

# FOREIGN SERVICE

OCTOBER 1991

JOURNAL

\$3.50

# FAIRNESS



## IN THE FOREIGN SERVICE

**Defining  
Advantage**  
with John Owens  
on Preserving the  
Meritocracy

James Workman  
on **The Gender  
Benders**  
Ellen Rafshoon on  
**Opening a Door  
to the Blind**

# HOW SAFE IS 'SAFE'?



Moving is  
measured  
in days ...  
Storage  
means  
safety for  
years.

Immense storage facilities, the largest and finest in the Washington area assure around-the-clock care and security. For fine art collections, or valued household possessions, climate-controlled vaults are available with the ultimate in security devices. We believe we can earn your total trust and confidence.

**READ FOR YOURSELF . . .**  
**about our *Top Hat Service***  
Hundreds of original letters from  
satisfied customers available at  
our office.

# **INTERSTATE**

**EXCELLENCE IN MOVING & STORAGE**



5801 Rolling Road  
Springfield, VA 22152

1-800-336-4533, Ext 233  
or  
(703) 569-2121, Ext 233

# Your Position in the World Requires the Very Best Coverage...



" Thank you for your excellent service these past four years. I have always recommended your company to everyone arriving at post overseas. Your reputable business practices are greatly appreciated. "

## **Clements & Company Insures it.**



CLEMENTS & COMPANY

Specialists in Insurance for the Foreign Service at Home and Abroad  
1730 K Street, NW, Suite 701, Washington, DC 20006

Phone (202) 872-0060

Fax (202) 466-9064

Telex 64514

Cable Clements/Washington

# A F S A VIEWS

## EEO AND THE FOREIGN SERVICE

The Foreign Service is an *elite* institution. For this, our government and fellow citizens should be thankful. They charge us to deal with a dangerous, unstable world; they have a right to the best possible analysis, advice, and representation. Governments, like individuals, want to be represented by the best possible counsel where important interests are involved.

But the Foreign Service is not, thank heavens, an *elitist* institution. There is a world of difference between the two.

A truly *elite* Foreign Service will be maximally hospitable to equal employment issues. Members of an *elite* institution care for and help one another; relations between bosses and workers tend to be open, direct, mutually respectful and minimally encumbered by bureaucratic impediment. "Careerism" is diminished by the shared awareness of an important mission. The crisis embassies of L. Dean Brown, Nat Howell, Pete De Vos, and Jim Bishop come to mind—diplomatic equivalents of the U.S. Marines' recon battalions. An *elitist* service, on the other hand, is passively self-satisfied. When change is needed, it will make the minimal accommodations that politics, statistics, and its bosses' points of view require.

From the EEO standpoint, has our *elite* institution been sufficiently so? My experience as chairman of the Commissioning and Tenure Board, as a placement officer in the African Bureau, and as a contributor to and an executor of the Bremer Report, troubles me. The answer is not as clear-cut as I wish it were.

The Foreign Service has always sincerely and consistently worked for better EEO representation. But, at the same time, recruiting has not been robustly active enough to *assure* the results we sought. "Goals" were set, corners cut, and individuals hurt. What should one say about the recruitment of occasional individuals who lacked some of the skills needed to advance in the most competitive of all federal services? And who didn't receive the training, mentoring, and assignments they needed to develop and succeed? One would say that their treatment wasn't fair and square. That they had been recruited under false auspices. That they had been exploited.

Averell Harriman would sometimes end discussion of an issue with the show-stopping question: "Very good, but what are we going to do about it?" Here's the good news: speaking only of Foreign Service officers, whatever problems the department faces in seeking to implement its EEO goals are *easily* resolved. How could it be otherwise?

Consider this: were the service to recruit only 30 minority officers a year, it would more or less meet its goals. It would also be taking aim at no more than one out of each million of our total minority population. Whatever recruiting handicaps we may face, *is our service so unappealing that not one qualified minority per million can be found to join our ranks?* Shades of Abraham and the Cities of the Plain!

Our recruiting of minorities, however, must increase in magnification. We must focus not only on groups, but individuals. Minority candidates must be told more about the service and know that their applications are desired. They should get "invitations,"—our "open house" exam policy is not enough. We welcome the director general's effort to target students at "Historically Black Colleges and Universities" (see page 28). Similar approaches should be made to

(Continued on page 55)



### AMERICAN FOREIGN SERVICE ASSOCIATION

#### Governing Board

President: M'EMIGRAN,

State Vice President: WILLIAM A. KIRBY

AID Vice President: BRISGLIA DEL BOSQUE

USA Vice President: BERNARD HENSGEN

Retiree Vice President: CHARLES A. SCHMITZ

Secretary: TERESA CHIN JONES

Treasurer: JOSEPH HUGGINS

State Representatives: CATHERINE BARRY

PURCELL DELLY

HARRY GALLAGHER

ROBERT PERRY

BARBARA RITON X

AID Representatives: MICHAEL S. ZAK

WILLIAM SKIRNEY

USA Representative: LAUREN HALL

Agriculture

Representative: TOM HANBY

Retired Representatives: PATRICIA BYRNE

DANIEL McWHERRY

DONALD R. NORLAND

DAVID SCHNEIDER

Staff

Executive Director: SABINE SISK

Business Department

Controller: CATHY FREGLETT

Administrative Manager: SANDRA DOLGLAS

Executive Assistant: STACEY M. CLIMMINGS

Administrative Assistant: CHAMPA JARMIL L.

Legal Services

General Counsel: TERESA R. LEWIS

Legal Assistant: MARK W. SMITH

Law Clerk: CLIFFORD DALY

Member Services

Director: CATHERINE SCHMITZ

Representative: DEBORAH AL LEAHY

Membership Director: JANET L. HEDRICK

Professional Issues: RICHARD S. THOMPSON

Congressional Liaison: ROBERT M. BEERS

RICK WITTS

Director of Scholarships and Development: GAIL VOLK

The American Foreign Service Association, founded in 1924, is the professional association of the Foreign Service and the official representative of all Foreign Service employees in the Department of State and the Agency for International Development under the terms of the Foreign Service Act of 1980. Active or Retired membership in AFSA is open to all current or retired employees of the U.S. foreign affairs agencies. Associate membership is open to persons having an interest in or close association with the Foreign Service. Annual dues: Active Members—\$80-165; Retired Members—\$45-55; Associate Members—\$15. All AFSA members are members of the Foreign Service Club. Please note: AFSA dues and Legislative Action Fund donations may be deductible as an ordinary and necessary business expense for federal income tax purposes. Scholarship and AFSA Fund donations are deductible as charitable contributions.

AMERICAN FOREIGN SERVICE ASSOCIATION, 2101 E Street NW, Washington, D.C. 20037. Executive offices, membership, professional issues, scholarship programs, insurance programs, JOURNAL offices: (202) 538-4045. Governing Board, standing committees, general counsel, labor-management relations, member services, grievances: (202) 647-9100 • FAX: (202) 538-6820 • Foreign Service Club (202) 538-5730.

# FOREIGN SERVICE JOURNAL

OCTOBER 1991

VOL. 68, NO. 10

Editorial Board  
Chairman  
HOWARD SCHAFFER

RICHARD AHERNE  
WILLIAM BEECHER  
C. STUART CALLISON  
HELEN STROTHER FOUCHÉ  
JOE B. JOHNSON  
BENJAMIN LOWE  
DANIEL NELSON  
PHYLLIS OAKLEY  
HANS N. TUGH

"The Independent Voice of the  
Foreign Service"

Editor  
ANNE STEVENSON-YANG  
Associate Editor  
NANCY A. JOHNSON  
Assistant Editor/Advertising Manager  
JULIA T. SCHIEKEN  
Editorial Assistant  
DEREK TERRELL  
Design  
MARKETING & MEDIA SOLUTIONS

FOREIGN SERVICE JOURNAL (ISSN 0015-7279), 2101 E Street, N.W., Washington, D.C. 20037-2990, is published monthly by the American Foreign Service Association, a private, non-profit organization. Material appearing herein represents the opinions of the writers and does not necessarily represent the views of AFSA or the JOURNAL. Writer queries are invited.

JOURNAL subscription: AFSA Members -\$9.50 included in annual dues; others - \$40. Overseas subscription (except Canada) - \$50 per year. Airmail not available.

Second-class postage paid at Washington, D.C. and at additional mailing offices. Postmaster: Send address changes to FOREIGN SERVICE JOURNAL, 2101 E Street, N.W., Washington, D.C. 20037-2990.

Microfilm copies: University Microfilm Library Services, Ann Arbor, Michigan 48106 (October 1967 to present). Indexed by Public Affairs Information Service (PAIS). Advertising inquiries invited. The appearance of advertisements herein does not imply the endorsement of the services or goods offered. FAX: 202/338-6820 • TELEPHONE: 202/338-4045 or 338-4054.

American Foreign Service Association 1991

Cover:

Design by Caryn Suko



Assignment Louisiana ..... 28



Opening a Door to the Blind ..... 38

## FEATURES

- Speaking Out: Portraits in Diplomacy** ..... 13  
SMITH SIMPSON
- Yugoslavia: The Case for the Serbs** ..... 18  
MICHAEL MENNARD
- Postcard from Abroad: Return to Vietnam** ..... 24  
HOWARD R. SIMPSON

## FOCUS: FAIRNESS IN THE FOREIGN SERVICE

- Assignment Louisiana: Diplomat in Residence** ..... 28  
DAVID H. SHINN
- Defining Advantage: Fairness and the Meritocracy** ..... 30  
JOHN P. OWENS
- The Gender Benders: The Unofficial Quota System** ..... 34  
JAMES WORKMAN
- Opening a Door to the Blind: The Long Road to Post** ..... 38  
ELLEN RAFSHOON
- Books** ..... 42  
Richard J. Smith on ozone diplomacy; John J. Harter on oil; Daniel Newberry on consensus in foreign policy
- Diplomats in History: The Royal Elephant Hunt** ..... 47

## DEPARTMENTS

- AFSA Views** ..... 2
- Letters** ..... 4
- Clippings** ..... 8
- 50 Years Ago** ..... 12
- Foreign Service Quiz** ..... 12
- Despatch** ..... 15
- In Memory** ..... 49
- AFSA News** ..... 51
- Marketplace** ..... 62
- Real Estate** ..... 64
- Classifieds** ..... 67



## PUBLIC DIPLOMACY AND THE VOA

TO THE EDITOR:

The recent appointment of the experienced and highly regarded Henry Catto as the new director of USIA appears finally to augur well for the future of public diplomacy as a vital element of the U.S. foreign affairs process. . . . "Public diplomacy," he wrote to USIA employees on his first day in office, "is and must remain a component of all major U.S. government initiatives overseas."

In a concurrent development, the naming of a high-level presidential commission to make recommendations on the future organization of U.S. government international broadcasting consequently focuses on the role that the Voice of America fulfills in the public diplomacy process. It is important, I believe, to recognize that the Voice of America is indeed an indispensable vehicle for conducting public diplomacy—in some areas of the world the most important and virtually the only medium of communicating with peoples in otherwise closed and remote societies.

VOA has two assets that make it a particularly significant medium of public diplomacy: First, it is a globally respected and popular radio network that broadcasts comprehensive, authoritative, and independently reliable international news and information throughout the world. VOA's news independence is protected by law and has been a major factor in providing the audience credibility that it requires to make it an effective public diplomacy medium.

VOA's second major asset is its ability to transmit directly and immediately over great distances a balanced and comprehensive projection of significant American thought, culture, and institutions—as well as U.S. policies

and responsible discussion of these policies—to millions of radio listeners in specific countries.

There are many who believe that the Voice of America could do its job most effectively if it were part of a new independent broadcast authority like the BBC. As a former VOA staffer, I sympathize with these radio professionals' desire for bureaucratic independence from USIA. I believe, however, that the effectiveness of the U.S. government's public diplomacy would be seriously hampered if VOA were separated from USIA. To do its job well, VOA requires the close and mutually supportive relationship between the VOA broadcasters in Washington, the radio professionals in charge of, say, the Turkish, Indonesian, Korean, or Chinese broadcasts, and USIA's public diplomats stationed on the ground in those countries. The VOA broadcasters need up-to-date information and advice from the field to keep their broadcasts relevant and informative to their audiences, and USIA's public diplomats in the field need VOA's widely heard broadcasts as a tool in their efforts to promote U.S. policies.

In the interest of cost-effective U.S. public diplomacy, I believe that a symbiotic relationship between USIA and VOA should be retained.

*Hans N. Tuch  
USIA officer, retired  
Bethesda, Maryland*

## ISRAEL AND THE KURDS

TO THE EDITOR:

David Korn's essay: "Iraq's Kurds: Why Two Million Fled," omitted the widely reported role of Israel in support of the Kurds. . . . he must be aware of the facts or at least of the widespread perception of Mossad/CIA collaboration with Iran and the Kurds. If he believes these reports untrue, then that should have been stated. For that

matter, why didn't the editor raise this question?

*C. Patrick Quinlan  
Edina, Minnesota*

## THE EMBARGO REVISITED

TO THE EDITOR:

In Wayne Smith's rebuttal (August FSJ), he asserts that my comment on the Carter Administration's inchoate "dismantling of the Cuban embargo is simply rubbish." . . . It is certainly odd that he is not aware of all of the following reductions of the Cuban embargo during the Carter years:

- We started allowing commercial aircraft to fly to Cuba and Cuban commercial aircraft to earn dollars flying to the U.S.;
- We allowed U.S. subsidiaries in third countries to trade with Cuba;
- We allowed Cuba to earn dollars by permitting Cuban athletic and artistic performances in the U.S.;
- We gave Cuba some of the fishing rights of American citizens on the Grand Banks off New England;
- We made a maritime boundary agreement with Cuba, giving it valuable economic resources;
- We allowed some U.S. Treasury checks to go forward to private Cuban citizens;
- We allowed Cubans to open bank accounts in the U.S.; and
- We allowed Cuban tourist agents into the U.S.

*A. Dane Bowen  
FSO, retired*

*Lock Haven, Pennsylvania*

## GENERAL SERVICES HURRAH

TO THE EDITOR:

Finally, a hurrah for the GSO. Martha Brady's August article, "Confessions of a General Services Officer," and her examples are accurate and extremely appropriate. It is about time someone

# Make a diplomatic statement.



*The 1992 Crown Victoria: The sleek full-size with a modular V-8.*

Finally, a luxury sedan that combines power and style into a truly impressive statement. The 1992 Crown Victoria. Its sleeker, more aerodynamic design houses a quietly elegant and roomy interior. And with the modular V-8 engine, redesigned suspension, and available anti-lock brakes with Traction Assist, you'll have the authority to handle anything the road hands you.

But Crown Victoria is just one of the many vehicles available at special prices through the Diplomatic Sales Program. If you hold one of the official positions recognized by Ford Motor Company, you can have a new Ford within 60 days. From the Middle East to the Pacific Northwest, the Diplomatic Sales Program offers low prices on vehicles ranging from the luxurious Lincoln Continental to the redesigned Ford Taurus. Ford emphasizes quality and customer satisfaction, so the Diplomatic Sales Program couldn't be more convenient. We can accept orders by mail, fax, or in person. No matter where in the world you are, Ford Motor Company is dedicated to satisfying your needs. For more information, send the coupon below.

Ford NAAO  
Export Sales



Please send me information to purchase a new \_\_\_\_\_

WRITE TO: DIPLOMATIC SALES  
FORD MOTOR COMPANY  
P.O. Box 600  
28801 Wixom Rd.  
Wixom, MI 48393-0600  
Tel: (800) 338-5759  
Fax: (313) 344-6397

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ STATE \_\_\_\_\_  
COUNTRY \_\_\_\_\_ ZIP \_\_\_\_\_  
PHONE NO. (\_\_\_\_\_) \_\_\_\_\_  
area code  
FAX/TELEX NO. (\_\_\_\_\_) \_\_\_\_\_  
area code

wrote a "history" of the all too many daily stresses, crises, and tribulations of the overworked and frequently disparaged GSO (and staff) of the Foreign Service. . . . Unhappily, unless personalities and things have drastically changed over the years, personnel frequently take things for granted and on occasion look down on the "lowly" GSO and his staff.

From 1947-75, 25 years of which were in residence overseas, I was one of the many who started out and ran the gamut of FS staff positions and was, at one time, I am bound to say, a general services officer. I actually enjoyed my chosen field, enjoyed living overseas, and, using Lester's expression, "I enjoyed being useful."

Hopefully, this story will shed a favorable light on General Services personnel and they will gain an acceptable reputation, better status, respect, and an increased appreciation from their senior colleagues—and an occasional "thank you" for a job well done. No Foreign Service post could efficiently and competently function without the support services of the

Administrative Office. These areas should all be given the praise they so rightfully deserve—now, not after people have died or retired.

*Lewright B. Munn  
FSO retired  
Asheville, NC*

## ZAMZAM MEMORIES

To THE EDITOR:

Regarding your article on the S.S. ZamZam (50 Years Ago, August 1991), my late husband, Earl Thomas Crain, was at that time secretary of embassy in Madrid and I read the following in his diary of May 21, 1941: "Busy at the office all day and from 10:30 p.m. until midnight plotting a course of action to take care of the survivors of the S.S. ZamZam. It was decided that Haynes Clark and George Poland are to go to the frontier tomorrow."

On May 30: "Clark told us that 21 of the 'ambulance drivers' had told the Germans they were going to fight for DeGaulle—whereupon the Germans locked them up and they probably will not be able to return with the group to

the U.S. Arranged for a train to go to Hendaye to pick up ZamZam survivors."

My husband went up to the Spanish-French border several times to help U.S. refugees get through Spain and onto ships in Portugal. One group were prisoners of war (the Spanish Civil War!), whom he had sprung from concentration camps. I accompanied him on various trips to these camps—pretty grim.

*Agnes E. Crain  
El Paso, Texas*

To THE EDITOR:

My friend and classmate, James Crudginton, was on the ZamZam. He quit Princeton at the end of his sophomore year in order to get into the struggle against Germany. First he joined a Free French outfit that dispersed before it reached Africa. He then drove an ambulance for the British 8th Army in North Africa. When we finally got into the war, he enlisted in the army.

Jim came home after the war to finish his schooling, took a master's and a wife, then worked for the U.S. government. We were in Paris together in the 1950s. He was a charming, gallant man.

*John Hale Stutesman  
FSO, retired  
San Francisco, California*

## How to Buy Auto Insurance Overseas

There's really only one way. Select the agent who offers broad experience and a high level of repeat business. Experience that helps you avoid the pitfalls of a highly complex business. Repeat business that results from providing what's best for the customer - not the agent.

For 34 years **Harry M. Jannette, Jr. & Company** has provided *dependable coverage* with U.S. carriers to *thousands* of Foreign Service personnel worldwide. Thus, you gain the broadest U.S. terms and conditions and flexible value limits often not available from other insurance carriers.

- **WORLDWIDE COVERAGE** Fire, theft, comprehensive and collision protection are available at foreign posts.
- **U.S. AUTO LIABILITY** Available for short term on home leave, change of assignment, and new auto purchase prior to foreign departure.
- **FOREIGN LIABILITY** We suggest contacting your post on arrival. Local laws require specific limits and coverage. Pricing is normally best on site.
- **CONTACT US TODAY** Let us send you "The Embassy Plan" brochure. It contains all the answers about dependable coverage and low cost premiums.



### Harry M. Jannette, Jr. & Company

3530 FOREST LANE #305 Telephone: 214-350-5141  
DALLAS, TEXAS 75234-7955 FAX: 214-352-7022  
Or Call 1-800-256-5141



## SURVIVORS WANTED: QUERY

I am researching a book and would like to make contact with the American victims of the Japanese decoy operation with which they tried to fool the United States in the days before Pearl Harbor—the voyage of the Tututa Maru.

This was the Japanese luxury liner that was scheduled to take the last American and British residents in Japan back to the United States. She sailed on December 2, 1941, from Yokohama but never reached Los Angeles. Instead, she sailed in circles around the Pacific until the Pearl Harbor attack was completed and then returned the hapless passengers to the docks at Yokohama—and internment.

I would like to talk to any survivors of that incident.

*John F. Crossland  
17 Belsize Park Gardens  
London, NW3 4JG ■*

# WILL THE PRINTS YOU BOUGHT IN PRAGUE BE COVERED IN BOMBAY?



Some day, the pieces that stole your heart may be stolen from your home abroad. Chances are, if you bought your insurance overseas, you may not be covered for theft. And, if you were counting on the coverage provided by the U.S. Government Claims Act, you may be at a loss again. Because on paintings and pictures, including frames, the Government will only reimburse you up to \$500 per item, and \$3000 maximum per claim. On other items such as jewelry, furs, cameras and antiques, similar limitations apply.

What's more, the Government doesn't base reimbursement on what it would cost you to replace your articles. So you may wind up feeling as if you've been robbed twice. And, if you can't prove that you exercised "reasonable care" in protecting your goods, the Government might not pay you at all.

On the other hand, if you had the "all-risk" AFSA Plan—sponsored by the American Foreign Service Association—your insured possessions would be covered for the cost of their full replacement value and the issue of "reasonable care" would not be raised.

The AFSA Plan has been specifically designed for members of the American Foreign Service Association on active duty abroad. Through the Plan, you can also get comprehensive moving insurance, personal liability insurance, fire and catastrophe coverage, and itemized valuable articles protection.

So don't wait until your best loved pieces wind up in some unknown places. Call or send for your free brochure today.

**THE AFSA INSURANCE PLAN**  
*Don't go overseas undercover.*

The AFSA Plan is underwritten by Federal Insurance Company, one of the Chubb Group of Insurance Companies.

AFSA Desk, The Hirshorn Company  
14 East Highland Avenue  
Philadelphia, PA 19118  
Telephone: 215-242-8200.  
In Wash. D.C. Area: 202-457-0250

Please send me your free brochure that  
answers questions about overseas insurance.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_

AUTHORIZED EXPORTER

GENERAL  ELECTRIC  
-U.S.A.-

## GENERAL ELECTRONICS INC.

- REFRIGERATORS  FREEZERS
  - RANGES  MICROWAVE OVENS
  - AIR CONDITIONERS  DRYERS
  - WASHERS  SMALL APPLIANCES
  - AUDIO EQUIPMENT  TELEVISION
  - DISHWASHERS  TRANSFORMERS
  - COMPLETE CATALOG
- (Please check box)

Available for All Electric  
Currents/Cycles

Immediate Shipping/Mailing  
From our Local Warehouse

We Can Also Furnish  
Replacement Parts for  
Most Manufactures



### SHOWROOM

General Electronics, Inc.  
4513 Wisconsin Avenue, N.W.  
Washington, D.C. 20016  
Tel. (202) 362-8300  
FAX (202) 363-6538  
TWX 710-822-9450  
GENELEINC WSH

CLIP AND SEND FOR FREE CATALOG

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

\_\_\_\_\_ ZIP \_\_\_\_\_

CATALOG FOR:  Agency Use  Personal Use  
(Please check box)

Our Catalog is Sent to Administrative Officers,  
Embassies, and Consulates Throughout the World.



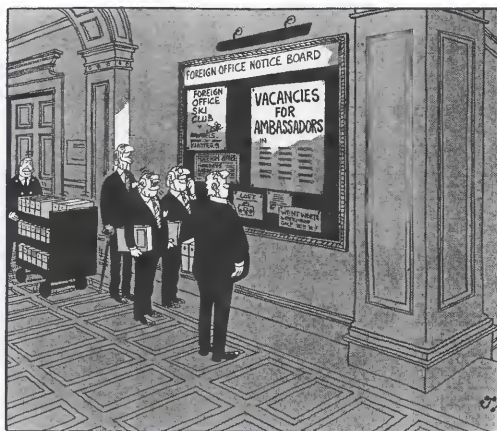
## NON-ABANDONMENT POLICY

PEOPLE, MAY 6, 1991

In the aftermath of the Gulf War, Nathaniel Howell has been hailed as the diplomat who stuck to his post and kept

greater concern, though the Americans did have 8,000 gallons in storage tanks. After digging a well, which took about 10 days, they had enough water for showers. . . . After the Iraqis shut off electricity to the compound on August 24, the fresh food began to rot, especially the dozens of frozen turkeys, which began to explode.

Mercifully, the Americans in the Kuwait embassy never came under fire. . . . And with every small triumph came huge psychological rewards, until the State Department ordered the embassy closed days before the shooting war started. "We came out



"Anybody know what the golf's like in Uzbekistan?"

the Stars and Stripes flying. When Iraqi troops cut off water and electricity to the embassy, Howell directed a masterful deception effort aimed at deterring a direct assault on the compound. . . . Howell, who is about to begin a year-long teaching stint at the University of Virginia and start work on a book about Kuwait, said, "They were going to think we would come staggering out at any time."

From the start, Howell excelled as a crisis manager. He organized groups to go out and forage for food and diapers for the 20 infants and toddlers in the compound. He also instituted a "warden system" . . . to keep tabs on Americans on the outside.

About the only edible thing in abundance at the compound was canned tuna, which provided adequate nutrition, if not satisfaction. Water was a

feeling very good about ourselves," says Barbara Bodine, who stayed with Howell until the end.

## PHONE DIPLOMACY FAILS

LOS ANGELES TIMES, AUGUST 21, 1991  
BY D. JEHL AND J. GERSTENZANG

The ubiquitous device that George Bush had elevated to an instrument of diplomacy became the lowly telephone again Tuesday, when a Kremlin receptionist told the president that his old friend Mikhail Gorbachev was not available to take his call.

. . . In trying to work his touch-tone diplomacy amid the Soviet crisis, Bush failed to reach the man who lost power, and he refused to speak to those now in control; but he managed to get through to Russian Republic President Boris N. Yeltsin, whose authority is imperiled.

... More than anything else, the ease and frequency with which Bush had been able to talk to Gorbachev demonstrated the extent to which the East-West relationship had changed over the last two years.

The sudden return to darker times has brought with it a reprise of the diplomatic style of days gone by, with the Soviet ambassador carrying to the White House a letter from his new boss, and Bush dispatching a new ambassador to Moscow to arrange whatever direct contacts with the Kremlin that the United States now chooses to make.

## ON THE SPOT

*THE NEW YORK TIMES*, AUGUST 21, 1991  
BY CLIFFORD KRAUSS

For Robert Strauss, the political chaos in the Soviet Union makes his mission as ambassador to Moscow far different from what he envisioned when he accepted the appointment two months ago. . . . Now the coup by hardliners has inspired questions of whether Mr. Strauss, who knows little about the Soviet Union and has only a smattering of Russian, is equipped to handle the very different challenges posed by the current turn of events. . . .

"He was an interesting and creative appointment," said Dimitri Sims . . . at the Carnegie Endowment for International Peace. "But this is the time for sophisticated reporting. Mr. Strauss is not a Soviet affairs analyst; he has no network of connections in Moscow."

## MISSION TO MOSCOW

*THE NEW REPUBLIC*  
AUGUST 16 & 23, 1991

For all the glad-handing Texas affability Mr. Strauss brings to dreary Russia, he is clearly a man out of his depth. The cult of the executive that flourished in the 1980s had led many . . . to believe that managerial talent can take the place of experience and substantive understanding. . . . a good staff is no real substitute for personal ability. . . . One problem for an amateur like Mr. Strauss is that he is in a poor position either to select or to judge the assistants who will be elevated in importance because of his own limitations.

