staff news
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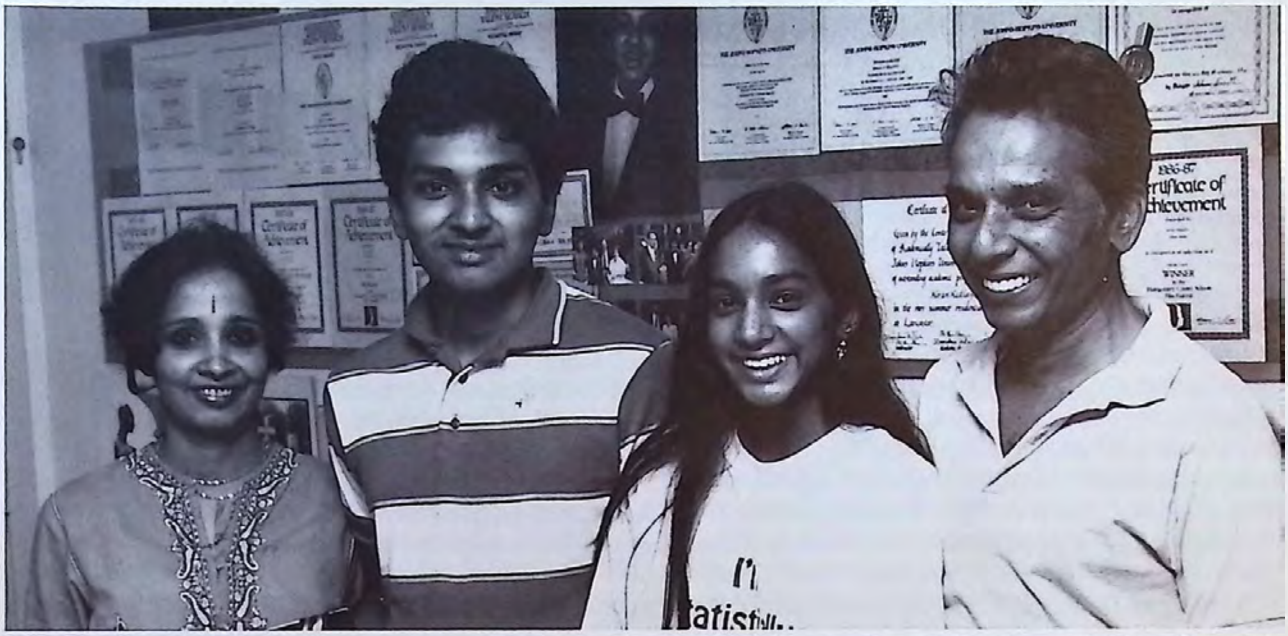


The Kedlaya family, *whose living room wall reflects Kiran's numerous awards, includes Herge Kedlaya (far right) a pressman in the Fund's Print Shop, his wife Kasturi (far left), his son Kiran, and his daughter Kishori.*

Of a Different Order...

With only modest means the Kedlayas have managed to nourish some uncommon talent in their household

Things are almost back to normal at the Kedlaya household. Almost. When the phone rings now, it is friends and colleagues—not the local press or CNN requesting an interview. Sure, the living and dining rooms are virtually bare of furniture—evidence of an impending renovation—but that's a minor disruption compared to the swirl of media that surrounded the house, and the Kedlayas' 16-year old son, Kiran, this summer.

The media barrage began in June when Kiran—then a sophomore at Georgetown Day and the son of Herge Kedlaya, a pressman in the Fund's Print Shop, and his wife, Kasturi—placed first in the USA Mathematical Olympiad and was honored as the country's top high school math student. That award, and his performance during a competitive training program in Annapolis, led to selection on the six-member U.S. team that journeyed to Beijing to compete in the International Mathematical Olympiad. When he returned home in July, he wore a gold medal for his efforts, having helped the United States secure third place in overall standings.

The gold medal soon found a prominent spot on the living room wall, alongside the photographs, ribbons, and scrolls of paper that attest to an unusually brilliant school career. The older of the two Kedlaya children, Kiran has been an exceptional child from the beginning. Energetic, curious, attentive, and aware, he could read a newspaper at age three but had not yet begun to speak. Fearing a speech defect, his parents took him to a specialist. "This is our problem," Herge confided to the doctor. "What can we do?" The doctor retired to his office to examine the child, then re-emerged to greet the anxious parents. "You don't have a problem here," he told them,

***Sightseeing in Beijing** are U.S. team members (from left to right) Joel Rosenberg, their Chinese guide, Tim Kokesh, Royce Peng, Gregg Patruno (assistant team leader), Kiran Kedlaya, Gerold Heuer (team leader), Jeff Vanderkam, and Avinoam Freedman. Kedlaya and Vanderkam took home gold medals from the competition.*

"you have a genius. Of course that's a problem," he smiled, "of a different order."

Herge and Kasturi Kedlaya learned quickly that they did indeed have a problem of a different order. How were they going to educate an unusually gifted son, when they had no idea of where to begin and little hope of affording what their son might need? On a pressman's salary paying private tuition out of pocket was unthinkable, and the Fund provides no assistance for preschool education. The Kedlayas were steadfastly cautioned not to enroll their son in a regular school, but no one seemed able to make specific suggestions about just which programs might be best suited for Kiran and what financial assistance might be available for the family. Herge recalls months of fruitless phone calling before someone suggested he contact a psychiatrist, Dr. Jean Symmes, who specializes in gifted children.

She suggested Georgetown Day, but the logistics of the commute from their Silver Spring home (Kasturi Kedlaya was not driving at the time) made that impractical. A second choice was Green Acres. The school was nearby and was ultimately able to offer the boy a half-day program and a $5,000 grant for two years. Kiran remained in Green Acres through eighth grade, and was then allowed to choose his own secondary school. Herge did caution him, however, that without financial assistance from the school only the local public school (Wheaton) would be within their means. Kiran chose Georgetown Day, and the school agreed to provide a scholarship for one third of the tuition. Fund assistance, for which the family is deeply grateful, has helped cover a significant portion of the cost, but $4,500 has remained to be paid and the Kedlayas have annually struggled to meet this expense.

Kiran progressed through his elementary and secondary grades on a normal schedule but with an accelerated course of study. While in fifth grade he took the state math test for eighth graders and recorded the highest score in Maryland. As an seventh grader he took his SATs at Johns Hopkins and placed second in the region, first in Maryland—a feat that won him a $1,000 scholarship to attend a Johns Hopkins summer camp for gifted children. He was to study pre-calculus, but after several days he had them scrambling to find additional programs for him. By the time he left the camp, with five certificates in hand, he had in effect completed his high school math before even entering high school.

That presented Georgetown Day with a problem: they had no math courses to offer him. Kiran's counselor suggested taking classes at American University, but that meant additional tuition—something that the Fund would not underwrite and the Kedlayas could not afford. Ultimately, Georgetown Day and American University agreed to pick up the cost. Over this past summer Kiran used a full scholarship from Maryland to take a math class there.

In a young career already crowded with impressive accomplishments, Kiran has come to expect much of himself, but to achieve it quietly. But even Kiran, his father admits, was elated about being named the nation's top high school math student. "Normally, we don't talk a lot when I pick him up from school." Herge says. "He usually tells me little things that happened during the day, but that day he came to the car and was so excited. 'Daddy, he said, 'you know I won first place.' He was really exuberant; it was a moment of glory for him."

Being selected for the U.S. team for the Mathematical Olympiad entailed an intensive four-week training session in Annapolis that would identify the top 6 students from the top 24 students in the nation. The training was also meant to prepare the team for the grueling four-and a-half-hour tests they would face in Beijing.

Kiran savored the highly focused nature of the training. "You spend the whole month there and almost forget everything else," Kiran says. "It's like there isn't a rest of the world for the time between when you start training and when you come home. Each weekday there is a morning class, which is 2 hours long, and each afternoon there is a test, which is about 3 or more hours long. In the evenings there is another class of 2 hours. The weekends don't vary that schedule much, except that on Saturdays you have classes but no test and on Sundays you have a test but no classes. But it's not sufficiently long that it gets boring. We heard stories of other teams, such as China's, that trained 60 students for six months. I found it hard to imagine anyone putting themselves through that. For a month it's kind of interesting to have your time free for one particular thing. It's a nice break."

