staff news
International Monetary Fund
February–March 1992

The BLS team working on Russian and other languages of the former U.S.S.R. includes (from left to right) John J.M. McKee, Yuri Novitsky, Heleny Brocca, Richard Renfield, Tania Gauer, Isaac Tarasulo, and Bill Keasbey.

Fund's Work in Former U.S.S.R. Relies on Broad Support Services

Few in the Fund are untouched by the institution's work with the republics of the former Soviet Union. A new department, European II, has been created, and the workloads of several related departments, including the Central Banking Department, the Fiscal Affairs Department, and the Statistics Department have increased dramatically. The volume of the IMF Institute's work has also been greatly affected. In addition to these, several support units, notably the Bureau of Language Services and the Training, Recruitment, Resident Representative Support, and Travel units of the Administration Department have also been affected. We provide here a brief overview of what has been happening behind the scenes.

Translation. Richard Renfield, chief of BLS' English Division, oversees the rapidly expanding work in the various languages of the former U.S.S.R. For that work alone, his division now has one full-time staff reviser, John J. M. McKee; one full-time translator/reviser, Bill Keasbey; two temporary contractual translator/revisers, Isaac Tarasulo and Yuri Novitsky (both of them Russian born); a full-time processing assistant, Heleny Brocca; and a typist-proofreader, Tania Gauer (also Russian). In early May an interpreter/translator, Andrey Fadeyev, will also join the staff. Although BLS translators and revisers normally work only into their mother tongues,

Instructor Ina Stillson (left) reviews Russian vocabulary with (from left to right) Maud Ljung-Lapychak, Connie Strayer, Hilda Newman, and Maggie Earll.

Renfield, McKee, and Keasbey have had to revise in both directions. Freelance translation has increased dramatically, now using 18 translators into and 32 from Russian. Translation into and from Estonian, Latvian, Lithuanian, Byelorusian, Ukrainian, Moldovan, Georgian, Armenian, and Azerbaijani has also grown.

Rapid transition to a market economy has had its impact on the languages of the former U.S.S.R. Vocabulary for market concepts is expanding virtually around the clock; Renfield's team must keep pace with new terms and usage, while coining and standardizing appropriate translations of Fund concepts and facilities for Fund publications now being produced in Russian. The volume has been enormous. In January 1992 alone, a half million words were received for translation from or into Russian. As a result, Renfield has delegated to his deputy, Lawrence Skrivseth, all work other than that relating to the languages of the former U.S.S.R.

BLS also provides language staff, from its contract roster and its own personnel, for Fund missions. The demands on these translators, Renfield stresses, are extraordinary. "They must have exceptional stamina. They have to be willing and able, when called upon, to work through the night. Even then, they might be called upon the very next day to interpret at the meetings. But it is tremendously exciting for a professional translator to work on an historic agreement or a vital piece of draft legislation that is hot from the negotiating table."

Training. Björg Tveitan and Argery Cooke report that requests for Russian language training have "gone through the roof." What began as a trickle during the Soviet study escalated after the summer coup attempt, and increased further after November.

The Fund now offers Russian language classes to assistants who need the skills in their work (drawn largely from European I and II, the IMF Institute, and the Office of Executive Directors) and one class for professional staff (drawn exclusively from the Statistics Department). More than thirty staff members are being given private instruction at various levels (most are beginners but some, including some staff members from Eastern Europe, are at more advanced stages).

Intensive training is provided for those with urgent language needs. The Fund's resident representatives in the Russian Federation have received intensive Russian instruction in the United States before leaving for their assignments. The Training Section is also examining the possibility of providing intensive language training in Moscow. Tveitan estimates that a minimum of 240 hours of instruction is needed to bring a beginner up to a mid-intermediate level in the language. Given mission travel and leave, she estimates one year's instruction is required to bring proficiency up to at least a low intermediate level.

The Fund also recently added Russian to the list of languages it approves for part-time study outside working hours. Interested staff may study Russian outside the Fund and be reimbursed for 75 percent of their tuition costs. The reverse side of this is that the Training Section is also expecting to provide English language instruction for consultants and others who are coming to the Fund from Eastern European countries.