## POINT MAN

*THE WASHINGTON TIMES*  
AUGUST 21, 1991

Robert Strauss, the newly sworn in

U.S. ambassador . . . now finds himself cast against type. To Washington, he is the ultimate deal maker, and President Bush picked him . . . to make deals—to grease the skids for U.S. commerce with the Soviet Union, to manage the flow of U.S. assistance, to encourage the emergence of a market-based economy.

Mr. Strauss now has a very different task. He will be the point man for communicating with the endangered democratic elements in the Soviet Union and for delivering a strong message to all parties in support of them. . . . [This] does not mean that Mr. Strauss is the wrong man for the job. . . . Mr. Strauss didn't become famous as a deal maker by making bad deals. U.S. terms are clear. Let him at them.

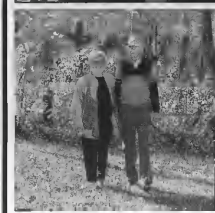
## ON THE SPOT II

*THE WASHINGTON POST*, AUGUST 23, 1991  
BY HOWARD KURTZ

One day after stepping down as U.S. ambassador to Moscow, Jack Matlock became one of the highest-paid talking heads on television.

During the short-lived Soviet coup, Matlock's New York agent contacted the networks and conducted what she described as an "auction" for Matlock's

Residents of The Fairfax  
Welcome Members of the U.S.  
Foreign Service



# Welcome to The Fairfax.

## Where convenience is taken for granted and essentials are assured!

When you move to your lovely apartment or cottage at The Fairfax, a whole new life begins to unfold. Not only will you be comfortable, safe and secure, you'll enjoy many amenities including social and cultural activities, delicious meals in our beautifully appointed dining room, and lighter fare in our homey Country Store. You'll also have the added benefit of being with neighbors who have shared your triumphs, joys and experiences.

Most of all... The Fairfax is a lifecare community so you'll have peace of mind knowing that if your health-care needs change for either the short or long-term, an on-site clinic, assisted living and skilled nursing are available.

To enjoy the many benefits of The Fairfax return the coupon or call (703) 799-1000 while there's still a selection of residences.

Yes! Please provide me with more information about The Fairfax.

NAME \_\_\_\_\_

RANK \_\_\_\_\_ SERVICE \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY/STATE/ZIP \_\_\_\_\_

PHONE ( \_\_\_\_\_ ) \_\_\_\_\_

MAIL TO: The Fairfax - 9140 Behvoir Woods Parkway, Ft. Belvoir, VA 22060  
(703) 799-1000 FS-SE-10XXI-P

**The Fairfax**  
A Marriott Lifecare  
Retirement Community  
Developed for the Army Retirement  
Residence Foundation Program

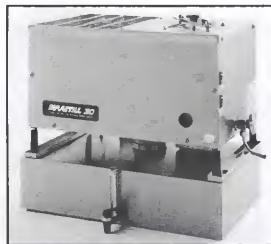
## EVERYONE DESERVES THE RIGHT TO DRINK PURE WATER

**Durastill** water purification equipment produces pure water through distillation.

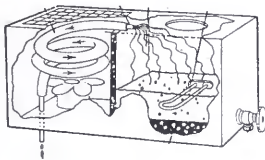
**Kills:** bacterial

**Removes:** chemicals, nitrates, heavy metals, lead, sodium, etc.

**Used worldwide:** in homes, offices, embassies, jungle outposts, etc.



Simple to use, economical, durable, all stainless steel.



### How Your Durastill works.

In the distillation process, water in the boiling tank comes to a boil, creating steam. The steam rises, leaving behind bacteria killed in the boiling process, as well as, chemicals, minerals and pollutants from the source water. The steam moves into the condenser coils where it is cooled by air and condenses to become pure distilled water.

**Write or call:**

**DURASTILL EXPORT, INC.**  
112 UNION ST.  
SO. WEYMOUTH MA 02190  
FAX: 617-340-0364 USA  
TEL: 617-337-7990

Special Discount to FSJ readers  
(References upon request)

exclusive services. The bidding kept escalating until it was won Wednesday by ABC News, which sources say agreed to pay Matlock about \$25,000 for 15 days' work over the next two months.

The deal isn't his only one. Random House announced yesterday that it has signed Matlock to write two books on his Soviet experiences.

### FIRST REPORT

*THE WASHINGTON POST*, AUGUST 20, 1991  
BY JOHN M. GOSIKO

The VOA and its Moscow correspondent, Mark Hopkins, broadcast what VOA officials believe was the first report of Gorbachev's ouster to get out of the Soviet Union. Since then, VOA officials said, they have been broadcasting 14 hours a day in Russian and for shorter periods in eight other languages.

At the Washington offices of Radio Liberty, which broadcasts from Munich, officials said they were broadcasting around the clock in Russian and for shorter periods in 11 other languages. Radio Liberty's sister station, Radio Free Europe, which broadcasts to Eastern Europe, is similarly intense in sending news reports to the Baltic republics. . . .

Since the breakup of the bloc and the emergence of democracy in much of Eastern Europe, questions have arisen about whether Radio Liberty and Radio Free Europe still are needed. A presidential commission is studying whether they and the VOA should be put under a single U.S. agency where the VOA would be the leader.

### GOBI SHANGRI-LA

*LOS ANGELES TIMES*, AUGUST 6, 1991  
BY JIM MANN

. . . Mongolia's Gobi Desert might not be everyone's foreign destination of choice. But to James Baker, this was Shangri-La. The Gobi has open spaces,

few people, no politics, and plenty of rare wildlife. . . . It's wonderful, just like Wyoming, observed Baker at one point.

The secretary took his traveling road show on an overnight visit to the Gobi (in late July). The trip was designed as a brief cooling-off point amid his Mid-east diplomacy and last week's summit meeting in Moscow.

It was like none of Baker's overseas stops. Ordinarily, the secretary rushes brusquely from capital to capital, demonstrating little curiosity in sightseeing, culture, or rest. It is not uncommon for him to have breakfast in Saudi Arabia, lunch in Jordan, and dinner in Israel.

The Gobi expedition was different. From the outset, it was labeled as tourism, not business. State Department officials traveling with Baker were required to pay \$350 if they wanted to go. . . . Aides stock-piled fruit and

bottled water for the trip. And a memo warned that the Gobi would not have all the comforts of home. "There are loads of flies . . . you may see scorpions." . . . When Baker and his party of about 30 arrived at a camp in the Gobi, the secretary and his wife were housed like everyone else in a Mongolian *ger* or *yurt*.

Baker was assigned No. 3, undistinguishable from the others and about 200 feet from the common bathrooms and cold-water showers. Still outside a nearby *yurt*, State Department officials set up a satellite telephone linkup, in case Baker needed to stay in touch with some world crisis.

The highlight of the outing occurred when Baker spotted a couple of ibexes. . . . The caravan stopped, and Baker, genuinely excited, stared at the animals through his binoculars. . . . Baker's public face, that visage of taut control and political caution . . . had changed. In moments of relaxation, the secretary of state looks like an ageless coot. ■

---

*"Human beings are like tea bags. You don't know your own strength until you get into hot water."*

---

BRUCE LAINGEN, SPEAKING IN *TIME* ABOUT BEING A HOSTAGE, AUGUST 26, 1991

# AFSA

---

# Your Voice

---

---

## Stateside and Worldwide

---

---

### AFSA Membership

- Please send membership information and application:

\_\_\_\_\_ Active: State, AID, USIA, FAS, FCS

\_\_\_\_\_ Retired: Foreign Service annuitant

\_\_\_\_\_ Associate: non-Foreign Service

- Please forward details on up-coming conferences:

- Please send insurance information:

\_\_\_\_\_ Personal Property and Transit

\_\_\_\_\_ Disability

\_\_\_\_\_ Accident

\_\_\_\_\_ In-Hospital Income

- Please change my address for the *Foreign Service Journal*:

American Foreign Service Association  
2101 E Street, NW  
Washington, D.C. 20037  
(202) 625-7153

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

# Dollar Diplomacy the American way

Come to American Service Center for diplomatic immunity from high prices. If you are on an overseas assignment, and carry a diplomatic or official passport, you can save on the purchase of a new Mercedes-Benz with U.S. equipment, shipped directly to the United States or for pick up in Stuttgart\*.

Contact Erik Granholm, our Diplomatic and Tourist Sales Manager.



**American  
Service Center®**

585 North Glebe Road  
Arlington, Virginia 22203  
703/525-2100  
FAX: 703/525-1430

\*Car must be imported into U.S. within  
6 months after taking delivery in Europe.



Mercedes-Benz-Registered Trademarks of Daimler-Benz AG,  
Stuttgart, Federal Republic of Germany



## ID Pass System for Department of State By EDWARD YARDLEY, DIRECTOR OF PERSONNEL PUBLISHED IN THE JOURNAL, OCTOBER 1941

On August 14, 1941, an identification pass system was instituted for the purpose of regulating the admission of employees and visitors to the Department of State buildings. . . . The tremendous increase in activities and personnel of the depart-

ment since the outbreak of the present war in September 1939 has necessitated the removal of several divisions from the department's main building [the Old Executive Office Building] to outside locations. At present this expansion of office space includes seven buildings [including] approximately 350 employees of the Visa Division and the Immigration Section of the Division of Communications and Records who occupy more than half of an apartment building at 515 22nd Street.

. . . The department decided to issue to each of its employees an identification pass, which bears the photograph and signature of the holder. . . . The pass,

which is made under a patented process, is encased in a transparent plastic cover. [They] are of three types.

Official callers are admitted only through the Pennsylvania Avenue entrance, where control desks have been

established, where "visitor passes" will be issued. While the daily roll of visitors sometimes reaches several hundred, ordinarily a delay of less than two or three minutes is encountered in procuring a pass.

. . . In establishing a system of this kind affecting, as it does, all persons entering or leaving the De-

partment of State building, it is only natural that a certain amount of inconvenience to individuals will result and that requests will be received for special considerations. The department has experienced no serious difficulty in this connection, however, and it has enjoyed complete cooperation in compliance with the regulations. ■

### FLASHFORWARD 1991

*Robert Strauss, newly sworn-in ambassador to the Soviet Union, returned from Moscow to find himself denied entry to the State Department—he didn't have a building pass. According to The Washington Post, the impasse at the reception desk finally was broken when Strauss called the Soviet desk.*

## FOREIGN SERVICE QUIZ

Answers on page 55

Which former secretary of State came under congressional investigation in 1846, and why?

(Hint: He served as secretary under William Henry Harrison, John Tyler, and Millard Fillmore, and he ran for the presidency in 1836 as a Whig.)

# SPEAKING OUT

BY SMITH SIMPSON

## Profiles in Diplomacy

**T**he public has an unusual relation with the poet," Randall Jarrell once remarked. "It does not even know he is there." This is also true of the relationship between the public and the diplomat. Should the public acquire a suspicion of the diplomat's existence from some news report, it hasn't the foggiest idea of why he exists or what he does.

This, of course, is one of the reasons why this country allocates less than 1 percent of its national budget to the diplomatic establishment and why presidents—and secretaries of State—refuse to take on the Office of Management and Budget for more adequate funding. One sometimes wonders if these officials view the diplomatic establishment as existing not to do but to do without.

The incessant rotation of Foreign Service officers reduces to sporadic fits and starts all efforts of the department and AFSA to overcome this "unusual relation." But on April 17, public television stations across the country began broadcasting an hour-long report on what Foreign Service officers do. Called "Profiles in Diplomacy: The Foreign Service of the United States," it is a realistic, insightful report—not complete by any means, for an hour is only an hour, but a first-class cross-section of what the service does and what kind of people comprise it.

The brainchild of Diego Asencio when he was executive director of the Una Chapman Cox Foundation, the film idea was brought to fruition by the foundation's current executive director, Roy Atherton. Funds from the Cox Foundation, other foundations, corporations, and individual contributors, including retired Foreign Service officers, made possible what is truly a milestone

in the history of the Foreign Service. Especially helpful, therefore, was the Cox Foundation's audacity in using "diplomacy" in the documentary's title.

The documentary highlights seven very dynamic Foreign Service officers. The portraits include two ambassadors—Melissa Wells in war-mauled Mozambique and Thomas Pickering in insecure Israel—and an officer assigned to the danger-ridden Narcotics Control Program in Peru, along with a vice consul issuing visas and protecting American citizens, a USIA officer in East Germany, an executive assistant to the deputy secretary of State, and her young protégée, a watch officer assigned to the department's Communications Center. Missing were a political officer (unless one accepts an ambassador as such), and an economic-commercial, A.I.D., and administrative officer. In view of the fact that, as in the Armed Forces, the front line of a diplomatic organization can do its job only with adequate resources, the last omission was particularly regrettable.

Somehow, the organizational-managerial dimension of contemporary diplomacy is eluding us, and the documentary only reaffirmed that elusiveness. There should have been at least a reference to it in describing the work of the ambassadors, who, these days, must be managers.

Of the seven portraits, three were of women and four of people from minority groups—two black and two Hispanic. At least three were foreign-born. This says something about the gradual evolution to a melting pot—one hopes a melting pot of excellence.

Spouses came in for recognition: one was the husband of Melissa Wells, himself a former Foreign Service officer, then putting his architectural talents to work helping natives of Mozambique to

build more adequate housing from indigenous materials. His work shows how spouses, if they are up to it, can enhance both the diplomatic process and the marital partnership. Another spouse was the wife of the USIA officer, described as having "a job in the embassy." She presents her view of a diplomat's wife this way: "Having a job helps immensely. I can't see myself being a career wife, and Peter [her husband] has never tried to force me into that role."

The service and the needs of wives may have changed, but it would have been more balanced and insightful to counterpoise the working spouse's view with that of a "career" wife who looks upon her husband's commitment to diplomacy as an opportunity for advancing her country's interests and promoting peace.

One of the realistic features of the documentary was its portrayal of officers of less than ambassadorial rank, thereby drawing attention to the contribution made to the diplomatic process by all officers, of every rank, of every function.

Several times the documentary points out that, in the words of Robin Hinson-Jones, executive assistant to the deputy secretary: "Diplomats in the field have tremendous input in the decisions that are made in Washington." This is not just by providing information, as the narrator seems to suggest, but in tactical and strategic advice. It would be well to make that point clear in any follow-up documentary.

Indeed, costly though such productions are, one hopes this will not be the only one on the Foreign Service. There is much more to be said, including on the close connection between it and national security and the saving of American lives. Perhaps the quality of

Ev Taylor, retired Department of State Foreign Service Officer, is now with Money Concepts International. This financial planning organization offers a full range of financial products and services including:

- Mutual Funds\*
- Limited Partnerships\*
- Stocks and Bonds\*
- Variable Annuities\*
- Hard Assets
- Life Insurance
- Educational Seminars

We will provide you with a personal, comprehensive financial plan that will match your **investment objectives and risk tolerance level** with specific **recommendations geared toward reaching those goals.**

Special attention given to:

- ✓ Retirement Planning
- ✓ Minimizing Tax Liabilities
- ✓ Portfolio Diversification
- ✓ Balanced Capital Accumulation

\* Equity products marketed through International Financial Services Capital Corp., member firm NASD.



Everard S. Taylor

For more information or an appointment:

**Contact Ev:**  
**1523 King Street**  
**Alexandria, VA 22314**  
**(703) 684-1277**



## SPEAKING OUT

this documentary will persuade corporations with overseas interests to assist in the funding of not just one follow-up production but a series.

The video is being offered for purchase to high schools along with a *Teacher's Guide* and *Instructor's Notes*. In the latter, the essay on "The Changing Role of the Foreign Service" by John Goshko is well crafted, insightful, and compact, although one would have liked at least some reference to the service's connection with the nation's security. Robert Greenberger's essay on "U.S. Foreign Policy and the Role of the Foreign Service" is far less satisfactory. Diplomacy, not foreign policy, is the documentary's theme: the essay is pockmarked by misleading statements, which detract from the value of the guide. For instance, Greenberger describes much of the work of ambassadors and their staffs as "routine." I defy him to find anything "routine" in unearthing information in an environment of different history, culture, and value systems from one's own; answering questions in that environment concerning the United States; counteracting disinformation; removing doubts; allaying suspicions; lubricating frictions; promoting trade and ironing out competitive problems; and protecting American citizens; all the while alerting one's government to upcoming problems and crises and suggesting what can be done about them.

When one speaks of diplomacy and diplomats, there comes into many people's eyes a far-away glaze, as though diplomacy were beyond their horizons, involving people they will never meet, who do things of no imaginable concern to them. Such people should take a look at "Profiles." And I hope there will be more "Profiles" for them to look at.

Those who missed the broadcast can purchase a videocassette for \$29.95, plus a shipping and handling charge of \$8.50, from PBS video, 1320 Braddock Place, Alexandria, VA 22314-1698. ■

*Smith Simpson is a retired Foreign Service officer.*



# IN ARLINGTON



BALLSTON  
 1-800-4-CHOICE

*National Winner  
 Comfort Inn Of The Year*

- Centrally located
- Walk to subway

- Restaurant/Lounge
- Gift Shop
- Cable TV, Remote Control
- Pay-Per-View Movies
- Refrigerator add \$2 per day
- Ballston Common Mall Nearby
- Tours Depart Lobby Day/Night
- Non-Smoking Rooms Available
- Children under 18 stay FREE.
- Good neighborhood

### FOREIGN SERVICE SPECIAL RATE

<b>\$63*</b> <small>Mar 17 to June 25 Sept 15 to Nov 19</small>	<b>\$53*</b> <small>June 26 to Sep 14</small>	<b>\$43*</b> <small>Nov 20 to Mar 14 1993</small>
--	--	--

- Rates good everyday for stays of 7 days or longer.
- These rates always available, show ad to receive rate, 2 - 4 people.
- Rates quoted above already include government discount.

1211 N. Glebe Rd., Arlington, VA 22201  
 (703) 247-3399 or FAX (703) 524-8739

# DESPATCH

## Opportunity and Fairness

This issue of the *Journal* focuses a questioning and critical eye on fairness in hiring and promotion in the Foreign Service, and the articles are certain to provoke controversy among AFSA's membership. The *Journal's* Editorial Board and staff undertook coverage of this issue with some hesitation; one hates to join the current conservative jeremiad for the besieged white male, who has long profited in the service from pervasive social attitudes and policies favoring him over women and minorities.

Why dedicate articles to modest and temporary adjustments being made to correct for massive social inequalities? Some would ask whether it would not be more constructive to examine how privileged groups gain advantage by taking expensive preparation courses for the exam, being able to afford lengthy stays in elite graduate schools, then, once in the service, depending on the mentorship of superiors with similar backgrounds and outlooks.

Simply put, we are undertaking an examination of this issue because it greatly concerns Foreign Service people—whether for or against preferential policies for disadvantaged groups. The service has come under attack not only by those concerned about greater representativeness, but by legislators and government officials who would disband A.I.D., reduce the scope of USIA, and assign the consular function at State to the Immigration and Naturalization Service. Although the Bush Administration has racked up a good record on appointing career FSOs to ambassadorial posts, a number of appointments have been indefinitely delayed by members of the Senate Foreign Relations Committee with ideological axes to grind. Meanwhile, many political officers feel the influence of their

reports and analysis is waning.

Amid this informal and patchwork reassessment of the Foreign Service's role, the equal opportunity program contains its own subtext: an effort to emphasize the Foreign Service's representational functions and downplay its analytic ones. If candidates for the service first and foremost should reflect America's diversity, rather than perform at superlative levels on tests of political and economic knowledge, that implies a shift in the service's role. It may be a desirable one. But if such a shift is undertaken, it should be done deliberately and explicitly.

The concern over equal opportunity programs has a sadder dimension, however. The up-or-out system, time-in-

class rules, and desperately competitive assignment process breed a personnel system in which officers must compete to maintain their livelihoods, for the economy at large has little appreciation for the broad linguistic, managerial, and analytic skills acquired in the service. As a character in Martha Brady's story, which appeared in the August *Journal*, commented to her husband about FSOs preparing for early retirement, "What can they do? Open a diplomacy store?"

That sort of competition makes it harder to gracefully accept missing out on a promotion, when a competing candidate's sex or ethnicity may have provided the razor-thin edge. We hope this issue of the magazine will stimulate debate about how best to promote genuine fairness, and how to do our part in ameliorating deep patterns of discrimination.

## Asking what they can do for our country

In science fiction, heroes sometimes have antipodes: characters who are the heroes' doubles, their good-luck doppelgangers, living on the opposite side of the world, with whom they may never come into contact.

The Peace Corps has picked up its own doppelgangers, "reverse" Peace Corps volunteers who came to the United States in the 1990 pilot program for the Foreign Volunteer Intercultural Program (VIP). Through the program, volunteers Ester Boszormenyiova of Czechoslovakia and Charles Hutchinson of Ghana spent a summer in Boston working in soup kitchens, a homeless shelter, an inner-city day camp, and with the elderly. The program was financed by \$6,000 in private donations. According to press accounts, both volunteers were shocked by the extent of American poverty. Boszormenyiova said she was also impressed with the U.S. tradition of

volunteerism, which she hoped to help implant in her native country.

Former Peace Corps volunteer Tracy Mathieu of Washington started the VIP program, to provide community service in needy areas, train foreign volunteers in skills they can use at home, and "expose Americans to a global perspective on common world problems." Mathieu is hoping to recruit 100 volunteers in 10 different states for 10-month tours in 1992-93. The volunteers would receive air fare and stipends of \$1,000 per month, and most would board with the families of former Peace Corps volunteers.

The VIP program is not the first "reverse Peace Corps" effort. Since 1964, VISTA (Volunteers in Service to America) has been recruiting American volunteers for service in impoverished areas of the United States. From 1966-68 the Peace Corps recruited foreign volunteers

## DESPATCH

for VISTA, but the program was discontinued by Congress.

Mathieu hopes the Foreign Service and the Peace Corps will help recruit VIP volunteers, perhaps as part of the USIA Visitors Program. She has applied to A.I.D. for recognition as a "private volunteer organization," required in order to receive A.I.D. grants. Those interested in the program can contact Mathieu at 3315 O Street, N.W., Washington, D.C. 20007, Tel: 202/342-0979.

### Toss-out culture?

The sixties were a rough-and-tumble decade, full of action, short on premeditation. It seems fit that the Kennedys made touch football the nation's unofficial sport.

In the kinder, gentler decade we have a more genteel sport, one that conjures long, green lawns at dusk and unhurried players in trousers and cardigan sweaters lobbing their horseshoes with graceful sweeps of the arm. Horseshoe pitching, though it lacks the all-

inclusive, hale fellow well met style of a good game of football, potentially has the patrician appeal of lawn tennis.

If populists would wish for a more exuberant sport to associate with our nation, they can nevertheless take consolation in the game's carry-along appeal for some foreign friends. Former Ambassador to Niger Robert Ryan, the U.S. Embassy in Lome, and other sponsors introduced horseshoes to Togo in 1980, donating 15 sets, instructions on the rules of play, and their blessings. A few replacement sets were donated a couple of years later. While the sponsors turned their attention elsewhere, Togoans developed an appetite for horseshoes. According to *Newsline*, published by the National Horseshoe Pitcher's Association, so many people applied for membership in the Togo Horseshoe Federation that horseshoes could not be found to go around.

Ambassador Ryan came to the rescue again, and, with officials of the U.S. Horseshoe Pitchers Association, started

the Togo Horseshoe Project, which promptly shipped 50 sets of shoes. Ambassador Rush Taylor organized a ceremonial horseshoe donation on the embassy grounds and had a horseshoe pit dug for the occasion. The ceremony received television, radio, and press coverage, prompting one to wonder whether anything else is going on in Togo. Ryan wrote to inform us that Togoans are not alone in their love for the sport, however. He says that the United States has 20 million horseshoe pitchers, and the game is also played in Australia, Japan, Honduras, Italy, West Germany, and South Africa.

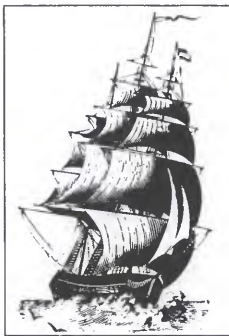
Anyone wishing to provide similar assistance to his/her host country can write Ambassador Robert J. Ryan at 216 Grill Circle, N. Daytona Beach, FL 32019.  
— ANNE STEVENSON-YANG

*Readers should note that the Despatch column reflects the views of its author and not of the Foreign Service Journal's Editorial Board.*

## UNWIND WITH THE WIND

Sail a tranquil sea of turquoise to treasure islands rich with emerald trees and falls of diamonds. Sail a tall ship, and let the winds take you and cares forsake you.

6 & 13 Day  
Cruises from \$675.



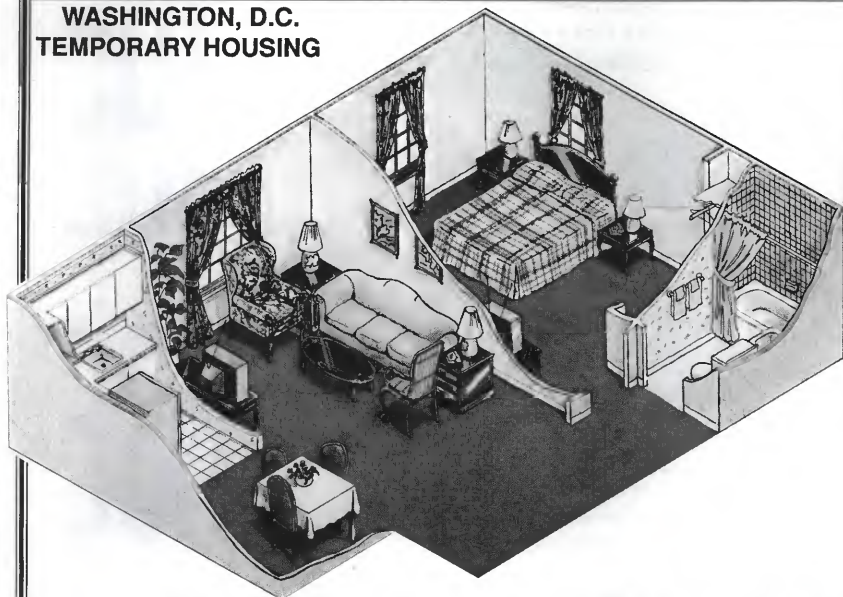
For your free Great Adventure Brochure write: Windjammer Barefoot Cruises, P.O. Box 120, Dept. Miami Beach, FL 33119. Or call toll free: 1-800-327-2601.



**Windjammer**  
Barefoot Cruises, Inc.

#4998

WASHINGTON, D.C.  
TEMPORARY HOUSING



GOVERNMENT  
PER DIEM RATES  
ACCEPTED FOR 1-90  
DAYS.  
CALL OR WRITE  
TODAY  
610 BASHFORD LANE  
ALEXANDRIA, VA.  
1-800-535-CLUB

## *Our Suites Are Worth More Than 1000 Words*

Our suites offer rentals nightly, by the week or by the month. Perfect for training, for reassignments at F.S.I., special assignments in the Washington, D.C. area or "coming home or home leave!" We feature a warm, hospitable setting complete with daily maid service, a fully equipped kitchen with all appliances and dinnerware, separate bedroom, 2 televisions, outdoor swimming pool, and complimentary continental breakfast Mon.-Fri. A complimentary shuttle to the metro, makes Rosslyn and Foggy Bottom only minutes away. All this in beautiful, historic Alexandria, or Arlington, Virginia. These are some of the reasons why we truly are,

*"Your Home Away From Home!"*

**The superior environment offered by  
*The Executive Club* is obvious without  
1,000 words!**

# *The Executive Club* *The Real Suite Hotel*

ARLINGTON  
Adjacent to Fort Myer

ALEXANDRIA  
1 mile south of National Airport

ROSSLYN  
Arlington, Blvd.

