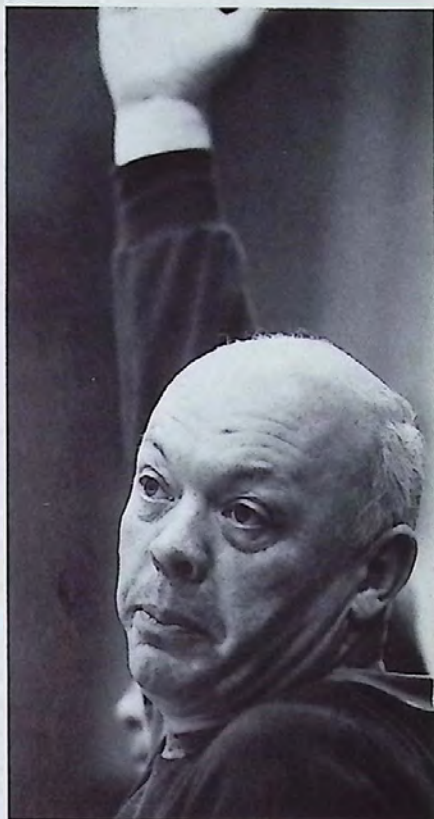




(Above) Chris Ahl, with his back to the camera, keeps a close eye on the contest as U.S. defenders (in the darker uniforms) converge on the shot on goal. Much of the action in team handball takes place at the seven-meter line around the goal. At right, Igor Turchin, the highly theatrical coach of the U.S.S.R. women's team handball team, was able to offer a comment on the proceedings even when he wasn't shouting at his players or the referees. The flamboyant coach kept the crowd entertained.

U.S.-U.S.S.R. MATCH DRAWS A SPIRITED (AND SOMETIMES NOISY) FUND CROWD

"What are you, blind or something?" the fan yelled. "You call this refereeing? Get a rule book." The noisy harassment escalated until another onlooker, several rows forward, pleaded for compassion. "Can't you give him a break," the spectator implored, a bit abashed at having to defend a referee, "he's not doing that bad."

The volume dipped maybe a decibel or two, but a week later mere mention of the team handball match prompted a resumption of the tirade. "You mean that lousy game that Chris Ahl refereed? He missed half the calls out there," Greg Mordin fumed, obviously savoring his own righteous outrage. It had been 12 years since he'd had a chance to see his Administration Department colleague and frequent squash partner, Chris Ahl, referee a match, but it had clearly been worth the wait.

The match was an exhibition game between the women's national team handball teams of the United States and the U.S.S.R. The event took place at Gallaudet University on May 18—a warm-up for both teams in advance of the Summer Olympic games in Seoul. For the small Washington audience in attendance, the game offered a rare opportunity to view world class team handball. The sport is played on an expanded basketball-like court, with a palm-sized ball that is dribbled and passed but ultimately shot into a soccer-like net for goals. Popular in much of Europe, the sport is little seen, or played, in the Americas.

Most of the spectators at the exhibition match were Gallaudet students, but the next largest group was easily the Fund contingent that Chris Ahl had cajoled into

coming. They included his wife, Mireya Castro Ahl, Pablo Chiara, Irene Chung, Patsy Coffey, Kathy DeBoe, Mark Driscoll, Bob Harris, Young Lim, Greg Mordin, Leif Mutén, Lynn Patton, Luis Tassara, Elenitsa Xenofontos, and Vicki Incalon. Leif Mutén, Chris Ahl's Swedish compatriot, was familiar with team handball; most of the others had never seen it before.

"I was very surprised," Luis Tassara said. "The game is very precise, very fast. My wife, Nuri, likes basketball, but we had never gone to a sporting event here. We thought we'd start with this one. I felt the Russians were terrific. They seemed more of a team than the Americans did. I'll tell you, though, if I ever thought women were the weaker sex, that game changed my mind. They were tough!"

"I left the Jane Goodall lecture at 7 o'clock to be able to see the match," Patsy Coffey said. "Chris had told me about the sport, but I had never seen the game played. I had a hard time refraining from yelling and screaming. It was a very exciting match and great fun to watch." "I really enjoyed it too," Lynn Patton said. "My only regret is that my teenage daughter wasn't able to come. She plays basketball and I know she would have been fascinated by this game."



Chris Ahl, head of the Fund's Staff Benefits Division, is also the Chief Referee for the U.S. Team Handball Federation. He has been refereeing for 26 years.

Irene Chung left a birthday dinner for Young Lim to attend the game. "For the next 80 years," she chided, "Chris Ahl has to give me merit increases." Young Lim opted to join her, spending her birthday evening court-side. "It's one birthday I'll never forget," she told Irene Chung, "I didn't expect to be seeing the Russians play the United States!"

"I'm not really a sports person," Kathy DeBoe laughed, "but Chris threatened to withhold our cost of living if we didn't attend. No, in all honesty I enjoyed the game, especially the antics of the Russian coach." The Russian coach, a man of expansive gestures and booming voice, added an element of theatricality to the evening. He barked furious commands, and reprimands, at his players, pausing occasionally to extend his wrath to the officials. He ultimately drew a warning from the referees, but not before he won over at least one of the spectators. "I liked the Russian coach," Greg Mordin chuckled. "He seemed to be the Bobby Knight of team handball."

The game started slowly. The U.S. team, playing with little intensity or sharpness, quickly fell behind 5-1 to the very disciplined Russian team. The U.S. team picked up its tempo, though, as the game progressed, and began to play a more physical game. In the second half, with their leading scorer benched, the Russians seemed to lose control of the game's momentum. In the game's closing minutes, the U.S. team intercepted several errant passes and built a two-goal lead. The Russians reduced the margin to one goal and with about five seconds left, shot again. The U.S. goalie lunged forward, partially deflecting the ball, but then had to watch helplessly, sprawled on the floor, as the ball rolled behind her and along the goal line. It was still rolling, still straddling the line, when time expired. The U.S. team's 18-17 win was a very unexpected upset—an historic victory for the U.S. team, which had never defeated the top-ranked U.S.S.R. team in team handball.