Recruitment. Current plans for the 1992 calendar year call for the recruitment of over 160 economists—roughly 50 in the Economist Program and 110 mid-career economists. To date approximately 35 candidates for the Economist Program and 60 mid-career economists have accepted job offers. To give some sense of perspective on the recruitment effort, 1992 figures will represent a doubling of the 1990 number of EPs and a trebling of the number recruited for mid-career positions. "The departments have been very active," noted Jean-Pierre Gollé, chief of the Recruitment Division, "and we have all worked very hard. Now the question will be to manage these new resources well and provide space for the new staff." Gollé added that the recruitment has taken place on a Fund-wide basis, since transfers of staff within the Fund have created staffing needs throughout the institution.

Luis Tassara and Pablo Chiara, Personnel Officers in charge of recruiting regular consultants and experts under the Technical Assistance Program, report that short-term contracts have risen approximately 40 percent over the previous year. Many contracts are prepared on short notice. Consultants and experts typically come from central banks and ministries, but are also drawn from academia and the private sector. In some instances, Tassara and Chiara noted, consultants travel directly from their countries to the mission site. They never travel to the Fund, and their employment arrangements are made by fax or special mail.

Resident Representative Support. To facilitate the creation of larger (more than one person) resident representative posts in China, India, and the former Soviet Union, the Deputy Managing Director five months ago created a Field Office Project Team that would coordinate the office, housing, and technological support needs of these new posts. Headed by Marlene Thorn, a Senior Personnel Officer with the Staff Benefits Division, and including representatives from the area departments, BCS, Benefits Administration, Budget and Planning, Communications, Facility Design, Legal, Procurement, Security, Telecommunications, Transportation, and Treasurer's, the Project Team has been active in leasing and equipping the resident representative's post in Moscow. And because convenient housing has proved such a scarce commodity in Moscow, the Fund is also currently investigating leasing housing from a new project being developed by Perestroika, a joint Russian-U.S. venture that has already constructed hotels and offices in the city.

Thorn identifies three basic issues that the Project Team has been struggling to deal with in the former Soviet Union: communications, cash, and lease arrangements. Phone communication in Moscow has proved much more problematic than, for instance, in Beijing. Missions to certain republics have begun to carry with them an 80-pound portable satellite communications system to keep in touch with Washington. With no way to use traveler's checks and limited ability to rely on wire transfers and the domestic banking system, cash has been the only reliable source of foreign currency in the former U.S.S.R. Leases, particularly for property under construction, have also posed problems. "All contracts," noted Joan Powers, the Fund's administrative lawyer, "depend on the existence of a stable legal situation for their enforcement. In Moscow the legal situation is in flux and that makes contract negotiations a tenuous and uncertain proposition."

Individual and family issues also concern the Project Team; they have given considerable time to questions about health services (the Health Services Department is reviewing clinics in Moscow), schooling, and food.

Travel. For missions to Moscow, Kiev, the Baltics, and republics such as Azerbaijan and Belarus, commercial transport has met all of the Fund's needs. For some of the outlying republics, however, reliable commercial transportation has been less available. To meet the needs of mission teams, the Fund has relied on a Swiss company, ALG Aeroleasing, which has provided chartered planes for a number of UN activities. The flights, generally on board French-built Falcon 900s that seat up to 17 people, leave from Geneva and can take eight hours, for instance, to reach Alma-Ata.

The difficult part is not, Charles Bielaski notes, arranging for the chartered flight. He simply calls an 800 number in New Jersey and tells ALG when, where, and how many people will be traveling. The more difficult aspect continues to be coordinating the various comings and goings of missions from several departments of the Fund in order to make the best use of each flight.

Alan Le Blanc (left), with Perestroika Joint Venture, presents a Moscow housing proposal. to Cathy Harty of the Facility Operations Unit, Tad Zimmerman of Budget and Planning, Frank Harrison of the Procurement Section, and Marlene Thorn, head of the Project Team.

Lan-Anh Nguyen at the opening of her exhibit, Peace in Art, sponsored by the Fund's Art Society. The exhibit, from January 28 to March 20, examined contemporary Vietnamese art.