**FOR RESERVATIONS AND INFORMATION CALL: 1-800-535-2582**

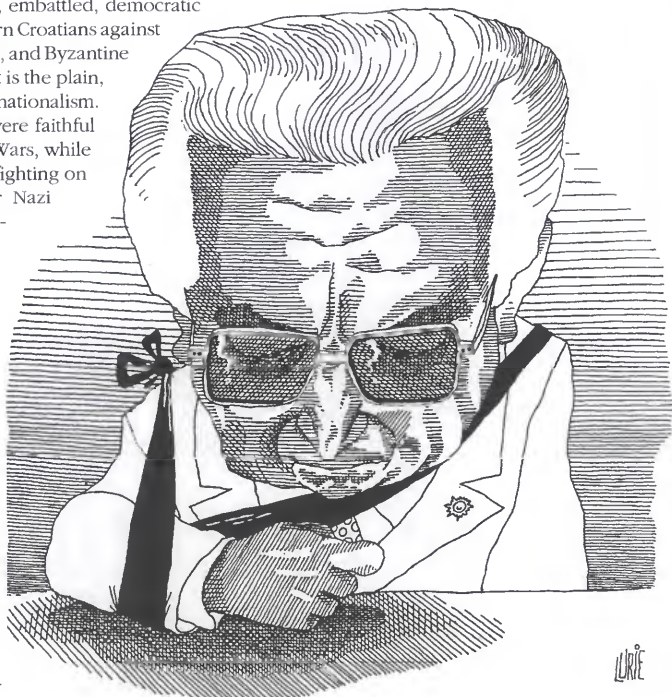
**S**tephens Sestanovich's article "The Diplomatic Mistake That Made Yugoslavia" (*July Journal*, pp. 11-12) offers a comprehensive picture of the messy Yugoslav situation, a thankless job, to say the least. Unfortunately, the article fails to explain why Yugoslavia's first incarnation, established in 1918 as the Kingdom of the Serbs, Croats, and Slovenes, was such a failure after only 23 years. Instead, the story revolves around the bullying Serbs on the one hand and the poor, suffering Croats and other Yugoslav ethnic groups on the other. But the problem is not so simple.

Sestanovich adopts a somewhat cavalier approach to the entire Yugoslav problem. Without saying so outright, he paints the Serbs as somehow "different" and unwilling to trust the Croats. Nothing is said about Croats who sold out to Nazi Germany, helped destroy Yugoslavia, and caused untold suffering to the Serbian minority of about 2 million living in Croatia at the time. The Serbo-Croat problem, though difficult for outsiders to understand, is directly responsible for the current Yugoslav debacle.

### Plain old nationalism

The conflict between the Croats and the Serbs is often presented as a confrontation between the struggling, embattled, democratic forces of freedom-loving and pro-Western Croats against the Communist, totalitarian, imperialistic, and Byzantine Serbs. It is nothing of the sort. Instead, it is the plain, old struggle known in history as Balkan nationalism. Few people remember that the Serbs were faithful allies of the United States in two World Wars, while the "Western-oriented" Croats were fighting on the side either of Austria-Hungary or Nazi Germany. The Nazi puppet, the Independent State of Croatia, even found it necessary to declare war on the United States, a declaration that was never repealed.

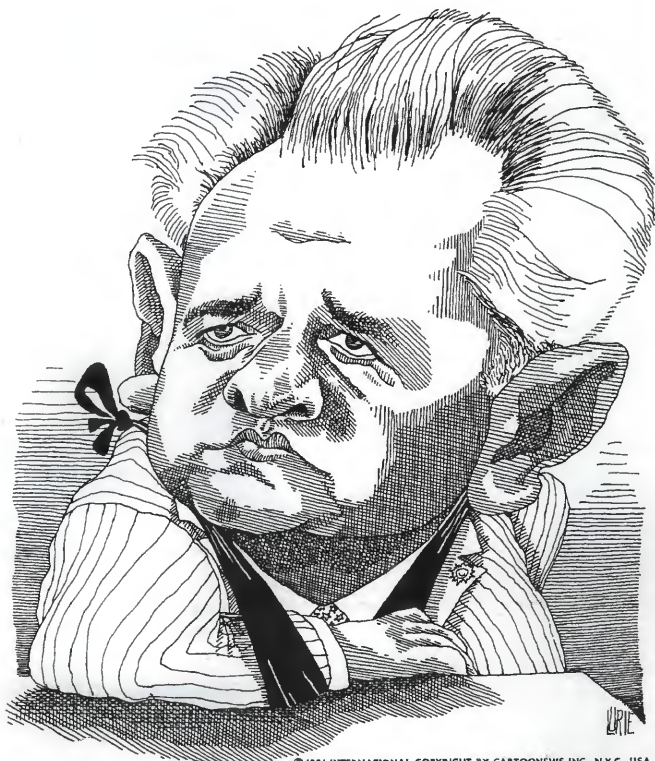
The Serbs and the Croats lived for centuries in Austria-Hungary, side by side and intermingled. As early as the middle of the 15th century, Serbian freedom fighters and their families were driven into the Military Region (*Vojna Krajina*), or *Krajina*, as it is now known, before the onslaught of the superior Turkish forces following the fall of Bosnia. The Hapsburgs encouraged both Serbs and Croats to settle in this border region in an effort to establish a zone of defense against the Turks. As they had done elsewhere, the Hapsburgs manipulated the Catholic Croats against the Eastern Orthodox Serbs.



©1991 INTERNATIONAL COPYRIGHT BY CARTOONNEWS INC., N.Y.C., USA

Croatian President FRANJO TUDJMAN

# FOR THE SERBS



© 1991 INTERNATIONAL COPYRIGHT BY CARTOONNEWS INC., N.Y.C., USA  
**Serbian President SLOBODAN MILOSEVIC**

The rivalry between the two grew rapidly and at times became bitter and hostile. In the 19th century, Croatian philosopher and politician Ante Starcevic, known for his radical views, denied the very existence of the Serbian people. In two of his many pamphlets, entitled "The Name Serb" and "The Slavo-Serbian Breed in Croatia," Starcevic described Serbs as "Gypsies" and "Albanians" (then, as now, considered insulting terms in Croatian) "an alien stock," "less than human," "a dirty, evil breed." He suggested that "one-third of the Serbs should be killed, one-third converted to Catholicism, and one-third forced to emigrate."

Starcevic, whose influence in Croatia in the second half of the 19th century was pervasive, is still regarded as the father of the Croatian nation. He founded the Croatian Party of the Pure Right, which became an inspiration and an ideological home of the 20th-century Croatian Ustashe movement. The Party of the Pure Right still exists and remains active in Yugoslavia. Not surprisingly, Ustashe and a generation of Croatian intellectuals and politicians still use the same terminology as their ideological father.

An interview with Croatia's current President Franjo Tudjman published in *The New Yorker* on March 18, 1991 invoked this scurrilous tradition. Speaking about the Serbo-Croat problem, Tudjman said: "Croats belong to

a different culture—a different civilization—from the Serbs. . . . Croats are a part of Western Europe, part of the Mediterranean tradition. . . . The Serbs belong to the East. They use the Cyrillic alphabet, which is Eastern. They are an Eastern people, like the Turks and the Albanians. They belong to the Byzantine culture. . . . Despite similarities in language, we cannot be together." Tudjman has also been widely quoted by Croatian newspapers as saying he is elated whenever it occurs to him that his wife is neither a Serb nor a Jew.

Thanks to Starcevic and his disciples, Croats have never felt comfortable in post-World War I Yugoslavia. As soon as they realized that their Austro-Hungarian experience and cultural background were insufficient to take over the new state, the Croats embarked upon a campaign of obstruction and non-cooperation. As part of a long-range plan, the terrorist wing of the Croatian Ustashe assassinated Yugoslav King Alexander I in 1934 and collaborated with Nazi Ger-



many in World War II, while butchering the unsuspecting Serbian minority and other undesirables. The Ustashe staged mass slaughters in some 30 concentration camps created across a

geographically inflated Nazi dominion named the Independent State of Croatia. More than 700,000 persons were destroyed in those camps only because they were Serbs, Jews, or Gypsies.

Although some in the Croatian Catholic Church's hierarchy during World War II tried to stop the genocide (and paid for their courage with their lives), many either condoned and participated in the carnage or saw the panic-stricken Serbian Orthodox population as a promising target for conversion to Roman Catholicism. According to the highly respected historian Victor Novak and other credible sources, some 250,000 Serbs were converted by 1943.

Following World War II, Croatian leaders, Communist and non-Communist alike, ignored the Ustashe's beastly crimes. The leadership, ecclesiastical or lay, made no apology of any kind; neither even conceded to recognize the crime publicly, even though the Ustashe's outrageous activities were declared genocide dur-

**2235 =**

teen pregnancy prevention  
+  
affordable family planning medical care  
+  
HIV/AIDS education programs  
+  
access to abortion services

**Designate your *Combined Federal Campaign* gift to  
Planned Parenthood of Metropolitan Washington**

**CFC Agency Number 2235**

*If you are a United Way or Combined Health Appeal giver  
write in PPMW on your pledge card*

Planned Parenthood of Metropolitan Washington  
1108 Sixteenth Street, N.W., Washington, D.C. 20036 (202) 347-8500

ing the Nuremberg Trials. Instead, many minimized the crimes. Croatia's "democratically elected" President Tudjman, for his part, repeatedly makes unwise and uncharitable statements while conducting a Croatization of the republic's governing apparatus, by bringing in only those Croatians who can prove they have four generations of pure Croatian ancestry. Little wonder the Serbs feel unsafe under Croatia's current regime.

### Democratic traditions

The Croats professed their own feelings of insecurity during their tenuous union with the Serbs. From the very beginning, the source of Croatia's alleged fears was the so-called Greater Serbia, an early 19th-century concept designed to provide a more effective Christian challenge to the Turkish presence in the Balkans. Serbian history, however, should have reassured Croatians. Prior to World War I, Serbia was an independent kingdom with a well-developed political, social, and economic life. Its constitution of 1903 was the latest in the progression of Serbian constitutions that started in 1835, all considered very liberal even by European standards. It provided for a constitutional monarchy, a bicameral legislature, and a multi-party system, with free elections. Freedom of the press was guaranteed. It should be recalled that neither Croatia nor Slovenia was an independent state when the two joined the Kingdom of the Serbs, Croats, and Slovenes. Slovenia never had a state of its own; Croatia not since 1102.

The creation of the Kingdom of the Serbs, Croats, and Slovenes on December 1, 1918 was by no means a hasty affair. It was the result of dedicated work of the Yugoslav Committee, established in London in 1915, and composed of the Serb, Croat, and Slovene leaders. All but one, a representative from the Kingdom of Serbia, were disgruntled citizens of Austria-Hungary.

For their part, Serbs tried to cooperate and coexist with Croatians in the new state. Slovenians played along. There were Slovenians in every single Yugoslav government. Slovene

Catholic priest and politician Dr. Anton Korosec became the first prime minister after King Alexander dismissed the parliament, renamed the country Yugoslavia, and introduced a highly centralized system, mainly because of Croatia's non-cooperation.

The Serbs also gave ample proof of their willingness to share. For example, reparations due Serbia as compensation for virtual destruction of its property and a 50 percent loss of life among its male population were equally divided with Croatians and Slovenes. This was done even though Croatians and Slovenes fought as allies of the Central Powers and suffered virtually no loss of property and minimal casualties.

As far as Tito's Yugoslavia is concerned, Sestanovich's claim that Serbs had political and military superiority is unfounded. During the past 30 years, no Serbian has held the position of prime minister of the Federal Republic of Yugoslavia. The current prime minister, the foreign minister, and the minister of economic development—the key positions—are all Croatians. Most of the remaining cabinet members are either Croatian or Slovenes. And, the current "collective president," who controls the military forces, is also a Croatian.

After all the obstructionism, hatred, and bad faith, the Serbs would be foolish not to want to part ways with Croatians. But so far, nothing has been done to determine how the country's huge foreign debt is going to be paid and by whom. Above all, there are some 600,000 Serbians still living in Croatia, and the Serbs are unlikely to leave them to Croatian extremists as potential fodder for another try at genocide.

### Old guard

To survive, Yugoslavia must achieve some sort of accommodation. For that, however, the Yugoslavs must rid themselves of their present leadership of recycled Communists. Most of these leaders have made cosmetic ideological changes, but they still know little beyond what they learned under Tito. Serbian President Slobodan Milosevic, for example, whose political flip-flops are well known, is now a "socialist,"

## Executive Lodging Alternatives

Interim Accommodations for  
The Corporate and Government  
Markets

*Apartments*  
+ *Townhouses*  
+ *Single Family Homes*

"FOR THE EXECUTIVE ON THE MOVE"

### LOCATIONS

Crystal City  
Ballston  
Rosslyn  
Springfield  
Alexandria  
Tyson's Corner  
Reston  
Falls Church  
McLean  
Washington, D.C.

- Furnished and unfurnished
- Furnished units fully equipped and accessorized
- Pets and children welcome in many locations
- Many "walk to metro" locations
- Accommodations to fit specific requirements
- Variable length leases available.

Fax: (703) 642-3619

5105-K Backlick Rd.  
Annandale, Virginia 22003  
(703) 642-5491

although he has been quoted in an interview by *Le Monde* saying he has been "a Communist out of conviction since the age of 17." The rest are Tito leftovers: President of Croatia Franjo Tudjman was a World War II Partisan and Yugoslav Army general until jailed for excessive Croatian nationalism. Josip Manolic, until recently prime minister of the Croatian government, was a highly placed officer of UDBA, the Yugoslav version of the Soviet KGB. President of Slovenia Milan Kucan was, for years, the principal ideologue of the Slovene Communist Party, specifically responsible for applying Party doctrine in education. And there are many, many others.

Throughout the years since Tito's death in 1980, the Serbian leadership committed an incomprehensible, mind-boggling error. The Croats conducted a foreign media campaign to convince the world that Tito's federalism was nothing more than a subterfuge for Greater Serbia and Serbian chauvinism, or both. Rather than combat the campaign, the Serbs remained quiet.

When pressed, they gave a pat answer: "Why bother? Any right-minded person knows that truth and justice are on our side." This may have been innocence or just plain Balkan superciliousness. Recently, the Serbs have

ally enjoyed, particularly in this country.

### The crooked straight

Assuming that the United States still favors a federation or confeder-

*To survive, Yugoslavia must achieve some sort of accommodation. For that, however, the Yugoslavs must rid themselves of their present leadership of recycled Communists.*

*Most of these leaders have made cosmetic ideological changes, but they still know little beyond what they learned under Tito.*

*Serbian President Slobodan Milosevic, for example, whose political flip-flops are well known, is now a "socialist," although he has been quoted in an interview by *Le Monde* saying he has been "a Communist out of conviction since the age of 17."*

made an effort to present their case through the world's media, but it may be too little and too late to recapture some of the good will they tradition-

tion of Yugoslav states over a broken up, hat-in-hand bunch of "sovereign" states, the largest of them smaller than Indiana, what can the United States do? Precious little, if anything. There is an old folk saying in Yugoslavia: it is like "trying to straighten out the Drina." The Drina is a rapid, meandering river flowing north through the centrally located republic of Bosnia-Herzegovina. That is a fair description of what the United States would face if it interceded.

The United States can play a positive role, however, by seeing to it that the cracks now visible in the mediation efforts of the European Community and the Conference on Security and Cooperation in Europe do not become too great. The United States must realize, however, that Yugoslavia, including Croatia, is the Balkans, regardless of what Croatia's current leaders say. There, nothing as important as nationalistic confrontations can be resolved without some bloodshed. For once, the United States should remain on the sidelines, using its great influence only to make sure that fairness prevails. U.S. allies in Europe are in a much better position both to observe and to act, if need be, to keep the Yugoslav crisis under control. For the United States, antagonizing both disputing sides by remaining strictly

## A CLASSIC ALL-SUITE HOTEL

### *State Plaza Hotel*

- Located across from the State Department, just minutes from the Kennedy Center, Georgetown, downtown, The Foggy Bottom Metro, and The State Department.
- Luxury suites each with fully equipped kitchens, living room, dining room, bedroom or bedroom area.
- The Garden Cafe
- Same-day valet service
- Complimentary grocery shopping service
- Daily copy of *The Washington Post*
- Special guest amenities
- Complimentary Shoe Shine
- Spectravision—in-room movies



2117 E Street, N.W.  
Washington, D.C. 20037  
(202) 861-8200 ■ (800) 424-2859  
Fax (800) 292-2859

neutral may be just what is needed. The friendship will be easy to restore when the conflict is over and the country needs its shattered economy rebuilt.

Meanwhile, the various Yugoslav migrant organisations would do well to remain equally aloof. Their ardent support of factions in the "old country" is understandable but unwise, as it only raises unfulfillable expectations. Conspiracies by U.S.-based groups to provide arms, several of which have recently come to light, must be curtailed. The most recent case, in Florida, involved three Croatians who tried to purchase and export illegally military hardware from the United States to Croatia, in the amount of \$12 million.

The main problem for Yugoslavia will be that, in the Balkans, anything other than a clear-cut victory is seen as defeat and humiliation. Compromise is an alien, virtually non-existent concept. Some kind of a face-saving device will have to be found, and that, in itself, will be a problem.

What the Yugoslavs need, other than new and truly democratic leadership, is some quiet, unobtrusive mediation, in a dignified atmosphere, conducted by persons or institutions familiar with the area, the peoples, and the centuries-long history of their conflicts. No television limelight, no day-to-day reports, color stories, interviews, in-depth analyses, and no grandstanding. The less exposure to the media, the better. Only in that quiet, undistracting atmosphere can the feuding parties hope to reach some kind of lasting solution to problems. That solution must be their own, accepted and recognized by all.

**Michael Mennard, a retired Foreign Service information officer, frequently writes about and visits Yugoslavia. He completed his doctoral dissertation at Georgetown University on "Bishop Strossmayer, the Serbs, and the Croats in the Second Half of the 19th Century."**

## There Is Only One Place To Stay In Washington YOUR PLACE



"A Hotel Alternative  
For The Prudent Spender."



TLC Development Corporation  
1700 N Moore St. Suite 714 Arl., Va. 22209

REAL ESTATE \* SALES \* RENTALS  
MANAGEMENT

SHORT OR LONG TERM LUXURY  
APARTMENTS, TOWNHOUSES,  
PENTHOUSES

All Suites Tastefully Furnished & Fully  
Equipped Kitchens \* Telephone \* Cable  
Television \* Security Intercom System  
Complete Health Spa \* Concierge \* Parking  
Laundry and Valet \* Maid Svc (optional) \*  
Convenience Store

SPECIALIZING IN RELOCATIONS  
SERVING CORPORATIONS \* PENTAGON  
THE STATE DEPARTMENT \* INSURANCE  
INDUSTRY \* EXTENDED TRAVEL  
CONVENIENT METRO LOCATIONS AT:  
ROSSLYN  
CAPITOL HILL  
GEORGETOWN  
FOGGY BOTTOM  
DUPONT CIRCLE

\* Visa and Master Card Honored

**(703) 527-4441**

Leave your  
most  
important  
investment  
with the  
management  
professionals  
you trust.

Rental and Management  
of Fine Properties in  
Northwest DC, Chevy Chase,  
Bethesda and Potomac



Executive Housing  
Consultants, Inc.

7315 Wisconsin Avenue  
Suite 1020 East  
Bethesda, Maryland 20814  
301/951-4111

"We care for your home  
as if it were our own."



## Return to Vietnam

BY HOWARD R. SIMPSON

"Bush Good!" the street barber shouted with a grin, giving a thumbs-up. Hardly the type of reception I'd expected to encounter on the sidewalks of Hanoi in 1991, but it set the pattern for my three-week stay in Vietnam.

I had flown to Hanoi from Bangkok on an Air Vietnam Tupolev jet, a journalist's visa stamped in my passport and a tentative schedule of interviews approved by the Vietnamese Ministry of Information.

I had not been in Hanoi for 37 years, but it was surprising how little the city had changed. The official, English-speaking guide (minder) met me at the airport, settled me in "The Rose" Hotel, and left me to "rest." Instead, I ambled from my hotel into a sifting *crachin* rain.

### Memories of war

Street vendors with their displays of cigarettes, matches, cassette tapes, sliced coconut, sugar cane, and fruit cluttered the sidewalks. The huge post office, the police headquarters, and other government buildings from the French colonial period were still in use, their mustard-colored facades streaked by rain and badly in need of paint. Sitting in a small, open cafe sipping a bottle of 33 beer, I recalled my departure from Hanoi in October 1954. I'd left the city in a truck loaded with Senegalese riflemen of the withdrawing French Expeditionary Corps after covering the arrival of General Giap's victorious army for USIA. Prior to that, I'd closed the USIS office and arranged for the evacuation to Saigon of our local employees. General Rene Cogy, the commander of French forces

in North Vietnam, had taken the salute of the last march-past of his troops only 500 yards from the cafe where I was now sitting.

Despite memories of the past, I had a busy schedule to fill that was more concerned with Vietnam's present. In Hanoi, I spoke with an official of the "American Section" of the Foreign Ministry, who expressed a tempered optimism on the future of U.S.-Vietnam



A crippled Vietcong veteran begs outside the gate of the former American Embassy in Saigon.

relations, put forward the Vietnamese view on Cambodia, and enumerated the steps taken by his government to end the MIA standoff. He also stressed

the readiness of Hanoi to find a suitable installation for an American Embassy and suggested that the former consulate would make a good site for a permanent MIA office.

A former major general who is now with the Vietnamese Journalists' Association waxed nostalgic over the period in 1945 when American OSS operatives helped train and equip General Giap's fledgling army. Speaking of the "American War," he emphasized the important role played by his "special forces" (assault sappers) in surprise attacks on U.S. installations.

A research fellow in economics wanted to know how soon the U.S. embargo on trade with Vietnam might be lifted and expressed the hope that—with the Gulf War ended—more progress would be made toward normalizing relations. He sketched an optimistic picture of a future involving the development of minerals, oil exploration, heavy industry, and a solid infrastructure of banking and modern information services.

Following a group of schoolchildren through the War Museum, which reflected Vietnamese victories over the Chinese, the Japanese, the French, and the Americans, proved discomfiting. Among the displays were captured U.S. equipment, the remains of downed U.S. aircraft, and a display of U.S. "war crimes." Most Vietnamese I met urged that we "put the war behind us," but the wide-eyed school children following

their teachers through the bellicose display represented the indoctrination of a new generation.

### Dog-eared *doi moi*

I spent my last evening in Hanoi at the "Piano Bar," a small establishment that symbolizes the boom in private enterprise since the advent of *doi moi*, a more liberal economic program. The narrow back street leading to the restaurant is crowded with noisy outdoor food stalls lit by acetylene lamps and gambling, off-duty cyclo drivers. Entering the restaurant, you push past some potted palms and two young Vietnamese women, a pianist and a violinist, busy filling the long room with music. French popular tunes from the 1950s vie with "The Yellow Rose of Texas" and "Dixie" in their repertoire. The attractive, Eurasian *patronne* moves among the crowded tables taking orders and digging into the deep pockets of her fashionable culottes to make change. The food is French country cuisine with an Asian touch, taken with Bulgarian wine and Vietnamese brandy.

Moving on to Saigon (even the resi-

dents use the old designation instead of Ho Chi Minh City), I noted that the city, although badly in need of a facelift, retains its beautiful tree-lined avenues, floating restaurants, and sidewalk cafes. The dimly lit establishments once filled with heavily made-up "hostesses" have given way to shops displaying potteries, lacquerware, ivory carvings, and paintings. The oldest profession has not necessarily packed its bags and faded into the Saigon night, but after years of Communist rule, its practitioners have adopted a more discreet approach.

The sun blazes in the clear sky and bougainvillea blooms from the balconies of new, air-conditioned hotels. The Continental Palace Hotel has undergone a major renovation that preserved its old colonial facade and interior garden court. The Rex Bachelor Officers' Quarters building that housed the Joint U.S. Public Affairs Office (JUSPAO), scene of the daily "five o'clock follies" briefings during the war, is now a luxury hotel catering to Japanese businessmen. Brinks B.O.Q., scene of the Christmas Eve bombing in 1964, now bears a commemorative plaque dedicated to

the Viet Cong agents posing as ARVN officers who joined the charge. The apartment building near the former French military hospital that housed U.S. Embassy personnel in the 1950s now boasts a *pho* soup restaurant in space previously occupied by the USIS library. The luxurious, Australian-managed "Floating Hotel" moored near the Naval Headquarters on the Saigon River was filled with 400 foreign businessmen, including 30 American observers, attending an investment forum. On another assignment, I spoke with representatives of Saigontourism, a government office working hard to increase facilities and services to foreign tourists, who have grown from 41,000 in 1986 to 250,000 in 1990.

An interview with General Vo Nguyen Giap, the 70-year-old victor of Dien Bien Phu and architect of the U.S. defeat, took place in a conference room of the *Palais d'Union*, the former presidential palace. The former history teacher laced his conversation with references to Vietnamese and world history. Once he named the Vietnamese tactician Nguyen Hue as a role model. Nguyen

Furnished Suites In The Heart of Georgetown

# WASHINGTON'S *Finest* LOCATION

from \$48.00 per day  
(30 day minimum)

- Fully Equipped Kitchens
- Free Local Telephone Calls
- Optional Maid Service
- Free Cable T. V.
- Small Pets Welcomed
- Access to Public Transportation

**G** EORGETOWN MEWS  
GEORGETOWN *Harbour* MEWS

1111 30th St., NW  
202-298-7731

Washington, D.C. 20007  
1-800-348-7203

1000 29th St., NW  
Fax: 202-333-5792

## POSTCARDS FROM ABROAD

Hue's great victory over the Chinese in 1789 occurred when he ordered a surprise attack during the celebration of Tet, the lunar New Year holiday.

### Cruising Dong Khoi

The Sunday evening before my departure, I witnessed a manifestation of Saigon's restless vigor. Dong Khoi street suddenly filled with curb-to-curb motorbikes, sputtering and buzzing. Some bikes carried two or three teenagers, dressed neatly in white shirts and slacks or light dresses. Some of the girls wore wide-brimmed hats and elbow-length gloves. The flow of traffic began at Cathedral Square, swept down Dong Khoi to the Saigon River, split into two streams, that swung back toward the Cathedral to repeat the performance.

The police seemed to regard the event with amusement. "They are young, and there is not much else to do," explained one officer.

As I left Vietnam, I could not escape the impression that our trade embargo and the continued lack of diplomatic relations are counter-productive. Vietnam is opening to its Asian neighbors and the West, eager to try new directions and emerge from poverty and penury. Our hard line is punishing a new generation of Vietnamese and means that American businessmen and investors must stand on the sidelines while others participate in a new and promising market. Resolving the Cambodian situation and the MIA

questions would come much sooner with regularized relations and more constant contacts.



Cathedral Square in downtown Saigon

As I moved through the departure formalities at Tan Son Nhut, a customs official stopped me and relieved me of a small piece of pottery. Showing him the purchase receipt did not change his mind: I would need more paperwork, more forms. The old overlay of French bureaucracy blended with unswerving revo-

lutionary procedure was still alive and well in Ho Chi Minh Ville.