"Good that that final shot didn't go in," Greg Mordin muttered, "Chris would never have survived an overtime period." Actually the Fund crowd, other than the incorrigibly sardonic Greg Mordin, was impressed with Chris Ahl's stamina in keeping up with a very quick full-court game. Leif Mutén was amazed at Chris Ahl's ability to run backward, "I'd never seen anyone do that."

Was there perhaps a touch of nervousness or self-consciousness about refereeing before his Fund colleagues? "No," Chris Ahl said, "not really. When the game started out slowly for the Americans, though, I was concerned that this might be a one-sided affair and all those I'd roped into this thing might be bored and lose interest in the sport." As it happened, this was the closest game of the five-game U.S.-U.S.S.R. tour; the U.S.S.R. won the remaining matches by margins of three to five points.

Chris Ahl has refereed team handball for 26 years and has been, for the past 13 years, the Chief Referee of the U.S. Team Handball Federation. Friends have teased him

Right, the U.S.S.R.-U.S. team handball match drew a sizable Fund contingent. Here (from left to right) Pablo Chlara, Mireya Castro Ahl, and Nuri and Luis Tassara follow the match intently. On the other side of the court (below), the U.S.S.R. bench watches as their teammates fall behind in the second half. The U.S.S.R. just missed an opportunity to tie the game in the closing seconds. The U.S.S.R. lost the match, 18-17.



about certain similarities between enforcing rules on the court and in the Staff Benefits Division he heads, but Chris Ahl prefers a more direct explanation of his lengthy involvement with the game. "I enjoy refereeing so much, but I honestly never thought when I began it that I would keep it up so long. I think I enjoy it because it is both exciting and difficult and because it combines both physical and mental activity. I couldn't see myself just running, for instance, although I will run myself ragged on a squash court. Squash, like refereeing, demands alertness and anticipation in addition to physical exertion."

Much of his work with the Federation now, however, consists of selecting, teaching, and evaluating referees as well as helping programs in other countries (particularly in South America) develop the sport. Working with a sport that is very little known in the Americas has been a source of both fun and frustration. "The situation in the Americas has been a pioneer one. I can do more for the sport here than I could have in Sweden, where my contribution would have been more marginal. The frustration, though, is that there are many more opportunities to see first-class handball in Europe. We're very isolated here. And the sport has been developing slowly."

But the game in Washington may be a step toward increasing U.S. awareness of the sport. Chris Ahl was able to interest the *Washington Post* in the game. Christine Brennan, the *Post* sportswriter who will report on the Summer Olympics for the paper, covered the game. Chris Ahl was also able to convince Channel 7 (the local ABC-TV affiliate) to send a crew to the game. There were filmed highlights that night on the 11 o'clock news, and a feature story on the game appeared a week later.

The great frustration for those who saw the game and found it easy to follow and exciting to watch is that opportunities to see the sport in this country are ex-



tremely limited. The sport currently does not figure prominently in NBC-TV's plans for coverage of the Summer Olympics, although Chris Ahl hopes there may yet be a change of heart (send your cards and letters to NBC). For the future, Chris Ahl is lobbying the Federation to arrange a tour of the United States for the Korean women's team. They play, he says, a particularly acrobatic and exciting version of the sport and are considered the U.S.S.R.'s principal competition for a gold medal in the Olympics.

"With good publicity," Greg Mordin believes, "the sport could take off. I think it's very exciting to watch. I stayed up past midnight during the last Olympics to catch a glimpse of a handball match." Of course Chris Ahl was officiating at the previous Olympic games, so Greg Mordin might have stayed up just to boo the referee.



A working group, with members from most of the Fund departments, met to discuss issues affecting support staff.

SALARY ADJUSTMENT TRIGGERS PROTEST

Minutes before 10 a.m. on Wednesday, May 18, small groups of staff converged outside the Executive Board Room—numbers and narrow corridors quickly producing a dense crowd. The organizers had asked for silence rather than shouts to protest the split general salary adjustment. Actually, there was neither. The press of people buzzed with excited chatter and stood on their tiptoes to see who was coming in and to exchange comments on which Executive Directors they did and did not recognize. There was some laughter about the security staff being called in to oversee a remarkably good natured assemblage. No effort was made to deny passage—those in the rear tapped the shoulders of those in front and a path was instantly created for anyone going to the Board.

The Board Room protest had arisen spontaneously from a spirited general SAC meeting the day before. Support staff, angered that the general salary adjustment would again be different for professional and support categories, called for an expression of their discontent and sought to make their presence felt prior to the Board vote. The rumble of dissatisfaction increased once the results were confirmed—1.5 percent granted to support staff and 3.6 percent to higher level staff.

An informal working group, consisting of 28 people representing most of the Fund's departments, then convened a series of meetings. At least four working sessions have been held to date. Discussion has centered around whether the seemingly annual struggle for equal treatment for all staff had now become institutionalized or whether something could still be done to seek what they believed could be a more equitable system of reviews.

Many felt there were problem areas that still needed to be smoothed out. One of the main points of contention

was the comparators for the support staff—the underlying reason for the fragmentation in salary adjustments. The fact that two important comparators (IBM and a law firm) did not participate this year could have had an effect on the outcome. There was also evidence that the U.S. Government, the main comparator, has been unable to recruit support staff under its present schedule. The Federal Reserve Bank recently opted to go off the schedule in an effort to recruit and retain quality support staff.

The Fund's dependence on a system whose consistency and reliability are in doubt points to the need, many believed, to review the whole question of comparators with a view to designing a more representative and reliable sample.

