STAFF NEWS JULY 1982

INCREASED EFFORTS TO CATER TO THE NEEDS OF BWRC MEMBERS have already led to some growth in membership as well as to more active use of the facilities by present members. These encouraging signs are a direct result of a number of policy changes instituted by the Board of Directors of the Bretton Woods Recreation Center. These modifications were designed to make the 14-year-old BWRC a vital part of the social life of an even larger number of staff members and their families, some of whom can be seen in the above photos taken at this year's picnic (see article on page 40).

The rationale for the Center's establishment, somewhat dulled but still valid today, was that private clubs in Washington were inadequate to serve the needs of the local community, let alone those of an international community whose social, economic, and ethnic characteristics were not necessarily those served by the existing private clubs in the area. Moreover, there were other obstacles to membership in private clubs, including the need to find qualified sponsors, long waiting lists, and high initiation fees, with no special provision (except for diplomats) for short-term or temporary membership.

As more and more newly independent developing countries became members of the Fund in the first half of the 1960s and the staff increased in size and diversity, the Fund's management and Executive Board took a bold decision to establish the Center. Although controversial in a broader context, there is no doubt that in terms of staff morale the decision has payed off handsomely. The Center is run by the staff for the benefit of the members. Much voluntary work went into the creation of the Center and many members and associate members still give of their time freely in organizing its activities. The Center has always been well supported and appreciated by the Fund's staff, even by those who have had limited opportunities to use it. Although 25 miles from Fund headquarters, access to the Center via the Beltway and River Road is surprisingly easy. Most staff members can reach the Center from their homes within 30 minutes, and many have found a day at the Center preferable to the long trek to the beaches.

From the outset, the Center was conceived as a staff benefit and the dues were accordingly geared to the Fund's salary structure, with senior staff members paying more than junior staff. Nevertheless, the Fund's Executive Board felt strongly that the Center should be operationally self-financing. To meet this goal, associate membership in BWRC was opened to staff of other international organizations and additional income for the center was sought by letting outside groups use the facilities, particularly the golf course, on weekdays, when the Center was underutilized. Reliance on outside sources of income ran the risk, however, of blurring the character of the Center. There was a growing feeling that its extensive use by outside groups was alienating existing members from their own facility and discouraging new staff members from joining. Indeed, it seemed that this policy had become counterproductive and outsiders were replacing insiders. It was seen to be the principal reason for the lack of growth in membership in recent years.

Consequently, the BWRC Board decided that use of the Center by outside groups should be substantially curtailed in the 1982 season and that, in general, more rigorous control of access to the Center should be instituted in order to reduce use of the Center by nonmembers. Tuesdays and Thursdays were declared Members' Days, to be reserved exclusively for members and guests. On Wednesdays and Fridays, outside outings were to be confined to groups of not more than about 72. The main, unlimited use of the Center by outside groups was to be diverted to Monday, a day on which the golf course had been closed in previous years. These measures were designed to give members comfortable access to the Center on four weekdays, as well as weekends.

To offset the reduction in income from outside use of the Center, the BWRC Board of Directors launched a membership campaign aimed at increasing membership of both Fund staff and associate members. At the same time, it introduced a new weekday membership, costing half the price of regular membership. This new category of membership was experimental, and the BWRC Board, concerned about the possible loss of income, decided that (at least for the first year) switching from full-time to half-time membership should not be permitted, except in the case of retirees.

In line with the new direction spelled out at the BWRC Board level, the various Bretton Woods Committees that are responsible for initiating and monitoring most of the activities at the Center became more active and extensive. During the past year or so one new committee, the Family Committee, has been established, and three former committees, the Soccer Committee, the Social Committee, and the Swimming Pool Committee, have been reactivated. The Family Committee has already instituted a babysitting service, for the first time at the Center, and is now considering many other improvements. Similarly, the Soccer Committee has carried through improvements to the soccer fields, it sponsors an active Fund soccer team, and is endeavoring to establish a comprehensive youth soccer program. Several successful poolside parties have already been organized by the Social Committee and forthcoming parties will include a buffet dinner, an open bar, and swimming. The Swimming Pool Committee, reestablished only this season, is working closely with the Pool Manager (Richard Shelley) and the General Manager of BWRC (Tommy Yann) to improve the facilities in the pool area and to reduce congestion at peak periods.

In addition, two long-standing committees--the Golf Committee and the Tennis Committee--traditionally the mainstays of activities at the Center, have stepped up their activities. The Golf Committee, in conjunction with the golf pro, Gordon Murray, is looking into ways of inducing some of the 550 non-golf Fund staff members of BWRC to take up the game. An active youth program for golf is already in operation. Finally, the Tennis Committee, with the assistance of the new tennis pro, Terry Killen, has a comprehensive program for the season with free clinics, a ball machine, a tennis ladder, tournaments, inter-club competitions, and social activities.