*Howard R. Simpson is a retired Foreign Service information officer. ■*

# WORLDWIDE INSURANCE FOR FOREIGN SERVICE PERSONNEL

PERSONAL PROPERTY ■ AUTO MARINE ■ MARINE TRIP



*Exclusively administered by*

**HUNTINGTON T. BLOCK INSURANCE**

2101 L Street, N.W.  
Washington, D.C. 20037  
Telephone 1-202-223-0673  
Toll-Free 1-800-424-8830  
Telefax 202-331-8409

### NEW REDUCED RATES

- Very broad coverage
- Automatic replacement cost
- Automatic coverage up to 10% of total insured value for new acquisitions
- Foreign comprehensive personal liability
- On-the-spot claims service by representatives in every major city of the world

*Underwritten by London Insurers*

Join the ranks of our many satisfied repeat customers. Call toll free from anywhere in the United States or write our Overseas Division for more information.

**OVER 25 YEARS OF INSURANCE EXPERIENCE**

# Announcing the *Undiplomatic* Diplomatic Program

## No Negotiations. No Compromises.

The GM Diplomatic Program offers several unique advantages:

**1. No Negotiations.** Fixed diplomatic pricing with no obligation to purchase option packages or aftermarket products, means you don't have to haggle or negotiate for genuine value and savings.

**2. No Compromises.** You will never have to compromise on the level of courteous personal service and convenience you can expect. Our uncompromising commitment to excellence gives you the ability to specially build your vehicle to suit your needs, or the option to take immediate delivery of available inventory. It also includes extensive VIP support both prior and subsequent to your purchase and delivery anywhere in the world.

Best of all, whether you're assigned stateside or overseas, this program is available to you.

No negotiations, and no compromises. Call us, toll free, for more information about the "Undiplomatic Diplomatic Program", or turn to the coupon on page 51 of this issue.

**1-800-877-7083**



**DIPLOMATIC PROGRAM**

USA INFORMATION CENTER  
100 CROSSWAYS PARK WEST, WOODBURY, NEW YORK 11797



# ASSIGNMENT: LOUISIANA

## Serving at a historically black university

BY DAVID H. SHINN

**S**pending a year as a diplomat-in-residence on a university campus, particularly a black campus located outside of Washington, offers an unusual opportunity to learn more about U.S. race relations and, in turn, to make students aware of diplomacy as a profession. This past year, of the 12 Foreign Service officers assigned as diplomats in residence, five received assignments to historically black colleges and universities, of which there are more than 100 nationwide. Developing in response to the historical exclusion of black Americans from white institutions, these colleges and universities are located in areas with a high proportion of black Americans, and students can live at home while attending college. These institutions are also usually cheaper than predominantly white counterparts. (They also tend to pay lower faculty salaries, have more modest laboratories, and are in greater need of repair.)

Southern University in Baton Rouge, Louisiana has about 9,000 students; almost 95 percent are black. Southern has an open admission policy and draws its enrollment heavily from Louisiana high schools, which rank low on most national scales. As a result, Southern's freshman class has a disproportionate number of students whose prospects for succeeding in college are poor. Fewer than 30 percent of entering students graduate in six years. At the same time, Southern attracts a number of outstanding students, including some who would perform well at America's most competitive universities. Southern has graduated more black political science majors who have gone on to obtain a Ph.D. than

any other university. Although it has several graduate programs, with a significant number of whites enrolled in the law and nursing schools, Southern is essentially an undergraduate university. The administration has launched a program to increase white enrollment by 30 percent next year, and the enrollment of Asian Americans, Hispanics, and native Americans by 50 percent.

The scope of my activities gave me an unusual opportunity to see the interaction between the races on a southern college campus. With all the progress made since the civil rights movement, one might think that race would recede as the major American social issue. I don't think it has. In Louisiana, relations appear fairly good on the surface, but if you look closely, much remains to be done. The most common form of racism is prejudice by whites aimed at people of color. But whites don't have a monopoly on racism. This year gave me the impression that the races in the United States are increasingly polarized.

With all the progress made since the civil rights movement, one might think that race would recede as a major social issue. I don't think so. Haynes Johnson forcefully wrote in a recent column: "Although more time, attention, and thought have been applied to it than any other issue, and a major commitment of public treasure and programs has been made to alleviate it, race remains America's single most divisive and troubling concern."

The racial situation in Louisiana was highlighted last fall when state representative David Duke, a founder of the National Association for the Advancement of White People and a former grand wizard of the Ku Klux Klan, won 44 percent of the vote in his effort to unseat

Louisiana Senator J. Bennett Johnston Jr. An overwhelming majority of black voters, who constitute about 27 percent of the electorate, saved the seat for Johnston. Duke, who was called "a symbol of white racial backlash in America," certainly convinced black voters that he represented a return to a more virulent form of racism.

The duties of a diplomat-in-residence vary tremendously. Working closely with the Political Science department, I chose to devote much time to teaching. During the first semester, I taught the basic international relations course and in the second half, I gave a course on African government and politics, a freshman honors colloquium, and a graduate seminar on U.S. foreign policy. I also organized a two-day regional conference on international careers and education, and lectured and/or recruited at the other five black colleges in Louisiana, and at Tulane and the University of Southwestern Louisiana.

Having been attracted by Louisiana's diverse cultural and historical heritage, my wife and I were not disappointed. During my stay at Southern, the faculty and administration were universally supportive and helpful, going out of their way to welcome me and include me in university activities. The vast majority of the students with whom I came in contact were also friendly. Some sought my advice on careers and other issues, although there was initial suspicion about "the professor from the State Department." And every so often there would be a subtle reminder that we came from different racial backgrounds.

One overt case of hostility occurred early in my class on African government and politics. One of the students was indignant over an assigned reading by Michael Crowder, a highly respected Africanist, on the impact of colonialism in Africa. Referring to the article as "garbage," the student wanted only readings that put colonialism in a context more to his liking. Several other students took up the chant, arguing that a number of the other readings had been "too negative." I explained that I had carefully selected material from a variety of specialists in order to reflect different points of view. One of the students responded, "But you are Caucasian." After class one student explained to me that some students believe a white person can't (or shouldn't) teach a course on Africa. He made clear that most of them did not feel this way.

A visit to Grambling State University also highlighted the racial tensions apparent on campuses today. During Black History Month a white student, who was a member of the state board of trustees, was invited to speak. Before he could begin his remarks, he was physically removed

from the stage by two Grambling students. Ultimately, 14 students were expelled from the university for disrupting disciplinary hearings in connection with the incident.

My visit coincided with the announcement that the lawyer for the expelled students would appeal the university's action and that "we are not going to tolerate this kind of thing from people who are serving as surrogates for white racists." Clearly, the timing of my visit was not propitious, and I was asked to confine my activities to recruiting for the Foreign Service instead of also discussing African affairs.



David Shinn with students at Southern University.

The session on employment opportunities in the Foreign Service took place with an arbitrarily selected political science class. Midway through the question period several students attacked the white establishment in America and called for the liberation of the United States. This statement drew indications of approval from half the class, but the discussion soon returned to

opportunities in the Foreign Service, and a number of students picked up recruitment literature; three registered to take the Foreign Service exam.

Are black Americans attracted to the Foreign Service? Although some minorities (and some whites) want nothing to do with the U.S. government, I don't think this is a concern of most blacks. Recent black college graduates are just as motivated as white graduates to starting a career that pays reasonably well and offers a stimulating work environment.

The major obstacle to bringing more blacks into the field of diplomacy is a lack of knowledge about the Foreign Service. This is a special problem on most black college campuses where few students seem to consider a career in international relations. During recruiting visits to black campuses in Louisiana, I asked at the beginning of each class how many students were aware of the Foreign Service. The answer was usually "none."

A second obstacle concerns the age of newly hired officers—30 plus. Minorities, who often live closer to the financial margin, may be less willing to make a career change at this stage, particularly when such qualified persons are probably already in higher-paying positions.

Recruitment of minorities, however, is not an insurmountable problem. It just requires greater effort and more innovative techniques. The fact that the Foreign Service has slowly but steadily increased minority employment shows that it can be done. ■

*David H. Shinn, former ambassador to Burkina Faso, is a specialist in African affairs.*

# DEFINING ADVANTAGE

## Fairness and the meritocracy

BY JOHN P. OWENS

One of the major challenges facing American institutions today is how to reconcile the drive toward equality on behalf of America's disadvantaged minorities and women with the need to retain standards of equity and fairness in the workplace and other areas of U.S. society—what Pat Dowell, writing recently in the *Washington Post*, termed “the shifting power struggle between men and women, whites and others, being played out now in politics and culture.”

For the U.S. Foreign Service, the question has become how to balance the administration's commitment to making the Foreign Service more representative of the American population with the need to maintain the highest professional standards in the recruitment, testing, and promotion of Foreign Service officers. The question may be fairly posed, since State Department management has declared its determination to hire women and minorities in rough proportion to their ratio within U.S. society at large. But the implementation of this goal has sometimes conflicted with the Foreign Service tradition of a diplomatic service as a “meritocracy.” Concern over this seeming conflict was apparent in discussions with scores of Foreign Service officers, many of whom observed that the effort to rapidly rectify past discrimination against women and minorities threatens to change fundamentally the uniqueness and effectiveness of the Foreign Service.

### *Sins of the fathers*

The State Department's determination to make the Foreign Service more representative of American society was illustrated in a March 1990 speech given by State's senior career officer, Deputy Secretary Lawrence S. Eagleburger, in which he spoke disparagingly of the Foreign Service's “elite” tradition. According to Eagleburger, the old Foreign Service “was of the Eastern

Photos of Foreign Service junior officer classes are courtesy of the Foreign Service Club.



Establishment, a clubby adjunct of the Ivy League. Those days are gone, and we wish them good riddance."

Continuing, Eagleburger decried female representation in the Foreign Service of "only" 24 percent, while, overall, minority personnel constitute 13 percent, with black representation about 6 percent. Lest there be any doubt regarding Eagleburger's intentions regarding service composition, he added: "The truth is that we will be unable to claim victory until the day when the number of minority FSOs, including black officers, is roughly equivalent to their percentages in the general work force."

In interviews with a cross-section of male FSOs, all expressed sympathy for the effort to correct the discrimination faced by women and minorities in earlier years. Then-AFSA President Ted Wilkinson seemed to be speaking for the majority when he said: "We have to get more women and minorities into the service. . . . It's the right thing to do." Nevertheless, many offices expressed concern that to atone for past discrimination, actions have been mandated that could compromise traditional Foreign Service standards for entry, promotion, and assignments.

Their concerns have been heightened by management's recent effort to place more women and minorities in high-visibility leadership positions, overriding the normal assignment process. State Department management has reportedly instructed Foreign Service Personnel as well as the regional and functional bureaus that every list of candidates for deputy chief of mission or principal officer positions include a woman or a minority, or preferably both; if the final selection is neither a woman nor a minority, justification must be provided as to why the woman/minority was not chosen. Moreover, management has stated its intention of including age discrimination and bias against the disabled in its campaign to make the service more

representative, and indeed, the most recent Foreign Service entry class included two blind officers (see page 38). One officer complained that he felt as though the department were participating in a form of "social engineering" rather than in the development of an effective diplomatic corps. It should be noted that State's competitors in the foreign affairs community, the CIA, National Security Council, and the Department of Defense, have been largely exempt from affirmative action requirements because of their status as "national security agencies."

### *Up from the ranks*

A commonly expressed view was that everyone should enter the service through the traditional gateway, i.e., the junior officer selection process, composed of a written examination and oral assessment given in major U.S. cities annually, followed by a final review before appointment is offered. Those interviewed generally believed that integration of outsiders at the middle level, known as "lateral entry," often doesn't work, either for the individual concerned or for the service. Persons who come in through this lateral avenue tend to have difficulties competing with FSOs who rose through the ranks, many say, with the result that significant numbers of the integrated officers do not get promoted, become resentful, and either file grievances or resign in frustration. Management's view appears to be that, ideally, all new entrants into the Foreign Service should come in at the bottom, but until the population of the corps is more truly representative of the overall U.S. working population, some lateral entry must continue, albeit at a reduced level.

FSOs involved in recruiting efforts report that the Foreign Service faces tremendous competition from U.S. corporations for qualified Black, Asian, and Hispanic candidates. Starting salaries for Foreign Service officers at grades 6 and 5 (the entry levels) range from \$21,000 to \$30,000, while private industry is prepared to offer at least double this amount for the best qualified people. Quite naturally, most of these potential Foreign Service candidates opt for the more lucrative jobs in the private sector, particularly since the top salary levels at major U.S. corporations are several times those of ambassadors and other senior government officials.

Perhaps nowhere does the conflict between affirmative action and meritocracy become more apparent than in the longstanding controversy over the written examination for entry into the Foreign Service. Throughout the 1980s, more than 20,000 persons registered each year to take the written examination. Of this number, usually 60 percent, 12-13,000 persons, actually took it. Through experience, the Foreign Service Board of Examiners (BEX) had found that to satisfy annual requirements of 200-250 new junior officers, a pool of 2,500 candidates was needed each year to proceed to the oral assessment stage, (where approximately 25 percent of the candidates were

1920



usually successful). Thus, each year, the Educational Testing Service (ETS) and BEX developed a "cut score" for the written examination which would produce the required 2,500 passers.

Unfortunately, although women generally did as well or better than men in the follow-on oral assessments, they did not do as well as men in the written examination, specifically in the test of general knowledge. ETS and BEX believed that candidates who had taken courses in history, political science, economics, and public administration in college (as males traditionally do) would, by and large, do better than those who had majored in English, foreign languages, and the arts, where many women tended to focus their studies.

Whatever the causes, the consistently lower pass rates for women in the written examination results prompted a women's suit in the 1970s, in which it was alleged that the unfavorable results for women were *prima facie* evidence that the test discriminated against women candidates (see page 34). It now appears that the problem of the testing of women has been largely solved. But the situation for minorities is not as clear.

### Scoring by fiat

According to the Civil Rights Act of 1964, minorities are persons of Asian origin (which includes persons from or descending from natives of India and Pakistan, but not from Iran or the Arab countries), Blacks, Native Americans, and Hispanics, which would include all persons of Latin American origin (except Brazilians) but would exclude persons from Spain and Portugal.

Throughout the 1970s, of the approximately 2,500 candidates who annually passed the written examination, roughly 4 percent, (90 persons) were minority candidates. In an attempt to rectify this imbalance, at the beginning of the 1980s Department of State management urged BEX to achieve a minimum 20 percent minority success rate in the written examination. This meant, in practice, that a pool of about 400 minority candidates should be identified to proceed to the oral assessment stage each year. To accomplish this, BEX had to reduce the "cut" score of minority passers on the written examination to the lower 40s, so that the actual pass level for minorities became the level of the lowest "near passer," a term used at BEX to describe those who had fallen below the original passing score of 70 but not by a substantial margin.

Thus, both the minority passers of the written examination and those who were beneficiaries of the sliding scale used for scoring of minorities proceeded to the oral examination. While minority passers of the written examination scored as high and sometimes higher than the non-minority passers in the oral assessment, the success rate for the "near passers" was consistently less than half that of the actual passers, or about 12 percent. (Oral examiners were unaware of which candidates were actual passers and which were "near passers.")

This result would seem to reinforce the view that the written examination is indeed an effective screening device for identifying those most qualified and most likely to succeed in the selection process, regardless of their minority or non-minority status. Unfortunately, minority candidates who succeeded in the non-adjusted scoring were considerably less likely to appear for the oral examination than the "near passer" group (50 percent vs. 75 percent), suggesting that those minorities who passed the written examination also had many other job opportunities available to them.

It appears that the "near passer" program for minorities in the written examination will continue to be used with the new written examination scheduled to be given for the first time in November 1991. Use of this procedure in the written examination bears strong resemblance to "race norming," the practice of ranking minorities on a percentile basis in comparison only with the performance of others in the same ethnic group. This procedure is being used, with the approval of the Department of Labor, by various state employ-

---

Unfortunately, although women generally did as well or better than men in the follow-on oral assessments, they did not do as well as men in the written examination, specifically in the test of general knowledge. ETS and BEX believed that candidates who had taken courses in history, political science, economics, and public administration in college (as males traditionally do) would, by and large, do better than those who had majored in English, foreign languages, and the arts, where many women tended to focus their studies.



ment services in scoring their General Aptitude Test Battery (GATB), a job skills test. Its use has aroused some opposition in Congress and in some sectors of the media, however, where opponents have charged that it is discriminatory against non-minorities, in effect, a kind of "reverse discrimination."

### *Express service*

In implementing the State Department's voluntary efforts to increase minority representation in the Foreign Service, BEX has traditionally processed the candidacies of minority candidates differently from those of non-minority candidates. For example, once the examination process has been completed, the final reviews of minority candidates are processed on an urgent basis by BEX, while the non-minorities' final reviews are handled routinely. When final reviews are completed (including successful physical examinations and security "suitability" investigations), invitations are sent immediately to the successful minority candidates to join the next convening Foreign Service junior officer class.

In contrast, successful non-minority candidates are ranked according to their scores and placed on a register, with the top-ranked candidates offered appointments first. A non-minority candidate remains on the register for 18 months; if his/her name is not reached within 18 months, the candidate is informed that his/her eligibility has expired, and if he or she wishes to pursue a Foreign Service career, the entire process must be started anew, beginning with the written examination. A former State Department official familiar with the examination process questioned whether this difference in the handling of minority and non-minority candidates violated the 1964 Civil Rights Act, guaranteeing equal rights for all, regardless of race.

Under the procedures adopted in 1991, after testing

is completed, all candidates in the oral assessment will be given one of three scores: 70 for "high pass," 55 for "marginal pass," and 49, signifying failure. All candidates scoring 70, whether minority or not, will be offered immediate appointments, contingent upon successful completion of the physical examination and security investigation. Those who score 55 (the vast majority of successful candidates) will be placed on a register, from which they may or may not be invited to join a new junior officer class, depending on the number and availability of those in the high pass category. One uncertainty is whether minority candidates who score in the marginal pass category will be offered immediate appointments. Based on experience, it is likely that they will.

In any event, the Foreign Service's current entry-level procedures are criticized by some FSOs both for their unfairness as well as their impact on service morale and standards. Several FSOs familiar with these procedures emphasized that while they support affirmative action, they believe it should be at the recruiting level rather than at the examination and appointment stages.

### *Second to none*

The controversy over affirmative action has added to uncertainty regarding the service's future. Can the Foreign Service retain its role as a distinct and unique organization, composed of an officer corps with a strong sense of dedication and *esprit de corps*, and drawing recruits from the ranks of the very best young Americans, irrespective of their gender or ethnic background? Or will the effort to achieve the desirable social purpose of making the Foreign Service a showcase of diversity result in erosion of the service's standards?

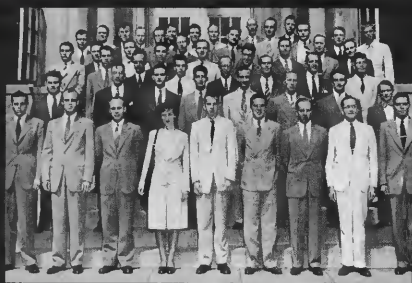
Given the unquestioned importance of the U.S. role overseas, a compelling case can be made that there is a need for a first-rate U.S. diplomatic service, composed of individuals representing the best talents of the American nation. The United States must have a service second to none, particularly in this period of dramatic and rapid changes in the Soviet Union, Eastern Europe, and the Mideast, all of which have implications for American security interests.

Diplomacy is both a cost-effective and politically acceptable alternative to trade wars and, for that matter, to actual wars. The Foreign Service represents the nation's first line of defense in dealing with foreign countries. There is a cost to tampering with it, even for compelling social purposes, and if we weaken our diplomatic service, we will have to rely even more heavily on what should be our final line of defense—the military and intelligence services. ■

---

***Retired Foreign Service officer John P. Owens is a freelance writer in Washington. This article was adapted by the author from his article in the Mediterranean Quarterly, Volume 2, Summer 1991.***

1947



# THE GENDER BENDERS

## Quotas for women in the Foreign Service

BY JAMES WORKMAN

**O**n the 20th of April 1989 the State Department called a press conference to announce a few minor personnel policy adjustments. A room full of reporters was informed that the department had decided to revamp its entrance examination and would inform roughly 600 female Foreign Service officers that they may very well be entitled to higher-ranking, more prestigious jobs.

It quickly became clear to reporters that these adjustments were not a matter of fine-tuning personnel decisions, but in fact key stages of a major overhaul within the department. As a Washington Post reporter observed, the decisions "could set off a worldwide game of musical chairs in embassy jobs."

Yet despite Secretary of State James A. Baker III's repeated claims that he was "firmly committed to insuring that there be no discrimination in the State Department of any kind," the truth was that neither he nor his boss ever really had much of a say in the matter. It was a done deal. A group of former and current female Foreign Service officers had pushed for the changes through the class action lawsuit currently titled *Palmer v. Baker*. And for 15 years, *Palmer v. Baker* had allowed lawyers and judges to draft the future policy of the U.S. State Department. By April 20, 1989 the orders for change had already been worked out in the District and Federal Courts of Washington, D.C. Baker's statement was merely part of the terms.

Of course, the details of those orders were messy

and embarrassing, and to avoid the awkward appearance of confusion, the announcements came through Richard Boucher, a talented department spokesman who worked under the Assistant Secretary of State for Public Affairs Margaret Tutwiler. But later in the conference, after all the bland statements were handed out, a reporter ventured the touchy question of whether Baker's firm "commitment to women's rights" meant that he would appoint more women (and thus, fewer men) to higher posts in the Foreign Service. If handled incorrectly, this question could open a whole new can

1951



of worms. So Boucher paused briefly before answering.

"You mean, like my boss?"

The journalists broke up. Next question.

With this brilliant diplomatic sidestep, Boucher skirted one of the deepest, most divisive rifts in the Foreign Service today: sexual discrimination and how to end it.

### *The boys' club*

The Foreign Service has long been recognized as a powerful bastion of masculine domination, or, as one male FSO put it "The quintessential white boys' fraternity." And like every frat, this one has had its own set of unwritten codes.

One woman recalled how in 1959, as a university honors student with straight A's in her political science major, a Foreign Service interviewer told her she had all the right qualities for a career in diplomacy. After all, she cut quite a figure and had a pretty face; she could attract powerful men at parties, flirt with them, get them more drinks, get them to talk more, and remember that information.

At her retirement in 1989, Rozanne L. Ridgway, assistant secretary for European and Canadian Affairs, recounted instances of discrimination in her own long career, such as blocked rotation of female junior officers in Manila, or stag luncheons at the American Embassy in Buenos Aires.

Each woman FSO has her own horror story, but perhaps the most outrageous, widespread, and uniform house rule was that until 1971, a female FSO had to resign when she married.

Last February in this magazine, Marguerite Cooper chronicled the uphill struggles of women in the 1970s to overcome the many barriers to women. She explained how women united under the Women's Action Orga-

nization, how the marriage ban was lifted (among other changes), and how, frustrated by the "glacial pace" of reform, women decided to take their grievances to court in 1976. But then, much like Boucher, she skipped over the terms of that court case as if it were some minor stepping stone, and jumped to women's agenda for the 1990s.

But in fact, that case, *Palmer v. Baker*, was the most significant instrument of reform from 1976 to the present. It has challenged virtually all of the testing, hiring, assignment, evaluation and promotion practices of the Department of State. Alive and as controversial as ever, the case has a direct bearing, for better or for worse, on every level of personnel decisions in the Foreign Service. So why doesn't anyone want to talk about it in public?

### *Heading off criticism*

Part of the reason may be that most of the 15-year history of the lawsuit has been shrouded in mystery, confusion, and nearly 18 feet of files of legal documents. But the major changes are traceable in position papers, records, affidavits, and court orders. Through them, we can piece together the plaintiff's specific grievances, and, with one major exception, the court orders for change.

The first barrier to women, according to the plaintiffs, was the recruiting, testing, and hiring process of the Foreign Service. Namely, plaintiffs believed the proportion of women who made it to the entry level was too small. The court dealt with this process separately in a 1983 consent decree, but before that, the department had taken measures of its own. Working closely with the Educational Testing Service (ETS), with which it has an exclusive, 40-year contract, State had tried to gradually adjust the intake flow. It did so in order to admit more women without upsetting the harsh standards that winnowed the 15,000 annual applicants down to an elite pool of 250 candidates recommended for hiring. But how?

According to court records, State vastly increased its recruiting of women by seeking women at all-female colleges, magazines, and national organizations. A State study shows that in 1977 the department began to weight the English expression part of the exam (on which women scored higher) over the general background 60 percent to 40. And, according to a 1981 ETS progress report, ETS began to recycle and pre-test questions on which women scored better than men then use them in the nationwide exam. Yet these steps still did not pass the right number of women. So under the 1983 consent decree (a partial settlement agreed to by both sides) State agreed to implement a "near pass" mechanism that would help balance the books. Women who scored one to four points below the passing score of 70 were waved through to the next stage. This is known as "gender norming," and, while 498 women were targeted for the process over the three-year period

1957



## Statement from the Director General

BY EDWARD J. PERKINS

Congratulations to AFSA and the *Foreign Service Journal* for initiating a dialogue on issues that relate to the recruitment and hiring of Foreign Service officers. Since taking up responsibility as director general of the Foreign Service, I have made every effort to spread the word that we have an open service, one that is representative of our diverse nation, that seeks to utilize the talents of our best qualified men and women, from every part of the country and all ethnic and racial groups.

At this point in our history, there can be no question about the wisdom and necessity of our nation's commitment to equal opportunity. And, surely, the departments and agencies that conduct our relations with the community of nations and peoples beyond our boundaries should, above all, stand for the very ideals we advocate and others adopt. Not to mention the benefits that accrue to our conduct of foreign policy when we can draw upon the cultural, linguistic, and political talents of our entire population.

There has been and should be a vigorous debate

on how we achieve the goals of access and equal opportunity, while further improving the Department of State and sister agencies' well deserved reputations for excellence. I am sure the articles in this issue will leave the Foreign Service family and its friends with food for thought. There may also be points of view with which we would take issue. What's commendable is that our own professional journal is airing this vital discussion.

Identification, recruitment, assessment, hiring and retention of the kind of talent we seek for the Foreign Service is not an easy task. We face the challenge of a highly competitive employment market, the perhaps outdated but still existing misconception that we are not a truly open institution, and the real limit that time and money place on our outreach effort. Nevertheless, I can assure every reader of the *Journal* that the Department of State, from the secretary on down, is committed to a Foreign Service we can all be proud of, both for what it accomplishes and what it represents.

from 1985-87, by that time it was not enough.

For by 1988 the bulk of the case had gone to trial and taken a dramatic turn. On September 13, 1985, after months of legal proceedings, hearings, and individual testimony, District Court Judge John Lewis Smith II could not find sufficient evidence of sex discrimination in appraisals, assignments, and promotions, and ruled for the State Department on every serious count. On appeal, plaintiffs argued that he did not give enough weight to statistical imbalances, and a higher court panel reviewed his decision.

### *Messy details*

On March 24, 1987 Judge Patricia Wald, widely considered the court's leading liberal, reversed Smith's ruling. She based her decision on her own new, complex, and controversial numerical standard and ordered State to ensure that an equal proportion of women would advance up each stage in the pyramid, from testing through promotions. Her decision was hailed as a victory for women, a landmark for reform. But the messy details of implementation were left up to hapless individuals in the lower court, ETS, and the State Department.