A new system for setting salaries is being considered by the Joint Compensation Committee under the chairmanship of Guenter Grosche. The assembled staff expressed concern that the new system might further erode salaries for the group of staff that finds it hardest to make ends meet in an inflationary period. The most immediate and pressing issues, those at the meetings stressed, were related to salaries.

A formal working group has now been formed to look at these concerns and come up with suggestions that can be presented through SAC. The working group will in the meantime be soliciting feedback from the staff and is committed to keeping staff informed of developments.

The first action to result from the working group's meetings was a petition to the Managing Director, supported by 971 signatures from staff at all levels, expressing dissatisfaction with this year's salary adjustment and the methodology used to obtain it. The petition, which also requested a meeting between a small representative

group of support staff and the Managing Director, was presented to Michel Camdessus on Friday, June 3. The working group has also met with David Cutler and Dorothy Anderson, who provided useful background information on compensation and salary adjustments.

The Fund staff was not alone in its activity. At the World Bank, support staff actions culminated in a meeting with Barber Conable, President of the World Bank, on Friday, June 3. At the meeting, which was open to all staff, Barber Conable; Willi Wappenhans, Senior Vice President of the Bank's External Relations and Administration Department; and Peter Carp, Chief of the Bank's Compensation Policy Division, listened to the concerns of the Bank support staff.

Presentations from staff ranged from human rights and women's issues to the more immediate concerns of salary adjustment and fragmentation of the team concept that provided the foundation of the Bank's work. One staff member decried the suggestion that there were "two categories of staff living in two separate worlds, where different economic principles apply—the price of our loaf of bread having increased at a lower pace than our higher staff colleagues'."

Proposals for a better system for adjusting salaries were offered, and the different views presented in a range of tempered voices were answered with words of sympathy by the Bank's President, who acknowledged the unfortunate situation and took responsibility for the decision to go with the interim review's recommendations. He explained that an interim review for 1987-88 had been in his opinion better than no review at all, and a better option than an indefinite delay while waiting for the Committee's report. "The unfortunate, substantial differentiation that resulted is difficult to explain, except in terms of the comparator study," he said. And, to ensure that biases are eliminated, he promised a full review of the comparators once the report was issued. Should the results of the Joint Compensation Committee not be advantageous to the support staff, he was asked, what would he do? Barber Conable saw difficulties in predicting such a scenario, stressing the Bank's delicate position in negotiating with the number of different players.

Thus the situation stands, for support staff in the Fund and the Bank, with the issue of the comparators at the forefront. For more information about the Fund's working group, contact the SAC at x7650. *Marta Araya*

MANAGING DIRECTOR VISITS LATIN AMERICA

The Managing Director chose Caracas, Venezuela, as the site of his first official visit to Latin America. At the invitation of Aspen Institute Italia and the Latin American Economic System (SELA), Michel Camdessus delivered a luncheon address at the seminar, "Latin America in the World Economy" on May 2, 1988. The Managing Director spoke about the evolution of the debt strategy and the responsibilities of debtor governments, creditor governments, international financial institutions, and commercial banks in contributing to its success.

Immediately following his address, Michel Camdessus spoke to a press conference attended by some fifty journalists representing the Venezuelan and international media. As he had done in his formal address, the Managing Director spoke in Spanish; he responded to questions such as ones on the apparent asymmetry in the Fund's dealings with developing and industrial countries, changes in the Fund's policies and procedures, a new world economic order, and the debt strategy. Both the speech and the press conference received widespread coverage on the evening's TV news and in the following day's papers.

The one-day visit's tight schedule also included meetings with President Jaime Lusinchi, Governor Mauricio García Araujo, and Finance Minister Héctor Hurtado, as well as a dinner at the Central Bank attended by prominent Venezuelan personalities. Michel Camdessus was accompanied by Sterie Beza and Anthony Elson of the



The President of Venezuela, Jaime Lusinchi, greets the Fund's Managing Director during Michel Camdessus's first official visit to a Latin American country.

Western Hemisphere Department. Leonor Filardo, the Alternate Executive Director for Venezuela, also participated in the scheduled activities. *Hernan Puentes*



NEARBY PARKS; NOONTIME PICNICS

Whatever its flaws, whatever its failings, Washington in the spring and early summer is a beautiful city. Its parks are numerous, varied, and convenient. If you want to spend your lunchtime outside, you never have far to go to find a comfortable and interesting spot.

Most of Washington's parks, even those small triangles of grass that seem left over from haphazard road planning, are run by the U.S. Park Service. And few are truly accidents—most parks date back to L'Enfant's master plan for the city. Names have changed over the years, and statuary, as is Washington's wont, has proliferated, but Washing-

ton remains a city of wide streets, low buildings, and grassy stretches.

It is a city meant to be enjoyed before the hot listless humidity sets in, driving everyone back indoors for the summer. We've had a rainy spring, but one that's also been surprisingly cool and agreeably long. Here a number of Fund staff members offer their comments on near and favorite spots.

The Fund Park. I must admit it took a long while to succumb to eating in this concrete garden with its token patches of green. Spring, as always though, has a way of enticing you; the dogwoods and azaleas are irresistible. And the park does draw

a reasonably varied crowd. There is something for everybody: the people watcher, the fashion critic, the socializer, the bird lover, or the true nature lover.

Of course you might also find yourself joined by some distinctly city-bred wildlife, as I did recently. When our eyes met, I am not sure who was more surprised, I or the baby rat. He ran; I continued to munch. Then two pairs of eyes peered out from the bushes and disappeared. Should I move? The sun was warm and wonderful. I hesitated. Then three baby rats cavorted across a patch of grass, chasing each other, down one hole and up an-

other—much like the arcade game of “whack-a-mole.” I was persuaded to beat a hasty retreat before their parents came along.

