different in character and the basins have been separated for long periods of geologic time.

Later in the hook, the fact that no oil has been discovered in northern Iran is noted. While the geology of this area is a little discouraging, the fact is that no wells have ever been drilled there. However, a great confusion has arisen in the literature because many writers have failed to distinguish between the oil reserves of the Russian Province of Azerbaijan and those of the Persian Province of Azerbaijan, a region with very different geology.

The Red Line Agreement is now a thing of the past.

On Page 59, the authors remark that development was stopped on Bahrein because of the discovery of more important deposits in Arabia. Actually, the Bahrein structure was drilled up in the known producing sands and deep drilling is now going on which may result in the discovery of new horizons below those previously tested. However, some of the deeper horizons found on the mainland in Saudi Arahia do not produce oil on Bahrein.

On Page 62, the writers refer to the uncomfortable climate of the Persian Gulf. It is true that for six months, temperatures are high and accompanied by high humidity and particularly in the early part of the season by dust and high winds. However, in winter the temperature falls as low as the freezing point and there is an almost endless succession of brilliant cloudless days with temperatures ranging up to 80°.

On Page 80, reference is made to the King's affinity for railroads. The central part of Saudi Arabia, the Nejd, is one of the most isolated areas in the world. It is also the center of King Ibn Saud's kingdom. The oil company's engineers believed that the most economical form of transportation for this area would be the building of a hard-surfaced road. However, the King held out for a railroad, and as a result, the oil company sent to Saudi Arabia a commission of road and railroad engineers to make a final report as to the best means of transportation. Much to the oil company's surprise, the commission reported unanimously for a railroad under the peculiar conditions of distance, desert and easy construction which occur in this part of Saudi Arabia.

The notes on the Arabian American Oil Company's rights in the Kuwait Neutral Zone are now obsolete. The Company surrendered these rights and they are now under concession to the Pacific Western Oil Corporation. The rights of the Shaikh of Kuwait in the same zone are conceded to the American Independent Oil Company, a group of independent oil producers in the United States.

The economic discussions in Appendix I are of great interest. It must be remembered, however, that the royalties on production and other funds which originate from the oil development are the life blood of each country, so that there develop competitive elements not only between the oil companies but between the countries themselves. The management of this highly complex political and economic situation will raise knotty questions which will only be solved by the exercise of the greatest patience and goodwill. The authors have given an excellent account of these forces and their approach to these problems is thought provoking and fair. However, competition is much more real than the writers seem to believe. Large oil reserves inevitably create competitive pressures.

In their conclusions, the authors discuss at some length the problem of government ownership of oil concessions, but do not discuss a most important phase of this problem and that is the intrusion of one sovereignty into the domain of another. This problem in South America caused extensive legislation to be passed prohibiting the interest by another government in oil concessions granted by the local government. This effectively prevented certain of the large international oil companies in which governments had stock interests from entering Latin America. It is the great problem which faces such a government as that of Russia. Local governments are always conscious of the political implications of foreign government ownership of interests in connections within their territory.

In presenting their conclusions, the authors develop four theses which lead them to the general conclusion that a more comprehensive international agreement upon oil is needed. If and when such an agreement appears, it will evolve gradually for the field of international affairs affected by oil is so complex that it will be extremely difficult to comprehend. Experimentation in political affairs is as necessary as in science and the gradual evolution of agreements of this type is well illustrated by the history of the Interstate Oil Compact and its supporting legislation in the United States. From the day of the Drake well we have feared shortages and countless wise men have predicted that dire moment when the machines of the world would stop for want of oil. Nature's largesse has been greater than we believed and the courageous activities of thousands of prospectors have resulted in the discovery of oil resources which guarantee us against such a catastrophe for a long time to come. If exploration is encouraged by just laws, if the blighting hand of taxation does not paralyze initiative, oil should be available for all.

The Book is a must for those who are interested in the oil of the Middle East.

JAMES TERRY DUCE

Letters to the Editors

Comments on "Selection Out"

American Consulate General,
Göteborg, Sweden.
April 13, 1949.

To the Editors,
AMERICAN FOREIGN SERVICE JOURNAL:

I have read with much interest the article appearing in the March issue of the JOURNAL entitled "The Promotion Up and Selection Out System" by Mr. Sydney H. Browne, but there are two sentences in the second full paragraph of page 36 that certainly call for comment. They are "It is certainly hoped that officers will not regard selection out as indicating anything discreditable on their part or as labeling them with the stigma of failure. Such officers are not failures; they simply were edged out by the few who were able to rise to the top within the limits allowed."

If a chap flunks out of college, I would certainly say that, as far as his college work is concerned, he is a failure. If a man is fired for inefficiency in a business organization, his acquaintances and business associates would consider him a failure, though he, being human, would probably say that his boss did not appreciate his excellent characteristics. And if a Foreign Service officer is given the air by being "selected out," I am sure his friends and acquaintances would say he did not make the grade and was a failure. He, of course, would criticize the Department and the system.

I wonder how many others in the service consider "selection out" as simply a euphemism for being fired?

E. TALBOT SMITH, FSO.

(Editors' Note: We cannot agree with Mr. Smith. As we understand "selection-out," it doesn't mean that a man who is separated under its provisions has fallen below some absolute standard. Theoretically, if many "Excellent" officers were competing for very few vacancies, it would even be possible for a man who would have been marked "Very Good" under the old system to be selected out. Actually, we do not know whether the system as now projected would operate in such an extreme way. Moreover, the system requires a means of discrimination among officers considerably finer than the old adjectival ratings.

In the American and British Navies, where selection-out has prevailed for some time, we have noticed that the Captains who do not make Rear Admiral may be disappointed, yes, but certainly don't think of themselves as being labeled "with the stigma of failure.")

Transportation of Furniture

April 27, 1949.

To the Editors,
AMERICAN FOREIGN SERVICE JOURNAL:

Officers in the field are often puzzled by Departmental actions which seem to us, in the absence of any explanation, illogical and unreasonable. Perhaps you could ask someone to comment on the following:

Section IV-7a of the Foreign Service Regulations provides that the Department may, if found to be in the interest of economy, supply household equipment on a loan basis in personally owned or leased premises. However, when specific request is made to the Department for such furniture, the reply is made that "we regret to advise that the Department's policy does not permit purchasing furniture or furnishings except for Government owned or Government leased buildings."

Now if this is the Department's "policy," why do the Regulations provide contrarywise? Is this another instance of the Department's right hand not knowing what the left hand is doing, or is it an arbitrary ruling in contradiction to the Regulations and to Section 912 of the Foreign Service Act of 1946? A word of explanation on the subject would be very much appreciated.

In this connection it is noted that in the hearings before the House appropriations subcommittee, the State Department representative testified that the Department needed $2,214,830 for transportation of effects of Foreign Service personnel, and that on the average the cost of transportation of effects amounted to $840 per transfer. Considering that single officers and junior clerks often have little or no furniture to transport, the average cost of transportation of the effects of a married officer must be several thousand dollars. In one long transfer the furniture of a FSO may cost the Government more for packing and transportation than the stuff originally cost. However, the officer has no alternative to shipping his effects, other than selling them at a loss at his old post and hoping that he can get suitable replacements at his new post. In these circumstances there is no incentive to save the Government money at the expense of the individual.

The only sensible solution is for each Foreign Service establishment to be supplied by the Department with a few basic furnishings, such as dining room furniture, sofas, beds and refrigerators. These are the heaviest and bulkiest items which cost most to ship and pack, and are also those of the least importance from a sentimental or decorative point of view. Even if it were occasionally necessary for the Government to store such furniture, over the long period it would undoubtedly cost the Government much less to provide each post with such basic pieces of furniture than to lug them around the world with each transfer of an FSO. Once such a system had been put into effect, the maximum freight allowance for transferred officers could be reduced sufficiently to accommodate only occasional pieces and small decorative items of furniture, with the result that a considerable part of the item of $2,214,000 for transportation of effects could be saved. Two million dollars would buy a lot of new furniture.

FSO

Customs Privileges

American Consulate General
Dakar, French West Africa
April 16, 1949

To the Editors,

AMERICAN FOREIGN SERVICE JOURNAL:

When proceeding recently from Colombo, Ceylon, to Dakar, French West Africa, I had occasion to transit Egypt. I was required by the Customs authorities at Port Said, Egypt, to pay duty on certain personal effects even though I was the holder of an American diplomatic passport. I was informed by the Acting Director of Customs at Port Said that under Egyptian law no diplomatic privileges or immunities were extended to foreign diplomatic personnel passing in transit through the country, but only to diplomatic personnel entering to serve in Egypt. I think this information would be of much interest and value to members of our Service who may have occasion to proceed to or through Egypt, and I would be very grateful on their behalf if you would kindly publish this letter.

PERRY N. JESTER, FSO.



Wedding of Miss Margaret H. Thompson and Mr. Richard E. Rughaase which took place in Colombo, Ceylon on February 26, 1949: Back row—Mr. E. Oliver Woods, Mr. Tom Frost, Mr. Clifford Shaw, and Mr. Michael Thornton; Front row—Vice Consul Harriet C. Thurgood (maid of honor), Ambassador Felix Cole (who gave the bride away), Mrs. Richard E. Rughaase, Mr. Richard E. Rughaase, and Mr. Charles J. Gennerich (best man). (See Marriages p. 29)



Press Officer and Mrs. Sam Buta, who were recently married, attend a USIS party given in their honor by Public Affairs Officer and Mrs. Donald Dunham after the Butas' arrival at Bucharest from the United States. (See Marriages, p. 29). Courtesy of Donald Dunham.



Consul General Winthrop S. Greene recently flew from his post at Bratislava to Lagos to attend the wedding of his daughter, Muriel Jacqueline, to Mr. Peter Herriot Balmer. (See Marriages, p. 29). The wedding party was composed of the following, left to right: Lieutenant Jones, ADC to Governor McPherson of Nigeria, Miss Sybil Long, bridesmaid, Mr. and Mrs. Balmer, and Cousul General Greene.