Those details, not surprisingly, are still being worked out today. The difficulty of carrying out such an order is nowhere more evident than in testing and hiring. Closed to further review by the 1983 consent decree, the process was reopened by Wald's new standard in

late 1988 on the grounds that, even though equal numbers of men and women passed, lower test scores prejudiced superiors against female candidates in evaluations, assignments, and promotions. In January of 1989, Judge Aubrey Robinson had to resolve the issue without resorting to quotas, which the Supreme Court had outlawed in recent months. He did this in two steps: for the 1985-87 exams, scores would be based

1961



entirely on English expression, despite evidence that this change created a disparate pass rate for women (28 percent female to 21 percent male) far higher than the former pass rate had ever been (21 percent male versus 20 percent female), and which would also violate Wald's standard.

### *The disappearing document*

For the 1988 and future exams, scoring would also be dramatically altered. But don't try sorting through the 18 feet of legal documents to find out how; the document explaining the new scoring is, curiously, missing. When I tried to locate it, the court clerk said "it was never filed" there; the plaintiffs' attorney, Monica Wagner, told me she "can't seem to find" it; Judge Robinson's office told me it wasn't there; and a friendly public affairs representative for the State Department said she would get it for me now that she had the request in writing: that was 11 weeks ago. I obtained a copy through an unofficial source. It orders quotas. Women and men would no longer be tested against one another, but in "separate rank order lists based on raw examination scores for men and women. An equal percentage of males and females would be identified from each rank order list as test passers."

### *Bleak house*

If such subtle and hidden laws and agreements have caused reverse discrimination in testing and hiring, one wonders if the same, silent forces are at work in evaluations, assignments, and promotions. Again, records, documents, and testimony indicate that they are.

For example, one part of a court order mandates that State must give more women FSOs the highest job rating possible. Another orders it to give more "stretch" assignments to women. Yet another document states

that any woman who can show that she might have sought a certain assignment or promotion over the past decade but didn't because she anticipated sex discrimination is now entitled to strong consideration for that spot. In 1990, Torrey S. Whitman, a former personnel officer for the department, told a *Washington Post* reporter that these changes would not disrupt the personnel placement system. He conceded, however, that there was no limit on the number of women who may qualify: "Clearly, women are getting priority, or a leg up in consideration for these jobs. But the ultimate decision rests with the department."

By agreeing to comply with these settlements and orders, State said it hoped to end the lawsuit, resolve the claims, put the case behind it, and get on with business. But somehow the case refuses to close. It has become an example of government-by-judiciary. In part, the reason is that the goals of reform keep increasing in scope. In 1976 co-plaintiffs Alison Palmer and Marguerite Cooper sought equal treatment for women and a redress of grievances. More recently, the stakes have been raised. Several months ago Cooper enunciated to me the final struggle: to ensure equal promotions at all levels, especially the ambassador's. "We have argued that if, over a five-year period, 30 women (statistically) should have been appointed to ambassadorships, then State should instate them at once. But the policy of the Reagan Administration, and now under Bush, was that [State] should provide remedy only for someone who was harmed."

Although clearly absurd, the goal of elevating women simply because they are women seems to be shared by State. For example, in 1989 Ambassador Ridgway told the *New York Times* about an overwhelming male bias at the top of embassies. "They don't want women in [ambassador] positions and they are not choosing them," she said. "And a career man in that job will most often choose a deputy chief whom he knows." Perhaps. But even if that were the case, standing orders from the lawsuit seem to have reversed the rule. A recent issue of *State* magazine lists a dozen new ambassadorial appointments. Only three appointees had not formerly served extensively as an embassy deputy chief of mission; the only two minorities and the only woman.

In short, the secret, court-ordered quotas in testing, hiring, assignments, and now, it seems, promotions, have dramatically altered the chain of authority and responsibility. Begun over a decade ago, there is no quick and easy way out. Of course sex discrimination exists today, but sweeping, private agreements, some which have resulted in a reverse bias against males, only exacerbate the tension. The only reasonable response would seem to be frank, open discussion of the issue, but the department's preference for closed-door conferences makes this difficult. Unlike Boucher, the rest of us cannot dismiss the problem with a quip. ■

---

*James Workman is a freelance writer.*

1972



# OPENING DOORS TO THE BLIND

The long road to post

BY ELLEN RAFSHOON

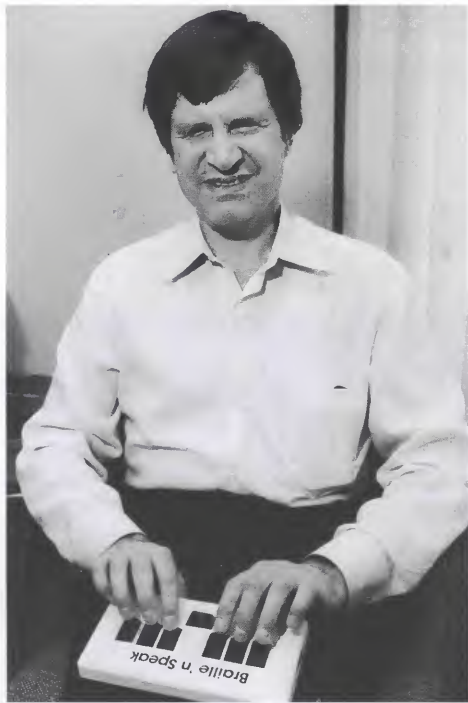
**A**vraham Rabby arrived in London this summer as excited and nervous as any junior Foreign Service officer on his first overseas assignment. But Rabby also felt relieved: finally, his long battle with the State Department was over, and he could concentrate on doing the work of a diplomat.

A graduate of Oxford University and the University of Chicago, fluent in three languages, the 47-year-old international business consultant should have been sent abroad when he passed the entrance exam in 1985. But he ran up against the department's policy restricting blind people from entering the Foreign Service.

Even while State officials were defending his exclusion on grounds that blind people could not be available for posts worldwide, the agency had permitted at least three blind diplomats to continue working abroad. Department officials cited concerns about safety in a foreign environment: "A person who is blind is asked to move into a foreign community in an area where he or she is not familiar with the locality [and], will have to deal with people who may be very hostile. . . . In this country, you don't ask a blind person to drive a bus or be a bank teller. There are jobs which are dangerous or unsuitable for them, and in the Foreign Service, we're full of jobs like that," said Ambassador George Vest, former Foreign Service director general, in a 1989 television interview.

## *Special exclusion*

State maintained its ban in the face of a 1973 law that



Avraham Rabby uses his 'Braille 'n Speak' to record notes at meetings. The machine will read back to him or can be hooked to a Braille printer.

required federal agencies to make reasonable accommodations for disabled people. The Rehabilitation Act was designed to make the government a model employer of the handicapped. Officials at State held that the department's personnel policies were so demanding and unique, however, as to justify exclusion of the blind.

Rabby, who challenged the department head-on in a 1989 discrimination lawsuit, was not the first to question State's policy towards blind Foreign Service applicants. Beginning in 1976, when she became a summer intern in the director general's office, Mary Ann Masterson lobbied for a Foreign Service position.

Masterson, 37, has been blind since birth. Her parents sent her to the Perkins School for the Blind near their home in Providence, Rhode Island. The school accepted children from all over the world, and it was there that she began to think she might want to work abroad. At Providence College, she majored in political science, concentrating on international affairs and diplomatic history. A year before her 1976 graduation she wrote to the State Department asking if she could take the entrance examination and work in the Foreign Service.

"I was told that medical standards did not allow blind people to enter the Foreign Service because they were based on Navy medical standards," she said.

She took the exam anyway with the help of someone

It was obvious that change would come slowly. During her internship, she was asked to study whether handicapped people could work overseas. After interviewing dozens of Foreign Service officers about their experiences at 10 different posts, Masterson reported to the department that there would be obstacles to sending disabled people overseas but that those problems could be solved.

After her internship, Masterson began work for a masters in international relations at George Washington University but stayed on at the department as a part-time employee with the handicap employment program, helping to bring more disabled people into the Civil Service. To assist her, she was given the aid of a reader but had no other special equipment.

#### *'No one ever objected'*

Ironically, that program was led from 1978 to 1979 by Robert Gordon, former ambassador to Mauritius. Gordon was blind when he headed the embassy, after having been stricken with retinal pigmentosa. Gordon, who declined to be interviewed for this story, pushed for a change in the policy, but personnel and political officials were opposed, Masterson said. "They told the ambassador that it's one thing to lose your sight while in the Foreign Service, but it's another thing to bring in someone who is blind," she recalled.

Indeed, when Larry Raicht was diagnosed with multiple sclerosis in 1977 and lost his sight, he was permitted to remain in the service. He served as consul general in Halifax, Canada from 1982-86. Raicht was equipped with a closed-circuit television and a Kurzweil reader, a device that reads English and foreign-language material out loud. Two Navy wives read classified material, which included military and energy-related documents. When Raicht needed to take notes at meetings, he would place an omnidirectional microphone

in the center of the room and tape them. "No one ever objected. I would just stand up and say, 'I'm blind and can't take notes,'" said Raicht, who retired two years ago.

Because Raicht's condition required medical supervision and is exacerbated by warm temperatures, the department agreed to limit his assignment to Western nations with moderate climates, he said.



Mary Ann Masterson, left, learns French along with classmates Mark Brandt, center, and Gary Caldwell, right, from an instructor at the Foreign Service Institute.

who read it to her, and she failed by one point. Masterson decided not to retake the exam, knowing she would still come up against the restrictive policy. Instead, she sought a Civil Service job within the department.

"I decided I would show them I could do the work and let people know I was competent from the inside. My hope was that the department would eventually change."

After earning her master's degree, Masterson moved to a job in the visa office, rewriting regulations. The department gave her the best computer equipment money could buy. She had a computer that could translate Braille into English and speak out loud. It came with a high-speed Braille printer and a device to access materials from other offices. Though she still wanted to be a Foreign Service officer, Masterson felt she was being treated fairly and did not apply again for a Foreign Service position.

Meanwhile, in 1982, David Galloway, a blind former Peace Corps volunteer in Jamaica who was denied entry to the Foreign Service, filed a discrimination complaint with the Equal Employment Opportunity Commission. State continued to deny Galloway a place in the diplomatic corps but paid him about \$167,000 to settle his claim in 1985. The agency also agreed to undertake an affirmative action program for disabled people and allow disabled Foreign Service applicants to provide additional information on their applications concerning their medical conditions.

### Roadblocks

The same year that Galloway settled his complaint, Rabby took the Foreign Service exam for the first time. A consultant to companies seeking to place disabled people, Rabby had always wanted to work in international affairs.

He was born in Israel and sent to England for his education after he lost his sight in a swimming accident. The boarding schools for blind children that he attended were typically British with lots of emphasis on self-reliance and athletics, he said. At Oxford, he majored in French and Spanish and, after a one-year stint at Ford Motor Co., he was accepted to the University of Chicago's MBA program.

He spent most of his career as a human resources expert in New York, working at one time for Citibank, and his work required frequent travel overseas. He was looking to make a career change in 1985, and the State Department seemed an obvious choice. He passed the written and oral exams, but nine months later he was denied admission.

Rabby was advised to take the exam again to improve his score. But eventually he learned through a Freedom of Information Act request, that he wasn't accepted because he failed the medical exam. With the help of a reader, he took the exam again and again passed, but he was turned down once more. When he arranged to take the exam a third time in 1988, Rabby was told that the department had decided to forbid blind people from taking the exam with the aid of a reader.

"We have agreed that it is neither fair nor useful to encourage the candidacy of severely disabled persons by providing accommodation on the exam which would not be made available overseas," said a 1989 letter from Assistant Secretary for Legislative Affairs J. Edward Fox to Benjamin Gilman (R-NY). Because security procedures barred reading classified materials out loud except in

specially designed sealed rooms, there would be little sense in allowing blind applicants to have readers to aid them during the exam, Fox said.

That decision prompted Rabby to take his case to the media, Congress, and the courts, a strategy that paid off. In November 1988, Rabby debated Ambassador Vest on the "Good Morning America" show, and Vest argued that Foreign Service jobs are "either incompatible with being blind or dangerous to the blind person himself." Too many embassies are located in hostile nations to ensure blind peoples' safety and blind people could not deal with classified documents, he said.

Rabby retorted that he had survived over a decade of life in New York City, which records 1,800 murders per year. As for classified information, he argued that other government agencies had permitted blind employees with security clearances the use of readers.

### 'Mythical American'

A few months after his television appearance, Rabby filed a lawsuit in U.S. District Court, charging the department with employment discrimination in violation of the

---

Rabby was advised to take the exam again to improve his score. But eventually he learned through a Freedom of Information Act request that he wasn't accepted because he failed the medical exam. With the help of a reader, he took the exam again and again passed, but he was turned down once more. When he arranged to take the exam a third time in 1988, Rabby was told that the department had decided to forbid blind people from taking the exam with the aid of a reader.

1978



Rehabilitation Act. He asked the court to order State to hire him and award him back pay for the years he was denied employment.

Meanwhile, various members of Congress rallied to his cause, most notably Representative Geny Sikorski (D-MN), chairman of the Civil Service Subcommittee. Sikorski held a well-publicized hearing in February 1989.

EEOC Chairman Evan Kemp told the panel that State had a "dismal record in hiring disabled people." "It seems to me that their attitude is that they want to hire what I call the 'mythical American'—the 5-foot, 10-inch, 160-pound male WASP in perfect physical/mental health." He advised Congress to put a special provision in State's appropriation bill forcing them to comply with the Rehabilitation Act.

But State personnel policy official Charles Stout said that the 1980 Foreign Service Act required all officers to be available worldwide and blind people could not do that. In response to Sikorski's questions, however, he acknowledged that language skills, personal preference, and family problems often limited worldwide ability among diplomats.

Sikorski discounted State's justifications, accusing the department of failing to "live up to its obligation to eliminate barriers to disabled people." The congressman scheduled a follow-up hearing for nine months later.

One day before he was due to appear in Washington, Rabby received a phone call at his New York apartment with good news. The State Department was accepting him into the Foreign Service. The settlement he reached permitted him to come in as a political officer, limiting his consular work to one year. "It was the kind of work I've always wanted to do," he said shortly before leaving for London. Although he will be given a portable computer for taking notes in Braille and other technical tools, he feels it is his experience, training, and abilities that will help him succeed at his job. Rabby recounted how he

was singled out by his instructors at the Foreign Service Institute for his retentive memory and interview abilities. Rabby expects to use these abilities when attending meetings where note-taking is prohibited. London was his first choice for a post, because he has already lived there and will not have to adjust to a foreign-language environment.

When she heard about the change, Masterson began considering whether to take the exam again. "I needed to decide whether I wanted to uproot my life. My mom was worried I might be kidnapped or beaten up. My stepfather said, 'If you don't do it, you will look back and say that you never fulfilled your aspirations.' Following her stepfather's advice, she took the exam and passed. As all junior officers, she will do consular work at her first post. Because they have to view documents, blind officers will need help in consular work. But Masterson believes that her listening skills will help her in evaluating visa candidates.

### *'More feasible'*

At a March ceremony, Rabby and Masterson were inducted into the Foreign Service. They were promised machines that can read English and foreign-language material out loud, desktop computers with voice ability, Braille printers, and portable computers for taking notes. They will be assigned personal assistants to read classified documents. All this costs money, but is no more than required of other agencies by 1973 law.

State Department spokeswoman Donna Gigliotti elaborated on State's current policies: "It's now more feasible for blind employees to be successful in the Foreign Service, because more jobs are computerized and the technologies for helping blind employees have improved," she commented. "All applicants, including those who have disabilities, are given every opportunity to compete for jobs." She stated that Rabby and Masterson had to meet the same requirements as other applicants and their posts were selected through the same open assignment program that is used for all Foreign Service employees. Gigliotti continued, "Once employees are hired, we work with them to help them succeed on the job. We provide blind employees with a mix of technology and readers, depending on the demands of the job."

"My life is turned around," said Masterson, who is preparing to head to Montreal this fall with her seeing-eye dog, Ned. "I was complacent, depressed, and I wasn't happy in my job. I wasn't using all my skills or my education. I had always been the type of person who couldn't wait to get up in the morning. Now I'm back to that."

Rabby, whose first week in the London Embassy coincided with the G-7 Summit and a visit from General Norman Schwarzkopf, said everything is going well for him so far. "I'm very pleased with people's attitudes. They expect as much of me as of the other people," he said. ■

**Ellen Rafshoon has covered the State Department for the Federal Times.**

1980



# BOOKS

## Finer Than Air

### OZONE DIPLOMACY: NEW DIRECTIONS IN SAFEGUARDING THE PLANET

By Richard Eliot Benedick, Harvard  
University Press, 1991, \$10.95,  
softcover

Reviewed by Richard J. Smith

*Ozone Diplomacy* is a landmark book that should command the attention of every serious student of American diplomacy, international environmental issues, or the art of negotiation. It describes powerfully and clearly the watershed event that moved global environmental issues to the top of the international agenda—the negotiation of the Montreal Protocol on Substances That Deplete the Ozone Layer. That agreement, widely and correctly recognized as a monumental achievement, was accomplished with vigorous and effective leadership by the United States and by our chief negotiator, Richard Eliot Benedick. Benedick, a Foreign Service officer, has made an important further contribution by writing this fascinating account of the events surrounding that negotiation.

The author's comprehensive sweep is impressive. The scientific roots of the problem, the complex inter-agency dynamics, the role of the affected business communities, the aggressive multilateral strategy for achieving our goals, the prompt follow-on negotiation of adjustments and amendments all are addressed with the thoroughness and subtlety of an informed insider.

The book unfolds like a good mystery. It builds from the initial foreboding

about an uncertain but possibly catastrophic future event and takes the reader through a series of fast-breaking developments and a shifting perception of what is at stake and who are the villains and the heroes. The threads are finally pulled together in an immensely satisfying conclusion. It's a good read, even when you know how it turns out.

Benedick's explanation of the evidence that implicates chlorofluorocarbons (CFCs) in the potential deterioration of the stratospheric ozone layer is as clear, complete, and understandable a presentation of that subject as I have

*Ozone, an unstable form of oxygen with three rather than two atoms, is a troublesome pollutant when found at ground level in cities, but in the stratosphere, 6 to 30 miles above the earth's surface, it forms a thin layer that screens out substantial quantities of biologically active ultraviolet radiation. This radiation would otherwise have a devastating effect on life as we know it, leading, for example, to vastly increased levels of skin cancer.*

seen. His description of the development of the U.S. position is a revealing expose of the kind of pulling and hauling that can characterize the inter-agency policy-making process when important issues and major equities are at stake.

Ozone, an unstable form of oxygen with three rather than two atoms, is a troublesome pollutant when found at ground level in cities, but in the stratosphere, 6 to 30 miles above the earth's surface, it forms a thin layer that screens out substantial quantities of biologically active ultraviolet radiation. This radi-

ation would otherwise have a devastating effect on life as we know it, leading, for example, to vastly increased levels of skin cancer. In 1972, two University of Michigan scientists first discovered that chlorine in the atmosphere could unleash a chemical process that could continually destroy ozone in the stratosphere over a period of many years. This led to a flurry of further research that implicated the ubiquitous and highly useful class of manmade chemicals called CFCs.

In the United States, we responded to these findings by banning, by 1978, all non-essential uses of CFCs in aerosols, affecting some \$3 billion dollars in sales. Internationally, we took the lead in negotiating the Vienna Convention for the Protection of the Ozone Layer in 1985; the Montreal Protocol to that agreement in 1987, which called for a 50 percent reduction in CFC production and consumption by the year 2000; and the changes to the protocol adopted in London in 1990, which called for a complete phase-out of CFCs and established an unprecedented fund for assisting developing countries to meet the requirements of the protocol.

In the lead-in to chapter two, the author provides an important insight into the pathbreaking events:

"The Montreal Protocol was the result of research at the frontiers of science combined with a unique collaboration between scientists and policy-makers," Benedick writes. "Unlike any previous diplomatic endeavor, it was based on continually evolving theories, on state-of-the-art computer models simulating the results of intricate chemical and physical

reaction for decades into the future, and on satellite-, land-, and rocket-based monitoring of remote gases measured in parts per trillion. . . ."

What we get in this book is, of course, the perspective of one actor in a complex drama with a large cast. Some of the European players have criticized Benedick's portrayal of European bureaucrats and business representatives as recalcitrant foot-draggers. One told me that Benedick was not fully aware of the internal European dynamics on this issue and overplayed the U.S. leadership role. Nonetheless, Benedick's description of events has the ring of truth to me.

While Benedick gives credit where due, I would have stressed even more on the contribution made by the Environmental Protection Agency (EPA), particularly its Air Office, headed by Eileen Claussen. EPA provided much of the necessary analytical work, set up a series of critically important workshops, and did valuable country studies in developing countries, as well as participating actively in the negotiations themselves.

For "inside-the-beltway" readers, the part of the book dealing with the intense inter-agency debate over the development of our position will be among the most interesting. Senior administration officials were given pause by the prospect of phasing-out a multi-billion-dollar industry and a product essential to a broad segment of the economy, from refrigeration and air-conditioning to electronics, fire-fighting foam, and medical inhalants, all for the uncertain fate of an unseen gas in the stratosphere. Some were uneasy with the determined, relentless style of our chief negotiator.

These same officials were infuriated when a press leak noted a suggestion at an inter-agency meeting that hats and dark glasses might be an alternative to preventing the deterioration of the ozone layer.

In this tough inter-agency battle, Benedick deserves much credit for standing up to high-level pressures and personal attacks to continue vigorously to make the case for a strong Montreal Protocol. It should be noted that in doing so, he had the unstinting and

indispensable support of Secretary of State George Shultz.

Benedick's negotiating strategy was well conceived. He presses tirelessly on all fronts. He engaged with an initially hostile U.S. industry and stayed with the industrialists through a series of workshops and individual meetings until, in a startling development, they shifted position and announced their support for CFC controls. His USIA Worldnet programs with NASA scientist Bob Watson had a palpable impact on public opinion in Europe and particularly in Japan, which the concerned governments had to take into account in shaping their positions. In repeated visits to capitals, he hammered home the logic of our approach and took maximum advantage of discomfort, particularly in Germany, with the EC Secretariat's generally more restrained attitude toward far-reaching CFC controls. Through it all, he managed the contentious inter-agency process effectively to assure that our own forthcoming position did not come unstuck.

The Montreal Protocol may look inevitable in retrospect, but it did not

# The Inn

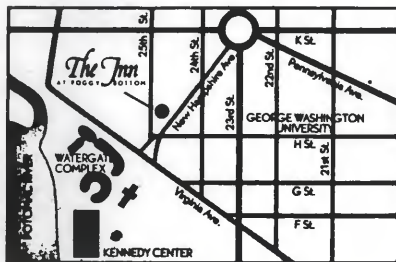
AT FOGGY BOTTOM

824 New Hampshire Ave. N.W.

Washington, D.C. 20037

(202) 337-6620 (800) 426-4455

FAX: (202) 298-7499



## "Take a new lease on living" at a very special rate

### Superb Accommodations:

- Luxury efficiency or one bedroom suite
- Fully stocked kitchen facilities
- Soft upholstered furniture and tasteful decorator accents
- Spectacular views of the city
- Restaurant on premises
- Meeting facilities
- Color TV and AM/FM clock radio

### Convenient Address:

- Situated on a tree lined street a few blocks from the Potomac waterfront
- Walking distance to the Kennedy Center for the Performing Arts
- Close proximity to historic Georgetown
- Just 1-2 blocks from the Foggy Bottom Metro Station

### Thoughtful Amenities:

- Indoor valet parking
- Room Service
- 24 hour message service
- Nightly turndown service with imported chocolates
- Wake up calls with weather report
- Complimentary Washington Post
- Same day laundry & valet service
- Coin operated laundry facilities
- Concierge service for theatre tickets, secretarial services, grocery shopping and travel arrangements

appear that way at the time. One should recall that when it was negotiated and signed, the evidence of ozone layer depletion was much weaker and no link had yet been established between the Antarctic ozone hole and CFCs. While global warming, for example, may present a more complex challenge, we would do well as we address that and other global environmental issues to heed the lessons of our experience with ozone diplomacy.

A key lesson, in my view, is to give global environmental agreements the flexibility to respond to new information. We won't get it right the first time. One of the great strengths of the Montreal Protocol is that it creates a process of review and reconsideration that allows it to respond effectively to changing circumstances. This approach has already more than proved its worth.

Other authors will probably write about this historic negotiation, but I have no doubt that *Ozone Diplomacy* will remain the definitive work on the subject. It belongs in everybody's library.

*Richard J. Smith, principal deputy assistant secretary in State's Bureau of Oceans and International Environmental and Scientific Affairs, was closely involved with the Montreal Protocol negotiations from 1985 through 1990.*

## The Age of Oil

### THE PRIZE: THE EPIC QUEST FOR OIL, MONEY, AND POWER

By Daniel Yergin, Simon and Schuster, 1991, \$27.50, hardcover

### AMERICAN HEGEMONY AND WORLD OIL: THE INDUSTRY, THE STATE SYSTEM, AND THE WORLD ECONOMY

By Simon Bromley, Pennsylvania State University Press, 1991, \$39.50, hardcover

#### Reviewed by John J. Harter

These books, taken separately or in tandem, pack a wallop. Both, through contrasting styles and perspectives, portray our ebbing 20th century as the oil era, for better and for worse.

Professor Yergin tried to write an epic but actually wrote an oil almanac—with a novelist's flair. Professor Bromley was no less ambitious: he sought to establish that widely accepted political and economic theories are grossly flawed, because they cannot account for the saga of oil. His prose is denser than Yergin's, and his message has a distinctly Marxist accent.

Yergin's 877 pages (including a detailed chronology, notes, and bibliography) focus on the historic impact of strong characters who run the gamut from heroic to villainous. His vignettes are always vivid and credible. Within any one chapter or episode he maintains suspense—but that's hard to sustain over so many hundred pages.

Three "great" (Yergin's word) themes underlie the story he tells.

First is the surge of a powerful industry, rooted in John D. Rockefeller's Standard Oil Co., which increased its dominance even after its "dissolution" in 1911 at the behest of the Supreme Court. The second is the impact of oil on national strategies and global politics, as reflected particularly in the causes, conduct, and results of World Wars I and II. Finally, Yergin argues that oil has become the lifeblood of modern "hydrocarbon society."

As epics should, *The Prize* begins with a prologue and ends with an epilogue. In the former, Winston Churchill suddenly comes to see the great military potential of oil just before he is appointed first lord of the Admiralty in 1911. By hastening the day when the Royal Navy was converted from dependence on coal to dependence on oil, he is credited with ensuring the superiority of the British Navy during World War I. The change also raised the geopolitical and economic importance of the Middle East.

In the epilogue, Yergin speaks of oil history as "a panorama of triumphs and a litany of tragic and costly mistakes [and] a theater for the noble and the base in the human character." He notes that oil helped mankind to master the physical world, even as it fueled global struggles for political and economic primacy.

Between the prologue and the epi-

logue lies a rich body of facts, anecdotes, character sketches, dissections, and digressions, chronologically presented, from the year 3,000 B.C. to 1991. "Bitumen" was a semi-solid, oozy substance that seeped to the surface through cracks and fissures in the earth. It was traded and used as an early building material—it was found in the walls of Jericho and Babylon. Pliny described its pharmaceutical properties in the first century A.D.: it healed wounds, relieved rheumatism and fever, and soothed a chronic cough. Patent medicine salesmen pitched the same claims for it on the American frontier in the 19th century.