Juanita Roushdy

Edward R. Murrow Park et al. Conveniently located on both sides of Pennsylvania Avenue, between 18th and 19th Streets, two triangular parks provide a diversion from the usual crowd at the Fund cafeteria. The park on the far side of Pennsylvania Avenue is dedicated to Edward R. Murrow, the U.S. broadcast journalist remembered for his exposé of Senator Joseph McCarthy. He also served as director of the U.S. Information Agency, which was once located cater-corner to the park. Murrow Park provides 16 benches, several cement flower planters, and an old shade tree that help break up the monotony of the otherwise plain strip of grass. Numerous trash cans, sadly, provide sustenance for some of the park’s patrons. Several distinct groups of people frequent the park. Many seem to be of the younger set, preferring to take off their shoes and lounge on the grass rather than confine themselves to the benches. Others are hard-working types who gobble down their lunch, read their paper, and race back to their office. Last, there are always some who simply prefer watching people.

On the Fund side of Pennsylvania Avenue is a nameless smaller park. It is not nearly as scenic as Murrow, except in the early springtime when the magnolias are in bloom.

Four cement walkways converge in the middle of the park, effectively dividing it into small plots useful for feeding pigeons. This park, shadier than most, draws few picnickers. Some of the park’s occupants are fed by a government truck that comes by every morning. Of the two, Murrow is definitely the preferred spot for lunch.

Shari Hubbard



James Monroe Park. Another of those triangular patches, this one between 20th and 21st, Pennsylvania and I Streets. It’s paved over, for the most part, and is centered around an inordinately depressing fountain—the sort that should be put out of its misery. Lately, rats have been spotted in the underbrush—not unusual in this part of town, but unappetizing just the same. While its charms are few, it is convenient to a number of sandwich shops and it isn’t far from the Fund. The park is named for U.S. President James Monroe, whose house still stands on I Street, just opposite the park.

Sheila Meehan

George Washington University Quadrangle: My favorite park for a midday siesta is the GW Quad, between 20th and 21st, and G and H Streets. If you can mentally strip this park of its effervescent youths and slip between the beds of tall rosebushes, this can be a peaceful oasis. The grass between the beds is thick, cool, and lush—a perfect mattress—and the fragrance of the roses might well trigger a Proustian interlude.

The rose bushes are in fact test beds for the American Rose Society. John Muse, who tends the roses, says that each year the Society sends him seven or eight varieties to test, evaluate, and propagate. The beds currently contain

700-750 varieties of roses, some as many as forty years old. He and his fellow groundskeepers look kindly upon the sedate office types who use the grounds to nap or simply enjoy the roses. It is the rowdy frisbee and football games played over and in the beds that make them cringe.

Juanita Roushdy

Presidents’ Parks: Lafayette Park and the Ellipse (the park areas north and south of the White House) were once part of the White House grounds and are still maintained as somewhat distinct entities from the other National Park Service wards.

Lafayette Park has personality. Aside from the demonstrators in residence, there are chess players, joggers, tourists, office types, and frisbee players. It seems just the right size to sponsor these and other disparate activities without diluting any of them. The park, in grand Washington fashion, boasts five statues and one commemorative bench. And where other parks have rodent prob-





lems, Lafayette suffers from an overabundance of squirrels. When the burgeoning squirrel population began devouring the carefully planted foliage before the flowers were even half grown, the Park Service stepped in and began transferring squirrels to other parks!

The Ellipse, in contrast to Lafayette, suffers from too much space, too little focus. Its grassy expanse offers nearly a half dozen minor memorials but its noontime charms are minimal. Better to see it in evening when its flatness seems softened and the field may be alive with as many as ten softball games. On Wednesday evenings in summer, the U.S. Army offers a Twilight Tattoo. The Ellipse is also the site of the Pageant of Peace (with the National Christmas Tree) in December.

Sheila Meehan

American Institute of Architects. On the corner of 18th Street and New York Avenue, and within five minutes' walk of the Fund, is a small park surrounded by buildings that have housed the American Institute of

Architects since 1900. If the park itself is small and not perhaps of particular horticultural interest, the buildings are well worth a visit. The best known is the Octagon, a Georgian structure designed by the architect of the Capitol, William Thornton, and built in 1800 just before the White House. The Treaty of Ghent was ratified by President Madison in the front room on the Octagon's first story, which has a fine pine floor. On the other side of the little park are the library and the offices of the Institute, both open to the public. The library has a good collection of architectural publications, and the offices have regular exhibitions on the second floor. At the moment there is one on AIA education awards. All these buildings are open during the week, except the library, which is closed on Mondays.

Joslin Landell-Mills

Rawlins Park. It is very doubtful that anyone refers to this park by its proper name. Located between 18th and 19th Streets, and east- and west-bound E Streets, the park honors

General John A. Rawlins, a U.S. Civil War figure now chiefly remembered as a friend of Ulysses Grant. The statue was fabricated from captured rebel cannons and was banished briefly from this site in the 1920s, only to be returned in the 1930s when the park was redesigned. With the General Services Administration to the north of it and the Department of the Interior to the south, many of the park's habitués are U.S. federal civil servants, but it often attracts Fund staff as well. A long pool, often full of water lilies, runs the course of the park, which is also generously endowed with benches and shady spots.

Sheila Meehan

Bolívar Statue. A very modest patch between Virginia Avenue and 18th and C Streets supports the dashing figure of Simón Bolívar and a tiny pond that includes an extended family of turtles and several wild ducks and their young brood. The Bolívar statue is one of several along Virginia Avenue that honor major figures in South American history. The Artigas

statue stands at the intersection of Virginia and Constitution; the San Martín statue rests on a more generous plot of grass at 20th; the Galvez memorial is across from the State Department; and the Juárez statue is close to the Watergate complex. Surrounded by traffic, none offers a restful spot for eating, but the ones closest to the Fund can make for an interesting, and leisurely, stroll.

