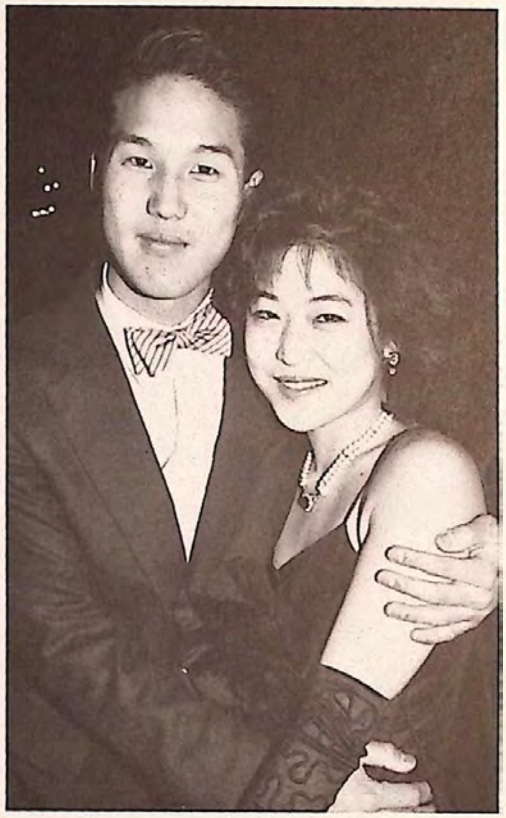
staff news
December 1989–
January 1990

Holiday Cheer!

The Fund's Annual Party Takes on a New Look

This year, 1,830 determined party goers braved three inches of snow and a wildly negative wind chill factor to attend the Annual Christmas Party on December 9. Those not among this courageous band and who were early abed should hold themselves accurs'd they were not here and hold their manhoods cheap, because they missed a real party.



Way back in the summer, when wind chill was only a hope, the Facilities Section of the Administration Department already had the details of the festivities well in hand. It succeeded gloriously. From the centerpiece of the tree to the tastefully lit balconies ascend-

ing in Dantesque rings to the empyrean, the atrium was transformed into the perfect setting for the grandest social event in the Fund's calendar.

Dancing took place on three levels. In the august Meeting Hall on the third floor the vibrant Latin beat of Conjunto Peligro, alternating with Disco Internationale, soon eradicated the echoes of the dozens of lectures on the gloomy science that had taken place there during the year. In the atrium, the Richard Bray Orchestra held forth at a more dignified, although excessively loud, tempo for those who (a) had attained at least 50 years of age or (b) were at least division chiefs. Propriety was very much in evidence. Unfortunately, however, Mr. Bray spent some time in promoting future bookings for his orchestra, a commercialization that some party goers found in poor taste.

Where were the real fun people, careless of life and limb, not to mention eardrum, in their pursuit of the perfect party? Why, in the cafeteria, of course, where the Sound Service Disco blasted forth at triple-digit decibels. It was enough to loosen your fillings, which might have been the idea, as Dr. Aston Greaves, who in real life is a dentist, was plying his avocation as your friendly DJ.

A pseudoscientific survey of the Man in the Atrium on this glittering evening served only to confirm what was never in doubt: Kathy DeBoe and her merry crew of trenchermen who selected the menu (see the accompanying article by Ian McDonald) are persons of impeccable taste and their choice of Design Cuisine was right on. Design Cuisine is a Washington-based outfit, rated by *Washingtonian* as among the top in the area's catering sweepstakes. Leaving nothing to chance, harsh conditionality was imposed on Design Cuisine (and followed up with strict surveillance).

The program? First, no food was to be served that needed to be cut (so as to obviate cocktail-party acrobatics.) Second, waiters were to wander among the flock, passing out drinks and hors d'oeuvres, and so lessen the multitudes at the watering holes. Third, food and beverage tables were to be many and scattered to spread the crowd and shorten the queues.

These stipulations were followed to the jot and tittle. Those entering the Nineteenth Street portals were immediately pounced upon by waiters thrusting glasses of wine or Perrier into their cold-palsied hands. Every bit of food was bite sized and much of it could be gathered effortlessly by waiting in situ until an attentive hors d'oeuvre carrier hove into view. Those who mistrusted the passive mode could adopt the active in queue approach without making a lifetime commitment: lines at the food tables were shorter than they have been in living memory.

From personal research, I can assure one and all that were *no* queues at the beverage tables. As usual, business was brisk at the raw bar where the world bivalve population was taking a serious hit. But the shuckers, who have raised their lowly skill to a high art, had no difficulty in staying ahead of the mollusk munchers.

The party program (designed in Graphics and produced in our own Print Shop) listed four subsets to the international culinary buffet. The Italian, Oriental, Mexican, and Intercontinental buffets took care of all the continents, except Australia. This lamentable oversight was, however, redressed by ten cases of glorious Foster beer spread about the various oases. Advance Australia fair!

The Managing Director, who actually threw the party, threw it from afar. As you were savoring the evening's assorted delicacies that were spread before you in the sparkling atrium, Mr. Camdessus was contemplating a very different fare in Warsaw, where he was negotiating a program with the Poles.

In his absence, the Deputy Managing Director delivered the traditional Christmas homily. For you rowdies who didn't break off partying to listen to his message, you got away with it this time. Mr. Erb assures me the spot lights were in his eyes and he couldn't see you anyhow.

It was 2:30 a.m. before the disco fell silent and the last party goer headed home. The party lingered on in memory and perhaps also in the dull throb you felt behind your eyeballs the next day as you watched the Redskins vainly scramble for a spot in the playoffs. But, best of all, the party continued for several days in feeding programs throughout the District.

For, as the last revellers were leaving the Fund, Robert Egger, executive director of D.C. Central Kitchen, was at the loading dock with his van picking up leftover food to distribute to the needy in some 28 District shelters. Mr. Egger is a good deed in a naughty world who has distributed some 37 tons of food this year and he is very grateful for the Fund's contribution.

It was a good Christmas party all around.

David Driscoll

Order of the Refined Palate

In the Fund the call of duty comes in many guises. Nonetheless, it was a surprise when Bruce Hobbs telephoned to say that he and Kathy DeBoe were gathering a bevy of presumed gourmets (the self-styled Order of the Refined Palate) to sample proposed menus and help select a caterer for the Christmas party.

The idea was to try a new approach following the decidedly mixed performance of the caterers at last year's party, which was memorable chiefly for long lines and empty stomachs. Rather than a single menu served from only a handful of buffet stations, the emphasis would be on movement and action—a revolving feast of varying cuisines, each designed to tempt the most demanding gourmand or stimulate the most jaded palate. The only qualification was that the food selected should be eaten with fork alone. No knives were to be allowed.

Faced with such a compelling invitation to dine in the service of the Fund, who could refuse? Eight of us—Chris Ahl, Olive Edwards, Hans Flinch (who was called on to provide the blessing of the SAC), Michael Gehringer, Howard Handy, Pamela Roberts, Geoffrey Vaughan, and me—joined Kathy DeBoe and Bruce Hobbs on the appointed day. We were informed that, after an intensive preliminary survey, Kathy DeBoe had narrowed the field. Although some of us felt that it might have been more fair if we had been permitted to test all potential candidates, we reluctantly agreed to restrict our coverage to the two prime vendors.