Despite a slow start in the promotional campaign--a new brochure on the Center is still in preparation and publicity has been quite muted--there has been a gratifying increase in membership. For the first time, Fund staff membership in BWRC has exceeded 700 and associate membership, rising at a similar pace, is approaching 350. Despite the measures taken to cater more fully to members' needs, with the consequent sacrifice of outside income, financial results for the first half of the year are encouraging and the financial viability of the Center appears secure.

Hopefully, 1982 has established a trend that will lay the foundation for further development of the Center, according to Norman K. Humphreys, Chairman of the BWRC Board. With increasing support from the Fund's staff through membership of BWRC, it may be possible to actually implement some of the more adventurous proposals that have been talked about for some time, such as enlarging the golf/club house, winterizing some of the existing facilities, and developing new activities. At the same time, an active and substantial weekday membership would enable the Center to be fully restored to the use of its members.

The idea of a governmental or inter-governmental agency establishing a recreational center for its staff is a novelty that is not readily accepted on this side of the Atlantic, although such facilities are not uncommon in Europe. The Fund has always been careful to preserve the contrast between the modest facilities available at the Center and the rather more sumptuous amenities offered by the private clubs in the area. As a former Fund Director of Information wrote to a newspaper editor, in rebuttal of a particularly ill-informed and prejudiced story on the Center, "There are no Sofas at Bretton Woods."

However, the truth is that although the facilities at the Center are modest and simple, its physical attributes and setting are the equal of, or superior to, any other club in the area: 280 acres overlooking the Seneca Basin; a small but quite charming clubhouse; an 18-hole golf course, with greens in a condition second to none; 14 excellent tennis courts (6 hard and 8 clay), of which 12 are lighted; a swimming pool complex comprizing a Z-shaped pool for casual swimming, a 25-meter pool for lap swimming, and a pool for toddlers, all surrounded by well-cared-for lawns in a wooded setting; an authentic sauna house donated by the Finnish Government; and two soccer fields, recognized to be the finest in the area. In addition, the Center operates a day camp during the summer months, with the children of BWRC members and Fund staff given preference in the long waiting lists that develop for this extremely popular program.

SEVERAL SENIOR STAFF MEMBERS have been assigned to positions at the Deputy Director and Senior Advisor level. The following appointments were made with effect as of May 1: W.A. Beveridge, Deputy Director in the Exchange and Trade Relations Department, Andrew D. Crockett, Deputy Director in the Research Department, and Alan A. Tait, Deputy Director in the Fiscal Affairs Department. Appointments that became effective on June 1 included Paul Chabrier, Senior Advisor in the Asian Department, Helen B. Junz, Senior Advisor in the European Department, and Linda M. Koenig, Deputy Director in the Central Banking Department.

Mr. Beveridge (above left), a national of Australia, joined the Fund in 1959 as an Economist in the European Department. He was promoted to Assistant Chief of the Department's British Commonwealth Division in 1962, became Chief of the Division in 1965, and was appointed Division Chief at the Assistant Director level in 1969. In 1970, Mr. Beveridge transferred to the Fiscal Affairs Department as Senior Advisor and was made Deputy Director of the Department in 1975.

A national of the United Kingdom, Mr. Crockett (above middle) joined the Fund in 1972 as Personal Assistant to the Managing Director. In 1974, he joined the Western Hemisphere Department as Advisor and later in the year transferred to the Research Department as Division Chief. In 1977 he became an Advisor in the Middle Eastern Department, and in 1978 was promoted to the Assistant Director level.

Mr. Tait (above right), also a national of the United Kingdom, joined the Fund in 1975 as an Advisor in the Fiscal Affairs Department. In 1976 he was appointed Chief of the then Fiscal Analysis Division, where he was later promoted to Chief at
















  

the Assistant Director level in 1979. Prior to joining the Fund, Mr. Tait had taught economics at universities in Ireland, Scotland, and the United States, and held consultant positions in various official and private institutions.

Mr. Chabrier (above left), a French national, joined the Fund in 1964 as an Economist in the European Department, where he was promoted to Senior Economist in 1971. He transferred to the Asian Department in 1972 as Assistant Division Chief, was promoted to Division Chief in 1974, and attained the rank of Assistant Director in 1979.