Then, in the 1850s, an inexpensive lamp was developed that could satisfactorily burn "kerosene," a derivative of bitumen. Demand created supply: by 1859, an oil well was drilled in the tiny, impoverished village of Titusville, Pennsylvania and another followed quickly. Oil production grew rapidly during the Civil War years, but could not keep up with demand. By the time the war was over, Rockefeller was on his way toward amassing the largest fortune in America.

The heyday of the giant American oil companies immediately preceded and followed World War II. According to Yergin, the companies' treasuries were larger than those of many countries, and they had their own foreign policies and even their own fleets. At that time the oil-producing countries still lacked power; some were still colonies.

Yergin chronicles the gradual erosion of the companies' power, beginning in the late 1950s, with the emergence of state-owned European oil companies and global decolonization of the British and French empires. The oil-producing countries began flexing their muscles in the 1960s, demanding new agreements with the companies, and by the 1970s they were nationalizing or expropriating them.

Yergin's epilogue postulates a new direction for industrial society, following rising global concern for the environment. "Indeed," he says, "with the fate of the planet itself seemingly to be

in question, the Hydrocarbon Civilization that oil built could be shaken to its foundations."

Simon Bromley, in less lively prose, contends that standard academic theory fails to account for the development of the oil industry. Essentially, he holds that orthodox economics does not comprehend global politics. He argues that the model that sees markets as mechanisms to increase efficiency, maximize growth, promote consumer welfare, and underpin individual freedom does not apply to global resource allocation. He also assails theorists who see nations as sovereign entities existing amid enduring anarchy, saying that the concepts of "national interest," "power," and "security" have been intolerably ambiguous. He says we need new theories to explain the world as it is.

The bulk of Bromley's book recounts the evolution of oil as a strategic commodity, especially during the Cold War years. Other analysts have catalogued reasons governments must pay special heed to the international oil industry: its enormous size, its strategic military and economic importance, the influence of state-owned oil companies, the adverse economic consequences of wildly gyrating oil prices. But Bromley goes further: he believes oil functions as a strategic commodity because of the industry's "integration into the structural components of U.S. hegemony." The industry has been a key resource in U.S. global leadership.

Although Bromley argues that we need a sharper focus on the nature and role of the "nation-state" and a reevaluation of traditional assumptions of "sovereignty," he doesn't specify what he thinks we need. Still, he has written a provocative book.

His postscript on the "Crisis in the Gulf" is an exceptionally lucid and succinct analysis of the dilemmas faced by Iraq and the United States at that time—and since. It also provides further evidence that American hegemony has not shrunk.

In addition to the two books reviewed here, *Journal* readers might wish to read the recently published *Highlights of the AFSA Symposium on Oil and Foreign Affairs in the 1990s*. Telephone or write AFSA for a free copy.

*John J. Harter is a retired Foreign Service officer.*

# THE BEAUTY CENTER

## BEAUTY SUPPLIES & SERVICE

Hundreds of Major Brands To Choose From...At Discount Prices!

NEXXUS, PAUL MITCHELL, SEBASTIAN/SYSTEMA, REDKEN, GOLDWELL, KMS, AVEDA, SUKESHA, JOICO, SCRUPLES, OPTIMUM, WAVE NOUVEAU, LEISURE CURL, CREAM OF NATURE, GENTILE, HAWAIIAN SILKY, AFFIRM, DONNIES, SOF-N-FREE, ISOPLUS, B&B, POSNER, LOTTABODY, REVLON, LUSTERS, SOFT SHEEN, TCB, NEW ERA, CLAIROL, APHOGEE, LOREAL, KENRA, TRESSEME, LA COUPE, FERMODYL, ZOTOS, ALL WAYS, LE KAIR, PRECISE, SUPERNAIL, IBD, ORLY, OPI, ALPHA 9, GENA, PRE-CON, OSTER, WAHL, ANDIS, BELSON, PLIMATIC, ETC...

### LARGE SELECTION OF HAIR ACCESSORIES

- perm rods
- gloves
- plastic caps
- blow dryers
- hair color
- clippers/trimmers
- curling/straightening iron
- crimper/deep wavers
- synthetic/100% human hair available

**Immediate delivery to APO & FPO Addresses**

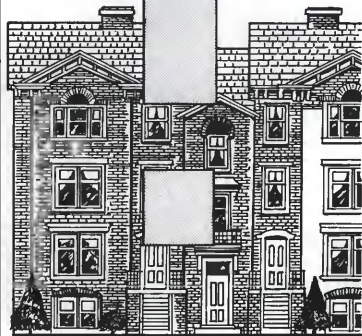
To place an order or for a free catalog send name and address to:

THE BEAUTY CENTER  
DEPARTMENT FOR  
6210 GREENBELT RD.  
GREENBELT, MD. 20770

PERSONAL CHECKS, CREDIT CARDS,  
CERTIFIED CHECK OR MONEY ORDERS  
Credit Card Orders between  
10am-7:30 pm EST (301) 474-0900

YOUR TOTAL HAIR CARE CENTER BY MAIL!

## PUZZLED ABOUT RENTAL MANAGEMENT



We concentrate on only ONE thing . . . Managing your property.

### PROFESSIONAL PROPERTY MANAGEMENT OF NORTHERN VIRGINIA INC.

Join our growing number of owners from Athens to Zalre who trust the management of their properties to PPM. Professional service with a personal touch.

Discounts on appliances and more! Monthly computerized statements.

5105K Backlick Rd.  
Annandale, VA 22003  
703/642-3010

11325 Seven Locks Road  
Suite 217  
Potomac, MD 20854  
301/983-2323



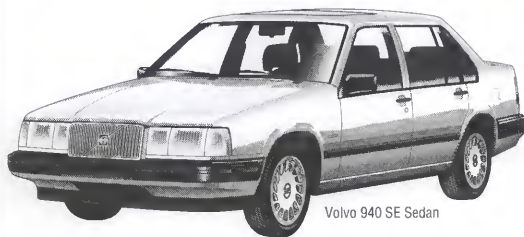
**We also service Montgomery County, Maryland**

# VOLVO

U.S.A.'s Largest Diplomatic Dealer

Worldwide Delivery to Diplomats and  
Members of International Organizations  
Contact: Dana Martens, Diplomatic Sales Director

Steven Hart  
Sales Consultant



Volvo 940 SE Sedan



VOLVO  
1990  
DEALER  
OF  
EXCELLENCE



## MARTENS CARS OF WASHINGTON

4800 Wisconsin Ave., N.W. Washington, D.C. 20016  
(202) 537-3000 Fax: (202) 537-1826  
Dedicated to Excellence Since 1904



## Short and Long Term Housing

Rates from \$45.<sup>00</sup> per day

The Capitol Hill offers premier class suites with:

Maid Service

Fully Furnished Kitchens

Complimentary Weekday Continental Breakfast and

Evening Cocktail in our Executive Salon

Complimentary Parking

Self Service Laundry

Same Day Laundry and Valet Service

One block from Metro in the exclusive Captiol Hill  
neighborhood. Please respond via Fax if necessary.

Fax (202) 547-2608

Toll Free (800) 424-9165

Phone (202) 543-6000



200 C Street, S.E.  
Washington, D.C. 20003

## BOOKS

### Words and Deeds

RECONSTRUCTING CONSENSUS:  
AMERICAN FOREIGN POLICY SINCE THE  
VIETNAM WAR

By Richard A. Melanson, *St. Martin's  
Press, 1991, \$59.95 hardcover*

Reviewed by Daniel Newberry

Melanson's manuscript went to the printer before the Gulf War, so don't look for an explanation of the "new world order." Instead, be ready for a 50-year retrospective of how successive U.S. presidents, in reaction to difficult and often contradictory domestic realities, relied heavily on rhetoric, theater, and public relations to mobilize support for their foreign policies. A fruit of this reliance, in Melanson's view, is a prominent gap between words and deeds in American foreign policy.

Foreign Service readers, beware! This book could lead you to feel that career professionals are, at best, mere technicians. When you read Melanson you are tempted to think of the Foreign Service analyst as merely a data base for a computer that is programmed and controlled by the domestic political wing of the White House.

But, then, Melanson is writing not just about policy consensus but cultural and procedural consensus as well—how Americans have come to think of their nation's place in the world. "Procedural consensus" has to do with White House-congressional accommodations in foreign policy. Melanson's treatment of the "procedural" history leaves the reader with the impression that consensus between Congress and the White House has virtually vanished, but that was before the Gulf War.

Considering the general thrust of Melanson's book, the author is surprisingly generous in his appraisal of Ronald Reagan. Even so, the author's envoi warns of "the continuing tyranny of presidential rhetoric largely disconnected from international and domestic realities."

*Daniel Newberry is a retiree member of  
the AFSA Governing Board. ■*

*Despatch from U.S. Minister in Siam John A. Halderman to Secretary of State Frelinghuysen, 1883*



## THE ROYAL ELEPHANT HUNT

*The United States sent a series of diplomatic agents and consuls to Siam beginning as early as 1834, but did not assign a minister resident until 1882. John Halderman of Missouri was the first to hold this post, serving until 1886. Halderman delighted in reporting on affairs at the Royal Court and on unusual aspects of life in his country of assignment.*

Bangkok, Siam, June 1, 1883

Sir:

The Royal Elephant Hunt is to Siam what the Derby Day is to England or the Grand Prix to France. I know of nothing like it in the United States, unless it be the Great Fair at Saint Louis.

Everybody is supposed to go in holiday attire, leaving dull care behind, and dedicating the day to the pleasures of the present. In years gone by, these hunts were annual, but now they are more rare. The last, prior to the one just closed, came off in May 1878.

This has been discussed many months and was duly notified by Royal order; and as the popular appetite therefor had been whetted by a long hunger, the occasion was seized with avidity by this pleasure-loving people.

As a consequence, there was a general rush to Ayuthia, the old capital 60 miles north, at the time described in Siamese computation as the "fifth day of the waning moon of the sixth month of the year of the Goat, fifth of the decade of the Siamese astronomical era 1245, and 16th of His Majesty's reign," corresponding to Saturday, May 26, 1883.

State barge, steamboat and launch, show-boat, dugout and catamaran were brought into requisition, at just such

prices as one pays at Epsom Downs, Long Champ, or Saint Louis.

The elephant herds of Siam are the property of the king. They find pasturage upon the alluvial plains of the peninsula bounded by the mountains and the sea, where ward and watch are kept of them by guards to prevent dispersion or seizure. There they live in security and multiply. At the Royal command, the keepers collect these scattered and roaming herds and drive them to Ayuthia, where, the court is assembled to witness the interesting exhibition of Hunt and Capture.

The rectangular stockade, as it has appeared for many years past, has narrowing approaches, and encloses an area of not more than one acre. It is formed by stout posts securely planted in the ground, just far enough apart to admit through the interstices the passage of a man, but not of a larger animal. Into this corral, I saw 245 wild elephants decoyed and driven, by well-trained female and male pachyderms, the former leading and the latter driving the wild herd. In this spectacle alone, the Siamese proverb "it takes an elephant to catch an elephant" found ample verification.

Within the pen, experienced hunters from the backs of trusty male elephants adroitly noosed the hind leg of each choice "tusker" or young male elephant and made fast the long rope attached to posts hard by, for that purpose.

In this perilous undertaking two days were employed; meanwhile light and darkness were made hideous by the bellowing of these infuriated beasts, which are here kept without food or water. In the corral, one young elephant was crushed to death, and others were left *bors de combat*.

The lassoing of each animal was greeted with exclamations of satisfaction from the assembled multitude, as was the discomfiture or failure of each hunter visited with words and signs of disapprobation. The captured pachyderms detained in the stockade are starved into submission, tamed, trained, and either kept at Ayuthia that they, in turn, may become captors, or they are transported to Bangkok where, in the king's stables, they find shelter, food, good treatment, and no work.

The herd just liberated was represented to be smaller than that of the last hunt. The keepers were engaged two months or more in collecting them, and some of the animals were driven from Karat, a 12 days' journey north.

The sport is exciting, though somewhat hazardous. It is no rare occurrence to see men killed or maimed for life. In the late hunt I heard of but one serious casualty—a mahout killed by a blow from the trunk of an enraged elephant.

The Grand Stand, overlooking the stockade, was occupied by the King, Queen Consort, Crown Prince, several of His Majesty's wives, 20 or more of his children, and by Princes, Nobles, and dignitaries of the realm surrounded by their harems. The Duke of Mecklenburg was present, as were also the Diplomatic and Consular Corps. The Hunt occupied three days, and was witnessed by many thousands of delighted spectators.

I have the honor to be, Sir, Your obedient servant,

JOHN A. HALDERMAN

*Retired Foreign Service officer Peter Eicher provided the Journal with this despatch and introductory note.*



FOR INFORMATION CALL 703-527-4409  
or FAX 703-516-4369

## An Innovation In Corporate Housing

Introducing The Chase at Ballston...Luxury, short-term Corporate Apartment Homes designed to provide many of the amenities of a fine hotel, without the hotel expense.

- Located minutes from downtown Washington, DC and National Airport.
- Secure, beautifully landscaped residential setting.
- Luxurious one & two bedroom apartments, equipped with top of the line furnishings, plush wall-to-wall carpeting, walk-in closets, and complete kitchens.
- Conference center.
- Complete Nautilus fitness center, lighted tennis court, and a spacious outdoor swimming pool.
- Within walking distance of department stores, specialty shops and restaurants.
- Free Metro shuttle service.
- A staff dedicated to providing you with the level of service you would expect in a first class hotel.

**THE CHASE**  
AT  
**BALLSTON**

*The Service You Deserve*

4650 N. Washington Boulevard, Arlington, Virginia

**Do you feel stymied -**  
in your attempts to find one reliable source for all your recorded music needs?  
**Do you feel shut off -**  
without the rewarding and absorbing pleasures of recorded music?

**If so, let SERENADE come to your rescue!**

Serenade has 20 years' experience in providing mail-order recorded music for overseas customers of all kinds and in all countries. We know all the in's and out's of APO, Customs, packing, etc. We can fill virtually all your orders promptly, for we have record stores where CDs and tapes are regularly kept in stock.

We never charge your VISA, Mastercard, or American Express card until your merchandise is shipped out to you.

Serenade specializes in the unusual -- unusual music, unusual labels, unusual performances, unusual genres. We carry all kinds of music on CD and cassette -- International, Classical, Jazz, Country, New Age, Broadway, Pop, Rock - plus a full line of walkmen, CD and cassette holders, blank tapes, and other accessories.

We also offer *Fanfare*, the *Gramophone*, the *Penguin Guide* (hardback and paperback), *Opus*, *Spectrum*, and *The Gramophone Catalogue*, as well as many others.

Write us for details. We are convinced that our service is second to none, and can be perfectly suited to your needs.

Dept. FSJ  
1713 G St., NW  
Washington, DC 20006

**Serenade  
Record Shop**

Phone: (202) 638 - 6648  
FAX: (202) 783 - 0372  
(in US, for orders only)  
1-800-237-2930



## IN MEMORY

**Carol Laise Bunker**, 73, the first woman director general of the Foreign Service, assistant secretary of State, and ambassador to Nepal died of cancer July 25, 1991, at her home in Dummerston, Vermont.

Bunker was born in Winchester, Virginia and grew up in Washington. She was a graduate of Western High School and American University, where she also did graduate work. She was a personnel officer in the Department of Agriculture, the Civil Service Commission, and at the United Nations in London before joining the Department of State in 1948.

Between that time and 1956, when she was assigned to New Delhi, she was an adviser to U.S. delegations to the UN, UNESCO, and WHO. In 1961 she attended the Senior Seminar at Foreign Service Institute, and thereafter became director of the Office of South Asian Affairs. She was a country director for India, Nepal, Ceylon, and the Maldives when she was named ambassador to Katmandu in 1966. She was made career minister in 1968 and assistant secretary for Public Affairs in 1973. She became director general of the Foreign Service in 1975 and retired in 1977.

In retirement she served as a director of Phillips Petroleum, American Security Bank, Mount Holyoke College, the Experiment in International Living, the Marlboro School of Music and the American Academy of Diplomacy. She was a member of the Board of Governors of Diplomatic and Consular Officers, Retired and a trustee of DACOR Bacon House Foundation from 1988 to 1991.

She is survived by a brother, Frederic of Santa Fe, New Mexico and three stepchildren, Samuel Bunker of Dummerston, Vermont; John Bunker of Wheatland, Wyoming; and Ellen Bunker of Tucson, Arizona.

**John C. Dorrance**, 59, died of cancer on June 30 at his home in Potomac.

Dorrance was a native of Bakersfield, California. He graduated from Georgetown University's School of Foreign Service and received a master's degree in international affairs from George Washington University.

He began his career in 1956. His overseas assignments included duty as deputy chief of mission in Jamaica, political adviser to the commander-in-chief of the U.S. Air Force in West Germany and consul general in Sydney, Australia. He retired in 1989.

Dorrance attended the National War College and had been a senior fellow at the Institute for National Strategic Studies at the National Defense University. He received an exceptional civilian service award from the Department of the Air Force.

His book, *The United States and the Pacific Islands*, is scheduled to be published in August by the Center for Strategic and International Studies.

Survivors include his wife, the former Mary Lou Hanley, of Potomac; two sons, John Charles Jr. of Virginia Beach and David William of Houston; a brother, James of Freemont, California; a sister, Linda Bennett of Davis, California; and four grandchildren.

**Oris Foster Kolb**, 78, died July 17 at his home in East Lansing, Michigan.

Born in Dancy, Mississippi, Kolb graduated from East Central Junior College and Chillicothe Business School. He served in the Army from 1941-46, and reached the rank of lieutenant colonel as a reserve officer.

Kolb's 26-year career in the U.S. government began with the Civil Service Commission in Washington, D.C. in 1938, where he served as supervisor of the Investigations Division from 1948-52. He was branch chief in the Office of Security, Department of State, from 1952 until 1956, when he was appointed to the Foreign Service. His posts included Karachi, 1957-59; Athens, 1959-62; and Taipei, 1962-64.

Besides his wife of 48 years, Ruth Burns Kolb of East Lansing, he leaves two sons, Alan of Indianapolis and Richard of Mason, Michigan; a daughter Jane Faulds

of Holt, Michigan; a sister, and five grandchildren.

**William Armour McFadden**, 74, died at the Washington Home in Washington, D.C. on June 17.

McFadden was born in Camden, New Jersey and served in the army during World War II. He retired from the Army Reserve as a colonel in 1976.

He joined the Foreign Service in 1946 and went to Rome as vice consul the following year. After studies at Harvard and Cornell, he went to Moscow as economic officer in 1954. He was later assigned to the National Defense College in Paris and in 1960 became political officer in Brussels. He was deputy director of the Mutual Defense Staff from 1963-67, retiring in 1973 after an assignment with the Department of Commerce.

Besides his wife, Elizabeth, of Bethesda, Maryland, he leaves two daughters, a son, a brother, two sisters, and two grandchildren.

**M. Joanne Pernick**, 51, a real estate broker and wife of retired Foreign Service officer Irvin Pernick, died of chronic lung disease on July 13 at her home in Chevy Chase, Maryland.

Pernick was born in Rock Springs, Wyoming, and grew up in Denver. She attended the University of Colorado, University of Michigan, and George Washington University, majoring in modern languages. Early in her career, she managed the Washington office of LTV Aerospace Corp. and subsequently worked for then-Senator Peter H. Dominick as a speech writer and case worker. She also worked overseas in various commercial ventures.

Pernick accompanied her husband on overseas assignments to Thailand and to Rome. Since 1972, she has been active in residential real estate in the Washington area and was an active member of the Washington and Montgomery County boards of realtors, Kappa Kappa Gamma sorority, Hadassah, and Congregation Beth El of Bethesda, Maryland. At the time of her death, she was associated with MGBM Realtors, Inc. of Washington.

In addition to her husband, Irwin, she leaves a daughter, Alexis, and son, Adrian, both of Chevy Chase.

# A WALK TO F.S.I.

**Packages from  
\$42.00\* - \$62.00\*  
per day**

- Fully Furnished one-bedroom and efficiency apartments
- Cable television with free HBO
- Fully equipped kitchens
- Free parking on site
- Coin-operated laundry facilities
- Free utilities
- Individual heating and air conditioning
- Outdoor pool and saunas
- Maid service
- Free local phone calls
- All linens provided
- 24-hour message service
- 8-minute walk to Rosslyn Metro
- Same day laundry and valet service



**HOTEL CONVENIENCE  
WITH RESIDENTIAL COMFORT**  
(703) 522-9600 Fax (703) 525-4462 (800) 275-2866  
1500 Arlington Boulevard, Arlington, VA 22209  
\*Minimum 30-day stay

## IN APPRECIATION

*Rebecca G. Wellington  
1902-1991*

*U.S. Consul General,  
Salzburg 1959-1962*

People in Salzburg say that Rebecca Wellington's tenure as consul general was not so much a term as a reign, that in those early days after the American-occupation she was the most important public figure in Salzburg. She retired here and remained an essential part of Salzburg for almost 30 years. She died on July 11, two months before her 89th birthday.

She was, until the last, the kind of older person we all hope to be; independent, 100 percent mentally acute, enthusiastic, witty, optimistic, caring—someone whose company was sought by people of all ages simply because she was a pleasure to be with.

Rebecca was proud of her career in the Foreign Service but attributed her success to having been in the right place at the right time. Her accounts of Berlin immediately after the war were fascinating, as were her stories of pre-war Washington, post-war Austria, and the parade of legendary political and diplomatic figures who were her contemporaries and colleagues. But she was far more than a wonderful raconteur; in fact, she dismissed nostalgia for the good old days as boring in the extreme. The present is what excited her most, and her views and sharp analyses of current events and trends showed the finely honed skills of an excellent political officer.

In spite of being, as one Austrian friend said, "part of the Salzburg inventory," Rebecca was, as another Austrian friend said, "fiercely American." She retained the Foreign Service professional's instinct to defend American policy when among foreigners even when harboring doubts about the wisdom of the policy, and even when the foreigners were friends of long standing.

Rebecca Wellington was an American national treasure here in Salzburg. We are proud to have had her as a fellow countryman, grateful to have had her as a friend.

—Rika Schmidt

**Correction:** we regret the misspelling in the "In Memory" note of Luciana Conti Harwood. ■



## \$900,000 award in Tarpeh-Doe negligence case

by **General R. Lewis**  
General Counsel

The medical negligence case of Linda Wheeler Tarpeh-Doe has been resolved, with an award of \$900,000 plus lifetime care of the plaintiff's son.

Tarpeh-Doe's infant son was permanently disabled after being denied a medical evacuation from Liberia. Tarpeh-Doe's case not only alleged negligence in the medical decision but asserted that the State Department's administrative procedure for resolving medical claims did not provide due process.

In a previous decision, the D.C. Court of Appeals upheld the State Department's administrative procedures, ruling that they do provide employees due process in medical determinations. AFSA and the plaintiff's attorneys sought review by the U.S. Supreme Court, but were denied.

Ruling on the separate issue of negligence, Judge Louis Oberdorfer of the D.C. District Court awarded \$900,000 plus the cost of the boy's long-term care to his mother and his grandmother, Marilyn Wheeler, his legal guardian while his mother worked overseas. Judge Oberdorfer based his decision on the agency's improper supervision of the medical officer assigned to Monrovia. The decision refers to a 1982 audit, conducted by the Office of the Inspector General, which included a finding that the medical facility in Liberia is "totally inadequate...crowded, dingy, and anti-

therapeutic, among other shortcomings."

AFSA hopes this decision will end the ordeal suffered by the Tarpeh-Doe family. AFSA continues to be concerned about the excessive secrecy of the administrative claims process and will work to improve this procedure.

## New career track for FS secretaries

by **Catherine Schmitz**  
Member Services Director

On August 16, an AFSA negotiating team (which included five secretaries) reached agreement with management on a package of proposals for a new career track for Foreign Service secretaries.

Although this package leaves outstanding such issues as compensation for skills, career mobility, and title changes, nevertheless, it should usher in an era of greater rationality and predictability in secretarial careers. AFSA believes that the banding system, which allows the department to add promotion numbers without having to classify positions (a process that could take years), will benefit most secretaries by allowing them to move up the career ladder faster. We also believe that the training requirements in the promotion precepts will give secretaries more leverage to demand desired training, especially language training. Anyone with questions on the new banding system may contact Barbara Reioux at 647-9836

## Disciplinary action: effects on tenure and promotion

by **Mark W. Smith**  
Legal Assistant

Can you be tenured or promoted while a disciplinary action against you is pending? Employees are justifiably concerned that, even if found innocent, the proceeding will prevent their files from being seen by tenure or promotion boards.

Once a disciplinary action has been *proposed*, Personnel may remove an employee's name from the list of those eligible for tenure or promotion.

The tenure and promotion boards do not know of *pending* actions, however. If tenure or promotion is recommended, action is held in abeyance by Personnel until an official letter from Employee Relations or the investigating body is received. The letter states either that the employee was cleared or that the disciplinary action is complete.

Tenuring will then take place unless the action effectively precludes it, in which case the employee's name is permanently removed from the eligibility list. Alternatively, the director general may direct the tenure board to review the employee's file again. At this time the file will include information on the disciplinary action and any comments the employee has added. The employee will be tenured if the board so recommends, but his name will be permanently removed from eligibility if the

board does not recommend tenure.

The same process applies for promotion. If a record of the action is added to the file, the employee may also add his own

written comment and the director general may direct a second board review. If the board then recommends promotion, it occurs with those on the next promotion list,

retroactive to the date on which his name was removed from eligibility. Otherwise, the employee is not promoted in the current cycle.

## 'How do you know you're trying?'

### *A scholarship recipient reflects on his disability*

By Michael Dailey  
Staff Assistant



For 59 years AFSA's Financial Aid Program has assisted the dependents of Foreign Service employees in meeting college expenses. Gregory Smith, son of Kerry and Gary Smith (USIA) and this year's recipient of the Oliver Bishop Harriman Scholarship, stands out among the gifted students who have received this and other AFSA financial awards.

Greg graduated from the International Canadian Academy in Kobe, Japan, where he was active in band and soccer and was voted by the faculty as the outstanding graduate of the 1988 class. His father was director at the Osaka American Center for USIA.

In recognition of his outstanding achievements, Greg was awarded an AFSA Merit Award in 1988. The following fall, Greg's family was transferred to Washington, D.C. and he began his first year at Stanford University, planning to major in international studies.

It was in November of Gregory's sophomore year that his life

changed. While playing intramural football one Sunday afternoon, he was involved in a collision that broke his neck and left him paralyzed from the shoulders down.

After neuro-surgery, Greg underwent rehabilitation at the spinal cord rehabilitation center in San Jose, California. Upon his release in March, he returned to Stanford to finish his incomplete course work from the fall term. A customized van was provided with the help of his classmates from his school in Kobe, Japan.

Greg maintains a sense of balance regarding his injury. He has written that he thinks of life as a 'tree of infinite branches.' After his injury, "I was comparing the branches, and I was none too impressed with the one I was on. Eighty percent of my time and energy every day is spent doing things that are uniquely quadruple-gic. . . . and I came to realize that the mental part [of surviving trauma] would be with me the rest of my life. I couldn't conquer it, because 'it' was me. . . . But there is only one branch, and it's the one we're on. Which leaves one unanswered question: If you try to wiggle your finger, and it doesn't move, how do you know you're trying?"