The first assignment was a mission to Design Cuisine in the neo-industrial wilderness of Shirlington. When we arrived, we stood around with some apprehension nibbling lamb sates and miniature crab cakes, and sipping chardonnay while we listened to a lecture on what Design Cuisine could offer the Fund. Then, the serious business began. Ushered into a small dining room, we seriously tucked into a steady succession of dishes, ranging from Peking duck to beef fajitas, from jalapeno cornbread to pasta primavera, and from shrimp fried rice to grilled mahi mahi. As befitted our mission, we engaged in extensive consultations with the local authorities, reviewing the accounts and seeking more data where necessary.

The next day the process continued at the Fund with a new caterer, Truffles of Lanham. When we gathered in Dining Room 1, we found a somewhat more openly nationalistic presentation. Facing us were attractions determinedly grouped under ethnic headings: a Mideast Feast—boned leg of lamb and phyllo cigars; the Latin beat—beef and chicken fajitas (again!) and ceviche; and an Asian occasion—duck chinoise and chicken in hoisin sauce, not to mention a plain old "taste of America." The whole was rounded off with English trifle and truffles, both very popular items.

The choice was hard to make. Indeed, we seriously discussed calling back both caterers the following week to make sure that we had done each full justice. But we were dissuaded. We were told that, alas, time would not permit such thoroughness. Instead Kathy DeBoe conducted a telephone survey. In the end the winner was Design Cuisine; the lightness and charm of their offerings won by a short head over the more substantial fare presented by Truffles.

Then we nervously settled back to await the judgment of the truly authoritative critics—the masses who assembled in the Fund's atrium, ravenous and eager, on the evening of December 9.

Ian McDonald

At the Open House (from left) Christian Brachet, Deputy Secretary; Joshua Greene (RES); Christopher Legg (OED); and John Marcouyeux, head of the Information Resources Management Unit.

Merging Resources

New Facility Offers Staff a One-Stop Approach to Information Gathering

Frustration can be the mother of invention too. Those blank and baffled expressions that the Records Division kept seeing—the glassy-eyed stares of staff members who wandered into Central Files looking for something in Documents Distribution—had an impact. "People really didn't know where to get answers to their questions," John Marcouyeux, head of the Information Resources Management Unit, says, "it was hit or miss."

Gertrude Long, Chief of the Records Division, empathized with bewildered staff who constantly stumbled over the finer jurisdictional points. "All staff really wanted," she notes, "was the information they needed. It seemed a logical step to provide them with a single place to go to get that information." The idea for a centralized resources center was born. It was to act, Chris Clarke, manager of the Information Resources Center, adds "as a clearinghouse for all information requests coming into the Records Division."

The Combined Information Resources Center opened in May 1989, but plans for it had coalesced quite a bit earlier and had happily conjuncted with the search for a permanent home for the Joint Library's reference center once the Joint Library had moved to International Square. The two operations were quickly subsumed into a broad new scheme for a combined information center to be located in a part of the Joint Library's old home on the Concourse level. "The decision to combine several of the Fund's major information resources," Gertrude Long notes, "follows a pervasive trend in the information sciences that has arisen out of the flexibility and capacity of new technologies to merge the services provided by traditionally distinct disciplines in a manner that is often transparent to the user."

One of the principal hurdles the new facility faced, however, was some unsought anonymity. How was it going to serve its potential clientele if they didn't know where it was or what it could do for them? Ongoing renovation on the Concourse level, particularly dim lighting in the nearby elevator bank (since corrected), and an absence of permanent signs were keeping the new facility a secret from most staff. "We really aren't trying to hide," Gertrude Long laughs. "We would like to see staff make greater use of our Center and have them perceive it more and more as a critical resource."

To dispel the obscurity, the Records Division and the Joint Library cosponsored a day-long Open House on November 9 that drew an interested and curious crowd to C-530. The Open House, which was a success (and may be repeated), helped introduce staff to the Center's resources and possibilities.

Quite a few staff used the Open House to acquaint themselves with the center's assemblage of technology. The Center has a microfiche reader/printer, a Documents Management Facility (DMF) terminal for document search and retrieval, and two JOLIS terminals for library reference work, as well as several staff trained to guide uncertain users to the information they need.

Among the most commonly referenced archival materials are the Article IV consultation files. Functional and area departments make frequent use of these consultation files for their country work. The other archival files are most likely to be used by the Administration Department, the Legal Department, and the Treasurer's Department. Recently, for instance, with the quota review in progress, staff from the Treasurer's Department have been pouring over the records relating to previous reviews to examine past policies and procedures. The microfiche collection of Executive Board documents dating back to 1946 is often consulted to examine an older document or to obtain a copy of a table or chart.

The DMF system is available on-line and has a number of regular users. The databases currently contain all Board documents from 1983. Some are referenced by bibliographic citation only; others, such as Board minutes and decisions, are also available in full text. One of the more popular elements of the DMF system is its on-line documents request feature. "You don't have to call or send in a form," Chris Clarke notes. "It's very fast. If you submit a request in the morning, the documents will be sent to you the same day. Alternatively, you can pick them up directly from Room C-525, if you need them even faster."

Infrequent users of the DMF sometimes find the system complicated and these users often rely on Records Division staff for assistance. A new and simplified version of the software is expected by mid-1990 and Records Division personnel hope that this version, which uses on-screen, fill-in-the-blank prompts similar to that of JOLIS, will be more easily accessible to the infrequent user. The Records Division is also exploring an expansion of the items contained in the system. John Marcouyeux is anxious to survey DMF users and determine "what additional features they would like to see added to the system." He can foresee some reworking of the contents. "Now we have citations of staff reports, for example, but since there has been an interest expressed, we are looking into the possibility of adding the full text of the staff appraisals," he notes.

The Records Division is exploring expanded uses for the DMF system, including a Departmental Filing Service that will use the same database management system and the same thesaurus and permit departments to create and maintain an electronic filing system for documents that they have produced on their own word processors. "If this develops as planned," Gertrude Long notes, "you could sit at your terminal and access not only the DMF, which will be available to users Fund-wide, but also departmental or divisional files, which would be available only to your own organizational unit. The concept could also lead to development of a Fund-wide electronic central file."

The Records Division feels it is well on its way to making the DMF an easier and more useful database system, but it still faces the larger obstacle of how to bring new users on board. Individual hook ups to the DMF require access to the DCA switch, which is already over-subscribed. It is not likely that access to the DMF can be greatly expanded until basic decisions are taken about networking capabilities within the Fund.

Interest in new and constantly changing technologies of storage and retrieval has not obscured a more vital and enduring concern of the Records Division—preserving the Fund's institutional memory. With many of the Fund's early staff members long retired and many of those who guided it through the 1960s and 1970s gone as well, there have been more instances of the wheel being reinvented and continuity eluding an institution whose staff and mission seem to be in transition.

"We hear more and more about work that was done ten years ago being redone because no one knew it had been done before," John Marcouyeux notes. "The average time staff have spent in the institution is a lot shorter than it used to be," Gertrude Long adds, "one by one those who had provided continuity in the past are disappearing. Younger and less experienced staff just don't have the same depth of knowledge and, because they are so busy, they don't have the time to acquire it."