The atmosphere in Beijing was not as intense as he had anticipated. "I guess everyone's already proven they're world-class math students, and it is an individual competition. I don't know about the Chinese, but nobody else seemed to worry about whether they were doing well for their team. They are just doing well for themselves. And that's the philosophy of the IMO. It's not that much pressure except during the test itself."

After a month's training, the four-and-a-half-hour tests each day seemed almost routine. "Once we were worn down by 14 or so of these tests at Annapolis," Kiran smiles, "the Beijing tests almost seemed like just two more of the same." A high point, though, came during the second day of the tests. "I knew I got all three problems right, and once I got through the third problem, there was just complete elation, because I knew I was right. That clinched it for me. I knew I had enough points to get a gold medal."

Discovering the key to a problem is all important. "No matter how many problems you've worked," Kiran says, "you go into a test and your first impression is that you have no idea how to do this. Basically you sit and twiddle your mental thumbs until you see something that might work. You look at the possibilities—essentially keeping your brain on idle—until something that looks like it will really work turns up. It's not necessarily knowing that you have it, it's knowing that there is a possibility that it works. You know when something is working, though, and that's basically when you've finished a problem. The rest is mechanics."

Kiran admits to being attracted to the purity and simplicity of theoretical math rather than its practical applications. It is the exploratory nature of the subject that intrigues him and the sense of discovery that rewards him. "It's almost like a treasure hunt. When you know you are right, there is no more subjectiveness. You've gotten it right, and there is a sense of accomplishment in it, versus just getting it right almost by chance."


Kiran with a gold medal from Beijing.

Kiran knows he has got it right. There is a quiet, assured, focused quality about him that makes him seem older than his years. He is a teenager; he plays the violin; he is the captain of his school's "It's Academic" team and takes advance courses in history, science, and Spanish for college credit; he enjoys photography. But if he is looking ahead to college or beginning to sift through university catalogs in earnest, he's not talking about it yet. "I'm keeping my options open at the moment," he says, with a certain deliberateness that suggests the question has already been asked many, many times before.

Kiran seems intent on being what he is—an exceptionally bright eleventh grader. His father, in turn, seems respectful of, and perhaps awed by, his son's talents—reacting cautiously, protectively. He has never pushed Kiran to skip grades or to enter college early. "We were asked about that early on, and I said no," Herge says. "When I was a boy in India, I was seven years old and in fifth grade. The pressure was too much. The stress was too great. I ran away." Herge left a domineering grandfather and fended for himself from an early age, in time finding work as an Udipi cook—a profession that eventually brought him to the Indian Embassy in Washington. He has been with the Fund since 1970 and with its Print Shop since 1973.

Working two jobs to send a younger sister through medical school and then long hours to educate his gifted son and daughter, Kishori, there has been little time for other things. Both he and his wife have accumulated several college credits of their own, but more immediate goals have always taken precedence. He is philosophical about it. "My wife and I have had to stop pursuing a college degree because we didn't have the time or the money. Or we had to spend the time working somewhere else or working overtime here. It never happened for us. I started with good intentions, but it never worked out. Now if it happens, it happens. If it doesn't happen, I cannot have everything."

And all the work has taken another kind of toll. "I used to go to work," Herge says, "when my son was sleeping and come home when he was in bed. So we have very little in common. When he would see me, he would say, 'who are you?' That's the attitude he used to have, because I was not around. Now I ask one question, and he answers. That's it. I don't mind. It's his nature, and I don't want to impose."

With two exceptionally talented children, the Kedlayas should not worry about their college careers or their future, but Herge takes nothing for granted. "See," he says, "things go bad in one's life. I've been up and down many times, so I know it's not easy. Every time it happens, you mature a little more. Other than that I don't see that anything in life is guaranteed. Maybe if we inherited a sizable fortune, maybe. But my wife and I, we are basically fighting to live day to day."

The plaques, the medals, the photos proudly hung on the living room wall suggest, however, that the fight has been worth it.

Notes from Namibia...

It's been an unusually busy year for membership missions

So far in 1990, five countries—Bulgaria, Czechoslovakia, Mongolia, Namibia, and Switzerland—have applied for membership in the Fund. Not since the early 1970s has the Fund anticipated such a sharp increase in its membership. From the receipt of a prospective member's application to its signing of the original Articles of Agreement, the Secretary's Department plays a central role in the membership process. The experience of the Fund's membership mission to Namibia is chosen here to reflect both the steps that lead to membership—and are common to all applicants—and the individual country circumstances that make each mission unique and fascinating.

En route to Windhoek *are (from left to right) mission head G. E. Gondwe, Aarno Liuksila, Susan Fennell, Vicki Pinto, Ronald Hicks, and Kyung Mo Huh. Behind the camera was Susan Yeager, Secretary to the Membership Committee for Namibia.*

"After years of anticipating Namibia's independence, we are confident that our young sovereign state has the potential to meet the demands of a new era," the Namibian businessman noted confidently as he reviewed the strengths and weaknesses of his country's economy for the Fund mission and noted the challenges that lie ahead. "Most important, the country's independence celebrations, which went off so peacefully, have prompted Namibians to hope that they can set an example to the world on the possibilities that exist for peaceful co-existence." The optimistic assessment marked the end of the membership mission's third meeting of the day—a discussion with representatives of the Chamber of Commerce and Industries regarding Namibia's economic and financial prospects. Such conversations, held with public officials as well as representatives of private financial, commercial, and research organizations, are a central part of the mutual learning process that takes place during a membership mission.

"After the Fund receives an application for membership," Marina Primorac, Secretary to the Membership Committee for Czechoslovakia, explains, "a fact-finding mission is usually sent to the applicant country to gather extensive data for an analysis of its economy. Later a formal membership mission visits the country to explain the rights and obligations of Fund members as well as the procedural and legal steps leading to membership and to obtain any data still required for the calculation of its quota in the Fund." This two-stage process can be combined, as it was in the case of Namibia.

Namibia, the youngest of the prospective member countries, became an independent republic on March 21, 1990, and applied for membership in the Fund on June 15, 1990. At the same time it also sought membership in the World Bank Group, including the International Finance Corporation, the International Development Association, and the Multilateral Investment Guarantee Agency. The Fund had been anticipating Namibia's request since early March, when the Minister of Finance-designate informed the Managing Director of its intentions and requested the Fund's assistance in establishing a central bank. By the time the Fund's membership mission departed for Namibia in early July, four technical assistance missions had already visited Namibia to help it with preparations for the establishment of a central bank and with the assessment of the technical assistance needs of the country in central banking, fiscal matters, and statistics.

The membership mission to Namibia was typically interdepartmental: G.E. Gondwe, Deputy Director in the African Department, led the mission, accompanied by Aarno Liuksila, Legal Department; Ronald Hicks, African Department; Kyung Mo Huh, Exchange and Trade Relations Department; Susan Fennell, Treasurer's Department; Susan Yeager, Secretary's Department; and Vicki Pinto, African Department. Its composition reflected the mission's diverse objectives—to gather economic data for the quota calculation, acquaint the authorities with membership procedures, review Namibia's exchange and trade system, and explain the Fund's financial and technical assistance programs, as well as its policies and procedures.

On July 8, the mission arrived at its first stop, Pretoria. "Although Namibia's Ministry of Finance had fairly good figures for the economy," explains G.E. Gondwe, "the Namibian authorities had urged that the membership mission call first at Pretoria to obtain some of the detailed historical data required for preparing the quota calculation paper."

Given Namibia's historical and political links with South Africa as well as its complete economic and financial integration with South Africa at the time of independence, the sources of information available in Pretoria were many and varied. The mission met with officials of the South African Reserve Bank, and of the Departments of Finance, Foreign Affairs, Trade and Industry, and Justice. It also visited the Development Bank of Southern Africa and called on the African Institute—an independent research unit that focuses on the Southern African region.