Service Glimpses

Five members of the American Consulate General Staff appeared in the cast of "Born Yesterday," produced in March 1949 by the Shanghai American Players. They were Theresn Gerathy, seated on couch; Bessie Strickland, stnnding behind couch; Vice Consul John Stutesman, standing, third from right; John Henderson, standing, second from right; and Genevieve Sutliffe, seated, far right. The lead was played by Miss Frana Klein, seated second from right; directed by Mr. Adolph C. Glassgold, seated center. The production manager, not in the photo, was Miss Mildred Baer, of the Consulate General.



Mrs. Carlos C. Hall, wife of First Secretary of Embassy at Panama, in a Carnival and good neighborly spirit, displays a colorful "montuna," Panama's native costume.

—Photo by Oscar H. Guerra



Harriet Lothrop, left, who acted as Mistress of Ceremonies during the entertainment portion of the Pestalozzi Bnll at Bern (See News from the Field, p. 22), is pictured with Marge McClelland and Inspector Ancel Taylor. (Courtesy of Ruth Madsen).



Haitian Hamlet

By L. E. Thompson

Boucan-carré is on the map of Haiti, huddled among the foothills of the Montagnes Noires deep in the Artihonite Valley, but few white men have seen the place. A score of houses of mud and wattle with thatch roofs stand in a corral-like formation, almost entirely surrounded by a hedge of cactus through which pink-blossomed *La Belle Mexicaine* is interlaced. Before each house the dark earth is hard-packed and clean-swept. And over all brood the hills, silent, inscrutable, mysterious.



"A score of houses of mud and wattle with thatch roofs stand in a corral-like formation . . ."

On all sides of the settlement there are plots of gold-green sugar cane, irregular rows of beans, yams, dwarf tomatoes, corn. Mango trees, their branches heavy with golden fruit, offer welcome shade during the hot days. Coffee grows wild all about: this was once the principal product of the region, having been introduced in 1738 by Jesuits from Martinique. It now accounts for about 75% of Haiti's exports. Rice is grown in odd little paddies, hand watered by natives whose onerous job it is to bring irrigation from the nearby Boucan-carré river that has its source in the Mornes des Cahos. There are cows, not too sleek due to a steady diet of guinea grass, and shaggy horses, black ugly shoats, and goats of all sizes and colors. Burros are the beasts of burden, their days of toil endless. Scrawny hens and battle-scarred but belligerent cocks complain and scratch in the hard earth.

There are no roads in this interior region. Narrow rock-strewn trails lead from the settlement to the river, and from the river north to Petit Montagne, south to Champ Beau and Dufailly and on over flat limestone savannas to the banks of the muddy Artibonite.

At night only the moon or the stars enable one to navigate the trails. When clouds obscure stars and moon, getting about is really a feat of skill. Slender candles of beeswax furnish light for the humble homes. These candles are stuck on walls, door jambs, or placed in bottles or crude holders made from gasoline tins. Slivers of fat resinous pine also serve as means of light, burning smokily with a big flame and much sputtering.

At the period of the full moon, Boucan-carré becomes enchanted. Its squalor and drabness vanish and the hamlet takes on a mellow glow. Ebon shadows are etched where the light cannot penetrate, and houses and trees are lined softly against the hills. Palmiste fronds move slowly to the breeze from the heights, and the waters of the little river shimmer in silvery cascades as they hurry over rocks and around bends to the Artibonite.

Then the peasant is glad to sit before his home, his children gathered around to listen to tales of "Bouki" and "Ti-Malice," Haiti's lovable folk characters, related in the soft Crèole Patois. The night is cool after the day's heat, and tired brains and burdened souls are grateful for the respite. From the hills come earthy odors, thick and sweet, and the wind ruffles through the cane in waves of papery sound.

There is no rural school at Boucan-carré and concern is felt for the future of the eighty children living there. A capable teacher would not leave the life and gaiety of the towns to bury herself in this almost inaccessible spot, and there is no one among the residents qualified to teach. Such an impasse is true not only of Boucan-carré but obtains in many of the isolated areas of Haiti. These children will grow somehow, always in the shadow of the mornes, toiling in the fields for the scant livelihood to be eked out of the rebellious soil. Many of them will die without ever having seen beyond the valley's rim.

Côtil Bellantille can tell many stories of the hamlet and of its people. Côtil is a middle-aged Haitian with light brown skin and fine features. He has lived for some years in Petit Montagne and before coming there he had a small farm at Boucan-carré. Once, for a period of five years, he was a Chief of Section, chosen for his knowledge of the people and his district. Clad in a blue denim uniform, wearing a large metal star and armed with a Krag carbine, he maintained law and order, saw that taxes were paid, that thieves were caught and punished, and he drew a monthly stipend of fifty gourdes, equivalent of $10.00.

Côtil's home boasted a hugh mahogany bed with a very lumpy mattress. His wife and three small children toiled daily in the earth and Côtil made weekly horseback trips to Mirebalais to purchase salt, tobacco, cloth and old newspapers—he can read and write—and to sell or trade the products of his farm.

Some years ago the writer spent a night with this kindly Haitian and on the morning of departure witnessed a ceremony so touching in its simplicity, so natural and unrehearsed, that the memory of it is still vivid. While standing in the yard with Côtil having a cup of hot black coffee, his three children came from the house and, one by one, knelt on one knee before him and murmured "Bon jour, mon père." Touching each head lightly with his hand, the father replied, "Bon jour, mon fils." Then the three scampered off to join their mother.

Sundays are lazy days in the valley. There being no Chapel at Boucan-carré, the peasants are deprived of Mass in the mornings. They dress in their best though, and walk miles sometimes,

FSS Leonard E. Thompson, after several years' overseas service in the United States Marine Corps, entered the Foreign Service in September 1929. During the past twenty years he has served at Port-au-Prince, San Salvador, Ciudad Trujillo, Tiajuana and is now Vice Consul at Palermo.



Artibonite River from one of the shoulders of the Montagnes Noires.

over mornes and through flats, to visit with relatives or friends. Some of the men organize cock fights and the welkin really rings in the afternoon when the birds battle and the fanatics scream and yell for their favorites.

In general, the Haitian of the interior is not the gay, laughing Negro so often pictured in books, song and story. He has a sense of humor fully developed, and it is not inhibited. But his labor is heavy and his struggle to live arduous. To maintain his little farm he has constantly to combat the fast-growing jungle; to leave his property for a few weeks is sufficient for the growth to overrun and choke the life from the fruits of his toil. Droughts are not unknown and then crops are nil. Again the rains might persist in intensity until his fields are washed away. In case of illness he has no recourse to medical assistance and must do the best he can with those native remedies concocted from herbs—and sometimes these mixtures are a panacea and do the job to perfection.

His dead are laid to rest in the nearby cemetery. Modest tombs of brick and plaster mark the graves, and the never-ending war against the jungle is waged to keep them visible.

And such is life in the interior of Haiti, hemmed in by towering emerald mountains, warmed each day by a kindly sun, cooled at night by fresh breezes, and fed by a nature mostly bountiful. These are simple folk who demand so little of life, people who will welcome you with a wholehearted simplicity and generosity that will linger in your memory forever after.



Boucan-carré River—Upper Rapids

BIRTHS

JOSIF. A daughter, Elaine Ann, was born on September 13, 1948 to FSO and Mrs. Harold George Josif in Karachi, where Mr. Josif is Third Secretary and Vice Consul.

DANIELS. A son, John Alden, was born on November 4, 1948 to the Honorable Paul C. Daniels and Mrs. Daniels in Washington, D. C. Mr. Daniels is assigned to the Department as Director of the Office of American Republic Affairs.

PALMER. A son, Hunt Foster, was born on January 27, 1949 to Vice Consul and Mrs. George E. Palmer at Tangier.

HILLENBRAND. A son, John Steven, was born on March 21, 1949 to FSO and Mrs. Martin J. Hillenbrand, in Bremen, where Mr. Hillenbrand is Consul.

FERBER. A daughter, Jenny Barbara, was born on April 9, 1949 to FSO and Mrs. David I. Ferber in Melbourne, where Mr. Ferber is Vice Consul.

DAVIS. A son, Roy Tasco Davis III, was born on April 19, 1949 to FSO and Mrs. Roy T. Davis, Jr., at Buenos Aires, where Mr. Davis is Second Secretary and Assistant Cultural Attaché.

GUTIERREZ. A daughter, Sonia, was born on May 3, 1949 to Vice Consul and Mrs. Ernest B. Gutierrez in El Paso, Texas.

MARRIAGES

RUGHAASE-THOMPSON. Miss Margaret H. Thompson and Mr. Richard E. Rughaase were married on February 26, 1949, in Colombo, where Mrs. Rughaase is assigned to the American Embassy. (See Service Glimpses, p. 27.)

BUTA-OPRISTA. Miss Mary Opritsa and FSR Serafin S. Buta were married on March 9, 1949, in Youngstown, Ohio. Mr. Buta is assigned to Bucharest as Information Officer.

BALMER-GREENE. Miss Muriel Jacqueline Greene, daughter of Consul General Winthrop S. Greene, and Mr. Peter Herriot Balmer were married on April 9, 1949 in Lagos. Mr. Balmer is in the British Colonial Administrative Service. (See Service Glimpses, p. 27.)

STEVENSON-BENET. Miss Mary Benet, daughter of Consul and Mrs. Edward S. Benet, and Mr. Stanley E. Stevenson were married on April 22, 1949 at Aruba. Mr. Stevenson is connected with the Lago Oil & Transport Co., Ltd., Aruba.