"By the time someone masters an issue," she continues, "something else has frequently replaced it as a priority. The Fund has not had a great deal of stability over the last few years in terms of its work. Between losing its longer-term staff and having those coming in behind them pressed to cope with more and varied things, the institution is presented with a challenge. It is a challenge that we are attempting to meet through the Information Resources Center—indeed through a reorientation of the work of the Division as a whole. We want to preserve a record of events and to make the information contained in that record easily accessible to staff who need it to do their job. People just don't have the time to pour over volumes and volumes of material to inform themselves about a topic on which they are working."

Across the room at the Joint Library's reference desk, the issues are much the same. How do you provide more information for a staff that has less and less time to spend locating and digesting it? The magazines, newspapers, JOLIS terminals, and fax machine are much the same items that stocked the temporary center in the atrium. But the location is a fixed one now and the reference librarians, Barbara Perry says, are anxious to assist staff with more in depth research. Both she and Gertrude Long believe that a joint center offers very real advantages for staff members. "At the Information Center," Barbara Perry notes, "you can locate both the published material and the internal documents you need. You can have both sides of the room working for you at the same time."

Christian Brachet (right) has a question for Gertrude Long, Chief of the Records Division.

Remembering Frank Southard

William Dale, former Deputy Managing Director, recently eulogized his predecessor. His remarks, with minor omissions, are reprinted here.

My first contact with Frank Southard was 41 years ago last July, when I received a letter signed by him offering me the first professional job I ever had. Thus I had the pleasure of knowing him almost half his life. At that time Frank was Director of what was then called the Office of International Finance, a newly named postwar part of the U.S. Treasury. I thought then that he was a very big man indeed. I still do....

In today's kaleidoscope of changes, in which western liberal political and economic ideas are so clearly emerging triumphant, we do well to remember those who were involved in the policy making and the institution building that has brought these results about. Frank Southard was one of those. He was one of those involved in the earliest planning for the International Monetary Fund in the U.S. Treasury in 1941...[and] was a top international official in the Treasury...when the Marshall Plan was formed and made operational.

But Frank's main professional contribution and devotion was to the building and practical operation of the IMF, and in this he spent exactly a quarter century of his working life. He became U.S. Executive Director on March 1, 1949, and then Deputy Managing Director on November 1, 1962, a position he held until retirement at the end of February 1974.

Of course...for governments to endow the Fund with important powers was one thing; to make it into an effective operating institution was quite another. To those who know it, the Fund is an institution of great intellectual strength and has contributed to an almost unprecedented degree to the development of economic theory as well as to its practical application. The hospitable atmosphere in which this intellectual activity could prosper was due in no small measure to the nurturing given by Frank.

If in addition the Fund was not only a good employer, but an outstandingly friendly and personally caring one as well, Frank had a lot to do with that too. The Fund also has a long and well-deserved record of caring very much about the problems of its less developed member countries, and Frank was deeply and affirmatively involved in that series of policy developments from its earliest beginnings.

As well, the Fund is a truly international institution, with the requisite degree of staff independence and strength essential for it to prosper in that respect. Here, too, Frank contributed greatly to that result, both as U.S. Executive Director and as Deputy Managing Director. Often, these achievements had to be won against considerable odds. On one occasion, when he was U.S. Executive Director, a top staff position that had been held by an American came open and needed to be filled. Frank took the view both that the position need not be filled by an American and that it should be given to an outstanding person who was already on the staff. That action, and others like it, had important and lasting impacts on the institution.

Indeed, Frank was a true and practical internationalist all his working life, and that is a quality that takes more courage and conviction than is generally appreciated. In its early years, the Fund, like its sister the World Bank, was heavily dominated by the United States, both in voting power in the Executive Board and in staff members, especially at the more senior levels. Frank himself wrote in an article in 1980 that "... a practical problem faced by the U.S. Executive Director was how to exercise his power without convincing the rest of the Directors that discussion was futile because the U.S. view would prevail.... As the years passed, decisions by consensus became peaceful, although sometimes at the cost of very long debates." As to the staff, over the years energetic worldwide recruitment, which Frank vigorously supported, gradually led to a better balance and to a wider representation from countries in all parts of the world.

I should mention as well that Frank was a talented manager of people and processes. He was instrumental in the creation of the technical assistance programs of the Fund and in this context of the Fiscal Affairs and Central Banking Departments, of the Fund's organized and sizable training activities for officials of member countries and of the joint Fund-Bank publication, *Finance & Development*, which recently celebrated its twenty-fifth anniversary with Frank as the principal speaker. And lastly under the heading of management skills, it is no mean feat that—with the single exception of the addition of the Bureau of Computing Services in the 1980s—the organization chart of the Fund by major units is virtually the same today as it was a quarter century ago after Frank's first couple of years as Deputy Managing Director—a stability that is quite unusual in such a large, complex, and important organization. By the way, with its decentralization and emphasis on collegial decision making, the structure is undoubtedly more in keeping with modern management theory today than it was then.

Frank Southard was in many respects a classical American figure of his generation—tall, spare, angular, vigorous, with a strong and somewhat assertive personality, open-minded, fair-minded, forward-looking, optimistic, idealistic. Above all, he was a man of strong and clear principle. Though it wasn't always readily visible, he cared for people in their individual capacities as well as in groups. There are a number of people who received his assistance in personal terms as well as in financial ways, and some of them are here today. As befits a man who spent an appreciable part of his career in education, he took a lot of interest in young people....

One would describe Frank as a conservative in economic matters, I suppose, though in fact his record of accomplishments and substantive positions was much too varied for such a simple rubric. But in social matters there was never any doubt where Frank stood—namely, as a confirmed liberal and progressive. There just wasn't a prejudiced bone in Frank's body, and that was evidenced in many ways in the Fund and outside. One example: the day after the assassination of Martin Luther King in 1968, Frank took the floor in the Board of the Fund to give a brief but heartfelt tribute to the fallen civil rights leader.

Three other qualities that Frank had in abundance should be mentioned. One is that, endowed with an unusually high energy level and high endurance, he could work awfully hard for incredibly long periods of time when necessary. In fact, I never remember a time when Frank was not working hard and efficiently. But he was not a workaholic. Although like many in Washington he often took a briefcase home, he was not one who stayed at the office far into the evening—indeed, for years he managed to leave the office promptly at 5:30 p.m., an organizing ability that I and others greatly envied. He simply had the capacity to get right at the work and get it done while most of us would still be thinking about it. He had a rare ability to keep two secretaries going at full stretch the whole day. Second, one of Frank's most prominent qualities was an integrity that was so evident it was palpable. And, third, Frank had a wonderful directness and candor, so that you always felt you knew pretty well what was on his mind and where you stood with him. He was not one to dissemble or prevaricate....

Generations of friends and legions of colleagues admired and looked up to Frank Southard. His friendships, both professional and personal, truly spanned the world. He liked people and they liked him. All of us will miss him.