"The response to our questions about Namibia and our requests for extensive statistical data evidenced cordiality and a free flow of information between the two countries," Ron Hicks observes. The South African Government and private institutions provided studies and reports on such subjects as the characteristics and potential of the Namibian economy, its size in comparison with the economies of other South African countries, and development experience in the country.

These sources underlined the continuing high degree of economic and financial interdependence between South Africa and Namibia even as the new republic worked to create an economic framework within which it could increase its independence in the management of its resources. For example, having established its own central bank, Namibia continues to issue South African rand, which serves as the country's legal tender, through the new bank under a bilateral monetary agreement with South Africa. It intends to become a member of the Common Monetary Area; it has become a member of the South African Customs Union; and it is expected to remain dependent on South Africa for its imports for some years to come. The South African Government will also be providing assistance to Namibia—largely through project-related development assistance, including a manpower training center to provide the country with the administrative capacity needed for its development efforts.

In Pretoria the mission became keenly aware of how rapidly the new Government in Namibia was moving to establish the institutional framework needed to achieve the political, social, and economic objectives that it had announced only a few months earlier. In the course of the mission's stay, the South African Reserve Bank completed arrangements to transfer its central banking activities together with its branch office building in Windhoek to the country's new central bank and the Namibian National Assembly began to debate the country's first budget.

As the week ended, the mission reviewed its progress and the preliminary program of work for the coming week in Namibia: What questions remained unresolved? What data had yet to be obtained, confirmed, further refined? And how could the application process, which usually requires a number of months to complete, be telescoped in the next few weeks to meet the Namibian authorities' wish to join the Fund by the time of the 1990 Annual Meetings?

A view from the Kalahari Sands Hotel: *Namibia's capital city of Windhoek.*

On July 15 the mission arrived in Namibia and set up its headquarters in the Kalahari Sands Hotel on Windhoek's Independence Avenue, the former Kaiserstrasse. A cosmopolitan city, and home to one tenth of Namibia's population of nearly 1.5 million, Windhoek continues to have a small-town atmosphere. Most of the government offices and businesses are located on or adjacent to Independence Avenue and all are within walking distance of the Kalahari Sands. It is a city of great activity—new construction projects tower over the blend of German colonial and modern buildings. The daily international flights to Windhoek are fully booked, and the city's hotels are crowded with newly accredited ambassadors, European and Asian businessmen, and foreign experts and advisors hired to assist the new Government.

The Kalahari Sands not only housed the Fund mission, it also served as the temporary residence of the Fund's technical assistance experts as well as the newly arrived Governor-designate of the Bank of Namibia. The numerous demands on the new Government were soon felt by the mission. "The schedule of meetings changed almost daily as ministries called to request a rescheduling or postponement to accommodate changes in their own busy schedules," Vicki Pinto recalls.

At its initial meeting, which was held with senior officials from Namibia's Ministries of Finance and Justice, the National Planning Commission, and the Governor-designate of the Bank of Namibia, the mission set out its objectives, and each team member explained some facet of the membership process and the Fund's activities. "An assortment of Fund pamphlets and publications as well as the video *The Fund at Work* were an invaluable complement to our presentations and responses to the authorities' questions about the Fund's purposes and the benefits of Fund membership," Mo Huh explains. By the end of the mission, a wealth of publications had been distributed to officials anticipating Namibia's relations with the Fund.

For the next five days, the mission's work centered upon reviewing statistical data, examining new budget estimates, and analyzing Namibia's economic prospects, policies, and needs. The mission discussed the trends underlying the national accounts data and reviewed monetary figures with the new central bank, confirmed the country's balance of payments and external debt data with the Ministry of Finance, and sought to ensure that all data required for the quota calculations were as complete as possible before the Fund mission departed Windhoek.

Daily meetings were held with the staff of the Ministry of Justice to examine constitutional issues relating to Namibia's accession to Fund membership, including the legal steps required under Namibia's law to enable it to sign the Articles of Agreement and fulfill the obligations of membership in the Fund. "Such legislation is a precondition for membership, and its timely adoption by the Namibian legislature will be crucial to the early completion of the membership process," remarks Aarno Liuksila. By the end of the week, the necessary legislation had been drafted, and preparations were under way to submit it to the Cabinet and National Assembly for approval.

On Monday, July 23, the final meeting with the Namibian authorities focused on the remaining steps in the membership process and in particular on the staff's preparation of the quota calculation paper. "A member's quota is a fundamental element in its financial and organizational relations with the Fund," notes Susan Fennell. The size of a member's quota determines its access to the resources of the Fund, influences the use by the Fund of the member's currency, and determines a member's voting power in the Fund and its share in any future allocation of SDRs. "Once the Executive Board decides to proceed with a formal investigation of a country's application, it appoints a membership committee, usually composed of five to six Executive Directors, which has the task of recommending a proposed quota, the proportion of the quota subscription that should be paid in reserve assets, and the amount of time that Namibia should be given to make that payment once it joins the Fund," Robert Franklin, Secretary to the Membership Committee on Switzerland, explains.

Once the Namibian authorities have formally indicated their acceptance of the Committee's proposals, the Committee Chairman will prepare a report to the Executive Board describing the Committee's consensus and recommending the approval of a draft membership Resolution containing the proposed terms and conditions for membership to be sent to the Board of Governors for a vote. "The decision of the Executive Board submitting the report and draft Resolution to the Board of Governors may recommend voting on the membership application either by mail—as in the case of Czechoslovakia—or at an Annual Meeting," Sarah Tenney, Secretary to the Membership Committee on Mongolia, notes.

Czechoslovakia is expected to sign the original copy of the Articles of Agreement—the final step in the membership process—before the 1990 Annual Meetings. "The Membership Committees on Bulgaria and Namibia met in early September," observes Matthew Miller, Secretary to the Membership Committee on Bulgaria,"and both countries are expected to become members at the time of the 1990 Annual Meetings."

If Mongolia completes the application process in the coming year, the Fund's membership would increase to 155 countries. Swiss law requires that Switzerland conduct a national referendum on membership in the International Monetary Fund and the World Bank Group before it can complete the membership process on its own part.

Susan Yeager

A goatherd tends to his charges in the Khomas Hochland as the mission's caravan presses on to the sea.

On the Road to Swakopmund

As the mission completed a summary statement on its activities in Namibia and put together notes on important outstanding issues to be discussed in its final meeting with the Namibian authorities on Monday, it considered the prospect of a free weekend and the possibility of an excursion to either the Etosha Pan or the Namib desert coast presented a pleasant dilemma.

The Etosha Pan is one of the world's rare unspoiled wilderness regions, abounding in wildlife and home to five rare or endangered species, including the black rhinoceros, while the Namib desert coast boasts the largest game park in Africa, unsurpassed dune-scapes, and flora and fauna unique to the Namib. Several of our hosts recommended a drive to the coastal cities of Swakopmund, a favorite holiday retreat for Namibians, and nearby Walvis Bay, a deep-water port with extensive marine and ship facilities, which is still under the control of South Africa. It was to be a short, scenic drive to the coast—only three hours, the local auto club said—and the route connecting Windhoek with Swakopmund promised an opportunity to see some game and enjoy Namibia's beautiful and unique landscapes.

Early on Saturday morning, road map at hand, a two-car caravan set out on highway C28, a secondary gravel-surfaced road descending from the central plateau around Windhoek through the hills and steep valley of the Khomas Hochland. For two hours, the tiny caravan snaked through the golden savannas of the highlands before entering the gravel plain of the Central Namib. After yet another two hours, all were looking forward to relief from the monotony, heat, and dust of the desert plain. "I can smell the ocean," a team member exclaimed hopefully, but the next highway signpost marked only the halfway point and dashed all hope of an early arrival at Swakopmund.

