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Commission -

THE WHITE HOUSE

WASHINGTON

January 3, 1975

*Ron  
Nessen  
ok to announce  
on J*

MEMORANDUM FOR:

Miss Pat Lindh

FROM:

WARREN RUSTAND *WR*

SUBJECT:

Approved Presidential Activity

Please take the necessary steps to implement the following and confirm with Mrs. Nell Yates, ext. 2699. The appropriate briefing paper should be submitted to Dr. David Hoopes by 4:00 p.m. of the preceding day. Please contact Terry O'Donnell, ext. 2168, as soon as possible to work out the format of the ceremony, number of participants, etc.

Meeting: Signing of Executive Order - International Women's Year

Date: Thursday, Jan. 9, 1975      Time: 2:00 p.m.      Duration: 10 minutes

Location: The Cabinet Room

Press Coverage: Full Press Coverage

Purpose: 1975 has been designated as International Women's Year

cc: Mr. Hartmann	Mrs. Howe
Mr. Marsh	Miss Porter
Mr. Cheney	✓ Mrs. Weidenfeld
Mr. Connor	Mrs. Davis
Dr. Hoopes	General Scowcroft
Mr. Jones	
Mr. Nessen	
Mr. O'Donnell	
Mrs. Yates	



# TELEGRAM

## The White House Washington

FULL RATE  
(STRAIGHT TELEGRAM)   
DAY LETTER   
NIGHT LETTER

January 9, 1975

Dr. Ruth Bacon  
Director, U.S. Center for IWV  
1630 Crescent Place, NW  
Washington, D. C. 20009

*Wishing you well as we embark on this important year.*

Betty Ford

APPROVED FOR DISPATCH

Congress

Margaret Hechler - Massachusetts  
Bella Abzug - New York  
John Brademas - Indiana  
Millicent Fenwick - New Jersey  
Gilbert Gude - Maryland  
Martha Keys - Kansas  
William J. Randall - Missouri  
Gladys Spellman - Maryland  
Marilyn Lloyd - Tennessee  
Pat Schroeder - Colorado  
Tom Steed - Oklahoma  
Shirley N. Pettis - California  
J. Edward Roush - Indiana  
Virginia Smith - Nebraska  
Corinne (Lindy) Boggs - Louisiana

Cabinet and Agency Heads

Carla Hills

Mary T. Brocks

James Keogh - USIA Director

John L. McLucas

Ruth Nesbitt (Chairman, Public Service Commission)

Robert D. Moran

John E. Robson - (Chairman, CAB)

Jane Spain (CSC)

Elmer Staats (Comptroller General of the U.S.)

Ethel Bent Walsh (Vice Chairman, EEOC)

Dr. & Mrs. Daniel J. Boorstin

WHITE HOUSE

Gwen A. Anderson  
Karen Keesling  
Mildred Leonard  
Susan Porter  
Sheila Weidenfeld  
Pat Lindh  
Dr. Lukash  
Bill Casselman

OTHER VIP'S

Mary Louise Smith, Chairman, Republican National Committee  
Marilyn Futterman, (League of Women Voters)  
Mr. & Mrs. Joseph Hennage  
Carmen Maymi, Director of Women's Bureau (DOL)  
Polly Shackleton (DC City Council)  
Mayor & Mrs. Walter Washington  
Jean Westwood (Former Chairman, Democratic National Committee)  
Barbara Franklin, Commissioner, Consumer Product Safety Commission  
Ambassador Ellsworth Bunker  
Ambassador Carol C. Laise  
Mrs. Jouette Schouse  
Helen Delich Bentley

POSSIBLE COMMENT FOR Mrs. Ford  
JAN. 9, '75

I THINK THIS SIGNING IS IMPORTANT AND WOULDN'T HAVE MISSED IT. I STRONGLY BELIEVE IN WOMEN DEVELOPING THEIR POTENTIAL AND HAVING THE OPPORTUNITY TO USE IT. THAT'S WHY I THINK THIS IS SUCH AN IMPORTANT YEAR AND WHY I WILL DO EVERYTHING I CAN TO ENCOURAGE ITS GOALS.

JANUARY 9, 1975

*Dr. Ruth Bacon*  
*will present you with a*  
*pendant*

THE WHITE HOUSE  
WASHINGTON

SIGNING CEREMONY: EXECUTIVE ORDER ESTABLISHING A NATIONAL  
COMMISSION ON THE OBSERVANCE OF INTERNATIONAL WOMEN'S YEAR 1975

Thursday - January 9, 1975

The Cabinet Room

2:00 P.M. (10 Minutes)

From: Terry O'Donnell *TO*

BACKGROUND

You have agreed to sign an Executive Order establishing the National Commission on the Observance of International Women's Year 1975 in a small Cabinet Room ceremony before a group of Cabinet Members, State Department personnel (State is the Department of primary responsibility and will probably house the Commission) and International Women's Year coordinators from the Executive Departments. The Commission membership is not ready for announcement; clearances for the thirty-five member slate are still pending.

Background on International Women's Year 1975 is attached at TAB A. A list of participants for the signing ceremony is attached at TAB B.

SEQUENCE:

- 2:00 p.m. You and Mrs. Ford proceed from the Oval Office to the Cabinet Room where you will shake hands with the guests, then take your seat at the table. Mrs. Ford will stand behind your chair with the other guests who will be standing on either side of Mrs. Ford.
- 2:02 p.m. You deliver brief remarks.

PRESS POOL COVERAGE

*I think this a very important  
Year for Woman. I do hope  
I shall help raise the standards though  
out the country.*

2. Signing Ceremony for E. O. Establishing  
National Commission on Observance of  
International Women's Year 1975  
Thursday - January 9, 1975

2:05 p.m. You sign the Executive Order, using a single signature pen.

PRESS POOL COVERAGE

NOTE: Mrs. Ford may wish to make brief impromptu remarks from her standing position after you sign the Executive Order.

2:10 p.m. After bidding farewell to the guests, you and Mrs. Ford return to the Oval Office.

NOTE: Souvenir signing pens will be given to the guests by the staff after your departure.

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## INTERNATIONAL WOMEN'S YEAR

### UN Activities

In adopting the International Strategy for the Second United Nations Development Decade in 1970, the General Assembly listed as one of its objectives the encouragement of the full integration of women in the total development effort. To extend and accelerate action for the advancement of women, the U.N. General Assembly on December 18, 1972, proclaimed 1975 as International Women's Year to be devoted to intensified action to promote equality between men and women; to ensure the full integration of women in the total development effort; and to recognize the importance of women's increasing contribution to the development of friendly relations and cooperation among the States and the strengthening of peace.

Under the leadership of Patricia Hutar, our delegate to the U.N. Commission on the Status of Women, a resolution calling for an international conference for International Women's Year was proposed and accepted by the Commission and the U.N. Economic and Social Council. Originally the conference was to be held in Bogota, Columbia. Due to financial difficulties, the conference will now be held in June in Mexico City.

### US Initiatives

The United States was the first member nation of the U.N. to recognize 1975 as International Women's Year, as a Presidential Proclamation was issued on January 30, 1974 during the meeting of the U.N. Commission on the Status of Women.

President Ford in his August 22nd Women's Equality Day Proclamation mentioned 1975 and the International Women's Year, calling upon America to deal with those inequities that still linger as barriers to the full participation of women in our nation's life. In his meeting with women appointees and the September 6th meeting with leaders of national women's organizations, he reiterated his commitment to IWY.

The U.S. Center for IWY was established in September 1973, by a grant from the Department of State to a private foundation, Meridian House International. The Center serves as a clearing house of information on IWY. It also coordinates the voluntary efforts in the U.S. for the observance of the Year.

Plans for the establishment of a National Commission for IWY have been underway for over 18 months. The Commission will be composed of citizens from the private sector who will promote the observance of IWY in the United States - in the government sector, as well as the private sector. The latter function is to be coordinated with the Center. The Commission will also prepare a plan of action to be presented to the President for implementation in 1976 - the Bicentennial and the decade ahead.

#### CHRONOLOGY OF KEY EVENTS

- |            |  |
|------------|--|
| Dec. 1972  | UN General Assembly proclaimed 1975 as International Women's Year  |
| Feb. 1973  | US informal Working Group organized by Virginia Allan to begin plans for US participation in IWY and to draft US response to UN document.  |
| April 1973 | UN Secretary General asked member nations to begin plans for IWY and asked for member nations to make suggestions on UN draft proposal for IWY.                                  |
| Aug. 1973  | UNEC (UN Economic Committee) composed of Department representatives approved working group draft response. UNEC meets regularly to clear UN papers.                              |
| Sept. 1973 | US Center for IWY established through a grant from State (CU) to coordinate IWY activities for non-governmental groups. Dr. Ruth Bacon, FSO-I retired, recruited to be Director. |

3.

- Dec. 1973      UNEC approved proposal to recommend an International Conference for IWY during UN Commission meeting.
- Jan. 1974      US Delegate to UN Commission appointed
- Jan. 1974      Presidential Proclamation for IWY issued.
- Feb. 1974      UN Commission approves International Conference for IWY.
- Aug. 1974      State allocates \$125,000 for the Commission and \$100,000 through AID for the International Conference.

LIST OF INVITEES TO SIGNING CEREMONY FOR THE EXECUTIVE  
ORDER ESTABLISHING THE NATIONAL COMMISSION FOR THE OBSERVANCE  
OF INTERNATIONAL WOMEN'S YEAR

The Honorable Rogers C.B. Morton - Secretary of the Interior  
The Honorable Frederick B. Dent - Secretary of Commerce  
The Honorable Peter J. Brennan - Secretary of Labor  
The Honorable Caspar W. Weinberger - Secretary of Health, Education  
and Welfare  
Laurence Silberman - Deputy Attorney General  
John Murphy - Deputy Administrator, AID  
Eugene Kopp - Deputy Director, USIA  
Ambassador William Buffum - Assistant Secretary of State for  
International Organization Affairs  
Ambassador Carol Laise - Assistant Secretary of State for Public Affairs  
William Hitchcock - Deputy Assistant Secretary of State for Educational  
and Cultural Affairs  
Roy Morey - Deputy Assistant Secretary of State for International Organi-  
zation Affairs  
Virginia Allan - Deputy Assistant Secretary of State for Public Affairs  
Sanford Menter - Executive Director, Bureau of International Organization  
Affairs, D/State  
Russell Heater - Agency Director for Labor and Women, Bureau of Inter-  
national Organization Affairs, D/State  
Shirley Hendsch - Coordinator of International Women's Programs,  
Bureau of International Organization Affairs, D/State  
Bernice Baer - IWY Task Force Member, D/State  
Jewell LaFontant - IWY Coordinator, D/Justice  
Wilma Victor - IWY Coordinator, D/Interior  
Judith Chadwick - IWY Coordinator, D/Commerce  
Carmen Maymi - IWY Coordinator, D/Labor  
Florence Perman - IWY Coordinator, D/HEW  
Eleanor Shannon - IWY Coordinator, D/Transportation  
Mary Becker - IWY Coordinator, AID  
Mildred Marcy - IWY Coordinator, USIA  
Patricia Hutar - U.S. Delegate to U.N. Commission on the Status of  
Women  
Rita Johnston - U.S. Delegate to Inter-American Commission of Women, OAS  
Dr. Ruth Bacon - Director, U.S. Center for IWY

White House Staff

Gwen Anderson  
Bill Baroody  
Jeanne Davis

Karen Keesling  
Pat Lindh  
Noreen McDaniel

JANUARY 9, 1975

Office of the White House Press Secretary

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THE WHITE HOUSE

FACT SHEET

INTERNATIONAL WOMEN'S YEAR 1975

1975 was proclaimed as International Women's Year by the United Nations General Assembly in December, 1972. The resolution was originated by the U. N. Commission on the Status of Women, which consists of members from 32 countries.

Purpose

The purpose of International Women's Year is threefold:

- (1) To promote equality between men and women.
- (2) To ensure the full integration of women in the total development effort, especially by emphasizing women's responsibility and important role in economic, social and cultural development at the national, regional and international levels, particularly during the Second United Nations Development Decade.
- (3) To recognize the importance of women's increasing contribution to the development of friendly relations and cooperation among States and to the strengthening of world peace.

U. S. Initiative

The U. S. Center for International Women's Year was created in September, 1973, by a grant from the Department of State to a private foundation, Meridian House International in Washington, D. C. The Center was established to provide information on the Year, and to coordinate efforts in the private sector throughout the country.

In January, 1974, President Nixon proclaimed 1975 as International Women's Year for the U. S. calling upon the Congress and the people of the United States, interested groups and organizations, officials of the Federal government and of state and local governments, educational institutions, and all others who can be of help, to begin to provide for the national observance of International Women's Year with practical and constructive measures for the advancement of women in the United States.

President Ford underscored the importance of International Women's Year in his August 22, 1974, Proclamation by calling upon all Americans to observe August 26, 1974, as Women's Equality Day.

National Commission

A National Commission on the Observance of International Women's Year, 1975, was created by President Ford on January 9, 1975, at a ceremony in

(MORE)

the Cabinet Room of the White House. This Commission will be composed of 35 persons from private life appointed by the President. The purpose of the Commission is to promote the national observance in the United States of International Women's Year. To this end, it will focus attention on the need to encourage appropriate and relevant cooperative activity in the field of women's rights and responsibilities.

World Conference

The United Nations has called a world conference for International Women's Year to be held in Mexico City, June 23 to July 4, 1975.

# # #

JANUARY 9, 1975

Office of the White House Press Secretary

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THE WHITE HOUSE

TEXT OF REMARKS BY THE PRESIDENT  
UPON THE SIGNING OF THE EXECUTIVE ORDER  
ESTABLISHING THE  
NATIONAL COMMISSION ON THE OBSERVANCE OF  
INTERNATIONAL WOMEN'S YEAR, 1975

I want to thank my distinguished guests for joining me today.

Since most Executive Orders are handled in a routine manner, it is sometimes easy to overlook their significance. But this one is particularly significant.

This order creates a National Commission to observe International Women's Year in 1975. The activities generated by this Commission will reinforce our continuing National commitment to women's rights.

The event officially marks another step in our Nation's efforts and efforts around the world, for that matter, to improve the educational, economic and social status of women.

The dramatic advances women have made--in politics, sports, business and science, and other areas of endeavor--are finally receiving the attention they deserve. The gains demonstrate real progress.

But headlines do not guarantee that all barriers are down. The equal rights amendment, which I wholeheartedly endorse, has not yet been ratified by the number of states necessary to make it a part of the Constitution. Let 1975, International Women's Year, be the year that era is ratified.

In the meantime, we will continue to explore legal inequities between sexes that can be changed by legislation. The gains of the past must be consolidated, but we must also break new ground.

Breaking such ground means more than headline news of the first woman to chair a national political party--or the first woman airline pilot. It means equal pay for equal work for the one woman of every three workers in the world labor market. It means educational and social opportunities for women of all nationalities.

Equality for women is one objective of International Women's Year. Another is integration of women into the social and economic development of all nations, and third, recognition of women's increasing contributions to world peace.

The relationship between the improved economic and educational status of women and the improvement of the communities in which they live is clear. Where women are held back, their families are held back.

The vast potential of women has only been partially explored. Opening up new doors to approximately half the world's population is vital to solving many of our international problems.

(MORE)

When we discuss women's problems, we are talking about people's problems. Women's liberation is truly the liberation of all people.

Robert Frost once described failure as "nothing to look backward to with pride, and nothing to look forward to with hope." Women who are pressing for their rightful place in society can do both--look back in pride and forward in hope.

America's women are now in the front lines of our national effort to rekindle the spirit of our revolution--a spirit that just one year short of our two hundredth birthday as a nation still says all people are created equal--a spirit concerned about the reality of those words.

International Women's Year is not just for women. It is for all people dedicated to seeing that the highest potential of each human being is achieved.

I hope the Commission, which I will name, together with leaders of the Congress, will infuse the Declaration of Independence with new meaning and promise for women here and around the world.

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JANUARY 9, 1975

Office of the White House Press Secretary

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THE WHITE HOUSE

EXECUTIVE ORDER

-----  
ESTABLISHING A NATIONAL COMMISSION ON THE  
OBSERVANCE OF INTERNATIONAL WOMEN'S YEAR, 1975

There is increasing recognition of, and interest in, the contributions of women to the national life of this country in all its important aspects -- cultural, political, economic, and social. Significant progress continues in advancing the rights and responsibilities of women, in opening new opportunities, and in overcoming political, legal, social, and economic handicaps to which women have long been subject. Americans must now deal with those inequities that still linger as barriers to the full participation of women in our Nation's life. We must also support and strengthen the laws that prohibit discrimination based on sex.

The United Nations General Assembly, by proclaiming 1975 as International Women's Year, has offered us an exceptional opportunity to focus attention throughout the country on the rights and responsibilities of women. Presidential Proclamation No. 4262 of January 30, 1974, called upon the Congress and the people of the United States, interested groups and organizations, officials of the Federal Government and of State and local governments, educational institutions, and all others who can be of help to provide for the national observance of International Women's Year with practical and constructive measures for the advancement of women in the United States.

I have now determined that it would be in the public interest to establish a National Commission on the Observance of International Women's Year, 1975.

NOW, THEREFORE, by virtue of the authority vested in me as President of the United States, it is ordered:

Section 1. Establishment of a National Commission.

(a) There is hereby established a National Commission on the Observance of International Women's Year, 1975.

(b) The Commission shall consist of not more than 35 members to be appointed by the President from among citizens in private life. The President shall designate the presiding officer, who may designate from among the members of the Commission as many vice presiding officers as necessary.

(c) The President of the Senate and the Speaker of the House of Representatives are invited to designate two Members of each House to serve on the Commission.

more

(d) The members of the Commission shall serve without compensation, but shall be entitled to receive travel expenses, including per diem, in lieu of subsistence as authorized by law (5 U.S.C. 5703).

Sec. 2. Functions of the Commission. (a) The Commission shall promote the national observance in the United States of International Women's Year. To this end, it will focus attention on the need to encourage appropriate and relevant cooperative activity in the field of women's rights and responsibilities.

(b) The Commission shall take as its action agenda the relevant parts of the resolution adopted by the United Nations General Assembly proclaiming 1975 as International Women's Year:

- (1) To promote equality between men and women.
- (2) To ensure the full integration of women in the total development effort, especially by emphasizing women's responsibility and important role in economic, social and cultural development at the national, regional and international levels, particularly during the Second United Nations Development Decade.
- (3) To recognize the importance of women's increasing contribution to the development of friendly relations and cooperation among States and to the strengthening of world peace.

(c) The Commission shall keep itself informed of activities undertaken or planned by various organizations and groups in the United States in observance of the Year and shall consult with such groups including the United States Center for International Women's Year.

(d) The Commission shall encourage the public and private sectors to set forth objectives to be achieved as part of the program observing International Women's Year, as provided in the Presidential Proclamation.

(e) The Commission shall, through close liaison with appropriate Government agencies and their public advisory committees, keep itself informed about and make known to the public all major programs and special efforts during International Women's Year which are supported by those agencies.

(f) The Commission shall hold meetings at such times and places as the presiding officer shall determine. It may assemble and disseminate information, issue reports and other publications and conduct such other activities as it may deem appropriate to provide for effective participation of the United States in the domestic observance of International Women's Year.

(g) The Commission may establish, within the limits of available funds, such subcommittees or working groups as may be necessary for the fulfillment of its tasks. The membership may include persons not members of the Commission.

(h) The Commission shall conclude its work by the end of the year 1975 and make a report to the President within thirty days thereafter. The Commission shall then be terminated.

Sec. 3. Assistance and Cooperation. (a) The Commission may request any agency of the Executive branch of the Government to furnish it with such information, advice, and services as may be useful for the fulfillment of the Commission's functions under this Order.

(b) The agencies of the Executive branch are authorized, to the extent permitted by law, to provide the Commission with administrative services, information, facilities and funds necessary for its activities.

(c) The Commission may procure, subject to the availability of funds, the temporary professional services of individuals to assist in its work, in accordance with the provisions of Section 3109 of Title 5 of the United States Code.

Sec. 4. Responsibilities of Government Departments. Each agency of the Executive branch shall designate at least two persons, preferably a man and a woman, to be responsible for planning and implementation of projects and programs within such departments and agencies for the domestic observance of International Women's Year. Persons so designated shall constitute membership of an interdepartmental task force for International Women's Year. The Department of State shall designate the presiding officer. The task force will coordinate the activities undertaken by the Executive branch of the United States Government as well as those undertaken by the Commission in the domestic observance of International Women's Year.

GERALD R. FORD

THE WHITE HOUSE,  
January 9, 1975

# # #

GERALD R. FORD LIBRARY

The item described below has been transferred from this file to:

- Audiovisual Unit  
 Book Collection  
 Ford Museum in Grand Rapids

Item: *Black and white photo of GRF signing the Proclamation  
on International Women's Year. 1/19/75*

*White House Photo*

*9JA 75 A2724-19*

The item was transferred from: *Weidenfeld; Box 4  
1/19/75 Signing Proclamation for  
International Women's Year.*

Initials/Date \_\_\_\_\_

Pm

THE WHITE HOUSE

WASHINGTON

January 17, 1975

MEMORANDUM FOR: MRS.. FORD

FROM: PAT LINDH *PL*

SUBJECT: National Commission for International Women's Year

The advantages of your serving as Chairperson of the National Commission for International Women's Year are numerous. Some of the most compelling reasons are as follows:

1. Your personal commitment to equality of women's rights and responsibilities is recognized and acclaimed.
2. Your stature would elevate the work of the Commission to priority consideration on the national agenda.
3. Your unique position in American life assures maximum interest and response on the part of the American people.
4. Your participation will communicate to the nations of the world U.S. leadership and commitment to equality of men and women as set forth in the United Nations Charter more than a quarter of a century ago.
5. Your leadership will capture the imagination of women and men from all sectors of our society.
6. The First Lady "makes" news and your visibility as Chairperson would open up media channels that would help inform the American people as to what remains to be accomplished to achieve equal rights and responsibilities for women.
7. Your personal commitment of time, energy and talent would underscore the importance of utilizing the potentialities of women for the continuing development of the nation and the cause of peace in the world.

While stating the reasons why your leadership as Chairperson of the Commission would contribute so significantly to the year, we recognize that you have heavy responsibilities and other duties to which you must give attention.

Therefore, it would seem advisable to structure the National Commission in such a manner as to allow for your maximum participation but to provide for an Executive Vice Chairperson to take responsibility for procedural matters during Commission meetings and to be available to chair the meetings in the event of your absence. The Vice Chairpersons of the three major subcommittees encompassing the theme of International Women's Year: Equality, Development, and Peace, could be called upon to chair segments of the meeting pertaining to their subject area. A parliamentarian versed in Commission rules and procedures should be present at all sessions to advise the Chairperson.

It should be kept in mind that in addition to the 35 members of the Commission, under Federal Advisory Committee Act regulations, the public can attend all plenary and subcommittee sessions of the Commission. Meetings will be crowded and sessions could run long. Thus, the sharing of responsibilities can be of benefit in conducting the business of the Commission without overburdening any one individual.

The Executive Vice Chairperson could serve the additional function of coordinating activities of the Commission with the Secretariat located in the Department of State which would relieve the Chairperson of this administrative task.

Other activities and events that you may wish to participate in during the year are as follows:

1. Celebration of birthday of Susan B. Anthony on February 15, 1975, at Seneca Falls, New York, site of the first Women's Rights Convention held in 1848. The concept for a celebration ceremony on this day was suggested originally by Representative Margaret Heckler. The idea behind this event is not only to tie in with International Women's Year but also to give impetus for final ratification of the Equal Rights Amendment.
2. Other states where ERA ratification is pending and action is expected soon:

Missouri -- Middle of February  
Oklahoma -- End of January  
North Dakota -- Second week of February  
Indiana -- First week of February

Consideration should be given to special events for International Women's Year celebrations and programs by women's and men's organizations in major media centers within these states or in state capitols.



# The Washington Post

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FRIDAY, JANUARY 10, 1975

Phone



## Many Thanks

President Ford receives a thank-you hand-clasp from his wife, Betty, after signing an executive order creating a commis-

By Frank Johnston—The Washington Post  
sion on the observance of International Women's Year in 1975. HEW Secretary Caspar W. Weinberger looks on at right.

## FORD SETS UP UNIT ON WOMEN'S YEAR

Panel to Promote U.S. Role  
in International Event

By EILEEN SHANAHAN

Special to The New York Times

WASHINGTON, Jan. 9 — President Ford signed an executive order today creating a national commission to promote and coordinate United States participation in International Women's Year.

The commission, which is yet to be named, will be made up of 35 persons, all of them to be drawn from private life. Four will be designated by Congress and the rest by Mr. Ford.

This year has been proclaimed International Women's Year by the United Nations General Assembly.

Betty Ford was among those present for today's ceremony in the White House Cabinet Room. When the President invited her to say something after he had read his own statement, Mrs. Ford put her right hand in his left hand and said, with a broad smile, "congratulations, Mr. President, I'm glad to see you have come a long, long way."

Mrs. Ford said in a recent interview that one of her strongest hopes for 1975 was to see a woman appointed to the Cabinet.

Patricia S. Lindh, Mr. Ford's new special assistant for wo-

men's programs, said at a briefing later that the Government had earmarked "approximately \$350,000" to finance United States participation in the women's year.

When some of those present noted that this was far less than the \$2-million each that had been put up by Canada and Australia and lesser amounts pledged by other nations, Mrs. Lindh agreed that "a number of other countries will undoubtedly do more than we do." She said that in view of the recession, this was not a good time to try to "get millions out of the [American] Government."

Mrs. Lindh, who joined the White House staff in June as assistant to Anne Armstrong, then counselor to the President, is from Louisiana and was that state's Republican national committeewoman.

YOU'VE COME A LONG, LONG WAY, Betty Ford told the President just before he signed an order to establish a U.S. commission for International Women's Year. Mrs. Ford would like a woman in the Cabinet. Rear, from right: Caspar W. Weinberger, Patricia Hutar, U.N. delegate, and Vice President Rockefeller. Page 15.







—United Press International

## YEAR FOR THE LIBBERS

President Ford holds his wife Betty's hand as she leans over to make sure he has signed an executive order saluting women's liberation at the start of the International Women's Year. Among those at the signing ceremony in the Cabinet Room are: Vice President Rockefeller; Patricia Hunter, U.S. delegate to the U.N. Commission on the Status of Women (center); and HEW Secretary Caspar Weinberger (right).

## Danish Leav

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Associated Press Photo

## Congratulations!

First Lady Betty Ford extends a hand to President Ford at the White House yesterday, after the Chief Executive signed an executive order creating a national commission for the observance of International Women's Year 1975. The men in background are HEW Secretary Caspar Weinberger, left, Interior Secretary Rogers Morton, center (partly shown), and Alan Greenspan, far right, chairman of the Board of Economic Advisors.

February 1975 - No. 15

Pg. 12

Department of State  
**NEWSLETTER**

**International  
Women's Year  
1975**







THE DIRECTOR GENERAL'S LETTER

THE GLOP

I have a feeling that I may be qualified to speak about the GLOP with participatory credentials. In any case, it seems to be thriving. Nobody has yet asked the Director of Personnel for a review of an out-of-area assignment under Section II 4 of the Department/AFSA agreement on procedures. Of course, this advice will no doubt start a rush.

From the beginning of the Program on March 8, 1974, to the end of the main assignments cycle on September 30, 1974, 801 assignments in grades FSO-1 through FSO-5 were paneled, of which 682—or 81 percent—were either new-to-area or returning from a substantial out-of-area tour. The 129 exceptions were made for needs of the Service (which I am sure you are confident does not cover a multitude of sins) or other compelling (primarily humanitarian) reasons. The table below shows the distribution of such assignments by area.

GLOBAL OUTLOOK PROGRAM

	Domestic and Overseas					SUB-TOTAL
	AF	ARA	EA	ENR	NEA	
FSO-1 to 5,						
on-board 9/30/74	237	362	394	680	227	1900
a) met criteria	86	100	137	260	99	682
b) were exceptions	12	14	38	41	24	129
Assignments meeting Program criteria as percentage of officers on board 9/30	36%	28%	34%	38%	43%	36%

How has the Global Outlook Program affected the Foreign Service? One measurement might be its effect on the Department's ability to fill language-designated positions. In April 1974, 75 percent of all LDP positions were filled with qualified language officers. By the end of September 1974, compliance was 74 percent.

What about the future? The Department and AFSA agree that the Program has been and should continue to be a useful means of enabling officers to enlarge their expertise through a broader range of geographic experience, to bring new ideas and approaches to policies and problems, and to prepare themselves for increased responsibility.

In the absence of special requirements for expertise that otherwise cannot be fulfilled—and other exceptional circumstances—middle grade and senior Foreign Service officers completing five or more years in a single geographic area, and due for transfer, can anticipate an out-of-area assignment if presently heavily specialized in the area. The Department/AFSA agreement, published in the June 1974 issue of the NEWSLETTER, gives more precise definitions.

Those in grade levels and categories not included in the Department/

AFSA agreement will be provided opportunities to acquire varied geographic experience, to the extent possible. If you are interested, you might write your Personnel Counselor.

William Davis

Department of State NEWSLETTER

The Newsletter is published monthly by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest which may affect operations or personnel.

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THE COVER—The Newsletter salutes International Women's Year 1975—and the women members of the Department and the Foreign Service at home and abroad—in this colorful cover prepared by the Audio-Visual Services Division (OPR/VS). See related stories on IWY on pages 12 and 13.

## The Nation and the World

... At no time in our peacetime history has the state of the Nation depended more heavily on the state of the world and seldom, if ever, has the state of the world depended more heavily on the state of our Nation.

The economic distress is global. We will not solve it at home unless we help to remedy the profound economic dislocation abroad. World trade and monetary structure provides markets, energy, food and vital raw material for all nations.

This international system is now in jeopardy. This Nation can be proud of significant achievements in recent years in solving problems and crises.

The Berlin agreement, the SALT agreements, our new relationship with China, the unprecedented efforts in the Middle East are immensely encouraging, but the world is not free from crisis.

In a world of 150 nations where nuclear technology is proliferating and regional conflicts continue, international security cannot be taken for granted.

So, let there be no mistake about it, international cooperation is a vital factor of our lives today. This is not a moment for the American people to turn inward. More than ever before, our own well-being depends on America's determination and America's leadership in the whole wide world.

We are a great Nation—spiritually, politically, militarily, diplomatically and economically. America's commitment to international security has sustained the safety of allies and friends in many areas—in the Middle East, in Europe and Asia. Our turning away would unleash

new instabilities and dangers around the globe, which, in turn, would threaten our own security.

At the end of World War II, we turned a similar challenge into an historic opportunity, and I might add, historic achievement. An old order was in disarray; political and economic institutions were shattered. In that period, this Nation and its partners built new institutions, new mechanisms of mutual support and cooperation. Today, as then, we face an historic opportunity.

If we act imaginatively and boldly as we acted then, this period will in retrospect be seen as one of the great creative moments of our Nation's history. The whole world is watching us to see how we respond.

A resurgent American economy would do more to restore the confidence of the world in its own future than anything else we can do. The program that this Congress passes can demonstrate to the world that we have started to put our own house in order. If we can show that this Nation is able and willing to help other nations meet the common challenge, it can demonstrate that the United States will fulfill its responsibilities as a leader among nations. Quite frankly, at stake is the future of industrialized democracies, which have perceived their destiny in common and sustained it in common for 30 years.

The developing nations are also at a turning point. The poorest nations see their hopes of feeding their hungry and developing their societies shattered by the economic crisis. The long-term economic future for the producers of raw materials also depends on cooperative solutions.

Our relations with the Communist countries are a basic

A half-century ago Winston Churchill, in his book *The World Crisis*, observed that in happier times it was the custom for statesmen to "rejoice in that protecting Providence which had preserved us through so many dangers and brought us at last into a secure and prosperous age." But "little did they know," Churchill wrote, "that the worst perils had still to be encountered, and the greatest triumphs had yet to be won."

The same may be said of our age. We are at the end of three decades of a foreign policy which on the whole brought peace and prosperity to the world and which was conducted by administrations of both our major parties. Inevitably there were failures, but they were dwarfed by the long-term accomplishments.

Now we are entering a new era. Old international patterns are crumbling; old slogans are uninformative; old solutions are unavailing. The world has become inter-

In his State of the Union address to the Congress on January 15, President Gerald R. Ford included these remarks on international affairs

factor of the world environment. We must seek to build a long-term basis for coexistence. We will stand by our principles. We will stand by our interests. We will act firmly when challenged. The kind of a world we want depends on a broad policy of creating mutual incentives for restraint and for cooperation.

As we move forward to meet our global challenges and opportunities, we must have the tools to do the job.

Our military forces are strong and ready. This military strength defers aggression against our allies, stabilizes our relations with former adversaries and protects our homeland. Fully adequate conventional and strategic forces cost many, many billions, but these dollars are sound insurance for our safety and for a more peaceful world.

Military strength alone is not sufficient. Effective diplomacy is also essential in preventing conflict and in building world understanding. The Vladivostok negotiations with the Soviet Union represent a major step in moderating strategic arms competition. My recent discussions with the leaders of the Atlantic Community, Japan and South Korea have contributed to our meeting the common challenge.

But we have serious problems before us that require cooperation between the President and the Congress. By the Constitution and the tradition, the discussion of foreign policy is the responsibility of the President. In recent years, under the stress of the Vietnam war, legislative restrictions on the President's ability to execute foreign policy and military decisions have proliferated.

As a Member of the Congress I opposed some and I

approved others. As President I welcome the advice and cooperation of the House and the Senate.

But if our foreign policy is to be successful, we cannot rigidly restrict in legislation the ability of the President to act. The conduct of negotiation is ill-suited to such limitation. Legislative restrictions, intended for the best motives and purposes, can have the opposite result, as we have seen most recently in our trade relations with the Soviet Union.

For my part, I pledge this Administration will act in the closest consultation with the Congress as we face delicate situations and troubled times throughout the globe.

When I became President only five months ago, I promised the last Congress a policy of communication, conciliation, compromise and cooperation. I renew that pledge to the new Members of this Congress.

Let me sum it up. America needs a new direction, which I have sought to chart here today, a change of course which will put the unemployed back to work, increase real income and production, restrain the growth of Federal Government spending, achieve energy independence and advance the cause of world understanding.

We have the ability. We have the know-how. In partnership with the American people, we will achieve these objectives. As our 200th anniversary approaches, we owe it to ourselves, to posterity, to rebuild our political and economic strength.

Let us make America once again and for centuries more to come what it has so long been, a stronghold and a beacon light of liberty for the whole world.

## Secretary Kissinger Proposes a New National Partnership

On January 24, Secretary Kissinger spoke before the Los Angeles World Affairs Council. The text of his address is reprinted here.

dependent in economics, in communications, in human aspirations. No one nation, no one part of the world can prosper or be secure in isolation.

For America, involvement in world affairs is no longer an act of choice but the expression of a reality. When weapons span continents in minutes, our security is bound up with world security. When our factories and farms and our financial strength are so closely linked with other countries and peoples, our prosperity is tied to world prosperity. The first truly world crisis is that which we face now. It requires the first truly global solutions.

The world stands uneasily poised between unprecedented chaos and the opportunity for unparalleled creativity. The next few years will determine whether interdependence will foster common progress or common disaster. Our generation has the opportunity to shape a new

cooperative international system; if we fail to act with vision we will condemn ourselves to mounting domestic and international crises.

Had we a choice, America would not have selected this moment to be so challenged. We have endured enough in the past decade to have earned a respite: assassinations, racial and generational turbulence, a divisive war, the fall of one President and the resignation of another.

Nor are the other great democracies better prepared. Adjusting to a loss of power and influence, assailed by recession and inflation, they too feel their domestic burdens weighing down their capacity to act boldly.

But no nation can choose the timing of its fate. The tides of history take no account of the fatigue of the helmsman. Posterity will reward not the difficulty of the challenge, only the adequacy of the response.

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For the United States, the present situation is laced with irony. A decade of upheaval has taught us the limitations of our power. Experience and maturity have dispelled any illusion that we could shape events as we pleased. Long after other nations, we have acquired a sense of tragedy. Yet our people and our institutions have emerged from our trials with a resilience that is the envy of other nations, who know—even when we forget—that America's strength is unique and American leadership indispensable. In the face of all vicissitudes, our nation continues to be the standardbearer of political freedom, economic and social progress, and humanitarian concern—as it has for 200 years.

Thirty years ago America, after centuries of isolation, found within itself unimagined capacities of statesmanship and creativity. Men of both parties and many persuasions—like Truman and Eisenhower, Vandenberg and Marshall, Acheson and Dulles—built a national consensus for responsible American leadership in the world.

Their work helped fashion the economic recovery of Europe and Japan and stabilized the post-war world in a period of international tension. These were the indispensable foundations on which, in recent years, we have been able to regularize relations with our adversaries and chart new dimensions of cooperation with our allies.

To marshal our energies for the challenge of interdependence requires a return to fundamentals. It was a confident—perhaps even brash—America that launched its postwar labors. It was an America essentially united on ultimate goals that took on the task of restoring order from the chaos of war. Three decades of global exertions and the war in Viet-Nam have gravely weakened this sense of common purpose. We have no more urgent task than to rediscover it. Only in this way can we give effect to the root reality of our age which President Ford described in his State of the Union address: "At no time in our peacetime history has the state of the nation depended more heavily on the state of the world. And seldom, if ever, has the state of the world depended more heavily on the state of our nation."

Let me turn, then, to an examination of the issues before us in international affairs: our traditional agenda of peace and war, the new issues of interdependence and the need for a partnership between the Executive and Legislative branches of our Government.

### The traditional agenda of peace and war

The traditional issues of peace and war addressed by the postwar generation will require our continuing effort, for we live in a world of political turmoil and proliferating nuclear technology.