Irving S. Friedman: an Appreciation

Irving Friedman, who died suddenly on November 20, 1989, was on the Fund staff from 1946 to 1964, serving most of those years as Director of the Exchange Restrictions Department, predecessor of the present Exchange and Trade Relations Department. Friedman played a critical role in establishing the Fund as an influential institution in international monetary affairs. Many of the activities and policies of the Fund that we now all take for granted had, in those formative years, to be worked out, agreed upon, and yes, fought for and defended, amid considerable controversy and acrimonious debates. To understand the extent of Friedman's contributions, it is useful to recall all the basic questions about the Fund's work that were resolved during his tenure.

Most notable were the controversies and debates attending the birth of the consultations that the Fund now holds regularly and routinely with member governments. The procedures, the staff missions, the full and substantive nature of the reports, the discussions in the Executive Board, and the reporting back to member governments all had to be initiated. Back in 1952, however, when the first consultations were being worked out, the Fund was a troubled fledgling institution. Its very survival was in doubt. And although the start of consultations was legally required by the Articles of Agreement, considerable disagreements existed among member governments, individual Executive Directors, and even among the staff, as to what should be the nature of the consultations. The Fund's authority was being seriously challenged, even in the field of exchange restrictions where the Fund's authority was supposed to be most definite.

Officials of several of the largest member countries, particularly the United Kingdom and Australia, were extremely wary of what the Fund might do under the guise of consultations. They raised a number of vexing questions. Could the Fund initiate consultations? Several Executive Directors took the position that the Fund should wait for the member government to ask for a consultation. (That could mean, of course, that the consultation would never take place). Was it worthwhile to hold annual consultations, or should they be held less frequently? Some Executive Directors argued that since world economic circumstances were not normal, it was pointless to hold consultations every year, or even to begin them at all. (Such a position put the whole concept of consultations at risk, since, as we have seen in the subsequent four decades, world economic circumstances are almost never "normal").

And since the Fund's legal authority, namely its Articles, formally limited the Fund's jurisdiction to exchange restrictions, was the Fund really entitled to go into such matters as restrictions on trade and the balance of payments reasons for a government maintaining restrictions, or, heaven forbid, the domestic causes of balance of payments disequilibria, such as fiscal and monetary policy? The issue of trade restrictions was hotly debated, with great disagreement even among the Fund staff. And as far as the subjects of balance of payments problems and monetary and fiscal policy were concerned, some Executive Directors and even some staff were of the opinion that the Fund dare not bring up these topics, let alone take positions on them or give advice or suggestions to member governments.

Moreover, it was by no means assumed that staff would visit member governments and talk with officials in their home countries in pursuance of consultations. Some Executive Directors were adamant that consultations be held between the Executive Director from the country concerned and the staff at Fund headquarters, or between officials of member governments and the staff when these officials came to Washington in September for the Annual Meetings. There were arguments, too, over how substantive the reports would be and whether the staff could express its own evaluation of the member country's situation.

Friedman took the lead in resolving these and other related questions. From the beginning, he held that the consultations had to be important and substantive. He argued the case strongly, and after much wrangling and controversy, persuasively and successfully. He had influential roles also in forming the Fund's policies on multiple exchange rates and in defining the organization's relationship with the GATT, consistently ensuring that the policies the Fund initiated would help make it a key player in international monetary affairs. This task was not easy since at the time many member governments were reluctant to concede much authority or influence to the Fund. After Japan became a Fund member in 1952, Friedman played a critical role, too, in helping Japan become a member of the international community, for which, after he retired from international organizations, he was given a special award by the Emperor of Japan.

After he left the Fund, Friedman devoted the bulk of his time to developing country members. At the request of George Woods, who had recently become President of the World Bank, Friedman accepted the position of Economic Adviser to the President, a newly created vice-presidency in the Bank. In 1974, he became a senior vice-president at Citibank where he developed criteria for country risk assessment for commerical bank lending to developing countries after the first round of oil price increases.

After his retirement from Citibank, he went to First Boston Corporation, where he advised regional development banks. But he continued his interest in global monetary affairs, and authored several books, including *Inflation: A World-Wide Disaster* and *Toward World Prosperity: Reshaping the Global Monetary System*. He always retained a special love for the Fund and did his utmost to give it support. He testified before Congressional committees in favor of larger resources for the Fund and in his last book made a strong case for a much larger International Monetary Fund.

Friedman had several personal attributes that he always brought to his various endeavors in the international arena: a strong dedication to the causes of peace and justice, unusual imagination, loyalty to the causes in which he believed and to the institutions for which he worked, and incredible energy. At the time of his death, his was still a familiar face in the building. Several staff members, and many Fund retirees, attended his memorial service.

Margaret Garritsen de Vries

Marta Chiari (left) and Nelsy Munevar (below) brings Colombia's festive and varied dances to the Visitors' Center.

El Tayrona Takes the Stage

One of the high points of the recent celebration of Colombian art and culture at the Visitors' Center came late in the program—in fact, weeks after the Antioquia exhibit had departed. On Friday, December 1, El Tayrona, a local folklore and musical troupe dedicated to preserving Colombia's dance and song traditions, took to the small stage and dazzled an overflow crowd with its colorful and exuberant renditions of six of Colombia's native folk dances.

The performers included two members of the Fund staff, Marta Chiari (BCS) and Nelsy Munevar (INS). Marta Chiari's mother, Berta, had founded the group in 1981. "My mother, who is retired now, used to work for WHO. She always had a great love for children," Marta explains, "and a great love for Colombia's music and dance. She wanted to do something to preserve and share this. She was also anxious, given everything that's happened in Colombia, to present a more positive side of Colombia's culture."

Over the years the group, whose work is choreographed by Gacho Peña and whose members number 12 women and 6 men, plus a children's group and supporting musicians, has entertained at Carter Barron, Wolf Trap, the Kennedy Center, the University of Virginia, the Wilmington Opera House, the OAS, and the World Bank. It has even participated in the Cherry Blossom Parade and has been on television locally and in Colombia.