Anticipation soon peaked again, however, when in the early afternoon the caravan entered the Namib-Naukluft Park and the grey gravel plain and scrub gradually gave way to a remarkable sea of wind-sculpted dunes. An hour later the mission team passed through the border post at Walvis Bay, about 15 miles south of Swakopmund. In six hours it had covered 180 miles, crossed scores of cattle grids, been charged by bulls, and had startled ostrich, but it had seen no other cars, no large settlements, no gas stations. On arrival at Swakopmund's Hansa Hotel, a team member opened the trunk of one of the cars and lifted two boxes covered with a heavy layer of fine sand—it was reassuring to know, even then, that a spare tire was there.

A heavy coastal fog moving inland across the desert chilled the night air as the mission toured Swakopmund's harbor, a port established in the late 1800s to provide access to the interior of the German protectorate of South-West Africa. Just a few miles south of this garden oasis lay the dune coast of Walvis Bay.

Early the following morning the mission headed south to Walvis Bay. Although the port facilities were not open to weekend visitors, the Esplanade along the lagoon afforded a view of one of Africa's most important coastal wetlands, where thousands of flamingoes feed in the saline waters. The Esplanade ended at the salt works, where 95 percent of the salt required by South Africa's chemical industry is produced. After morning tea, the small caravan was on the main (tarred) road heading east, and this time indeed, it was just three hours away from Windhoek. *Susan Yeager*

The Fund's summer interns *this year included (from left to right) Philippe Karam, Alieu Demba, Jyrki Antila, Berhnard Mokam Mojuye, Adi Brender, Mthuli Ncube, Pieter Duisenberg, Marcel Cassard, Setsuko Matsuzawa, George Tsiboursis, Ali Arifa, Vincent Gómez-García, Karl-Heinz Noehrbass, Maike Luedersen, Hans-Martin Boehmer, David Orsmond, Catherine Guilleminea u, Harald Benink, Elie Canetti, Gillian Paull, Ian Parry, Jose Barrionuevo, Vivek Arora, Louis Chan, Shangjin Wei, Vincent Bodart, Saleha Jilani, Karamo Sonko, GU Wenjun, and Steven Phillips.*

Internships Offer Fund and Students Opportunity to Assess One Another

In mid-May the first of the Fund's summer interns had trickled in; by mid-July the full contingent of thirty or so had arrived. Spread among 13 departments, the Bureau of Statistics, and the Institute this year, their number was perhaps too small to make a collective impression. But in their sometimes makeshift offices—amid assigned projects and the requisite number-crunching—each was weighing a prospective career in the Fund and the Fund, in turn, was eying each as a potential candidate for its Economist Program.

The interns come, generally, for a 12-week period to work on specific assigned topics. The program, Peter Swain, head of the Recruitment Division, notes, "helps departments undertake projects they might not otherwise have the time or staffing to pursue, and allows the interns and the Fund the opportunity to assess one another."

The internships are popular. Each year approximately 1,500 applicants vie for the roughly 30 available spots. Roberto Ramaciotti, a Senior Personnel Officer in the Recruitment Division, must sort through this stack of applications—reducing it to a more manageable 150—and begin the process of matching resumes with projects. By this time, departments have notified him of the number of interns they want to absorb (within a prescribed budget) and the subject matter of their proposed projects.

The Fund gives decided preference to students in the later stages of their doctoral programs and makes a distinct effort to reflect a cross-section of nationalities in this group. It also strives to have women make up at least 15 percent of the group (a guideline that approximates the current percentage of female graduate students in economics in the United States). This year 26 nationalities are represented among the crop of 35 interns, and 7 of the group are women.

The Fund believes its internship program, Ramaciotti notes, is "probably one of the top summer internship programs for graduate students in economics." The refusal rate bears this out. Only two candidates declined offers this year—one because of family reasons. "A major purpose of the program," Ramaciotti adds, "is to spot people for future full-time employment. It is a very useful way for us to get to know them and for them to get to know the institution. In interviewing for the Economist Program you would like to have a clear sense of a candidate's personal qualities, but within the relatively short space of time you have, you obviously concentrate more on their technical knowledge. With the summer interns, you know how they have fared in this institution. They've also had a chance to work here and to talk with other economists; they know whether the environment will be right for them."

Ramaciotti estimates that 50 percent of the interns later apply for the Economist Program. That figure is perhaps lower than the Fund would like, but Ramaciotti feels that some of those who do not apply might not have liked what they saw, thus saving the institution problems that could arise if they came straight to the Economist Program. For those who do apply, however, the internship experience does offer some advantages. They can skip the initial interviewing process at the university level and, assuming they have made a favorable impression during their internship, are eligible to come to Washington or Paris for the second stage in the process: the panel interview. Previous experience in the Fund, Ramaciotti adds, could also help them anticipate the types of questions the panel might ask.

As the summer projects concluded and the interns prepared to return to class, Ramaciotti conducted exit interviews to see how things went. The degree of satisfaction each one drew from his or her work often depended on how closely aligned their projects were to their dissertation topics or to their special area of interest. Problems do arise, and Ramaciotti is realistic enough to know that many interns will be circumspect in discussing their reactions to the work and the institution. Interns sometimes mention the degree of supervision they receive or the frequent absences of their supervisors on mission. Housing is another common concern. Most interns find convenient accommodations at the Concordia, but the rates there ($900 a month for a one-bedroom apartment) take a sizable chunk out of their salary.

One thing that has traditionally not been a problem is social interaction. This year's participants proved to be a particularly friendly and outgoing group. Two interns who were to become the unofficial social directors of this summer's group, Maike Luedersen and David Orsmond, arranged for a July 4th picnic, several trips, and a number of impromptu gatherings in addition to the Wine and Cheese get-together that was formally hosted by the Recruitment Division.

We spoke to a small and somewhat random group of these interns about their experiences here. The majority came from U.S. universities and faced very few problems settling in here; others who came from abroad admitted to struggling a bit at first with language and cultural adjustment.

Sharon Hubbard and Sheila Meehan

Jyrki Antila, a Finnish national, was nearing completion of his M.S. in international trade at the University of Helsinki when friends saw an ad for the summer internship program on a bulletin board and knew he would be interested. By mid-spring he had been accepted and by end-April he not only knew he would be working with FAD but had already discussed his project on the fiscal sustainability of industrial countries with George Kopits. For Antila, who is completing his thesis on protectionism, the topic was an interesting one. The surprise, he acknowledges, was in how time-consuming the data manipulation proved to be. "But I learned a lot working on Lotus," he says, "and by being able to talk to other interns." While differences between the Finnish and U.S. educational systems fascinated him, the weather in Washington was less intriguing. "It feels like you are suffocating in the humidity," he sighs. "It took some getting used to."

"I have been quite impressed with the IMF since I was an undergraduate," **Ali Arifa**, a native of Tunisia, says. "I always had it in my mind to come here some day." Arifa, who is completing his Ph.D. program at the University of Illinois (Champaign-Urbana) and is doing his dissertation on the role of human capital in generating economic growth, submitted an application in November 1989 and was accepted in March 1990. Eager to prepare himself for the summer's work, Arifa kept calling, he says, "because I wanted to know what I would be doing." His project, with the Middle Eastern Department, was on the effects of devaluation on the Iranian economy. A summer's worth of work, much of it at the computer, has not daunted his enthusiasm. "It really was fun." he says. Any surprises? "Well, I had always viewed the IMF as *the* most prestigious economic institution. People are very serious about their work, but I guess I was a bit surprised to find they

really are just like everyone else." Arifa admits that he will miss the international environment at the Fund and in Washington. But upbeat and enthusiastic, he says he is "looking forward to coming back as an EP."

José Barrionuevo, a Mexican national and a doctoral candidate at the University of Chicago, interned with the Western Hemisphere Department and was delighted to find people "very interested in debt." The whole environment was, he felt, "very conducive to hard work. There were long hours, but there was lots of feedback too." Barrionuevo, who had previously worked in the World Bank, found the Fund "more homogeneous in the type of people and in the quality of the work done." For him, he says, the internship has been a very good one, culminating in the presentation of a seminar paper on "Inflation, Interest Rates, and Fiscal Deficits" before he left. He made a special point of complimenting BCS. "I found them very helpful, even to the point that when I lost programs, someone from BCS came and helped me recover two or three weeks' work in an hour." He will miss Washington, but harbors special regrets about having to part with his personal computer here. "I won't be able to take it with me to Chicago," he says. "I will miss it very much."