NELSON-CAVENDER. Miss Fern Cavender and Mr. Harris G. Nelson were married on May 21, 1949, in Minneapolis. Mrs. Nelson is a member of the Foreign Service Staff Corps, and is assigned to the American Consulate General, Shanghai. Mr. Nelson is connected with the Standard Vacuum Oil Company in Shanghai.

IN MEMORIAM

ACKERMAN. William Knox Ackerman, son of Ambassador and Mrs. Ralph H. Ackerman, died on April 19, 1949 in Walterboro, South Carolina.

HOOVER. Charles L. Hoover, retired Foreign Service officer, died on April 30, 1949 in New York City. Mr. Hoover was former Consul General in the Netherlands East Indies, Holland and Hongkong.

GRAY. Alexander Charles Gray, father of Consul General Archibald E. Gray, died on May 1, 1949 at Columbia, South Carolina.

TOTTEN. Ralph James Totten, Foreign Service officer retired and former United States Minister to South Africa, died on May 9, 1949 in Washington, D. C.

Our Retired Officers

The Editors of the JOURNAL *believe that our readers are keenly interested in the whereabouts and activities of former members of the Service. Retired Foreign Service Officers are being invited by letter (several each month) to send in for publication a brief description of their present dwelling place and occupation, with whatever details as to hobbies and future plans they may care to furnish. It is hoped in this way the widely separated members of the American Foreign Service Association may keep in touch with one another and preserve the common ties which unite them.*

From John K. Davis

2635 Palmerston Avenue,
West Vancouver, British Columbia.

The determining of the spot best suited to the needs and tastes of the retiring Foreign Service Officer and his wife—often a difficult problem after decades of Service migrations—was in our case rendered fairly easy by a happy combination of circumstances. Our only daughter and our only grandchild lived in Vancouver, we had made many friends in a recent tour of duty there, had fallen in love with the natural beauty of the Pacific Northwest and, on balance, had found the mild climate healthful. The determining of the exact spot to build a house was less easy, since our desires were many and varied. Finally, however, we discovered a site which met most of our requirements although it did fail to give us our longed-for stream of our own. It is located in West Vancouver, which is just across the harbor from Vancouver proper, is at an elevation of some 600 feet above sea level and is just under a mile up from the water-side Marine Drive. It comprises several acres and slopes down steeply in a series of benches. We have built a modest but adequate house on the uppermost of these and, with large plate glass windows in a commodious living room, have what one friend terms "an airplane view." It differs, however, in that it consists of a series of vistas between the trunks of giant firs and other evergreen trees.

The sun often rises for us over Mt. Baker, almost 100 miles away in the state of Washington, and sets across a 40-mile stretch of the Gulf of Georgia, and over the snow-covered ranges of mountains on Vancouver Island. In between we watch the shipping coming in and going out through the First Narrows and English Bay against a backdrop formed by the city of Vancouver. When conditions are just right we can even glimpse the snowy peaks of the Olympics glimmering away in the far distance. The scene is never the same but constantly changes in an infinite range of color, cloud formation and altering degree of visability. At night the lights of Vancouver are strings of pearls and the friendly flashes from Pt. Atkinson lighthouse adds a cheerful touch.

With our view we also enjoy privacy, since evergreen trees hide all glimpses of neighboring residences; and, as we can drive to down-town Vancouver in 17 minutes, we also have accessibility. This drive is in itself a pleasure as the greater part is across the very long First Narrows bridge, which spans the harbor entrance at a height of 90 feet, and then through the famous Stanley Park.

Although actually in Canada, we feel we practically have one foot in the United States since the intervening 30 miles can be quickly traversed by auto, bus or train, and the number of Americans daily coming and going is large.

The amenities of life in Vancouver are, of course, very similar to those in any large American Pacific Coast city.

Since both of us are fond of the out-of-doors and of gardening we are always busy. Our house site was covered with second growth forest and was littered with granite boulders when we acquired it, so the making of lawns and a garden has provided an infinite number of varied "projects." Our aim has constantly been to keep everything as far as possible in its native state and to make our "improvements" tie in naturally with the wild background. We now have quite a number of fruit trees coming into production, various kinds of berries, our own vegetable garden, chickens and two hives of bees. To add a spice of difficulty the deer shared our garden produce at first and last Spring the bears ate the honey *and* the bees in one hive; while just now the very inquisitive and acquisitive raccoons keep us from becoming careless.

We have learned to do many things ourselves, such as splitting granite boulders, building rock walls and a greenhouse, and so forth. Besides giving interest, health and much of our fresh food, our labors afford us the pleasure and satisfaction of achievement in new fields.

Our arrangement affords us a rather unusual range of choice of activities. For while we can wear overalls and follow the bucolic life for days at a time when we so desire, we can also by a quick change and a short drive become urbanites. Also physical and mental work can be alternately done, each affording a change and rest from the other.

While in this letter the rural features of our life have been stressed, as probably being of the greater interest to my former colleagues, it is after all only one side of our existence here. British Columbia is a very up-and-coming part of the Dominion and just now is vibrating with expansion and development, while Vancouver itself is Canada's doorway to the Pacific and the Orient. Living here and watching the economic and political developments and their integration with those of the United States and the World, is of fascinating interest.

Attendance at the weekly luncheons of the Round Table Club, a small but interesting group of men successful in several fields, supplies insight to much current history and is a mental stimulus. The Canadian Club affords opportunities from time to time to see and hear prominent out-of-town public men. Social clubs, town and country, facilitate the informal meeting of friends and acquaintances, while a cordial and hospitable group of interesting friends serves to make life more pleasant.

The fact that there is an American Consulate General in Vancouver adds much to our enjoyment of life. With only enough exceptions to prove the rule, the officers have been more than friendly and kind and have done much to make me feel that although retired I am still a part of the Service. Also their work and standing in the community have been such as to give much cause for pride.

All in all the famous "primrose path" has thus far proven to be a very busy but very pleasant one. It would be even pleasanter if more of our Service friends were to come this way and look us up. How about you who are reading this? You will find my name in the West Vancouver section of the telephone directory and a warm welcome awaiting you on the "North Shore" mountainside.

JOHN K. DAVIS



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PROMOTION IN A CAREER SERVICE

(*Continued from page 9*)

possible long-term results of its application. In the course of these talks, the fear was sometimes expressed that the selection system would tend to advance the "brilliant officers" too rapidly and would, within an undefined, but presumably short, period, unbalance the Service by crowding the upper classes with bright young men. It was often suggested further that this danger was so serious that steps must be taken to counteract it and, specifically, that the period of ineligibility for promotion which follows advancement in rank should be lengthened, perhaps to as much as three years. The very fact that such a radical reform is being discussed invites comment upon it.

In the first place, it should be noted that those who express the fears mentioned above seem to imply that there is something reprehensible about brilliance—that those who possess it are emotionally unstable, unreliable and lacking in toughness. This is an interesting view, but one that would be difficult to corroborate. Unless it can be proved, it might be just as well not to act as if it were. The upper branches of the Service are surely not so well supplied with outstanding negotiators that barriers should be erected against the rise of new ones.

In the second place, the expressed fear and the suggested remedy are based upon the false assumption that brilliance alone is the criterion of selection in the present system. This, of course, is not true, as anyone who has served on a selection board will acknowledge. Such factors as the age, seniority and experience of officers are weighed very carefully by the selection boards; and during the deliberations of the 1949 boards, the present writer saw little evidence of bright young men being pushed ahead too fast. There are enough natural checks in the promotion system to prevent that danger.

In the third place, it seems clear that to supplement these natural checks with an arbitrary rule designed to lengthen the period between promotions would be a violation of the spirit of the Act of 1946, which sought firmly to establish a system of promotion in accordance with merit. You cannot have a merit system merely by talking about it. Lengthening the ineligibility period would be the first long step towards replacing the present system with one in which seniority was the decisive factor. The officer whose meritorious service had been rewarded would find himself marking time until the members of his class had caught up with him. This would certainly be unjust to the most talented officers in the Service, to "slow starters" and to men entering the Service from other Departments.

Aside from this, it is to be assumed that the Department is serious in wishing to bring into the Service the ablest and most talented graduates of American universities. No better way could be found of defeating this desire than the imposition of arbitrary barriers to advancement in the Service. Historically the government services of the United States have suffered because the most ambitious and gifted young men of the country have believed that private business or the professions promised them greater tangible rewards, and rewards more speedily attained. The services will continue to suffer as long as there is evidence that they are so apprehensive of "brilliance" that they feel it necessary to devise rules to slow down those who possess it. Why after all should a young man who has faith in his own ability enter a career which offers him possible advancement to Class 1 in his 50's, when he is confident that he can reach a position of comparable responsibility in private life at a much earlier age?

It should be noted that, in recent months, the Department has been severely criticized by publicists for its failure to make as much progress as some other agencies, and especially as much progress as the army, in developing a corps of able young officials. In a provocative article in the December issue of *Harper's Magazine*, William Harlan Hale writes: ". . . throughout an era which has seen an unprecedented expansion of American power and leadership, the State Department has tended to contract and thereby demote itself. Instead of grasping at the new world-wide responsibilities which have fallen upon this nation, it has tended to back away from them. In part this is clearly due to the personal limitations of an elite corps trained only in the stately art of traditional diplomacy, and thereby unready to take on the down-to-earth jobs thrown up by the world in tumult." Even those who disagree with Mr. Hale's strictures on traditional diplomacy would probably admit the validity of his underlying assumption—that, in view of the state of the world, the Service needs all the talent it can get. It will, however, attract talent only insofar as it promises to reward talent. Lengthening the ineligibility period would cast considerable doubt upon its willingness to do the latter.