*Our foreign policy is built upon the bedrock of solidarity with our allies.* Geography, history, economic ties, shared heritage and common political values bind us closely together. The stability of the post-war world—and our recent progress in improving our relations with our adversaries—have crucially depended on the strength and

constancy of our alliances. Today, in a new era of challenge and opportunity, we naturally turn first to our friends to seek cooperative solutions to new global issues such as energy. This is why we have sought to strengthen our ties with our Atlantic partners and Japan and have begun a new dialogue in the Western Hemisphere.

*The second major traditional effort of our foreign policy has been to fashion more stable relations with our adversaries.*

There can be no peaceful international order without a constructive relationship between the United States and the Soviet Union—the two nations with the power to destroy mankind.

The moral antagonism between our two systems cannot be ignored; it is at the heart of the problem. Nevertheless, we have succeeded in reducing tensions and in beginning to lay the basis for a more cooperative future. The agreements limiting strategic arms, the Berlin agreement, the significant easing of tensions across the heart of Europe, the growing network of cooperative bilateral relations with the Soviet Union—these mark an undeniable improvement over the situation just a few years ago.

The recent Vladivostok accord envisages another agreement placing a long-term ceiling on the principal strategic weapons of both sides. For the first time in the nuclear age, the strategic planning of each side will take place in the context of stable and therefore more reassuring assumptions about the programs of the other side instead of being driven by fear or self-fulfilling projections. The stage will be set for negotiations aimed at reducing the strategic arsenals of both sides. We shall turn to that task as soon as we have transformed the Vladivostok principles into a completed agreement.

The course of improving U.S.-Soviet relations will not always be easy, as the recent Soviet rejection of our trade legislation has demonstrated. It must, nevertheless, be pursued with conviction despite disappointments and obstacles. In the nuclear age there is no alternative to peaceful coexistence.

Just as we have recognized that a stable international environment demands a more productive relationship with the Soviet Union so we have learned that there can be no real assurance of a peaceful world so long as one-quarter of the world's people is excluded from the family of nations. We have, therefore, ended a generation of estrangement and confrontation with the People's Republic of China and sought to develop a new relationship in keeping with the principles of the Shanghai Communiqué. Progress in our bilateral relations has opened useful channels of communication and reduced regional and global tensions. Our new and growing relationship with the People's Republic of China is now an accepted and enduring feature of the world scene.

*A third traditional element of our foreign policy has been the effort to resolve conflicts without war.* In a world of 150 nations many chronic disputes and tensions continue to spawn human suffering and dangers to

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**"It was an America essentially united on ultimate goals that took on the task of restoring order from the chaos of war. Three decades of global exertion and the war in Viet-Nam have gravely weakened this sense of common purpose. We have no more urgent task than to rediscover it."**

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peace. It has always been America's policy to offer our help to promote peaceful settlement, and to separate local disputes from big-power rivalry. In the Middle East, in Cyprus, in Indo-China, in South Asia, on urgent multilateral issues such as nuclear proliferation, the United States stands ready to serve the cause of peace.

### The new agenda of interdependence

Progress in dealing with our traditional agenda is no longer enough. A new and unprecedented kind of issue has emerged. The problems of energy, resources, environment, population, the uses of space and the seas, now rank with the questions of military security, ideology and territorial rivalry which have traditionally made up the diplomatic agenda.

With hindsight, there is little difficulty in identifying the moments in history when humanity broke from old ways and moved in a new direction. But for those living through such times it is usually difficult to see events as more than a series of unrelated crises. How often has man been able to perceive the ultimate significance of events occurring during his lifetime? How many times has he been able to summon the will to shape rather than submit to destiny?

The nuclear age permanently changed America's conviction that our security was assured behind two broad oceans. Now the crises of energy and food foreshadow an equally dramatic recognition that the very basis of America's strength—its economic vitality—is inextricably tied to the world's economic well-being.

Urgent issues illustrate the reality of interdependence:

—The industrial nations built a generation of prosperity on imported fuel at sustainable prices. Now we confront a cartel that can manipulate the supply and price of oil almost at will, threatening jobs, output and stability.

—We and a few other countries have achieved immense productivity in agriculture. Now we see the survival and well-being of much of humanity threatened because world food production has not kept pace with population growth.

—For thirty years we and the industrial countries achieved steady economic growth. Now the economies of all industrialized countries are simultaneously afflicted by inflation and recession, and no nation can solve the problem alone.

Yet the interdependence that earlier fostered our prosperity and now threatens our decline can usher in a period

of progress if we perceive our common interest and act boldly to serve it. It requires a new level of political wisdom, a new standard of responsibility, and a new vigor of diplomacy.

Clearly, the energy crisis is the most pressing issue on the new agenda. In the American view, a permanent solution is possible based on the following principles:

*The first imperative is solidarity among the major consumers.* Alone, no consuming country, except possibly the United States, can defend itself against an oil embargo or a withdrawal of oil money. Alone, no country, except perhaps the United States, can invest enough to develop new energy sources for self-sufficiency. But if the United States acted alone it would doom the other industrialized nations to economic stagnation and political weakness; this would soon undermine our own economic well-being. Only by collective action can the consuming countries free their economies from excessive dependence on imported oil and their political life from a sense of impotence.

We have made important progress since the Washington Energy Conference met less than a year ago. Last November, the United States and 15 other countries signed an unprecedented agreement to assist each other in the event of a new oil emergency. That agreement commits each nation to build an emergency stock of oil; in case of a new embargo, each will cut its consumption by the same percentage, and available oil will be shared. Thus, selective pressure would be blunted and an embargo against one would be an embargo against all.

Equally important, we have moved dramatically toward financial solidarity. Only last week, the major consuming nations agreed to create a solidarity fund of \$25 billion—less than two months after it was first proposed by the United States. Through the creation of this fund, the industrial nations have gained significant protection against shifts, withdrawals, or cutoffs of funds from the petrodollar earners. The industrial countries will now be able to offset financial shifts of oil producer funds by loans to each other from the \$25 billion mutual insurance fund. The United States considers this rapid and decisive decision for the creation of the solidarity fund to be of the greatest political and economic significance.

*The second imperative is a major reduction in consumer dependence on imported oil.*

The safety nets of sharing and financial guarantees are important for the short term. But our long-term security requires a determined and concerted effort to reduce energy consumption—on the highways and in our homes, in the very style of our lives. Equally important will be a speed-up in the development of alternative energy sources, such as nuclear power, coal, oil shale, the oil of the outer continental shelf, Alaska, the North Sea, and elsewhere.

Cooperative action among the consumer nations will reinforce our own efforts in this country. The International Energy Agency, created last year, and other coun-

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tries acting in parallel with it, such as France, are responding to the crisis with substantial conservation programs of their own. And the United States will shortly propose to the IEA a large-scale collective program to develop alternative energy sources through price and other incentives to investors and through joint research and development.

Such policies will be costly and complex; some will be unpleasant and politically unpopular. But we face a choice: either we act now, and decisively, to ensure national self-sufficiency in energy by 1985, or we remain prey to economic disruption and to an increasing loss of control over our future. This, bluntly, is the meaning of President Ford's energy program which he laid before the Congress in his State of the Union message.

*The third imperative is an eventual dialogue between consumers and producers.*

Ultimately the energy problem must be solved through cooperation between consumers and producers. The United States, as a matter of evident necessity, seeks such a dialogue in a spirit of good will and of conciliation. But just as the producers are free to concert and discuss among themselves, so too are the consumers.

A principal purpose of consumer cooperation will be to prepare substantive positions for a producer dialogue to ensure that it will be fruitful. The consumer nations should neither petition nor threaten. They should be prepared to discuss the whole range of issues of interdependence: assured supplies, a fair return to the producers of a depleting resource, security of investment, the relationship between oil and the state of the world economy. Over the long term, producers and consumers, developed and developing nations, all depend on the same global economic system for the realization of their aspirations. It is this system which is now in jeopardy and therefore the well-being of all nations is threatened. We must—together—and in a cooperative spirit—restore the vitality of the world economy in the interests of all mankind.

Though we are far from having overcome the energy crisis the outlines of a solution are discernible. The right course is clear, progress is being made, and success is well within our capacity. Indeed the energy crisis which accelerated the economic difficulties of the industrial democracies can become the vehicle by which they reclaim control over their future and shape a more cooperative world.

At a time when the industrial world calls for a sense of global responsibility from the producers of raw materials, it has an obligation to demonstrate a similar sense of responsibility with respect to its own surplus commodities.

Nowhere is this more urgent than in the case of food. A handful of countries, led by the United States, produce most of the world's surplus food. Meanwhile in other parts of the globe, hundreds of millions do not eat enough for decent and productive lives. In many areas, up to 50% of the children die before the age of five, millions

of them from malnutrition. And, according to present projections, the world's food deficit could rise from the current 25 million tons to 85 million tons by 1985.

The current situation, and the even more foreboding future, is inconsistent with international stability, disruptive of cooperative global relationships and totally repugnant to our moral values.

For these reasons the United States called for the World Food Conference which met in Rome last November. It was clear to us—as we emphasized at the Conference—that no one nation could possibly produce enough to make up the world's food deficit and that a comprehensive international effort was required on six fronts:

—to expand food production in exporting countries and to coordinate their agricultural policies so that their capacity is used fully and well;

—to expand massively food production in the developing countries;

—to develop better means of food distribution and financing;

—to improve not just the quantity but also the quality of food which the poorest and most vulnerable groups receive;

—to ensure against emergencies through an international system of global food reserves;

—to augment the food aid of the U. S. and other surplus countries until food production in developing countries increases.

In the next two months the United States will make further proposals to implement this program and we will substantially increase our own food assistance.

However food aid is essentially an emergency measure. There is no chance of meeting an 85-million-ton deficit without the rapid application of technology and capital to the expansion of food production where it is most needed, in the developing world. Other surplus producers, the industrialized nations and the oil producers must join in this enterprise.

Energy and food are only two of the most urgent issues. At stake is a restructuring of the world economy—in commodities, trade, monetary relations and investment. Politically, if we succeed, it means the shaping of a new international order. For the industrial democracies, it involves regaining their economic health and the sense that their future is in their own hands; for the producing and developing nations, it holds the promise of a stable long-term economic relationship that can ensure mutual progress for the remainder of the century.

### **The need for national unity**

The agenda of war and peace, fuel and food places a great responsibility upon America. The urgency of our challenges, the magnitude of the effort required and the impact which our actions will have on our entire society—all require an exceptional degree of public understanding and the effective participation and support of Congress.

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**“Paradoxically the President and the Congress share the same immediate objectives on most of the issues that have recently become sources of dispute. Too often, differences as to tactics have defeated the very purposes that both branches meant to serve. . . .”**

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Our foreign policy has been most effective when it reflected broad nonpartisan support. Close collaboration between the Executive and Legislative branches ensured the success of the historic postwar American initiatives and sustained our foreign policy for two decades thereafter. More recently, during the harrowing time of Watergate, the spirit of responsible bipartisanship insulated our foreign policy from the trauma of domestic institutional crisis. For this, the nation owes the Congress a profound debt of gratitude.

A spirit of nonpartisan cooperation is even more essential today. The bitterness that has marked so much of our national dialogue for over a decade no longer has reason or place. Public debate once again must find its ultimate limit in a general recognition that we are engaged in a common enterprise.

To appeal for renewed nonpartisan cooperation in foreign policy reflects not a preference but a national necessity. Foreign nations must deal with our government as an entity, not as a complex of divided institutions. They must be able to count on our maintaining both our national will and our specific undertakings. If they misjudge either, they may be tempted into irresponsibility or grow reluctant to link their destiny to ours. If our divisions lead to a failure of policy, it is the country which will suffer, not one group or one party or one Administration. If our cooperation promotes success, it is the nation which will benefit.

In his first address to Congress President Ford pledged his Administration to the principle of communication, conciliation, compromise and cooperation. In that spirit, and on behalf of the President, I invite the Congress to a new national partnership in the conduct of our foreign policy. Together with new conceptions of foreign policy, we must define new principles of Executive-Legislative relations—principles which reconcile the unmistakable claims of Congressional supervision and the urgent requirements of purposeful American world leadership.

The Administration will make every effort to meet Congressional concerns. We will dedicate ourselves to strengthening the mutual sense of trust with the Congress. We do not ask for a blank check. We take seriously the view that over the past decade there often has been a breakdown of communication between the Executive and Legislative branches.

We have made major efforts to consult the Congress and to keep it informed. As Secretary of State, confirmed by the Senate, I have considered this a principal respon-

sibility of my office. Therefore, in less than 16 months in office I have testified 37 times before Congressional committees, and have consulted even more frequently with individual members and groups.

Nevertheless, we recognize that a new partnership requires a willingness to explore new approaches. Specifically, the Administration will strive to evoke the advice and consent of the Congress in its broadest sense. We know that Congressional support presupposes that both houses are kept informed of the Administration's premises and purposes as well as of the facts on which its decisions are based. In the process, the Administration will seek the views of as many members of Congress concerned with a particular issue as possible. In short the Administration will strongly support the effort of the Congress to meet its Constitutional obligations with wisdom and imagination.

Beyond the general requirement of advice and consent, the role of legislation and appropriations in defining the basic directions of policy is traditional. The Administration may disagree with a particular decision; we may argue vigorously for a different course, as we have, for example, concerning the necessity of adequate aid to support the self-defense of allies in Indo-China. But we welcome the indispensable contribution of Congress to the general direction of national policy.

At the same time it is important to recognize that the Legislative process—deliberation, debate and statutory law—is much less well-suited to the detailed supervision of the day-to-day conduct of diplomacy. Legal prescriptions, by their very nature, lose sight of the sense of nuance and the feeling for the interrelationship of issues on which foreign policy success or failure so often depends. This is why the conduct of negotiations has always been preeminently an Executive responsibility, though the national commitments which a completed agreement entails must necessarily have legislative and public support.

The growing tendency of the Congress to legislate in detail the day-to-day or week-to-week conduct of our foreign affairs raises grave issues. American policy—given the wide range of our interests and responsibilities—must be a coherent and a purposeful whole. The way we act in our relations with one country almost inevitably affects our relationship with others. To single out individual countries for special legislative attention has unintended but inevitable consequences, and risks unraveling the entire fabric of our foreign policy.

Paradoxically the President and the Congress share the same immediate objectives on most of the issues that have recently become sources of dispute. Too often, differences as to tactics have defeated the very purposes that both branches meant to serve, because the legislative sanctions were too public or too drastic or too indiscriminating. Our inability to implement the trade agreement with the Soviet Union is a case in point; another is the impact of

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restrictions on aid to Turkey on our efforts both to advance the Cyprus peace negotiations and to safeguard our wider security interests in the Eastern Mediterranean; yet another is the damage to our Western Hemisphere relations, specifically in Ecuador and Venezuela, caused by an amendment designed to withhold special tariff preferences from OPEC countries.

In fairness it must be pointed out that Congressmen and Senators must represent the particular views of their constituencies. All reflect an electorate impatient with foreign turmoil and insistent that international responsibilities be shared more equitably. In a period of domestic recession the case for foreign aid becomes increasingly difficult to make. And yet the reality of interdependence links our destiny ever more closely with the rest of the world.

It is therefore understandable that one of the issues on which the Congress and the Executive branch have recently divided is the degree to which foreign aid cut-offs—military or economic—can be used to bring about changes in the policies of other nations. Whether foreign aid should be used as an instrument of pressure depends on the way foreign aid is conceived. The Administration is convinced that foreign aid to be viable must serve American national interests above all, including the broad interest we have in a stable world. If an important American interest is served by the aid relationship, it is a wise investment; if not, our resources are being squandered, even if we have no specific grievances against the recipient. For moral and practical reasons, we must recognize that a challenge to the recipient's sovereignty tends to generate reactions that far transcend the merit of most of the issues in dispute. Instead of influencing conduct in ways we desire, cutting aid is likely to harden positions. The very leverage we need is almost always lost. Our bilateral political relationship is impaired, usually for no commensurable benefit. And other friends and allies begin to question whether we understand our own national interest and whether we can be a reliable, longer-term partner.

These issues have little to do with the age-old tension between morality and expediency. Foreign policy, by its nature, must combine a desire to achieve the ideal with a recognition of what is practical. The fact of sovereignty implies compromise and each compromise involves an element of pragmatism. On the other hand, a purely expedient policy will lack all roots and become the prisoner of events. The difficult choices are not between principle and expediency, but between two objectives, both of which are good, or between courses of action, both of which are difficult or dangerous. To achieve a fruitful balance is the central dilemma of foreign policy.

The effort to strengthen Executive-Legislative bonds is complicated by the new character of the Congress. New principles of participation and organization are taking hold. The number of Congressmen and Senators concerned with foreign policy issues has expanded beyond

the traditional committees. Traditional procedures—focused as they are on the Congressional leadership and the committees—may no longer prove adequate to the desires of an increasingly individualistic membership.

As the range of consultation expands, the problem of confidentiality increases. Confidentiality in negotiations facilitates compromise; it must not be considered by the Congress as a cloak of deception; it must not be used by the Executive to avoid its responsibilities to the Congress.

Some of these problems are inherent in the system of checks and balances by which we have thrived. The separation of powers produces a healthy and potentially creative tension between the Executive and the Legislative branches of Government. Partnership should not seek to make either branch a rubber stamp for the other. But if old patterns of Executive-Legislative relations are in flux, now is the time for both branches to concert to fashion new principles and practices of collaboration. The Administration stands ready to join with the Congress in devising procedures appropriate to the need for a truly national and long-range foreign policy. We would welcome Congressional suggestions through whatever device the Congress may choose, and we will respond in the same spirit.

In the meantime, the Administration will strive to achieve a national consensus through close consultation, the nonpartisan conduct of foreign policy and restraint in the exercise of executive authority.

The problem of achieving a new national partnership is difficult. I am confident that working together, the Executive and the Congress will solve it and thereby enhance the vitality of our democratic institutions and the purposefulness of our foreign policy.

### Conclusion

In 1947, when another moment of crisis summoned us to consensus and creation, a member of the Senate recalled Lincoln's words to the Congress: "The dogmas of the quiet past are inadequate to the stormy present. The occasion is piled high with difficulty, and we must rise with the occasion. As our case is new, so we must think anew and act anew. We must disenthrall ourselves, and then we shall save our country."

We have learned more than once that this century demands much of America. And now we are challenged once again "to think anew and act anew" so that we may help ourselves and the world find the way to a time of hope. Let us resolve to move forward together, transforming challenge into opportunity and opportunity into achievement.

No genuine democracy can or should obtain total unanimity. But we can strive for a consensus about our national goals and chart a common course. If we act with large spirit, history could record this as a time of great creativity, and the last quarter of this century could be remembered as that period when mankind fashioned the first truly global community.



## Bomb Damages Department

The State Department on January 29 was rocked by a bomb which ripped restroom walls on the third floor, cracked several water pipes and caused heavy damage.

No one was injured in the 1 A.M. blast, which shattered windows and damaged about 20 State and AID offices on the second, third and fourth floors in the area of the restrooms at the junction of the third and fourth corridors on the third floor.

The offices involved are occupied by about 50 employees. All but three of the offices—those of the Central and West African Regional Affairs Office of AID's African Bureau—were reoccupied within a day or two. These offices and the two restrooms will require extensive repairs.

State Department and AID operations were back to normal within hours.

In a press conference on January 29, Ambassador Robert Anderson, Special Assistant to the Secretary for Press Relations, said that Secretary Kissinger and "all of us are relieved that no one was killed or injured in this totally senseless act."

The Federal Bureau of Investigation is investigating the blast.

*The bomb ripped ceiling and walls in this third-floor restroom.*



*One of the 20 offices which were heavily damaged by the bomb.*

*Workmen check the extensive damage, repair cracked water pipes.*

*Photos by OPR/VS.*





**SIGNING CEREMONY**—President Ford signs the instruments of ratification of two conventions prohibiting the use of chemical and biological weapons at a White House ceremony Jan. 22. Looking on are, left to right, Secretary Kissinger, Senator Robert Taft, Jr., Senate Armed Services Committee; Representative William S. Broomfield, House Foreign Affairs Committee; Senator Strom Thurmond, Senate Armed Services Committee; Senator Mike Mansfield, Majority Leader, Senate Foreign Relations Committee; Senator Hubert Humphrey, Senate Foreign Relations Committee; Senator Thomas J. McIntyre, Senate Armed Services Committee; Rep. Clement Zablocki, Chairman, Subcommittee on National Security Policy and Scientific Developments, House Foreign Affairs Committee; and Dr. Fred C. Iklé, Director, ACDA. Standing at the President's left is Sylvia Nilsen, Deputy Assistant Legal Adviser for Treaty Affairs.

## Conventions Prohibit Chemical and Biological Warfare

In a ceremony in the East Room of the White House on January 22, President Ford signed the instruments of ratification of two important international conventions prohibiting the use of chemical and biological weapons. The measures had been approved unanimously by the Senate on December 16, 1974.

The Geneva Protocol of 1925 (the formal title of which is **PROTOCOL BANNING THE USE IN WAR OF ASPHYXIATING, POISONOUS OR OTHER GASES, AND OF BACTERIOLOGICAL METHODS OF WARFARE**) was sent to the Senate by the Administration in 1970, for the second time in its long history. Through originally an American initiative, the Protocol succumbed to a strong lobbying effort when submitted to the Senate in 1926, and Senate action on it was not completed at that time.

The Protocol is essentially a "no first use" agreement, since a number of countries, in ratifying or acceding to it, stated that the Protocol would

cease to be binding on them if their enemies, or the allies of their enemies, failed to respect its prohibitions. Similarly, in resubmitting the Protocol to the Senate in 1970, the Administration recommended that it be ratified with a reservation of the right to retaliate with chemical weapons if an enemy state or its allies violated the Protocol. Unlike the position taken by some other parties to the Protocol, however, U.S. policy calls for observance of the Protocol's provisions with respect to all states, not only with respect to other parties.

The Biological Weapons Convention (**CONVENTION ON THE PROHIBITION OF THE DEVELOPMENT, PRODUCTION AND STOCKPILE OF BACTERIOLOGICAL (BIOLOGICAL) AND TOXIN WEAPONS AND ON THEIR DESTRUCTION**) resulted from a proposal presented by the United Kingdom to the Conference of the Committee on Disarmament at Geneva in 1969. It is a commitment by the parties "never in any circumstances to develop, pro-

duce, stockpile or otherwise acquire or retain" biological weapons.

The way was paved for the successful negotiation of this convention when the United States unilaterally renounced the use of all biological weapons—including toxins—and methods of warfare in 1969, and undertook the destruction of its biological weapons stockpile in the summer of 1971. The convention was submitted to the Senate in 1972.

Action on both these measures was deferred in the Senate Foreign Relations Committee, however, because of disagreement with the Administration's interpretation as to whether the Protocol banned the use of herbicides and chemical riot-control agents.

In response to the Committee's request, the Executive Branch undertook a comprehensive review of this legal interpretation and analyzed possible alternatives for resolving differences of opinion on the scope of the Geneva Protocol.

In the latter part of 1974, the

Ford Administration undertook a new initiative to obtain Senate consent to ratification of the Protocol—and, simultaneously, of the Biological Weapons Convention.

In testifying before the Committee on December 10, ACDA Director Fred Iklé announced that the President, while reaffirming the Administration's view as to the scope of the Protocol, was prepared "to renounce as a matter of national policy: (1) first use of herbicides in war except use, under regulations applicable to their domestic use, for control of vegetation within U.S. bases and installations or around their immediate defensive perimeters, (2) first use of riot control agents in war except in defensive military modes to save lives.

In addition, Dr. Iklé testified that "the President, under an earlier directive still in force, must approve in advance any use of riot-control agents and chemical herbicides in war."

The Geneva Protocol will enter into force for the United States when the U.S. Government deposits its instrument of ratification with the depositary government, that of France. This action will bring the total number of Parties to 106, with three additional countries having signed but not yet ratified.

The Biological Weapons Convention will enter into force when each of the three depositary governments—U.S., U.K., U.S.S.R.—has received deposit of the instruments of ratification of the other two.

## J. Owen Zurhellen Becomes Deputy in EA Bureau

J. Owen Zurhellen, Jr., who has been the Deputy Director of ACDA since July 1973, is leaving that post to become Deputy Assistant Secretary of State for East Asia and Pacific Affairs. He is a career officer and a specialist in Japanese affairs.

Mr. Zurhellen entered the Foreign Service in 1947 and was assigned to Yale and Harvard Universities for training in Japanese language and area studies.

In his new assignment, Mr. Zurhellen will have primary responsibility for Japan, Korea, Australia, New Zealand, Papua-New Guinea, and the Pacific. He will return to ACDA for a two-week period in February in order to head the U.S. Delegation to the third and final meeting in Geneva, of the Preparatory Committee of the Nonproliferation Treaty Review Conference.



**NEW ASSISTANT SECRETARY**—Deputy Chief of Protocol Stuart W. Rockwell, left, swears-in Dixy Lee Ray as head of OES as Paul A. Scherer, for many years Special Consultant to the Director, National Science Foundation, holds the Bible at the ceremony in the James Monroe Room. Looking on is Secretary Kissinger.



**NEW ADMINISTRATOR**—Deputy Chief of Protocol Stuart W. Rockwell, left, swears-in Leonard F. Walentynowicz as Administrator of the Bureau of Security and Consular Affairs at a recent ceremony in the Benjamin Franklin Room. Mrs. Walentynowicz holds the Bible as Deputy Secretary Robert S. Ingersoll looks on.



## President Ford Signs Order Establishing Commission To Observe Women's Year 1975

In a White House ceremony on January 9 President Ford signed an Executive Order establishing the National Commission for the Observance of International Women's Year 1975.

The President will name up to 35 members from private life to serve on the Commission and will designate the presiding officer. The President of the Senate and the Speaker of the House have been invited to designate two members of each House to serve on the Commission.

To assist the Commission in its work, President Ford also established an interdepartmental task force, which will include "at least two persons, preferably a man and a woman," from each agency of the Executive Branch of the government.

The task force will coordinate the activities undertaken by the Executive Branch as well as those undertaken by the Commission in the domestic observance of International Women's Year.

In signing the Executive Order, the President noted that "the activities generated by this Commission will reinforce our continuing national commitment to women's rights."

"This event officially marks another step in our Nation's efforts, and efforts around the world for that matter, to improve the educational, economic and social status of women," he told the distinguished audience which included First Lady Betty Ford, Vice President Nelson A. Rockefeller, members of the Cabinet, government officials and many women leaders.

"The dramatic advances women have made in politics, sports, business, science and other areas of endeavor are finally receiving the attention that they deserve. The gains demonstrate very real progress, but headlines do not guarantee that all barriers are down.

"The Equal Rights Amendment, which I wholeheartedly endorse, has not yet been ratified by the number of States necessary to make it a part of our Constitution," President Ford

added. "Let 1975 International Women's Year be the year that ERA is ratified. In the meantime, we will continue to explore legal inequities between sexes that can be changed by legislation.

"The gains of the past, of course, must be consolidated, but we must also break new ground. Breaking such ground means more than headline news of the first woman to chair a national political party or the first woman airline pilot.

"It means equal pay for equal work for the one woman of every three workers in the world labor market," the President said. "It means educational and social opportunities for women of all nationalities. Equality for women is one objective of International Women's Year; another is integration of women into the social and economic development of all nations; and third, recognition of women's increasing contributions to world peace."

Declaring that women's liberation is "truly the liberation of all people," the President said:

"International Women's Year is not just for women. It is for all people dedicated to seeing that the highest potential of each human being is fully achieved. I hope the Commission which I will name, together with leaders of the Congress, will infuse the Declaration of Independence with new meaning and promise for women here as well as around the world."

The Commission will take as its action agenda the relevant parts of the resolution adopted by the United Nations General Assembly in December 1972 proclaiming 1975 as International Women's Year.

The resolution was submitted by the United Nations Commission on the Status of Women, which consists of members from 32 countries.

The purpose of International Women's Year is three-fold:

—To promote equality between men and women.

—To ensure the full integration of

women in the total development effort, especially by emphasizing women's responsibility and important role in economic, social and cultural development at the national, regional and international levels, particularly during the Second United Nations Development Decade.

—To recognize the importance of women's increasing contribution to the development of friendly relations and cooperation among states and to the strengthening of world peace.

The United Nations has called a world conference for International Women's Year to be held in Mexico City from June 23 to July 4.

President Ford's establishment of the national commission is the latest in a series of U.S. actions highlighting International Women's Year.

In September 1973 the U.S. Center for International Women's Year was created by a State Department grant to a private foundation, Meridian House International, in Washington.

In January 1974 President Nixon proclaimed 1975 as International Women's Year for the United States.

In a proclamation last August President Ford underscored the importance of International Women's Year by calling upon all Americans to observe August 26, 1974, as Women's Equality Day.

### IWY Coordinator Position Established by Department

The position of Coordinator for International Women's Year 1975 was established by Deputy Secretary Robert S. Ingersoll on December 18.

The Coordinator will head a "seventh floor Task Force" and will be charged "with the primary responsibility of coordinating the U.S. participation in the Mexico City Conference, but also to maintain liaison with the United Nations, other governments and domestic U.S. organizations."

The symbol for the Task Force is D/IWY.

Francis J. Donnelly has been appointed Executive Director of the Task Force. He was formerly Deputy Executive Director for the Bureau of International Organization Affairs.



WHITE HOUSE CEREMONY—President Ford signs the Executive Order on Jan. 9 establishing the National Commission for the Observance of International Women's Year 1975 as Mrs. Ford, Vice President Rockefeller, Cabinet members and other government officials, and women leaders look on. Among the Department's representatives at the ceremony were Deputy Secretary Robert S. Ingersoll, fifth from left; Assistant Secretary for Public Affairs Carol C. Laise, fourth from left; Virginia Allan, Deputy Assistant Secretary for Public Affairs, left; Bernice Baer, IWY Task Force Member, State, second from left; and Patricia Hutar, U.S. Delegate to the UN Commission on the Status of Women, center.

## U.S. Played Key Role in Sponsoring Resolution

The U.S. Delegation to the 18th General Conference of the United Nations Educational, Scientific and Cultural Organization (UNESCO), which was held at the UNESCO's headquarters in Paris from Oct. 18 through Nov. 26, played a key role in suggesting a course of action for UNESCO's observance for International Women's Year 1975.

The Member-States unanimously adopted the U.S.-sponsored resolution to improve the status of women.

In a communiqué issued shortly after the passage of the resolution, the organization pointed out that its adoption would "make sure that . . . International Women's Year should be more than mere celebration and should lead to action in favor of real equality."

Entitled "UNESCO's Efforts Concerning the Improvement of the Status of Women," the resolution called on UNESCO's 135 Member-States to submit requests to the organization for projects aimed at advancing the participation of women in both urban and rural development, to propose more women for training abroad, and

to prepare more women candidates for UNESCO functions.

The 36 clauses in the resolution also concentrated on women's role in development with a necessary reexamination of social models, and the need for education to achieve them.

The resolution urged the UNESCO Director-General to take steps to ensure equitable participation of women in the organization's staff and in its decision-making. It also called for program activities to advance the status of women and to improve their educational and employment opportunities.

The U.S. delegation brought the resolution and illustrative plan of action to UNESCO—and U.S. delegates worked tirelessly to secure support from other delegations.

For three weeks women and men from differing backgrounds participated in working group discussions.

In introducing the general debate, Rosemary L. Ginn, newly elected Chairman of the U.S. National Commission for UNESCO and a U.S. Delegate to the Paris conference, said that the resolution presented a pano-

rama of the hopes and needs of women and humanity all over the world, regardless of their stage of social development.

Following the debate, the resolution was unanimously submitted to the general conference by Afghanistan, Australia, Bangladesh, Belgium, Bulgaria, Colombia, Costa Rica, Cuba, Dahomey, Ethiopia, German Democratic Republic, Ghana, Hungary, India, Jamaica, Japan, Lebanon, Liberia, New Zealand, Philippines, Poland, United States, Union of Soviet Socialist Republics, Venezuela and Yugoslavia.

### Women's Year 1975 Opens At United Nations

Princess Ashraf of Iran recently presented to UN Secretary General Kurt Waldheim a declaration calling for concrete measures to end discrimination against women. The declaration marked the start of International Women's Year.

The declaration noted that progress in achieving equality for women "has been extremely slow and there is still a wide gap between accepted principles and established practices."





**SPEAKER**—Deputy Secretary Robert S. Ingersoll, at center of head table, addresses the opening session of the annual Foreign Service Inspectors Conference in the Department on January 9. Mr. Ingersoll is flanked on his left by Acting Inspector General Robert L. Yost and on his right by Deputy Inspector General Robert W. Moore.

## Foreign Service Inspectors Hold Annual Conference

Deputy Secretary Robert S. Ingersoll reviewed the principal policy issues facing the Department and discussed the role of Foreign Service Inspectors at the opening session of the group's annual conference in Washington January 9-17.

Another speaker at the opening session, L. Dean Brown, Deputy Under Secretary for Management, reviewed important management issues and outlined specified areas of concern to which he thought inspectors should give particular attention.

Other officials who briefed the inspectors during their week-long meeting included Charles W. Robinson, Under Secretary for Economic Affairs; John E. Murphy, Deputy Administrator of AID; Nathaniel Davis, Director General of the Foreign Service; Carol C. Laise, Assistant Secretary for Public Affairs; and Winston Lord, Director of the Policy Planning Staff.

Forty-seven officers assigned to the Inspector General of the Foreign Service, S/IG, attended the meeting, which sought to develop a better understanding of the needs of principals in the Department—and specific ways in which the new inspection concepts can be shaped to contribute to effective policy management throughout the Department and the posts.

Seminars also were held on joint State-Commerce programs and on the inspection function in State and other foreign affairs agencies. Representatives of the Bureau of Economic and Business Affairs, the Department of

Commerce, AID, USIA and the Office of the Inspector General for Foreign Assistance participated in the sessions.

"I wish to be regularly informed of your experience in obtaining compliance with inspection recommendations," the Deputy Secretary said, "since results in making needed changes are the ultimate test of the usefulness of the inspection process.

"I am firmly convinced that in both the Department and the field, the self-evaluation which takes place in readying for an inspection is in many ways as important as the recommendations that result from the inspection itself.

"It is important that inspectors look at the coordination of all U.S. Government activities under an Ambassador's direction. They must give him guidance and advice on the use of all available resources, including those of other agencies as well as the Department. In particular, inspectors must keep in mind the need for balance and coordination in the use of personnel, American and local employees."

Our people in the field should read all major speeches and policy statements of the President, the Secretary, and other Government policymakers, Mr. Ingersoll said.

Immediately following the annual conference, S/IG began the first of three cycles in its 1975 inspection program.

The inspectors are making regular

Conduct-of-Relations inspections in several Directorates of the Bureau of East Asian and Pacific Affairs and of the Bureau of European Affairs.

Under the Conduct-of-Relations concept, the inspection teams will be responsible for evaluating the adequacy of both U.S. policy and its management for a given country or area.

The inspection teams began their evaluation in the geographic Bureaus. They will spend from two to three weeks in the office responsible for the country—or countries—scheduled for inspection.

During their visit in the Country Directorate, the inspectors will examine such matters as relevant policy papers, interagency and internal coordination, and the relationship between the Department and the field post, or posts.

An inspection team will spend up to two months inspecting the countries "covered" by the Bureau Office. After the team completes its inspection abroad, it will return to the regional Bureau to review its findings with Bureau officials. The final report will then be written.

In addition, the Foreign Service Inspectors are conducting a regular domestic inspection of the Bureau of African Affairs. Special inspections will be made of the training function in the Department, the Political-Military function, and the role of Foreign Service local employees, among others.

## MAJOR APPOINTMENTS

### Ambassador at Large Robert McCloskey Named to Congressional Relations Post

President Ford on January 28 nominated Ambassador at Large Robert J. McCloskey to serve concurrently as Assistant Secretary for Congressional Relations.

If confirmed by the Senate, Ambassador McCloskey will succeed Linwood Holton, former Governor of Virginia, who left the Congressional Relations post on January 31.



**Mr. McCloskey** A former Deputy Assistant Secretary for Press Relations and former Special Assistant to the Secretary, Ambassador McCloskey has been serving as Ambassador at Large since last February.

In May 1973 he was named by President Nixon as U.S. envoy to Cyprus. When Secretary Kissinger succeeded Secretary Rogers in September 1973 he asked Ambassador McCloskey to return to the Department to serve temporarily as Department spokesman, a position he had previously held.

Ambassador McCloskey joined the Department in 1955 as an investigator for the Refugee Relief Program in Hong Kong. He later held such assignments as Publications Editor in the Office of the Assistant Secretary for Public Affairs; Press Officer, then Public Information Specialist, in the News Division; Public Information Specialist in the Office of the Deputy Assistant Secretary for Public Affairs; Director of the Office of News; and Deputy Assistant Secretary in the Bureau of Public Affairs.

Mr. McCloskey served as Deputy Assistant Secretary for Press Relations and Special Assistant to the Secretary from 1969 to 1973. He was promoted to Career Minister in the Foreign Service last year.

Ambassador McCloskey won the Department's Superior Honor Award in 1973. During World War II he served in the U.S. Marine Corps.

Born in Philadelphia on November 25, 1922, Ambassador McCloskey received a B.S. degree in Journalism from Temple University in 1953 and attended George Washington University from 1958 to 1959. He is married to the former Anne Phelan and they have two children—Lisa Siobhan and Andre Taylor.

### John F. Lehman Named ACDA Deputy Director

President Ford on January 24 announced his intention to nominate John F. Lehman, Jr., as the new Deputy Director of the U.S. Arms Control and Disarmament Agency. Dr. Lehman is currently a member of the U.S. Delegation to the Mutual and Balanced Force Reduction Talks.

If confirmed by the Senate, Dr. Lehman will succeed Owen Zurhellen, Jr., who resigned from ACDA last month to become a Deputy Assistant Secretary for East Asian and Pacific Affairs.

From January to June 1974 Dr. Lehman was a Visiting Fellow at the School for Advanced International Studies, Johns Hopkins University. Before that appointment Dr. Lehman was a member of the National Security Council Staff.

### FS Retirements

More than 115 Foreign Service personnel—some with 30 or more years of service—retired last month.