Ms. Koenig (above middle), a national of the United States, joined the Fund in 1967 as an Economist in the Western Hemisphere Department, where she was promoted to Senior Economist in 1970 and Assistant Division Chief in 1971. In 1973, Ms. Koenig was promoted to Advisor and in 1974 she became Chief of the then Western South American Division. She attained the level of Assistant Director in 1978 and in May 1982 was appointed Advisor at the Assistant Director level.

A U.S. national, Ms. Junz (above right) holds an M.A. in Economics from The New School for Social Research, in New York. Her career with the U.S. Government began in 1953, when she joined the National Industrial Conference Board as Acting Chief of the Consumer Price Section. She subsequently joined the Department of Commerce as a Supervisory Business Economist, transferred to the Board of Governors of the Federal Reserve System in 1962 as an Advisor, and in 1965 became Senior International Economist at the Office of the Special Representative for Trade Negotiations. In 1975 Ms. Junz was appointed to the President's Council of Economic Advisors in the capacity of Senior International Economist, and in 1977 she was named Deputy Assistant Secretary of the U.S. Treasury. Ms. Junz joined the U.S. private sector in 1979 as Vice-President of the First National Bank of Chicago, a position she held until 1980 when she was named Vice President of Townsend, Greenspan, and Co., Inc. She has also worked for the National Institute of Economic and Social Research in the United Kingdom and was Economic Advisor in the Organization for Economic Cooperation and Development.

A FLOATING RENDEZVOUS took place during the Memorial Day weekend when six sailboats owned by Fund staff members converged on Tilghman Creek, on Maryland's Eastern Shore, for an evening of good food, good company, and relaxation. The occasion was made even more special by the fact that it was probably the first time that any significant number of Fund sailboat owners managed to get together and agree on a common destination. The boats (and their captains) in order of arrival, were May Bonamy (Francis Collings), Allegro (Basil Zavoico), Picaroon (Richard Selby and Hans Gerhardt), Sea Spray (Stephen Silard), Tyche (Patrice Guilmard), and Mora (Pierre Guibert).

The Saturday-night event drew a total of 34 people--including a few landlubbers arriving by car--who enjoyed a superb meal of hamburgers and oysters while thousands of mosquitos, for which the Chesapeake area is famous, feasted on the picnickers. After the splendid meal and much chit-chat, the Fund fleet settled down for the night, with the gentle rocking of the boats lulling the sailors to sleep. Most of the boats had already dispersed by Sunday mid-morning, but some of the sailors decided to reassemble on Sunday evening at Dividing Creek, on Wye Island. It was here that our sea-lovers were subjected to a spectacular thunderstorm, although they suffered no greater mishap than getting soaked. But sailors enjoy this kind of thing, so much so that they intend to organize a similar outing next Memorial Day.

THE 1982/83 STAFF ASSOCIATION COMMITTEE was elected by the staff on June 8. The new SAC is composed of the following staff members whose pictures appear counterclockwise from the top left: Duncan M. Ripley (Chairman), Sergio Pereira Leite (Vice-Chairman), Ilse-Marie Fayad (Secretary-Treasurer), and Committee members Richard W. Eglin, Walter R. Mahler, Richard R. Selby, and Anne A. Snell.

Specific issues of concern to the staff will once again fall within the scope of one of several subcommittees set up by the SAC. These are: the Advisory Subcommittee, chaired by Ms. Ripley; the Career Development Subcommittee, chaired by Mr. Eglin, concerned with career streams and mobility, training, placement, performance reports, and promotion and vacancy list; the Compensation Subcommittee, chaired by Mr. Mahler, dealing with the 1983 compensation review and tax issues related to compensation; the Expatriation Subcommittee, chaired by Mr. Pereira Leite, to review expatriate benefits and problems of G-(iv) visa holders; the Legal Issues Subcommittee, chaired by Ms. Fayad, concerned with grievance procedures, staff rights, and the status of the Staff Association; the Pension Subcommittee, chaired by Mr. Selby, dealing with pensions and other retirement benefits, as well as social security; and the Welfare Subcommittee, chaired by Ms. Snell, in charge of staff benefits, working evironment, and problems associated with new technology. Staff members are urged to participate in these subcommittees. They can do so by contacting the appropriate chairperson.

THE RAIN HELD OFF AND THE SUN EVEN CAME OUT TOWARD THE END OF THE DAY, providing perfect weather for the large number of staff members, their families, and friends who flocked to Bretton Woods for the annual Fund picnic on June 22. The many moods and sights of the afternoon are captured in the photomontage by Violeta Lotuaco and Susan Harrison, featuring pictures by Joseph Diana, Mrs. Lotuaco, Robert Townsend, and Denio Zara.