There is one very real danger in the present system, however, which if not offset may in the long run hurt the Service. At the present time, any officer in Classes 5 to 2, who remains eight years in class without promotion, is automatically "selected out." Inevitably, the application of this rule will cause the loss of valuable and experienced officers who perhaps do not merit further promotion but who can at their present grade perform useful service. It may also persuade mature officers with all-round training, who are not confident of rising to the top of the service, to anticipate "selection-out" by voluntary resignation. If it does in effect do this, it will have a crippling effect on the Service.

Certainly the "selection-out" provision should not be eliminated; it could, however, be modified in such a way as to weed out the incompetents and misfits in the Service while making it possible for good but not outstanding officers to continue their useful service. One member of the 1949 board has, indeed, suggested a modification which warrants careful study by the Board of the Foreign Service.

The suggested amendment would require that: (a) any officer in classes 5 to 2 who was graded by three successive selection boards in the lowest 10 per cent of his class would be "selected-out"; (b) any officer whose standing for five years had not been above the lowest 30 per cent of his class would be "selected-out"; (c) no officer would be "selected-out" except in the conditions provided in (a) and (b).

The advantages of this amendment are obvious. It would reduce the feeling of insecurity which is the unfortunate concomitant of any rigid "selection-out" provision. It would make possible the retention of above average officers who may rise no further in the Service but who still have an important role to play. It would permit a much more rapid elimination of incompetents by eliminating their present privilege of serving eight years before being "selected-out"—a privilege which is not in the interests of the Service. And, above all, it would maintain the merit principle and protect future selection boards from the temptation to water-down this essential characteristic of the new selection system.

III

One final question deserves consideration in this cursory examination of the promotion system—namely, the composition of the selection boards themselves. In the last weeks of its work, the 1949 junior board discussed this at some length, and the majority of its members were of the opinion that the operation of the system might be improved by the addition of a second public member to each future board. If this suggestion is considered by the Board of the Foreign Service, the Board might well weigh the advisability of go-

(*Continued on page 34*)

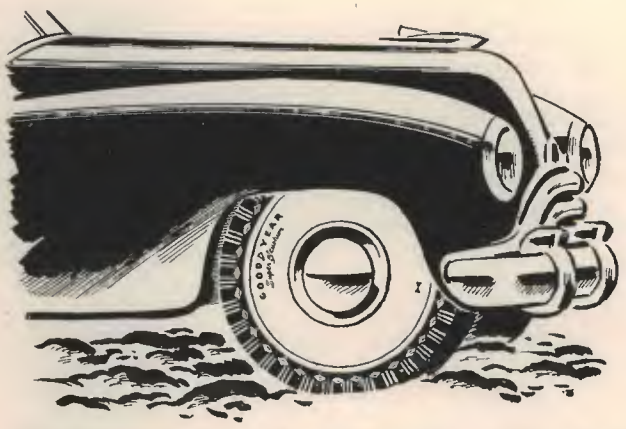
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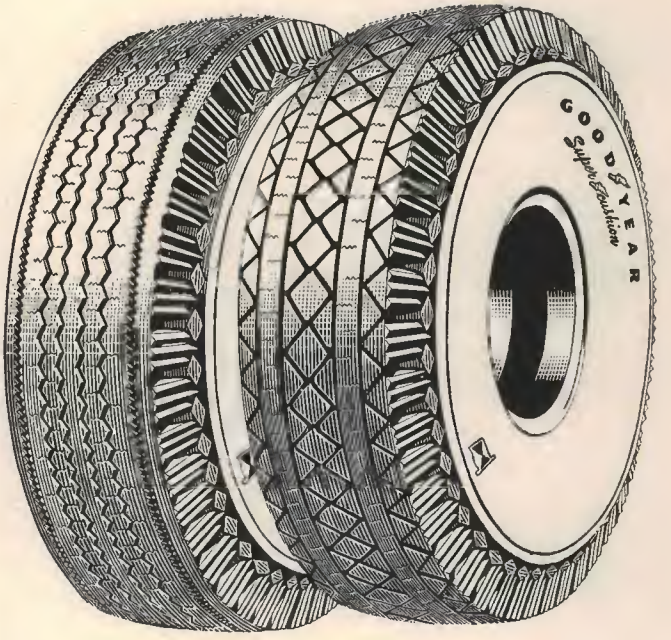
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PROMOTION IN A CAREER SERVICE

(*Continued from page* 32)

ing even further and of adding to each future board, not only a second public member, but a "government member-at-large" as well. Such government member could be chosen from one of the many departments and agencies currently involved in the operation of American foreign policy; he would represent the collective interests of those agencies; and he would—like all members of the boards but unlike the observers—have voting power in board deliberatons.

The chief justification for the addition of such non-Service personnel is that it would greatly broaden the representative character of the boards. Of necessity, boards which included three non-Service members would possess more diversity and breadth of background, training and experience than is presently the case.

It can be argued, of course, that to increase the number of non-Service members would make the boards unwieldy in size. If it is desirable to keep the boards small, it would seem logical, then, to decrease the Foreign Service representation to three—thus making possible a six man board, composed of three Foreign Service Officers, two public members and a Government member-at-large. There is no compelling reason why Foreign Service Officers should constitute a majority of the members on the boards. The interests of the Service would be quite as well protected by three carefully selected Foreign Service Officers as by four; and, from the standpoint of public relations, the voluntary surrender of the present Service majority would almost certainly produce a favorable public reaction.

This is in itself of importance at a time when the Foreign Service is an object of misunderstanding and of considerable distrust on the part of the general public. For this public attitude there are many reasons. In almost all countries and at all times, from the age of de Callières to our own, the diplomatic service has suffered from lack of public appreciation and over-abundance of detractors. The diplomatists themselves, by their very professionalism, have contributed to this public reaction. As Harold Nicolson has written, the diplomatist "acquires, inevitably, an international frame of mind. More specifically, he comes to have a masonic feeling for other diplomatists. On occasions he may lack a proper degree of reverence for politicians, or even Press magnates, and an unwarranted contempt for, and suspicion of, their ways and means. In extreme cases he may feel, even, that public and parliamentary opinion is foolish and ill-informed." The traits here enumerated have not been wholly lacking in the American Foreign Service and they have produced the inevitable public reaction. Aside from this, it must be remembered that, in the United States, the historical tradition of isolationism—the traditional reluctance to become involved in foreign affairs—which even today retains strength, has always been accompanied by an ingrained suspicion of the members of the Foreign Service as a class.

Today, when there is a much wider recognition of the necessity of the United States assuming her responsibilities in world affairs, the suspicion against the Service persists. It is rooted for the most part in misunderstanding of the organization and varied functions of the Foreign Service—and of the kind of men who do the nation's work abroad. In the early spring of this year a new restaurant was opened on 16th Street in the shadow of the old State Department building. It was named the "Diplomat Café" and, in neon tubing above the door, there appeared a diplomat—a man wearing a silk hat and a monocle. Too many Americans, even today, would regard that as completely fitting. In the popular mind, the Foreign Service Officer remains a faceless figure—well-bred, socially graceful, intellectually effete, essentially un-American and vaguely suspect.

(*Continued on page* 36)



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WASHINGTON, D. C.

C. J. MACK
GENERAL MANAGER

PROMOTION IN A CAREER SERVICE

(*Continued from page* 34)

This prejudice against the Service—which is, by the way, widespread even in academic circles—is dangerous both to the Service and to the national interest. It will doubtless die very hard. But increased public participation in the selection process itself might very well be an important step towards combatting uninformed suspicions against diplomats and producing a greater public appreciation of the splendid job being done by the Service today.

This would be true, of course, only if the American people were informed that they were in fact sharing in the selection process. To date, the Department has been remarkably ineffective in explaining to the American people even the most basic facts about their Foreign Service, to say nothing of the Act of 1946 and its operation. When even university faculties, which are usually well informed in matters of foreign relations, are confused as to the working of the present system, there is clearly room for a public information campaign by the Department. It is my opinion that the Foreign Service Act has created a system which can, by careful application and judicious improvement, give this country the most competent Foreign Service in the world. There are already signs that it is doing so. These things should be made known to the public. After all, while the other Services are busily engaged in puffing their stock, there is no reason why the Foreign Service should not do a little of the same.

FAMILY FINANCES

(*Continued from page* 15)

leave, every two or three years (we have not yet come home 'on the Government'), with the exception of purchases we have had to make.

"We have gone into debt for whatever we have had to buy, and gone back to our post, scrimped and saved, gotten out of debt just in time to start this procedure all over again! There have been few years when we have had a couple of hundred dollars in the bank for emergencies, and these years were before we had a family."

Despite Susan's protestations that her problems aren't "typical," they are well within the range of Foreign Service possibilities, as I am sure many readers of the JOURNAL will agree. What is most unusual, and most difficult, about the plight of the Joneses is that they have no living parents and no close relatives able to provide financial assistance in emergencies. I am sure that many other Foreign Service families, when confronted with comparable problems have been able to keep going by borrowing from relatives—and in doing so have obscured to some extent the financial difficulties of our personnel.

What the case of Benjamin and Susan Jones points up is that there is a long period of financial tension for Foreign Service families in the lower and middle grades, and that during this period the family cannot protect itself adequately against emergencies. In this essay I am calling attention to a problem rather than urging a course of action. But that some kind of additional protections to the Foreign Service family are necessary would seem to be an obvious induction from the facts.

The Joneses were unable during their career abroad to save against the contingency that a Service-connected family health problem would eventually catch up with them. The disease which Susan contracted does not even exist, in the peculiar form in which it came to her, in the United States. It is the opinion of her doctors that she got it from eating a foreign cheese made from unpasteurized water buffalo milk. Under present legislation, Ben can collect health benefits for

(*Continued on page* 38)



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FAMILY FINANCES

(*Continued from page* 36)

himself, but not for members of his family.

Moreover, the Joneses have not been able to save money for the education of their children. Some day they will want to send their children back to the United States for secondary school and college. It does not seem likely that they will be able to do this from their own resources, because in the case of Foreign Service children, even though tuition cost nothing in a public high school and scholarship aid were available for the college year, there is still the question of transportation expense, boarding, and living expenses during vacation periods.