Many of the officers under the Foreign Service Retirement and Disability System took advantage of the six percent cost-of-living increase, which went into effect February 1.

Some of the retiring personnel were given limited FSR appointments until their successors could be named. The appointments normally will not exceed three months.

In a few cases, Foreign Service personnel who hold Presidential appointments and who retired continue to serve at the pleasure of the President.

### Dominick Named to Switzerland Post

President Ford on January 31 announced his intention to nominate former Senator Peter H. Dominick (R.-Colo.) as the new U.S. Ambassador to Switzerland.

If confirmed by the Senate, Mr. Dominick will succeed Ambassador Shelby C. Davis, who has served in Bern since July 1969.

Ambassador-designate Dominick served as a Senator from Colorado from 1963 until January. From 1961 to 1963 he was a Representative in the Congress from the 2nd District of Colorado.

From 1955 to 1958 and again from 1958 to 1961, Mr. Dominick was a member of the House of Representatives in the Colorado General Assembly.

After being admitted to the New York Bar in 1940 Mr. Dominick was an associate of the New York law firm of Carter, Ledyard and Milburn. Admitted to the Colorado Bar in 1946, he was an associate of the Denver law firm of White and Holland from 1946 to 1947. From 1947 to 1961 he was partner in the Denver law firm of Holland and Hart. He also was an attorney in Cherry Hills, Colo., from 1947 to 1956.

Mr. Dominick served as a pilot with the U.S. Army Air Force from 1942 to 1946, winning the Air Medal and Cluster and the Distinguished Flying Cross.

He is an officer and trustee of the Denver Art Museum and a trustee of Arapahoe County Mental Health Center.

Born in Stamford, Conn., on July 7, 1915, Mr. Dominick graduated from Yale University with an A.B. degree in 1937 and a J.D. degree from Yale Law School in 1940. He is married to the former Nancy Parks and they have four children—Peter, Michael, Lynne, and Alexander.

President Ford on January 25 accepted the resignation of V. John Krehbiel as U.S. Ambassador to Finland. The resignation will be effective upon a date to be determined.



## An Interview with Secretary Kissinger

On January 16 Secretary Kissinger was interviewed by Bill Moyers, who was Press Secretary for President Lyndon B. Johnson. The interview was aired on the Public Broadcasting Service (WETA) as the first in a series, "Bill Moyers' Journal: International Report." A transcript of the interview follows:

**Q.** Mr. Secretary, I was thinking coming down here of a conversation we had when you were teaching at Harvard in 1968, six months before you came to the White House. You had a very reasonably clear view, a map of the world in your mind at that time, a world based on the stability brought about by the main powers. I am wondering what that map is like in your mind now of the world.

**A.** Well, I thought at the time, and I still do, that you cannot have a peaceful world without most of the countries and preferably all of the countries feeling that they have a share in it. This means that those countries that have the greatest capacity to determine peace or war, that is the five major centers, be reasonably agreed on the general outlines of what that peace should be like. But at the same time, one of the central facts of our period is that more than a hundred nations have come into being in the last fifteen years, and they, too, must be central participants in this process. So that for the first time in history foreign policy has become truly global and therefore truly complicated.

**Q.** What about the flow of wealth to countries in the Middle East? Hasn't that upset considerably the equilibrium that you thought would be possible between the five centers of power?

**A.** Well, the world that we all knew in 1968, when you and I talked, is extraordinarily different today. At that time we had the rigid hostility between the Communist world and the non-Communist world. At that time Communist China, the People's Republic of China, was outside the mainstream of events. And at that time, you are quite right, the oil-



producing countries were not major factors. The change in influence of the oil-producing countries, the flow of resources to the oil-producing countries in the last two years in a way that was unexpected and is unprecedented, is a major change in the international situation to which we are still in the process of attempting to adjust.

**Q.** All of these changes brought to mind something you once wrote. You said "statesmen know the future, they feel it in their bones, but they are incapable of proving the truth of their vision." And I am wondering, what are your bones telling you now about the future, with all of these new forces at work?

**A.** Well, I feel we are at a watershed. We are at a period which in retrospect is either going to be seen as a period of extraordinary creativity or a period when really the international order came apart, politically, economically and morally.

I believe that with all the dislocations we now experience, there also exists an extraordinary opportunity to form for the first time in history a truly global society, carried by the principle of interdependence. And if we act wisely and with vision, I think we can look back to all this turmoil as the birth pangs of a more creative and better system. If we miss the opportunity, I think there is going to be chaos.

**Q.** But at the same time the opportunity exists, as you yourself have

said, the political problem is that the western world—and this is a direct quote of yours—is suffering from inner uncertainty and a sense of misdirection. What is causing that inner uncertainty? Is it external, is it internal, or is it simply we don't know what we really want to do?

**A.** Bill, I think you are quite right. The aspect of contemporary life that worries me most is the lack of purpose and direction of so much of the western world. There are many reasons for this. The European countries have had to adjust in this century to two world wars, to an enormous change in their position, to a dramatic really social revolution in all of them. And now, to the process of European unification.

The new countries are just beginning to develop a coherent picture of the international world, having spent most of their energies gaining independence.

And in the United States, we have had a traumatic decade—the assassination of a President and his brother, the Viet-Nam war, the Watergate period.

So we have this great opportunity, at a moment when the self-confidence in the whole western world has been severely shaken.

On the other hand, as far as the United States at least is concerned, I believe we are a healthy country, and I believe we are capable of dealing with the problem that I have described creatively.

**Q.** But you also used a "perhaps" in that statement. You said that every country in the western world is suffering from inner uncertainty with the exception perhaps of the United States. And I am wondering why you brought in the "perhaps."

**A.** Because no country can go through what the United States has gone through without suffering, on the one hand, some damage, but also gaining in wisdom. I think it is the process of growing up to learn one's limits and derive from that a consciousness of what is possible within these limits.

Through the greater part of our history we felt absolutely secure. In

the post-war period we emerged from a victorious war with tremendous resources. Now the last decade has taught America that we cannot do everything and that we cannot achieve things simply by wishing them intensely.

On the other hand, while that has been a difficult experience for us, it also should have given us a new sense of perspective.

So I use the word "perhaps" because our reaction to these experiences will determine how we will master the future.

But I am really quite confident that if we act in concert, and if we regain, as I think we can, and must, our national consensus, that we can do what is necessary.

**Q.** In the post-war world, the consensus between Europe and America was built around a common defense against a mutual danger. That has disappeared. The defense structure is very weak in the west at the moment, and a new factor, the economic imperative, has arisen. Europe and Japan are much more dependent, for example, on Middle Eastern oil than we are. Doesn't that make them less dependable as members of this new consensus?

**A.** I would not, Bill, agree that the defense is weak. Actually, we have had considerable success in building a quite strong defensive system between us and Europe. The difficulty is that the perception of the threat has diminished and so many new problems have arisen that simply a common defense is not enough by itself to provide the cement of unity.

You pointed out the economic problem. It is an interesting fact that in April 1973 I called for the economic unity of the industrialized countries. At that time this was rejected as carrying the alliance much too far. Today every one of our friends insists that we coordinate our economic policies because they recognize that their prosperity depends on our economic programs.

Now, the problem of relations to the oil producers, for example, has in Europe and in Japan evoked a much greater sense of vulnerability than in the United States, because it is based on fact.

**Q.** Wouldn't we be worried if we were in their position?

**A.** Absolutely. I am not criticizing either the Europeans or the Japanese for their reaction. We have attempted to create in them a sense that together with us we can master the energy

problem. And in all the discussions of conservation, recycling, alternative sources of energy, financial solidarity, there are many technical solutions. We have always chosen the one that in our judgment has the greatest potential to give our friends a sense that they can master their fate, and to overcome the danger of impotence which is a threat at one and the same

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**"... with all the dislocations we now experience, there also exists an extraordinary opportunity to form for the first time in history a truly global society, carried by the principle of interdependence."**

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time to their international as well as to their domestic position. This process is not yet completed. And as we go through it, there are many ups and downs.

On the other hand, we have to remember it is only one year since the Washington Energy Conference has been called—less than a year. In that time, an International Energy Agency has been created, a conservation program has been agreed to, emergency sharing has been developed for the contingency of new embargoes.

I am absolutely confident that within a very short time, a matter of weeks, we will have agreed on financial solidarity. And within a month we will make proposals on how to develop alternative resources.

One of the problems is that each country is so concerned with its domestic politics that these very important events are coming to pass in a very undramatic manner, and in a way that does not galvanize the sort of support that the Marshall Plan did. But the achievements, in my view, have not been inconsiderable and may be in retrospect seen as the most significant events of this period.

**Q.** Is it conceivable to expect Europe and Japan to go with us on our Middle Eastern policy, when they have to get most of their oil from the OPEC countries, and we do not?

**A.** I think it is not only conceivable—I think it is above all in their own interests. Because we have to understand what is our Middle East policy.

Our Middle East policy is to enable Europe and Japan to put themselves into the maximum position of invulnerability towards outside pres-

ures, but at the same time to engage in a dialogue with the producers, to give effect to the principle of interdependence on a global basis.

We recognize—in fact, we were the first to advance the proposition that the oil producers must have a sense that the arrangements that are made are not only just, but are likely to be long-lasting.

We have pursued a dialogue with the producers on the most intensive basis. We have set up commissions with Iran and Saudi Arabia, and we have very close relationships in economic discussions with Algeria and other countries in which we are trying to relate our technical know-how to their resources, and in which we are attempting to demonstrate that jointly we can progress to the benefit of all of mankind.

Now, we are prepared later this year, as soon as some common positions have been developed with the consumers, on the basis of the discussions we had with the French President at Martinique, to have a multilateral talk between consumers and producers. And therefore, our vision of what should happen is a cooperative arrangement between consumers and producers. And I believe that it is in the interests of Europe and Japan to participate in this, and their actions indicate that they believe that, too.

**Q.** Does your concept of interdependence stop with the regional interdependence of the industrial world, the industrial consumers, or do you go far enough to include the global interdependence that comes from the billion people in the southern half of the globe who feel excluded from the discussions that are going on with the oil-producing countries?

**A.** Well, first, our idea includes, as an essential component, the billion people in the southern half of the globe. And again, if I may remind you, at the Washington Energy Conference we made clear that the cooperation among the consumers should be followed by immediate talks, first with the consuming less-developed countries, and then with the producing countries.

So the idea of a consumer-producer dialogue was first advanced by us.

But we are happy to go along with the French proposal, if and when, which we believe will be fairly soon, the essential prerequisites have been met.

But obviously a world in which the vast majority of mankind does not

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feel that its interests and purposes are recognized cannot be a stable world. And therefore we have continually supported foreign aid. We have this week put before the Finance Ministers of the International Monetary Fund that is meeting here the importance of creating a special trust fund for the less-developed countries that have been hard hit by rising oil prices. And we believe that they must be an essential part of the community I am talking about.

*Q. Our foreign aid program, which you raised, has been about constant the last few years, and therefore in real dollars is down.*

A. I agree.

*Q. We—almost virtually alone among the industrial nations—have not helped the under-developed world with its manufactured goods on our tariff policy. A lot of the food that we are giving right now is going into political areas, strategical areas, rather than humanitarian areas. The Brazilians and Indians say we are excluding them from the definition of “consumer.” And the impression you get from talking to representatives of the developing world is that they really do not agree that we are very conscious of their consideration and needs.*

A. Well, I think quite honestly there is a difference between what they say publicly and what they say privately.

It is a fact that in many of the less-developed countries it is politically not unhelpful to seem to be at least aloof from the most powerful country in the world, and to give the impression that one is not dominated by this colossus. And therefore the rhetoric of many of these countries is much more strident than the reality of their foreign policy.

Now, it is true that the American people have been disillusioned by some of their experiences in international affairs. And inevitably during a recession it is difficult to mobilize public support for a very large foreign aid program. And these are obstacles with which we contend.

Now, with respect to the tariff preferences. More restrictions were put on them by the Congress than we thought wise. And some of the penalties that were attached to particular groupings affected countries like Ecuador, which really are members of the oil-producing cartel by courtesy only, or countries like Venezuela, with which we have a long tradition

of western hemisphere solidarity. And we have regretted these particular limitations.

In addition there have been restrictions on certain products about which Brazil and India complain that affect these countries unfavorably.

We have indicated that after we had an opportunity to study it, we would bring to the attention of the Congress the special inequities that have been caused by this legislation.

On the other hand, I cannot accept your statement that this legislation does not permit additional access of industrial goods.

For example, Mexico, which yesterday pointed out some of the inequities to us, nevertheless benefits to the extent of \$350 million of its products in the United States market by the new trade act. And I am sure a similar study could be made for Brazil and India and other countries.

So while we don't think the trade act went as far as we should have wished, I think it went generally in the right direction. And we are determined to work with Congress to improve it.

But your question suggests a more fundamental problem.

Many of these new countries—this doesn't apply to the Latin American countries—but many of the new countries formed their identity in opposition to the industrial countries, and they are caught in a dilemma. Their rhetoric is a rhetoric of confrontation. The reality is a reality of interdependence. And we have seen in the United Nations and elsewhere that the rhetoric doesn't always match the necessities. And one of the problems of international order is to bring them closer together.

*Q. One of the issues they point to, for example, is the fact that the oil-producing countries have recently allocated some \$2 billion in aid to these forty or so poor countries in the world. That is roughly the amount of the increase in the price these countries are paying for oil. They are paying us about a billion dollars more for food and fertilizer. And yet we have not adjusted our assistance to them to compensate for this. So they say they are being driven into a “tyranny of the majority” by turning to the OPEC countries for the kind of assistance that interdependence makes necessary.*

A. Well, I don't think it is correct that we are not adjusting. For example, our PL 480 program, which is our food contribution, is on the order

of about \$1.5 billion, or almost that large. And we have opted, after all the discussions, for the highest proposal that was made, or substantially the highest proposal.

I also don't agree with you that we are giving most of our food aid for strategic purposes.

*Q. I didn't say “most.” I didn't mean to say “most.” I mean a substantial amount.*

A. We are giving some in countries in which political relationships are of importance to us. And it stands to reason that when a country has a vital resource, that it keeps in mind the degree of friendship that other countries show for it before it distributes this resource, essentially on a grant basis.

But the vast majority—the considerable majority of our food aid goes for humanitarian purposes. And even in those countries where political considerations are involved, those are still countries with a very real and acute food shortage.

*Q. You said recently that we have to be prepared to pay some domestic price for our international position. More food aid is going to mean increased prices at home. And I am wondering what are some of the other prices you anticipate Americans are going to have to be paying because of this international position.*

A. Well, I think first of all we have to understand that what seems to be a domestic price in the long term is the best investment we can make, because if the United States lives in a hostile world, the United States lives in a depressed world, then inevitably, given our dependence on the raw materials of the world and given our essential interest in peace, in the long term we will suffer.

We have to recognize domestically—first of all, that foreign aid programs, as they are now being developed, are in our interests. Secondly, that in developing such programs as financial solidarity and conservation of energy, even though they are painful, they are absolutely essential for the United States to be able to play a major role internationally and to master its domestic problems. And of course we have to be prepared to pay the price for national security.

*Q. In Europe recently I found some feeling of concern that the emphasis on interdependence, and because of the economic and energy crisis in particular, is going to bring*

*an alignment of the old rich, the industrial nations, against the new rich, the oil nations and commodity nations, at the exclusion of the poor. And if I hear you correctly, you are saying we cannot let that happen.*

A. Well, first of all we are not talking of an alliance of the old rich against the new rich, because we are seeking cooperation between the old rich and the new rich. Both need each other. And neither can really prosper or indeed survive except in an atmosphere of cooperation.

And it seems to us that the old rich and the new rich must cooperate in helping the poor part of the world.

Take the problem of food, which you mentioned. There is no way the United States can feed the rest of the world. And from some points of view, the level of our food aid has mostly a symbolic significance, because the ultimate solution to the food problem depends on raising the productivity of the less-developed countries. This requires fertilizer, help in distribution, and similar projects. This in turn can only be done through the cooperation of the technical know-how of the old rich with the new resources of the new rich. And we will, within the next two months, make a very concrete proposal of how all of this can be put together to increase drastically the food production in the poor part of the world.

*Q. What about the psychological adjustment that all of this is causing us to make? Does it disturb you that a handful of Arab sheiks in a sense have so much new power and so much dominance on the world scene?*

A. It is a new fact to which we all have to adjust, including the oil-producing countries. But I think that on the whole everybody is trying to deal with these long-range problems in a cooperative spirit, although of course obviously the level of experience in dealing with global problems differs between various nations.

*Q. Is our specific purpose of our policy towards the oil-producing countries to arrest the flow of wealth to them?*

A. No. Our concern is that the flow of wealth, which is inevitable, is channeled in such a way that it does not disrupt the international—the well-being of all the rest of the world.

If you take countries like Iran, for example, or Algeria, that use most of their wealth for their own development, which means in effect that they are spending the energy income in the

industrialized part of the world, this is not a basically disruptive effect. It has certain dislocations. But I think this is not basically disruptive. What presents a particular problem is in those areas where the balances accumulate, and where the investment of large sums or the shifting around of large sums can produce economic crises that are not neces-

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**“I don't know whether it was inevitable that God would place oil in exactly those places. . . . But once it was placed there, it was inevitable that sooner or later these trends would develop. And we are not fighting these trends.”**

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sarily intended—this makes the problem of finding financial institutions which can handle these tremendous sums—\$60 billion in one year, which is more than our total foreign investment over a hundred years, just to give one a sense of the magnitude; to have those sums invested in a way that does not produce economic chaos.

*Q. What are the consequences if we don't find those international monetary structures?*

A. Well, I think the consequences will be rampant inflation, the potential economic collapse of some of the weaker nations, and the long-term backlash, economically, will be on the oil producers as well as on the consumers. But I am confident we will find the institutions, and I think you will find that the discussions of the Finance Ministers taking place this week are making very substantial progress in developing these financial institutions.

*Q. Some people have said that we are on the edge of a global economic crisis akin to that of the 1930's. I know you were just a boy in the 1930's. But that part of your life you remember quite well. Do you see similarities?*

A. I didn't understand too much about economics at that time. I was better versed in football than economics. But I think there are similarities in the sense that when you are faced with economic difficulties, you have the choice of retreating into yourself or trying to find a global solution. Retreating into yourself is a

defensive attitude, which over a period of time accelerates all the difficulties that led you to do it in the first place. I think our necessity is to find a global solution. It is our necessity, and our opportunity. And in many ways we are on the way to doing it. Although with all the debates that are going on, this is not always apparent.

*Q. Isn't what is happening in the Middle East, and particularly the flow of wealth to the Middle Eastern oil-producing countries, simply an adjustment of history? Isn't it a rhythm of history? Wasn't it natural that when they finally got control of their own oil production they would use it for their own benefits?*

A. That was inevitable. I don't know whether it was inevitable that God would place the oil in exactly those places.

*Q. Or that he would place the Arabs there.*

A. But once it was placed there, it was inevitable that sooner or later these trends would develop. And we are not fighting these trends.

*Q. But the price was kept down for four decades by western control of the production of oil. That is gone.*

A. Well, I don't want to speculate about what kept the price down, because it could happen that the price will go down again. This depended on the relationship of supply and demand in a very important way. The oil resources of the Middle East were so vast compared to the energy requirements of the world that that kept the price down. It was only in the last decade—when I came to Washington in 1969 people were still talking about oil surplus, and they were still talking about how to restrict the importation of foreign oil lest the prices go down even more. It is only in the last six years that there has been such a dramatic increase in the energy requirements, that the opportunity for raising the prices existed.

I believe that before then there was—it was roughly in balance between supply and demand.

*Q. You talk about the solidarity of consumers in dealing with and negotiating with the oil-producing countries. What will that solidarity produce? What economic pressure, Mr. Secretary, do we have on the Arabs?*

A. I don't think it is a question of economic pressure. I think there are two possibilities. Right now every consumer, or every group of consum-

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ers, has its own dialogue going on with the producers. It is not that there is no dialogue going on. There is a European dialogue with the Arabs. There is an American dialogue going on with both Arab countries and with Iran. The question is whether a multilateral conference, that is to say, getting all consumers together with all of the producers, how that can advance matters. In our view it can advance matters only if the consumers do not repeat at such a conference all the disagreements that they already have. I believe that in such a conference, if both sides are well prepared, one should address the question of long-term supply. That is to give the oil producers an assurance that they will have a market for a fairly long future.

There has to be some discussion about price. There has to be some discussion about international facilities, both for the benefit of the poor countries and to make sure that the investments are channeled in such a way that they do not produce economic crisis. We are working hard on all of these issues. And we believe all of them are soluble in a constructive manner.

*Q. And you don't believe that pressure is the way.*

A. I do not believe that pressure will—that in such a negotiation, that such a negotiation can be based upon pressure. But each side, obviously, has to be aware of its own interests and has to defend its own interests in a reasonable manner. We don't blame the producers for doing it, and they cannot blame the consumers for doing it. But the attitude must be cooperative, conciliatory and looking for a long-term solution.

*Q. Do you think the oil-producing countries have an interest in that kind of negotiation, dialogue?*

A. I believe that the vast majority of them do.

*Q. Well, if pressure isn't that important a part of the scenario, I need to ask you what did you have in mind when you gave that interview to Business Week and talked about the possible strangulation of the west? What was going through your mind at just that minute?*

A. Well, first of all, the sentence that has attracted so much attention is too frequently taken totally out of context, and it was part of a very long interview in which I put forward essentially the conception that I have developed here; that is to

say, of a cooperative relationship between the consumers and producers. In addition, I made clear that political and economic warfare, or military action, is totally inappropriate for the solution of oil prices, recycling problems, etc. The contingency, and the only contingency, to which I addressed myself was an absolutely hypothetical case in which the actual strangulation of the entire industrialized world was being attempted. In other words, in which the confrontation was started by the producers.

I have said repeatedly, and I want to say now, I do not believe that such an event is going to happen. I was speaking hypothetically about an extreme situation. It would have to be provoked by other countries.

I think it is self-evident that the United States cannot permit itself to be strangled. But I also do not believe that this will really be attempted. And therefore we were talking about a hypothetical case that all our efforts are attempting to avoid, and that we are confident we can avoid.

We were not talking, as is so loosely said, about the seizure of oil fields. That is not our intention. That is not our policy.

*Q. What intrigues so many people, it seems to me, was that a few days before you had given a similar interview to Newsweek and much the same thing had been said with no particular alarm. Then a few days later a similar statement is made and it is seized upon. And some of us thought perhaps you had calculated between the first interview and the second interview to be more precise in some kind of message.*

A. I was astonished when this was seized upon. We were not the ones who spread it. I think there are many people who have spread this around, frankly, in order to sow some dispute between us and the oil producers.

Our whole policy towards the producers has been based on an effort of achieving cooperation. We have spent tremendous efforts to promote peace in the Middle East, precisely to avoid confrontations. We were talking about a very extreme case, about which only the most irresponsible elements among producers are even speaking, and it is not our policy to use military force to settle any of the issues that we are now talking about.

*Q. But neither, if I understand your philosophical view of diplomacy, can a power ever rule out any contingency.*

A. Well, no nation can announce that it will let itself be strangled without reacting. And I find it very difficult to see what it is that people are objecting to. We are saying the United States will not permit itself or its allies to be strangled.

Somebody else would have to make the first move to attempt the strangulation. It isn't being attempted now.

*Q. Well, I was in Europe about the time and some of them almost came out of their skins, because depending as they do on Middle East oil, and with our troops on their soil, they could see a confrontation between us and the oil-producing countries that would have them the innocent by-stander and victim. That is why they seized upon it.*

A. I find it difficult to understand how they would want to announce "please strangle us." We did not say—and I repeat here—that any of the issues that are now under discussion fall into this category. There would have to be an overt move of an extremely drastic, dramatic and aggressive nature before this contingency could ever be considered.

*Q. Who, Mr. Secretary, has a stake in division between us and the oil-producing countries?*

A. Oh, I think there are many forces, and I don't want to speculate on that.

*Q. Let me ask you this. I am curious, not about how you see a possible final solution in the Middle East, but by what in history and in your own philosophy makes you believe that people who have fought so bitterly over so long a period of time can ever settle a conflict like that peaceably.*

A. If you are in my position, you often find yourself in a situation where, as a historian you would say the problem is insoluble; and yet as a statesman you have absolutely no choice except to attempt to settle it. Because what is the alternative? If we say there is no solution, then another war is guaranteed. Then the confrontation between oil producers and consumers, that it is our policy to attempt to avoid, will be magnified—the risk of this will be magnified. The danger of a confrontation between the Soviet Union and the United States will be increased. And therefore, with all the difficulties and with all the anguish that is involved, we must make a major effort to move step by step towards a solution. And some

progress has already been made that most people thought was difficult. And we find ourselves often in a situation, and many national leaders do, where if you attempt something new, there is no historical precedent for it, and you have to go on an uncharted road.

*Q. You never announce that you are giving up hope.*

A. Not only can you not announce you are giving up hope; you must not give up hope. You must believe in what you are doing.

*Q. Is our step-by-step diplomacy on the Middle East on track?*

A. Our step-by-step diplomacy is facing increasing difficulties. As one would expect, as you make progress you get to the more difficult circumstances.

I believe we have an opportunity. I believe that progress can be made. And I expect that over the next months progress will be made.

*Q. In the ultimate extremity of war, wouldn't the level of violence be increased by the sale of arms we have made to the Arabs and the arms we have shipped to Israel? Aren't we in a sense guaranteeing that any war—*

A. Well, none of the states that are likely—none of the Arab states likely to fight in a war have received American arms. The sale of arms to Israel is necessitated by the fact that the Arab countries are receiving substantial supplies from the Soviet Union and because the security of Israel has been an American objective in all American administrations since the end of World War II.

*Q. There is some confusion out there as to whether or not you have systematically excluded the Soviets from playing a peace-keeping role in the Middle East and whether, if you have, this is to our advantage. Is it possible to have a solution there that does not involve the Soviets?*

A. A final solution must involve the Soviet Union. And it has never been part of our policy to exclude the Soviet Union from a final solution. The individual steps that have been taken have required—have been based on the methods which we judge most effective. And at the request of all the parties. We have proceeded in the manner in which we have, but we have always kept the Soviet Union generally informed of what we were doing.

*Q. Is there any evidence that under the general rubric of detente the Soviets have been playing adversary politics in the Middle East?*

A. I think the Soviet Union has not been exceptionally helpful, but it has also not been exceptionally obstructive. And I do not believe it is correct to say they have been playing adversary politics.

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**"If you are in my position, you often find yourself in a situation where, as a historian you would say the problem is insoluble; and yet as a statesman you have absolutely no choice except to attempt to settle it."**

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*Q. On the word "detente," I wish you would define it for us.*

A. Well, the problem of detente is often put as if the United States were making concessions to the Soviet Union in order to achieve peace. Basically the problem of detente, the necessity of detente, is produced by the fact that nuclear war in this period is going to involve a catastrophe for all of humanity. When the decision of peace and war involves the survival of tens of millions of people, you are no longer playing power politics in the traditional sense. And for this reason, every American President in the post-war period, no matter how different their background, no matter what their party, has sooner or later been driven to making the problem of peace the central preoccupation of his foreign policy. This is the case also obviously in this Administration.

We would like to leave a legacy of having made the world safer than when we found it, as must every administration. To conduct confrontation politics, where the stakes are going to be determined by nuclear weapons, is the height of irresponsibility. This is what we mean by detente. We have sought systematically to improve political relations, to increase trade relations in order to produce a maximum number of links between us and the Soviet Union, and to create a cooperative environment to reduce the dangers of war.

*Q. But in the twenty years immediately after World War II there was nuclear peace, one could say. Every Secretary of State has said "That is my objective—not to have a nuclear*

*war." What are the special reasons for detente as a systematic policy? What have we got from it, beyond nuclear peace?*

A. What we have got from detente is, first of all, the situation in Europe is more peaceful than it has ever been. As late as the Kennedy Administration, in the 1960's, there was a massive confrontation over Berlin between the United States and the Soviet Union. Throughout the sixties there was a confrontation between the United States and the Soviet Union over the question of nuclear arms, over the question of the ultimate shape of the European arrangements and over the whole evolution of world policy.

In the last three years, European issues have been substantially, if not settled, I think substantially eased. In all parts of the world, except the Middle East, the United States and the Soviet Union have pursued substantially compatible and in some cases cooperative policies. A trade relationship has developed for the first time that would give both countries an incentive, and especially the Soviet Union, an incentive to conduct moderate foreign policies. And most importantly, two major steps have been taken to arrest the nuclear arms race. For the first time, agreed ceilings exist to reduce the danger—to eliminate the danger, in fact, or at any rate substantially reduce it—that both sides will be raising or conducting an arms race out of fear of what the other side will do.

I think these are major steps forward which must be built upon and which I am confident will be built on, no matter who is President in this country.

*Q. I would like to come back in just a moment to the Vladivostok agreement. But before we leave detente, we seem to be leaving it on very precarious legs, with the announcement this week, if trade is important, that the Soviet Union was not going to fulfill the recent agreement on trade.*

A. Well, I don't think it is correct to say that the Soviet Union will not fulfill the recent agreement on trade. Unfortunately, the Congress has seen fit to pass legislation that imposed on the Soviet Union special conditions which were not foreseeable when the trade agreement was negotiated in 1972 and which the Soviet Union considers an interference in its domestic affairs.

We warned against this legislation

for two years. We went along with it only with the utmost reluctance. And I think that this event proves that it is absolutely essential for Congress and the Executive to work out a common understanding of what is possible in foreign policy and what can be subject to legislation, and what must be subject to other forms of congressional advice and consent.

*Q. Did Congress kill the agreement by imposing too strict a limitation?*

A. I don't want to assess blame. I believe that the legislative restrictions, coupled with the restriction on Ex-Im credits, had the effect of causing the Soviet Union to reject the agreement. We shared the objectives of those in Congress who were pushing this legislation. We differed with them as to tactics and as to the suitability of enshrining these objectives in legislation. We were prepared to make them part of our executive negotiations, and we had in fact brought about an emigration of 35,000 before this legislative attempt was made, and the emigration now is lower than this.

But I repeat, as I said yesterday, that we will go back to the Congress with the attitude that both sides should learn from this experience, and with the recognition that as a co-equal partner they must have an important part in shaping American foreign policy.

*Q. Is detente on precarious legs as a result of the events this week?*

A. I think detente has had a setback. But I think the imperative that I described earlier, of preventing nuclear war, which in turn requires political understanding, will enable us to move forward again, and we will immediately begin consultations with the Congress of how the Legislative and Executive Branch can cooperate in implementing this.

*Q. What is the proper relationship between Congress and the conduct of foreign policy? If I were a Member of Congress, I would be very wary, after the Bay of Pigs and after the Gulf of Tonkin resolution, of giving the Administration a blank check.*

A. I think the Congress is absolutely correct in insisting on legislative oversight over the conduct of foreign policy. And I would say that no President or Secretary of State, if he is wise, would ask for a blank check, because the responsibility is too great and in a democracy a major foreign policy requires public support. You cannot have public support if

you do not have Congressional support.

So it is in our interests to work in close partnership with Congress.

What we have to work out with Congress is the degree of oversight that a body that after all contains over 550 members, or over 500 members, can properly exercise. I think on the major directions of policy Congressional oversight, even expressed in legislative restrictions, is essential. We disagree with those in the Congress who want to cut off or limit aid to Viet-Nam but we do not challenge that this is a legitimate exercise of Congressional supervision.

The difficulties arise when the Congress attempts to legislate the details of diplomatic negotiations, such as on the trade bill, on Vladivostok, and other matters. There we have to work out, not a blank check, but an understanding by which Congress can exercise its participation by means other than forming legislation.

*Q. We have just a few minutes left, Mr. Secretary.*

*You raised the Vladivostok agreement that puts a ceiling on the number of launchers and MIRVed missiles that both the Soviet Union and the United States can have. The question being raised is what you have done is escalate the equilibrium, the military equilibrium, at what appears to many people to be an unnecessarily high level. Why couldn't we just stop?*

A. Well, I would say that the people who say "unnecessarily high" have never negotiated with the Soviet Union. The level at which that has been set is 200 delivery vehicles below what the Soviet Union already has. And therefore, I find it difficult to understand how they can say it was escalated.

If we were willing to live with our present forces when the Soviet Union had 2,600 missiles and bombers, then we should be able to live with our present forces when the Soviet Union will have under the agreement only 2,400 missiles and bombers.

So there is nothing in the agreement that forces us to build up. And there is something in the agreement that forces the Soviet Union to reduce. Whether we build up or not is a strategic decision which we would have to make in any event, and which would face us much more acutely under conditions of an arms race.

So we put a ceiling on the Soviet arms deployment below their present level, and therefore it enables us to consider our ceilings with less pres-

sure than would be the case otherwise.

Secondly, once a ceiling exists, both military establishments can plan without the fear that the other one will drive the race through the ceiling, which is one of these self-fulfilling prophecies, which has fueled the arms race.

Thirdly, once you have ceilings established, the problem of reductions will become much easier. The reason reductions are so difficult now is when both sides are building up, you never know against what yardsticks to plan your reductions. And I am confident that if the Vladivostok agreement is completed, it will be seen as one of the turning points in the history of the post-World War II arms race.

*Q. What is the next step?*

A. The next step is to complete the Vladivostok agreement, on which only a general understanding exists up to now. Once that is completed, we will immediately turn to negotiations on the reduction of armaments—

*Q. The reduction of the ceilings?*

A. The reduction of the ceilings, both of MIRVs and of total numbers, and actually I believe this will be an easier negotiation than the one which we have just concluded at Vladivostok, because it is going to be difficult to prove that when you already have an enormous capacity to devastate humanity, that a few hundred extra missiles make so much difference.

*Q. The Vladivostok agreement would run until 1985. Is it possible that reductions in the ceilings could begin many years before that?*

A. In the Aide Memoire that has been exchanged between us and the Soviet Union, it has been agreed that reduction in—that the negotiations on reductions can start immediately upon the completion of the other agreement. They can start at any time before. They must start no later than 1980, but they can start at any time before then.

*Q. To set aside the figures for a moment, and put it in the way that laymen ask me, why do we keep on? This is going to mean, even if it does have a ceiling, more money for defense—we are going ahead with—*

A. Excuse me. The agreement doesn't mean more money for defense. More money for defense was inherent in the arms race. The question that the Agreement poses is whether more should be spent on top of what was already planned. I do

not believe that the Agreement will make it easier to reduce the spending.

*Q. Do you see any end in the foreseeable future to the arms race, both nuclear and conventional?*

A. One of my overwhelming pre-occupations has been to put an end to the arms race. And the reason I have been such a strong supporter to the SALT negotiations is to turn down the arms race. And I believe that the Vladivostok Agreement will permit over the ten years—will lead to reductions that could involve substantial savings. And that will be our principal objective.

*Q. Just a couple of more questions. You wrote once, "An excessively pragmatic policy will be empty of vision and humanity. America cannot be true to itself without moral purpose."*

*One of the chief criticisms of your tenure as Secretary of State in the last several years has been that we have been long on expediency and pragmatism and it may have helped us strategically, but we have been short of humanity—the invasion of Cambodia, the bombing of Hanoi at Christmas, the tilting in favor of Pakistan, the maintenance of a constant level of foreign assistance, our preference for a change in the Allende government. These all add up, your critics say, to an excessively pragmatic policy, devoid of humanity and vision.*

A. Any statesman faces the problem of relating morality to what is possible. As long as the United States was absolutely secure, behind two great oceans, it could afford the luxury of moral pronouncements, divorced from the reality of the world in which other countries have to make the decisions, or to make an important part of the decisions, which determine whether you can implement them.

I still agree with the statement that I made some years ago. A purely pragmatic policy is unsuited to the American character, and in any event leads to paralysis.

An excessively moralistic policy would be totally devoid of contacts with reality and would lead to empty posturing.

In foreign policy, you always face difficult choices. And you always face the problem that when you make your decision, you do not know the outcome. So your moral convictions are necessary to give you the strength to make the difficult choices when you have no assurance of success.

Now, the particular events which you mentioned, one could go into—

it would be impossible to do justice to it in the limited time we have. Several of them had to do with the conduct of the war in Viet-Nam. And there really the criticism is between those who wanted to end it more or less at any price, and those who believed that it was essential to end it in a manner that the American people did not feel that all these efforts had only

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**"A purely pragmatic policy is unsuited to the American character, and in any event leads to paralysis. An excessively moralistic policy would be totally devoid of contacts with reality and would lead to empty posturing."**

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led to a turning over by the United States of people who had depended on it to outside invasion.

It is an issue that we will not settle in this debate.

But this was our judgement from which the various military moves flowed.

On the issue of how to vindicate human rights in foreign countries, I think we have never denied their importance. We have, however, always claimed that we could achieve our objectives more effectively, quietly, without making it a confrontation. This is why we never made anything of the fact that between 1969 and 1973 we increased Jewish emigration from the Soviet Union from 400 to 35,000, without ever announcing it. And I believe when all the facts are out, it will turn out that a substantial number of the releases from Chilean prisons were negotiated by the United States without ever making anything of it, not because we did not believe in these human rights, but because we believed it would facilitate the objective of implementing these human rights if we did not make an issue of it.

So some of it concerns methods towards agreed objectives.

*Q. I think what concerns a lot of people is that we are liable in our search for stability to be linked with strong authoritative, unrepresentative governments at the expense of open and more liberal governments. You say that is a necessity sometimes?*

A. I think it is very difficult to make an abstract pronouncement on that. Ideally we should be able to achieve our objective by working with

governments whose basic values we support. But just as during World War II we became allies of Stalin, even though his values were quite different from ours, so in some concrete situations we occasionally find ourselves under the necessity of choosing whether we want to achieve important objectives with governments of whose domestic policies we do not approve, or whether we sacrifice those interests.

Sometimes we can make the wrong choice. But it is important to recognize that it is a difficult choice. Everybody in his own life knows that the difficult issues are those when two desirable objectives clash, or two undesirable objectives clash, and you have to choose the least undesirable. It is not a black and white problem.