As always, each attraction had its fans. Children lined up eagerly for the pony rides and the moon bounce. The more energetic flocked to the pool for the water sports or participated in tennis, basketball, and badminton matches on the lower level. Other enthusiasts of all ages, no doubt inspired by the World Cup, joined in the soccer game. The round-robin tennis tournament was won by Denis Clague, with Gus Hooke as the runner-up, in the men's division while the women's division saw a tie for first place between Jane Godfrey and Maureen Brimble. For the more sedate, a relaxed game of horseshoe pitching on the grass proved to be an agreeable

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way to pass the afternoon. Others, also in search of a quiet time, found that a bucolic picnic on the grass, enjoying a steady supply of chicken, hotdogs, ice cream, and soda or beer, was the most acceptable of the many different methods of enjoying a day al fresco.

Some idea of the preparation that goes into making such an occasion a success is given by the raw statistics provided by the caterers. Altogether 2,460 chicken dinners were served, 2,640 hot dogs grilled, 4,500 ice creams consumed, and 1,850 gallons of iced tea, coffee, and lemonade, and 303 gallons of beer drunk. Special mention should be made of the efforts of Gerry Gerard, grounds' superintendent at BWRC, in getting the whole facility ready for the picnic and then supervising the considerable job of cleaning up the debris afterward. Bill Thivierge and Harold White, under the overall direction of Jim Kaiser and Peter Swain, took on the organization of the site, erecting signs and corrals, dispatching buses and the trolley, and coordinating every other detail. Peggy Miller was in charge of the food service, while Patsy Coffee, Sharon Dove, and Rosemary Eory, of the Staff Relations Unit, manned the information and first aid stands. Administrative Officers were in charge of controlling and dispensing tickets.

A NEW STAFF COUNSELOR HAS JOINED THE MEDICAL DEPARTMENT following the restructuring of the Bank/Fund health facilities, announced in late 1981. An important consideration in the restructuring effort was that both organizations should pay increasing atention to mental stress, whether or not the stress was a direct result of the work environment. In line with this philosophy, the Medical Department recently hired Vena Darling, a Staff Counselor with training in psychiatric social work. A U.S. national who speaks French and Spanish, Ms. Darling received a Master's Degree in Social Work from Smith College and a Master's in Counseling and Guidance from George Washington University. She has acquired substantial experience by working in community mental health centers where she specialized in crisis intervention therapy. She may be reached on extension 61961.

IT COULD NOT BE AN EVERYDAY LUNCHEON because winning the World Cup is not an everyday event! So, when a number of Italian staff members, led by Emilio Sacerdoti, organized a "pranzo" in the Executive Dining Room to celebrate their country's remarkable victory in Spain, they decided to make it a memorable occasion. And memorable it was! Despite the short notice (the luncheon was held on Monday, or just one day after the July 11 match that gave Italy the soccer championship), the menu selected by Executive Dining Room Manager Henry Langstadt was not only sumptuous but it also featured the colors of the Italian flag.

From the green and red of the melon and prosciutto, to the red, white, and green of the vegetables accompanying the filet mignon, to the red and white of the raspberries with cream, the Italian flavor of the luncheon was unmistakable. The only disappointment, if it can be called that, was that the Dining Room was running low on Chianti and, consequently, the wine that accompanied the meal was not Italian but, instead, originated in a country that did not even win third place... Nonetheless, the Italian theme permeated the dining room, where the the official flag of the Italian Embassy--lent to Mr. Sacerdoti by a senior Italian diplomat--hung from one of the walls and where the toasts to the Goddess of Victory ended in cheers and sincere "grazie" for returning to the Italians the trophy that had not been theirs since 1938. The picture above, by Gaspare Giammetta, shows some of the many staff members who attended the luncheon, to which all Italians in the Fund were invited.