Finally, the case of the Joneses clearly points up the problem of outfitting expense for the family going abroad or transferring to a new post. If the experience of Benjamin and Susan is typical—and it is at least not untypical—then one is more likely to be paying off the debts from one's last outfitting experience than saving up for those ahead. The family which has been several years in the United States is likely to be particularly hard hit, since on a home assignment one ordinarily has no representational duties and no official front to maintain. Under such circumstances, equipment suitable for one's functions abroad tends to deteriorate or disappear, and the job of outfitting must begin almost from scratch. I would venture to say that it would be a rare family going back to the field after a Washington assignment which would not have to spend at least $1,000 for clothing, equipment and supplies.

What can be done about these situations?

In regard to health, certainly there is ample justification for more adequate provision than exists at present. A Foreign Service career, in toto, is a health risk, for even though one gets by for years without a serious illness, the health hazard is likely to be cumulative over the years. An immediate step, which could be taken without too great difficulty, would be to extend to the members of a Foreign Service family all those benefits which are now payable only to the actual employee. Certainly, in the case of the Joneses, Susan's illness was as definitely a responsibility of the Foreign Service as her husband's would have been under the same circumstances. But I would be inclined to go beyond the present system entirely, and argue for a substantial health insurance policy for all employees.

The problem of education, I understand, is being given attention in draft legislation now in the works. I have not seen the proposed draft, but it is devoutly to be hoped that whatever finally is enacted by the Congress will make it possible for men and women who have been chosen for the Foreign Service at least partially because of their superior education to maintain comparable educational standards for their own offspring. Otherwise, persons of high educational attainments will tend to avoid the Foreign Service, for fear of not being able to send their sons and daughters to college. And it must be remembered that Foreign Service families nourish a natural desire for their children to have an American secondary school education, during the critical formative years, as well as to attend college. This means that the son or daughter must be sent back to the States at about 14 years of age and supported outside the household from that time on.

The outfitting problem is a stubborn one. I have been told that it would be out of the question for the Government to set up a revolving fund from which Foreign Service people could draw when outlays beyond their immediate re-

(*Continued on page* 40)

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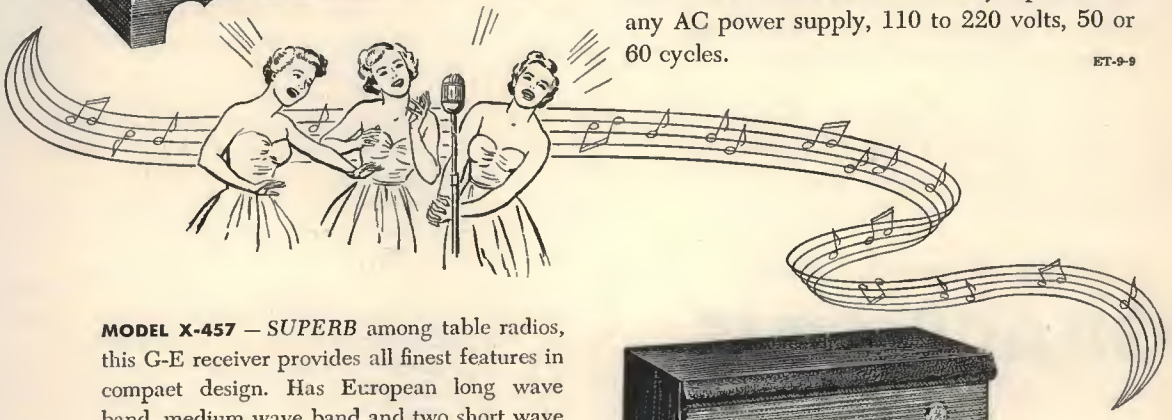


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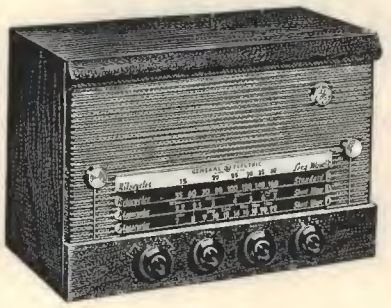
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FAMILY FINANCES

(*Continued from page* 38)

sources must be made. Yet something has got to be done. Not every family, perhaps, needs $2,000 at one shot, as do the Joneses. Yet sums of $1,000 to $1,500 are perfectly normal, and if one includes a car the total amounts to a figure well beyond that of Benjamin and Susan, who in their extremity did not even take their transportation needs into consideration. One possible solution would be to expand the present Department of State Employees Credit Union to permit it to make larger loans. If this is not possible, perhaps the Foreign Service Association could develop some sort of lending facilities if sufficient capital could be mustered. Or possibly some enterprising banker might he persuaded to enter the field on a liberal spread-the-risk hasis, without asking for airtight seeurity or high interest rates.

Whatever the solution, something has to be done to enable the devoted men and women of the Foreign Service to enjoy reasonable protection against the financial risks of serving the United States abroad. We decided long ago that we did not want the Foreign Service to be the preserve of the wealthy, hut to contain representative Americans without private means. Only if we are willing to equalize the diffieulties of foreign duty to the point where the person without outside income can be protected from extraordinary financial hazards can we hope to keep it that way. Certainly we do not want a Foreign Service which turned away from wealth and privilege a generation ago to fall prey in this new era to the crippling handicaps of financial anxiety.

GERMAN VISITORS TO THE U. S.

(*Continued from page* 17)

is always right, and amazed at the illustrations of this principle, such as the privilege of exchanging at a store unsuitable wedding presents.

Perhaps equally surprising to both Americans and Germans was the discovery that when German is spoken in restaurants, a waiter, hostess, or the manager frequently addresses the guests in German. This happened in the presence of the writer at least three times within five days.

One group of visitors expressed great satisfaetion about the friendliness of their reception after only a few days in Washington. Another group, who had completed a study tour of seven weeks, carrying them as far west as Wisconsin, showed the same pleasure about the American eagerness to help them in their task. A representative of this group was invited to address the legislatures at Madison, Wisconsin, and Lansing, Michigan.

Both of these groups were entertained in Washington at a dinner by the American Federation of Labor, and addressed by William Green, president of the Federation, Michael J. Galvin, Undersecretary of Labor, and also Dr. Steelman, the President's labor advisor. The Germans were especially pleased by Mr. Green's speech, which reviewed American Labor's aid in their struggle against communism, and promised continued support. Mr. Green's statement that eight million A. F. of L. members were behind them affected them visibly. The interpreter was inspired and instead of the usual, lifeless translation, the ring of his words in German carried the seriousness and sincerity of the A. F. of L. president. Those of the group who had completed their stay in the United States, and left immediately after the dinner for New York, were elated, and said on the way to the station, "Now we can tell those in Eastern Germany who sneered and called us Befehlsemphanger of the American Government, that the American people are behind us."

Two of the group of visitors who were driven past the Pentagon building were impressed not only with its size

(*Continued on page* 42)

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GERMAN VISITORS TO THE U. S.

(*Continued from page* 40)

but also with its functionally satisfying qualities.

At the National Airport, they marveled at the efficiency of the landing service when they watched a Constellation discharge, take on new passengers, and take off in about five minutes. While some of them knew the airlift operations, they were impressed to see the smooth handling of civilian aviation.

THE FUTURE OF CULTURAL EXCHANGE

Several changes in the Exchange Program are favored by the Advisory Committee on Cultural and Educational Relations with the Occupied Countries, which assists in the arrangements for German personnel coming to the United States, and prepares reports and recommendations to governmental and other agencies directly concerned. The committee considers visits of only six to eight weeks unwise, and considers stays of at least four to six months necessary to reach a fair understanding of America. Visitors brought to the United States by private organizations now usually remain three to four months, while the average government sponsored visitor is here for 90 days. It is also contemplated to give visitors more orientation to enable them to understand American conditions and problems. Kits containing informative material will be prepared and sent to Germany for this purpose. An English test may also be given persons selected to visit the United States to measure their ability to profit from the trip and to aid them in the objective evaluation of their knowledge of English.

OMGUS has recommended that during 1949-50 at least 1500 Germans should be sent to the United States. It is proposed that the program provide for:

(a) 600 young leaders, age 25-35, from religious, women's, labor, youth or other organizations.
(b) 500 teachers in elementary, secondary, vocational, teacher-training schools.
(c) 200 university students, preferably those who are in the early years of university education.
(d) 200 secondary school youth, age 16-18, to live and attend school in small American communities; to be adopted by a small community and to live with a typical American family during this period.

Like the Advisory Committee, OMGUS also recommends an orientation period in Germany, on the area in which groups seek enlightenment, before going to the United States, and a reconvening upon the return of groups to Germany.

NON-GOVERNMENT SPONSORSHIP

A recent OMGUS report states that one of the basic requirements for the success of the reorientation of Germany is the generous and early invitation to voluntary non-governmental organizations in the United States to participate in the program. Many groups and individuals are now contributing to make the cultural relations with Germany peaceful and permanent.

Seven oustanding German women are sponsored by the Carrie Chapman Catt Fund, which was created by the League of Women Voters. The group sponsored includes members of parliamentary bodies, writers, a lawyer, and has for its purpose the promotion of interest in government and public affairs among the mass of German women. The Oberlaender Trust has made grants of about 30,000 dollars this year for the benefit of specific organizations, including the Free University of Berlin. Many universities are coop-

(*Continued from page* 44)

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GERMAN VISITORS TO THE U. S.

(*Continued from page* 42)

erating, and about 190 Germans are now in American educational institutions. Many large organizations, such as the American Federation of Labor, the CIO, and the NEA, and also religious groups are participating as sponsors.