I understand the criticism that is being made. But I think the critics should understand that the day-to-day conduct of foreign policy is more complex than can be encapsulated in a slogan.

*Q. Finally, you have talked about stable structures of peace, and you have talked about institutionalizing the conduct of foreign policy. But if you are not the Secretary of State for life, what will you leave behind, and what do you care the most about?*

A. Well, what I would care most about is to leave behind a world which is organically safer than the one I found. By organically safer, I mean that has a structure which is not dependent on constant juggling and on tours de force for maintaining the peace. But just as in the period from 1945 to 1950 it can be said that the United States constructed an international system that had many permanent features, as permanent features go in foreign policy—say a decade is a permanent feature in foreign policy—so it would be desirable to leave behind something that does not depend on the constant management of crisis to survive.

And within this Department, I would like to leave behind an attitude and a group of people committed to such a vision, so that succeeding Presidents can be confident that there is a group of dedicated, experienced and able men that can implement a policy of peace and stability and progress. I think we have the personnel in this Department to do it.

And when I say I want to institutionalize it, I don't mean lines on a organization chart. I mean a group of people that already exist, that work to the full extent of their capabilities. And this is why sometimes I drive them so hard.

## Travel Per Diem, Temporary Lodging, Supplementary Post Allowance, and Official Residence Expenses

By JAMES STROMAYER, Director, Allowances Staff

In this article we discuss four individual allowances—*travel per diem*, *temporary lodging*, *supplementary post* and *official residence expenses*—in the order they would be received by a Federal employee transferred from Washington to one of the more than 700 overseas locations where the Government assigns civilian personnel. The name of each allowance bespeaks its purpose and intent and, with the exception of *supplementary post*, the allowances are easy to understand and to compute. Though their adequacy is sometimes questioned, they seldom give rise to difficulties of interpretation.

### Travel per diem allowance

As its name implies, the travel per diem allowance is provided to an employee and eligible dependents for daily expenses while traveling on official business for the Government away from his or her designated post of duty. It is most frequently paid to Foreign Service personnel traveling from one assignment to another, and to Washington officials on Government business abroad. It should not be confused with domestic per diem, which is authorized for official travel within the United States at a fixed rate set by Congress.

### Which expenses are covered?

The travel per diem allowance, or simply per diem, as it is commonly known, is primarily intended to cover the costs of adequate, moderately priced meals and lodging plus costs for mandatory service charges, tips, taxes and such necessary incidentals as laundry and dry cleaning. Per diem is not intended to cover costs, for example, of alcoholic drinks, floor shows or other nonessential diversions.

### How per diem rates are set

Per diem rates are set by the Department on the basis of cost data reported annually or more frequently by our posts abroad in the Retail Price Schedule (Form DSP-23 "W"). Posts are asked to provide data on the cost of a single room with bath at 1) a better hotel, 2) the most frequently used and 3) next most frequently used hotel and 4) the hotels most often used by families in temporary lodging status. Similar data is reported on meal costs and related necessary daily expenditures.

In sorting out these numbers to get an *average daily*

*cost figure* to serve as the basis for a post's per diem rate, the Department is guided by three fundamental criteria that Congress intended to apply to almost all allowance determinations: *adequacy*, *suitability* and *moderate price*. It follows in taking heed of these constraints that, just as we rule out from our cost averages student pads on the left bank, we must also disregard costs at the more regal hotels and four-star restaurants in many of the great cities abroad. The Department does not bar employees from staying at those hotels or enjoying their fine food and beverages, but it does set a ceiling—through the per diem rates it establishes at each post—on the amount of daily living expenses the Government—and hence the taxpayer—will reimburse to official travelers.

As a rule posts are prompt in letting the Department know when rates need adjusting upward or downward through regular annual reports and voluntary reports as change requires. Official visitors, including Foreign Service Inspectors, also send us helpful comments on the adequacy of rates, hotels and restaurants in cities they've recently visited. In addition, every four weeks we automatically adjust per diem rates at posts worldwide if warranted by fluctuations in the value of the dollar vis-à-vis the local currency at post. Per diem rates are published monthly in the Standardized Regulations (GCFA) which are routinely distributed to all posts.

### Who is eligible for per diem? How much do you get?

The per diem allowance is payable to employees and dependents on official travel, with children under 11 generally receiving half the authorized maximum rate. In unusual circumstances, for example if all the suitable, moderately priced hotels in a city are fully booked, the Department or other competent administrative authority may authorize payment of per diem up to \$18 over the authorized maximum rate. Responsible officials may exercise similar discretion in authorizing payment of *less than* the maximum per diem allowance if the lower figure is deemed sufficient to meet the average traveler's necessary daily expenses.

*This is fifth in a series of articles describing the various allowances administered by the Department of State for Federal civilian employees serving abroad.*

*Normand G. Lizotte, Deputy Director, Allowances Staff; R. Reed Stormer, Chief, Standards and Differential Branch; and Erle T. Curtis, Chief, Cost of Living Section, made helpful contributions.*

Like other allowances affected by inflation, per diem rates around the world have been soaring for several years. The average per diem rate at all posts today is \$34.18, with Kuwait setting the pace at \$75. Five years ago the average rate was \$18.74. To their dismay, budget officers and travelers have been waiting some time now for what has gone up to level off!

### Temporary lodging allowance

The temporary lodging allowance (TLA) is a form of housing allowance granted between assignments. It covers the reasonable cost of temporary quarters for periods (set by law) of up to three months after arrival at a new post and one month immediately preceding final departure from the post. TLA stops and the living quarters allowance becomes payable (see December issue of NEWSLETTER) when the employee occupies permanent quarters or at the end of three months, whichever is earlier. At the end of an assignment, temporary lodging allowance is payable after vacating permanent quarters but not earlier than one month before the employee departs post.

The allowance is intended to cover the average cost of a suitable room in a reasonably priced hotel, pension or other transient-type quarters at post. In addition to the basic room rate, the allowance also covers mandatory service charges and taxes and extra charges as necessary—for bath, heat or air conditioning, for example. Meal costs are not included in the temporary lodging allowance but in certain cases employees may receive some reimbursement for meals under the supplementary post allowance described later.

### How the TLA is determined

TLA rates are set on the basis of cost data reported by posts, using the same methodology and criteria as for per diem rates. The main difference is that meal costs are not included in the TLA calculations.

### Payment of the temporary lodging allowance

Reimbursement for temporary lodging covers the actual costs of the hotel room(s) within the prescribed allowance

Under current procedures allowances are adjusted every four weeks to take account of recent changes in cost data and fluctuations in the strength of the dollar as reported by our posts abroad. Until this month, the Allowances Staff had allowed a period of ten days between the formal approval and the effective date of the monthly changes to enable regional bureaus and other agencies to publicize the changes and reprogram their payrolls. The Staff has now been able to reduce the period from ten to three days, which means that increases and decreases in allowances will become effective overseas a week earlier than in the past.

rate. The present temporary lodging rate in Perth, for example, is \$20. If you spend \$15.84 for a room at the Transit Inn hotel in Perth, you will receive \$15.84 and not \$20. If your colleague spends \$23.76 for a room at the same hotel, he will receive \$20.

For families, the amount of the allowance varies by the number and ages of the dependents occupying temporary lodging. The maximum daily rate is available for the employee and each family member 11 years of age or over; one half of the daily maximum is available for each dependent under 11 years of age. As with the single employee, however, the employee with dependents will only be reimbursed for actual costs within the maximum authorized for the family.

### Supplementary post allowance

The supplementary post allowance (SPA) is probably the least understood employee benefit overseas. This is partly because the allowance is based on several variable factors.

The supplementary post allowance is, as its name implies, a supplement to the post (cost of living) allowance. It is intended to defray *part* of the cost of *meals* for an employee, single or with family, in *temporary lodging status*, where suitable housekeeping quarters are not available. Most Foreign Service families know from painful experience how much faster the money goes when they are forced to eat in restaurants rather than in a housekeeping apartment. The SPA is designed to give them some relief in coping with high restaurant bills.

The best way to understand the allowance is to think first of the cost of living allowance. As described in the November issue of the NEWSLETTER, it is designed to offset the necessary additional costs of living in a foreign city as compared with the cost of living in Washington. SPA involves the same notion of comparative cost, but the comparison is between the *cost of meals in a restaurant* and the costs the employee would have incurred for meals in *housekeeping quarters*.

In establishing the SPA we first must recognize that employees in temporary lodging status do have some part of their basic salary available for normal food and housekeeping expenses. This amount of money, however, is rarely sufficient to offset the prolonged cost of eating in restaurants. Secondly, if a post allowance is paid at the post, some of this additional income can be used to partly offset the added daily expense for restaurant meals.

Considering the tremendous variation in prices of food and meals and housekeeping from post to post, there is no simple formula for computing accurately what this difference is at 700 locations abroad. But the per diem allowance, which is a rough index of meal prices at restaurants, and the cost of living index, which includes components for food and housekeeping expenses at post, can help us set realistic rates. In practice, the SPA rate varies proportionately with the per diem rate (as res-



### Supplementary post allowance

	Daily SPA rate per employee and family member when post allowance classification is—			
	0	1-5	6-10	11-over
Travel per diem rate				
\$12.00-\$14.00	\$4.00	\$3.00	\$2.00	\$1.00
\$15.00-\$17.00	5.00	4.00	3.00	2.00
\$18.00-over	6.00	5.00	4.00	3.00

restaurant meal prices rise, so does SPA). But SPA varies *inversely* with the post allowance (the higher the post allowance, the lower the SPA). That is because the post allowance contains components for food and household expenses (meat, vegetables, cleaning fluids, soap, mops, brooms, etc.) which are *not needed* when an employee is residing in a *non-housekeeping* hotel and receiving the temporary lodging allowance.

We can sum up these relationships in this way: If restaurant prices are high, as indicated by the per diem rate, there is *more* need for SPA, or for a higher SPA; if post (cost of living) allowance is high, there is *less* need for SPA and therefore SPA should be at a lower rate.

The SPA rates are set in accordance with those guidelines, as shown in the table. The Department plans an early review of SPA rates, with particular consideration being given to expanding the per diem ranges.

As the SPA is paid only while employees are in temporary lodging, the period of payment is limited to the first three months after first arrival at post and the last month before departure. Also, it is paid only at locations where suitable housekeeping quarters are not available and the employee faces heavy expenses because of the necessity for providing high-cost hotel or restaurant meals.

### Official residence expenses for designated officials

Official residence expenses (ORE) originally were authorized by the Foreign Service Act of 1946 for the

## Department Publishes Annual Treaties-in-Force Volume

The Department has published "Treaties in Force: A List of Treaties and Other International Agreements of the United States in Force on January 1, 1975."

This is a collection reflecting the bilateral relations of the United States with 162 countries or other political entities and the multilateral relations of the United States with other contracting parties to more than 375 treaties and agreements on 89 subjects. The 1975 edition lists

some 300 new treaties and agreements.

The bilateral treaties and other agreements are arranged by country or other political entity and the multilateral treaties and other agreements are arranged by subject with names of countries which have become parties. Date of signature, date of entry into force for the United States, and citations to texts are furnished for each agreement.

"Treaties in Force" provides infor-

chief representative of the United States at a post. The Overseas Differentials and Allowances Act of 1960 (P.L. 86-707) and currently 5 U.S.C. 5913 extended the benefit to chief representatives of the United States and such other senior officials of the Government as the President may designate. The President delegated designation authority to the Secretary of State who delegated it in turn to the Director of the Allowances Staff.

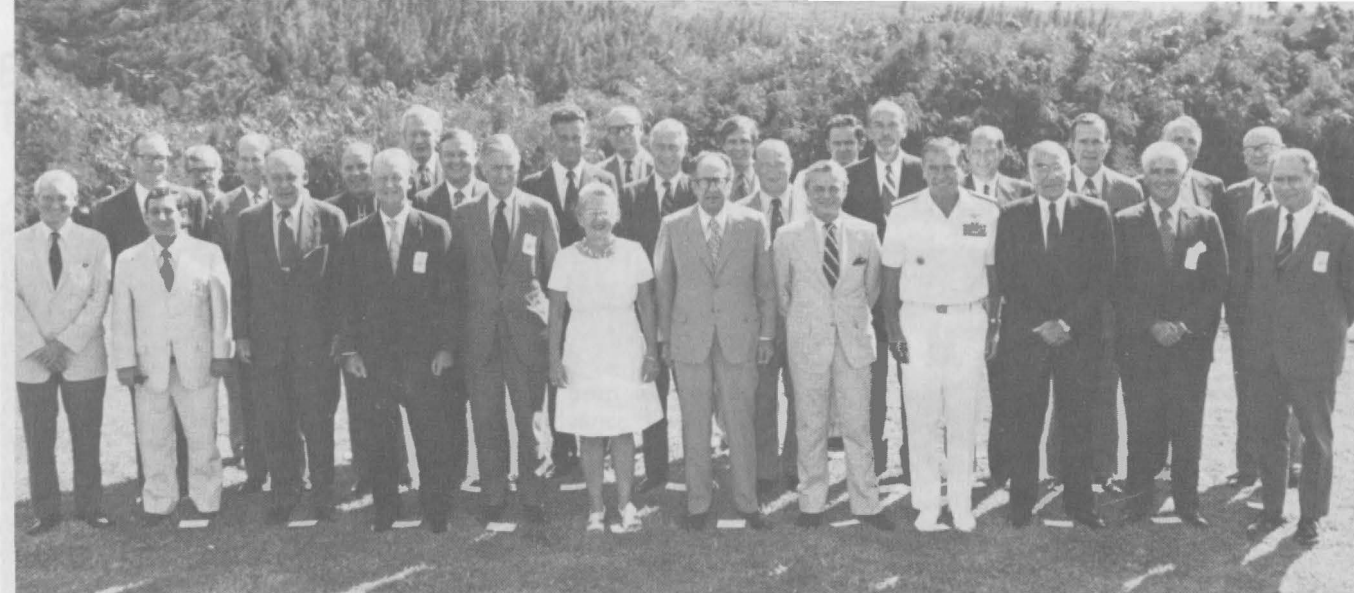
Payment of official residence expenses is intended to partly reimburse the *extra* housekeeping costs the principal representative incurs as a result of his or her position. The amount of the reimbursement is based on the difference between normal and extra housekeeping expenses of the official residence. For a residence to qualify for ORE it must be formally designated as an "official residence."

With this issue of the NEWSLETTER we have reached the halfway point in our effort to explain, via NEWSLETTER articles, the 14 allowances administered by the Department of State and its Allowances Staff for eligible Federal civilian employees stationed in foreign countries. We have covered the post (cost-of-living) allowance (November), living quarters allowances (December), post differential (January) and the four allowances discussed this month. In future articles we will describe the seven remaining allowances administered by the Allowances Staff: education allowance, educational travel, representational allowance, foreign transfer allowance, home service transfer allowance, separate maintenance allowance and evacuation payments.

Reactions have been generally good to the articles that have appeared to date. One highly respected colleague, however, now DCM at a very important post, said he doubted that we'd made good my pledge to do the series "... in language understandable to all" (October NEWSLETTER). This point occurred to him, he said, after his third reading of the article on the cost-of-living allowance. I told him that only *King Lear* and perhaps a handful of other writings deserved to be read three times, but promised we would try to do better in the months ahead.

mation concerning treaty relations with many newly independent States, indicating wherever possible the provisions of their constitutions and independence arrangements regarding assumption of treaty obligations.

The 1975 edition of "Treaties in Force" (446 pp.) is Department of State Publication 8798. It is for sale by the Superintendent of Documents, United States Government Printing Office, Washington, D. C. 20402.



## East Asia and Pacific Chiefs of Mission Meet in Hawaii

Representatives from Foreign Service posts throughout East Asia and the Pacific met with officials from the Department, Defense, ACDA and USIA at the Chiefs of Mission Conference at Camp Smith, Hawaii, December 6-8.

Participants at the meeting are shown in the above photo. Left to right, front row, are:

Consul General Charles T. Cross, Hong Kong; William Payeff, USIA; Ambassador Richard L. Sneider, Korea; Ambassador Marshall Green, Australia; Ambassador Graham A. Martin, Viet-Nam; Consul General

Mary S. Olmsted, Port Moresby; Assistant Secretary for East Asian and Pacific Affairs Philip C. Habib; Deputy Under Secretary for Management L. Dean Brown; Admiral Noel Gayler, CINCPAC; Ambassador Leonard Unger, China; Ambassador William H. Sullivan, Philippines; and Ernest J. Colantonio, EA/EX.

Shown, left to right, back row: Ambassador Edwin M. Cronk, Singapore; Roger W. Sullivan, POLAD, CINCPAC; Ambassador David D. Newsom, Indonesia; Ambassador James D. Hodgson, Japan; Deputy Assistant Secretary for Educational and Cultural Affairs William K.

Hitchcock; Ambassador Armisted I. Selden, Jr., New Zealand; Ambassador David L. Osborn, Burma; George S. Vest, Director, Bureau of Politico-Military Affairs; Ambassador Charles S. Whitehouse, Laos; Winston Lord, Director, Policy Planning Staff; Ambassador William R. Kintner, Thailand; Deputy Assistant Secretary of Defense Morton Abramowitz; Ambassador Francis T. Underhill, Jr., Malaysia; Ambassador John Gunther Dean, Khmer Republic; George H. Bush, Chief of the U.S. Liaison Office, Peking; Walter V. Hall, DCM, Fiji; and J. Owen Zurhellen, Jr., Deputy Director, ACDA.



ALGIERS—Ambassador Richard B. Parker (right of center, wearing glasses) poses with members of the Embassy and USIS staffs following the resumption in November of full diplomatic relations between the United States and Algeria after a lapse of more than seven years. Algeria broke off relations with the United States during the Arab-Israeli war in June 1967 and the American post here became the U.S. Interests Section of the Embassy of Switzerland.





ARA Chiefs of Mission hear Secretary Kissinger

## ARA Chiefs of Mission Hold Three-day Meeting in Washington

Ambassadors to all countries in Latin America and the Caribbean met in Washington on January 6-8.

Highlight of the three-day meeting was a session with Secretary Kissinger, who discussed the new dialogue underway in the hemisphere and explained his views on the role of Latin America in U.S. foreign policy.

Other Department officials who addressed the group included Deputy Secretary Robert S. Ingersoll, Deputy Under Secretary for Management L. Dean Brown, and Policy Planning Staff Director Winston Lord.

Under Secretary for Economic Affairs Charles W. Robinson led an interesting session on the effects of

world food and energy shortages on Latin America.

Other topics discussed were preparations for the Buenos Aires Foreign Ministers Meeting, the implications of the Trade Reform Act for Latin America, cultural exchange, and the outlook for the economic and military assistance programs.



MEXICO CITY—Lincoln P. Bloomfield, Professor of Political Science at M.I.T., held an informal discussion with Embassy and USIS staff members on the changing perspectives for U.S. foreign policy during his recent visit here.

## Equal Employment Opportunity Office To Ask for Affirmative Action Plans

The Office of Equal Employment Opportunity (M/EEO) will soon be asking all elements of the Department for contributions to an affirmative action plan for FY '76. The Department's overall plan is due to be submitted to the Civil Service Commission by May 1.

Since involvement of all elements of an agency is fundamental to preparing an action plan, Samuel Pinckney, the new director of M/EEO, will ask heads of bureaus, offices, and divisions to undertake a five-step review including:

**1. Assessment of the office's EEO posture.** This includes, for example, a statistical grade profile by minority and sex groups to determine where minorities and women are under-represented or over-represented in the workforce.

**2. Identification of specific EEO problems** (such as too few women in top decision-making positions and too many minorities in low-paying clerical jobs).

**3. Development of realistic remedial action items, under eight major headings—**

*Organization and resources.* For example is staff sufficient to administer the EEO program and handle discrimination cases promptly?

*Recruitment.* Are representatives

being sent to specific institutions with a high representation of female, black, Spanish-heritage, and Oriental students?

*Utilization of present skills.* Has a survey been conducted to determine if secretaries have unused educations?

*Upward mobility.* Has a training program been established to provide career advancement opportunities for lower level employees?

*Training, incentives, and performance evaluation.* Are supervisors being trained to carry out their equal employment responsibilities and are employees being evaluated on their contributions to the EEO program?

*Community efforts.* Is an effort being made to ensure equal housing near the worksite and to arrange for transportation to the worksite?

*Internal program evaluation.* Is there a quarterly review of EEO effectiveness and action plan implementation?

*Economically or educationally disadvantaged persons.* Are needy youths being employed under programs like Summer Aid?

The action items should be developed in consultation with line managers and supervisors and be geared to the problems identified in step 2.

**4. Assignment of responsibility for implementing each action item** to a specific office or officer. Once again, line managers and supervisors should be involved.

**5. Setting target dates** for completion of each action item.

Submission of an annual equal employment opportunity, or affirmative action, plan is required by the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972. The Act assigns review responsibility to the Civil Service Commission for the entire Federal Government.

### Secretarial Task Force

The Task Force established by Deputy Under Secretary for Management L. Dean Brown to study the secretarial profession in the Department has completed its work, and Chairman Alfred Puhon has submitted its report to Ambassador Brown. The summary is a special supplement to the February NEWSLETTER.

## Agreement Reached On Occasional, Irregular Overtime

The Department of State, together with the Agency for International Development and the United States Information Agency, recently concluded an agreement governing irregular and occasional overtime with the exclusive representative of the Foreign Service (AFSA).

The agreement, which became effective December 29, governs the ordering, authorization, approval and recording of irregular and occasional overtime for Foreign Service employees of the three foreign affairs agencies serving in Washington and abroad.

(A similar regulation set out in an FAMC went into effect on December 29 governing GS employees of the Department.)

The new agreement is applicable only to employees exempted from the overtime provisions of the Fair Labor Standards Acts and who are subject to the provisions of Title 5 of the United States Code.

The agreement stipulates that "when unusual circumstances preclude the authorizing of essential overtime work in advance . . ." a supervisor may order up to eight hours of overtime to be worked.

The agreement and the accompanying form (DST-984) separates covered employees into three groupings for purposes of compensation: those at or below GS-10, step 10 (optional compensation—either payment or compensatory time off); those above GS-10, step 10 (to be provided compensatory time off); and those above GS-15, step 10 (prohibited from receiving compensation).

The new standard form (DST-984) has recently been distributed to all posts to assist them in complying with the revised provisions governing compensation for irregular and occasional overtime.

The manner of compensation for employees assigned as duty personnel and whose presence is required at their duty sites is presently under discussion. Until a determination is reached, duty overtime will be considered irregular or occasional overtime and form DST-984 will be used for this purpose. Such employees whose salaries exceed GS-10, step 10, will be provided with compensatory time off in lieu of payment as a matter of policy.



The counseling function, as it presently exists in the Central Personnel System, is relatively new, having been established only three years ago. Since then there are indications that the basic purpose and appropriate role of the Personnel Counselor is not adequately understood.

In an effort to provide greater understanding in this regard, the following questions and answers, prepared by Personnel Counselors, deal with the basic rationale of the counseling function. Subsequent issues of the NEWSLETTER will include from time to time further questions and answers on personnel counseling and assignments.

*Why does the Department have Personnel Counselors?*

The Department has long recognized that an effective personnel system for a profession as demanding and complex as a worldwide Foreign Service largely depends on how well it uses its principal resources, namely its personnel. This means recommending ways of strengthening skills, remedying weaknesses and preparing for present and future assignments. To do so it is not only desirable but essential to consult the individuals themselves and to take their views and interests into account.

Under the present Centralized Personnel System, Counselors are the official channel through which personnel can make known their views which counselors are there to represent (as appropriate) throughout the personnel process. The needs and interests of the Service are advanced through Bureaus and Assignment Branches.

Counselors should also be authoritative sources of information about changes and trends in the personnel system itself.

*What is the role of Counselors in making assignments?*

By knowing what the job requires on the one hand and the abilities and aspirations of the individuals on the other, the Counselors are in a good position to carry out the role intended for them, that of initiating assignment recommendations that make sense. Counselors and Assignments officers consult and then advance such proposals to an Assignments panel, of which both are members, for approval.

Almost alone among those involved in the assignment process, and in contrast to Bureaus, Counselors view individuals in terms of worldwide job availability—which is what most prefer and GLOP now requires. Since

# Q&A

assignments are a matter of vital interest, however, they naturally become the object of intensive discussions and negotiations. An "adversary relationship" sometimes develops between Service needs and individual desires.

Experience has shown that Service needs seldom lack vigorous defenders. It is all the more important that Counselors exercise their responsibility of representing the interests of the individual.

*What else are Counselors doing?*

As part of their role as the individual's advocate within the System, Counselors can be helpful advisors in considering longer range questions, such as what short and long-term training programs are available and appropriate, when to change cone and skill codes and where to go for help in resolving personal or medical problems. They can also provide a friendly and objective appraisal of prospects beyond the next assignment, including rank-ordering by promotion boards by quintile. In short, Counselors are a friend in court in personnel-related matters. Whether they do their job effectively depends in no small measure on how effective individuals are in communicating their interests and needs.

Obviously there are limits to what a Counselor can do for an individual and some of the limitations are implicit in what is said above. For example, personnel counselors are not privy to the deliberations of the Selection Boards and cannot provide an answer to that perennial spring question, "Why wasn't I promoted?" They can, however, review the individual's file in the light of the hundreds of other Performance Files they read and give an educated guess as to the reason for lack of promotion.

\* \* \*

The following questions on deposit service apply to the Civil Service retirement system. Although legislation was introduced last year to make similar provisions in the Foreign Service retirement system, the Congress adjourned before final action was taken.

*What is deposit service?*

Deposit service is a period of creditable Federal civilian service during which no Civil Service Retirement deductions were withheld from the

employee's salary. Examples of such service include most temporary appointments not in excess of one year and most indefinite appointments. Your personnel office can help you identify deposit service.

*Must an employee pay for creditable deposit service in order to receive retirement credit for the service?*

No, payment of the deposit is optional with the employee and failure to make the deposit will not deprive the employee of credit for the service in the computation of his annuity benefit.

*Why make a deposit?*

By making a deposit, the employee will receive the maximum annuity benefit payable by law. Under the Civil Service system, failure to make a deposit will result in the yearly annuity benefit being reduced by an amount equal to one-tenth of the amount of deposit, plus interest due at time of retirement.

For example, if a retiring employee has an unpaid deposit which amounts to \$500, the yearly reduction in his or her annuity will be one-tenth of \$500, or \$50. Since annuity payments are made on a monthly basis, the reduction on a monthly basis would be approximately \$4.00.

Consequently, by paying a \$500 deposit, the employee would increase his (or her) annuity benefit by approximately \$4.00 per month. At approximately \$4.00 per month in increased annuity benefits, it would take the employee approximately 125 months (or 10 years, 1 month) to recover the investment of \$400 in the form of increased annuity benefits.

*How is the amount of deposit computed?*

If more than one period of deposit is involved, each period must be computed separately. In computing the amount of deposit, CSC first determines the amount of retirement deductions necessary to cover each period of non-deduction service. Interest is then charged from the mid-point of the non-deduction service and through all periods of subsequent creditable military and civilian service prior to October 1, 1956.

Interest is also charged through periods of separation from the service which began on or after October 1, 1956, as well as through periods of Federal employment after that date. Interest is computed at the rate of 4% per year to December 31, 1947, and 3% thereafter, compounded annually.

## Two Junior Officer Boards Convene

### Selection Board

The 1975 State/USIA Junior Officer Selection Board was convened by the Director General on January 6. It reviewed files of all class 7 and 8 FSO's and FSR's in the Junior Officer Program, probationary and non-probationary, and those FSSO's in the Junior Officer Program whose career status as FSO's will be determined through separate lateral entry procedures.

Also reviewed by the Board were probationary FSIO's of classes 7 and 8 and Limited Reserve Officers of USIA designated as FSIO candidates of classes 7 and 8.

The eligibility requirement for probationary officers was reduced from 18 months to 12 months this year. The Board will review the files of probationary officers who have been in service at least 10 months to determine whether exceptional circumstances justify the waiver of the eligibility requirement.

Members of the Junior Board were: Rozanne L. Ridgway, Chairman, Dennis R. Papendick, Carl C. Cundiff, Robert A. Tsukayama, Jeffrey Lite, USIA, Donna M. Oglesby, USIA, John H. Kennealy, Department of Commerce, and Brewster P. Campbell, Jr., Bank of America, Washington, D.C.

The Junior Officer Board is scheduled to meet again in July to review the files of probationary officers.

### Threshold Board

The Junior Officer Threshold Review Board was convened by the Director General on December 4. The Board reviewed the performance files of all Class 6 officers in the Junior Officer Program who were appointed or promoted to that class at least 30 days prior to the Board's convening.

The Board also reviewed the files of Foreign Service Staff officers in the Junior Officer Program whose career status as FSO's will be determined through separate lateral entry procedures.

This year, Class 6 officers were reviewed on an across-the-board (i.e., rather than functional) basis only. The Performance Standards Board will later independently review the files of officers in the low seven percent of their class who are subject to selection-out in order to identify those with substandard performances.

Members of the Threshold Board



**THRESHOLD REVIEW BOARD**—The 1974 Junior Officer Threshold Review Board was sworn in by Roger E. Johnson, left, Special Assistant to the Chief of Protocol, at a convening ceremony on December 4. Shown taking the oath of office are James F. Hughes, III, M. Lyall Breckon, Edward J. Perkins, Theodore L. Johnson, Robert B. Duncan and George B. Roberts, Jr.



**SELECTION BOARD**—Members of the 1975 State-USIA Junior Officer Selection Board were sworn in at a convening ceremony on January 6. Left to right are Robert A. Tsukayama, Rozanne L. Ridgway, Carl C. Cundiff, Dennis R. Papendick, Donna M. Oglesby, Jeffrey Lite, John H. Kennealy, Brewster P. Campbell, Jr.

were: George B. Roberts, Chairman, M. Lyall Breckon, Robert B. Duncan, James F. Hughes, III, Edward J. Perkins, and Theodore L. Johnson, Department of Commerce.

Foreign Service personnel are invited to indicate their interest in

serving on the Selection Boards by writing to PER/PCE/PE, Rm. 2803.

Do not be disappointed if you are not chosen. Last year there were over 900 names put forward. Each Board must be carefully balanced geographically and according to rank, function and other factors.



## Ambassador Habib Welcomes 117th FSO Class

The 52 members of the 117th Class of the Foreign Service were welcomed to the Department by Philip C. Habib, Assistant Secretary for East Asian and Pacific Affairs, at a swearing-in ceremony in the Benjamin Franklin Room on January 17.

One of the largest in several years, the class includes 16 women, or 30 percent—a new record.

The 117th Class holds two other records—for educational attainments and for average size.

Forty members, or nearly 80 percent of the class, have advanced degrees, including eight at the doctorate level. This is the highest educational attainment for any incoming Junior Officer class, officials point out. The last 14 classes, for example, scored an average of 58 percent.

The average age of the new officers is 28—several years older than the usual class average.

Twenty of the Junior Officers are starting their Foreign Service careers as Consular Officers, 17 as Political Officers, 8 as Economic-Commercial Officers, and 7 as Administrative Officers.

Fifteen members have had experience in teaching. Twelve have had military service. Two practiced law before entering the Foreign Service. One is a former Peace Corps volunteer.

Ambassador Habib was introduced to the new class by Hugh G. Appling,



At left, the 117th Class of the Foreign Service poses for a group photo. Below, Ambassador Habib addresses the class, as Hugh G. Appling looks on.



Deputy Director General of the Foreign Service and Director of Personnel.

Michael Yohn, Coordinator of Junior Officer Training, introduced the senior guests. The class was sworn in by L. Nicholas Ruwe, Assistant Chief of Protocol for Ceremonial Affairs.

In his remarks, Ambassador Habib recalled his own class when he entered the Service in 1949. The class numbered about 25—with four women and no blacks. And Mr. Habib said he was somewhat of a rarity—a graduate of the University of Idaho.

Today the Foreign Service draws its members from every section of the United States. They have attended colleges and universities throughout the country and the globe, and come from all types of backgrounds. They are more truly representative of the United States, the speaker said.

Ambassador Habib urged the young officers to dedicate themselves and to work hard.

The speaker advised the class "to study, look, examine" at the posts to which they are assigned—to become authorities on the people and culture of those areas.

"There is no limit to the amount of work you can do—or to the depth and range of your work," he added. "I hope you love your career in the Foreign Service and have as much fun as I have."

Members of the 117th Class and their "cone" in the Foreign Service:

### ADMINISTRATIVE CONE

Ralph Frank, Richard E. Kramer, Marisa R. Lino, Edward J. McKeon, Barbara R. Miller, John M. O'Keefe and Anita M. Shashy.

### CONSULAR CONE

Alan W. Eastham, Jr., Timberlake Foster, Alfred Gonzales, Gerald D. Gregory, Constance E. Huggins, Sandra N. Humphrey, Elizabeth J. Ingold, Mary V. Kennedy, Helen B. Lane, Sandra L. W. Mendyk, Michael C. Mozur, Jay M. Neely, John A.

Parker, Dewey R. Pendergrass, Michael E. Ranneberger, Eleanore J. Raven, Constance M. Rush, Fernando Sanchez, Mary C. Shoemaker and Curtis M. Stewart.

### ECONOMIC/COMMERCIAL CONE

Gloria E. Bozeman, David B.

Dlouhy, Donald E. Grabenstetter, Richard T. Heffern, John C. Lefgren, Mary Ann Peters, Kenneth D. Scott and James H. Williamson.

### POLITICAL CONE

Frederick A. Becker, Bruce G. Burton, Thomas C. Ferguson, Roger L.

Hart, Morton J. Holbrook, III, Eli N. Landerdale, Jr., Margaret K. McMillion, Edmund F. McWilliams, Jr., Alberto J. Mora, Marc E. Nicholson, John J. Pavoni, Jr., Gary V. Price, Douglas K. Rasmussen, John C. Spiegel, Nicholas A. Stigliani, Lorraine Takahashi and Leon Weintraub.

## 1,000 Seek FS Support Staff Positions

More than 1,000 persons sought support staff positions with the Foreign Service during a single week in New York City last month.

The response to the recruiting drive was "astounding," the Employment Division (EMP) reported.

In early January EMP sent an experienced team of five recruiters headed by Robert L. Brown, Deputy Director of Personnel, to New York.

Mr. Brown appeared on nationwide TV. The recruiting drive also received extensive coverage in the press. Then the rush began.

From early morning until late at night, the recruiters—Terry Denlinger, Dolores Biersbach, Pete Gregory, Tom McCloskey and Joe McGuire—interviewed the applicants for support staff positions with the Foreign Service

as well as for assignment in Washington.

The quality for the applicants interviewed was "generally excellent," Mr. Brown said. It is expected that many of them will join the Support Staff of the Department as soon as clearances can be secured.

The New York recruiting trip was part of EMP's continuing, nationwide program to obtain a cross section of employees from the entire United States to represent the Department at overseas posts and in Washington.

Recruiting teams have already visited New England, the Midwest and Oklahoma. A team recently visited Texas. Additional trips are proposed for California, Alabama/Florida, Arizona/Colorado, and Nebraska/Missouri.



MADRID—Charge d'Affaires a.i. Samuel D. Eaton of the U.S. Embassy, left, and Spanish Foreign Minister Pedro Cortina Mauri recently signed a supplemental treaty to the Treaty of Extradition of 1970 between Spain and the United States.



## Consular Officers Meet in Mexico City

MEXICO CITY—Representatives from the Department, U.S. Immigration and Naturalization Service and from all Foreign Service posts in Mexico attended the Consular Conference December 9-11.

Speakers included James F. Greene, Deputy Director of INS, who reviewed the latest developments in the Service and led a discussion on the problems requiring joint action by the Department and INS.

Julio J. Arias, Director of the Visa Office, chaired a meeting on visa problems and reviewed VO activities, including the development of guidelines relating to public charge provisions of the law.

Wilbur P. Chase, Director of the Office of Special Consular Services, discussed SCS activities. He also led a discussion on the problems resulting from the large number of U.S. citizens jailed in Mexico on drug charges.

Francis G. Rando, Chief of the Foreign Operations Division in the Passport Office, traced the history of U.S. citizenship law and spoke on its current application. Mr. Rando also discussed the increasing number of passport frauds.

Barbara M. Watson, then Administrator of the Bureau of Security and

Consular Affairs, served as Chairman of the conference.

Among those who attended were: Goodwin Shapiro, Consul General, Ciudad Juarez; R. Maryetta Ackenbom, Consul, Merida; Paul F. Bigelow, Vice Consul, Matamoros; Francis G. Rando, PPT, Washington; Edward O. Stellmacher, Consul General, Hermosillo; Don E. Bean, SCA, Washington; Wilbur P. Chase, SCS, Washington; Mathias J. Ortwein, Consul General, Guadalajara.

Charles W. Grover, ARA/MGT, Washington; Robert M. Brandin, DCM, Mexico City; James A. Budeit, Consul, Tijuana; Barbara M. Watson, SCA, Washington; Louis Villalobos, COUNSUL, Hermosillo; James F. Greene, INS, Washington; Peter J. Peterson, Consul General, Mexico City; Robert Prieto, Consul, Mazatlan; William D. Calderhead, Executive Counselor, Mexico City.

Donald C. Lautz, Consul, Mexico City; John T. Dreyfuss, ARA/MEX, Washington; Edward Kreuser, Consul, Monterrey; Ernest B. Gutierrez, Consul, Guadalajara; Henry C. Wechsler, Consul, Tijuana; Louis P. Goelz, Consul, Nuevo Laredo; Irene M. Barbeau, Vice Consul, Ciudad Juarez; and Julio J. Arias, VO.

## NEW DIRECTIVES

All directives of the Department are on file in Bureau and Post administrative offices, where they may be referred to by interested employees. Departmental personnel assigned to other agencies may request copies of these or other issuances from the Distribution Section of PBR by telephoning extension 22536. Recently issued directives follow:

### Organization

Effective December 8, 1974, the Personnel Services Division (PER/MGT/PS) and the Secretariat Control Group (PER/MGT/SCG) were abolished; the title of the Analysis and Requirements Division (PER/MGT/AR) was changed to "Analysis and Research Division (PER/MGT/AR)," and the Retirement Branch of the former Personnel Services Division was elevated to division level and retitled "Retirement Division (PER/MGT/RET)."