Vincent Gómez-García, a Bolivian national and a Ph.D. candidate at the Graduate Institute of International Studies in Geneva, was one of the last interns to arrive. Assigned to the French Division of the IMF Institute, which was preparing a course on medium-term adjustment in developing countries, he was given the task of drafting two papers on Morocco: one on balance of payments and external debt, the other on savings and investment. "At first there was a lot of reading," he says. "Now [late August] there is a lot of computer work, and soon there will be a lot of writing." Gómez-García will complete his papers and his internship in early October before heading back to Geneva to resume classes. He has been impressed with the facilities here—particularly the library and the computers—and with the people. "My experience has verified my expectations. I expected highly professional people, and people have been that. When you need something, you get it right away."

Wenjun Gu, a Chinese national, spent her Fund internship in the External Relations Department. A native of Beijing and a graduate of Tianjin College with a B.A. in Economics in 1987, she interned in the planning and credit investment department of the Bank of China in Beijing. Since 1988 she has worked for the China Financial Publishing House as an editor in the International Finance Division. What she particularly enjoyed about her internship was being able to see firsthand how Fund publications like the World Economic Outlook are produced and then sent to China where she edits them. While at the Fund, she spent time in each EXR division and with the Graphics Section of the Administration Department, gaining knowledge and experience that she hopes to use to improve the publishing methods back home. She was impressed with the multicultural staff here—its knowledge, willingness to help, and ability to work together.

Maike Luedersen, a German national, spent her summer with the Legal Department. A graduate student in law and business economics at the University of Goettingen in Germany, she combined her interests in a Legal Department study on the liberalization of capital movements as pursued by the EEC and the OECD. She found the working atmosphere very inspiring and especially appreciated the helpfulness of Fund staff. Washington was not unfamiliar to her—she visited it several times while doing undergraduate work at the State University of New York. Her outside interests include photography—she organized and took the intern photo included in this article, and also submitted a photo to the MD's photography contest. She found some free time for Washington highlights, and especially enjoyed Wolf Trap. She will be traveling in New England, particularly in Maine, for three weeks before returning home.

The Bureau of Statistics sponsored **Saleha Jilani**'s internship. A native of Karachi, Pakistan, she has just finished the third year of her Ph.D. program at Johns Hopkins. (She completed her undergraduate work in economics at Swarthmore in 1987.) Her work at the Fund contributed to a research project that has been ongoing for the past three to four years—an effort to reconcile the discrepancies between the international banking statistics tables in the *International Financial Statistics* and a similar data base at the Bank for International Settlements and to determine the factors accounting for those discrepancies. The work has been a positive experience, she fees, and it has given her a good sense of the people at the Fund, although it would have been exciting too to have had a firsthand view of the Fund's operational work.

Setsuko Matsuzawa, a Japanese national, was assigned to the Budget and Planning Division of the Administration Department for her six-week stint at the Fund this summer. A graduate of Sophia University in 1987 with a B.A. in law, she worked for two years with Citicorp in Tokyo as a real estate analyst and then a loan officer. Last September she started a Masters program in Public Policy at Duke University. When asked about her experience at graduate school in North Carolina, she said she averaged only about four hours of sleep a night last year and was surprised that U.S. students studied so hard! Before coming to the Fund this summer, she spent seven weeks working at the Harvard School of Public Health. For her project she examined the Fund's technical assistance data base to make recommendations on its improvement.

Bernard Mokam Mojuye, a Cameroonian, was assigned to the African Department this summer. He holds a B.A. and M.A. in economics from the University of Paris as well as a degree in political science from the Political Science Institute of Paris. Last year he was one of two students at the Political Science Institute on a one-year exchange program at Harvard University working toward a Ph.D. in economics. Johns Hopkins has offered him the use of their facilities for his dissertation research, which he hopes to complete before April, when he also plans to be married. This summer he worked on a data base on fiscal revenues for 25 African countries to study their tax performance and determine whether the tax performance of the Franc zone countries differs from that of the non-Franc zone countries. Before coming to the Fund, he thought that Fund economists lived in a more theoretical world than the rest of us. His experience here has encouraged him to believe Fund staff are doubly devoted to their work—through both their technical skills in macroeconomic analysis and their awareness of the human costs of adjustment.

When asked about his education, **Karamo Sonko**, a Gambian national who has studied in Swaziland, the United Kingdom, and the United States, said he considers himself a "multinational student." Currently working toward a Ph.D. in economics at the Graduate School of International Studies at the University of Denver, he has done his course work and plans to write a dissertation next year on debt and economic development in sub-Saharan Africa. Karamo is on his way to teach for one year at the University of Paris, where he will also study French. He was very excited about his work here in the African Department of the Fund, which dealt with policies of diversification in sub-Saharan Africa. He has been researching export commodity dependence, and will make recommendations on how countries such as Chad, Mali, Mauritania, and Niger could diversify their exports. He enjoys his work at the Fund, and the lively social scene in Washington, and tries to maintain a healthy balance between work and play. He feels that Washington is too hot (even by Gambian standards) and too expensive, and is concerned that people on the East Coast may be taking life a bit too seriously.

George Tsibouris, a Greek national, worked in the Treasurer's Department for the summer. A 1985 graduate of Harvard with a B.A. in economics, he worked for a year at the National Bureau of Economic Research and at the World Bank as a Research Assistant. Since 1986, he has been at the University of Wisconsin (Madison), where he plans to finish his Ph.D. in economics in June of next year. He is unsure of what he will do after school—torn between academia and, after his experience both here and at the World Bank, working for an international organization. For his project in the Treasurer's Department he studied the persistence in the volatility of exchange rates—the trend of "noisy periods" to follow each other, resulting in this day-to-day carryover of volatility. He developed a model telling why persistence should exist and, using time series data, determined empirically that it does exist. He hopes his work will be published as a Working Paper. Two things about the Fund, he said, did surprise him: how very knowledgeable everyone is about macroeconomics; and how extremely helpful everyone is—always willing to "lend an ear."

The managers: *(from left to right) George Russo, manager of the snack bar; Karen Williams, manager of the Cactus Cafe; Peggy Duffy, manager of the main cafeteria; and Abdellatif Amri, General Manager.*

The Staff of (Fund) Life

Popular cafeterias aim to keep their customers happy

The Fund staffer's young luncheon guest looked impressed, and perplexed. Fork poised in mid-air, he admitted to genuine amazement. "I'm not used to enjoying cafeteria food," he said. "This is good."

The Fund's cafeterias have their in-house fans as well. Staff members generally seem satisfied with the Fund's main cafeteria, the adjoining snack bar, and the Cactus Cafe at International Square. Matthew Miller of the Secretary's Department observes that "since I usually eat both breakfast and lunch in the cafeteria, one might say that my stomach must prove my allegiance to it. I think that the cafeteria (and its low prices relative to the "real" world) is one of the best and most useful benefits the Fund offers. The food is almost always well cooked and well chosen." Patricia Hanlon of the Administration Department's Graphics Section agrees. "I have always found the variety and quality of food in the Fund cafeteria to be excellent....The staff has always been friendly and accommodating." Anamaria Handford of the Fiscal Affairs Department finds the ambiance of the cafeteria "very pleasant" and praises the offerings at the main cafeteria's salad bar, which, as "a cold-salad person," she uses daily.

The Marriott Corporation, which has handled food service—including not only the cafeterias but also the Executive Dining Room, private dining rooms, the Concourse vending machine area, and assorted special events—for the Fund since 1958, and the Administration Department have clearly established and maintained a rather harmonious vendor-client relationship that has furthered the interests of both parties. Under its arrangement with the vendor, the Fund owns all equipment, supplies, and food used in the cafeterias; covers the cost of all salaries of Marriott employees working there; and pays Marriott a management fee based on food and beverage sales.