The backgrounds of the visitors to the United States vary as much as do their professional interests. But they have one thing in common: the will to create a democratic Germany. Many of them suffered persecution and privation during the Nazi regime because of their convictions.

Some of the visitors, who travel in groups, and have a detailed itinerary prepared for them, have expressed the wish to see more small communities, instead of only a few large cities. They have also reported some pull for their sympathies by different American interest groups. The Germans are well aware that they are here to observe and learn.

A member of the executive committee of the Independent Union Organization (U.G.O.) of Berlin, which opposes the Communist dominated unions, has summed up the impressions for his group, as follows: "We touched American ground with great expectations because all of us had heard and read much about conditions in this country at home. But we also felt some uncertainty. We did not know if we would find everywhere the necessary cooperation and help needed to accomplish our task. After all, only four years have passed since the horrors of the war ended. Today, after traveling in this country for seven weeks, we have the answer to all our hopes and doubts. We visited many factories and have come to know their operations and functioning. We have talked with people from all layers of the American society and discussed with them the problems of our times. We are happy to express our gratitude for the great sympathy, friendliness, and eagerness to help which we encountered everywhere. All this has made the strongest impressions upon us and we shall treasure these impressions when we have returned to Germany. This trip was a great adventure for us, and we, who are devoting our powers to the economic recreation of Germany, its democratization, and to social justice, have received new impulses, which will benefit the movement we lead. The following I want to make very clear: We enjoyed complete freedom of movement in this country; we were free to ask any question pertaining to our trip; and no matter what we asked to see or learn, our wishes were always satisfied. The leaders of the communist unions of Berlin, called us the helpers of the American monopolistic capitalists, and declared we were called to Washington to receive orders. Apparently they considered our trip in the light of their dependence upon the Communists' party, and compared our trip to that of the trips of their delegations which were called to Moscow to receive instructions and orders for their work in Germany.

"Our tour included stays in New York, Detroit, Chicago, Milwaukee, and Washington. We visited briefly Lansing, Michigan, and Madison, Wisconsin, as well as many other small and medium sized cities. In addition we saw a number of farms in the great plains, and were thus able to form a rounded impression of conditions in the northwestern states of U.S. Unfortunately the time, 60 days, allowed for our task is a relatively short period, but I believe we used our time to best advantage. We received powerful impressions as we viewed a great number of factories of the different American industries. Here science, technique, and manpower have brought the economy to its highest expression. It was especially gratifying for us as union representatives to learn of the extent and organization of American trade unions. Thanks to their activity and the natural

(*Continued on page* 46)

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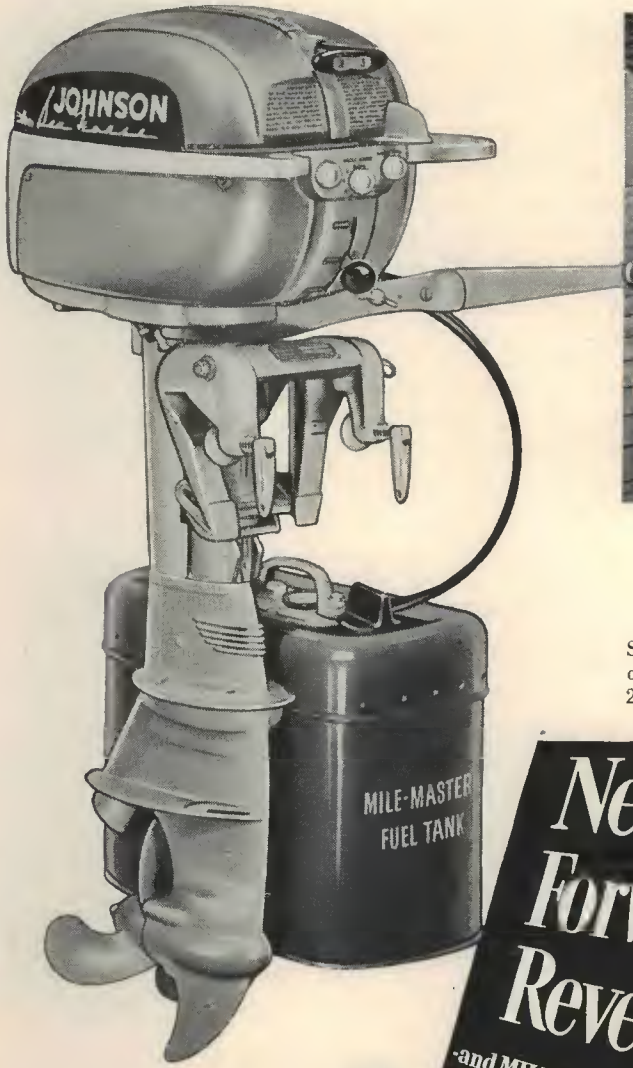
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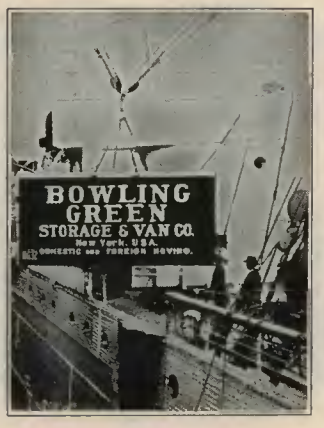
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GERMAN VISITORS TO THE U. S.

(*Continued from page* 44)

wealth of this country, American labor enjoys the highest standard of living, as we noted in visits to many homes. The inevitable comparison with conditions at home made us realize that we shall have to work hard and diligently to achieve a tolerable level at home. Toward this end, the visit to America has given us new courage and new strength. We leave American ground with feelings of deepest gratitude. Gratitude toward the Government which made this trip possible, and gratitude toward those organizations who gave us assistance, with whose leaders we have now established personal contacts. We are also grateful to the government authorities and administrative officials who gave us insight into social work, which we need at home for the handling of social problems."

TWENTY-FIVE YEARS AGO

From the Consular Bulletin of June 1924, the JOURNAL reproduces what it believes to be one of the earliest requests of an American Consul for a transfer, a practice still in vogue but now submitted, as will be obvious, in a totally different form.

The American Consul at Alicante, Spain, after having served seventeen years at that post, petitioned the Secretary of State for a transfer on December 17, 1793, as follows:

"Memorial of the Consul from the United States of America at the Port and District of Alicante, Spain, addressed to His Excellency, the Secretary of State. *Humbly representeth viz:*

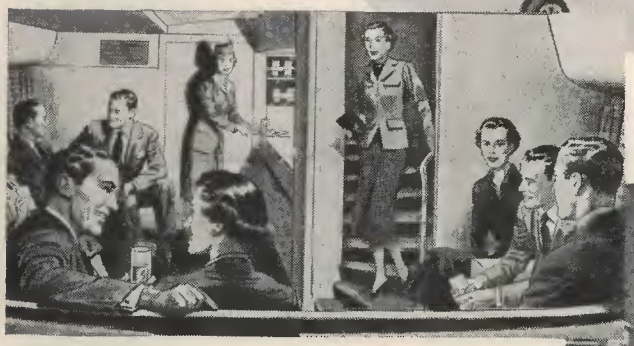
"That the said consul received the early parts of his education and knowledge of Commerce in Philadelphia; that he has resided nearly seventeen years in Alicante, and during that period he exerted his political knowledge and every talent he had in that line for the service of the United States, and was the very first of their citizens that the Court of Spain ever recognized, and protected him and his property. The Memorialist also laid the foundation for Peace with Morocco before any steps were taken by Congress for that valuable acquisition; he also had done as much with the Dey and Regency of Algiers; and which was not confirmed only from our Commissioners not getting forward before a truce was agreed on between them and the Court of Portugal; and that the Memorialist has expended much time and very considerable sums of money in making friends for the United States on the coast of Barbary, in acquiring information from thence and in procuring some alleviation to our fellow citizens at Algiers, and in supporting and sending home to America many of those who appeared in distress at Alicante during war with Great Britain for liberty.

"The Memorialist does not presume on any merit from the above, having therein only done his duty as a faithful citizen of an exalted country, but as he has been encharged to attend to our unfortunate Countrymen Captives in Algiers to procure for them every comfort and alleviation their unhappy state can admit of, and to acquire and transmit to the Secretary of State, every information possible respecting the operations of the Algerien forces, he humbly requesteth that Your Excellency will do him the honour of appointing him to the Consulate of the Regency of Algiers with the salary annexed thereto, and liberty of residing here until an accommodation takes place, for which he shall be truly grateful and unremittingly assiduous in complying with every part of his duty.

"The Memorialist has honour of subscribing himself with the greatest respect and esteem, Your Excellency's most obedient and humble servant.
Alicante, 17 December, 1793."



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EDITORS' COLUMN

(*Continued from page* 18)

erally be understood that only those who passed through the Staff College course would be eligible for the higher appointments. The course would in itself be devised to increase the economic and political knowledge of those who underwent it and you thereby get an élite drawn from the whole service from which, without invidious personal discrimination, the higher posts could be filled."

This idea, too, has its difficulties. To some extent perhaps the assigning of Foreign Service officers to the National War College runs with this suggestion, though for reasons already explained in the JOURNAL, an assignment to the War College, however desirable, is not considered a prerequisite to promotion to the higher ranks.

Whatever changes are made in the system, what the Service wants is assurance of impartiality, intelligence and imagination applied to the selection and promotion of officers who are to devote their lives to one of the most difficult professions—"the management of international relations by negotiation"—which the Oxford English Dictionary calls "diplomacy."

NEWS FROM THE FIELD

(*Continued from page* 23)

its staff of 45 persons, and a complement of U. S. Marines and native personnel. His profound knowledge of the political complexities of Tangier's international status, through all its various phases, is to be marvelled at. The treaty rights and positions of the United States and all other participating governments are at his fingertips, if not at the end of his tongue. He has in fact, actually assisted in the formation of many of the existing agreements currently governing Tangier, as a member of the American Delegation at the Paris Conference on Tangier in 1945, in Washington in 1939 and at Madrid in 1935.