A new Operating Systems Division (PER/MGT/OS) was established which combines the functions of the Transactions Branch of the former Personnel Services Division, the Reports Branch of the former Analysis and Requirements Division, and the Secretariat Control Group. (FAMC-693)

### Personnel

An amendment to FAMC-669, dated February 14, 1974, covers an employee who wishes to cancel prior to January 1, 1975, a request for early voluntary participation in the Foreign Service Retirement and Disability System by sending a communication to SER/PM/PS/ER in AID/W withdrawing a previous request. (FAMC-692)

A Joint State/AID/USIA circular effective December 29, 1974, was issued to restate and clarify their policy on the administration of overtime for employees who are exempt from the Fair Labor Standards Act, and to inform employees of the introduction, on a trial basis, of Form DST-98, Authorization and Compensation for Irregular or Occasional Overtime, governing the authorization and compensation for irregular or occasional overtime.

Posts, bureaus, and offices of the three agencies should make every effort to adjudicate employee claims for overtime compensation promptly. In those cases where there are questions as to the validity of the claim, the employee request and all related documentation shall be forwarded for State to the Committee on Compensation Claims, BF/FS; for AID to SER/FM/ESD; and for USIA to IPT/O. (Uniform State/AID/USIA FAMC-694)

### Communications and Records

The COMSEC publications S/KA0-150 has been replaced by S/KAG-5 for reference purposes, and Form JF-47, Appointment of COMSEC Custodians, replaces Form DS-1657, Cryptocustodian and Alternate Cryptocustodian. (CR-86)



NEW LEGAL ADVISER—Supreme Court Justice Potter Stewart, left, swears in Monroe Leigh as the new Legal Adviser of the Department. Deputy Chief of Protocol Stuart W. Rockwell holds the Bible as Secretary Kissinger looks on.

## Two USIA Officers Cited for Heroism

Secretary Kissinger on January 31 presented high Department awards to two USIA Foreign Service Information Officers—Alfred A. Laun III and Barbara A. Hutchison—for their great "courage and stamina" in resisting terrorists.

Attending the special ceremony in the James Monroe Reception Room were USIA Director James Keogh, Ambassador Horacio Vicioso Soto of the Dominican Republic, Senator Gaylord Nelson (D.-Wis.), Senator Joseph R. Biden, Jr. (D.-Del.), Representative William A. Steiger (R.-Wis.), and other officials from the Congress, Ambassador (Ret.) Douglas Henderson, Ambassador (Ret.) Spencer King, Harry W. Shlaudeman, Deputy Assistant Secretary for Inter-American Affairs, other Department officials and families and relatives of Mr. Laun and Miss Hutchison.

Both Secretary Kissinger and Director Keogh warmly lauded the USIA employees for steadfastly refusing to yield to the demands of their captors.

Secretary Kissinger pointed out that the two "set an example in the highest tradition of the Foreign Service."

Mr. Laun, Branch Public Affairs Officer at USIS Cordoba, Argentina, received the Secretary's Award.

Miss Hutchison, Public Affairs Officer at USIS Santo Domingo, Dominican Republic, was presented the Award for Heroism.

Mr. Laun was cited for his "courageous deportment during and subsequent to your attack and kidnapping on April 12, 1974, by four armed terrorists in Cordoba. At all times during this harrowing experience you conducted yourself in a manner befitting the finest tradition of the Foreign Service, including willingness to risk your life."

Miss Hutchison was cited for her 13-day ordeal at the hands of terrorists in Santo Domingo, beginning September 11, 1974.

"Miss Hutchison's devotion to duty never wavered during her ordeal," the citation pointed out.

On the morning of April 12, 1974, four armed terrorists entered the home of Mr. Laun in the outskirts of Cordoba, held him at gunpoint, and began removing his personal papers and radio equipment.

Mr. Laun, assuming that the terrorists planned to kidnap him as they



Dr. Kissinger, Miss Hutchison, Mr. Laun, Director Keogh.

had kidnapped many others in Argentina, attempted to resist. He was shot in the back, drugged, pistol whipped, and taken from his home.

The FSIO was then taken by his abductors and their companions to a "people's jail," where he was interrogated and falsely accused of being an intelligence agent.

During his interrogation—his nomination pointed out—"he tried to make it clear to his captors that he was a Foreign Service Information Officer serving as a Branch Public Affairs Officer in Cordoba and nothing more, and that he was ready to die if need be rather than submit to their attempts to make him confess falsely to being an intelligence agent."

Mr. Laun was found on a street in Cordoba—14 hours after his kidnapping—in a semi-conscious condition. He had two bottles of blood plasma attached to him.

Miss Hutchison was kidnapped by four men armed with submachine guns on September 11, 1974.

The captors took her to the Venezuelan Consulate where she and six others were kept hostage for 13 days.

The kidnappers demanded \$1,000,-

000 in ransom for the release of Miss Hutchison, the release of some 37 "political prisoners," and their own safety.

At the beginning of her ordeal there were telephone communications with the outside world—enabling the kidnappers and Miss Hutchison to make some public statements. During this time Miss Hutchison plainly stated the U.S. Government's policy of not paying ransom. She did so "with full knowledge that her life was endangered," her nomination pointed out. "The captors did, in fact, establish several deadlines, threatening to begin shooting one hostage every two hours if their demands had not been met by a certain hour. . . ."

"During her captivity, Miss Hutchison managed several contacts with the American Ambassador. In every one of her messages she displayed great personal courage and absolute self-discipline as well as a dry sense of humor. We were told that throughout her 13-day ordeal Miss Hutchison was a tower of strength to all the captives, helping to maintain their morale and to keep up their spirits. . . ."



## DOD Award Goes to Ambassador Leonhart

Ambassador William Leonhart, Deputy Commandant for International Affairs at the National War College, was presented the Secretary of Defense Meritorious Civilian Service Medal at a special ceremony in the Pentagon on December 12.



Mr. Leonhart

The occasion was unprecedented in the 29-year history of the War College. The award is the highest that can be given at the Secretary of Defense level to a non-DOD civilian officer. In the citation accompanying the award, Secretary of Defense James R. Schlesinger lauded Ambassador Leonhart's service at the College as the principal adviser on all matters pertaining to foreign policy.

The Ambassador also was commended for his many contributions to the revision and expansion of the Prescribed Course Program and for his work in transforming the National War College into "a more dynamic national security studies center that is relevant to the current international situation."

"His dedication, devotion to duty, love of country, and outstanding contributions to national security affairs, all reflect great credit upon himself, the Department of State, and the Department of Defense," the citation noted.

The presentation was made by Deputy Secretary of Defense William P. Clements, Jr., Deputy Secretary of State Robert S. Ingersoll and Vice Admiral M. G. Bayne, Commandant of the National War College, also spoke.

Among the guests were Ambassador (Ret.) Loy W. Henderson, Director General Nathaniel Davis, Lt. Gen. John W. Pauly, USAF, Assistant to the Chairman, Joint Chiefs of Staff; Vice Admiral Harry D. Train, II, Director of the Joint Staff; Brig. Gen. Edward A. Parnell, Director, J-1, Joint Staff; and many active and retired Foreign Service officers.

Delegations from the Federal Republic of Germany and the United States met in Washington January 20 for the third in a series of annual talks on Cultural Relations.

## Schedule of courses at FSI

Program	February	March	April	Length of course
<b>The Foreign Affairs Executive Seminar</b>	—	10	—	3 weeks
<b>International narcotics control interagency training program</b>				
East Asia Orientation	24	—	—	3 weeks
	—	31	—	2 weeks
<b>Administrative training</b>				
Administrative Operations Course	—	—	14	6 weeks
<b>Consular training</b>				
Consular Course	—	10	—	4 weeks
Advanced Consular Course	—	—	21	2 weeks
Immigration Law and Visa Operations	—	—	—	18 months
Nationality Law and Consular Procedure	—	—	—	18 months
Special Consular Services	—	—	—	12 months
<b>Economic and commercial training</b>				
Economics and Modern Diplomacy (Overseas)	—	—	28	2 weeks
<b>Political training</b>				
Quantitative Techniques in Political Analysis	24	—	—	1 week
Cultural Dimension of Foreign Affairs	—	10	—	1 week
Negotiations	—	—	7	1 week
Psychological Dimensions of Diplomacy	—	—	21	1 week
<b>Executive development</b>				
Executive Performance Seminar	—	23	—	5½ days
<b>Junior Officer training</b>				
Basic Course	—	17	—	5 weeks
<b>Clerical skills</b>				
A Workshop in Basic Office Skills and Techniques	—	17	—	8 days (20 hrs.)
Foreign Service Secretarial Training	—	19	—	3 days
<b>Communication skills</b>				
Public Speaking	—	25	—	8 weeks (24 hrs.)
Effective Writing Section II (GS-9 and below)	—	13	—	2½ weeks (12 hrs.)
<b>Orientation</b>				
Departmental Officer Orientation	—	10	—	4 days
Introduction to the Foreign Service and the Department	—	10	—	7 days
Departmental Clerical Orientation	10	—	7	2½ days
<b>Workshop for Foreign Service families</b>				
Workshop for Foreign Service Families (formerly Wives' Seminar)	10	10	14	2 weeks
Volunteer English Teaching Seminar	—	24	—	5 days
Fundamentals for Foreign Service Living	24	—	—	2 days

Area studies and language training. See opposite page.

## C.I. Bevans Receives J. J. Rogers Award

Charles I. Bevans received the John Jacob Rogers Award at a ceremony in the State Department on January 24. The award, which is conferred on retiring career employees who, over a period of 25 years or more have performed with "unusual dedication and distinction," was presented by Acting Secretary Robert S. Ingersoll, who read the following citation:

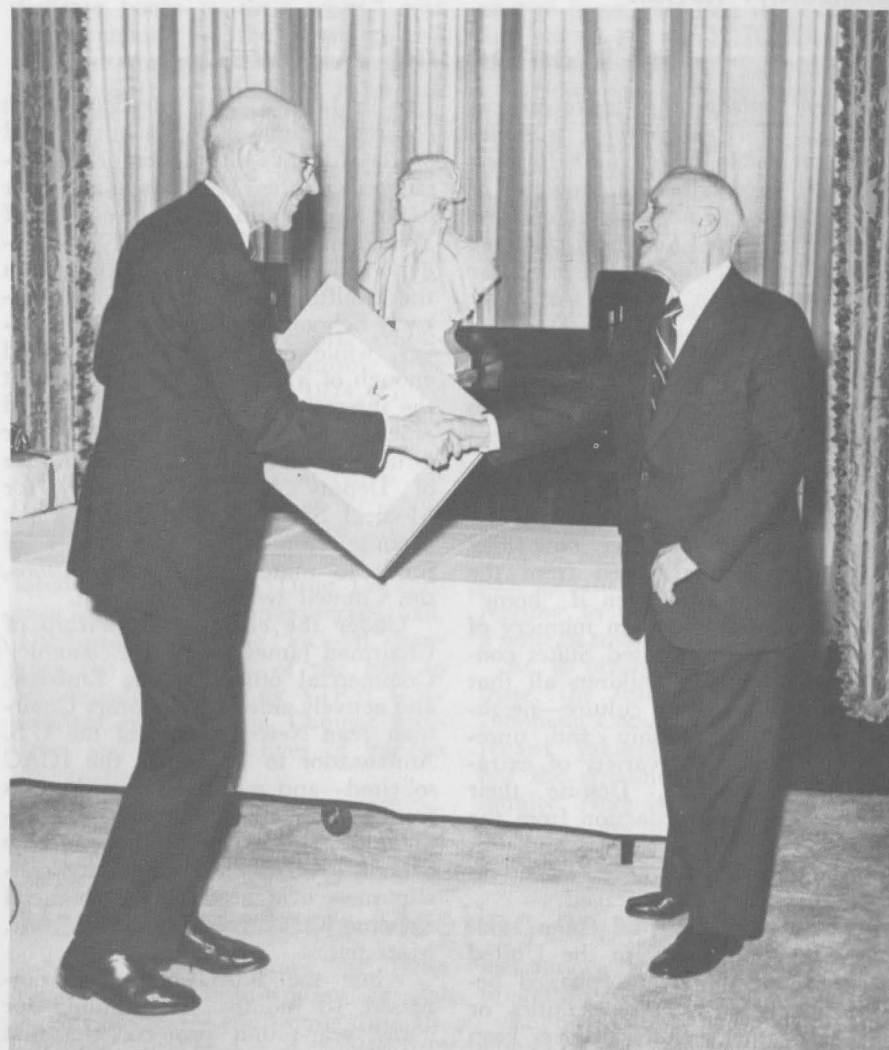
"In recognition of over 47 years of service with unusual dedication and distinction to the Government of the United States. As Assistant Legal Adviser during an era of unparalleled activity in treaty making, you have resolved innumerable complex and novel problems relating to the negotiation, signature, interpretation and implementation of international agreements. Your experience, knowledge and understanding of treaty law are recognized throughout the world and have been vital factors in the successful conclusion of over two-thirds of the agreements to which the United States has become a party during its history."

The award, Mr. Ingersoll said, capped a remarkable career. In warm praise for Mr. Bevans' achievements, he referred to Mr. Bevans' skill as a negotiator, his incisive legal counsel and his talent as a treaty drafter. He then stated:

"His bureaucratic achievements are substantial, but it is his intellectual capacity and his intimate knowledge of treaty affairs which have earned him international renown and respect as one of the world's leading authorities on treaty matters."

At the ceremony Mr. Bevans was also presented with a Length of Service Award, letters of appreciation from Secretary Kissinger and former Secretary William P. Rogers, a framed reproduction of the Department of State seal, an engraved silver bowl, and a testimonial signed by Mr. Bevans' colleagues and friends.

Speakers at the presentations included Legal Adviser Monroe Leigh, Deputy Legal Adviser George H. Aldrich, and Robert V. McIntyre on behalf of former Secretary Rogers.



Deputy Secretary Ingersoll presents the Rogers Award to Mr. Bevans.

## Area studies and language training

Program	February	March	April	Length of course
<b>Area studies</b>				
Western Europe	24	—	21	2 weeks
Near East and North Africa	24	—	21	2 weeks
Africa, Sub-Sahara	24	24	21	2 weeks
South Asia	24	—	21	2 weeks
Southeast Asia	24	24	21	2 weeks
Latin America	24	24	21	2 weeks
<b>Country studies</b>				
People's Republic of China	—	10	—	2 weeks
<b>Special studies</b>				
Orientation for American Grantees	—	17	—	1 week
<b>Intensive language training</b>				
Arabic (in Beirut)	—	17	—	15 months
French	10	10	7	20 weeks
German	10	—	7	20 weeks
Italian	10	—	7	20 weeks
Japanese (in Yokohama)	—	17	—	12/18 months
Portuguese	10	—	7	20 weeks
Spanish	10	10	7	20 weeks

**Help your  
Heart Fund  
Beat the Big One...  
Heart Attack**

## No 'Gamboling' Allowed

*A few enterprising volunteers in Jakarta's Foreign Service community have taken action to help their teenagers cope with the problems of overseas living. The account of their program is printed here with the hope that it can provide a blueprint for community action programs at other posts.*

JAKARTA—"Sure, Indonesia is interesting," a teenaged boy said to me recently. "But," he added hesitantly, "it's just not like home."

His wistful tone reflected the malaise afflicting many young people living overseas. No matter how long they have been removed from the Stateside scene and even if "home" is a hollow term used in mimicry of their parents, the United States connotes to American children all that they miss in a foreign culture—neighborhood companionship and unrestricted access to a variety of extracurricular activities. Despite their attempts to find satisfaction from the excitement of exotic scenes and unusual cultures, youngsters overseas sometimes feel disadvantaged.

Fettered by parental rules that might be unnecessary in the United States, or temporarily orphaned because social and business duties or visits to distant health facilities keep parents away from home, some of the young people rebel, seek solace in alcohol or drugs.

IT IS A familiar story. What is new is the response to the problem generated by a few enterprising volunteers in the Jakarta foreign community in Indonesia. Over the past eight months, they have drawn a blueprint for action that may well serve as a prototype for community action programs overseas.

The Indonesia Community Action Council (ICAC) surprisingly, was originated by the parents of toddlers rather than teenagers, along with a few single people and childless couples. "People would ask us, why are you involved," John Roberts, one of the initiators of the program and the father of two tikes under four, recalls with a grin. The answer? "We are part of the community."

Mr. Roberts and bachelor Thomas Brennan, both employees of USAID and members of the American Embassy Narcotics Control Committee, adapted a school questionnaire originally used in Singapore for distribu-

tion in Jakarta. The questions which covered a range of topics but focused on the student's satisfaction or dissatisfaction with their life overseas and their use of alcohol and drugs, were asked of a random sampling of eighty-one students drawn from the seventh through the twelfth grade at the Joint Embassy School. The findings of the survey, while not conclusive, indicated enough of a drug problem to warrant the interest of two Washington-based offices—the Special Action Office for Drug Abuse Prevention and the Office of Deputy Assistant Secretary for Medical Services. Supported by the promise from these two offices of funds to match local contributions, the Council swung into action.

Under the energetic leadership of Chairman James Matz, an Economic/Commercial officer at the Embassy, and actively aided by Honorary Chairman Jean Newsom, wife of the U.S. Ambassador to Indonesia, the ICAC solicited—and received—contributions from American businesses, from individuals, from the Joint Embassy School (JES). The community consciousness evidenced by the financial response was "indeed impressive," Mr. Matz felt.

While the ICAC budget encompassed 18 months and funding for many year-round projects, the first priority in the spring of 1974 was a summer vacation program. Three bleak schoolless months stretched before the students, barren of organized activities or the work opportunities they could have sought out for themselves "at home." Building on experience gained in an experimental summer program in 1973, the ICAC volunteers constructed a shopping center of possibilities—social and drama clubs, team or individual sports, lessons in everything from batik to Yoga, paid manual labor and on-the-job training.

The two activities that drew the most student interest were the volunteer service committee, assisting in local orphanages and schools, and the on-the-job training program. Some 70 students took advantage of the job opportunity, tackling everything from

historical research projects to mud engineering on an oil rig. Butch Conde, a twelfth grader who spent his summer in the office of the Embassy's Employee Recreation Association found the job "a terrific experience. And," he added with a smile, "it really helped me with my accounting class this fall."

Besides taking full advantage of the summer program, a group of older students used the vacation period to meet once a week and formulate plans for an International Teen Center. The "ITC" has fired the imaginations of the Jakarta youngsters as has no other project. In it they see THE ANSWER to their isolation from Indonesian youth, to their boredom with the usual teenage hangouts scattered throughout the city, to their need for a parentally approved gathering spot.

FINDING adequate facilities for such a Center proved a monumental challenge to the ICAC, for housing in Jakarta is at a premium; rental fees will absorb a whopping 42 percent of the total budget.

The first house located was thoroughly condemned by an Embassy General Services Office inspection team. The Board of Directors of ITC listened in gloomy silence to a very lengthy description of inadequate electricity, water, plumbing, of leaking roofs and termite-infested floors. At the end of the depressing recital, ICAC Chairman of the Finance Committee, Dr. Charles Pearce humorously put it all in perspective. "Throw in a few snakes, and that's a perfect description of my house."

Despite Dr. Pearce's left-handed endorsement, the Council managed to locate an alternative house that will temporarily contain the Center until a permanent structure can be leased. Resident counselors Joseph and Connie Boatwright, a professionally trained man and wife team hired by ICAC, have moved into one section of the newly named Center, Agape House. The other rooms are given over to activities encompassing everything "from transcendental meditation to gardening in the yard," one teenaged enthusiast explained. Priority membership is given to JES students (of whom over 60 percent are American) but the rest of the 800 members will be non-JES foreigners or Indonesians.

The rules of the Agape House, which were drawn up entirely by a student committee, forbid alcohol or drugs on the premises. The first draft also prohibited "gamboling," but this was hastily revised to "gambling" on the final version.

If their spelling is occasionally uncertain, the students' intentions are not. "We hope that the Center will always be interesting," Agape House Board of Governors member, twelfth grader Bob Creech commented, "so that no one will need other kinds of excitement."

"Kids get bored here in Jakarta," another highschooler said, "and tend to do things they wouldn't normally do." Hopefully, the Agape House will alleviate this boredom. The students are determined that, with the help of the counselor-chaperones, the House will always be a place "parents can trust."

Other ICAC-supported activities include an expanded scouts program, various clubs, sports, and the publication of a ICAC Handbook. This 50-page booklet lists activities in the Jakarta area available to families and children of all ages. One can hardly overestimate the usefulness of such a reference guide in a developing country, where printing and paper costs, language differences, and technical deficiencies set up formidable barriers to the dissemination of information. Even such facilities and organizations as exist often lack patronage because no one knows of them. Besides providing that information, however, the ICAC has gone a step further and initiated many activities, using their Handbook to draw people with similar interests together.

OBVIOUSLY all of this costs money and a lot of it. Seeing in the ICAC program a good example of the "alternative action programs" which are felt to be a primary means of fighting drug abuse around the world, the Special Action Office in Drug Abuse Prevention granted \$10,000 last year and \$40,000 this fiscal year. Twenty-three American businesses in Indonesia poured an average of \$20,000 each into the community coffers. Forty-eight individuals and families donated \$1,813. Recognizing the crucial role ICAC plays in the lives of young people in Jakarta, the Joint Embassy School made a large allocation to the project. Through it all much support and guidance come from Dr. Frank Johnson, Coordinator of Mental Health and Drug Programs in DG/MED, and Dr. Paul Luebke in A/OS.

The dollar value of the hours put in by volunteers on ICAC activities would be all but incalculable. Chairman James Matz squeezes an average of at least two hours overtime from his crowded day to devote to ICAC affairs. "Now I know why authors

dedicate books to their wives," was his comment on the evening and weekend work.

The roster of volunteers is an unlikely but successful blend of workers from many fields—a lawyer, the chairman of the American Women's Association Social Welfare Committee, a lieutenant colonel in the Defense Liaison Group, a school counselor, an artist. Almost no profession has been left untapped.

The students' own efforts culminated in an ICAC fund-raising week October 27-November 2, 1974. Timed to coincide with both United Nations week and, more accidentally, with Halloween, the week's activities included everything from an art show exhibiting paintings by rehabilitated Indonesian drug addicts and sponsored by the Jakarta Drug Dependence Institute, to a masquerade ball. The head table at the "kick-off" banquet ran the length of the hall to accommodate attending VIP's: Government of Indonesia Cabinet ministers and representatives of various diplomatic missions.

Success in fund-raising is measured, of course, not according to the depth the campaign reaches into the com-

## New Delhi Hosts Meeting on Drug Control

Narcotics Coordinators and Drug Enforcement Administration Special Agents in Charge from posts throughout the Near East and South Asia met with senior drug control officials from Washington at a conference in New Delhi November 19-20.

Representatives from Washington briefed the participants on current programs at the early sessions. A full day was devoted to panel discussions on major program elements.

Daniel P. Moynihan, then Ambassador to India, hosted the two-day conference. He also reviewed the early development of the U.S. narcotics control program and stressed the damage that drug abuse can work on society.

Ambassador Sheldon B. Vance, Senior Adviser to the Secretary on Narcotics Matters and Executive Director of the Cabinet Committee on International Narcotics Control (CCINC), headed the Washington Delegation.

Ambassador Vance, in his remarks, reiterated the personal interest President Ford has expressed in suppressing illicit drugs.

The Ambassador also reminded the conference participants that Secretary Kissinger, who is chairman of CCINC, has called upon Ambassadors and their Narcotics Coordinators to

community heart, but into its pocket. By the end of the week, ICAC was almost \$1,000 richer.

Lacking neither money nor momentum, the Indonesia Community Action Council seems certain of success. In a recent presentation, a 17-year-old student from the Joint Embassy School disarmed her audience with an ingenuous explanation of the ICAC ideals as embodied in the Agape House. "Agape is a Greek word meaning the highest form of love," she explained to the group of American women. "We probably can't achieve this but we hope to attain some sense of community spirit among teenagers. We want to involve as many people of as many nationalities as possible. From this exposure can perhaps come a sense of ease on the part of the individual when he is relating to others. The house is, in a sense, a small U.N."

As is obvious from remarks like these, the students involved in the Indonesia Community Action Council regard Jakarta as the center but not the circumference of their community. Here is where the action is now. For the future, that action may be anywhere in the world.

seek innovative ways of enhancing the program's effectiveness.

Representatives from the White House, Office of Management and Budget, National Security Council, Department of Agriculture, Drug Enforcement Administration, U.S. Customs, AID and State described the backstopping they can provide overseas missions. They also outlined specific problem areas which warrant the attention of Narcotics Coordinators.

The panel discussions, which followed the briefings, permitted cross-agency analysis and recommendations on a number of subjects.

These included the appropriateness of substituting income or crop projects as a means of controlling illicit opium and cannabis production; modalities of treatment, prevention and rehabilitation efforts; ways to increase the effectiveness of foreign law enforcement efforts against illicit drug traffickers; and relating policy and program measures to country programs.

Attending the conference were representatives from New Delhi and from Missions in Ankara, Beirut, Cairo, Colombo, Islamabad, Kabul, Kathmandu, Rabat, Tehran and Tel Aviv. Officers from DEA regional and district offices in the NEA area also participated in the meetings.





## 100 Employees Respond to Blood Appeal

Nearly 100 Department and ACDA employees donated blood at the Red Cross Center on State Department Day, January 15—to mark President Ford's designation of January as National Blood Donor Month.

Among the volunteers was Leonard F. Walentynowicz, the new Administrator of the Bureau of Security and Consular Affairs.

Employees who answered the Red Cross appeal:

A—Vincent M. McGugan, Royce A. Rock, William L. Spicer.

BF—John E. Manion.

OC—Anne L. Barker, Joseph R. Hutchins, Eugene J. Lewis, Robert N. Leibau, Eugene Swankowski, Margaret E. Warner, Robert A. Yamamura.

OPR—Lawrence T. Harris, Sandra A. Harris, Robby Hayes, Wylma H. James, Doris M. Lawrence, Rita Y. Lindstedt, Donald C. Murtaugh, Sharon K. Orange, Allison O. Rodgers, Helen C. Steinacker, Rodger L. White, William R. Whitworth.

SCA—Edward C. Armstrong, Mary R. Barry, Donald E. Bean, Vir-

ginia M. Harrison, Brenda H. Jackson, Eugene T. Sheehan, Ronald K. Somerville, Geraldine N. Wagner, Leonard Walentynowicz.

SY—Linda K. George.

ACDA—Ralph S. Smith, Allan K. Summers.

ARA—Mary G. Esquivel, Susan C. Fouts, George B. High, David J. Peashock, Beatrice K. Zamarripa.

CU—Joseph G. Banyas, Guy E. Coriden, Temple C. Kern, Sandra H. Rouse.

EA—Ruth J. Baranello, Sherman J. Fine, Charles Hughes, Jr., David F. Lambertson, Patricia A. Perry, Donald A. Wetherbee.

EB—Carmel R. Cavanaugh, Richard E. Johe.

EUR—Barbara A. Bowen.

INR—Jeanne M. Browning, Lawrence E. Finch, Donald R. Griffin, Joanne M. Pettaway.

## Do's and Don'ts for Supervisors of Alcoholic Employees

Alcoholism is one of the most baffling diseases known to man—both the cause and the cure are unknown and the end result if untreated, is death. However, it can be arrested. For those supervising an alcoholic employee, the following guidelines are offered:

DO make it clear that the State Department is concerned only with job performance. Unless job performance improves, the job is in jeopardy.

DO point out that the Office of Medical Services is available to any employee who wants to resolve a personal health problem that may be affecting his job performance.

DO explain that the employee must decide for himself whether he will accept assistance.

DO emphasize that all aspects of the Office of Medical Services are completely confidential.

DO remember that alcoholism is a progressive disease. It always gets worse, never better, without treatment. It is progressive and as deadly as cancer; it requires professional help and treatment.

DON'T try to diagnose the problem.

DON'T discuss drinking unless it occurs on the job or the employee reports to work after having drunk excessively.

DON'T moralize. Restrict comments to job performance or attendance.

DON'T "cover up" for a friend. A misguided "kindness" can lead to a

IO—Margaret M. Barrett, Sidney S. Cummins, Reuben Lev, Tamsin D. Lutz, Laurel M. Risnes, Helen C. Soderberg.

L—William E. McQuade, Knute E. Malmberg, Rochelle B. Renna.

NEA—Diedre A. Vivian.

OES—Alanson G. Burt, Marion M. Lewis, Robert C. Liimatainen, LeRoy C. Simpkins.

PA—Suzanne Ben Aida, Marshall H. Noble, Anita M. Stockman.

S—Leslie H. Brown, Fannie E. Cahoon, Robert H. Craft, J., Viola B. Dotson, Bernard Engel, James E. Fowlkes, Samuel R. Gammon, Marjorie D. Krome, Samuel H. McElhaney, Robert H. Myer, Donald Niemi, Mark S. Ramee, M. Christine Vick.

DG—Howard J. Ashford, Samuel B. Bartlett, Carl J. Johnson, Joseph H. McGuire, Robert T. Rudy, Florence P. Springer.

FSI—Theodore Boyd.

serious delay in real help reaching him. Many employees have literally been *killed* by this kind of "kindness."

DON'T be misled by sympathy-evoking tactics at which the alcoholic has become expert.

DON'T discuss the employee's problems with *anyone* except the personnel in the Office of Medical Services or those in the direct line of authority above you.

If you have a specific problem, call the Alcohol Abuse Program, x21843.

If you think that you may have a problem with alcohol, get in touch with the Alcohol Abuse Program, DG/MED/AAP, Department of State, Washington, D.C. 20520 (Telephone AC 202 632-1843 or 632-8804).

You may be one of the many social drinkers who, though having no problem at the present time, are developing alcoholic tendencies which could result in serious trouble. If you ask for professional help and advice, you may obviate a lot of future distress.

Department of State regulations prescribe that all contacts with the Alcohol Abuse Program will be handled on a medically confidential basis. There will be no record of these contacts in your personnel file. Department regulations guarantee that your promotion and assignment possibilities will not be jeopardized.

## Dance Program and Tour Planned by AAFSW

The Association of American Foreign Service Women (AAFSW) has scheduled a dance demonstration and lecture by the D.C. Repertory Dance Company on March 11 and a tour of the Agricultural Research Center at Beltsville, Md., on March 18.

The Repertory Dance Company, which will perform in the State Department, will review its current program and will also discuss its plans and aspirations for the future.

Buses will leave the State Department for the Agricultural Research Center at 8:30 a.m. for the morning tour.

Ambassador Edwin M. Martin, Deputy Chief of the U.S. Delegation to the recent World Food Conference in Rome, was the speaker at AAFSW's luncheon meeting at Ft. Lesley J. McNair on February 4.

On January 14 the Association sponsored a meeting in the Benjamin Franklin Room on the U.S. citizen as seen through the eyes of the world.

Four foreign press correspondents comprised the Foreign Press Panel. They were Stephen Barber, Bureau Chief of the *London Daily Telegraph*; Yukio Matsuyama, Bureau Chief of *Asahi Shimbun*; Henri Pierre, Washington Correspondent for *Le Monde*; and Dr. Jan Reifenberg, Washington Correspondent for the *Frankfurter Allgemeine Zeitung*. A lively question-and-answer period followed the discussion.

Those wishing to join AAFSW are invited to call Mrs. Dorman, Membership Chairman, 484-3797, or to write her care AAFSW, P.O. Box 8068, Washington, D.C. 20024.

Reservations for the March events should be sent, with the coupon in the *AAFSW Newsletter*, to Mrs. Woodrow Leake, 10303 Dickens Ave., Bethesda, Md. 20014.

All AAFSW members are entitled to receive the *Newsletter* and are requested to contact the Membership Chairman if they are not receiving it regularly and to inform her of address changes.

THESSALONIKI—Shown at the recent opening of the Automotive Equipment Catalog Show at the Consulate General Commercial Library are, left to right, Consul General Edward Brennan, Costas Sianos, a leading local importer; Commercial Officer Richard Jackson and Commercial Assistant George Georgiades. The show, attended by local importers, included catalogs from 133 U.S. manufacturers.



SPEAKERS—Members of the Foreign Press Panel who addressed the Association of American Foreign Service Women on Jan. 14 meet with some of AAFSW's officers. Shown, left to right, are Henri Pierre, *Le Monde*; Mrs. David Reynolds, AAFSW Program Chairman; Yukio Matsuyama, *Asahi Shimbun*; Dr. Jan Reifenberg, *Frankfurter Allgemeine Zeitung*; Mrs. Thomas Recknagel, AAFSW President; and Stephen Barber, *London Daily Telegraph*. The panel discussed the U.S. citizen.



DAMASCUS—Assistant Secretary for Near Eastern and South Asian Affairs Alfred L. Atherton, second from left, presents a Superior Honor Award to FSO Gary E. Lee as Ambassador Richard W. Murphy, right, and Deputy Chief of Mission Thomas J. Scotese applaud the recipient. Assistant Secretary Atherton made the presentation while visiting here during Secretary Kissinger's October trip to the Middle East.





## Earnest Judson Warlow; Former Director of FBO

Earnest Judson Warlow, 67, who served for many years as Director of the Office of Foreign Buildings before his retirement from the Foreign Service in August 1973, died at Suburban Hospital in Bethesda, Md., on January 13.

Mr. Warlow joined the Department as a structural engineer in 1948. During his long career he supervised the construction of many U.S. Embassies overseas. He also held such assignments as Special Representative of Foreign Buildings Operations in Havana, Construction Supervisor in Madrid, Regional Foreign Buildings Officer in Madrid and London, Assistant Director of Architecture and Engineering in FBO, and Director of the Buildings Design and Construction Program.

Mr. Warlow was a Fellow of the American Society of Civil Engineers and was a licensed professional engineer in Pennsylvania and Washington. He was a Major in the Army Corps of Engineers during World War II and graduated from the Army Command and Staff College.

He leaves his wife, the former Candace Courtney, of the home address, 19128 Capehart Drive, Gaithersburg, Md., 20760, and a brother, Dr. Francis W. Warlow, of Carlisle, Pa.

## Maurice Pasquet

Maurice Pasquet 72, a retired Foreign Service officer, died in Paris on December 3.

Mr. Pasquet, who retired from the Service in June 1955, leaves his wife, Suzanne Rambaux, of the home address, Domaine des Ponceaux, Rubelles, 77, Melun, France.

## Violet Smith

Violet Smith, 60, a retired Foreign Service officer, died in Doctors Hospital in New York on January 16.

Miss Smith joined the Foreign Service in 1945 and held such assignments as Clerk at Caserta, Bucharest, The Hague and Bremen; Vice Consul at Bremen, Rotterdam and Berlin; Second Secretary and Vice Consul at Athens; Consular Affairs Officer in the Department; and Training Officer at the Foreign Service Institute. Miss Smith retired from the Service in April 1966.

Miss Smith leaves a sister, Evelyn Smith. She lived at 215 West 91st Street, New York, N.Y.

## OBITUARIES

### Antoinette Blackburn

Antoinette Blackburn, 43, a Foreign Service Staff Secretary at the U.S. Embassy in Seoul, died on January 21 from smoke inhalation from a fire in her apartment building.

Miss Blackburn joined the Foreign Service in 1955 and served in the Department, Cairo, Athens, Mogadiscio and Luanda until 1962, when she resigned. She returned to the Foreign Service in August 1967. After assignments in Saigon and Blantyre, Miss Blackburn was posted to Seoul last September.

Miss Blackburn leaves her parents, Mr. and Mrs. Robert R. Blackburn, of the home address, 1613 Glorietta Street, Glendale, Calif. 91208, and a brother, FSO Robert R. Blackburn, Jr., who is Administrative Officer at the U.S. Liaison Office in Peking.

### Huntington Gilchrist

Huntington Gilchrist, 83, who served as a consultant to the Department for many years, died at his home in Ridgefield, Conn., on January 13.

Mr. Gilchrist served as Secretary of the United Nations Site Committee Executive Officer of the San Francisco conference to set up the United Nations, Assistant Director of the United Nations Relief and Rehabilitation Administration, Director of the Industries Division of the Economic Cooperation Administration in Paris, Chief of the ECA Mission in Belgium and Luxembourg with the rank of U.S. Minister, and U.S. Resident Representative in charge of technical assistance in Pakistan.

He leaves his wife, Mrs. Elizabeth Brace Gilchrist, of the home address; three children, John H., of Newton, Conn., and Charles L. and E. Brenda Gilchrist, of New York City, and three grandchildren.

### Albert M. Doyle

Albert M. Doyle, 82, a retired Foreign Service officer, died at his residence in San Mateo, Calif., on January 13.

Mr. Doyle served as Consul General in Frankfurt before he retired from the Service in September 1952.

He leaves his wife, Mrs. Odetta Doyle, of the home address, 237 Louise Lane, San Mateo, Calif. 94403.

## Mary Foote Moore Dies; Wife of Ambassador

Mrs. Mary Foote Moore, 64, wife of Ambassador to Ireland John D. J. Moore, died in Dublin on Jan. 23.

Mrs. Moore was Honorary President of the American Women's Club of Ireland.

In addition to her husband, she leaves five children, John Moore, of Los Angeles, Dr. Ann Moore, of New York, Mrs. Allan Converse, of Washington, Mrs. Michael Wiedman of Boston, and Martha Moore, a student at Smith College; a brother, William Foote, of Hartford, Conn.; a sister, Mrs. Franz Oppenheimer, of Washington, and six grandchildren.

### William V. Turnage

William V. Turnage, 63, who held many high-level economic posts in the Department and overseas prior to his retirement from the Foreign Service in 1970, died on January 12.