Sheila Meehan

Constitution Gardens: If you remember Washington twenty years ago or more, you might recall the ramshackle buildings—remnants of hasty World War I and II construction—that lay just north of the reflecting pool. They weren't pretty and it seemed to take an inordinate number of years to get them removed. Franklin Delano Roosevelt tried to rid the mall of World War I relics, but World War II intervened, forcing him to add still more temporary buildings. What eventually took their place was

Constitution Gardens, a man-made lake surrounded by a very deliberate effort to coax a little hilliness out of reclaimed marsh. Since its opening for the U.S. Bicentennial (1976), it has been discovered by flocks of birds, a relatively small number of hardy tourists, and very few office goers. Though favored by midday sunseekers, it retains a languid pace and an enjoyably relaxed atmosphere. Arguably the most pleasant of the nearby picnic spots.

Sheila Meehan

Vietnam Veterans Memorial: In a city cluttered with monuments and memorials, nothing comes even remotely close to the Vietnam Memorial for sheer human drama and emotion. Designed by an architecture student and dogged initially by controversy, the memorial, which lies just west of Constitution Gardens, is now rarely free of tears and open expressions of anger, regret, and loss. Families huddle around the wall, touching a single name; old

men rub pencils over scraps of paper to get impressions; Vietnam vets in ill-fitting uniforms walk down the line—sometimes dazed, sometimes cursing, sometimes crying.

Maybe the most astonishing things are the extraordinary handwritten messages left behind—pinned to mementos and pieces of clothing or carefully arranged in frames with unanswered mail. The messages bear witness to the bitter burden of survival and the enduring pain of loss. The Park Service dutifully collects these and says there is talk of fashioning a museum from them. Maybe. But enclosed in glass and professionally exhibited, they are not likely to summon the raw emotion they engender here—left on the stone walk, resting against the wall.

Not a light lunchtime excursion. But some days you may want more sustenance.

Sheila Meehan



Welcome to JOLIS ONLINE

Press F-2—NEW SEARCH to select data base and begin search.

Press F1—HELP at any point for more detailed help.

In the near future, those searching for bibliographic or cataloging information will be greeted by a computer screen, looking quite like that above, which will welcome researchers to the Joint Libraries Information System. When the Library moves in late summer, the card catalog will not move with it.

LIBRARY'S FUTURE "TRES JOLIS"

The Joint Library will be moving from its present location in the Fund to International Square later this summer. What will not be moving is the card catalog. The traditional rows and rows of oak drawers with the dog-eared index cards will become a thing of the past.

The end has long been in sight. Large yellow signs currently warn browsers that they use the card catalog at their own risk. The cards have not been kept up to date and, should the right card be found, in all likelihood it will have an old Dewey decimal number on it rather than the current Library of Congress number. The Joint Library switched over to the Library of Congress system on July 1, 1982.

What will be moving to the Joint Library's new location are the computer terminals whose brightly colored screens are at present scattered about the Joint Library's reception area. These are technology's answer to the card catalog. You can no longer finger each card appreciatively or carry a drawer full of entries to a nice cosy corner and leisurely mull over them. You cannot even wear down your #2 pencil to a stub as you record your findings. Instead you sit before a screen, which greets you with "Welcome to JOLIS ONLINE. Press F2 for New Search and F1 for Help." With a press of a button or a click of the mouse, you begin your odyssey into the Joint Library's on-line system.

The Joint Library staff has been working since 1980 on an automated cataloging system that would suit its needs as well as those of its patrons. The result is the Joint Libraries Information System—better known as JOLIS. The system features two data bases. In the Catalog data base, references to books and periodicals in the Joint Library and the Network Libraries (14 smaller libraries

within the Fund and Bank) can be found. In the Bibliography data base, references to journal articles, working papers, and selected book chapters can be located. For both data bases, the format on the screen follows the same arrangement as that on the familiar catalog card, except that windows are imposed on different segments of information. In choosing this format, the Library shied away from the conventional menu style. It was felt, according to Susan Turner, Automation Systems Librarian, that searching would be easier with a fill-in-the-blank format. An added aesthetic pleasure is the screen's use of *Miami Vice* (circa 1984-85) pastels to highlight different on-screen sections for author, title, publisher, and so forth.

Other libraries, particularly in the industrial countries, already have successful systems, but according to Michael Gehringer, Librarian, it was not until the Library of Congress switched to an on-line system that the trend to automation in libraries in this country became "legitimized." JOLIS ONLINE became operational in the spring of 1987 and has been warmly accepted by the Joint Library's patrons who have used it. For Michael Gehringer, the Library's JOLIS system is not so much the wave of the future as it is the way things are. He believes it is a boon to researchers because, unlike the card catalog, its capacity to search is "infinitely more flexible." If the word entered is anywhere among the computer's entries, it will be found. Barbara Perry, Reference Librarian, tells of a man who came to the Joint Library inquiring about what he had begun to consider an esoteric topic. He had had no luck elsewhere, but when he entered "swaps" into the JOLIS system, it triggered an avalanche of possible sources. He was ecstatic and exclaimed, "I've died and gone to heaven!"

Conversion of the information from the card catalog to the computer was a Herculean task that began in 1982 and should be completed by, or shortly after, the move. Not only did the information on the cards have to be entered but the call numbers existing before 1982 had to be changed to the Library of Congress system. The Joint Library did not have the resources to keep both the card catalog and the JOLIS system current—so about a year ago the Library decided to devote its resources to completing the conversion to the Library of Congress system and entering current and new holdings in the JOLIS system.

Keeping the cataloging information current rivals the task of Sisyphus—there is no end to it. Linda Proudfoot, Catalog Librarian, says that her staff catalogs as many as 525 titles a month. So far they have entered well over 100,000 titles. As new titles arrive, they are put into JOLIS within 24 hours—sometimes within the hour, if the title is "hot." Barbara Perry thinks this up-to-the-minute quality of the system makes it special. "Timeliness is of the essence in the information field today," she says.