Notwithstanding a serious illness in 1927 which confined him to bed for two and a half years, he continued with his advice and work, was often consulted on serious problems, and returned to his office in 1930 as though he had had a spell of measles.

His profound erudition, and the fact that in spite of the "powerful" language he can use in defending American rights, he has the heart of a true poet, with a delicate and sensitive perception, have won him respect, as his wit and jocularity and fidelity have won him affection. It is for such qualities, that we who know him for these and other attributes, feel that his award which reads as follows:

> "For superior service, notable achievement and exceptional loyalty and devotion to duty in his capacity as legal adviser and treaty expert to the Chiefs of Mission of the American Legation, Tangier, Morocco. The prestige of the United States of America in Morocco is in no small measure due to the alertness and help he has provided the Legation throughout his career, particularly as regards his unrivaled knowledge and application of the many international treaties governing the status of the Powers in Morocco."

is so justly merited.

MARJORIE L. FRIED.

ASUNCIÓN

April 20, 1949.

Marrying Ambassador

Nine marriages in three years. That is the record of Ambassador Fletcher Warren. Not, you understand, his personal record, but that of members of the Foreign Service who have taken the marital plunge while on his staff. (Note:

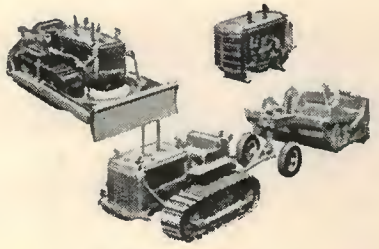
(*Continued on page* 50)



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NEWS FROM THE FIELD

(*Continued from page 48*)

This article has not been written at the request of the Division of Foreign Service Personnel in order to popularize Asunción, but it does seem that the news is of sufficient importance and of interest to "lonely hearts" within the Foreign Service to send to the JOURNAL.)

Ambassador Warren has held two Ambassadorial posts. From April 1945 to April 1947, he was Chief of Mission at Managua, Nicaragua, and from October 1, 1947 to date he has been our beloved Chief here in Paraguay. While in Managua, four marriages of personnel of the Embassy took place. Since the Ambassador's arrival in Asunción, three marriages have taken place, another is scheduled for May 17, and the engagement of still another Embassy officer has just been announced.

Looking back over this record, some people are beginning to inquire as to why cupid's arrow seems to hit when Ambassador Warren is around. Just what influence does the Ambassador have over personnel working with him which causes them to seek the bonds of matrimony?

Perhaps the most obvious answer and probably the real one is the example which the Ambassador and Mrs. Warren set for all of their staff. Those in the service who have known the Warrens will, I am sure, readily agree that this answer is probably correct. Their home—always open to any staff member—is an exemplary one, full of love and charm.

However, maybe it's not the Ambassador and Mrs. Warren, but just the posts themselves. Managua has long been noted for its torrid climate and Paraguay, of course, is known as "the land of women" and a bachelor's paradise.

In any event, the fact remains that the Warrens have steered nine couples in the space of three years down the road to marital bliss. I wonder if this record is topped by any other Chief of Mission who has served in posts the size of Managua and Asunción.

Bachelors, beware! Girls, form a line to the right for transfer to Asunción.

HENRY A. HOYT,

WARSAW

April 1, 1949

Differential posts which were closed during the war experience a strange phenomenon every two years: nearly the entire staff changes. This happened in Warsaw in 1947 and it is happening again this year. Last month we lost Public Affairs Officer Walter Schwinn and Foreign Service Clerk Lola Calverly to the Department, First Secretary Landreth Harrison to Paris, Assistant Air Attaché and Mrs. Freeman Bowley to Offutt Field, Nebraska, Third Secretary Malcolm Toon to the Department for Russian language training, and Foreign Service Clerk Florence Neverman to Baghdad where she will be the Ambassador's secretary. First Secretary and Consul General John Madonne also left last month for consultation and home leave.

This month Air Attaché and Mrs. Archibald Hanna are leaving for Bowling Field, Washington, Second Secretary Findley Burns for Shanghai, Second Secretary and Mrs. George Lister for the Department where George will study Russian, Third Secretary and Mrs. Jan Nadelman for Rome, and Administrative Assistant Jack Reilly for the Department.

There was one couple in the Embassy who had no expectation of leaving when they did or that they would have to leave so quickly. On March 17th the Foreign Minister informed Ambassador Gallman that Acting Public Affairs Officer Chester Opal was *persona non grata* because the Polish news bulletin published by the USIS in Warsaw had

(*Continued on page 52*)



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NEWS FROM THE FIELD

(*Continued from page* 50)

referred to Poland as a Soviet satellite. Chet was transferred to Rome and with his wife and three small children left Warsaw by car on March 31.

On March 29, Ambassador and Mrs. Gallman gave a large buffet supper in honor of the Opals and other members of the staff who are leaving this month. After supper a delightful piano concert was given by Elsie Lyon, the Counselor's wife, following which she played accompaniment to the fine tenor voice of General Services Officer Bob Ode and to a violin recital by Miss Charlotte Saikowski, a young American who teaches English and studies music at the University of Warsaw.

To fill the breach of those who have left or are about to leave Second Secretary and Mrs. Claude Hall have come from London, Second Secretary Maurice Rice from Rome, Col. and Mrs. John Eriksen, USAF, from the Ogden (Utah) Air Materiel Command, and Major Lawrence McNally, US AF, from Langley Field, Virginia. Expected to arrive within the next few weeks are Second Secretary and Mrs. Oliver Marcy from Athens, Second Secretary and Mrs. Thomas Bowie from Rabat, and Third Secretary John Gatch from Baghdad.

FINDLEY BURNS, JR.

THE HAGUE

May 4, 1949

A five-foot high, four-tiered birthday cake, bearing all kinds of unrelated symbols, and seventy-seven candles greeted Ambassador Herman B. Baruch on April 28, when the staff of the Embassy at The Hague gathered to wish him a happy birthday. After blowing out the candles — several puffs were needed — he replied to Counselor Loyd Steere's presentation by thanking his official family for its loyalty and affection, and then by dwelling on the story of his life, of which each tier of the cake portrayed a period. The bottom layer bore the seals of the United States and of the State of South Carolina, and chains connected them. The Ambassador spoke of his native state, and saw in the chains the symbols of the close bond which unites him with his three brothers, all living, the eldest being now eighty-one. The next layer reminded him of his medical career with its doctor's paraphernalia, modeled in chocolate. Above this, a smaller section of cake represented the days of finance, with its dollar sign and ticker tape. And, smallest in size but of greatest importance to him, he said, in his long and happy life was the little cake on top, decorated with the high hat of a diplomat, standing for the recent years. The statue of Liberty surmounted all, raising aloft the seventy-seventh candle.

Mr. Alan Valentine, chief of the Netherlands E.C.A. Mission, and other members of the Embassy spoke for their sections in terms of homage and gratitude for the Ambassador's gracious and able leadership.