Mr. Turnage joined the Department in August 1950 as Assistant Chief of the Investment and Economic Development Staff. He later held such assignments as Deputy Director and Acting Director of the Office of International Finance and Development Affairs, Special Assistant to the Assistant Secretary for Economic Affairs, Director of the Office of Inter-American Regional Economic Alliance for Progress (CIAP) Affairs, and Special Adviser in Montevideo, his last post. Mr. Turnage was named an International Economist in 1969.

The NEWSLETTER received word of Mr. Turnage's death from his son, Bill, whose address is care of Ansel Adams, Box 455, Yosemite National Park, Calif. 95389.

### David H. Barnhart

David H. Barnhart, 59, who held information posts with the Department and USIA before his retirement in May 1970, died on November 29.

Mr. Barnhart joined the Foreign Service in 1952 and was assigned as a Public Affairs Officer in Salvador (Bahia). The following year he transferred to USIA. He later held assignments as Assistant Public Affairs officer in Naples, Branch Public Affairs Officer in Porto Alegre, and Foreign Information Specialist in USIA in Washington.

He leaves his wife, Mrs. Helen E. Barnhart, of P.O. Box 172, Roseau, Dominica, British West Indies. After March 1 her address will be 305 Park Ave. North, Winter Park, Fla. 32789.

## John Howard Moore

John Howard Moore, 63, a retired Foreign Service officer, died at his home in Bethesda, Md., on Feb. 1.

Mr. Moore joined the Department in 1946 as an Assistant on International Organization Affairs. During his 25-year career he held such assignments as Deputy Executive Director of the Bureau of Near Eastern, South Asian and African Affairs, 1952-54; Chief of the Budget and Management Division of the U.S. Embassy in Bonn, Deputy Principal Officer at Frankfurt, Deputy Director for Management at the Foreign Service Institute, Counselor for Administration at Ankara, and Foreign Service Inspector from 1969 until his retirement in November 1971.

Mr. Moore leaves his wife, Mrs. Virginia Fisher Moore, of the home address, 5811 Ipswich Rd., Bethesda, Md., a son, Craig, and a daughter, Mary.

The family suggested that expressions of sympathy may be in the form of contributions to the American Cancer Society or to Diplomatic and Consular Officers, Retired (DACOR), 1718 H Street, Washington, D.C.

### Henriette M. R. Stritman

Mrs. Henriette Marie Rimmert Stritman, 77, wife of retired FSO Harry R. Stritman, died at the Fairfax Hotel in Washington on January 13.

Mrs. Stritman, who came to the United States after the death of her first husband, Rudolph Mollerson, who was Estonian Minister to Berlin, married Mr. Stritman in 1947 in Rome. She lived there and in New Delhi and Trinidad before his retirement from the Foreign Service.

From 1963 to 1973 they lived in Tel Aviv, where he was head of the Israel office of the U.S. Library of Congress.

She leaves her husband, the only immediate survivor, of the home address, the Fairfax Hotel, 2100 Massachusetts Ave., N.W., Washington, D.C. 20008.

### Sophia De Soto

The NEWSLETTER recently received word of the death of Mrs. Sophia De Soto, 94, widow of FSO Hernando De Soto, on August 28.

Mr. De Soto was serving as Consul at Leipzig, Germany, at the time of his death on November 4, 1928.

Mrs. De Soto lived at 130-65 226th Street, Laurelton, N.Y. 11413. Her survivors include a son, Alexander, of the same address.



OUAGADOUGOU—Ambassador Pierre R. Graham, second from right, meets with the Traditional Chiefs of the area during a recent visit to the Mossi village of Sankuissi in connection with a self-help project.

### James P. Moffitt

James P. Moffitt, 88, a retired Foreign Service officer, died at his home in Alexandria, Va., on February 3.

Mr. Moffitt served in the Foreign Service for 35 years. Before his retirement in November 1948 he was Consul General in Monterrey.

Mr. Moffitt leaves his wife, Mrs. Mabel L. Moffitt, of the home address, 1607 Mt. Eagle Place, Alexandria, and a daughter Meredith.

### Ruby C. Clark

Mrs. Ruby C. Clark, wife of retired FSO Robert A. Clark, Jr., died at the Mary Washington Hospital in Fredericksburg, Va., on January 7.

Mrs. Clark joined the Department during World War II and was sent to Cairo, where she first met Mr. Clark, who also was stationed at the American Legation there. After they were married in Portland, Ore., in 1946, the Clarks had assignments in France, Thailand, the Philippines, Hungary, Indonesia and Washington. Before his retirement in November 1972, Mr. Clark served as Deputy Director of the Office of Munitions Control.

In addition to her husband of the home address, Lake of the Woods, near Wilderness, Va., Mrs. Clark leaves three daughters, Carol Lynn Arnold, of Storrs, Conn., Christine A. Clark, of Alexandria, Va., and Janice E. Clark, of Madison College and the home address; and two grandchildren, Kari and Stefan, of Storrs.

### Grace R. Holeman

Mrs. Grace Ruckh Holeman, 56, who served as Chief of the Correspondence Branch, Public Services Division, in the Bureau of Public Affairs, before she resigned from the Department in 1961, died at the Washington Hospital Center on January 30.

A former member of the faculty of two colleges in Pennsylvania, Dr. Holeman joined the Department in 1945 and served for 16 years in the Correspondence Branch. Dr. Holeman also was very active in the League of Women Voters.

She leaves her husband, John Holeman, of the home address, 2716 Crest Ave., Cheverly, Md. 20785, and a daughter, Laura.

### Ruth G. Garnish

Mrs. Ruth G. Garnish, 69, wife of retired FSR J. Howard Garnish, died at Washington Hospital Center on January 8.

Mrs. Garnish taught English as a volunteer in Bangkok when her husband served there as Counselor for Public Affairs. She also was active in the Association of American Foreign Service Women and collected books for the annual AAFSW Book Fair to raise funds for scholarships.

In addition to her husband, of the home address, 8604 Camden Street, Alexandria, Va., she leaves a daughter Mrs. Robert Monge, of Alexandria; a son, John G., of Sykesville, Md., and four grandchildren.



## FSO Ronald A. Webb, Wife, Mother-in-Law Die; Children Burned as Fire Sweeps Home

FSO Ronald A. Webb, 45, Director of the Office of Maritime Affairs, died in Peter Bent Brigham Hospital in Boston on January 20 of burns suffered in a fire which swept through the family's temporary residence in Lexington, Mass., on January 10.



Mr. Webb

Mr. Webb's wife Olive M. (Penney) Webb, and her mother, Mrs. Florence Spencer, of Vancouver died in the fire. His children, Peter, 16 and Diana, 8, and moth, Mrs. Felita Engle, were rescued.

Diana was severely burned and is in the Shriners Hospital for Crippled Children in Boston. Peter escaped with lesser injuries.

Mr. Webb and his family moved to the temporary residence in Lexington last fall. He had been assigned by the Department for senior training at the Harvard University Center for International Affairs and was attending classes there.

After receiving a B.A. degree in International Affairs in 1956 from the University of California in Los Angeles, Mr. Webb joined the Foreign Service the following year and was assigned as a Commercial Officer in Santo Domingo. He later held such assignments as Intelligence Research Specialist in the Department, Visa Officer and later Economic Officer in Paris, Economic-Commercial Officer in Madrid, and International Transportation-Commercial Officer in the Department. Mr. Webb was assigned as Director of the Office of Maritime Affairs in January 1973.

In 1969 he won the Meritorious Honor Award for his work in the

### Florence B. Nickerson

Mrs. Florence B. Nickerson, 81, mother of retired Foreign Service Staff Secretary Shirley L. Nickerson, died in Frankfurt on July 21.

Mrs. Nickerson had accompanied her daughter to many posts.

In addition to her daughter, Mrs. Nickerson leaves a son, Clifton C. Nickerson, of 15 Horseshoe Drive, West Boylston, Mass. 01583; a sister, Mrs. E. M. Hebert, of Worcester, Mass., and three grandsons. Miss Nickerson may be reached at her brother's address in West Boylston.

## Gertrude W. Williamson; Served in State, Athens

Mrs. Gertrude W. Williamson, 63, a retired FSRU officer and widow of FSO Francis T. Williamson died at the Washington Hospital Center on January 22.

Mrs. Williamson accompanied her husband to many of his posts in Washington and overseas. A veteran diplomat, he held such assignments as Director of the Office of Research and Analysis for Western Europe, First Secretary and Consul General at Bonn, and Minister-Counselor at Rome, where he died Feb. 7, 1964.

Mrs. Williamson joined the Department as a Foreign Service Reserve officer in June 1964 and was assigned as a Public Information Specialist. After service with the Bureau of Security and Consular Affairs and the Community Advisory Service in the Department, she was assigned as an International Relations Officer at Athens. In January 1972 she was designated a Consular Officer in Athens. Mrs. Williamson became a Foreign Service Reserve Unlimited (FSRU) officer in January 1973 and retired in August of that year.

She leaves two daughters, Ruth W. Harmon, of 10241 Stratford Ave., Fairfax, Va., 22030, and Elizabeth W. Mirhadi, of New York City, and three grandchildren. Mrs. Williamson lived at 308 Duke Street, Alexandria, Va.

### Frank P. Lockhart

Frank P. Lockhart, Jr., 57, who served for many years as an official in the Bureau of East Asian and Pacific Affairs before his retirement in 1971, died in Highland Park, Ill., on January 17.

Mr. Lockhart joined the Department in 1949 as an Editorial and Research Assistant. He later held such assignments as Foreign Affairs Officer, Information Specialist, Supervisory Information Specialist, Acting Public Affairs Adviser in the Bureau of Far Eastern Affairs, and International Relations Officer in EA.

Mr. Lockhart was the son of the late veteran diplomat, FSO Frank Pruitt Lockhart, who served as Chief of the Division of Far Eastern Affairs in 1925, Consul General at Hankow, Tientsin and Shanghai, Counselor of Embassy in Peiping, and Chief of the Division of Philippine Affairs.

Mr. Lockhart leaves his wife, Mrs. Jean Douglas Lockhart, of the home address 969 Judson Avenue, Highland Park, Ill., and three children, Philip, Douglas and Richard.

# BUREAU ACTIVITIES

## "S" Area

Secretary of State Henry A. Kissinger flew to Los Angeles to address the Los Angeles World Affairs Council on January 24. Mrs. Kissinger accompanied her husband. Supporting staff from the Secretary's immediate office were David Gompert, Special Assistant, and Bonnie Andrews and Karlene Knieps.

Ambassador Robert Anderson, Special Assistant to the Secretary for Press Relations (S/PRS), also accompanied the Secretary on his trip to Los Angeles.

Parker Borg has replaced Jerry Bremer as Special Assistant in the Secretary's immediate office. Mr. Bremer will be taking language training at the Foreign Service Institute for several months prior to his next assignment.

Richard Barkley, formerly with INR, is the new Special Assistant in

the Office of the Ambassador at Large (S/AB).

The Office of the Ambassador at Large (S/AJ) welcomed Margaret Brannigan to its secretarial staff.

Mark Linton is the new Staff Assistant, and Lillian Smith and F. Louise Hughes are the new Secretaries in the Office of the Under Secretary for Economic Affairs (E).

Susan Lesar has joined the Office of the Under Secretary for Security Assistance (T) as a Secretary.

The Policy Planning Staff (S/P) welcomed its new Secretary, Renee Scurlock from EB.

Ambassador Lewis Hoffacker, Special Assistant to the Secretary and Coordinator for Combatting Terrorism (S/CCT), addressed audiences at the National War College on January 6 and the International Committee of the Public Relations Society of America on January 7 in New York. The topic on both occasions

was the U.S. Government's approach to terrorism.

Paul Kelly has joined the Office of the Special Assistant to the Secretary for Refugee and Migration Affairs (S/R) as Executive Director. Chauncey Morse joined S/R as Mail and File Clerk.

On January 13, Larry Craig Johnstone joined the Secretariat Staff (S/S-S) as Deputy Director.

Jim Hart, formerly General Services Officer at Conakry, is the new Projects Officer/Staff Assistant for S/S-I.

Mary Pensabene has joined the Executive Office (S/S-EX) as associate receptionist.

John Norton Moore, Deputy Special Representative of the President for the Law of the Sea Conference (D/LOS), addressed the annual Meeting of the Law of the Sea Institute in Miami on January and spoke on January 16 before the Foreign Policy Association in New York.



REYKJAVIK—During their recent journey to Iceland Under Secretary for Political Affairs and Mrs. Joseph J. Sisco visited a freezing plant in Hafnarfjordur, where Mr. Sisco lifted a 30-pound codfish. Shown, left to right, are U.S. Ambassador to Iceland Fredrick Irving, Mrs. Irving, Mr. Sisco, Glenn R. Cella, Political Adviser to the Chief of Naval Operations; Mrs. Sisco, Edward P. Djerejian, Special Assistant to the Under Secretary; and Eyjolfur Ifeld Eyjolfsson, Director of the Freezing Plants Association.



J. Peter A. Bernhardt, formerly with the Office of the Solicitor, Department of the Interior, joined D/LOS on December 20. He attended the last two days of the Law of the Sea Institute meeting in Miami on January 8 and 9. On January 10 he spoke before a seminar at the Inter-American Defense College.

On January 14, Roger H. Hull, D/LOS, addressed the participants in the Department's Scholar-Diplomat Program.

Lenore Thomas has joined the staff of the Office of the Assistant Secretary for Congressional Relations (H) as Mail and File Supervisor.

## Administration

The Defense Liaison Office, in conjunction with the U.S. Army Electronics Command Engineers, held a demonstration in the Office of Communications' Executive Office (OC/EX) training area on a new Digital Message Entry Device being utilized by the military services.

New employees reporting for duty were David Bales and George Gorisek, Communications Control Technicians, Communications Center (OC/T).

William J. Hunter, Communications and Records (C&R) Assistant from Ankara, transferred to OC/T.

William E. Evander, OC/S, transferred to the ARA Operations Office replacing William R. Navratil who departed for an assignment in Luxembourg.

Transferring from OC/P were



CITED—Theodore H. Leon, Chief, Language Services Division, OPR/LS, recently presented a 30-year Length of Service Award to Miss Crucita Rivera, bilingual secretary in OPR/LS.

Romney Hubbard, to EA, and Chauncy Morse, to S/R.

James A. Wilder and Adolph D. Sackmann, both of OC/T, retired with 36 and 26 years of Government service, respectively.

Roy E. McCabe, OC/T, was presented with a 20-year Length of Service Award.

Eighteen C&R Assistant recruits began OC's six-week C&R Operations Course. They are Kenneth B. Adams, Vienna; Stephen L. Adams, Paris; Patrick F. Ballante, Brussels; Christopher Bonsteel, Mexico City; Theodore E. Boyd, Jakarta; Neal R. Brake, London; Michael B. Buccellato, Saigon; Robert L. Burkhardt, Khartoum; Wayne F. Cashwell, Brussels; Leo J. Cyr, Beirut; Loren F. File, Jr., Lon-

don; Gary M. Kirk, Phnom Penh; Lewis F. LaTurner, Jr., Tehran; Gary T. McLaughlin, Oslo; Alfred L. Olivas, Montevideo; Thomas P. Phalen, Amman; Philip Weissman, Lisbon; and Melody J. Withrow, Rome.

Communications Electronics Officers (CEOs) Michael D. Marconi and Charles F. Sergeant of the Communications Programs & Engineering Division (OC/PE) completed a three-week course in teletypewriter maintenance at the manufacturer's training center in Chicago.

CEOs James R. Leonard, Duncan H. McGill, and Robert W. White, Jr., all of OC/PE, completed a four-week course in equipment maintenance at the National Security Agency, Fort Meade, Maryland.

CEO Emmett O'Brien, recently transferred from OC/PE to the Communications Security Division (OC/S), completed five weeks of training in the installation and testing of communications equipment at Lackland Air Force Base, Texas.

CEO Albert A. Debnar, OC/PE, began an eight-week course in the maintenance of radio equipment at the U.S. Army Southeastern Signal School, Fort Gordon, Georgia. Diplomatic Couriers William R. Curley, assigned to Frankfurt, and Edward C. Lineburger, Washington, and C&R Officer Bruce F. Hoff, Jr., began the six-week Administrative Operations Course at the Foreign Service Institute.

John C. Whitridge, Chief, Diplomatic Pouch and Mail Branch, OC/P, attended the Executive Performance Seminar given by FSI at Gettysburg, Pa.

Leigh Turpin joined the staff of the Publishing and Reproduction Division (PBR) on January 6. She is working part time in PBR's editorial offices.

Language Services Division (OPR/LS) staff involved in The Third Preparatory Meeting of the Meeting of Foreign Ministers' Working Group on Transnational Enterprises, January 13-17, included interpreters Jose De Seabra, Sophia Porson, Stephanie van Reigersberg, Sam Maggio, Helen Kaps and Alec Toumayan, as well as Renee Mahler and Translating Branch Chief Anthony Sierra. OPR/LS Chief Theodore H. Leon served as Language Services Officer; Donald Barnes was Chief Interpreter.

OPR/LS Russian interpreter Cyril Muromcew spent the week of January 13 in Vienna assisting with the U.S.-Soviet bilateral talks on peaceful uses of atomic energy.

The OPR/LS SALT contingent, composed of Dimitry Arensbarger, Lawrence Burrell, and Bill Krimer, temporarily supplemented by Mr. Muromcew, left for Geneva at the end of January for an indefinite period of meetings.

Dr. Galina Tunik, another OPR/LS Russian specialist, traveled with a CU-sponsored group of young Soviet political writers, from January 10 to 26.

OPR/LS German interpreters Gisela Marcuse and Harry Obst interpreted at a CU-sponsored conference on U.S.-F.R.G. Cultural Relations at Harrison House, Long Island, on January 17 and 18.

French interpreters Kaps and Toumayan departed on January 24 for an AID-sponsored conference on housing, savings and loans in Kinshasa.

Spanish interpreters Anthony Herivas and Francisco Lanza spent two weeks in Lima, in mid-January, interpreting for a DEA-sponsored seminar. OPR/LS interpreter Sophia Porson and her husband, a free-lance French interpreter, interpreted for a similar training course in La Rochelle, France, the last two weeks of January, under Bureau of Customs auspices.

Crucita Rivera, a bilingual secretary in OPR/LS, was presented a 30-year Length of Service Award on January 17 by Mr. Leon.

## African Affairs

Assistant Secretary Donald B. Easum spoke on U.S.-African policy at the University of Wisconsin at Milwaukee and at Oshkosh, December 9 and 10. He attended a meeting of the Council of Foreign Relations in New York City on January 16, concerning Southern Africa and Rhodesia. Ambassador Easum attended the annual meeting of the African-American Institute in Kinshasa, January 21-24.

Deputy Assistant Secretary Edward W. Mulcahy attended a seminar on Southern Africa at Indiana University in Bloomington, December 1-3.

Charles A. James was designated a Deputy Assistant Secretary of State for African Affairs effective January 13.

John W. Foley, Jr., has assumed the position of Special Assistant for African Affairs.

Michael A. Samuels was sworn in as Ambassador to Sierra Leone on January 20.

Peter C. Walker, Principal Officer at Lourenco Marques, was in the



ACDA CITED FOR CFC EFFORTS—The Arms Control and Disarmament Agency was among those Federal agencies honored recently for their outstanding achievement in the 1975 Combined Federal Campaign. In the photo above, James G. Seyster, left, who served as Vice Chairman of the ACDA, drive, accepts the agency's award from Deputy Secretary of Defense William Clements at a luncheon held in Washington.

Department on consultation January 2-6.

Richard K. Pyle, Country Officer for Burundi, Central African Republic and Rwanda, made an orientation visit to those countries during the month of January.

E. Gregory Kryza replaced William G. Bradford as Executive Director of the Bureau of African Affairs effective December 13.

Patrick F. Kennedy replaced Judith I. Hughes as Personnel Officer in the Bureau of African Affairs in December.

W. Paul O'Neill, Jr., Director for Southern African Affairs, attended the Regional Chiefs of Mission Conference in Lusaka followed by a reorientation trip to Southern Africa.

Alfonso Arenales, Alternate Director, Southern African Affairs, made an orientation visit to Southern Africa and attended meetings in Rio de Janeiro and Brasilia.

Daniel H. Simpson, Country Officer for Botswana, Lesotho, Swaziland, attended a seminar on Southern Africa at Indiana University, Bloomington, November 29 to December 3.

Temple G. Cole, Country Officer for Southern Rhodesia, traveled in December to drought-stricken coun-

tries of West Africa to investigate conditions of refugees.

## Arms Control and Disarmament Agency

The Strategic Arms Limitation Talks resumed in Geneva on January 31. The ACDA Representative on the delegation is again Ralph Earle II. Other members of ACDA on the delegation are Richard Creecy, NWT; Thomas Graham, GC; Charles Henkin, PAB; Cdr. Peter Tarpgaard, NWT; Mary LeClere, A; Margaret Coyle, D/SALT; Barbara Crawford, GC; and Ruth Stalcup, PAB.

A special session of the Standing Consultative Commission of SALT began in Geneva January 28. U.S. Commissioner Sidney N. Graybeal heads the U.S. element which also includes Lt. Col. Frank DiSimone, NWT; Barbara Givens, D/SALT; and Katherine Glazer, IR.

The Mutual and Balanced Force Reduction Negotiations resumed in Vienna on January 30. The ACDA Representative on the delegation for this session is Assistant Director Robert Behr. Accompanying Mr. Behr will be Peter Sharfman, MEA; Avis



N'DJAMENA—Ambassador Edward S. Little chats with President N'Garta Tombalbaye of the Republic of Chad, right, on the occasion of the presentation of his credentials as U.S. envoy on December 7 at the Presidential Village here.





RABAT—Ambassador Robert G. Neumann, right, recently called on Princess Lamia Solh, second from left, wife of King Hassan II's brother, Prince Moulay Abdallah, to present a check for 240,505 dirhams, roughly \$58,000, to the Alaouite Organization for the Protection of the Blind in Morocco. Princess Lamia Solh is the president of the organization, which is cooperating with the U.S. Department of Health, Education and Welfare in a blind rehabilitation project funded by a \$178,000 grant of U.S.-held dirhams. Also shown are Mrs. Tourya Ababou, left, and Dr. Leila Benjelloun, second from right, of the Alaouite Organization.

Bohlen, IR; and Martha Kaulaity, IR.

Another preliminary session to prepare for the May Review Conference on the Nonproliferation Treaty took place in Geneva during the first two weeks of February. The U.S. Delegation was headed by former Deputy Director J. Owen Zurhellen, Jr. ACDA participants included Acting Assistant Director David Klein, Charles Van Doren, IR: Julia Krenz, D; and Robert Drexler, who is resident in Geneva.

A new ACDA Policy Planning Council, under the direction of the Counselor of the Agency, John Newhouse, has been established by the Director of ACDA. The Council will be responsible for preparing papers and making recommendations on broad, long-range arms control policy matters. Members will be drawn from Agency bureaus on a *pro tem* basis in accordance with needs.

Dr. Robert Kupperman, who has been Deputy Assistant Director of ACDA in charge of the Military and Economic Affairs Bureau (MEA) since July 1973, has been named Chief Scientist of the Agency, a new position established by the Director. Before joining ACDA, Dr. Kupperman was Assistant Director for Government Preparedness and Assistant

Director for Science and Technology, Office of Emergency Preparedness, 1967-1973.

Dr. Lee Niemela has been designated Deputy Assistant Director to succeed Dr. Kupperman. From 1964 until he joined ACDA, Dr. Niemela served in the Office of the Secretary of Defense, most recently as Deputy for Policy & Plans, Strategic Programs.

James S. Bodnar, a Foreign Affairs Officer in MEA, is leaving ACDA after nearly 13 years to accept an appointment as a Foreign Service Reserve Officer with the Department of State. He is returning to the Bureau of Intelligence and Research in State, where he will work on Warsaw Pact affairs.

Cdr. Donald E. Lindquist has been assigned to the Planning and Analysis Bureau (PAB), on detail from the Navy, for duty as a Systems Analyst. He is a graduate of the U.S. Naval Academy and is a Navy fighter pilot. He served as a Systems Engineering instructor at the Academy and most recently as Weapons Officer on the USS *Kitty Hawk*.

### Director General's Office

FSO Elaine B. Schunter, a Deputy Examiner with the Board of Exam-

iners of the Foreign Service (REM/BEX). attended a series of meetings at the office of the Educational Testing Service in Princeton, N.J., January 22 and 23, in connection with the FSO/FSIO examining process.

Dr. Carl C. Nydell, Deputy Assistant Secretary for Medical Services (DG/MED), travelled to various Latin American posts to evaluate the medical facilities available to Foreign Service personnel.

Dr. Stuart Scheer, Assistant Medical Director for Foreign Programs, has returned from a recent trip to Saigon, Bangkok, Vientiane and Bangladesh.

Dr. Frank K. Johnson, Coordinator of the Drug Abuse and Mental Health Programs, recently travelled to Kalamazoo, Michigan, where he attended the Junior Chamber of Commerce's Outstanding Young Man of the Year Award presentation. Dr. Johnson's son, Dr. Donald F. Johnson, was the recipient of this award for his efforts in directing a Birth Defect Clinic at the Borgess Hospital in Kalamazoo. He also coordinates pediatric educational programs for the SouthWestern Michigan Area Health Education Center, Western Michigan University, and Michigan State University.

Sarah "Sally" Moore, Assistant to Dr. Johnson, has returned from accompanying Anne Zanes, Contract Researcher, Columbia University School of Public Health, on a month-long trip abroad to assess the effects of stress impact on Americans residing abroad. This is a study under DG/MED and the National Institute of Drug Abuse. The cities visited were London, Berlin, Frankfurt, Beirut, Tehran and Athens.

Edward Maguire, DG/MED Alcohol Abuse Consultant, recently completed a two-month visit to posts in the Middle East and Europe. The purpose of his trip was to assist in establishing administrative procedures to be utilized by posts in dealing with problems of alcohol abuse.

Earl "Chet" C. J. Prater, who recently returned from Brussels, has joined DG/MED's Executive Staff as a Management Specialist. Mr. Prater is a Mustang trainee.

Dorienne "Chris" Darcey has joined the Foreign Service Nurse Corps and will be assigned to Niamey following Departmental orientation and language training.

Alan W. Douthit began working in DG/MED as a part-time clerk-typist with the Claims and Clearances Sections.

Carolyn Holliday, computer opera-

tor, has transferred from DG/MED to the Passport Office.

Priscilla Miller, an X-ray Technician with DG/MED, recently resigned to return to her home in Buffalo Center, Iowa.

Meritorious Honor Awards were presented to John Connolly and Francine Bowman of DG/MED/EX for their contributions to the Medical Program. Ms. Bowman has since transferred to FSI French language training in preparation for her assignment to Abidjan as General Services Officer.

High Quality Step Increases were awarded to Faith Nzelize, DG/MED/CD/Laboratory, and Mildred Guilory, DG/MED/EX/C&R, for their sustained high job performance.

A 10-year Length of Service was presented recently to Sara L. Nance, Medical Receptionist, DG/MED.

DG/MED personnel attending training courses recently included Mrs. Nance, Shorthand, and Kathleen Stojakovich, Dictation and Transcription Workshop.

### East Asian and Pacific Affairs

Assistant Secretary Philip C. Habib discussed "U.S. Foreign Policy and the Issue of Authoritarian Regimes" at the EA Bureau Open Meeting, January 14. On January 15, he spoke to students of the Fletcher School of Law and Diplomacy on "U.S. Foreign Policy in East Asia." Mr. Habib addressed the 117th Junior Officer Class on January 17 in the Department.

Deputy Assistant Secretary William H. Gleysteen, Jr., addressed the Far East Seminar of the National War College on "Taiwan," January 7. Mr. Gleysteen addressed the 1974-75 Class of the Industrial College of the Armed Forces on "The People's Republic of China and Sino-U.S. Relations" on January 8.

William C. Sherman, Director for Japanese Affairs, attended a meeting of the California Seminar on Arms Control and Foreign Policy at Palm Springs, January 5-8.

Robin L. White, Economic Officer, Economic Policy Office (EA/EP), attended the Economic/Commercial Officers Conferences in Tokyo and Taipei, January 20-29.

Entering on duty in EA during January were Richard H. Imus, Deputy Director, EA/EP, and Dane F. Smith, a Country Officer for Japan.

Personnel on consultation in the Bureau included Robert V. Keeley,

DCM, Phnom Penh; Lynn Pascoe, Political Officer, Peking, on home leave and consultation; Arthur J. Reichenbach, Commercial Officer, going from Kuala Lumpur to FSI; Brunson McKinley, transferring from Peking to Da Nang as Political Officer; Marvin Konopic, assigned to Peking as Communications and Records Officer, and Joyce Moser, going to Melbourne as a secretary.

Ambassador Armistead I. Selden, Jr., recently presented a Group Superior Honor Award to the entire staff of the American Embassy at Suva. According to the Award citation, "During the trying period of August 1973-1974, Embassy Suva maintained a high level of accomplishment deserving of public recognition by the Department. Despite staff shortages, inadequate offices and residences, and without the benefit, until April 1974, of an Ambassador's leadership from Wellington, Suva, under the direction of Walter Vance Hall, maintained essential services and provided the U.S. Government with excellent reporting. The fact that surprisingly good, and improving, morale was maintained reflects high credit on all personnel at the post."

### Economic and Business Affairs

Assistant Secretary Thomas O. Enders participated in meetings on



SEOUL—Ambassador Richard L. Sneider, fourth from right, followed by Supervisory General Services Officer Byron Manfull, proceeds down a buffet line in the Motor Pool here. The recent luncheon was given for the entire Korean administrative staff in appreciation of their long and hard work in connection with the recent visit to Seoul of President Ford and Secretary Kissinger.



authorities concerning frequency and capacity of U.S. airlines.

John S. Meadows, Director of the Office of Aviation since 1968, retired on January 31 to open his own consulting service. Mr. Styles has been named to succeed him.

On January 15 and 16, William Clark, Jr., Chief of the Special Trade Activities Division, represented the Department at Brussels in informal discussions with the European Community regarding current problems in trade in dairy and poultry products.

Richard Elliot Benedick, Director of the Office of Development Finance, recently visited Brussels, Geneva and Athens in connection with various aspects of U.S. financial policies. In Brussels, Mr. Benedick was a member of a U.S. delegation, which included representatives of the Treasury Department and the Export-Import Bank, to meetings held December 4-6 at the European Commission with the nine European Community members, Japan and Canada. The meetings were directed at an agreement to limit competition among those countries in granting export credits.

Following those talks, Mr. Benedick led the U.S. delegation to a meeting of experts from some 30 countries concerning less developed country debt problems, held at UNCTAD in Geneva December 9-17. He also served as chairman of the Group B (industrialized nations) caucus at this meeting, which exam-

ined the dimensions and characteristics of debt problems and possible means of avoiding them. A final meeting of this body, to prepare a report and recommendations to the UNCTAD Trade and Development Board, will take place later this winter.

Additionally, Mr. Benedick undertook two days of consultations in Athens at the request of the Embassy on financial issues affecting the Greek economy.

Thomas J. O'Donnell, Chief of the Tropical Products Division, Office of International Commodities, attended the Working Group on Negotiations of a New Coffee Agreement in London, January 6-10. The Working Group continued its work January 20-30.

From December 17 through 20, A. Joseph Williams, Fibers and Textiles Division, Office of International Commodities, attended a meeting of the textiles committee in Geneva. These meetings are held in conformity with the Arrangement Regarding International Trade in Textiles.

Personnel who have recently joined the Bureau include:

John G. Sinnicki and Earl J. Johnson, Executive Staff; A. Donald Bramante and Eugene K. Lawson, Commercial Affairs and Business Activities (Bilateral Commissions); Walter B. Lockwood, Office of Business Practices; Larry G. Butcher and Carol J. Hyatt, Office of Fuels and Energy; Robert H. Knickmeyer, Frank S.

Parker and Frank J. Spillman, Food Policy Division.

Also, M. Dell Palazzolo, Industrial and Strategic Materials Division; Thomas F. O'Herron, Ray A. Meyer and Patricia R. Micker, Trade Agreements Division; Bradford Bishop, Special Trade Activities and Commercial Treaties Division; H. Jonathan Bemis, Office of East-West Trade; Barbara H. Dunkley, International Finance and Development; and James K. Gordon, Aviation Programs and Policy Division.

## Educational and Cultural Affairs

Assistant Secretary John Richardson, Jr., attended the quarterly meeting of the Board of Foreign Scholarships, December 16 and 17, and also the Latin American area Chiefs of Mission meeting held in the Department, January 6 and 7.

Mr. Richardson was in Paris January 9 and 10 to attend the opening of the Franklin and Jefferson Exhibit. This Bicentennial project, depicting America's early ambassadors to France, was organized by the American Revolution Bicentennial Administration with a grant from International Business Machines.

Deputy Assistant Secretary William K. Hitchcock attended the East Asia Chiefs of Mission Conference in Honolulu, December 4-9, as well as meetings at the East-West Center.

Deputy Assistant Secretary Lee T. Stull hosted a luncheon for the U.S. Delegation to the Indo-American Joint Subcommittee for Education and Culture. Guests included the Deputy Secretary and the Indian Ambassador.

Mr. Stull spoke at a working conference at the Naval War College, Newport, Rhode Island, covering the Navy's growing concern with intercultural training and public diplomacy.

On January 17 Deputy Assistant Secretary Alan A. Reich represented the Bureau at a luncheon and ceremony at the Sheraton Park Hotel honoring President Ford, who received the Theodore Roosevelt Award from the National Collegiate Athletic Association in recognition of his career as a scholar-athlete. Glen Fisher, Office of Policy and Plans (CU/OPP), and Robert O. Jones and Alfred Smith, Office of International Athletic Programs (CU/IAP), also attended the luncheon and the NCAA Annual Convention sessions.

Mr. Reich hosted a luncheon for



BELGRADE—Ambassador Malcolm Toon, sixth from left, is shown with Embassy staff members to whom he presented Length of Service Awards or Retirement Certificates. The recipients were, from left to right, William C. Kelly, 10 years' service; Norma L. Reis, 20 years; Gordana Miskovic, 25 years; Leopold Gotzlinger, 20 years; Slobodan Gligorijevic, 25 years; Dragan Janjic, 20 years; Jelena Teokarevic, 25 years; Bozidar Vaskrsic, 10 years; Olivera Ramadanovic, 20 years; Milan Kukic, 10 years; Lenka Terzin, Retirement Certificate; Ann Tatalovic, 20 years; and Prvoslav Stojanovic, Retirement Certificate.

the International Committee of the American Society of Association Executives on January 10.

On January 14 Mr. Reich addressed the cultural attachés of foreign embassies at a luncheon at the Cosmos Club on the subject of "International Mutual Understanding—Cooperation with the American Private Sector."

On January 15 Mr. Reich hosted a luncheon for J. Hodo Manston, the superintendent of schools in Bong County, Liberia, which is the sister city of Baltimore, Maryland.

Yale Richmond, Director of the Office of East European Programs (CU/EE), visited the Soviet Union and all other EE posts during November and December. In Romania he participated in the negotiation of a new five-year U.S.-Romanian exchanges agreement. In Moscow he participated in the annual talks to review exchanges conducted under the U.S.-U.S.S.R. Agreement on Exchanges and Cooperation; in Warsaw he attended informal cultural talks with the Polish Ministry of Foreign Affairs.

Ross Titus, formerly with the Bureau of European Affairs, has become Deputy Director of CU/EE.

Peter Solmssen, Advisor on the Arts, addressed the National Endowment for the Arts Museum Advisory Panel at its meeting in New Orleans on January 6 and 7.

Three members of the staff of the Office of East Asian Programs (CU/EA) were traveling recently. Virginia Cooper, Chief, Pacific Programs, CU/

EA, visited the South Pacific Studies Center of the University of California at Santa Cruz early in December. She then traveled to the East-West Center in Honolulu for a meeting of the Center's National Review Board and consultation with Center officials.

Albert Ball, Chief, North Asian Programs, CU/EA, was in New York City, January 2 and 3, for a meeting of the television panel of the U.S.-Japan Conference on Educational and Cultural Affairs (CULCON). He also was briefed by officials of the Institute of International Education (IIE).

Lauralee Peters, Regional Student Affairs Officer, was in New York City in December to confer with Institute of International Education officials on the student program.

Dr. Ed Wright, Executive Director of the Korean-American Educational Commission, visited CU/EA early in December to confer with area officers about program plans for the current fiscal year.

General Manager "Red" Auerbach, of the Boston Celtics, gave the Morgan State College Basketball Team of Baltimore, Maryland, a briefing on December 23 prior to its participation in the Inter-American Cup competition in Buenos Aires. The staff of International Athletics Programs (CU/IAP) arranged the briefing.

Alfred E. Smith, CU/IAP, addressed the executive session of the U.S. Baseball Federation during its annual meeting at the Mayflower Hotel on January 2.

Robert O. Jones, CU/IAP, attended

the Biennial U.S. Olympic Committee meeting, December 12-14, in Orlando, Florida, and spoke at a luncheon there, organized by the U.S. Amateur Athletic Federation, concerning Bicentennial sports programs.

Jane Alden, Office of Policy and Plans (CU/OPP), went to Cairo for two weeks early in January under the auspices of the Educational and Cultural Joint Cooperation Sub-Commission between the United States and Egypt. She is exploring possibilities for U.S.-Egyptian cooperation in the field of English language teaching.

Kenneth W. Chard, Office of African Programs, returned on January 7 from a month-long temporary administrative assignment at the Embassy in Budapest.

The Executive Director of the Afghan-American Educational Commission, Lawrence Beck, and his assistant for program and fiscal affairs, Imanudin Nawbary, consulted in the Office of Near East and South Asian Programs (CU/NEA), January 13-17.

Carl Bartz of CU/NEA was a guest lecturer at the elective seminar on the Far East at the National War College. His topic was "Korea: Nationalism and Communism."

John T. Wheelock has been appointed Deputy Director of CU/NEA, replacing Warton D. Hubbard who has retired. Mr. Wheelock's most recent overseas assignments were as Political Officer in Jerusalem and Principal Officer in Doha, Qatar.