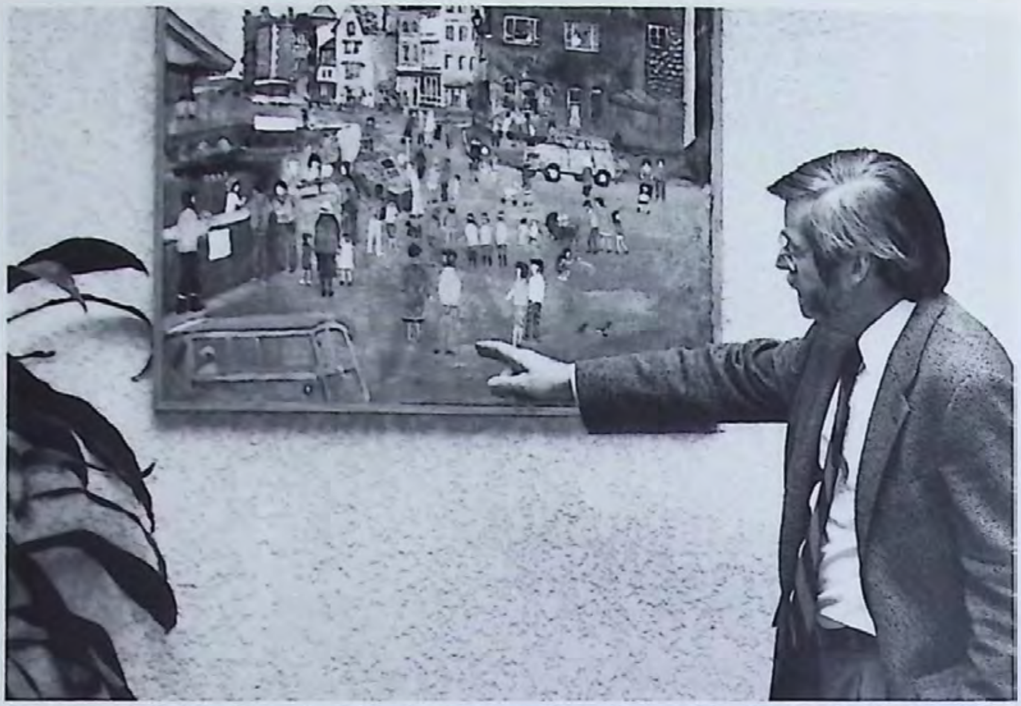
The group is entirely volunteer, and obviously dedicated. But the hard work is balanced by a family-like atmosphere. "We practice every Friday night for three hours and then go out afterward. On Wednesday nights we work with newcomers and teach them the steps," Marta says. "The group is composed of native Colombians and some, such as myself, who have been born here but whose parents are Colombians. Nelsy saw us perform and came backstage and asked if she could join. Some of our dancers have joined because they were students here and felt homesick. This reminded them of home."

The striking and often elaborate costumes are all handmade—the work of Marta, her mother, several members, and their parents. Naty Farjado, who provided songs and guitar interludes for the December 1 performance, also doubles as the group's costume designer.

Those who saw the Visitors Center performance saw a smaller scale version of the typical El Tayrona performance. Because the Visitors' Center stage lacked both depth and width, the customary six pairs of dancers were pared down to three for most of the regional dances. The group seemed unfazed by the adjustment.

They have danced now on a variety of surfaces and both indoors and out; adaptation to the restrictions of the Visitors' Center stage presented few real problems. "My feet were burning because we dance barefoot and the stage is carpeted," Marta admits, "but we've danced outdoors on a sun-baked stage and once had to make our costume changes in the bushes, so we've learned to adjust."

The group is currently taking a break over the holidays, but will be dancing again by early spring.



David Cutler's "Barbican," which depicts a section of his native Plymouth, England, in a naive style, features its artist, Fred Yates, in the lower left corner.

Staff Members' Collection Finds a (Temporary) Home in Atrium

Every picture tells a story, and every painting, it seems, has one. The collection now hanging in the atrium is on temporary loan from the living rooms and studies of more than a dozen staff members. Not surprisingly the collection features artists from all over the world and it reflects a broad range of traditional and contemporary styles and subjects that blend aesthetic appreciation with social comment, whimsy, and nostalgia.

David Cutler and Horst Ungerer have each contributed four paintings that suggest deliberate eclecticism. "I chose four," says David Cutler, "that were in complete contrast." Included in this is one of his home town—Plymouth, England. Done in a naive style, "Barbican" features its artist, Fred Yates, a Plymouth local, in the lower left-hand corner.

Another piece, "Cornish Landscape" is the work of an earlier Plymouth artist, W. Williams; it was purchased on Connecticut Avenue some twenty years ago. The other two are Hutchins Mill Road by a Baltimore artist, Eugene Leake, and an untitled work by Gunter Gumpert, who had had a show in the Fund.

The Fund's collectors show a very un-Fund-like disinterest in art's investment possibilities. None of the exhibitors seemed the least bit concerned about the future market value of their art work. Indeed, David Cutler argues, "collecting for investment is just crazy. The chances of your picking something valuable are very slim." He has, he says, only two guidelines: "do I really like it? and, can I afford it?"

Horst Ungerer characterizes his and his wife's tastes as running the gamut from conservative to modern. His contributions to the show consciously reflect that range. There are two landscapes (one German—"Chiemsee" by Willy Euchner, the other Polish—"Carpathian Winter" by Miecsyslaw Filipkiewicz), one abstract ("Central Formation" done by a friend, Alexander Russo, who had taught at the Corcoran), and one naive ("Croatian Landscape"), that is the work of his mother-in-law, Ivka Ivosevic, who, he says, "started painting when she came to the United States at age 60. Her paintings often were, as this one is, of Croatian landscapes and themes—drawn from her memories of home."

The large German landscape has a bit of family history too. It was the work of an amateur painter, a friend of Horst Ungerer's father, and it had for many years hung on his father's living room wall. Handed down to his sister, and then to him, it now resides in his home.

Two of Dominique Berthet's three selections are "marines." They are strikingly different from each other, however. One is bright in mood and color, the other subdued. Perhaps the most eye-catching, though, is the 1935 watercolor of a Paris subway scene. It was done by

Paul Perraudin, a family friend who subsequently became a major influence on Dominique's painting. Family friend or not, "Le Metro" was not easy to get. "Paul is famous for his marines," Dominique says, "so this urban theme was very unusual for him. He did very little else like it and wanted to keep it. I saw it in a show and had to fight with him to sell it to me."

Personal reasons were a factor in many selections, but Rolf Alter had social and other concerns in mind when he choose "The Coalminer's Wife" (by Katherina B. Rohr). "This is from an area of Germany that borders France. It's an area that has gone through a lot of crises and has, until recently, been very poor. All of that is in the face of this woman. It reflects a face of Europe that's not well known."

Peter Clark's criteria for his selection were simple. His own tastes, he says, run toward contemporary abstracts that feature strong colors with structure. For his contribution he settled readily on the most interesting piece in his collection, "Tattoo October" (by David Fried).

There were several reasons, Charles Collyns admits, for his choice of "The Pier" (by Jonathan Weinberg). Some were aesthetic; he had bought the piece four years ago at an Art Society exhibit. His present home, however, accommodates only one of its three panels, so it had been some time since he'd seen the entire work hung. "I did," he explains, "want to see it in its full glory." (Space constraints at home were a concern for many exhibitors. "When you have to start hanging art in your bedroom," David Cutler notes, "you know you're in trouble.")

While some staff opted for a piece that would be representative of their tastes and collections, Richard Williams decided to show his most unusual piece, "Most of my pieces are oil paintings; this one was unique. It was done by a Dutch artist, Schimmel, who had been working with oils and moved to paper. I bought it in South Africa en route back from a mission in Mozambique. I like the texture and feel of it. It is completely uncharacteristic of my collection, but I had just moved from a colonial style home to a modern house in Hollins Hills. It was really the first piece I bought for the new house and the new me."

Many exhibitors mentioned that they frequented galleries when they travelled. (Transporting a painting, of course, can be a problem. David Cutler mentioned that his Yates piece, which was purchased in the United Kingdom, didn't arrive with their luggage and was later delivered by the airlines to his home. "The sight of the driver wrestling the painting out of his truck," he says, "nearly gave me a heart attack.")