The card catalog's days are numbered. Once the Joint Library moves, the training site for the JOLIS system will move too. After the move, two JOLIS on-line terminals will remain in a small reference center to be housed temporarily on the second floor in the atrium. The center will open at the end of June. To learn how to use the system, sign up for one of the classes offered every Wednesday at 9:30 a.m. Beverly Tait, Assistant Reference

Librarian, who gives the class, will even arrange private lessons if the regular time is not convenient. Or if you find self-instruction more useful, study the step-by-step instruction sheet and handbook beside each terminal. Any of the library staff will be pleased to give assistance.

Should you decide to try your hand at JOLIS, Gretl Brown, Assistant Automation Systems Librarian, offers a bit of advice. The most common error new users make is providing the computer with too much information. For example, when searching for a specific book, the best results can be obtained by furnishing simply the author's last name and one or two key words from the title you seek and building from there. For those who prefer using the mouse, the JOLIS system has one and it can, for some functions, provide a quicker response.

Claire Liuksila, of the European Department, used the handbook and found JOLIS a big improvement over the card file. Jaime Jaramillo-Vallejo, of the Exchange and Trade Relations Department, also taught himself and found it well worth the effort. It is much easier, he finds, to search for topics in the computer than in the card file. James Hamilton, with the Office of the Managing Director, took one of the JOLIS courses; he believes the Bibliography data base offers the user far more options in searching for information than the card catalog. Eric Sidgwick, of Fiscal Affairs, noted the added luxury the JOLIS operation offers—it produces a printout rather than requiring that you hand copy the information you need.

Juanita Roushdy

With the outmoded and soon-to-be banished card catalog standing mournfully behind them, Beverly Tait, Assistant Reference Librarian and the trainer for JOLIS, instructs Ismael Montemayor, a fellow at Boston University, in the use of the JOLIS function codes.



EDITOR APPOINTED TO POETRY BOARD



Jim McEuen at a poetry reading at the Renwick Gallery last year.

When the Poetry Committee of the Greater Washington, D.C. Area met recently to select its Board of Directors, there was one new face among those chosen—Jim McEuen, an Assistant Editor in the External Relations Department. Jim coordinates Poetry/P.M., which sponsors monthly literary events at the IMF Visitors' Center, and helps, with World Bank staff, to coordinate *World Words* and the International Poetry Festival. The Poetry Committee is a nonprofit coalition of over forty-five regional literary programs and organizations affiliated with the Folger Shakespeare Library. Among its activities is sponsorship of a "poetry hotline" that provides callers who dial 291-POET with a weekly taped listing of readings, lectures, and interviews.

Poetry/P.M., which Jim McEuen founded in 1986, will remain a primary concern for him. Since the IMF Visitors' Center opened in 1986, Poetry/P.M. has presented bilingual readings in English and French, Spanish, Portuguese, Italian, Dutch, Old Frisian, Chinese (modern and classical), Arabic, Amharic, Punjabi, Bengali, and Tamil. The series has also offered programs in contemporary American poetry and often has combined readings with other media, such as music, photography, and dance.

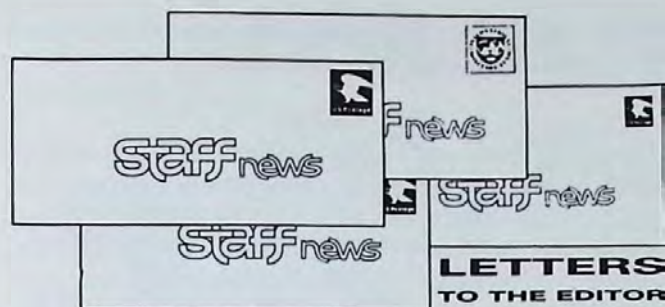
Performers have been as varied as schoolchildren, ambassadors, and former Poetry Consultants to the U.S. Library of Congress (now officially known as U.S. Poet Laureates). On May 18, a program entitled "Younger Voices: Poetry from the Schools" marked the annual celebration of young people's writings. Thirteen student poets, from elementary through secondary grades in ten public and private schools, read their works. The June 15 program featured members of The Federal Poets, the D.C. chapter of the National Federation of State Poetry Societies. Among the readers were Gonny van den Broek (OED) and Michele Brondy-Sherman (EUR). The July 13 program will feature poetry, by Melissa Hope, that is influenced by the seasons and scenery of Vermont.

In addition to Jim McEuen, a number of creative writers associated with the Fund have participated in Poetry/P.M. These include Shuja Nawaz (EXR), Toi Derricotte (spouse of Bruce Derricotte, BCS), Gonny van den Broek (OED), Howell Zee (FAD), Michele Brondy-Sherman (EUR), Diana Tokaji (spouse of Robin Gaster, SEC), Cristina Miller (daughter of Rosalia Miller, ADM), Michelle Renfield (daughter of Richard Renfield, BLS), and Umair Ul Haque (son of Nadeem Ul Haque, RES). Fund and Bank poets have banded together to form a loose and unofficial "Bretton Woods Writers' Society" that is presently (and perennially) on the verge of a more formal confederation. For more information about Poetry/P.M., the Bretton Woods Writers Society, or the Poetry Committee, call Jim McEuen at x7083.

NOTABLE DOCUMENTS

The Notable Documents Panel of the American Library Association's Government Documents Round Table selected several Fund publications for its 1987 list of distinguished publications. The panel examined international and U.S. federal and state documents and made its selection on the basis of a number of criteria, including the degree to which documents contribute to the expansion of knowledge in a field, are written in a clear style, or are commendable for their physical appearance (including typography, design, or quality illustration).

The Fund or joint Fund-Bank documents chosen for the 1987 Notable Documents List are Occasional Paper No. 48, *The European Monetary System: Recent Developments*; IMF Glossary: *English-French-Spanish*; and "Women and Development: Articles, Books and Research Papers Indexed in the Joint World Bank-International Monetary Fund Library."