Greg's mother, Kerry, adds, "Greg has the unique gift of putting those at ease who feel uncomfortable around him." During this period, Greg's parents commuted between Washington, D.C. and San Jose. When Greg's father learned that a vacancy was available at the Foreign Press Center in Los Angeles, he gladly transferred to California.

Greg finished his spring term and began the fall term only to suf-

fer from an unrelated collapsed lung requiring double lung surgery. Greg returned to Stanford a second time in the spring of 1991 and finished with a B average for the year.

Changing his major to computer science, Greg continued to be active in extracurricular activities. He combined his love of music with his computer science knowledge and arranged music for the Stanford band on his computer.

Greg looks forward to graduating from Stanford in 1994 with a BS/MS in Computer Science.

*The Oliver Bishop Harriman Trust, AFSA's oldest and most prestigious scholarship, was established by Harriman's mother, Elizabeth, in 1926. The Harriman Trust was the first scholarship established exclusively for Foreign Service dependents. This was the model upon which the AFSA Scholarships Program was built in 1932.*

### **1992-1993 Scholarship Applications available**

**Eligibility:** Dependent students of all Foreign Service personnel in State, AID, USIA, Commerce, or Agriculture who are serving or have served abroad.

**Merit Awards:** For graduating high school students in 1992 only, based on academic merit.

**Financial Aid Awards:** For full-time undergraduate students in the United States, based on need.

**Deadline:** Applications become available in October 1991 and must be completed and returned to AFSA before February 15, 1992.

**Contact:** The AFSA Scholarship Department, 2101 E St. N.W., Washington D.C., 20037. (See tear-off card on page 42.)

## From the Vice President

### Maintaining unity

by William A. Kirby  
State Vice President

AFSA's membership shows tremendous professional diversity; it includes communicators, generalists, junior officers, secretaries, security agents, senior officers, specialists, system managers, and more.

This diversity is clearly one of our strengths in representing the Foreign Service community as a whole. But we shouldn't ignore the potential problems either—not when the information and other revolutions are redefining needs, redelineating roles, and restructuring relationships at breakneck speed; not when budgets are corset-like; not when management seems able only to address our resulting problems in piecemeal fashion.

At such a time, there is an inevitable temptation for each of us to seek progress for our own Foreign Service element, either not caring what happens to other elements, or, worse, viewing their advances as a threat to our own interests. There may indeed be times when positive changes for the service as a whole will entail some cost to one element or another. Tough choices will sometimes have to be made.

AFSA's role in all this is critical and our objectives should be clear. First, to assure that all members are aware of the issues affecting any of us. Second, to support improvements in the professional situation of each element as opportunities arise, while assuring that other elements are not disadvantaged. And third, to foresee potential problems affecting two or more elements and at least try to



### New AFSA staff

*AFSA welcomes Warren Tryon, who will be working in the State office as member services representative and Julie Smitblin, joining AFSA as outreach program coordinator.*

minimize them by getting them out in the open for free discussion.

The reality is that a strong and unified AFSA, dedicated to the advancement of the Foreign Service community as a whole, is the most effective advocate over time for each of its elements.

## Retiree Issues

### A view of the 1990s

by Robert Beers  
Congressional Liaison

The Civil Service retirement system, established in 1920, has now passed the 70-year mark. The Foreign Service, created in 1924, originally proposed that its retirement program be incorporated with that of the Civil Service. But the Civil Service management is reported to have been less than enthusiastic about sharing drawdowns from the fledgling retirement trust fund. Moreover, the maximum Civil Service retirement annuity in those days was \$800 per year, a figure the Foreign Service regarded as too low. Accordingly, Congress authorized the creation of a separate Foreign Service retirement system with its own trust fund and a maximum annual annuity limit of \$1,200.

In the years following World War II, a number of important improvements in retirement benefits were introduced. The basis for computing retirement annuities was changed from the highest five to the highest three average salary years. And most important, in 1962 Congress enacted legislation establishing regular cost-of-living adjustments (COLAs) based on the Consumer Price Index, replacing the previous practice of enacting occasional COLAs as economic conditions changed.

As employees who entered the workforce during World War II reached retirement age in the 1970s and 80s, the federal retiree population almost doubled. At the same time, driven by a decade of high inflation, the Consumer Price Index rose by almost 120 percent. Budget planners finally had to recognize the fact that retirement

costs had become a significant element in the federal budget.

### A system overhaul

Soon pressure began building to extend Social Security coverage to the federal workforce and, at the same time, overhaul a dated federal retirement system. The result: after endless conferences, actuarial studies, legislative drafts, and congressional hearings, the Federal Employees' Retirement System Act became law on June 6, 1986, and "FERS" became the acronym for the new Civil Service retirement system.

Title IV of the FERS legislation incorporated the Foreign Service into the basic structure of the new system, while retaining those provisions essential to the special requirements of the service, thus cited as the Foreign Service Pension System Act of 1986, (FSPS).

The "old" retirement system was designed for a workforce that usually made a full career out of working for the federal government, but these days Americans tend to change jobs more frequently. FERS and FSPS reflect this change by providing benefits that employees can take with them to their next jobs. FERS and FSPS took effect January 1, 1987. From that date on, all incoming federal employees were covered under the new systems. Later, during a temporary "open season," many individuals employed before 1987 opted to transfer to the new system.

Today the Department of State administers a retirement program covering approximately 11,600 active Foreign Service employees, of which about half remain under the "old" retirement system and half under the "new" FSPS. Currently, some 9,500 retired employees and 1,500 survivors receive annuity checks, representing a 50 percent increase since 1980.

### Outlook for the 1990s

What is the outlook for present and prospective Foreign Service retirees? Under the new federal budget procedures introduced with the fiscal year 1991 budget, discretionary expenditures are compartmentalized in three categories: defense, international, and domestic. Federal retirement, however, is in the so-called "entitlements," or non-discretionary spending category. The annual retirement COLAs represent a major element in increased spending in this category.

The present law calls for a one-time review of all entitlement spending bills to determine if they will, in total, increase the deficit. If so, sequestration could be invoked to bring entitlement expenditures down to the required limit. There is uncertainty, however, as to how the new budget process will actually work in term of achieving its ultimate objective: the reduction of the budget deficit. Accordingly, while provision for retiree COLAs

## Did you know . . .

that if you are part of a tandem couple who are each stationed at two different posts overseas, and you desire to go on leave without pay (LWOP), joining your spouse as a dependent at his or her post, the department will pay for the shipment and storage of your household effects for up to 90 days? However, if you are part of a tandem couple and you are stationed in D.C. and also desire to join your spouse overseas and store your goods, you will be denied compensation.

is in the FY 1992 entitlements category, Congress always has the option of changing the budget rules and procedures—although there is no indication that the annual budget COLA will be affected in the immediate future.

### Putting the system to the test

The 1990s will put the FSPS system to the test. Under FSPS the employee has much more latitude in determining the level of his/her retirement benefit. The important new feature in this respect is the Thrift Savings Plan, under which an employee can contribute, tax-deferred, up to 10 percent of income, with the government matching the first 3 percent dollar for dollar, and the next 2 percent at \$0.50 to the dollar.

Combining the elements of Social Security and the basic annuity, while taking maximum advantage of the Thrift Savings Plan, can provide those who serve a full 25-30-year career in the Foreign Service with a substantial retirement income.

Alternatively, those who leave Foreign Service before retirement can continue building their Social Security credit in their new employment; they can opt for a deferred annuity or withdraw their retirement contributions; and finally, they can roll over the funds in their thrift savings account to an IRA if they so choose.

Thus FSPS shows promise of af-

fording members of the Foreign Service the opportunity of building a sound retirement income over the course of the Foreign Service career, or, if they choose to move to other employment, of being able to have their retirement credits move with them.

In this context, FSPS represents a retirement system which is in tune with the 1990s. AFSA is proud to have played a role in the course of its development.

You Can Now Give Directly To The

## AFSA SCHOLARSHIP FUND

via the Combined Federal Campaign

Watch for your sample  
CFC Pledge Card in the mail with  
complete instructions on how to  
designate the  
ASFA Scholarship Fund, Agency  
#0280 on your CFC Pledge Card.

All donations are tax-exempt.

Fall 1991 CFC Campaign:  
October - December, 1991.



## Legislative News

### Three bills ready for action

By Rick Weiss  
Congressional Liaison

Three proposals that apply to all U.S. government employees are scheduled for action this month in both the Senate and the House: Parental Leave, Hatch Act amendments, and Ethics in Government amendments.

**Parental Leave:** During the last Congress, the president vetoed legislation that would have required employers to grant leave to parents to care for a new baby, an adopted child, a seriously ill child or parent, and to temporarily disabled workers. In this Congress, legislation was reintroduced in both houses for Federal employees: the House bill provides for 18 weeks of family leave over a two-year period and 26 weeks for medical leave over a one-year period, while the Senate provision provides 12 weeks of combined medical and family leave in a one-year period. Under the proposed legislation, leave would be unpaid, but employer-provided paid leave could be substituted for unpaid leave. Congressional debate focusses on federally mandated provisions versus voluntary determina-

tion of benefit packages.

**Hatch Act amendments:** Following President Bush's veto of legislation extending the rights of Federal employees to participate more fully in politics, the House overrode the veto 327 to 93, but the Senate failed, 65 to 35. Hatch Act reform amendments of 1991 have again been introduced in both the House and the Senate. As analyzed by the Congressional Research Service, the two bills "differ with respect to the issue of candidacy for elective office and the prohibition on solicitations. The House measure allows Federal Employees to run for elective office, while the Senate bill prohibits candidacy."

**Ethics:** Since January 1, 1991, Federal employees have been prohibited, in general, from accepting money for speaking, teaching, and writing, even if not related to their Federal employment. Proposals in both the House and Senate would remove this ban for Federal employees. Both proposals permit officers and employees of the Federal government other than members of the House and Senate and those earning above \$73,972 or classified above GS-15 to earn honoraria under certain conditions.

## AFSA Views

*continued from page 2*

minority students at our "national universities" where the minority "yield" on the exam is high. On the principle, moreover, that EEO and recruiting are everyone's concerns, why should not the department's principals set an example and address the minority student body at their respective alma maters?

In quality and representativeness, the Foreign Service should be our country's flagship agency. As an example of what it should be, we offer your newly elected AFSA board.

### Answer to the Foreign Service Quiz (Question appears on page 12)

Daniel Webster. He was accused of mispending a secret fund that Congress had established for settling a border dispute with Canada. But former President John Tyler testified that although Webster's expenditures were appropriate, the fund was so secret that Webster had been unable to obtain vouchers. The House committee concluded that there was no evidence to "impeach Mr. Webster's integrity."

(Source: Tom Dibacco in *The Washington Times*, August 8, 1991)

---

## News Briefs

### BOOKFAIR 91

Family Night, October 18, from 4:30-7:30 p.m. will mark the opening of the 31st annual AAFSW BOOKFAIR.

BOOKFAIR 91 will be open to the public Saturday, October 19, Sunday, October 20, Saturday, October 26, and Sunday, October 27, from 10 a.m. to 4 p.m. For employees, the BOOKFAIR will also be open Monday, October 21 through Friday, October 25, from 11 a.m. until 3 p.m.

Thousands of books, valuable stamps and coins, records and sheet music, as well as art treasures and collectibles from around the world will be available.

Proceeds from the BOOKFAIR support the AAFSW/AFSA scholarship program and community projects in Washington, D.C.

---

## Correction

*In the September Journal, a sentence was omitted from the biographical line in an article by Julien LeBourgeois on the Human Rights Report. The last sentence of the biographical note should have read: "This article reflects the opinions of the author and not of the Department of State."*

## Open Forum

### **A Little Respect**

#### **To AFSA:**

In recent months, AFSA has issued a number of cables reaffirming its long-standing policy of vigorously opposing A.I.D.'s and State's policy of granting limited career extensions (LCEs) to its senior employees. I believe it is high time that those of us who are adversely affected by this arbitrary and discriminatory policy raise their voices in protest.

AFSA—as well as any union—is expected to represent the interests of all its members, not of some at the expense of others. While most A.I.D. and State employees are junior or middle level employees, this in no way justifies a policy that discriminates against those that have devoted their professional lives to serving our government. The “up or out” policy that AFSA so enthusiastically endorses discriminates against employees in the Senior Foreign Service, people who have risen fastest through the service and who may well be among the most valuable to A.I.D. or State. Many of these employees are at the peak of their professional lives. Their forced retirement serves neither their own interests, nor those of the U.S. government, or those of society at large. Moreover, people discharged in their fifties or sixties are likely to encounter difficulty in finding other remunerative employment that effectively utilizes their training and experience.

The message that AFSA is sending to its members, present and potential, is as follows: “While you are young and waiting to be promoted into the senior grades, we will faithfully support your interests. But once you have been rewarded for your efforts and joined the senior ranks, we will move

against you by insisting that your employer strictly enforce the ‘up or out’ rule, and kick you out as soon as your TIC has expired.” This undemocratic and discriminatory message is rendered all the more objectionable by the fact that AFSA’s dues are graduated on the basis of income, so that your senior members are in effect made to contribute more of their incomes to a union dedicated to their early dismissal.

I believe that it is time that AFSA—or its active membership—re-examine its support for the “up or out” policy. It does not appear to be either in the interest of our government or in the long-run interest of all its employees that AFSA is expected to serve. At the very least it creates conflicts within the membership by sacrificing the interests of one group to those of another. The fact that the group sacrificed is the minority does not justify a discriminatory policy. The essence of the democratic system is the protection of the rights of minorities, not their suppression to better serve the interests of the majority.

Management representatives might do well to bear in mind that the employee union does not speak for all Foreign Service employees on this issue. By sacrificing the interests of one group to those of another, AFSA exacerbates internal conflict and compromises its moral authority.

#### **Clark Joel**

*Senior Economist  
A.I.D., Bolivia*

### **Second-Hand Cars**

#### **To AFSA:**

It's hard to believe that high-level officials are still tinkering with [sales of personal property] regulations after 26 years (AFSA

News, August 1991). It was wrong in 1965 and it's wrong now. Let these foreign policy experts spend their time on foreign policy.

Do other embassies limit their employees in this manner or are we unique? Do we gain any political, economic, military, or social advantage by this restrictive policy? State Department employees are professionals. They have been carefully recruited, investigated, screened, and security cleared. Many have been appointed by the president with the advice and consent of the Senate. They are entitled to a little respect. Don't change this policy—cancel it!

#### **Edward C. Howatt**

*FSO, retired  
San Diego, California*

### **Reserve Now**

#### **To AFSA:**

The idea of the Reserve, so ably advanced by AFSA, has acquired immediacy with the emergence of many new countries. Qualified officers will be needed at both home and abroad and what could be more opportune than tapping the retired talent bank?

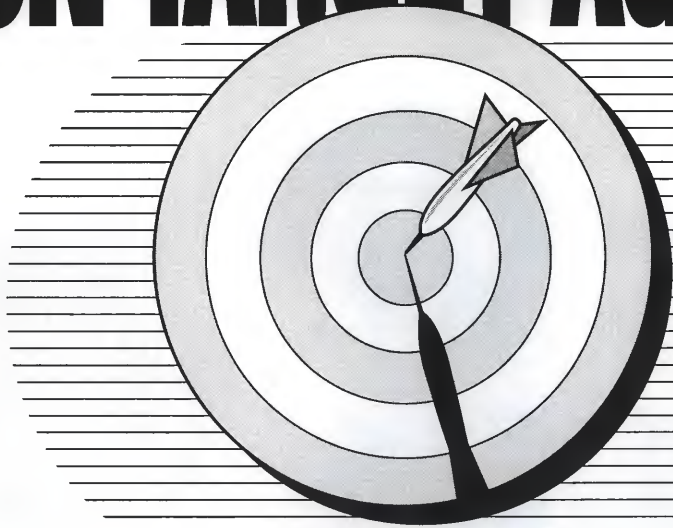
As to costs, well, hasn't anyone thought of them yet? Did everyone at the White House bet that Mr. Gorbachev could hold the former “Evil Empire” together? One source would be a very small percent of whatever “Peace Dividend” may be realized. Another would be Congress' attention to the 50 percent of the budget that is out of control. We taxpayers deserve a better deal and so does the conduct of our international relations.

Keep the pressure on.

#### **Louis V. Riggio**

*FSO, retired  
Hollywood, Florida*

# ON TARGET AGAIN



***The Foreign Service Benefit Plan --  
Always striving to meet the needs  
of today's Foreign Service.***

All members of the U.S. Foreign Service can take advantage of the Foreign Service Health Benefit Plan, as well as all of AFSPA's other programs -- old and new.

There are no membership dues or fees. If you are a member of the Foreign Service -- past or present -- you are one of us!

**A**ERICAN  
**F**OREIGN  
**S**ERVICE  
**P**ROTECTIVE  
**A**SSOCIATION

Mutual  
*of* Omaha   
Companies  
Group Operation

For more information, please call or write:  
AFSPA, 1716 N St., N.W., Washington, D.C. 20036. (202) 833-4910

# The State Department Has A File On Us.



It's easy for a packing and storage company to claim their "record speaks for itself" when nobody can check the records. Fortunately, the State Department keeps letters on file. Here's what they say about Colonial Storage Co.:

"We've had 23 moves in the last 30 years and without a doubt, your men top the list in excellence."

"... unquestionably the most pleasant moving experience I have had in 26 years... I cannot recommend your firm too highly."

"Our household effects arrived [in Chad] without the least damage... from now on, we will only move with Colonial."

Before you make another move, check our file. You'll find our record is impeccable, because our service is.



**COLONIAL  
STORAGE CO.**

*We've Built Our Reputation One Move At A Time*  
9900 Fallard Court, Upper Marlboro, Md. 20772

Phone: (301) 856-6500 Telex: 211038 Cable: Colonial Fax: (301) 856-6530

Next To The White House,  
We're The Best Place To Stay.

**\$87/Night\***

FAMILY PACKAGE INCLUDES . . .

- One Bedroom Suite with Full Kitchen
- One Day Tour Passes
- Picnic Lunch with Tour
- Children's Videos
- Ice Cream Parlor Coupons

Located between two Metro Stations, with  
in walking distance to the State Department,  
monuments, museums and restaurants.

*\*Other Conditions apply.  
Offer valid through 9/15/91. Based on availability.  
Other packages available.*

2019 I Street NW, Washington DC 20006  
(202) 828-2600 • (800) 424-5486



*Hotel Lombardy*

EXCLUSIVE INTERIM PROPERTIES, LTD.



PROVIDING THE FINEST TEMPORARY LIVING  
QUARTERS FOR THE DISCERNING TRAVELER  
OF THIRTY DAYS OR LONGER

- ☛ CONVENIENT LOCATIONS IN D.C.,  
NORTHERN VIRGINIA, AND MARYLAND  
INCLUDING ANNAPOLIS.
- ☛ PORTFOLIO OF STUDIO, ONE, TWO AND  
THREE BEDROOM HOMES, CONDOS,  
APARTMENTS, AND TOWN HOUSES.
- ☛ COMPLETELY FURNISHED AND  
ACCESSORIZED.
- ☛ IDEAL FOR THE CORPORATE EXECUTIVE  
WHO IS RELOCATING OR ON A TEMPORARY  
ASSIGNMENT.

Phone  
(301) 299-7860

Fax  
(703) 820-1478



## Put Your Most Valuable Asset In Our Hands.

A member of the  
Sears Financial Network

**COLDWELL  
BANKER**

**(703) 556-6100**

Coldwell Banker, one of America's largest real estate companies, has provided superior leasing and property management services to absentee home owners since 1933. Our full-time staff of expertly trained property managers is ready to serve **your** needs.

### —Our Services Include—

- COMPLETE TENANT SCREENING
- ON-SITE PROPERTY INSPECTIONS
- MONTHLY STATEMENTS
- YEAR-END TAX STATEMENTS
- PROMPT DISBURSEMENT OF  
PROCEEDS TO OWNERS
- DEPENDABILITY AT  
COMPETITIVE RATES

**Call us today!**

or mail the enclosed coupon

**YES!** I would like more information  
on Coldwell Banker's Property Manage-  
ment services and related fee structure.

NAME: \_\_\_\_\_

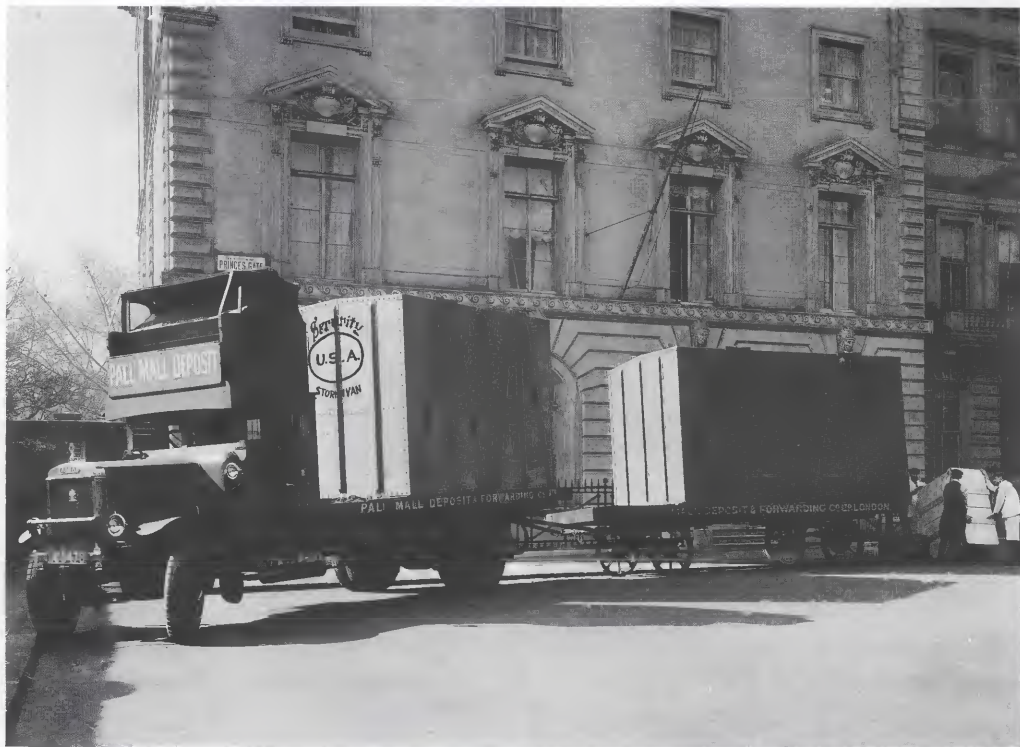
ADDRESS: \_\_\_\_\_

RENTAL PROPERTY: \_\_\_\_\_

TELEPHONE #: ( ) \_\_\_\_\_

Mail to: Coldwell Banker Residential Property Management Department c/o  
Executive Offices, 1953 Gallows Road, Suite 650, Vienna, VA 22180

# Now, America's most experienced overseas mover is an approved Department of State contractor.



In 1927, Security introduced the first all-steel shipping containers and spearheaded the first network of overseas agents. In 1932 (shown above), Security shipped the household goods and art collection of Andrew Mellon, the U.S. Ambassador to the Court of St. James.



Security began moving Presidents into the White House in 1897. And, the tradition continues to this day.

**Move with Security.** You'll enjoy expert planning and packing—for shipment to all posts abroad.

**Store with Security.** You can store household goods left in Washington—at Government expense. Also, when approved, temperature-controlled storage is available for your art, rugs, furs and clothing.

**Insure with Security.** Our Government Service Policy offers special low rates for your

belongings—in-transit or at your residence outside the U.S.

**Now, you can choose to move, store and insure with Security,** backed by over 100 years' experience. Call (202) 234-5600 for information.

Since 1890  
**Security**  
STORAGE COMPANY

Our 2nd Century of Quality Service.

1701 Florida Avenue, NW, Washington, DC 20009-2697 Telephone: (202) 234-5600

**S**omething new is cooking at the  
***American Foreign Service Club***  
located at the corner of 21st & E  
(directly across from the State Department)

**Guest Services**, a full service  
food management company since 1917,  
has assumed management of the  
Club's Restaurant and Banquet operations.

**E**xplore the world  
of international dining and join us for lunch  
Mondays through Fridays, 11:30am to 2:00pm



The ***American Foreign Service Club***  
*Comfortable and Convenient*



# MARKETPLACE



**Call for any book**

- Immediate shipment worldwide
- Credit cards or check
- Ask about our overnight gift delivery nationwide
- Free monthly new title forecast
- Mail orders welcome
- Open 24 hours every day
- Free holiday gift catalog

**1-800-255-2665**  
 In CT or Worldwide  
 (203) 966-5470  
 FAX 1-203-966-4329




59 Elm Street  
 New Canaan, CT 06840



**DIPLOMATIC & EUROPEAN DELIVERY**

**WASHINGTON AREA'S MOST EXPERIENCED AND LARGEST**

**DIPLOMATIC PRICES AVAILABLE ON IN-STOCK BMW'S or EUROPEAN DELIVERY**

**Dave Milligan**  
 20 Years Diplomatic Sales & Specialist



1396 Rockville Pike  
 Rockville MD • (301) 984-8989  
 (FAX) 301-984-0798



**HOTEL-SUITES**

- Daily - Weekly - Monthly Rates
- All rooms have fully equipped kitchens
- On premise laundry facilities
- Walking distance to Landmark Shopping Center
- Exercise room

**SPECIAL PROMOTION\***

Suite + Compact Intermediate Rental Car = \$79.95 Day (unlimited mileage)

420 North Van Dorn Street • Alexandria, Virginia 22304  
 (703) 370-1000  
 (800) 368-3339  
 FAX (703) 751-1467

\*Check for applicable dates. Taxes and other options, such as refueling and additional driver, are extra.

**F \* L \* A \* G \* S**

**U.S. STATE • FOREIGN POLES & ACCESSORIES**



CUSTOM MADE FLAGS AND BANNERS FOR  
 GOVERNMENT INSTITUTIONS ORGANIZATIONS SCHOOLS

202-363-1610  
 1-800-899-1610  
 FAX # 202-363-1866

*Kengla Flag Company*

4708 Wisconsin Avenue, N.W.  
 Washington, D.C. 20016

**MCG FINANCIAL PLANNING**

Former State Department Employee Stationed Overseas Understands Unique Financial Situation of Foreign Service

Services Include:  
 Retirement Planning  
 Tax Preparation and Strategies  
 Analysis: Insurance and Investments  
 Lump Sum Retirement Options

**MARY CORNELIA GINN**  
 4550 Montgomery Avenue Suite 820N  
 Bethesda, Maryland 20814  
 (301) 656-3791  
 Fax: (301) 652-2183

Securities offered through Nathan & Lewis Securities, Inc.  
 Member NASD & SIPC

Select and get fast delivery of new

**PAPERBACK BOOKS**

Wherever you are in the world, use our monthly newsletter to select and order latest paperbacks. Each describes 250 new releases. Special orders filled. Not a club, no minimum purchases. 17th year of worldwide service.

**Send for FREE COPY**

Rush free issue of paperback newsletter

Name \_\_\_\_\_  
 Street \_\_\_\_\_  
 City \_\_\_\_\_  
 State \_\_\_\_\_ Zip \_\_\_\_\_  
 Country \_\_\_\_\_



*THE COMPLETE SHOPPER Paperback*

1734 W. Cortland St., Dept. 14  
 Chicago, IL 60622



## MARKETPLACE

# ASSIGNED TO EUROPE

PICK UP A SAAB OR MERCEDES  
BENZ AND SAVE.