Carolyn Carr has several paintings from spots as far flung as Morocco, Japan, and the West Indies, but these were purchased in local galleries. The painting she selected for the staff show, "L'Arbre Enchantee," was done by Kaiko Moti, a North Indian painter, and was purchased in an Ellicott City gallery. She is drawn, she says, to a "certain amount of imagery and to strong colors."

Partho Shome's entry, "The Cycle of Life," is the work of a friend, Dipti Guha—a woman who had been a painter, left the arts, and then returned later in life to pick it up again. He has both her earlier and more recent work. "It is," he says, "very characteristic of what I've liked." He keeps an eye on the Indian arts scene and is particularly intrigued by young artists whose work experiments with blending old and new forms.

Roberto Donadi's painting, "Semi-Still Nature" (by Jorge Alfonso Gordillo), is a nontraditional rendering of a traditional form. "In Mexico it is common to have a *bodegon*—a still life of edibles—in your dining room. Traditionally these feature a bottle of wine, an onion, fruit, salami, and so on. The one we selected was a very brightly colored fish. We found it while walking through Mexico City's Garden of Art, a place where young artists show their work. My wife fell in love with that fish!"

Their *bodegon* has a distinctive frame as well—the heavy pock-marked wood looks, and is, moth eaten. "We wanted to bring furniture made of this wood. It's very fashionable in Mexico. But we didn't think," he laughs, "that the United States would want all these moths."

The show, which also includes works from the collections of Alexis Rieffel, Peter Quirk, and Lawrence DeMilner, has been organized by Gene Spiro, Lawrence DeMilner, and Peter Clark of the Art Society. The exhibit will run through January 26.

Roberto Donadi's bodegon *was purchased in Mexico City. Its brilliant colors and the inclusion of a fish make it a somewhat unusual variation on a traditional style of painting. Its heavy wooden frame is also distinctive—made of a moth-eaten wood that is popular in Mexico.*

And the Winners Are...

This Year's United Way Fund Drive Made a Lot of People Happy

Who says the Fund's staff is jaded—too worldly, too wise, too well-traveled to be excited over a raffle? The winners in this year's United Way that we spoke with were anything but blasé about their good fortune.

Maria Stehle, who won the widely coveted trip to Australia, couldn't sleep the first night. "I've wanted to go to Australia for 30 years. I'm going to take my daughter and spend six weeks there. She's just graduated and was looking for a job. Now she doesn't want to find a job—no one would give her the time off she needs."

Word of a winning ticket sent others scurrying to their travel books. Marina Primorac, who has the difficult task of choosing a flight to Nantes, Bordeaux, Montpellier, Marseille, or Toulouse, is leaning to flying into Toulouse and out of Montpellier. "I've borrowed a ton of travel books," she says. When she learned she had won a second trip (the first trip several years ago to California served as her honeymoon), she teased her husband—wondering aloud about how nice it would be to study French in Montpellier before she broke the good news.

Mary Windsor was already perusing the calendar and estimating when, after the WEO was wrapped up, she could jet off to Jordan. She had her heart set on a number of archaeological sites and was looking for others who had been there for traveling tips.

Jacob Westerweel, on the other hand, was quite familiar with his destination—Amsterdam. He'd just come from the Netherlands to take a position with the Executive Director. "I was very surprised," he admits, "I almost didn't believe it. But it will be like an extra home leave. My wife is going back in September to complete her studies. We'll use it then."

Yannick Chevalier hopes to take advantage of his prize—a trip to Martinique—in April. It will be his first trip to the Caribbean and he is curious, he says, to see what France looks like away from France.

Several winners had just come to the Fund and had donated to the United Way without realizing they would be getting raffle tickets. Dorothy Powell, who won a trip to London, supported the United Way drive, she says, because she had always done so in Canada, her home.

Mark Stone, who also had just begun working at the Fund and who was the lucky winner of trips to Paris and London, was incredulous. "The prizes are phenomenal. I didn't even get tickets. I had given my donation the day before. Our secretary left me a note saying I'd won two trips and I didn't even take her seriously."

Dominique Frecaut was a double winner as well—a trip to Dubrovnik and a trip anywhere in Europe. The open ticket to Europe has her a bit flustered—"too much choice," she says, but fortunately she has until November to settle on a destination. The trip to Dubrovnik, though, has her thoroughly delighted and ready to pack her bags. "I'd been to Dubrovnik as a child with my parents. It's a beautiful city. I hope to visit it in spring."

Like most of her fellow winners, she was not present for the drawing. A colleague, Bernard Delbecque, she says, "had me on the phone for half an hour before he told me. He said, 'are you selfish?' I said, no, no more than the next person. Finally he said, 'well, you have won some things!'"

There were some, like Glenys Murrell, who had never won anything before and there was Tish King, a "temp" currently working in EXR, who was on a roll. She'd won a trip in an office drawing at her agency and decided, since she was eligible to contribute to the United Way here, to try her luck again. "I was shocked that I won and my first thought was that maybe I couldn't afford to go. My husband and I are used to staying in youth hostels. I didn't think I'd be able to afford a proper hotel. But we are looking for a moderately priced room and hoping to go for a week."

The prizes were impressive this year, but so, too, were the donations. The staff gave in record numbers and at a record rate. Slightly over eleven hundred staff donated to the United Way and the total collected this year, $109,419, represented a 20.8 percent increase over last year.

In all the swirl of prizes—trips around the world, elegant dinners, and gift certificates—there was still pause for reflection. "I gave my money for a women's refuge," Dominique Frecaut says. "I'm glad I received a gift, but first of all I am glad that I was able to help."

The Season of Giving Continues

Red Cross Bloodmobile Will Be Here January 11

The holiday season may be over, but the giving needn't be. The Red Cross Bloodmobile, which visits the Fund and the Bank every three months, will be at the H Building Auditorium on Thursday, January 11 between 10 a.m. and 3:00 p.m. As always, the Red Cross is in urgent need of blood for transfusions.

Recent travel to malaria-endemic areas, or having taken anti-malarial medication in the past three years, will leave a large segment of the Fund's staff ineligible to donate blood for transfusions (though still eligible to do so for research), but what about the rest of us? Squeamishness about needles and the sight of blood; worries about faintness, discomfort, or AIDS (totally unfounded); and simple inertia will keep many away.

The procedure, though, is actually a simple one. The Red Cross sets up about six donor tables and takes medical histories, draws a drop of blood from your ear, takes your temperature and blood pressure, and then, if you are deemed to be in good health and an eligible donor, draws a pint of blood.

Appointments are recommended. This ensures that the whole process moves quickly (normally taking no more than an hour). The actual donation takes ten minutes, after which ten minutes of rest is advised before you get back on your feet. There are cookies and punch (and a recommendation of plentiful fluids over the next 48 hours), and lots of solicitous attendants to ensure there are no ill effects.

Anita Sheehan, of BLS, donated for the first time three months ago. She had wanted to donate for sometime and found the convenience of having the bloodmobile come to her too good to turn down.

Tarja Papavassiliou of FAD and Judith York of OED have been donating blood since they were teenagers. Tarja began in Finland. "I had a rare blood type. My father used to donate and I would go with him. I've never had any problems. It's so convenient and you feel so good about giving, about doing something for someone in need."