Processing Medical Plan Claims

I am sick and tired or, to be more precise, I *was* sick and am tired of waiting longer and longer before receiving the settlement of my Medical Benefits Plan claims. Looking back over time, I note with some apprehension that the shrinking in benefits has gone hand in hand with the lengthening of the settlement periods.

When the Fund's medical insurance plan was first introduced, I usually received reimbursements about ten days after having filed my claims. At that time, only one person was responsible for the handling of all medical claims in the Fund building. The settlement period moved from ten days to three weeks following John Hancock's decision to decentralize its claims department, a decision which, if I remember well, was motivated by the desire to enhance the efficiency of the system.

Further improvements in the administration of the Plan, coupled with decreases in benefits (referred to as co-payments) gradually brought the delay to over one month. Last year it was agreed that, in order to protect staff members of the Paris Office from exchange rate losses, their medical claims would be reimbursed in French francs. As a result (unless these two events were purely coincidental), the settlement period jumped from one to two months.

Recently, the Fund has changed the Plan's Administrator and has set up a full unit in the Staff Benefits Division in charge of the Medical Benefits Plan. We were showered with fancy booklets and a myriad of new forms which are increasingly unintelligible to foreign (and perhaps also domestic) doctors, but the settlement delay moved to three months.

I hope there will be no further "improvements" in the Plan. In the meantime, I ask myself whether such delays are really necessary, for they can prove to be particularly burdensome to those living outside the United States who do not benefit from arrangements dispensing them from pre-paying hospital bills, which we all know can add up to large amounts. After all, if my memory does not fail me, three months is about the time lag after which even member country defaults are considered to be overdue financial obligations.

Aldo Guetta

Christer Ahl, Chief of the Staff Benefits Division, replies:

In responding to Aldo Guetta's letter we would like to address several broad issues regarding the administration of the Medical Benefits Plan.

The turnaround time for claims processing was very short in the early days of the Plan. We had only a few hundred enrollees then and a cursory glance at the claims prior to approval was considered adequate. Claims have subsequently been processed by external administrators to ensure confidentiality, which we consider essential in medical matters. We also believe it is in the interest of all enrollees to have claims properly scrutinized. Unfortunately, fraudulent claims do occur, and it is also important that enrollees not be overcharged or be subjected to unnecessary or suspect procedures.

The standard turnaround time in the insurance industry is now about three weeks for uncomplicated claims (about 90 percent of the total). We could possibly arrange faster processing, but would our enrollees want to pay for that?

The processing time for nonroutine claims, including bills submitted in languages other than English, tends to be the critical issue. We felt improvement was needed in this and other areas, and concluded that this could not readily be achieved with John Hancock. While we were aware that a changeover was bound to cause some initial trauma, after careful investigation we decided to switch to Metropolitan Life.

We are clearly disappointed that so many problems arose during the first months of 1988. It is also possible that the pressure to make the change effective January 1 (in itself highly desirable) meant that basic flaws in Metropolitan's procedures and understanding of our Plan had to be corrected after the changeover took effect.

The explanatory forms that enrollees receive with their checks also caused problems, because they were often not clear. Metropolitan promised a new format by early 1988, but this has been delayed. We are working with them on an interim solution.

All in all, the situation during the first part of 1988 was not satisfactory for either the Fund or the enrollees. However, Metropolitan has taken steps to correct many of the processing problems encountered during the first months, and we are working with them to make longer-term improvements. We still believe the change will be a good one for us, and we appreciate the patience staff have exhibited. We hope our optimism is warranted, because we do not, as Aldo Guetta suggests, have a unit that is assigned to work primarily on the Fund's Medical Benefits Plan. We would like to focus our limited staff resources on policy issues, such as coverage and contribution rates.

A major policy review is scheduled to begin this summer, transition difficulties and resources permitting. As evidenced by the need to increase contribution rates, the scope for improvements in coverage may be limited by

cost considerations, but there are still some areas that should be reviewed. It may be possible to reduce costs without reducing benefits, and the issue of the Fund subsidy may have to be discussed. Questions of equity regarding contribution rates for different categories of enrollees will also be addressed.

More on Overtime on Fund Missions

I was very interested in Valerie Pabst's letter concerning overtime pay on missions and in Al Goltz's reply. I had often wondered why overtime is paid for Annual Meetings but not for missions. Would an establishment of standards really be necessary if overtime were to be paid? There seem to be more than enough rules and regulations already. Surely if the mission chiefs can be relied upon to conduct negotiations—often complex and lengthy—with top government officials, they can be relied upon to verify how many hours of overtime a mission secretary should be paid for.

Since it is not possible to ensure equitable treatment for all traveling mission secretaries, perhaps a more informal approach could be taken. Just as a secretary, once she or he has passed the Fund's entry exam, should be capable of working in any Fund department, so should a mission secretary be able to handle any type of mission. Mission secretaries accept that some missions will be more difficult than others—it's par for the course. I don't think they sit around comparing notes because they know, in the end, that it all evens out.

Perhaps some of the reasons why a number of secretaries have had their names removed from the mission list (sometimes only on a temporary basis) are:

- Too much accumulated stress involved, especially when they are expected to go for only the latter part of the mission (from a busy office to jet lag, to piles of work at the mission location, to jet lag, then back to a busy office). Sometimes a few days of compensatory leave are granted after a mission, but that is not enough to offset prolonged busy periods with jet lag thrown in;
- Health risks (overworked staff members often have less resistance to begin with);
- The absence of adequate or timely training on the computer;
- Travel that is now more complicated (by overbooking, longer delays, risk of terrorism) than before; and
- Mission secretaries are expected to carry the computer in addition to mission supplies, change of clothing, and so forth.