Guidelines covering the prices of all items sold in the Fund's cafeterias are drawn up by the Administration Department (by the Administrative Services and the Budget and Planning Divisions) in consultation with Marriott, and revisions to these guidelines are made only with the approval of the former. In practice, such consultation is often informal, although the prices of a few items, such as coffee and tea, are changed only after much deliberation. Cafeteria prices have historically reflected a subsidy of 33 percent—that is, the prices of most items are a third lower than the full costs of the ingredients used plus the labor cost involved in preparing them. The subsidies on a few items—particularly desserts and alcoholic beverages—are deliberately set considerably lower than 33 percent. Not surprisingly, prices do not vary between headquarters and International Square.

Marriott's Fund operations are overseen by Abdellatif Amri, General Manager. He is a Moroccan and was trained at the Hotel and Restaurant School in Tangiers, graduating in 1969. He received further food-service and management training in Wiesbaden and Munich. Amri has worked for Marriott for 5 years and was the manager of the Fund's Executive Dining Room for 2-1/2 years and then Food and Beverage Director at the World Bank for 2-1/2 years before coming back to the Fund, as General Manager, in April 1990. The headquarters cafeteria and the adjoining snack bar are assigned to Peggy Duffy, Unit Manager. She is from the United States and has an associate degree in retail marketing and sales from the University of Cincinnati. She has worked for Marriott for 20 years and has worked at the Fund for 9-1/2 years. Her assistant, George Russo, who is also from the United States, manages the snack bar. He has a bachelor of science degree in management and finance from Westminster College (Pennsylvania). He grew up in a family that ran catering and restaurant businesses and has worked for Marriott, here at the Fund, since October 1989.

The International Square cafeteria, or Cactus Cafe, is managed by Karen Williams. She is from the United States and has a bachelor's degree in physical education from the State University of New York at Cortland. Food Service Manager of the student union at the Culinary Institute of America (Hyde Park, New York) for eight years, she joined Marriott, here at the Fund, in September 1989. The principal Fund staff members involved in administering the cafeterias are Bruce Hobbs, Chief of the Administrative Services Division, and George DiBitetto, Unit Chief, and Kathy DeBoe, Service Officer, of the Facilities Section of the same division.

In a recent interview, Peggy Duffy went out of her way to emphasize the Fund's desirability as a food-service client, adding that the Administration Department's cooperative attitude had facilitated both Marriott's day-to-day running of the facilities and the solution of any problems that arose between vendor and client. When asked to explain the rather smooth operation of the cafeteria, she attributed this primarily to her staff of 43, who have worked there for an average of 8 years, with 8 employees having been at the Fund for 20 years or more.

Duffy explained that Marriott's Fund operation does its own hiring of staff, generally either asking current employees to recommend people when vacancies occur (the preferred method) or asking other Marriott food-service operations in this area for referrals. She said she avoids running employment advertisements in newspapers. Cafeteria workers are paid according to a Marriott Corporation salary scale and receive what she termed a "fantastic" benefits package. All are cross-trained so that they can carry out other duties when the need arises, thus minimizing disruption to cafeteria operations when particular people are absent.

According to recent Administration Department figures, on an average day, about 800 people buy breakfast in the main cafeteria and 100 at the Cactus Cafe. At lunch, about 1,000 people buy lunch in the cafeteria, 600 in the adjoining snack bar, and 200 at the Cactus Cafe (out of the approximately 350 staff members currently located at

The zucchini crop is in! *Dorothy Henderson (left) and Evelyn Brown prepare it for lunch.*

***Mary Cypress** pans salmon steaks prior to baking. "If you can't take the heat," she teased the photographer, "get out of my kitchen."*

I-Square). At coffee breaks (morning and afternoon combined), about 850 people make purchases in the cafeteria, 50 in the adjoining snack bar (morning only), and 120 at the Cactus Cafe. Since there are only 475 seats available at headquarters (including Phase IIa), it is not difficult to see why there is crowding there at peak lunchtimes. Also, as Anamaria Handford observes, "evidently there is a space constraint" in the serving areas of the main cafeteria and snack bar. (A proposal to ease the crowding problem by staggering lunch hours was discussed years ago but dropped because of the restrictions it would have placed on staff members' freedom of choice. The eventual construction of Phase III of Fund headquarters, which will include major additions to the current cafeteria and snack bar space, should help to ease the problem.)

The Cactus Cafe has 132 seats and currently has no serious crowding problems. Since the entire IMF Institute is to move to I-Square in the spring of 1991—bringing the total number of staff there to roughly 430—the Cactus Cafe will be expanded during late fall and winter, with about 50 seats to be added in a new, adjoining room. The necessary moving of walls is to take place over a weekend, and the Cactus Cafe will remain open for business while the new room is finished. Al Harper, Senior Service Officer in the Administration Department's Facilities Section, who was instrumental in the original design and construction of the Cactus Cafe, is also overseeing this expansion.

Kathy DeBoe recently pointed out that under its arrangement with the Fund, Marriott has considerable autonomy in setting lunch menus, which generally offer six entrees and six vegetables daily. (According to Marriott figures, on a typical day at the headquarters cafeteria, some 200 beef entrees, 190 fish entrees, 175 poultry entrees, 90 vegetarian entrees, and 50 portions of carved meat are sold at lunch; in addition, roughly 200 people use the salad bar and 185 people buy sandwiches at the snack bar.) Often, menus are made up only a day or two ahead of time, and, DeBoe stressed, no cycles are followed in the offering of any entrees except carved meats. "At the Fund," she observed, "our philosophy is to let Marriott be as creative and flexible as possible," adding that the cafeteria's suppliers—like others in the food-service industry—did not always deliver the requested quantities of items, thus making advance commitment to a particular menu perilous. She also noted that the Fund tried to keep entrees "within a certain price range."

When asked if there were any particular reasons why more international dishes were not served as entrees, Peggy Duffy replied that while some were served, she was convinced that "if you're going to make something that's ethnic, you've got to make it the way it's supposed to be made," especially since there are citizens of 100 or so nations among the cafeteria's customers. She said that although some international dishes are new to her staff, "like all good cooks, they are always eager to try a new recipe," adding that cooks at the Cactus Cafe regularly produced Peruvian and Ghanaian dishes. The smaller clientele at the Cactus Cafe also makes it possible for its cooks to frequently prepare soups from scratch—something that the headquarters cafeteria, which must prepare 25 gallons of soup a day, can do only occasionally.

At the behest of the Administration Department and in response to staff suggestions, Marriott has taken several steps over the years to make cafeteria meals healthier, including preparing fewer rich sauces; using margarine in cooking rather than butter; using vegetable oil to minimize levels of saturated fats; and avoiding the use of MSG (monosodium glutamate), sulfites, and salt in food preparation wherever possible. In addition, a low-sodium soup is offered daily. The cafeteria's management is alert to various dietary health warnings issued by reputable sources and, frequently, publicized in the news media. For example, because of warnings against the drinking of decaffeinated coffees produced by chemical processes, the management has decided that any decaffeinated coffee it serves, whether brewed or freeze dried, must be produced using the water process—that is, with no chemicals being used to remove the caffeine from the beans. Also, after the news media announcement that small amounts of benzene had been detected in Perrier's bottled spring water was made on a weekend earlier this year, cafeteria staff removed all of this product from the refrigerated display cases before opening for business the following Monday. (Perrier's "Nouvelle Production" spring water, which is free of contaminants, has been available in the cafeteria since July 23.)

Peggy Duffy emphasized her interest in receiving suggestions from cafeteria customers, either in person or on the phone (X 4512). She noted that quite a few customer suggestions had been implemented during her years at the Fund, adding that cafeteria staff—on the serving lines and elsewhere—would go out of their way to meet a customer's special dietary need or to accommodate a preference. In addition, as recently announced by the Administration Department, an informal Food Service Advisory Committee has been created to work with the staff of the Administrative Services Division on its proposals for improving food service in the Fund, as well as to provide new ideas and suggest new initiatives. People with ideas for improving food service may contact one of the Committee's members (see box).