"I first worked for the British Railways," Judith York says, "and they used to give us a couple of hours off to donate. When you are young, you think you're immortal. I wasn't the slightest bit scared and I've never had any ill effects. I am very lucky to be healthy. I try to give blood three times a year. It's a way to help the community. We should put in as well as take out."

The Fund donors we spoke with all remarked on the good feeling they had after donating—the sense of having helped out, maybe even saved a life. Few reported any physical side effects. "I really didn't notice any at all," Klaus Boese of TRE says. "I'm not working in a traveling department, so I figure if I have blood that's acceptable and I can donate, why not?"

Those who first felt squeamish quickly learned to cope. "I was a bit queasy the first time," one reported, "But now I simply don't look and I'm fine. The body reproduces blood so easily, and the people are so very careful with you that I don't think about it now."

"There's really nothing to it," Tarja Papavassiliou says, "it isn't as though you lose weight by donating." And then she laughs, because the thought of losing weight after all the holiday splurges might not be all that bad.

The Red Cross encourages those who would like to extend the holiday spirit to call 728-6561 for an appointment. But if you haven't planned ahead, don't let that discourage you. The Red Cross accepts walk-in donations as well.

1989 Toy Fund

Despite inclement weather, last-minute shopping, and congested roads, Fund staff and their families came through with 13 tightly packed boxes of new toys for Children's Hospital—a very generous effort that brought lots of big smiles to the faces of the young patients.

Also this year, as in the past six years, a check will be presented to Children's Hospital on behalf of the Fund wives. The check represents 10 percent of the proceeds from the sale of UNICEF cards by Fund wives. We have all seen how hard, and patiently, and cheerfully, Fund wives worked.

The warm and caring response of the many people connected to the Fund make this special season all the more meaningful for the hospital's young patients and their families.

Judith York

LETTERS TO THE EDITOR

Over the past several weeks I have noticed the new artwork being displayed in the hallowed hallways of the Fund. Artwork that looked quite presentable to me has been taken down and replaced. One must be impressed that time, effort, and money are being spent in upgrading our surroundings.

However, one must also wonder when the functional areas of the Fund are going to be given the same time, effort, and money in upgrades—for example, the rest rooms in the older part of the Fund building.

How many times do we have, and report, complaints about washbasin taps that will not turn off; ones that pour water constantly at the rear of the washbasins, which, in turn, runs over the vanity top and floods the floor; or the soap dispensers that even though filled, refuse to dispense the liquid soap.

When are we going to have toilet roll holders that actually roll? You tug and pull, scratch and scrape, and end up with a pile of little torn pieces. We have paper towel dispensers that are packed so tight that you either tear out little pieces or find you have six or more towels at once. To say nothing of the floors, which are often in the most grotty state—obviously in need of a more frequent scrub—or replaced with a surface that can be kept in a much more acceptable state than at present. And, last but certainly not least, we must not forget to mention the cockroaches!

If the idea of the new artwork is to create a pleasant atmosphere to work in, think how much more pleased and impressed we would all be if the rest rooms took on a pleasant, fresh atmosphere with everything working as it should. Surely this is something that the Fund could accomplish.

Pamela M. Roberts

Geoffrey Vaughan, Chief of the Facilities Section, responds:

The issues raised in Ms. Roberts' letter are of interest to everyone working in the headquarters building. Overall, I could not agree more with the sentiments expressed. Our maintenance efforts will be redoubled in these areas and plans are under way to upgrade a number of functional areas, including the older rest rooms, as part of a multi-year effort.

Providing a pleasant work environment for the staff at the Fund includes maintaining and replenishing artwork in public spaces. This year, funds for public corridor artwork allowed the Facilities Section to replace works that have been on display since the building opened in 1973. Many of the pieces showed the effects of age or had been damaged. The funds also allowed us, for the first time, to furnish artwork for the public corridors in the new wing. In conjunction with this, we also instituted a rotation program to provide greater variety and interest.

Maintaining the condition of the Phase I rest rooms presents a constant challenge to Facilities. Over the last few years we have intensified our efforts, initiating more detailed inspections and ensuring that our building maintenance contractors put forward their best efforts to clean and maintain these areas properly. In addition, we have adjusted the cleaning schedules in the building to provide more timely services in those areas that experience the greatest use.

Despite all this, the unavailability of replacement parts for older components makes it all but impossible to keep the fixtures functioning at all times, and trying to keep the aged flooring and wall covering clean and bright is, well, a losing battle. One matter raised by Ms. Roberts regarding the toilet roll holders and the paper towel dispensers is particularly inexcusable; steps have been taken to remedy these matters.

Rest room floors are mopped with a disinfectant cleanser daily; scrubbing is done only as needed. Over the years, we have learned that too frequent scrubbing weakens the grout and allows water to infiltrate under the tiles, causing them to break up. While some floors may look better than others, this is generally more a function of traffic and age.

The Fund is currently considering replacing the floors and upgrading other aspects of the rest rooms as part of a phased approach that would address the most serious operational and aesthetic problems first.

Cockroaches have been a problem for us in different areas of the Fund headquarters building at different times. We have a regular extermination program; special problems are addressed as they are brought to our attention. One of the best ways to control cockroaches, of course, is to keep food out of the offices; even an unopened package of crackers in a desk drawer will attract cockroaches.

The frustration that staff feel over facilities matters is understandable. It's especially irritating to be confronted with just plain maintenance problems. However, please take heart. Improvements, especially in the older functional areas of the Fund, will be forthcoming, and in the meantime your continued cooperation and patience is appreciated.

STAFF NOTES

October 1–November 30, 1989

TWENTY-FIVE YEAR STAFF

Judith A. Kooleshevich

TWENTY YEAR STAFF

Linda A. Seal
T. Tharumalingam
Barbara A. Virgo

RESIGNATIONS

Patricio Aranda-Coddou
Fabrizio Coricelli
Karl-Heinz Kleine
Jeroen J. M. Kremers
Brenda Livsey-Coates
Monica Lowe
Rustel S. J. Martha
Saumya Mitra
Francoise Stuart-Brito
Carel C. A. Van Den Berg
C. Van Der Mensbrugghe
Ralph W. Tryon

RETIREES

Hector F. Avila
Doreen A. Bradford
D. R. Khatkhate
Jean E. Merry
Jean-Marie Parmentier
M. Ranji P. Salgado
John E. Sungren

EXPIRATION OF APPOINTMENT

Neil Roy Chrimes
Jean-Claude Pauwels

TRANSFERS

Scott Bradley Brown to Western Hemisphere Department from Exchange and Trade Relations Department

John R. Dodsworth to Asian Department from Support Group, Resident Representatives and Advisors (Sudan)

Menachem Katz to African Department from Fiscal Affairs Deparment

Lloyd R. Kenward to Western Hemisphere Department from Support Group, Resident Representatives and Advisors (Indonesia)

Irene H. Klotz to Support Group, Secretarial Staff from Office in Europe

Noureddine Krichene to African Department from IMF Institute

Augusto Lopez-Claros to Exchange and Trade Relations Department from European Department

Maria Socorro J. Obias to Administration Department from External Relations Department

Gumersindo Oliveros to external assignment (World Bank) from Exchange and Trade Relations Department

Doris C. Ross to European Department from Western Hemisphere Department

Christian Schiller to Support Group, Resident Representatives and Advisors (Madagascar) from African Department

Hiroshi Shibuya to external assignment (Japan) from Western Hemisphere Department

Parthasarathi Shome to Fiscal Affairs Department from Office of Managing Director

Amor Tahari to Secretary's Department from Middle Eastern Department

Lothar F. Weniger to external assignment (Germany) from African Department

NEW STAFF

Jean Michel Aoun
from Lebanon, is an Accountant with TRE. He holds a BACCY in accounting and an MBA in finance.