Carol E. Wilder has been assigned to the San Francisco Reception Center



PERTH—Carl R. Jacobsen, since 1971 Commercial Officer at the U.S. Consulate, center, is congratulated by Principal Officer Robert Foulon after he was recently presented the U.S. Department of Commerce's Certificate of Achievement for his outstanding contributions to assisting the promotion of U.S. trade with western Australia. Looking on is J. C. Pinkerton, Vice President of the American Chamber of Commerce in Perth and Administrative Manager of Texas-Gulf, Inc., Western Australia, left.





EMPLOYEES HONORED—Assistant Secretary Arthur A. Hartman, ninth from right, is shown with EUR award recipients.

as Educational and Cultural Officer. Patsy Donegan has left the Center for FSI training prior to an assignment to Burma.

Mary Kosheleff, Office of Systems Management Statistics (CU/EX/SMS), was in training at FSI prior to assignment to Cyprus.

Also at FSI is Yukio Kawamoto, Office of International Visitor Programs, who is preparing for an assignment to Japan.

Catherine Rowel, CU/EX/SMS, has retired from the Department, as has Marian Terrell of the CU History Project.

## European Affairs

Assistant Secretary Arthur A. Hartman accompanied the President and the Secretary to the Martinique Summit meeting with French President Giscard d'Estaing, December 14-16. Also participating in the meetings was Ambassador Kenneth Rush who returned from Paris for the occasion.

Deputy Assistant Secretary John A. Armitage participated in symposia of the Council on Foreign Relations in New York, January 14 and 15, on U.S.-Eastern Europe relations and U.S.-Soviet relations.

Ambassador Philip K. Crowe, Denmark, was in the Department on consultation.

Ambassador to the Netherlands Kingdon Gould accompanied Netherlands Minister of Justice van Agt to Washington, January 6-10, and had consultations in the Department.

Ambassador Martin J. Hillenbrand, U.S. envoy to the Federal Republic of Germany, was in Washington, December 2-7, in connection with the official visit of FRG Chancellor Hel-

mut Schmidt. The Ambassador was also in the Department on consultation, January 13-17, following the completion of home leave in the United States.

Ambassador V. John Krehbiel, Finland, returned to Helsinki on January 17 following several days of consultation in the Department.

Ambassador to Turkey William B. Macomber, Ambassador to Cyprus William R. Crawford, Jr., and Ambassador to Greece Jack B. Kubisch were in the Department for consultations during January.

Also consulting in the Department during January was the Ambassador-designate to Finland, Mark Evans Austad.

Ambassador-designate to Great Britain Elliot Richardson commenced consultations in the Department on January 10.

Roy Haverkamp, Political Officer, London, was in the Department on consultation prior to leave.

Scott George completed his tour of duty as Director of the Office of Central European Affairs (EUR/CE) on January 10 and arrived in West Berlin on January 13 to assume his new duties as U.S. Minister.

Joan M. Clark, Executive Director of the Bureau of European Affairs (EUR/EX), and Donald F. Ramage, Budget Officer, EUR/EX, traveled to Rome, Zurich, Leningrad, Moscow, Copenhagen and London for consultations on administrative matters, December 6-21.

Edward J. Streator, Director, Office of NATO and Atlantic Political-Military Affairs (EUR/RPM), and Vladimir Lehovich, EUR/RPM, visited Madrid for consultations following the NATO Ministerial Meeting in December.

Mr. Streator addressed the Industrial College of the Armed Forces and members of the Presidential Executive Interchange Program in Washington during January.

Robert Frowick, EUR/RPM, visited the CSCE Delegation in Geneva in December following the NATO Ministerial Meeting. He also lectured at FSI to the Executive Affairs seminar concerning U.S. policy in Europe.

In January Edwina S. Campbell joined EUR/RPM where she will be in charge of matters dealing with the Committee on the Challenges to Modern Society.

Allan Keiswetter departed EUR/RPM to attend the Economic course at FSI.

Ernest H. Preeg, Director, Office of OECD, European Communities and Atlantic Political-Economic Affairs (EUR/RPE), served as a member of the U.S. Delegation to the Governing Board Meeting of the International Energy Agency, held in Paris, December 18 and 19.

On January 15, Anthony C. Albrecht, Deputy Director, EUR/RPE, briefed participants in the President's Executive Interchange Program on U.S.-EC relations prior to their visit to Brussels.

Jack Aubert departed EUR/RPE in early January on assignment to the Advanced Economic course at the Foreign Service Institute.

Edward A. Casey, who recently completed an assignment as Special Assistant to the U.S. coordinator for the World Food Conference, has reported for duty in the Regional Economic Affairs section of EUR/RPE.

William L. Eagleton, Director of the Office of Southern European Af-

fairs (EUR/SE), visited Greece, Turkey and Cyprus in January.

During December, Nelson C. Ledsky, Deputy Director of EUR/SE, made an orientation tour of Greece, Turkey and Cyprus and also participated in the Brussels NATO Foreign Ministers' Meetings.

Lloyd George departed EUR/SE for Economic/Commercial Studies at FSI.

Barbara Rollins and Lillian Megegan have joined the staff of EUR/SE.

Emerson M. Brown, Director, and Donald A. Kruse, Deputy Director of the Office of Canadian Affairs (EUR/CAN), and Edward Nef, Political-Military Officer, Embassy Ottawa, visited North American Air Defense (NORAD) headquarters at Colorado Springs, January 8 and 9 for briefings and discussions with U.S. and Canadian officers including CINCNOAD, General Lucius Clay, Jr., and his deputy, Lt. General Richard Stovel.

Nicholas G. Andrews, Director of the Office of Eastern European Affairs (EUR/EE), visited Belgrade, Bucharest, Budapest and Sofia and Radio Free Europe in Munich. While in Belgrade, he attended the talks between Assistant Secretary of Defense Robert Ellsworth (DOD/ISA) and Yugoslav defense officials on U.S.-Yugoslav military relations. In Bucharest, he participated in negotiations leading to a five-year cultural and scientific agreement with Romania.

Marjorie Jackson, Secretary to the Romanian Desk Officer for the past five years, departed EUR/EE to assume her new duties as Secretary to the Director of the Office of Regional Affairs, Bureau of East Asian and Pacific Affairs (EA/RA).

George M. Humphrey, Office of Soviet Union Affairs, (EUR/SOV), and Steven E. Steiner, Office of Central European Affairs (EUR/CE), participated with other Department of State officers in a political/military simulation exercise, December 17-20, at the U.S. Army War College, Carlisle Barracks, Pa.

At a ceremony held in the EUR Conference Room on January 14, Assistant Secretary Hartman presented awards to the following employees:

Superior Honor Awards—Nelson C. Ledsky, EUR/SE; Lorane M. Schiff, EUR/EX; Jack L. Tech, then of Moscow, now with the National Bureau of Standards; and Arthur I. Wortzel, then of Prague, now in PER.

Quality Step Increases—Joann M. Rowe, EUR/RPE, and Barbara Ann LaBrie, EUR/NE.

Meritorious Service Increases—Florence E. Williamson, and Mary Voultos, EUR/EE.

Meritorious Honor Award—Anne Kinkney, EUR/NE.

Outstanding Performance—Evelyn M. Tehaan, Office of the Assistant Secretary.

Length-of-Service Awards—10 years: Susanne E. Beecham, EUR/SOV; Martha J. Blackburn, EUR/SE; David H. Jackson, EUR/EX; Denis Lamb, EUR/RPE; Raymond J. Pardon, EUR/SOV; Peter S. Perreni, EUR/PP; Sandra Y. Ulmer, EUR/SOV.

20 years: Margaret B. Walthal, EUR/NE.

25 years: James L. Colbert, EUR/SOV.

30 years: Mary Ellen Borem, EUR/RPM; John Dennis, EUR/EE; Irene G. Smith, EUR/EX.

35 years: Frank J. Smiraglia, EUR/EX.

## Foreign Service Institute

Dr. Hattie K. Colton, Chairman, East Asian Studies, School of Professional Studies, traveled in the People's Republic of China from October 30 to November 13. She consulted at the U.S. Liaison Office in Peking, in Japan, the Republic of Korea, and



SHADAB MARKAZ, PAKISTAN—Inspector General Webster B. Todd, Jr., recently inspected activities in Pakistan and Bangladesh. During his visit he looked into the Integrated Rural Development operation here and checked on the land and water facilities. Shown in the foreground are Mr. Todd, at left, speaking with Sadig Cheema, Deputy Director, Integrated Rural Development Headquarters, right. In the background are Joseph Wheeler, AID Mission Director in Islamabad, and Mrs. Wheeler. Others in the background are AID personnel and Pakistani government representatives. Mr. Todd also visited other projects.

the Institute's language and area schools in East Asia. After returning from her trip, Dr. Colton lectured on developments in the People's Republic of China at the Armed Forces Staff College, Norfolk, Va., December 16.

William C. Kinsey, Chairman of Western European Studies in the School of Professional Studies, attended the 89th Annual Meeting of the American Historical Association in Chicago, December 28-30. He was particularly interested in a number of sessions on interpretations of recent European political developments since World War II.

Newly appointed Language Instructors at FSI include Farzana Farooqi, Hindi/Urdu Instructor, and Elisabeth Watkins, Dutch Instructor.

## Inspector General of Foreign Assistance

Inspector General Webster B. Todd, Jr., inspected activities in Pakistan and Bangladesh, traveling from Lahore to Lyallpur, Mona and back to Islamabad. He visited the reconstruction efforts in Lyallpur and Sargodha Districts due to the flood of 1973.

Mr. Todd toured the Punjab Agricultural Research Institute in Lyallpur and a model farm operation in Sheik-



apura working on reclaiming land. He also looked into the Integrated Rural Development operation in Shadab Markaz and checked on the land and water facilities.

The Inspector General visited the Population Planning Offices in Sargodha, Lahore and Lyallpur Districts, the Salvation Army and Red Cross kitchens at various sites, a hydroelectric power project in Karniphuli and the port facilities at Chittagong.

Mr. Todd inspected the agricultural situation throughout the country and specifically visited the Parthakuhli District which is the heart of a coastal embankment project.

He met with all members of the country teams in both countries during his trip, accompanied by Inspector Charles Gorse who also inspected several other projects, including the Tarbela Dam in Pakistan and the Hardhit Rangpur area in Bangladesh.

Charles W. B. Wardell, III, has taken up his duties as Special Assistant to the Inspector General. Mr. Wardell was formerly Deputy Special Assistant to the President.

Lt. Col. Leonard E. Carter has been assigned as a Foreign Assistance Inspector. Col. Carter has been serving as Executive Officer in the Directorate of Operations, Army General Staff.

William R. Henley has joined the staff as a Foreign Assistance Inspector. Before transferring to IGA, Mr. Henley served as a staff auditor in the Office of the Deputy Assistant Secretary of Defense (Audit).



**SURINAM**—While visiting here recently, John Burke, Director of Caribbean Affairs in the Department, toured Alcoa's bauxite and smelting subsidiary, Suralco. Pictured during that inspection are, from left to right, Consul General Robert Flanegin, Suralco manager Paul Bustin, Mr. Burke, Lelydorp Mine manager Barry Phelps and Suralco personnel director H. R. Ferrier.

## Inspector General, Foreign Service

The Office of the Inspector General held its annual Inspectors' Conference January 9-17.

S/IG has welcomed the following new members: Stanley S. Carpenter, who has been on detail to the Department of the Interior and will be serving as Team Leader for a Conduct-of-Relations (COR) inspection of EA/K and EA/ROC affairs; Nicholas G. W. Thorne, Administrative Counselor from Addis Ababa, who will be serving as a COR Inspector; and David G. Shaw, from Quito, who has joined the Coordination and Review Staff (S/IG/CR).

Former Ambassador Spencer M. King, Team Leader, and William G. Bradford, former Executive Director for AF, have joined the COR team inspecting EA/VN affairs.

Robert A. Flaten, of the Special Inspections Staff (S/IG/SI), attended the Foreign Affairs Executive Seminar at FSI January 13-31.

Carol S. McGuire and Rosa D. Pace, also of S/IG/SI, have successfully completed FSI courses of instruction in shorthand.

## Intelligence and Research

Kenneth A. Kerst, Director of the Office of Research and Analysis for Europe and the Soviet Union (RES), and members of his staff including

Paul K. Cook, Deputy Director; Martha Mautner, Chief of the Division of Soviet Affairs; Irene B. Jaffe, Chief of the Division for European Regional Affairs; Paul Costolanski, and Robert Clarke, briefed the Council of Regional Affiliates of the American Association for the Advancement of Slavic Studies (AAASS) on "INR Research on the Soviet Union and Eastern Europe" in the Department on December 17.

John DiSciullo, also a Deputy Director of RES, participated in a seminar on "U.S. Policy Toward Europe in the Immediate Post-War Period" at the Woodrow Wilson Institute, December 17. Mr. DiSciullo and Eric Willenz, also of RES, participated in the European Working Group meeting to discuss the forthcoming "Program for Western Europe" sponsored by the Office of External Research (INR/XR) on December 10.

Sidney I. Ploss, RES, spoke on the "Soviet Internal Political Scene" at a seminar on Soviet-U.S. Relations sponsored by the Policy Planning Staff and the Foreign Service Institute on December 12.

Isabel Kulski lectured on "Soviet Relations with Latin America" to the FSI Area Studies Group on December 10.

John Marcum, Deputy Director of the Office of Strategic Affairs (STA), participated in International Atomic Energy Agency technical talks in Vienna on "The Peaceful Use of Nuclear Explosives," January 20-24.

Charles E. Finan, Chief of the Middle America-Caribbean Division of the Office of Research and Analysis for Africa and the American Republics (RAA), attended a symposium entitled, "United States and Venezuela View the Future," in Boston on January 25-29. The symposium was sponsored by the Fletcher School of Law and Diplomacy.

Mary K. Manzoli, RAA, attended a seminar conducted by the National Economists Club, December 17, on "The International Impact on the Domestic Economy in 1975."

Janice J. Lyon, RAA, traveled to Puerto Rico for a seminar sponsored by the Caribbean Studies Association and to Trinidad-Tobago, Jamaica, Dominican Republic and Haiti, January 7-28.

William L. Lofstrom, RAA, consulted with Embassy officials at Santiago, Lima and Quito, December 6-22.

David G. Smith, RAA, consulted with Embassy officials in Brazil, January 12-26.



**GEORGETOWN**—At a recent Country Team meeting, Ambassador Max V. Krebs, fourth from right, presented 20-year Length of Service Awards to Communications and Records Officer Ted Kellogg, third from right, and Administrative Officer John Miller, fourth from left. Others pictured are, from left to right, AID Director Art Mudge, USIS Public Affairs Officer Ed Noel, Political Officer Bob Riefe, Economic/Commercial Officer Ed Torre and Consular Officer Bill Colwell.

Kathleen J. Croom, RAA, attended the FSI course entitled "Radical Ideologies and Political Systems," January 13-17.

Robert D. Hodgson, Director of the Office of the Geographer (RGE), delivered a paper entitled "National Maritime Limits: The Economic Zone and the Seabed" at a conference in Miami, Florida. The conference was sponsored by the Law of the Sea Institute of Kingston, Rhode Island, on January 6-9.

John St. John, Chief of the International Monetary and Investment Division; Margaret Dray, Chief of the Communist Economic Relations Division; and James Reddington, Fuels and Energy Economist, Office of Economic Research and Analysis (REC), participated in the annual meeting of the Association for Comparative Economic Studies, held December 27-31 in San Francisco.

Mr. Reddington was on detail during November and December to the Office of Management and Budget (OMB) and to the Federal Energy Council (FEC). He served as the FEC coordinator for the interagency preparation of the "International Energy Issue Papers" for consideration by FEC and, ultimately, by the President.

Arthur L. Burt, Coordinator for Maps and Publications (MP), retired on December 31, after 33 years of government service with the Department of State, the Library of Congress, and the Department of the Army. Mr. Burt had served in the Department's map acquisition program since 1945.

Other employees who retired from

the Bureau as of December 31 included Gloria E. Dulberg, REC; Edwin Jones, REA; and Erma St. George, RCI.

Personnel who recently joined the Bureau include: James S. Bodnar, RES; Angela M. Corbin, EX; Cameron R. Hume, RES; Martin J. Kohn, REC; Harvey Lampert, CIS; James N. May, RES; Charles Morris, REA; Edward Olsen, REA; and Susan Walters, CIS.

## Inter-American Affairs

Assistant Secretary William D. Rogers addressed the Center for Inter-American Relations in New York on January 15. The topic of his speech was "Latin America: In Search of a New Dialogue."

Deputy Assistant Secretary William G. Bowdler spoke to the students from the Fletcher School of Law and Diplomacy in the East Auditorium on January 15.

Francis B. Corry, Political Officer for Peru, addressed the National Academy of Science on U.S.-Peruvian Relations on January 17.

Frank J. Devine, Country Director for North Coast Affairs, addressed the National War College on "Dilemmas of Latin America."

John T. Dreyfuss, Country Director for Mexican Affairs, made a presentation on investment in Mexico at the Conference on Mexican-U.S. Relations in Tucson, Arizona, January 17 and 18.

William Knepper, Acting Director of Regional Economic Policy (ECP), represented the Bureau at the Decem-

ber 19 meeting of the OAS's Special Committee for Consultation and Negotiation. The Washington meeting was held to review the fresh meat import prospects for the U.S.

Mr. Knepper and Michael Davila were on the delegation to the fifth annual regular meeting of the OAS Special Committee for Consultation and Negotiation, held in Washington, December 10-12.

Gerald Olsen, Deputy Director, ECP, addressed the International Association of University Students in Economic Business at their XVI Conference in Miami on December 30. The subject of his speech was U.S. investment policies in Latin America.

Bette Lowengrube, who recently transferred from Mexico City to the Department, has joined the secretarial staff of ARA/ECP.

Office Director for Caribbean Affairs John Burke visited Surinam, Curacao, Jamaica and Haiti, December 1-9.

Deputy U.S. Negotiator S. Morey Bell chaired the U.S. team involved in the negotiation of the Status of Forces Agreement to accompany a Panama treaty at sessions in Washington in December and accompanied Ambassador Ellsworth Bunker to Panama in early January for the seventh round of negotiations on the treaty itself.

Harry Stein, Richard Wrough and Richard Howard also traveled to Panama in December and January for discussions on technical aspects of the treaty talks.

Mr. Stein has replaced Mr. Howard as Political Officer in ARA/PAN. Mr. Howard has assumed new





LAHORE— Consul General William R. Spengler recently presented a Meritorious Honor Award to members of the Consulate General staff for their outstanding performance during the Islamic Summit Conference held here in February 1974. Pictured at the awards ceremony are, from left to right, Aziz Malik, Mohmud Ali, Archie Baker, Rafi Khan, Deputy Principal Officer George G. B. Griffin, accepting the award on behalf of the staff; Riaz Sabir, Consul General Spengler, George J. Hilley, Mary E. Rees, Mohammad Siddique and Aziz-ur-Rehman Bukhari.

duties as Treaty Affairs Officer. David Peashock, in turn, replaced Mr. Stein as Economic Officer.

Ambassador to Panama William J. Jordan consulted in the Department December 1-5 and again, January 6-9. In December he also had a heavy schedule of Congressional consultations.

Charles W. Grover, Deputy Executive Director, ARA/MGT, addressed the A-100 Basic Officer's Course at FSI on the role of the Foreign Affairs Manager.

Coleman Parrott, ARA Post Management Officer, visited Martinique, Port-au-Prince, Santo Domingo, Caracas, Curacao and Kingston, January 20-31.

Tom Linville, ARA Post Management Officer, attended the Employee-Management Relations Course at FSI the week of December 9-13.

The following officers consulted with ARA/MGT during December and January: Howard Williams, formerly Personnel Officer in Quito; Joseph Tambone, Counselor for Administration in Santiago; Gus Peleuses, Administrative Officer in Kingston; John Hedberg, Counselor for Administration in Buenos Aires; William Calderhead, Executive Counselor, Mexico City; and Mryna Wheat, Personnel Officer, Mexico City.

## International Organization Affairs

IO's annual Scholar-Diplomat Seminar was held the week of January 13-17. Scholars participating in the seminar, and their host officers were

Margaret L. Bates, Department of Political Science, New College, Sarasota Florida (Ron Stowe, L/UNA); Kenneth B. Hoffman, Boston University School of Law (John Trevisick, IO/SCT); Karl P. Magyar, Department of Political Science, University of Arkansas (Fred Galanto, IO/UNESCO). Also, Allen B. Maxwell, Department of Political Science, Indiana University at Kokomo (Edward Noziglia IO/HDC); Clifford E. Peterson, School of Intercultural Studies, Ramapo College of New Jersey (John Washburn, IO/UNP); Thomas J. Volgy, Department of Political Science, University of Arizona (Douglas Forman, IO/CMD); and Linwood R. Wall, Department of Political Science, Douglass College, Rutgers University (Phyllis Oakley, IO/UNP).

The scholars had separate meetings with Assistant Secretary William B. Buffum and Deputy Assistant Secretaries Robert O. Blake and Roy D. Morey. They also attended IO Staff Meetings and had individual meetings with various members of the Bureau as well as others in the Department.

Deputy Assistant Secretary Blake spoke at the U.S. Naval Academy in Annapolis on January 12. On January 16 Ambassador Blake spoke to some 50 students at the University of Indiana by leased telephone line from Washington.

Douglas Forman has been designated Acting Coordinator for Multilateral Development Programs.

David Cardwell, IO Staff Assistant, was guest lecturer at four high schools in Philadelphia, December 17 and 18.

The lectures were sponsored by the World Affairs Council of Philadelphia.

Patricia Junk, IO Budgetary and Administrative Policy Staff, was detailed to New York, December 9-19, as a technical adviser to the U.S. Delegation to the UN General Assembly on the issue of the UN six percent pay increase.

Dr. David Daugherty has been named Deputy Director of the Agency Directorate for Agriculture. Dr. Daugherty previously served as Assistant Director of the Department of Agriculture's Far Eastern Regional Research Office in New Delhi. He replaced Dr. Chester Benjamin, who has returned to USDA as Assistant Director, International Programs Division, Agricultural Research Service.

Herbert Mitchell, Program Division, Office of International Conferences (OIC), was recently in Florida attending the signing of the proclamation inaugurating International Women's Year in 1975 and the Hemispheric Congress for Women in Miami in 1976. During the Hemispheric Congress, and in recognition of International Women's Year, the United States will be hosting the 18th Assembly of the Inter-American Commission of Women in Miami.

OIC personnel assigned to the Secretariat of the Third Preparatory Meeting of the Working Group on Transnational Enterprises of the Meeting of Foreign Ministers, which met in Washington, D.C., January 13-17, were Mr. Mitchell, Conference Officer; Irene Scher, Administrative Officer; Mildred Carter, Documents Officer; Margaret Roberts, Deputy

Documents Officer; and Donald Gaither, General Services Officer.

Recent arrivals in IO are Antoinette Prentiss, IO/CH; Lawrence Grossman, IO/OIC; and Barbara Fox, IO Reference and Documents.

Departures were Cdr. Richard Alderman, IO/SCT, to the Department of the Navy; Mary Ann Keegan, IO/UNP, to OECD Paris; Jane Stich, IO/UNP, on LWOP; Xenia Vunovic, IO/UPN, to the FSI Economic Course; Lillian Williams, IO/UNP to D/LOS; Mae Hahlen, IO Reference and Documents, who retired; and Mary Haslacker, IO/OIC, who also retired.

## Legal Adviser's Office

Monroe Leigh was sworn in as Legal Adviser of the Department on January 21. Mr. Leigh has been a partner of the law firm of Steptoe and Johnson, Washington, D.C., since 1961.

George H. Aldrich, then Acting Legal Adviser, visited Egypt January 3-9, during which he consulted with Egyptian officials on preparations for the Second Session of the Geneva Conference on the Law of War, and spoke before the Egyptian Society of International Law. Mr. Aldrich is serving as Chairman of the U.S. Delegation to the Diplomatic Conference on Humanitarian Law at Geneva, February 3 to April 18. Included on the Delegation is Ronald J. Bettauer, Deputy Assistant Legal Adviser, and Lucie E. Raymond and Cozetta D. Johnson, secretaries.

Mark B. Feldman, Deputy Legal Adviser, addressed a meeting of the Association of Art Museum Directors concerning the UNESCO Convention on Cultural Property at Baltimore, January 20.

J. Wallace Hopkins, Jr., Deputy Legal Adviser, resigned effective January 15, to become Deputy Executive Director of the International Energy Agency, OECD, Paris.

Richard D. Kearney, Member, International Law Commission spoke on December 29 before the American Association of Law Schools at San Francisco on the international regulation of conflicts of law problems. Ambassador Kearney also was U.S. Representative to the Second Session of the UNIDROIT Working Group Committee Meeting on Hotelkeepers' Liability, Rome, January 7 to 11. From January 13 to 17 he also headed the U.S. Delegation to the Third Session of Government Experts on the Contract for Transportation of Mer-

chandise by Inland Waterways, UNIDROIT, Rome.

Bernard H. Oxman, Assistant Legal Adviser, visited Mexico and a number of European capitals in January and February for consultations with foreign governments on Law of the Sea issues, in preparation for the forthcoming LOS conference in Geneva. Mr. Oxman also attended the conference of the Asian-African Legal Consultative Committee in Tehran.

Louis G. Fields, Jr., Assistant Legal Adviser and Chairman of the Interagency Committee on Foreign Tax Relief, visited Thailand, Australia, New Zealand, and the Philippines on tax related matters in January and early February.

Phillip R. Trimble, Assistant Legal Adviser, spoke before the American Society of International Law's Program on Multinational Corporations which met in Paris on January 9-10. He also participated thereafter in negotiations concerning the U.S.-Romanian Trade Agreement in Bucharest.

Terry L. Leitzell, Attorney Adviser, participated in LOS team consultations with Canada on LOS issues at Ottawa January 13-14. Mr. Leitzell also attended a Law of the Sea meeting sponsored by the Carnegie Foundation at New York on January 23.

Robert E. Dalton, Attorney Adviser, was Alternate Representative to the U.S. Delegation to the OAS-InterAmerican Specialized Conference on Private International Law in Panama City January 14 to 31.

Gerald A. Rosen, Attorney Adviser,

attended IEA meetings at Paris and The Hague, January 14-17, and was an adviser on the U.S. Delegation to the OECD Oil Industry Working Group meeting, IEA, London, January 21-22.

Andre M. Surena, Attorney Adviser, served on the U.S. Delegation to the UN Conference on Representation of States in their Relations with International Organizations, which started in Vienna on February 4. Mr. Surena also was an observer at the Ad Hoc Committee Meeting, Council of Europe, in Paris January 23-25.

Franklin K. Willis, Attorney Adviser, was U.S. Representative at the 25th Session of the IMCO Legal Committee, London, January 20 to 24. He participated in the 4th Session of the UNCTAD Working Group meeting on International Shipping Legislation in Geneva in late January. Thomas J. Talerico, Attorney Adviser, also served on the U.S. Delegation at this conference.

Julia W. Willis, Special Assistant for International Law, participated in the Conference on Security and Cooperation in Europe at Geneva in January and February.

K. Scott Gudgeon, Attorney Adviser, attended the International Joint Commission hearings held in Vermont, New York and Quebec on Lake Champlain levels regulation in December and also in Montreal concerning regulation of Great Lakes levels. In addition, Mr. Gudgeon represented the Department at the December 19 meeting of the Canada-U.S. Lake Memphremagog Committee at Burlington, Vermont.

## Near Eastern and South Asian Affairs

Deputy Assistant Secretary Sidney Sober made a half-hour tape recording on January 13 which will be aired nationally as part of the "Great Decisions" radio series. His topic was "The Oil States of the Persian Gulf."

Deputy Assistant Secretary Harold H. Saunders spoke on "The Current Situation in the Middle East" to members of the 92nd Street Young Men's and Young Women's Hebrew Association, New York, on January 9.

Stephen E. Palmer, Jr., Regional Affairs Director, served as State Department advisor to Deputy Secretary of the Treasury Stephen S. Gardner and eight Congressmen on a January 2-12 trip to Rome, Rawalpindi/Islamabad, Lahore, New Delhi, Bombay and Athens. The group visited



NICOSIA—Retiring Foreign Service local employee Irene Aristofanous was honored by her colleagues at a farewell party marking her departure from the Embassy after 26 years of distinguished service. On that occasion, Ambassador William R. Crawford presented Mrs. Aristofanous a silver bowl on behalf of the Embassy staff.



projects assisted by the World Bank and the Asian Development Bank.

Francois M. Dickman, Director NEA/ARP, initiated the Emory University Lecture Series on the Middle East in Atlanta, Georgia, on January 15 by speaking on U.S. Relations with Oil Producing and Non-Producing States in the Middle East. Mr. Dickman also appeared on TV the following day to discuss the Middle East.

David Korn, Director, ARN, spoke in Chicago on the Arab-Israeli conflict before a convention of the American Professors for Peace in the Middle East. Mr. Korn also addressed a seminar at the Industrial College of the Armed Forces, Fort McNair, on January 10.

Stephen Ward, Jordan Desk Officer, addressed student groups at Grand Canyon College, Phoenix, Arizona, January 5-7.

During November, Mary Maughan, Iraqi Desk Officer, made a two-week orientation tour of ARN posts, and related areas, visiting London, Beirut, Baghdad, Damascus, Tel Aviv, and Jerusalem.

Dale Dean, Assistant Jordan Desk Officer traveled in January to Amman to attend the first meeting of the Joint Economic Commission for Jordan. Mr. Dean also scheduled short orientation visits to Beirut, Damascus, Tel Aviv and Jerusalem.

Marshall W. Wiley, Director, AFN, addressed a meeting on North Africa of the American-Arab Association for

Commerce and Industry in New York City, January 20-21.

Joseph V. Montville, Country Officer for Morocco, accompanied Senator Daniel K. Inouye and members of his Sub-committee on Appropriations on an inspection tour of various countries in the Middle East, January 18 through 27.

Ambassador-designate William B. Saxbe (India) consulted in the Department January 14-27.

From our Embassy in Cairo, Ambassador Hermann F. Eilts visited the Department on consultation during the week of January 13.

Ambassador Henry A. Byroade arrived January 17 from Islamabad for consultation and to be present during the official visit of Prime Minister Bhutto of Pakistan February 5-6. The Ambassador returned to Islamabad February 9.

Robert G. Neumann, Ambassador to Morocco, was in the Department on consultations during the latter part of January and in early February.

Peter Lande, Economic Counselor in New Delhi, was in the Department, January 20-21, for the first meeting of the Economic/Commercial Subcommission of the Indo-American Joint Commission.

Other personnel from the field consulting in the Bureau included: Margaret H. Arcement, from Port-au-Prince, now assigned to Embassy Dacca; Ned W. Arcement, from Port-au-Prince, assigned to Dacca as C&R Officer; John Brown Beck, from

Muscat; Eugenie Buice, from Moscow assigned to Kathmandu.

Also, Ryan C. Crocker, from Doha; Francis J. Dennett, from Blantyre, assigned to Tripoli; Jack B. Fawcett, from Guayaquil, assigned to the Department; Ernest J. Fischer, assigned to Jerusalem; Frank E. Maestroni, assigned to Cairo; Richard F. McCloughan from Dacca, assigned to Rome; Jeremy Nice, from Brasilia, assigned to Cairo; Clarence E. Pierce, Jr., from Cairo; Roger A. Provencher, from Vientiane, assigned to Tehran; Phyllis R. Roeder from Kuwait, assigned to Doha as C&R Officer; Russell J. Surber, from Asuncion, assigned to Beirut; Alma L. Thomas assigned to Tunis; Anna Yeabower from Asuncion, assigned to Embassy Beirut; John J. Ziolkowski, assigned to Embassy Kuwait.

### Oceans and International Environmental and Scientific Affairs

Dixy Lee Ray, former Chairman of the Atomic Energy Commission, was sworn in as Assistant Secretary for Oceans and International Environmental and Scientific Affairs on January 19. Following the ceremony, Dr. Ray departed for Tehran as head of the U.S. Delegation to the Joint Nuclear Energy Committee Meeting held there January 21-23. Following her return, Dr. Ray chaired the U.S. Delegation to a meeting of the U.S.-India Sub-Commission on Scientific and Technological Cooperation held in the Department, January 27-29.

David Jenkins and H. Davis Bruner, formerly of the Atomic Energy Commission, were appointed Special Assistants to the Assistant Secretary. Also new to the Office of the Assistant Secretary is Jane Orr, who will serve as Personal Assistant to Dr. Ray.

The Annual Review of the U.S.-French Cooperative Science Program was held in the Department on January 23. Dr. Allen Astin, Office of Bilateral and Multilateral S & T Programs (OES/SCI/BMP), chaired the meeting; Addison Richmond, Director of OES/SCI/BMP, and Priscilla Becker of that office also participated.

Deputy Assistant Secretary for Oceans and Fisheries Affairs Thomas A. Clingan, Jr., headed the U.S. Delegation to the Japanese bilateral fisheries discussions held in Tokyo, November 18 to December 13. He was accompanied by Office of Oceans and Fisheries Affairs (OES/OFA) Officers Lorry M. Nakatsu and Alanson

G. Burt and by LCDR Morris D. Busby, OES/OFA Coordinator for Law of the Sea (LOS) matters. After the conclusion of the discussions, Professor Clingan visited Seoul for consultation with Korean fisheries officials. He also attended the Chiefs of Missions Conference in Honolulu, December 6-8.

The LOS Institute Meeting was held in Miami, January 6-10. In attendance from OES/OFA were Dr. Clingan, William L. Sullivan, Coordinator of Oceans and Fisheries; LCDR Busby and LCDR Leo N. Schowengerdt, USCG Exchange Officer.

Philander P. Claxton, Director of the Office of Population Affairs until his retirement from the Department on December 31, spoke on global population problems to the National War College and the Senior Seminars on Foreign Policy. He is serving as a consultant to the Department on matters pertaining to post-World Population Conference activities and the National Commission for the Observance of World Population Year.

Clifford R. Nelson, Deputy Director of the Office of Population Affairs, represented the Department at the fourth annual donor's meeting of the International Planned Parenthood Federation in London, December 16 and 17.

Edgar Piret retired from the Department January 31 after serving as the Science and Technology Counselor at the American Embassy in Paris. He will be joining the American Chemical Society.

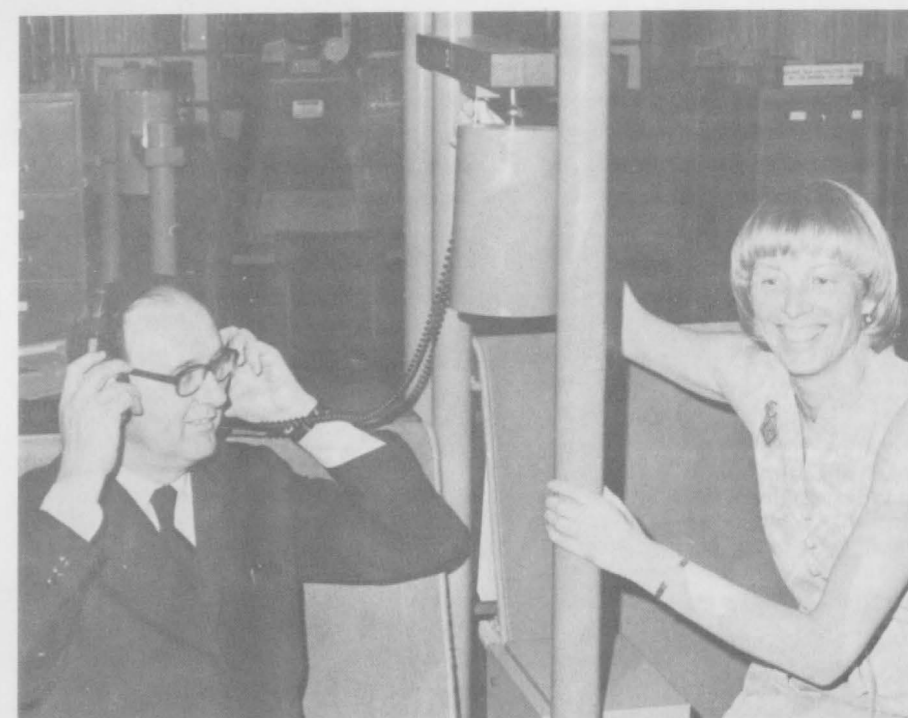
MaryAnn Collison, OES/OFA, was awarded the Meritorious Honor Award Certificate and Medal for her work in the Office of the Coordinator of Oceans Affairs.

### Politico-Military Affairs

Anthony Kochanek, Office of Security Assistance and Sales, participated in the Senior Officers' Security Assistance Management Orientation Seminar at Fort Bragg on January 16. He spoke on the subjects of "Security Assistance Operations and Trends—State Department Prospective" and "The Role of the Country Team."

Leslie Brown, Director, Office of International Security Policy (PM/ICP), attended the California Arms Control and Foreign Policy Seminar Conference on "The Future of U.S.-Japanese Alliance Relations," held in Palm Springs, January 5-8.

John Graham PM/ISP, visited



MONTEVIDEO—Margaret Eubank, Director of the U.S. Information Center Library, demonstrates some of the Center's audio visual equipment to Ambassador William G. Bowdler, Deputy Assistant Secretary for Inter-American Affairs. The Center recently moved into the same building which houses the Binational Center. The two centers form the most modern cultural complex in Montevideo.

Brussels, January 20-22, to participate in staff level talks of NATO's Nuclear Planning Group, and visited Embassy Bonn, EUCOM and USA-EUR Headquarters for politico-military discussions. He then attended NATO's Defense Planning Workshop in Oberammergau January 29 to February 5.

Archelaus Turrentine, PM/ISP, participated in the Politico-Military Simulation, Strategic Military Studies Course, at the Army War College in Carlisle Barracks, Pa., December 17-20.