***Dorothy McMichael** wields a big knife to ensure that the ingredients of the fruit salads are cut just right.*

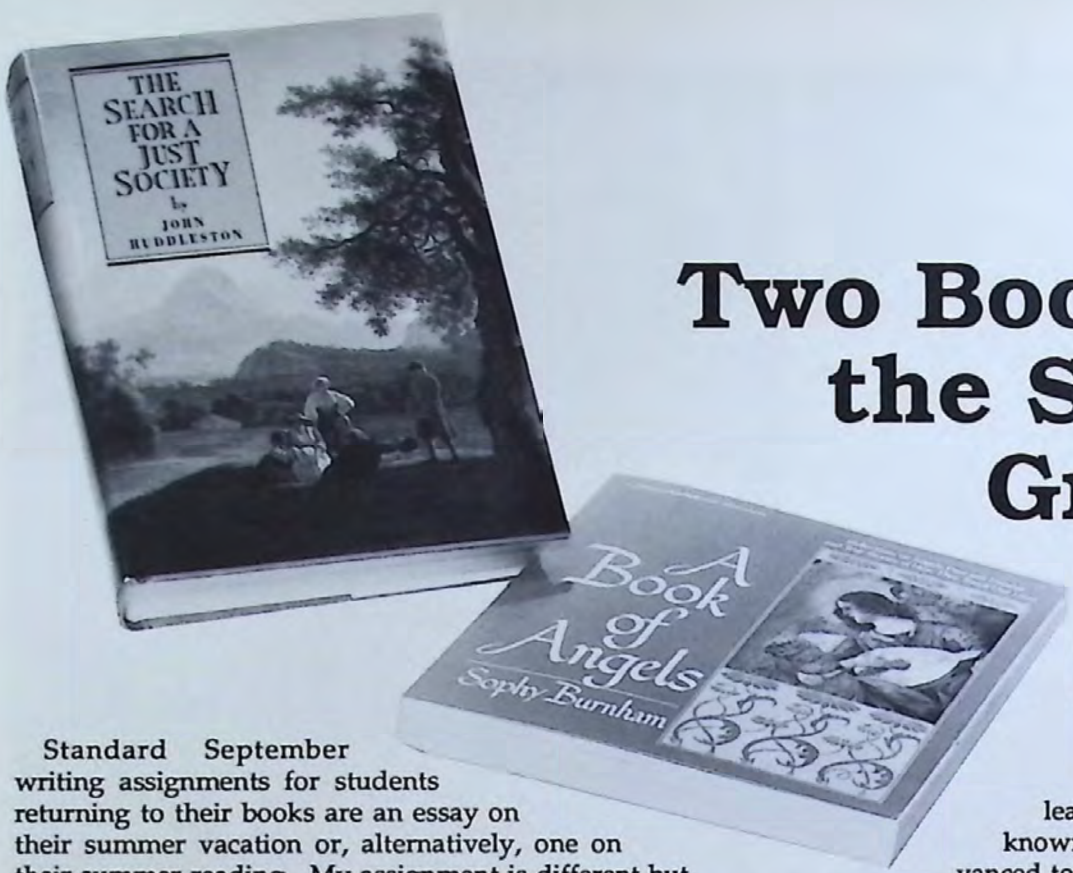
Looking to the future, Duffy said she would be working to improve the cafeteria's breakfast offerings by adding more daily specials and continuing to make more healthy foods available. She cautioned that this might entail some increases in breakfast costs. Duffy also said she planned to relocate the condiments (sugar, cream, lemons, etc.) provided near the coffee urns to make customer traffic flow more smoothly, especially during coffee breaks.

Paul Gleason

Food Service Advisory Committee

Staff members who have comments, suggestions, or complaints about any aspect of food service in the Fund are urged to contact a member of the Food Service Advisory Committee. Its members include Guli Djeddaoui (X 6760), Hans Flinch (X7951), Erik Friis (473-6416), Sheila Meehan (X8293), Pam Roberts (X 4521), and Prosper Youm (X 8735).

Two Books on the Spirit Grace the Fund

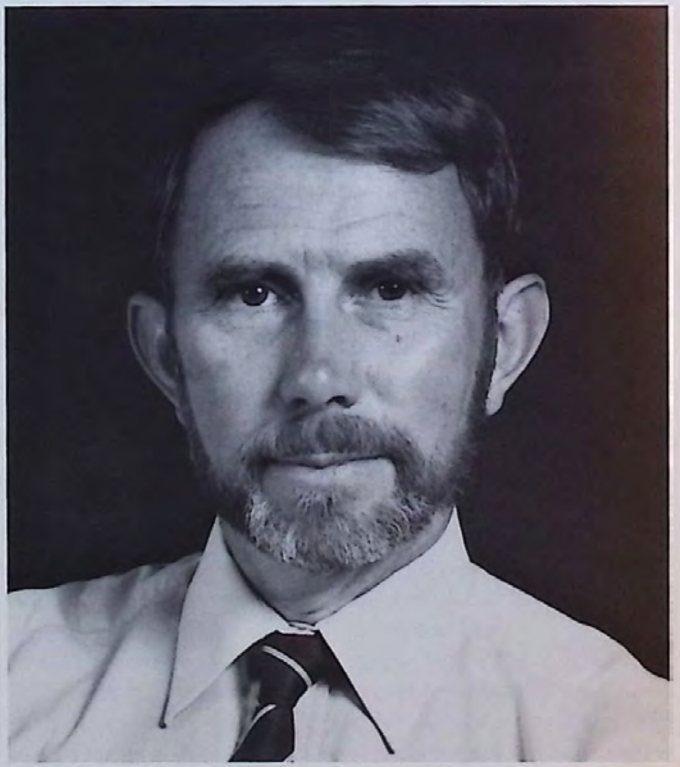


Standard September writing assignments for students returning to their books are an essay on their summer vacation or, alternatively, one on their summer reading. My assignment is different but relates to the latter, in the form of two extraordinary (meaning out-of-the-ordinary) literary events at the Fund this summer.

The first such event is the publication of Th*e Search for a Just Society* by John Huddleston, an Assistant Director in the Administration Department. The second was a crowded July reading, in the Poetry/P.M. series at the IMF Visitors' Center, by Washington writer Sophy Burnham from her best-selling *A Book of Angels*. Both books defy easy categorization because their preoccupation is with what is often omitted in our late twentieth-century, post-modern literature: faith, spirituality, and the presence (or immanence) of the divine in human affairs.

Publication of these books is aptly timed: historically, the period preceding a millennium seems to heighten humankind's spiritual aspirations, bringing forth visions of a higher possibility (visions, possibly, of a higher self) to compensate for the future's uncertainty as a new era begins. In the world's great religions, at present there appears to be a general a return to the fundamentals of faith. In the sciences—which in the industrial world have become a kind of "secular religion," efforts are under way also to explore fundamentals: to map the human genome, to genetically engineer new forms of life and to decipher the genetic codes of deadly viruses, to prove the "unified field theory" that eluded Einstein, to predict mathematically the patterns of chaos, and to discover the secrets of "dark matter," the vast bulk of the universe's calculated—but unaccounted for—mass.

These secular efforts, at least, point to what is *not* known, even with the most advanced tools of our electronic technological civilization—to what is left out. John Huddleston and Sophy Burnham, from their very different approaches and world views, say that what is missing is faith.



John Huddleston *is an Assistant Director in ADM.*

Huddleston's *Search* is a massive work of comparative religious, philosophical, historical, and sociological scholarship brought to bear on the question of social justice and human rights—and on the evolution of an enlightened, spiritually mature, global civilization—from the perspective of the Bahá'í Faith. The *Washington Post* described Burnham's *A Book of Angels* as "a wide-ranging exploration, touching on angels or angel-figures in Islam, Hinduism, Buddhism, Zoroastrianism, and other religions" (*Post*, April 15, 1990). This cross-cultural effect is accomplished by Burnham's amassing a wealth of excerpts from scripture and poetry in the margins of her text. But she also asks us to suspend our skepticism about the real presence of the spiritual in our daily activities: the subtitle of her work (emphasis added) is *Reflections on Angels Past and Present and True Stories of How They Touch Our Lives*. Nor is John Huddleston's book solely a historical tome; the last chapter of *The Search for a Just Society* is entitled "The Programme in Action."