Heleny Bessa Brocca
Brazilian, is a Bilingual Transcriber-Proofreading Clerk with BLS. Before joining the Fund staff she was a Bilingual Secretary with the Inter-American Defense Board.

Maria C. Castaingdebat
Uruguayan, is a Secretary with ETR. Before joining the Fund staff she was a Secretary with the Inter-American Development Bank.

Roberto F. Cippa
Swiss, is an Economist with EUR. He holds a Ph.D. in economics from Oxford University and was previously an Assistant Director with the Swiss National Bank.

NEW STAFF

George DiBitetto
a U.S. national, is Chief of the Facility Operations Unit (ADM). Previously Administrative Manager for Facilities, George Washington University Medical Center, he enjoys music and cooking.

Domenico G. Fanizza
Italian, is in the Economist Program with AFR. He holds a Ph.D. from Northwestern University; among his interests are sailing, squash, and soccer.

Przemyslaw Gajdeczka
Polish, is an Economist (RES). Previously with IBRD and Wharton Econometrics, he holds a Ph.D. from Warsaw's Central School of Planning and Statistics, and enjoys tennis and music.

Michel Andre Galy
French, is a Senior Economist (EUR). Previously a Deputy Director with Banque de France, his interests include classical music, chess, tennis, and sailing.

Andreas V. Georgiou
Greek, is an Economist with EUR. He received his B.A. from Amherst and his Ph.D. from the University of Michigan. Among his interests are sports and traveling.

James P. Gordon
U.K./Zimbabwean, is in the Economist Program (FAD). He holds a Ph.D. from the London School of Economics and was a Lecturer there. His interests include squash.

Anne-Marie Gulde
German, is in the Economist Program (ASD). She holds a Ph.D. from the Graduate Institute of International Studies, Geneva, and enjoys modern art, architecture, and design.

Daniel C. Hardy
a U.K. national, is in the Economist Program with BUR. He holds a B.A. from Oxford and a Ph.D. from Princeton University.

Paul L. C. Hilbers
Dutch, is an Economist (AFR). He holds a Ph.D. from Free University Amsterdam and was an Assistant Professor there as well as a member of the monetary policy group, Netherlands Bank.

Il Houng Lee
Korean, is in the Economist Program (MED). Educated at the LSE and Warwick, and a Tutorial Fellow at Warwick, he enjoys swimming and badminton. His wife, Jee Yeon, is a pianist.

Keon Hyok Lee
Korean, is in the Economist Program with ASD. Educated at the London School of Economics, he has among his interests golf and classical music.

Ian C. Lienert
a New Zealander, is an Economist (AFR). Previously with OECD and the New Zealand Treasury, he holds an M. Com. and enjoys marathon running, classical music, and cross country skiing.

NEW STAFF

Joyce Mbock
Kenyan, is a Secretary with TRE. Previously a Secretary with the World Health Organization in Lyon, France, her interests include traveling and cooking.

Enrique Mendoza
Mexican, is in the Economist Program with WHD. He holds a Ph.D. from Western Ontario and was previously an economist with Mexico's Ministry of Finance.

Najib U. Miran
Afghani, is a Documents and Records Clerk (SEC). An associate degree candidate at NVCC in business, management, and computer science, he enjoys soccer and volleyball.

Nelsy Munevar
a U.S. national, is a Clerk-Typist with INS. Currently a part-time student at George Mason University, majoring in international studies, her interests include dancing and scuba diving.

Nadim Amer Munla
Lebanese, is an Economist (INS). Previously Professor, American University (Beirut) and Manager, Human Resources Development, Mediterranee Group, he has a Ph.D. from Southern California.

Dinah Nieburg
a U.S. national, is a Personnel Officer, (ADM). Previously a consultant with ADM's Training Unit, she holds an M.S. in Human Resources and enjoys tennis and skiing.

O. Joseph Nnanna
Nigerian, is an Economist (AFR). Previously a Senior Economist with the Central Bank of Nigeria, he holds a Ph.D. from the University of Houston and enjoys reading and tennis.

Obert Nyawata
Zimbabwean, is in the Economist Program (AFR). Educated at Zimbabwe and Sussex, he was an Economist, African Development Bank, and Assistant Secretary, Zimbabwean Ministry of Finance.

Rosalind May Oliver
Uruguayan, is a Bilingual Secretary (RES). Educated at London University, she formerly worked at the Colombian Embassy (London) and enjoys literature, art, and modern languages.

William R. M. Perraudin
a U. K. national, is an Economist (EUR). Educated at Oxford, LSE, and Harvard, he previously served as an International Economist with Grieveson Grant and Company.

Stanislas Pierson
French, is a Translator with BLS. Before joining the Fund staff he served as a free-lance translator and worked in market research. He studied economics in Paris.

Patricia Sample
a U.S. national, is a Purchasing Officer (ADM). Previously a Senior Procurement Officer with COMSAT, she was educated at George Mason and enjoys reading and cooking.

NEW STAFF

Tessa Sapaula
from Philippines, is a Secretary (TRE). Formerly Secretary, Egyptian Embassy, and Cable/Telex Operator, IMF, she was educated at Morton College and is studying at UDC. She enjoys art and traveling.

Jerald Alan Schiff
U.S. national, is in Economist Program with WHD. Formerly Assistant Professor, Tulane, and Financial Economist, U.S. Treasury, he has a Ph.D. from Wisconsin and enjoys biking and guitar.

Roman W. Skarzynski
Polish, is an Economist (BUR). Previously Assistant Professor at the Warsaw Institute of Finance, he holds doctoral and postdoctoral degrees from Warsaw's Central School of Planning and Statistics.

Kenneth S. Warwick
a U. K. national, is an Economist (RES). Educated at Cambridge and Yale, he previously served as an Economic Adviser, U.K. Foreign Office. His interests include golf, piano, and bridge.

Jane Ann Wein
a U. S. national, is a Secretary (AFR). Educated at SUNY (Fredonia) and previously a bilingual secretary for a French manufacturer, her interests include needlepoint, films, and theater.

Jacobus C. Westerweel
from the Netherlands, is an Assistant (OED). Educated at Erasmus University, he served previously with the Netherlands Ministry of Finance.

Corrections:

Elizabeth A. Milne is currently with the Office of the Managing Director.

George A. Mackenzie's daughter, Marjorie Gelsthorp Mackenzie, was born on July 5, 1989.

Our apologies.

Photo credits:

Denio Zara (pages 1-8, 12–13, 17-20); Padraic Hughes (pages 1-5, 11, 14, 17-20); and Fabian Bachrach (page 9).

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