HELEN GAUDIN

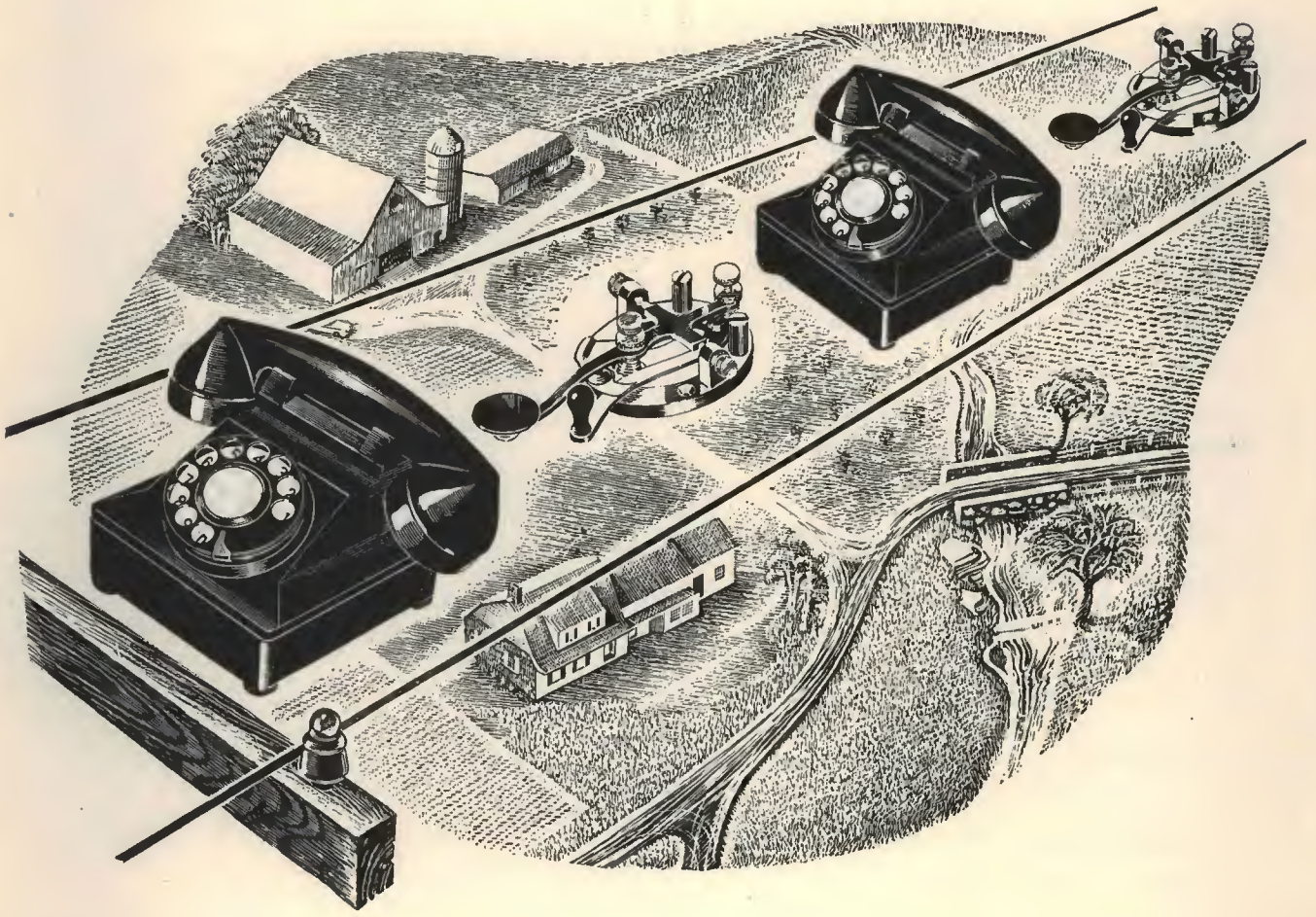
FOREIGN SERVICE RESIGNATIONS AND RETIREMENTS

Lawrence Armstrong	Retirement
Roswell G. Beverstock	Resignation
Jack E. Conner	Resignation
Josiah Marvel, Jr. (Ambassador)	Resignation
Anne M. Oehm	Resignation
General Walter Bedell Smith (Ambassador)	Resignation
Howard R. Stephenson	Resignation

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An announcement of October 1, 1947, concerning the plan has been sent to each post. If the office copy is not available, perhaps a colleague will loan his copy for perusal, or the Protective Association will be glad to mail one upon request. Application and Declaration of Health may be typed if blank forms are not handy.

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FOREIGN SERVICE CHANGES

(*Continued from page* 5)

NAME	POST FROM	POST TO	TITLE
Nolan, Thomas F.	Valparaiso	Asuncion	Vice Consul
Norden, Carl F.	Santiago	Buenos Aires	2nd Sec. V.C.
Nugent, Julian L., Jr.	Karachi	Dept. of State	FSO
O'Connell, Paul K.	Dept. of State	New Delhi	FSS
Ordway, John	Buenos Aires	Tehran	2nd Sec. Consul
Pagan, Aurea Luz	Ciudad Trujillo	Mexico	FSS
Paul, William E.	Milan	Bucbarest	FSS
Paxton, J. Hall	Tihwa	Hankow	Consul
Pell, Claiborne	Bratislava	Genoa	Vice Consul
Pepin, Harold T.	Montreal	Helsinki	V.C. (Admin. Officer)
Perry, Marley A. H.	Dept. of State	Frankfort	FSS
Pfeiffer, Harry F., Jr.	Yokohama	Dept. of State	FSO
Phelps, William W., Jr.	Habana	Oslo	3rd Sec. V.C.
Phillips, Elizabeth	Monrovia	Dept. of State	FSS
Phillips, Frank E.	Shanghai	Dept. of State	Courier
Phillips, George W., Jr.	Monterrey	Dept. of State	Consular Asst.
Pierson, L. Kate	Pretoria	Dept. of State	FSS
Pool, John C.	Budapest	Moscow	FSO
Pratt, James W.	Dept. of State	London	2nd Sec. V.C.
Propps, Herbert F.	Bern	3rd Sec. V.C.	Nanking
Rabenold, Ellwood M., Jr.	Genoa	Madrid	3rd Sec. V.C.
Radford, Joseph, Jr.	Munich	Bremen	V.C. (Screening Officer)
Reber, Samuel	Dept. of State	Rome	Counselor
Reeder, Arthur G.	Patras	Amsterdam	Vice Consul
Renacban, Thomas J.	Warsaw	Vienna	FSS
Riddle, Agnes	Dept. of State	The Hague	FSS
Riley, Clifton V.	Karachi	Baghdad	Disbursing Officer
Rivinus, Edward F., Jr.	Istanbul	Dept. of State	FSO
Roberts, Randolph	Haifa	Hong Kong	Vice Consul
Robinson, Harold D.	Shanghai	Port Elizabeth	Consul
Rockefeller, Edward C.	Guadalajara	Nanking	FSS
Rogers, Elizabeth L. S.	Bern	Paris	FSS
Rogow, Howard A.	Oslo	Asuncion	FSS
Rompatsakos, Nick L.	Warsaw	Reykjavik	FSS
Ronto, Jack W.	Budapest	Shanghai	FSS
Rosano, Emilia M.	Dept. of State	Ciudad Juarez	FSS
Ross, Grace	Paris	Bern	FSS
Ruff, Samuel O.	Frankfort	Munich	Vice Consul
Ryan, Herbert J.	Tel Aviv	Nanking	FSS
Ryan, William F.	Dept. of State	Moscow	FSS
Saunders, Gerald T.	Rome	Shanghai	FSS
Scarbrough, Bertha M.	Dept. of State	London	FSS
Schaben, Richard W.	Athens	Naples	Vice Consul (C.A.O.)
Schneider, Doris E.	Managua	Luxembourg	FSS
Scott, David	Bangkok	Patras	FSS
Scott, Donald F.	Rome	Nanking	FSS
Sedgwick, Cabot	Dept. of State	Bilbao	Vice Consul
Seibert, Elvin	Adelaide	Sydney	Consul
Shields, Eleanor M.	Shanghai	Dept. of State	FSS
Shinpoch, Amos M.	Athens	Shanghai	FSS
Shinnors, James A.	Frankfort	Hamburg	V.C. (Screening Officer)
Shrouf, Don H.	Cairo	Shanghai	FSS
Shugars, Rachel M.	Dept. of State	Munich	FSS
Siebens, Allen C.	Mukden	Stuttgart	Vice Consul
Simmons, John W.	Paris	Shanghai	FSS
Siracusa, Ernest V.	Guatemala	Dept. of State	FSO
Slade, Harold N.	New Delhi	Shanghai	FSS
Small, Patricia S.	Budapest	Milan	FSS
Smith, Archibald K.	Frankfnrt	Bremen	Vice Consul
Smith, Jane	Dept. of State	London	FSS
Smith, John N.	Mexico	Pernambuco	Vice Consul
Smith, Jule B.	London	Budapest	2nd Sec. ((Econ. Att.)
Smolik, Michael	Funchal	Dept. of State	FSS
Solana, J. Ramon	Winnipeg	Dept. of State	FSO
Sonneberg, Dorothy E.	Naples	Budapest	FSS
Sorensen, G. Karen	Dept. of State	Helsinki	FSS
Southerland, Charles S.	Dept. of State	Tel Aviv	Radio Operator
Spitler, James H.	Belgrade	Karachi	Vice Consul (Dist. Off.)
Steins, Kenedon P.	Asuncion	Guatemala	3rd Sec. V.C.
Stelle, Charles C.	Dept. of State	Nanking	1st Sec. (Attache)
Stellman, Helen T.	Dept. of State	Frankfort	FSS
St. John, George A.	Tehran	Chungking	FSS
Stolar, Carl R.	Ottawa	Shanghai	FSS
Stoopenkoff, Alexis A.	Guatemala	Ottawa	FSS
Supanick, Daniel J.	Dept. of State	Nanking	FSS
Surut, Jack	Dept. of State	Shanghai	FSS
Sutter, John O.	Dept. of State	Shanghai	FSS
Swanson, Raymond J.	Bucharest	Shanghai	FSS
Tanguy, Charles R.	Athens	Rabat	Vice Consul
Teitjen, Marilyn G.	Dept. of State	Lima	FSS
Thompson, John M., Jr.	Frankfort	Munich	Vice Consul
Toon, Malcolm	Warsaw	Budapest	3rd Sec. V.C.
Trueblood, Edward G.	Santiago	Nanking	'st Sec. (Chf.POA)
Treul, Vincent R., Jr.	Paris	Peiping	FSS
Updyke, Milton C.	Rome	Shanghai	FSS
Van Deurs, Sally	Dept. of State	London	FSS
Vasque, Don	Mexico	Nanking	FSS
Verity, Felix S.	London	Rio de Janeiro	Asst. Att. (Regional Security Off.)
Vermeulen, Jacobus J.	Managua	Hamburg	FSS
Vogt, Juana A.	Mexico	Dept. of State	FSS
Wardlaw, Andrew B.	Bilboa	Dept. of State	Vice Consul
Warner, Norman E.	Antwerp	Ciudad Trujillo	2nd Sec. V.C.
Watson, John G.	Athens	Shanghai	FSS
Wattis, Warren L.	Brussels	Shanghai	FSS
Weiner, Herbert E.	London	Sydney	Vice Consul
Weyer, William	Paris	Copenhagen	FSS
White, Malcolm H.	Paris	Shanghai	FSS
Wilford, Richard R.	Madrid	Naples	Vice Consul
Williams, Arthur R.	Niagara Falls	Agua Prieta	Consul
Williams, Jack S.	Rome	Dept. of State	FSS
Wilson, Deering E.	Baghdad	Sydney	Disbursing Officer
Wilson, Evan M.	Tehran	Dept. of State	FSO
Wilson, Lois M.	Bogota	Dept. of State	FSS
Windhorst, Harry H.	Haifa	Istanbul	FSS
Winship, Stephen	Kingston	Buenos Aires	3rd Sec. V.C.
Withers, Charles D.	Dept. of State	Dacca	Vice Consul
Woods, Fred L.	Dept. of State	Seoul	FSS
Wormser, Ferdinand E.	Nuevo Laredo	Shanghai	FSS
Wulff, Walter G.	Dept. of State	Amman	FSS
Yost, Charles W.	Vienna	Dept. of State	FSO
Zellermayer, Ethel	Berlin	Dept. of State	FSS

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