New Members of Fund Staff

Mr. Biswajit Banerjee
India - EP

Ms. Padma Gotur
India - EP

Miss Chuenchitr Jotikasthira
Thailand - ETR

Mr. Godfrey Kalinga
Malawi - AFD

Miss Patricia Louise King
U.S.A. - ADM

Mr. Michael J. Kooymans
Australia - OED

Mrs. Renate le Jeune
Germany - ADM

Mrs. Shirley A. Luck
U.K. - OED

Ms. Kanitta M. Meesook
Thailand - ASD

Mrs. Alphecca Muttardy
U.S.A. - RES

Mr. Takashi Oyama
Japan - AFD

Mr. Eduardo Portas
Mexico - OED

Ms. Irmela R. Raynsford
Germany - BLS

Mr. N. E. Weerashinghe
Sri Lanka - EP

THE U.S. SUPREME COURT HAS TAKEN A POTENTIALLY FAR-REACHING DECISION concerning the rights of children dependent upon G-(iv) visa holders who meet the criteria of domicile in the state of Maryland to be accorded in-state tuition status at the University of Maryland. On June 28, seven Justices agreed in a decision that the institution's practice of charging out-of-state tuition without exception to children of G-(iv) visa holders who were nevertheless prepared to show domicile in Maryland was inconsistent with the legislative and foreign relations powers of the U.S. Federal Government. Although the decision considered only rules established by the University of Maryland, the ruling establishes a principle applicable to public universities located in any part of the United States.

TWENTY YEAR STAFF. Julius K. Rosenblatt, Paris Office, commemorated twenty years of service in May.

TWENTY-FIVE YEAR STAFF. Patricia M. Sullivan, Legal Department, and Hordur Karlsson, Administration Department, commemorated twenty-five years of service in June.

MARRIAGES. Augustus W. Hooke, External Relations Department, married Dianne E. Harris, IMF Institute, on May 22; Peter J. Montiel, Economist Program, married Susan Purcell also on May 22; Stephen A. Silard, Legal Department, married Monique G. Sandras on May 23; Tatsuo Yanagita, Economist Program, married Haruyo Nakamura on June 10; and Diane D. Lum, IMF Institute, married Christopher T. Cross on June 11.

BABIES. A daughter, Gina Kim, was born on February 11 to Youkyong Kim and Hak J. Kwon; a son Prodromos, was born on March 14 to Apollonia and Antonios Antoniadis; a son, Manoel Edouard, was born on April 22 to Annette Berthail-Costa and Fernando De Sidou e Costa; a daughter, Alice, was born on April 28 to Annelise Auclair-Jones and Hal S. Jones; a son, Robert Anton Ulrich, was born on April 28 to Mr. and Mrs. Ulrich Baumgartner; a son, Peter Eugene Shin, was born on May 3 to Sue-Kyong S. and Harilaos Vittas; a son Enrico Alberto, was born on May 4 to Sonia and Enrico Piccinini; a daughter, Myriam, was born on May 12 to Mr. and Mrs. Julius K. Rosenblatt; a son, Idriss Ola-Olu, was born on June 4 to Mr. and Mrs. Yacouba Fassassi; a son, Tatsuo Okubo, was born on June 18 to Mr. and Mrs. Yoshio Okubo; and a son, Daniel, was born on June 23 to Mr. and Mrs. Jose L. Feito.

RESIGNATIONS. The following staff members resigned from the Fund: in May, Robert Alessi, Margaret K. Beal, Michael J. Callaghan, Bo Karlstroem, Therese M. Koenig, Szeina T. Lurie, Bernardo T. Rutgers, Ilie Simon, and Naoki Tabata; in June, Maria L. Abellon, Lakshmi D. De Zoysa, Erika Kaufman, Peter Kohnert, Lijun Li, Mauro Michelangeli, and Luther L. Sherrod, Jr.

RETIREES. In May, Andreas Abadjis, Asian Department, and Edna Chynoweth Shinn, Secretary's Department, retired from the Fund. Delphine F. Friend, Bureau of Statistics, retired from the Fund in June.

STAFF TRANSFERS. The following staff transferred: in April, Elizabeth A. Milne, from the Western Hemisphere Department to the Research Department; in May, E. Catherine Fleck, from the Administration Department to the Office of Executive Directors; Evelyn McClung, from the Administration Department to the IMF Institute; Nita Merchant, from the African Department to the Administration Department; Bahram Nowzad, from the Exchange and Trade Relations Department to Finance and Development; John Odling-Smee, from the European Department to the Exchange and Trade Relations Department; and Mary Jo Papin, from the Administration Department to the Secretary's Department; in June, Bijan B. Aghevli, from the Exchange and Trade Relations Department to the Asian Department; and Hilary M. Boardman, from the Middle Eastern Department to the Administration Department.

THE WOLF TRAP FUND RAISING DRIVE was $1,800 richer thanks to the generous contributions of a number of staff members whose donations will help rebuild the Filene Center. The checks, collected by Joan Aghevli and Krisztina Lipsey, were forwarded to the Wolf Trap Foundation, which thanked contributors individually.

IF YOU WOULD LIKE STAFF NEWS to feature articles on specific subjects, or if you would like to contribute an article that would be of interest to the staff as a whole, we at Staff News will be more than happy to discuss your ideas. Just write a note to the Current Publications Division of EXR, Room P-1002.

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