George Churchill, formerly Country Director for Greek Affairs, joined PM as Director of the Office of International Security Operations (PM/ISO) on January 13 replacing Jonathan D. Stoddart. Mr. Stoddart departed on January 17, after five years as PM/ISO Director, to take up new duties as Political Advisor to Admiral Means Johnston, Commander-in-Chief, Allied Forces, Southern Europe, headquartered in Naples.

Morton Dworken, PM/ISO, spoke to the attaché class of the Defense Intelligence School on January 8 about the activities and functions of the Department of State and the organization of a diplomatic mission.

Leon S. Fuerth has transferred from the Office of Disarmament and Arms Control to Russian language training

at FSI to be followed by a period of training at Harvard University.

Boris H. Klosson, Department of State Member of the U.S. SALT Delegation, returned to Geneva for the resumption of the negotiations, January 31. He was accompanied by Mark Ramee and Barbara White of PM/DCA.

### Public Affairs

Assistant Secretary Carol C. Laise participated in a panel discussion on the topic of "Careers for Women in Government and Politics" at the Holton-Arms School in Bethesda on January 15.

Also on January 15, Ambassador Laise addressed the Overseas Education Fund of the League of Women Voters on "The Need to Stimulate Informed Citizen Interest in Responsible Foreign Policy."

Colgate S. Prentice attended the Brookings Institution Conference for Management and Program Executives, held January 6-17 in Williamsburg, Virginia.

The Conferences and Seminars Division of the Office of Public Programs (PA/PP/CS) arranged for special foreign policy briefings for appropriate executives brought together by the International Management and Development Institute, December 2



HONORED—Russell E. Train, Administrator of the U.S. Environmental Protection Agency, left, presented a Special Commendation Award and a letter of appreciation to FSO William H. Mansfield III for his outstanding service as a Division Director in EPA's Office of International Activities. Mr. Mansfield is now Counselor for Political Affairs in the Embassy in Oslo.





**CITED**—H. Stuart Knight, Director of the U.S. Secret Service, second from left, presents the Director's Honor Award to the Diplomatic and Congressional Travel Section of the Passport Office for its years of outstanding assistance to the Secret Service. Accepting the award on behalf of the Passport Office is Katherine B. Williams, Chief of the Section, who also received a plaque for 30 years of service to the Passport Office and the Secret Service. Her husband, Norwood C. Williams, Jr., right, holds the award. Frances G. Knight, Director of the Passport Office, left, presided at the ceremony.

and 3; the Department of Commerce Advisory Committee on East-West Trade, December 10; and, on December 16, the National Leadership of the U.S. Jaycees.

Imar Heinaru, Chief of PA/PP/CS, served as program coordinator for a Scholar-Diplomat Seminar, January 13-17, co-sponsored by the Bureau of International Organization Affairs.

Mr. Heinaru, assisted by Joan Colbert of PA/PP/CS, served as conference manager at the Regional Foreign Policy Conference co-sponsored by the World Affairs Council of San Diego and held there on January 23. Participating in the conference were Under Secretary for Political Affairs Joseph J. Sisco, Assistant Secretary for European Affairs Arthur A. Hartman, and Deputy Assistant Secretary for East Asian and Pacific Affairs Robert H. Miller.

Laura Fuller, Seminars Officer, served as program coordinator for the Department, January 27-31, in cooperation with the Bureau of Politico-Military Affairs.

Tracy Hughes, newly appointed Speaking Engagements Officer for the 7th floor Principals, and Constance Dunaway, head of the Speakers Division's Northeast regional team, made a tour of New York and Boston, Jan-

uary 7-9, to discuss future programming. In New York, they met with representatives of the Council on Foreign Relations, the Foreign Policy Association, the Young Men and Women's Hebrew Association, and the International Committee of the Public Relations Society of America. In Boston, they were in contact with representatives from the World Affairs Council, the International Center of New England, *The Boston Globe*, *The Christian Science Monitor*, and The Fletcher School of Law and Diplomacy.

Barbara Ennis, Chief of Public Correspondence, briefed 40 seniors from Edison High School, Alexandria, December 17, on current foreign policy with particular reference to the issue of interdependence. On January 14 she briefed a group of 35 Mennonite Church workers proceeding to overseas assignments on underlying themes in U.S. policy and the premises of U.S. relationships with developing countries.

Toni Marwitz has joined the Media Liaison Division as a secretary. Joseph W. Reap, Jr., formerly with OC/P, has joined the Public Correspondence Division as a part-time employee.

## Security and Consular Affairs

Leonard F. Walenty nowicz assumed his new duties as Administrator of the Bureau of Security and Consular Affairs on January 2.

Robert D. Johnson, Deputy Director for Legal and Security Affairs, Passport Office (PPT), retired on December 31 after 38 years of Government service. William E. Duggan, formerly Chief of the Legal Division, has been named to succeed Mr. Johnson.

The Visa Office (VO) welcomed to its staff Juanita Holsendorff and Virginia Ashley.

S. Dickson Tenney has been reassigned from VO to FSI.

VO employees who recently attended training classes at FSI included Pamela R. Chavez and Patrick A. Chairge.

James E. Hughes, Special Consular Services (SCS), served on the Junior Threshold Review Board.

Shirley Panizza departed SCS to attend an Economics Course at FSI prior to her next assignment abroad.

Patricia S. Hodges, a summer employee, worked on the staff of SCS during her month-long semester break from Towson State College.

Foreign Service Officers consulting with PPT, VO, and SCS included: Lewis Kert on home leave from Amsterdam; Victor Abeyta, Uruguay; Joni L. Davidson, on first assignment to Buenos Aires; and Robert D. Emons, Warsaw to Copenhagen.

## "America" Series Shown

The State-USIA Recreation Association is presenting Alistair Cooke's "America," a weekly series of 13 films on the history of the United States, in the West Auditorium through Monday, April 21.

Produced by the British Broadcasting Company and Time-Life Films, the series is shown at noon and 1 p.m. It began on January 29 with "The New Found Land." Three films were shown in February.

The schedule for upcoming films: February 26—"Gone West," March 5—"A Firebell in the Night," March 11—"Domesticating a Wilderness," March 19—"Money on the Land," March 26—"The Huddled Masses," April 2—"The Promise Fulfilled and the Promise Broken," April 9—"The Arsenal," April 16—"The First Impact," and April 21—"The More Abundant Life."

## AWARDS



**BEIRUT**—Ambassador G. McMurtrie Godley, left, recently presented a Superior Honor Award to the Embassy's Administrative Section. Counselor for Administration Henry R. Mills is shown accepting the unit award.



**WASHINGTON**—Assistant Secretary for Inter-American Affairs William Rogers, right, presents a Meritorious Honor Award to Edward Cohen of ARA's Office of Regional Economic Policy.



**HONG KONG**—Consul General Charles T. Cross, far right, is shown with members of the Non-immigrant Visa Unit to whom he presented a Group Meritorious Honor and Cash Awards. The recipients were, from left, Unit Chief Harold T. Christie, Joe Poon, Mary Leung, Frances Chung, Janet Ho, Anna Poon and Katherine Yapp.



**ATHENS**—Political-Military Affairs Officer Robert L. Pugh, center, holds the Meritorious Honor Award and Meritorious Service Increase Certificate presented to him by Ambassador Jack B. Kubisch, right. Looking on at the award ceremony is Major General William A. Burke, Chief, Joint Military Aid Group.



**VIENNA**—Ambassador John P. Humes, center, is shown with staff members at a recent Length of Service Awards ceremony.



## NEW APPOINTMENTS

Aime, Janice M., Guayaquil  
 Alarid, Lola S., Moscow  
 Baldwin, Frank B., Jr., A/OC/PE  
 Bernard, Larry D., Monrovia  
 Bodnar, James S., INR/RSE/ER  
 Brown, Charles J., Bonn  
 Buchholz, Frank Dietrich, Bien Hoa  
 Chalmers, Duncan Y., Athens  
 Darcy, Dorianne, Niamey  
 Davey, Donna L., Geneva  
 Davis, Stanley W., Jr., Athens  
 Droitsch, Roland Gustav, IO/OIC  
 Duncan, Thomas C., Tehran  
 Franklin, William M., PA/HO  
 Giacobbi, Natale John, A/OPR/ST/SB  
 Hefferan, Roger Littlefield, IO/OIC  
 Henley, William R., IGA  
 Holmes, Gail P., Rabat  
 Humple, David A., Santiago  
 John, Gerald Louis, A/OPR/ST/PB  
 Komandt, Gerald G., New Delhi  
 Korp, Ralph V., Paris  
 Lawson, Eugene K., EB/CBA  
 Liteack, Estelle Finn, Paris  
 Maysa, Nilsa, DG/PER  
 McKinley, Russell C., Jr., Manila  
 Miller, Raymond E., Abu Dhabi  
 Musson, Gertrude W., Berlin  
 Myers, Marcia M., Lisbon  
 Olsen, Edward A., INR/REA/NA  
 Olson, Michael D., New Delhi  
 Olson, Robert William, Athens  
 Parks, Elizabeth C., Conakry  
 Pugh, Karen R., San'a  
 Salzer, Warren L., Peking  
 Spuhler, Jaclyn J., FADRC/LR  
 Taylor, Harold W., Ankara  
 Turner, Robert C., Rangoon  
 Wallace, Robert T., Taipei  
 Whittaker, Kathleen, Accra  
 Witt, Mary F., Tegucigalpa  
 Wood, Dennis H., E

## TRANSFERS

Allen, Catherine E., Kigali to Copenhagen  
 Anderson, David, Bonn to EUR/CE  
 Armbruster, Susan A., Saigon to Sofia  
 Ashford, Robert S., Mexico, D.F., to Merida  
 Baker, James E., IO/CMD to USUN  
 Barr, Alfred R., M/FSI/LT to Porto Alegre  
 Bayard, Carlton, II, Frankfurt to A/OC/P  
 Bellamy, Conrad L., Kigali to Paris  
 Beller, Joyce M., Rome to IO/UNP  
 Bendersky, Michael E., Khartoum to A/OC  
 Bligh, John W., Jr., Monrovia to Dusseldorf  
 Bramante, A. Donald, Bucharest to EB/OCA/REP  
 Brawn, Edwin L., Khartoum to A  
 Brooks, Barbara A., Peking to Berlin  
 Brooks, Freeman W., Guatemala to A/OC  
 Buenting, Eloise A., Ottawa to Bamako  
 Burnet, Frank N., INR/REA/SEA to Taipei  
 Carlson, Robert Joseph, Rio de Janeiro to Sao Paulo  
 Carter, Susan S., A/OC/P to Bangkok  
 Citron, Lowell S., Nicosia to EUR  
 Colin, Donald I., EA/ANZ to Brussels  
 Collins, John A., Jr., JOC to Maracaibo  
 Collins, Mary C., Paris to Pretoria  
 Currier, Charles Gilman, Saigon to Danang  
 Dahl, Alan F., JOC to St. John's  
 Dehart, Thomas A., Santo Domingo to Tijuana  
 Dewey, Nancy R., Warsaw to EUR  
 Doherty, Margaret P., NEA/EX to Brussels

Doscher, Charles R., Jidda to Tokyo  
 Engle, James B., Phnom Penh to Cotonou  
 Fenton, Richard Lewis, Naples to Montreal  
 Funseth, Robert L., Ottawa to S/PRS  
 George, Scott, EUR/CE to Paris  
 Gewecke, Thomas Howard, EB/OT/TA to Paris  
 Gingles, Robert L., Buenos Aires to Rome  
 Goldfine, Patricia K., Freetown to AF/EX  
 Grahame, Jay R., Nicosia to M/FSI/AOT  
 Greene, Frank P., Bangkok to Frankfurt  
 Greene, Myles L., Ankara to MC  
 Haar, Juanita J., Jakarta to Brasilia  
 Hagopian, Floyd H., Saigon to Bangui  
 Hale, James E., Belgrade to Paris  
 Hart, Hobart M., Conakry to S/S-I  
 Heaney, W. Donn, M/FSI/AOT to Kuala Lumpur  
 Henshaw, Diana E., Zurich to SCA/VO  
 Hoffer, Richard A., Bangkok to Vienna  
 Holland, Amelita B., M/FSI/LT to Lagos  
 Holtz, Nancy Jo, Mexico, D.F., to Santiago  
 Holtzman, John C., Conakry to M/FSI/AOT  
 Hoopes, David M., Beirut to NEA  
 Hopkins, Lance G., Montevideo to ARA  
 Hovis, William P., Quito to ARA  
 Howley, James M., Danang to EA  
 Hubbard, Thomas C., EA/I to Paris  
 Hume, Cameron R., USUN to INR/RES/WE  
 Hunt, Thomas J., Geneva to IO/OIC/CAS  
 Hunter, William J., Cairo to A/OC/T  
 Hurley, Kenneth L., AF to Lusaka  
 Jacobson, Anna Rose, Athens to Leningrad  
 Jacobson, Robert Edward, Jr., Athens to Leningrad  
 Jaeger, George W., M/FSI/WC to Paris  
 Jarek, Albert W., Lagos to AF  
 Johnston, Laura J., Hong Kong to Nassau  
 Jones, Amos G., Bangkok to A/OC/P  
 Kafinocha Theodore J., Vientiane to Hong Kong  
 Keiter, Samuel C., Bujumbura to M/FSI/AOT  
 Kennedy, Donald N., Bonn to Caracas  
 Kepler, Robert W., San'a to Tokyo  
 Killough, T. Patrick, Commerce Dept. to Baghdad  
 Knickmeyer, Robert H., Buenos Aires to EB/ICD-TRP  
 Kopp, Harry, Warsaw to M/FSI/AOT  
 Lafleur, Jerome M., A/OC/P to Bangkok

Lampert, Harvey David, Lagos to INR/CIS  
 Lang, Archie S., Taipei to EA/NOG  
 Lara, Ishmael, Quito to M/FSI/AOT  
 Le Blanc, Mary C., BF/FS/WFC to Moscow  
 Lindsey, Amy D., Santo Domingo to London  
 Long Roger A., Thessaloniki to Athens  
 Lynch, Anne E., Nassau to London  
 Lyne, Stephen R., M/FSI/AOT to Algiers  
 Mallory-Sirianni, Marge, CA/FS/ARA to Singapore  
 Maxwell, Martha L., Stockholm to Guatemala  
 McConnell, Donald J., Mbabane to Abidjan  
 McMillian, Sidney L., Rangoon to Hong Kong  
 McMillen, John J., Caracas to A/OC  
 Meyer, Ray A., Brussels to EB/OT/TA  
 Miller, Dean R., Tehran to Maseru  
 Miller, Helen G., Tehran to Maseru  
 Mosley, Willa D., M/FSI to Abidjan  
 Murray, James J., Athens to Thessaloniki  
 Natirboff, Murat, Khartoum to AF  
 Navratil, William R., A/OC to Luxembourg  
 Newsom, Eric David, London to S/S-O  
 Norman, Marcia L., Abidjan to JOC  
 Oechsli, Gayle L., EUR to IO/UNP/SPA  
 O'Grady, Walter John, Pretoria to Rangoon  
 Okun, Herbert S., Naples (CINCOSOUTH) to Lisbon  
 Olson, V. Edward, Blantyre to Stockholm  
 Palmer, Morton M., III, Buenos Aires to Brasilia  
 Pascale, Gerald A., Georgetown to Zurich  
 Patrick, Annie Sue Ford, Udorn to EA/NOG  
 Patterson, Marjorie E., Tokyo to Tehran  
 Peleuses, Gus P., Kuwait to Kingston  
 Pelletreau, Robert H., Jr., Algiers to Damascus  
 Penn, Lawrence A., Saigon to EA  
 Pfanzelt, Ingrid E., Bangui to Kigali  
 Pierson, Don Carlos, Paris to Georgetown  
 Pinckney, Samuel M., Jr., The Hague to M/EP  
 Post, Richard St. F., Lisbon to Ottawa  
 Prater, Earl C. J., Brussels to DG/MED/EX  
 Pringle, Robert W., Jr., JOC to Mbabane  
 Proctor, Michael S., Brasilia to A/OC  
 Puhok, Mary Ann, Algiers to AF  
 Radewan, Terrance F., Vientiane to Rome  
 Radford, Joseph, Frankfurt to Tijuana  
 Rauh, Richard W., Beirut to NEA  
 Regan, Mary Louise, London to CA/FS/NEA



ISTANBUL—Mrs. William B. Macomber, Jr., left, congratulates Consul General Howard P. Mace after he received his 40-year Length of Service Award from Ambassador Macomber, second from left. Mrs. Mace holds the award certificate.

Reichenbach, Arthur J., Kuala Lumpur to M/FSI/AOT  
 Reyna, Carlos M., Bogota to A/OC  
 Roeder, Phyllis R., Kuwait to Doha  
 Rollins, Lloyd A., Lima to A/OC/PE  
 Ross, Roberta Sueann, New Delhi to Mexico, D.F.  
 Saalfrank, Louise C., Bern to Tehran  
 Samac, Diana E., Stockholm to EUR  
 Sanderson, Melville A., Jr., Khartoum to AF  
 Short, George D., Colombo to San Salvador  
 Seiffen, William H., M/FSI/LT to Geneva  
 Sinnicki, John G., Lagos to EB/EX  
 Spillman, Frank J., Paris to EB/OT/STA  
 Stanton, Dianne Lee, Bonn to Bogota  
 Stephens, Thomas E., Luxembourg to Frankfurt  
 Stevens, Lynn E., Vienna to La Paz  
 Stockman, Richard L., Singapore to Lome  
 Stoddart, Jonathan D., PM to Jidda  
 Sweetwood, Charles W., New Delhi to Johannesburg  
 Tanona, Felicia C., Leningrad to Florence  
 Tascia, Henry J., Athens to EUR  
 Taylor, Edna G., M/FSI/LT to Bujumbura  
 Thibault, Albert A., Jr., Colombo to NEA  
 Tienken, William Henry, Mazatlan to Sydney  
 Toyryla, David T., Madrid to Bogota  
 True, James W., Madrid to Guadalajara

Wallace, Frank E., Rangoon to Lagos  
 Waska, Robert E., INR/DDM/EX to Taipei  
 Watson, Edward L., A/OC/PE to Bangkok  
 Wetherbee, Harry L., Moscow to EUR  
 White, Pearl A., Brasilia to Kingston  
 Williams, Betty C., Bern to EUR  
 Williams, Sandra L., Kathmandu to Mexico, D.F.  
 Wolf, John Stern, Athens to S/S-O  
 Wolf, L. Louise, San Jose to Barcelona  
 Wright, William D., Mexico, D.F., to Caracas  
 Zaelit, Lucille, Peking to Brussels  
 Ziolkowski, John Joseph, JOC to Kuwait

## RETIREMENTS

Barkman, Robert N., A/SY/T  
 Berkley, George A., Kingston  
 Boochever, Louis C., EUR  
 Claxton, Philander P., Jr., OES/ENP  
 Dougherty, Mary P., AF  
 Hayes, Catherine L., ARA/MGT  
 Howe, Henry M., Nairobi  
 Johnson, Roger E., S/CPR  
 Jones, Edwin F., INR/REA/NA  
 Lopatkiewicz, Teodor J., Poznan  
 Mansfield, Donald C., A/OPR/ST/T  
 Noonan, John T., A/SY/EX  
 Palmer, Clara M., London  
 Sheehan, Carol M., Mexico, D.F.  
 Sommer, Charles G., Merida  
 Thompson, Preston L., S/R

Wallace, Robert T., Taipei  
 Warner, Norman E., S/NM

## RESIGNATIONS

Abbott, David F., Paris  
 Andalaria, Susan, Brussels  
 Atkinson, Clinton E., Tokyo  
 Benn, Hector I., Tegucigalpa  
 Candey, Douglas S., SCA/SCS  
 Clark, G. Edward, S/IG  
 Cummings, Stella T., Tokyo  
 Dahan, George C., Amman  
 Goldwin, Robert A., Brussels  
 Gwynn, Robert P., EUR  
 Harrison, Willette C., S/P  
 Hjortsberg, Karin Lynn, Brussels  
 Hoffer, Patricia A., Bangkok  
 Hook, Gladys M., S/CPR  
 Irwin, John Nichol, II, Paris  
 Katt, Nancy L., Kinshasa  
 Knight, William E., II, S/IG  
 McDonald, John W., Jr., IO/CMD  
 Miller, Priscilla K., DG/MED/CD  
 Naumann, Joan Larson, Santiago  
 Nickerson, Shirley L., Frankfurt  
 Perra, Frank M., LWOP  
 Sandford, Eleanor W., PER/PCE/PE  
 Warner, Frederick, RFDPC  
 Watt, A. Jean, LWOP  
 Zwiazek, Z. Henry, OSLO

## PROMOTIONS

**GS-15**  
 Marianne L. Cook, INR/RAA/CS; Donald E. DeHaven, OES/EX.

**GS-14**  
 James K. Moore, A/SY/I.

**GS-13**  
 Evelyn Brooke Barnes, CU/NEA; Michael George Repasky, SCA/PPT.

**GS-12**  
 Shirley S. Bush, BF/BP.

**GS-11**  
 John E. Chichester, FADRC/DA; Penny S. McMurtry, S/CPR.

**GS-10**  
 Sandra F. Sheskin, PER/CA/PAS.

**GS-9**  
 Robert J. Boylan, IV, SCA/SCS; Eugene E. Briggs, SCA/PPT; Diana S. Fitzgerald, M/FSI; Leslie Henderson Fort, SCA/SCS; Doris E. Smith, FADRC/DA.

**GS-8**  
 Daphenia A. Agner, EB; Dona Sue Barrett, SCA/PPT; Donna S. Clapp, L/NEA; Vivian F. Halyard, O/FADRC; Marjorie J. Jackson, EA/RA; Cecil Aubrey Pope, INR/CI/TC.

**GS-7**  
 Margaret S. Espy, SCA/PPT; Perry C. Hamilton, ISO/FADPC; Teresa Anne Hughes, INR/XR/RDI; Paola V. Luchi, PER/CA/CS; Charles Leon Massie, BF/FS/FP/P; Beverly D. Miletich, S/P; James Pierce, III, INR/CI/CC; Mary E. Roth, OES/SCI/AE; Lenore G. Schwartz, EUR; Terry L. Sprouse, ISO/FADPC; Lenora C. Thomas, H.

## GS-6

Shirley Jean Gillmore, EB/OCA/REP; Antoinette S. Marwitz, PA/MS; Elizabeth Regan, PER/PCE/PP; Harlee E. Wood, INR/CI/CC; Nora S. Young, PM/MC.

## GS-5

Judy F. Carr, SCA/PPT; Fayette Fagg, EUR/RPE; Louise O. Fradenburg, AF/S; Paris L. Harvin, FADRC/LR; Virginia Hubbard, SCA/PPT; Earl J. Johnson, EB/EX; Karla J. Johnson, A/SY/I; Christel E. Kraska, EB/OCA/BR; Marjorie D. Krome, S/PRS; Armenta C. Moran, SCA/PPT/AO; Debra Kay Shahmir, CU/IVP/RC; Joyce L. Smoaks, EB/OFF/FP/O; Wendy M. Walker, EB/IFD/ODF; Robert V. Witeck, L/T; Bessie H. Woodruff, BF/FS/AD/WCF.

## GS-4

Gaye L. Pfeffer, A/OC/P.

## GS-3

Linda Miller, A/OPR/ASD; Roger W. Sherman, H; Marguerite J. Thompson, A/SY/EX.

## NEW APPOINTMENTS

Adams, Christopher J., NEA/EX  
 Alice, Geraldine L., A&CP  
 Ashley, Virginia A., SCA/VO  
 Bales, David L., A/OC/T  
 Berger, Mark S., NEA/EX  
 Bernhart, John Peter Ashley, D/LOS  
 Bourne, Sarah P., EA/EX  
 Boyd, Joan P., M/FSI  
 Bradford, Rosanne M., PM/MC  
 Center, Eve Virginia, EA/EX  
 Chiacu, Andromachi, SCA/PPT/AO  
 Debernard, Shirley M., OES/OFA/FA  
 Douthit, Alan W., DG/MED/EX  
 Duncan, Evan M., SCA/PPT  
 Farooqi, Farzana, M/FSI  
 Godfrey, Deborah J., ARA/CAR  
 Goldman, Janie Lynn, IGA

## REASSIGNMENTS

Bowden, Karen A., D to S/S



Brown, Mary K., A&CP to PER/REM/EMP  
Carpenter, Carol Lynn, SCA/PPT to S/CPR  
Cerio, Anita, A&CP to M/FSI  
Hubbard, Rommey Spark, A/OC/P to EA/EX  
Hyatt, Carol J., A&CP to EB/OCA/REP  
Leber, Mary J., A&CP to A/SY/EX  
McDuffie, Eddie Mae, OES/ENP to PM  
Pensabene, Mary J., A&CP to S/S-EX  
Roundtree, Beverly J., AF to EUR/CE  
Ryan, Doris V., A&CP to OES/SCI/AE  
Schelp, Eugene R., PER/MGT/PS to CU/IVP/V  
Scurlock, Renee M., EB/IFD/OMA to S/P  
Smith, Lilian V., T to E  
Whiting, Albert A., M/FSI to A/OPR/VS

## RETIREMENTS

Brandwein, Lee J., SCA/PPT  
Burch, Lilian S., BF/FS/AD/RR  
Collum, Gladys I., PER/SA  
Franklin, William M., PA/HO  
Gordon, Evelyn B., SCA/PPT  
Haslacker, Mary E., IO/OIC/CAS  
Johnson, Robert D., SCA/PPT

Martin, Felicitia A., A/ALS/MD  
Martin, Marion L., EB  
Nisonger, Austin M., A/FBO  
Nurmi, Elsie J. E., S/CPR

## Blood Donors Wanted

The Department is seeking blood donors for the annual St. Patrick's Day Bloodmobile, which will set up shop in the lower level of the West Auditorium on Wednesday, March 12.

Contributions may be made between 10 a.m. and 3:30 p.m. Employees are urged to schedule appointments through their area or bureau keymen or through Mary G. Ridge-way, PER/MGT/PS, Blood Donor Program Coordinator, Room 1216-B, Main State, telephone 632-9829.

Rowel, Catherine L., CU/EX/SMS  
Seeley, Carroll H., Jr., SCA/PPT  
Singleton, Gilbert M., H  
St. George, Erma H., INR/DDM/RCI  
Terrell, Marion L., CU  
Watts, Martha A., S/AJ  
Wilder, James A., A/OC/T  
Yovich, Helen, EB/TT/TD

## RESIGNATIONS

Cluggish, Elizabeth, USUN  
Dulberg, Gloria E., INR/DFR/REC  
Elrod, Warrick E., M/FSI  
Emmons, Susan Mary, M/FSI  
Jaffin, Carol Michele, USUN  
Labocetta, Diane A., EUR/CE  
Long, M. Sandra, OES/OFA  
Lowe, Linda J., LWOP  
Madden, Lois E., S/P  
Moy, Paul, EA/P  
Nero, Valerie A., S/S-EX  
Rozmenoski, Mary Ann, EA/EX  
Vaught, Neil A., S/S-EX  
Watson, Barbara M., SCA



CREDIT UNION DIRECTORS—Members of the Board of Directors of the State Department Federal Credit Union pose for a group photo. Left to right are Robert E. Lamb, Virginia S. Butler, Edward N. Gulli, Charles G. Hardin, Jr., Treasurer and General Manager; James J. Byrnes, Vice President; Frederick A. Browne, Secretary; Charles L. Aulette. Not present when the photo was taken were Ambassador (Ret.) Elbert G. Mathews, President, and Scott F. Imirie, Jr.

## State's Federal Credit Union Elects New Directors

Members of the State Department Federal Credit Union elected four directors at the organization's 40th annual meeting in the West Auditorium on January 22.

Elected for three-year terms of the Board of Directors were:

—FSO (Ret.) James J. Byrnes, former Deputy Director for Management of the Foreign Service Institute and Vice President of the Credit Union since June 1971.

—Scott F. Imirie, Jr., Chief of the General Services Division, OPS, and

a member of the Board of Directors since 1971.

—Virginia S. Butler, Chief of the Distribution Branch, PBR. Mrs. Butler, who was elected in 1972 to the Credit Committee, was appointed by the Board of Directors last year to fill a Board vacancy.

FSO Robert E. Lamb, Special Assistant to John M. Thomas, Assistant Secretary for Administration, was elected for a one-year term on the Board of Directors.

Mary E. Dixon, Assistant Supervisor

of the Credit Union's Loan Department, was chosen for a three-year term on the Credit Committee.

Speakers at the noon meeting included Deputy Under Secretary for Management L. Dean Brown, Acting Credit Union President Byrnes, and Credit Union Treasurer Charles G. Hardin, Jr.

As of Dec. 31, the Credit Union had assets of \$39,149,415 and 15,441 members throughout the world. It made more than 10,000 loans during the year.

# Library Booklist

## Latin America—Some Recent Publications

The call number is given for books which are in the State Department Library.

### Economic Conditions

AUSTIN, James E. *Agribusiness in Latin America*. New York, Praeger, 1974. 341p. HD9014.L31A87

CLINE, William R. *Potential effects of income redistribution on economic growth: Latin American cases*. New York, Praeger, 1972. 242p. HC165.G45

FARLEY, Rawle. *The economics of Latin America: development problems in perspective*. New York, Harper and Row, 1972. 400p. HC125.F25

FURTADO, Celso. *Economic development of Latin America; a survey from colonial times to the Cuban revolution*. Translated by Suzette Macedo. Cambridge, Eng., Cambridge Univ. Press, 1970. 271p. HC165.F82

GRIFFIN, Keith B., ed. *Financing development in Latin America*. New York, St. Martin's Press, 1971. 261p. HG185.L31G75

GRUNWALD, Joseph and others. *Latin American economic integration and U.S. policy*. Washington, Brookings Institution, 1972. 216 p. HC125.G78

HIRSCHMAN, Albert O. *A bias for hope: essays on development and Latin America*. New Haven, Conn., Yale Univ. Press, 1971. 374 p. HC165.H518

KRIEGER, Vasena, Adalbert and Javier Pazos. *Latin America; a broader world role*. Totowa, N.J., Rowman and Littlefield, 1973. 207p. HC125.K75

NELSON, Michael. *The development of tropical lands: policy issues in Latin America*. Baltimore, Published for Resources for the Future by Johns Hopkins Univ. Press, 1973. 306p. HD320.5.Z63N47

ORANTES, Isaac C. *Regional integration in Central America*. Lexington, Mass., D. C. Heath, 1972. 126p. HC145.07

UNITED NATIONS. Economic Commission for Latin America. *Economic survey of Latin America, 1971*. New York, United Nations, 1973. 238p. (annual) HC165.U4 Ref.

UNITED STATES. Agency for International Development. Statistics and Reports Division. *A.I.D. economic data book: Latin America*. Washington, Agency for International Development, 1971—1 vol. HC121.U54 Ref.

### Foreign Relations

ATKINS, G. Pope and Larman C. Wilson. *The United States and the Trujillo regime*. New Brunswick, N.J., Rutgers Univ. Press, 1972. 245p. F1938.25.U5A83

BRADEN, Spruille. *Diplomats and demagogues; the memoirs of Spruille Braden*. New Rochelle, N.Y., Arlington House, 1971. 496p. F1418.B69

CHAYES, Abram. *The Cuban missile crisis: international crises and the role of law*. New York, Oxford Univ. Press, 1974. 157p. DK272.U5C37

CLISSOLD, Stephen, ed. *Soviet relations with Latin America, 1918-1968; a documentary survey*. London, New York, Oxford Univ. Press, 1970. 313p. DK272.L31C6

GELLMAN, Irwin F. *Roosevelt and Batista: good neighbor diplomacy in Cuba, 1933-1945*. Albuquerque, Univ. of New

Mexico Press, 1973. 303p. F1776.3.U5G4  
GREEN, David. *The containment of Latin America; a history of the myths and realities of the good neighbor policy*. Chicago, Quadrangle Books, 1971. 370p. F1418.G745

JOHNSON, Cecil E. *Communist China and Latin America, 1959-1967*. New York, Columbia Univ. Press, 1970. 324p. F1416.C5J6

LODGE, George C. *Engines of change; United States interests and revolution in Latin America*. New York, Knopf, 1970. 411p. F1418.L68

MCCANN, Frank D., Jr. *The Brazilian-American alliance: 1937-1945*. Princeton, N.J., Princeton Univ. Press, 1974. 527p. F2523.5.U5M34

ORGANIZATION of American States. Special Consultative Committee on Security. *Against the subversive action of international communism: analysis of the second congress of the Young Communist (UJC) in Cuba; the policy of Communist China in Latin America. Studies prepared by the SCCS during its eighteenth meeting, 1972*. Washington, O.A.S., 1972. 47p. F1405.5.1972.07

SHARP, Daniel A., ed. *U.S. foreign policy and Peru*. Austin, Univ. of Texas Press, 1972. 485p. F3434.U5U6

### General

BAILEY, Samuel L. and Ronald T. Hyman, eds. *Perspectives on Latin America*. New York, Macmillan, 1974. 105p. F14-06.7.B3

BUTLAND, Gilbert J. *Latin America; a regional geography*. 3d ed. New York, Wiley, 1972. 464p. F1409.2.B86 1972

CLISSOLD, Stephen. *Latin America: new world, Third World*. New York, Praeger, 1972. 394p. F1410.C55

DELPAR, Helen, ed. *Encyclopedia of Latin America*. New York, McGraw-Hill, 1974. 640p. (on order)

GEYER, Georgie A. *The new Latins; fateful change in South and Central America*. Garden City, N.Y., Doubleday, 1970. 340p. F1408.G42

LITWIN, Lawrence. *Latin America: Catholicism and class conflict*. Encino, Calif., Dickenson, 1974. 135p. HC125.L57

OSWALD, J. Gregory. *Soviet image of contemporary Latin America: a documentary history, 1960-1968*. Austin, Univ. of Texas Press, 1970. 365p. DK272.L31S6

PESCATELLO, Ann, ed. *Female and male in Latin America: essays*. Pittsburgh, Pa., Univ. of Pittsburgh Press, 1973. 342p. HQ1460.5.P4

SABLE, Martin H. *Latin American urbanization: a guide to the literature, organizations, and personnel*. Metuchen, N.J., Scarecrow Press, 1971. 1077p. Z7165.L31-S28 Ref.

SCHMITTER, Philippe C., ed. *Military rule in Latin America; functions, consequences, and perspectives*. Beverly Hills, Calif., Sage Publications, 1973. 322p. F14-14.2.M55

WILGUS, Karna S., ed. *Latin American books: an annotated bibliography*. New York, Center for Inter-American Relations, 1974. 80p. (on order)

WOLF, Eric R. and Edward C. Hansen. *The human condition in Latin America*. New York, Oxford Univ. Press, 1972. 369p. HN110.5.A8W65

### History

BAILEY, Helen M. and Abraham P. Nasatir. *Latin America: the development of its civilization*. 3d ed. Englewood Cliffs, N.J., Prentice-Hall, 1973. 822p. F1408.B3 1973

CROW, John A. *The epic of Latin America*. Rev. ed. Garden City, N.Y., Doubleday, 1971. 879p. F1410.C7 1971

DAVIS, Harold E. *Latin American thought: a historical introduction*. Baton Rouge, Louisiana State Univ. Press, 1972. 269p. B1001.D38

GRIFFIN, Charles C., ed. *Latin America: a guide to the historical literature*. Austin, Published for the Conference on Latin American History by the Univ. of Texas Press, 1971. 700p. Z1601.G83 Ref.

HANKE, Lewis, comp. *History of Latin American civilization; sources and interpretations*. 2d ed. Boston, Little, Brown, 1973. 2v. F1408.3.H3

Liss, Sheldon B. and Peggy K. Liss, eds. *Man, state, and society in Latin American history*. New York, Praeger, 1972. 456p. F1406.7.L5

RUIZ, Ramon E., comp. *Interpreting Latin American history from independence to today*. New York, Holt, Rinehart and Winston, 1970. 453p. F1410.R9

SANCHEZ-ALBORNOZ, Nicolas. *The population of Latin America: a history*. Berkeley, Univ. of California Press, 1974. 299p. HB3530.5.S3

SAROLA, Sakari. *Power and resistance: the colonial heritage in Latin America*. Ithaca, N.Y., Cornell Univ. Press, 1972. 316p. F1410.S25

TULCHIN, Joseph S., ed. *Problems in Latin American history; the modern period*. New York, Harper and Row, 1973. 529p. F1413.T8

WORCESTER, Donald E. and Wendell G. Schaeffer. *The growth and culture of Latin America*. New York, Oxford Univ. Press, 1971. 1146p. F1410.W71

### Politics and Government

ADIE, Robert F. and Guy E. Poitras. *Latin America: the politics of immobility*. Englewood Cliffs, N.J., Prentice-Hall, 1974. 278p. JL964.P7A35

ALEXANDER, Robert J., ed. *Aprismo; the ideas and doctrines of Victor Raul Haya de la Torre*. Kent, Ohio, Kent State Univ. Press, 1973. 367p. F3448.H3A4

CHALMERS, Douglas A., ed. *Changing Latin America; new interpretations of its politics and society*. New York, Academy of Political Science, 1972. 193p. (Proceedings of the Academy of Political Science, v. 30, no. 4) H1.A3 v. 30 no. 4

CONFERENCE on the Western Hemisphere, New York, 1971. *Issues for the 1970's*. New York, Center for Inter-American Relations, 1971. 138p. HC125.C63 1971

EINAUDI, Luigi R. *Beyond Cuba: Latin America takes charge of its future*. New York, Crane, Russak, 1974. 250p. F1414.2.B45

JAGUARIBE, Helio. *Political development; a general theory and a Latin American case study*. New York, Harper and Row, 1973. 603p. JA66.J32

MACEOIN, Gary. *Revolution next door: Latin America in the 1970s*. New York, Holt, Rinehart and Winston, 1971. 243p. HC125.M25

SIGMUND, Paul E., ed. *Models of political change in Latin America*. New York, Praeger, 1970. 338p. HC125.S53

TURNER, Frederick C. *Catholicism and political development in Latin America*. Chapel Hill, Univ. of North Carolina Press, 1971. 272p. BX1426.2.T87



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