Once one suspends acquired (perhaps overly rational) disbelief, both books are fascinating, thought-provoking, visionary. Having in a single source the various "indicators" of humankind's progress toward a just, humane society is reason enough to seek out John Huddleston's book. The same can be said about the collage of sacred and poetic writings and ordinary people's stories of their encounters with the spirit that Burnham has put together. Perhaps the prognosticators who said in the popular press, at the dawning of the 1990s, that this would be a decade of spiritual seeking are correct. In its review of *A Book of Angels*, the *Post* mentioned that the Gallup polling organization had found that 74 percent of American teenagers believe in angels—up from 64 percent in the 1980s. In June, Burnham's book held the number three spot in the *Post*'s paperback bestseller list. There clearly is a demand for, and a need to consider, such books.

Jim McEuen

John Huddleston's *The Search for a Just Society* (ISBN 0-85398-288-00) is published by George Ronald (46 High Street, Kidlington, Oxford OX5 2DN, United Kingdom or P.O. Box 447, St. Louis, MO 63166, United States). The price is £19.95/$39.95.

Sophy Burhnam *at the Poetry/P.M. reading in July.*

For those who missed Burnham's reading here at the Visitors' Center, she will be reading from her book and other works on October 14 at 2:00 p.m. at the Writer's Center in Bethesda. The reading is open to the public. Admission is $1 for members of the Writer's Center, $2 for members' guests, and $3 for nonmembers.

Sophy Burnham's *A Book of Angels: Reflections on Angels Past and Present and True Stories of How They Touch Our Lives* (ISBN 0-345-36157-1) is published by Ballantine Books (New York, $8.95) and is available in most Washington book stores.

Special Events at the Visitors' Center

Special events at the Visitors' Center in October include a day-long symposium on October 5 on the Amazon. Morning and afternoon sessions will offer panel discussions, seminars, and films on aspects of the region.

For International Literacy Year, the Visitors' Center will host a month-long series of programs on aspects of literacy in both developed and developing countries.

The International Ciné Club will present a mini-festival of "Shakespeare on Film," including Olivier's *Henry V* on October 15; Kurosawa's *Throne of Blood* on October 16; and Kozintsev's *Hamlet* on October 17.

There will also be special events scheduled at the Center for UN Day, October 24. For more detailed information on these events, please consult the October Calendar of the Visitors' Center.

STAFF NOTES

June 1–August 31, 1990

TWENTY-FIVE YEAR STAFF

Martin E. Hardy
James E. Minor

TWENTY YEAR STAFF

Kathyrn Behbahani
Keith G. Creightney
Cyril Enweze
Vicente Galbis
Morris Goldstein
Frances R. Josue
Anthony Lanyi
William L. Hemphill
Michael C. Niebling
Richard J. Nieburh
David B. Noursi
Hernan P. Puentes
Peter J. Quirk
Phil B. Smith
Horst Ungerer
Isabel Loayza Uston
Harold M. White

RESIGNATIONS

David J. Andrews
Sandro Appetiti
Barbara Bulcock
Barbara De Bruyn
Dirk J. De Vos
Josette Demarteau
John W. Head
Jeremy J. Heywood
Robert Holzmann
M. Karen John
Suzanne M. Kohnen
Pornsawan Nivasabutr
Arax Sookazian
Shinji Takagi

RETIREES

Milton K. Chamberlain

EXPIRATION OF APPOINTMENT

Rigobert R. Andely
Daniel A. A. Daco
Pisit Leeatham
Laura A. O'Connor
Jun Saito

BIRTHS

To **Zenab Abdallah Bakhashuwein** (AFR) and her husband, Jacques R. Bottemain, a son, Mehdi Mohammed, on July 19.

To **Charles Collyns** (ETR) and **Miriam Collyns** (BLS), a daughter, Isabel Natalie Lara, on June 7.

To **Jolanta Stefanska** (BCS) and her husband, Pawel, a son, Jan Pawel, on July 14.

DEATHS OF RETIREES

Yvonne Mikhailikoff (July 17, 1990)
Frances McConnell Rosa (August 5, 1990)
Joao P. Morais (August 28, 1990)

TRANSFERS

Richard K. Abrams to Central Banking from European

Paul A. Acquah to African from Exchange and Trade Relations

Humberto Arbulu-Neira to WHD from Paris Office

Philippe Beaugrand to African from Support Group, Resident Representatives (Bangladesh)

Michael W. Bell to Asian from Support Group, Resident Representatives (Sri Lanka)

Mario J. Blejer to European from Fiscal Affairs

Patricia D. Brenner to Paris Office from ETR

David Burton to Exchange and Trade Relations from Asian

William J. Byrne to Treasurer's from African

Susan M. Christian to BCS from Administration

James C. Corr to Treasurer's from Administration

Michael A. Da Costa to Administration from Western Hemisphere

Patricia V. Edwards to ETR from Western Hemisphere

Elena Frolia to OED from Western Hemisphere

Ann L. Greasley to Central Banking from Secretary's

Yuzo Harada to Asian from Research

Michio Ishihara to Support Group, Resident Representatives (Nepal) from Asian

Henry E. Jakubiak to European from Middle Eastern

Elizabeth Hull Kalantari to Secretary's from Administration

In-Su Kim to Resident Representatives (Bangladesh) from Staff Contingency Fund

Naheed Kirmani to Support Group, Resident Representatives (Zambia) from ETR

Adalbert Knobl to Middle Eastern from European

Roger P. Kronenberg to Asian from ETR

Desmond N. Lachman to European from WHD

Mary Ann Miles to Administration from Secretary's

Elizabeth A. Milne to Asian Department from OMD

Chi Do Pham to Asian from African

John Prust to Fiscal Affairs from European

Bruce J. Smith to Asian from European

Harm A. Snoek to Support Group, Resident Representatives (Sri Lanka) from Asian

Jorge Sol-Perez to WHD from Support Group, Resident Representatives (Sudan)

Piero C. Ugolini to Central Banking from African

Harilaos Vittas to European from Asian

Tatsuo Watanabe to European from ETR

Lindsay A. Wolfe to Bureau of Statistics from Administration

Lucia Chiriboga Yepez to IMF Institute from CBD

New Staff

Magally Bernal
Colombian, is a Staff Assistant with CBD. Previously a secretary with the OAS, her interests include sports, music, dancing, and traveling.

Taye Berrihun
Ethiopian, is an Assistant, OED. Educated at Boston University, he was previously Director, Economic Research Department, National Bank of Ethiopia.

Abdelrahmi Bessaha
Algerian, is an Economist, AFR. Educated at Case Western Reserve and the University of Algiers, he was a professor of economics before joining the Fund staff.

Biagio Bossone
Italian, is an Assistant, OED. Formerly an Assistant to Executive Director, ADB, he was educated at the University of Palermo and Northeastern University.

Minqiang Chen
Chinese, is an Assistant, OED. Formerly a research official, IMF Division, People's Bank of China, he was educated at Guangzhou Institute and the Graduate School of PBC.

Daniel P. Dorval
Canadian, is a Staff Assistant with the African Department.

Katia Nella Fano
Peruvian, is a Staff Assistant, TRE. Formerly an international claims assistant for an insurance broker, she was educated at George Washington and enjoys jogging.

John Logan Hagan Jr.
a U.S. national, is a Counsel, LEG. Educated at University of London, LSE, and Georgetown, he was formerly a foreign associate of Masuda & Ejiri law firm of Tokyo.

David R. Hawley
a U.K. national, is Editor, Morning Press (EXR). He was educated at Leeds University.

Koichi Ishikura
Japanese, is an Assistant, OED. Educated at Sophia, he was formerly with Japan's National Tax Administration and Ministry of Finance.

Riawati Loethfie
Indonesian, is a Secretarial Assistant, OED. Formerly secretary to Managing Director, Indonesia's Central Bank, she enjoys bowling.

Abdul Majeed Majar
Pakistani, is a Staff Assistant, AFR. Previously a systems clerk, he holds a B.A. and an LL.B. from the University of Sind and enjoys history.

New Staff

Branko J. Maric
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