You'll not only save money by taking delivery in Europe or stateside, you'll save even more just for being in the military or Diplomatic Corps.

Call or fax for details.

## EuroMotorcars

ASK FOR

### Randy Merry

International and Diplomatic Sales  
Mercedes Benz / Saab  
7020 Arlington Road  
Bethesda, Maryland 20814-2996  
Tel. (301) 986-8800 / Telex 440155  
FAX: (301) 986-0679  
Factory Authorized Dealer

### SHOP IN AN AMERICAN DRUG STORE BY MAIL!

An ice cream soda is one of the few items we cannot mail. Drugs, cosmetics, sundries mailed to every country in the world. We maintain permanent family prescription records. SEND NO MONEY — pay only after satisfactory receipt of order.



### Morgan Pharmacy™

3001 P Street, N.W.  
Washington, D.C. 20007  
FAX: (202) 337-4102

## Export Electronics, Inc.



- Transformers
- Washers/Dryers
- Dishwashers
- Refrigerators
- Air Conditioners
- Freezers
- Ranges
- TVs/VCRs
- Small appliances
- Audio Equipment

SONY  
PHILIPS  
PANASONIC  
AIWA  
TOSHIBA  
GRUNDIG  
AKAI  
SHARP  
SANSUI



110/220 Volt Stereo 50/50 Hz - Video - T.V. - Appliances  
1719 Connecticut Ave., N.W. (Near Dupont Ctr.)  
Washington, D.C. 20009  
Phone (202) 232-2244 FAX (202) 265-2435

## NEILL & SHAW ATTORNEY AT LAW

GOVERNMENTAL EMPLOYMENT  
LAW INCLUDING U.S. FOREIGN  
SERVICE GRIEVANCE BOARD  
ACTIONS \* SECURITY CLEARANCE  
ISSUES \* EEO \* TAXATION AND  
TAX PLANNING \* ESTATE  
PLANNING, WILLS AND TRUSTS  
\* GOVERNMENT RELATIONS

G. JERRY SHAW  
WILLIAM L. BRANSFORD  
THOMAS J. O'ROURKE

Over 45 years representing federal  
State Department Employees. Authors  
of "The Way of Wills," an estate  
planning guide for federal employees.

815 Connecticut Ave., N.W.,  
Suite 800  
Washington, D.C. 20006  
(202) 463-8400  
FAX: (202) 833-8082

## WALK TO STATE

### Short Term Rentals

### Remington Condominium 24th & G Streets NW

Fully furnished and accessorized  
with balconies.

Included in each unit are:  
Weekly housekeeping services,  
washer and dryer, full kitchen

1½ blocks to  
the Foggy Bottom Metro

Low rates and no deposits for  
Foreign Service Personnel  
small pets accepted  
**Remington Associates, Inc.**  
601 24th Street NW, #106  
Washington, D.C. 20037  
(202) 466-7367  
Fax (202) 659-8520

## VOLVO

Factory-Set Discounts  
To Diplomats Posted  
Stateside and Abroad  
U.S., U.K., European, or  
Overseas Specs  
Overseas and Domestic  
Deliveries

### JERRY GRIFFIN

DIPLOMATIC SALES SPECIALIST  
12 YEARS EXPERIENCE

1231 W. Broad Street  
Falls Church, VA 22046  
Washington, D.C. Metropolitan Area

**(703) 237-5020**  
Fax: (703) 237-5028

 Don Beyer Volvo

**W** buying a home in  
*Washington, DC?*  
**Larry Kamins**  
*is the expert you want to call!*  
**202/546-3899**



**SHANNON & LUCHS**  
 REALTY INC. • ESTABLISHED 1958

*Photo by Martha Tabor*

*Let experience  
 work for you*

Let the experience of dedicated,  
 knowledgeable realtors work  
 for you, whether you are buying  
 or selling.

**Gordon or Loretta Noffsinger  
 Better Homes Realty**

6045 Wilson Blvd.,  
 Arlington, VA 22205

The largest Realtor exclusively serving No. Virginia  
 Off: (703) 532-5100



**CERTIFIED RESIDENTIAL SPECIALISTS**  
 Members: Better Homes Chief's Club  
 NVRB Million Dollar Sales Club  
 Top Producer

Ho: (703) 243-7889

**Sales, Rentals, Investments  
 Property Management  
 D.C., Maryland, and Virginia**

Among Our 36 Agents The Following  
 Are Foreign Service Affiliated



**John Baker  
 John Clunan  
 Christina Griffin  
 Josephine Holliday  
 Mariella Lehfeldt  
 Lynn Moffley Magruder  
 John Y. Millar  
 Janice J. Lyon Millar  
 Lynn Oglesby  
 Robert Skiff  
 John Turner**



**MGMB Inc. Realtors**

Foxhall Square 202-362-4480  
 3301 New Mexico Ave., N.W. Fax: 202-363-8954  
 Washington, D.C. 20016 *Write for free relocation kit!*

**PERSONAL TOUCH**

**Construction:** We are general contractors with an on-staff designer, and Joel Truitt is a certified kitchen and bath designer. Our projects range from repairs, to entire remodelings, kitchens and baths, tax-act restorations and additions. Since 1972, we insist on quality in every aspect of a project.

**Management:** As a real estate broker since 1973, we have been managing property for Washington property owners assigned around the world. Our management includes private residences, commercial and multi-unit properties and condominium associations.

**Joel Truitt – Builder  
 Property Management  
 734 Seventh Street, S.E.  
 Washington, D.C. 20003  
 547-2707 – Quality Since 1972**

**HOUSE KEEPING.**

Make sure your Northern Virginia home is kept in good care while you're away. Our staff has extensive experience with absentee property owners—we understand the personal service that's necessary to keep your home running smoothly. In fact, we're sure you'll find our attention to detail like that of no other property management firm . . .

Call, FAX or write: Jeff Surdyk  
 P.O. Box 7716  
 Arlington, VA 22207  
 703-641-5910

**Residential Management Realty, Inc.**

**Residential Property Management**

**Northwest  
 Asset Management, Inc.**



Specializing in Northwest Washington, D.C.

202 966-7323  
 3413 Fessenden St., NW Washington, DC 20008



## It's not the only temporary executive housing in Washington that is service-driven.

After all, since 1986, returning embassy personnel, military and other government employees and their families have been made immediately welcome by our staff who genuinely care about making you feel at home. Our experienced staff work quickly to find the right accommodations and our hassle-free service is only a phone call away.

Our beautifully furnished and decorated one, two and three bedroom apartments, townhouses or larger single family homes include: Fully equipped kitchens • Bed & bath linens • Color TV and clock radio • Local telephone services • All utilities • Maid services • Fitness centers • Pools • Security systems • Garage parking • Fireplaces and more! Let us help you find affordable quality housing with the services you require, in a location you want.

**Corporate  
and  
Executive**  
TEMPORARY  
HOUSING  
INC.  
Serving  
Northern Virginia

1 (800) 933-8367

P.O. Box 176, Washington, VA 22747  
Fax: (703) 987-8122

Specializing in  
**PROPERTY  
MANAGEMENT**



## Property Specialists, Inc.

A professional and personal service tailored to meet your needs in:

- Property Management
- Sales and Rentals
- Multiple Listings
- Real Estate Investment Counseling

Our staff includes:

<b>Donna Courtney</b>	<b>Fran Palmeri</b>
<b>Donna Linton</b>	<b>Bill Struck</b>
<b>Rick Brown</b>	<b>Randy Reed</b>
<b>Gerry Addison</b>	<b>Terry Barker</b>

All presently or formerly associated with the Foreign Service.

4600-D Lee Highway Arlington, Virginia 22207  
(703) 525-7010 (703) 247-3350

Serving Virginia, Maryland and D.C.



### Coming Home? – Let Me Help You!

Let me help you find what you're looking for anywhere in Northern Virginia!

#### CAROLYN MOONEY

LIFETIME MEMBER, NVAR  
MILLION DOLLAR SALES CLUB  
14 YEARS EXPERIENCE  
IN REAL ESTATE  
SPOUSE OF FORMER  
FOREIGN SERVICE OFFICER



Write for my Real Estate Information Package!

**Carolyn Mooney c/o McEneaney Associates, Inc.**  
1320 Old Chain Bridge Road, McLean, VA 22101  
703-790-9090 or 800-548-9080

Name: \_\_\_\_\_

Address: \_\_\_\_\_

I will  will not  need temporary housing.



*Linda Wilson Hurley, GRI*

*We Give  
You  
Our Best*

Linda, a former Foreign Service spouse for 16 years, has first-hand knowledge about Foreign Service relocations. She is a member of the Chairman's Club, WDCAR Top Producers and Multi-Million Dollar Sales Club and the MCAR Million Dollar Sales Club; she is listed in "100 of the Best Real Estate Agents in Washington, D.C. and Maryland." She is also licensed in Virginia and is a Graduate of the REALTOR® Institute.



5008 Connecticut Avenue, N.W.  
Washington, D.C. 20008  
Office: (202) 364-8200  
Residence: (202) 363-9337  
Fax #: (202) 364-1194

LEASING AND PROPERTY MANAGEMENT BY

**Stuart & Maury, Inc. Realtors**

Results since 1956

For over 30 years we have professionally  
**MANAGED AND LEASED**  
thousands of residential & condominium properties.

Our experience—Personal Inspections,  
Monthly Statements and In-house Guidance—  
**TAKE THE WORRY OUT OF RENTING**

If you are considering renting your  
**HOME OR APARTMENT**  
Call Susan Bader today for more information

(202) 244-1000  
5010 Wisconsin Avenue, N.W.  
Washington, D.C. 20016



Excellent references upon request



**McGrath  
Management Corporation**

13100 Worldgate Drive, Suite 120, Herndon,  
VA 22070 • (703) 709-2264 • Fax: (703) 709-5230

Experienced Staff Providing Personalized Service  
Specializing in the NORTHERN VIRGINIA AREA

**CALL US  
DAY OR NIGHT**

- \* Property Management
- \* Residential Sales
- \* Investment Properties



Property Management  
Residential Sales  
Fax Machine #

(703) 709-2264  
(703) 938-5050  
(703) 709-5230

**MULTIPLE LISTING**  
Dedicated to Serving the  
Real Estate Needs of the  
Foreign Service Community



**Going  
Overseas?**

**WE SPECIALIZE IN  
PERSONALIZED  
PROPERTY MANAGEMENT!**

- Rental Market Analysis
- Monthly Statements
- Tenant Screening
- Mortgage Payments
- Rent Collection
- Year-End Tax Statements
- Property Inspections
- Property Maintenance

**Returning to Washington?**



Write Anne Gomez  
for a Free Welcome Kit  
with No Obligation!

**DIPLOMAT PROPERTIES, Inc.**  
3900 N. Fairfax Dr., Suite 204  
Arlington, VA 22203  
(Near Virginia Square Metro)

(703) 522-5900

FAX: (703) 525-4713

# Allied Owners Are Serving at 46 Overseas Posts

**ASSIGNED OVERSEAS**

- Highest rental value
- Staff of trained agents
- Qualified, responsible tenants
- Monthly computerized statements
- Skilled maintenance personnel for your home management needs

**ASSIGNED  
TO WASHINGTON**

- Large selection
- Immediate Occupancy
- All area locations
- Wide price range
- Immaculate condition



AARON DODEK, CPM  
*Senior Property Manager/Vice President*

THEODORE ARTHUR, USIA Ret.  
*Associate Broker/Property Manager*



7001 Wisconsin Avenue • Chevy Chase, MD 20815

(301) 657-8440 or 656-8600 or FAX 907-4766

**50 Years of Managing Foreign Service  
Properties in the Washington Metropolitan Area**

## PROPERTY MGMT.

**J.P. PROPERTIES:** Complete professional dedication to the management of residential property in Northern Virginia. Brokers with Foreign Service overseas living experience and 13 years in residential real estate. We work for you. Joann Piekney, 301 Maple Avenue West, Vienna, Virginia 22180. Phone: (703) 938-0909. FAX: (703) 281-9782.

**PEAKE PROPERTIES LTD.:** Specializing in the leasing and management of your Northern Virginia home. Caring, personal attention. Nearly 20 years of experience in serving the FS community's property management needs. Muriel Peake, Broker. 1350 Beverly Rd., Suite 220B, McLean, VA 22101. (703) 448-0212, FAX (703) 448-9652.

**FAHEY & ASSOCIATES:** Professional, residential, property management service for Northern Virginia properties. Expertise and personal attention to detail are the hallmarks of our established firm. References provided. JIM FAHEY, 9520B Lee Highway, Fairfax, VA 22031 (703) 691-2006, FAX (703) 691-2009.

**WASHINGTON MANAGEMENT SERVICES:** Residential property management is our only business. Call, write or fax Mary Beth Otto, 2015 Q St. NW, Washington, D.C. 20009. Tel (202) 462-7212, Fax (202) 332-0798.

**MANOR SERVICES:** Former federal law enforcement agent letting his 10-year residential management company expand upon retirement. Best tenant screening. Frequent property inspection. Mortgages paid. Repairs. Close personal attention. We're small but very effective. FS and military references. Lowest rates. Best service. Tersh Norton, Box 42429, Washington, D.C. 20015, (202) 363-2990.

## REAL ESTATE

**WASHINGTON, D.C.**  
**ARLINGTON, VA.** Personalized relocation, short or long term. We specialize in walk-to-Metro sales and furnished rentals. Arlington Villas, 1-1/2 blocks from Metro, luxurious studio, 1, 2, 3 bedroom. Fully furnished. Washer/dryer, microwave, cable,

linens. American Realty Group, 915 N Stafford St. Arlington, VA 22203. (703) 524-0482 or (703) 276-1200. Children welcomed. Pets on approval.

**BACK FOR TRAINING? HOME LEAVE? D.C. TOUR?**  
We are The Washington Metro Area Short-Term Rental Specialists. Excellent locations. Wide price range. In Virginia walk to FSI. In D.C. and Maryland walk to Metro. Large selection of furnished and equipped efficiencies, 1-bedrooms, 2-bedrooms and some furnished houses. Many welcome pets. For brochures & info: EXECUTIVE HOUSING CONSULTANTS, INC., Short Term Rental, 7315 Wisconsin Ave., Suite 1020 East, Bethesda, MD 20814. (301) 951-4111. Reserve early! Avoid disappointment!

**WILL YOU NEED A FULLY FURNISHED** five minutes' walk from FSI and Rosslyn subway? We have first class efficiencies, one bedrooms, and some two bedrooms and penthouses in River Place. They are completely furnished including CATV, all utilities, telephone, linens, etc. Shortterm leases of 2+ months available. Write Foreign Service Associates, P.O. Box 12855, Arlington, VA 22209-8855. Call or FAX 1-703-636-7606. Children welcome. Please send us dates.

**EXECUTIVE CLUB ARLINGTON AND OLD TOWN ALEXANDRIA.** Immaculate and beautifully furnished apartments with full hotel services. One, two-bedrooms, some with dens, all with equipped kitchens. Complimentary shuttle to Metro, Rosslyn, and Pentagon. Health Club and outdoor pool. Many extras. Rates within your per diem. Shorter or longer terms available. Executive Clubs, 610 Bashford Lane, Alexandria, VA 22304 (703) 739-2582, (800) 535-2582.

**AUSTIN, TEXAS:** Lakeway homes and homesites outside of Austin on 65-mile-long Lake Travis. Three 18 hole golf

courses, world of tennis center, 400 slip marina, 4000 ft. airstrip; contact Roy & Associates for information, 2300 Lohmans Crossing, Suite 122, Austin, TX 78734 (512) 263-2181.

**FLORIDA.** Perfect location in Sun City Center (25 miles South of Tampa) a retirement village with golf courses, tennis, etc. This one bedroom, one bath plus den fully furnished is all you need. Fully equipped, screened porch, garage. Not far from beaches, Busch Gardens, Sea World. Asking \$48,500 furnished; \$45,00 unfurnished. Contact: G.A. "Jerry" Peeler Realty, P.O. Box 5658, Sun City Cir., FL 33571; (813) 634-3321.

**FARA APARTMENT RENTALS:** Fully furnished efficiency, one and two bedroom apartments. One block from State Dept. Competitive rates. Call (202) 462-3910. Write FARA Housing, Rm 2928, Dept. of State, Washington, DC 20520.

**TIRED OF CRAMPED QUARTERS** while in training? Lovely, fully furnished home; beautiful large lot; gorgeous quiet neighborhood. Close-in, walk to Metro! Living room with fireplace, dining room, kitchen, two bedrooms on main level. Recreation room, washer/dryer on lower level. Available September 1st, minimum lease 6 months. \$1150/month includes utilities and lawn care! Karen Sullivan, PARDOE & GRAHAM, 6729 Curran Street, McLean, VA 22101. (703) 242-8710.

## HOTELS

**IF YOU'RE SCRAMBLING FOR A LOW RATE** on a room in the Nation's Capital, give us a call. You can enjoy a luxurious stay at the Ramada Renaissance in Arlington, just outside D.C. Surround yourself with fine dining and shopping. Have instant access to anywhere in the city by Metro. We guarantee the price won't

break your budget. Phone: (800) 228-9898.

## TRAVEL

### VISITING FLORIDA?

Contact us for vacation packages all Florida resorts/attractions; reduced-fare cruises; condo/home rentals — all your travel needs. Bonnie Lincoln (FSO-retired), Lincoln Travel, 17274 San Carlos Blvd., Fort Meyers Beach, FL 33931. (813) 466-6565.

## TAX RETURNS

**TAX PLANNING** & preparation 15 years experience. Virginia M. Test, CPA, 3485 Brittlewood Ave., Las Vegas, NV 89120.

**FREE TAX CONSULTATION** for overseas personnel. We process returns as received, without delay. Preparation and representation by enrolled agents, avg. fee \$195 includes return and TAX Trax, unique mini-financial planning review with recommendations. Full planning available. Milton E. Carb, E.A., and Barry B. De Marr, E.A.CFP, FINANCIAL FORECASTS, metro location 933 N. Kenmore St. #217 Arlington, VA 22201(703) 841-1040.

**AFASS TAX COUNSELING:** Problems of Tax and Finance: Never a charge to AFSA members for telephone guidance. R.N. Bob Dussell (ex-A.I.D.). At tax work since 1937 and now still in practice solely to assist Foreign Service employees and their families. Also lecture on taxes monthly at FSI in Rosslyn, VA. Office located across from Virginia Square Metro Station, 3601 N. Fairfax Dr., Arlington, VA 22201. (703) 841-0158.

**ROLAND S. HEARD, CPA,** has worked overseas and is familiar with Foreign Service and contract employee situations, computerized tax services, financial planning, member AICPA, Tax Division and Personal Financial Mgmt. Division. (703) 242-8559. P.O. Box 1144 Vienna, VA 22180.

**ATTORNEYS** specializing in tax planning and return preparation for the Foreign Service Community available for consultation on the tax implications of investment decisions, business-related deductions, separate

maintenance allowances, real estate purchases and rentals, home leave deductions, audits, etc. Contact Susan Sanders or Paul Clifford, CLIFFORD FARHA & SANDERS, 1606 New Hampshire Ave., NW, Washington, D.C. 20009 (202) 667-5111, FAX: (202) 265-1474.

**ATTORNEY, FORMER FOREIGN SERVICE OFFICER:** Extensive experience with tax problems peculiar to the Foreign Service. Available for consultation, tax planning, and preparation of returns. No charge for telephone advice. M. BRUCE HIRSHORN, BORING PARROTT & FOUST, P.C., Suite D, 307 Maple Avenue, West, Vienna, VA 22180. Tel. (703) 281-2161, FAX: (703) 281-9464.

---

### MAIL ORDER

---

**AVON** for free catalog mailed to you, write: Stephanie Y. Hughes, 713 Grandview Drive, Alexandria, VA 22305.

**Gifts AND NOVELTIES.** Introducing the World of Products Cooperative. A discount buying service specializing in unique gifts and novelties. Over 3,000 items available. Up to 40% off retail for an annual fee of only \$20.00. For free brochure and application, mail or fax your name/address to A&B Specialty Products, P.O. Box 1167, Stafford, VA 22554-5173 or call toll free (800) 766-8585. Fax (703) 720-0935.

---

### BOOKS

---

**BOOKS, BOOKS, BOOKS!** We have thousands in stock, do special-orders daily, search for out-of-print books. "Free book reviews." Visa, Discover or Mastercard. The Vermont Book Shop, 38 Main Street, Middlebury, VT 05753.

**YOUR PERSONAL BOOKSTORE AWAY FROM HOME:** Order any U.S. book in print. Store credit available. Salmandi Books Ltd. 66 Main Street, Cold Spring, NY 10516.

**ATTENTION: ALL OLD MIDDLE EAST HANDS ACTIVE AND RETIRED:** There is a desperate need for books on the Eastern Mediterranean area by newly established Departments of Modern Greek, Near

In the stores or overseas...  
The quick and easy way to sell...  
**CLASSIFIEDS**

East Affairs, and Middle East Studies at a number of Colleges and Universities. Retired MF Officer will purchase small or large collections or individual valuable books and recycle them to where they are needed. W.W.B. O'Neill, P.O. Box 2274, Reston VA 22091, or FAX: (703) 620-0153, Phone: (703) 860-0782.

**BOOKS ON DIPLOMACY.** Retired Foreign Service Officer would like to donate substantial collection of 300+ books on diplomacy to an educational institution outside D.C. area that includes diplomacy in its curriculum. Interested parties, contact the Foreign Service Journal for more information.

---

### ATTORNEYS/WILLS

---

**FORMER FOREIGN SERVICE OFFICER NOW PRACTICING LAW** in D.C./Maryland, general practice, estate planning, real estate, domestic. Gregory V. Powell, Furey, Doolan & Abell, 8401 Connecticut Ave., PH-1, Chevy Chase, MD 20815. (301) 652-6880.

**WILLS-ESTATE PLANNING** by attorney who is a former Foreign Service officer. Have your will reviewed and updated, or a new one prepared. No charge for initial consultation. M. BRUCE HIRSHORN, BORING, PARROTT & FOUST, P.C., Suite D, 307 Maple Avenue, West, Vienna, VA 22180. Tel.(703)281-2161, FAX (703) 281-9464.

**SPECIALIZING IN SERVING FOREIGN SERVICE OFFICERS AND THEIR FAMILIES-**Our firm can assist you in drafting wills and powers of attorney, administering estates, establishing conservatorships and guardianships and providing advice on real estate matters. Prompt response to your inquiries. CLIFFORD FARHA & SANDERS 1606 New Hampshire Ave., N.W. Washington, D.C. 20009 FAX: (202) 265-1474 Tel: (202) 667-5111.

---

### INVESTMENT SERVICES

---

**FORMER FSO SPECIALIZES IN PROVIDING FINANCIAL SERVICES** for Foreign Service personnel-stocks, bonds, tax-free, mutual funds, money management. Call COLLECT worldwide (202) 857-5485, Peter de Castro, Second Vice President, Smith Barney, 1776 Eye Street, NW, Washington, D.C. 20006.

**ENJOY PHENOMENAL INTEREST SAVINGS,** pay off all debts years ahead of schedule, without: refinancing, qualifying, appraisals, credit reports, or real estate fees. For free details write: Sid Oper, 9 Laurel Drive, Port Jefferson, NY 11777.

---

### HEALTH

---

**MENTAL HEALTH RESOURCES.** A network of mental health professionals with overseas experience who understand the special needs and circumstances of Foreign Service officers and their families. We provide a range of services including individual psychotherapy with adults, adolescents and children, family therapy, marriage counseling, psychological testing, and group psychotherapy. We will help you find the right mental health professional from within our group or in the larger Washington area community. Kathryn A. Ford, Ph.D., (703) 790-5082, Ellen F. Heyman, Ph.D., (703) 451-4169, Patricia S. Rendahl, LCSW, (703)620-6228.

---

### MISCELLANEOUS

---

**SCHOLARSHIPS AVAILABLE.** Write EARS #111, 5429 Mapledale Plaza, Dale City, VA 22193.

**COMBINED FEDERAL CAMPAIGN**—Please pledge a donation on your CFC pledge

card to our worthy cause ARROW (Americans for Restitution and Righting Old Wrongs) founded 1949 provides needy American Indians crucial health care; direct aid; programs to prevent drug and alcohol abuse; supports Tribal Law & Justice and Pride in America. ARROW is code number 0812 on the National list of CFC approved charities. Thank you. Will Rodgers Jr., Chairman. ARROW, inc., 1000 Conn. Ave. N.W., Washington, D.C. 20036 (202) 296-0685.

**PLANNING TO RETIRE OVERSEAS** in Rome, Paris, Tel Aviv, Stockholm, Vienna, Mexico City, or any other large capital city?? Interested in a FT or PT position as Personal Program Representative in coordination with SDFCU and Worldwide Automotive Resources with unlimited earning potential? Send resume with brief cover letter to Worldwide Automotive Resources, 100 Crossways Park West, Woodbury, N.Y. 11797 Attn: Don Uyeno or fax to (516) 677-3701.

**RETIREMENT LOCATIONS VIDEOS.** Save time looking. Retired FSO produced three videos analyzing U.S., Mexico, and U.S. Virgin Islands. "Retiring in the U.S.", seven regions viewed, 55-minutes; "Retiring in Mexico", six sites, 50-minutes; "Retiring in U.S. Virgin Islands", 40-minute. Videos report on living costs, housing, tax breaks, budgets, health care, recreation. Brochures included. Write: Video Arts, P.O. Box 2815, Reston, VA 22090. Each \$19.50. Tel. (703) 709-9790.

---

### BED AND BREAKFAST

---

**WASHINGTON, D.C.** Enjoy the charm and hospitality of an elegant Washington home located near Embassy Row and the National Cathedral. Central Air, Parking, near transportation, Rates \$60 to \$75. The Stableford Inn, (202) 333-7159.

---

### PET MOVING SERVICES

---

**AIR ANIMAL,** "the pet movers" an IATA air freight forwarder USA origin pet shipping services 4120 W. Cypress-Tampa, FL 33607. Voice 813/879-3210, FAX (813) 874-6722. USA/Canada 1-800-635-3448. Contact Dr. W. Wolf-Veterinarian.

# Another Great *Victory*



John Iacono/Sports Illustrated



Congratulations to Ian Woosnam  
on his victory at The Masters

*International Relocation and Storage Specialists*



**VICTORY**

Serving the Washington, D.C. Area

Telephone: [703] 751-5200  
Telefax: [703] 461-6400  
Telex: 1440019 VVC ALEX



Plymouth Voyager LE

# The Foreign Service Advantage.

You want service. You demand quality. But you need affordability. As a member of the Diplomatic Corps, you are eligible for special privileges through Chrysler's Diplomatic Purchase Program. That means professional service and preferred savings on a full line of 1992 Chrysler Motor products. Choose from Chrysler, Plymouth, Dodge and Eagle cars, or Jeep and Dodge Truck

vehicles. Delivery can be arranged for the United States or most overseas locations.

To get these special privileges, just mail in the convenient response card on Page 1 and we'll send you a catalog plus complete information on the Diplomatic Purchase Program. Or call (313) 978-6526 or telefax (313) 978-6969. And find out what we mean by Advantage: Chrysler.



INTERNATIONAL  
OPERATIONS