Regarding the shortage of bilingual secretaries, I believe a surprisingly large number of bilingual secretaries, especially the English/French bilinguals, worked at international organizations in Europe prior to Fund employment. However, the erosion of Fund salaries in general and the high cost of living in the Washington metropolitan area have made the Fund less attractive an inter-

national organization than either their present organization or institutions elsewhere in Europe.

Judith York

For a long time now I have been advocating not only overtime on missions but also double the normal rate for overtime on Sundays and public holidays (which is the norm in the metropolitan area here). I have always thought of compensatory leave as necessary rest and recreation to acclimatize the body to jet lag—just as airline staff use it.

All mission workloads differ, depending on the type of mission and the work habits of the mission team. But for those countries where one works in a central bank during the day and in a hotel at night, it is easy to determine what is overtime and what is the regular eight-hour day. I hope my suspicion that staff are not trusted to be honest about their work hours is unfounded.

I was, in addition, very surprised to learn that AOs did not get a chance to comment on the revision of the applicable GAO—they are the ones who have to arrange for overtime workers. And I was amused to read that "secretaries would be treated on missions in an identical fashion to staff in Grades A9 and above...." I wonder why they are not treated as such at other times as well.

Mai Stuart

CORRECTION

In the May issue of *Staff News*, we inadvertently used the wrong photograph for Basil Fuleihan. Our apologies to Basil Fuleihan and to Doron Nachmany, whose photo appeared incorrectly.

Below is the proper photo and text.



Basil R. Fuleihan

a citizen of the United Kingdom and Lebanon, is a Technical Assistant with the Office of the Executive Directors. He holds an M.A. in economics from Yale and is a doctoral candidate at Columbia.

YOUR AO: FRIEND OR FOE:



There's one in each department, so no staff are exempt
 From the watchful eye of the AO whenever rules are bent.
 But have you ever wondered what your AO does all day?
 Does she seem to have an easy lot, considering her pay?
 Are you tired of hearing from her on the things you cannot do?
 Do you wish she'd sometimes disregard the GAO for you?
 The administrative policies she quotes get in the way;
 If you're more than two hours late to work, she'll charge you half a day.
 Your TA can't get through her 'til your trip has been approved,
 And your tickets can't be issued 'til the paperwork's been moved.
 She insists on getting leave slips for days you think are "T,"
 And she won't provide a laptop for each mission member's knee.
 Your division can't get overtime for secretarial help,
 And discretionary funds are always meant for someone else.
 She asks you for your leave plans for months and months ahead
 But you can only focus on the mission you've just led.
 She reassigns your secretary, just when you need her most,
 To mission work, to senior staff, or other temporary post.
 If perchance by now you're thinking that an AO's job is not
 A guarantee of winning friends, you've hit it on the spot.
 So next time that you're tempted to fight with your AO,
 Remember, please, she needs a friend and not another foe.

Moirra Lavery

STAFF NOTES

April 1-29, 1988

TWENTY-FIVE YEAR STAFF

Sevan G. E. Cunningham

TWENTY YEAR STAFF

Joao P. Morais
 Pamela S. Padmore

RESIGNATIONS

Margaret W. Housen
 Isis B. Kenny
 Suzanne Mitchell
 Manohara Nowrangi
 Ana P. Santos
 Carol A. Smith

RETIREES

Anne Wood

BIRTHS

To Charles and Myriam
 Collyns (WHD and BLS) a
 daughter, Carmen Patricia Isabel
 Collyns, on April 27, 1988.

To Barry Johnston (CBD)
 and his wife, Pat, a son, Daniel
 Thomas Johnston, on May 9,
 1988.

DEATH OF RETIREE

Marion Gairdner Brown, M.B.E.

TRANSFERS

Kirsten M. Kenney to the
 Treasurer's Department from the
 Bureau of Statistics

Carlos M. Pacheco to the
 Secretary's Department from the
 Administration Department

Mohammad Shadman to the
 Exchange and Trade Relations
 Department from Fiscal Affairs

Ignacio C. Tandeciarz to the IMF
 Institute from the Western Hemi-
 sphere Department

Iqbal Zaidi to Research from the
 Office of Executive Directors

NEW STAFF



Sandro Appetiti
Italian, is a Technical Assistant with the Office of the Executive Directors. He previously worked as a Loan Officer with the World Bank. He enjoys sports, guitar playing, and computers.



Joan Campayne
Canadian, is a Secretary with the Legal Department. A graduate of the University of Toronto, she earlier worked for the Ministry of Attorney General, Toronto. She enjoys traveling and reading.



Isaias Coelho
Brazilian, is an Economist with FAD. Previously an Associate Professor with the University of Brasilia, and an Economist with the Ministry of Finance, he has a Ph.D. in economics from Rochester.



Barbera De Bruyn
Canadian, is a Translator with BLS. Educated at Carleton University and Université de Genève, she previously worked as a Translator for the Canadian Federal Government.



Weiping Di
Chinese, is a Technical Assistant, OED. He has worked for the People's Bank of China and (on special appointment) ASD. His interests include swimming, literature, and cooking.



Timothy D. Lane
Canadian, is an Economist with RES. Previously an Assistant Professor at Michigan State, he holds a B.A. from Carleton and a Ph.D. from the University of Western Ontario.



Mariko B. Novakovic
Yugoslav, is a Research Assistant with EUR. He holds a B.A. from Belgrade University and is in the Ph.D. program at American University, where he is also a graduate teaching assistant.



Armin-Detlef Riess
German, is an Economist with ETR. Previously a research and teaching assistant at the University of Mainz, he received his doctorate in economics from there in 1988.



Dorothy Ryan
a citizen of New Zealand and Samoa, is a Secretary with ETR. She was previously a Secretary with the Australian Embassy. Her interests include sports and beach activities.

Photo credits: Denio Zara (pages 1-4, 11-12, and 14-16) and Claudia Zaritsky (pages 6-9).

**Staff
news**

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