Peace in Art

"Peace in Art," the Art Society's current exhibit, provides a rare look at contemporary art in Viet Nam. Steeped in a vibrant commitment to the country's artists and reflective of a personal journey of discovery and affirmation of heritage, the exhibit is the work of a single Fund staff member, Lan-Anh Nguyen.

A Staff Assistant with FAD, Lan-Anh began collecting Vietnamese art in 1987, when a colleague and friend in ASD gave her two paintings she had purchased for her while on mission in Viet Nam. The painting, she says, stirred memories of a home that she left in 1974 to attend college at the Sorbonne. She left Viet Nam the French-educated daughter of a middle-class Saigon family. She left a teenager—a teenager largely sheltered from a war that was being fiercely waged just outside her city. She left to study French literature, but the war that had seemed so distant in Saigon became very real and disruptive while she was in Paris.

Saigon fell while she was living in France, and when it did, she lost all contact with her parents. Nearly 13 years would pass before she would speak to them again. In the interim, her own interests, once so clear and certain, grew dull. "When the war ended and I lost communications with my parents," she says, "I lost a lot of incentive to do things. I left the Sorbonne and came to Washington; I needed a change. I wanted to study, but I had no money. I came to the Fund; I had to work."

Lan-Anh found a job as a Staff Assistant with Fiscal Affairs in 1979, but she was restless. "I couldn't stay and work in one place forever," she says. "I wanted to see things. I wanted to do things." She had finished undergraduate studies in international relations at George Washington, and she left the Fund in 1985 to do graduate work. She weighed the option of an advanced degree at SAIS, and took several graduate courses, but realized, she acknowledges, that she "didn't want to be what my career path would be in the Fund—a research assistant."

In 1988 she returned to the Fund, but on contract as a staff assistant. "I didn't want to be permanent," she explains. "I wanted to work for a couple of months and then do other things. I took care of my paintings, worked on my framing, or did other things I liked, and then came back. I worked like that for a couple of years." A permanent job later came up in the Tax Policy Division in FAD, and she accepted a position with the same division that she had begun with in 1979.

In the intervening years communications with Viet Nam had improved. Lan-Anh first returned in 1987 as part of a guided tour—one of the first tours from the United States to be admitted to Viet Nam. Later, through her work in the Fund, she was also able to travel to Viet Nam on several missions. Her return was, she found, both painful and enriching.

"I left Viet Nam when I was 17. I had always lived in Saigon. I was very protected and really didn't know much about what was going on. The war could be happening not too far away, but people in the city never really knew about it. I learned more being away from home than I had learned being at home. I only started reading about the history of my country in recent years. I had never really learned my own history in French school. Going home to Viet Nam has been a process of discovery for me."

It was a personal discovery that soon reverberated with a broader purpose. Struck, she says, by the colors and the tranquility in the paintings her colleague had brought her, she found herself visiting galleries whenever she traveled in Viet Nam. She spoke with artists, visited their homes, and began collecting their work. One artist referred her to another until her circle of friends among Viet Nam's art community was quite large. She kept in touch with them, and they would frequently send her their work.

As she traveled throughout Viet Nam, she saw a diverse country that her Saigon childhood had only hinted at. She felt particularly drawn to the North and to Hanoi, whose range of seasons and cold, foggy winters had produced a melancholy and introspection uncharacteristic of the tropical south. "In the south," she explains, "the themes in art tend to be traditional—ones of sisterhood, motherhood, family values. In the north, though, you find that artists often paint landscapes, and their work reflects a special relationship with the land. The north has lots of lakes. It is beautiful, but also cold, foggy, and brooding. There's really a sadness to it—a sadness to the landscape as well as the life."

As her collection expanded, so did her interest in sharing this work with a broader audience. She submitted a sampling of slides to the Art Society for their consideration, but the enormity of the task of single-handedly mounting an exhibit struck only after the Society accepted her proposal. Suddenly she found herself faced with the task of winnowing her collection and preparing the selected paintings for public exhibit. "All this time the paintings had been rolled up and I had been choosing the paintings and working batch by batch," she recalls. "After the Art Society Committee accepted my proposal, I was scared. I had a few sleepless nights. But those three months of weekends working on the exhibit were a positive experience."

In assembling her exhibit Lan-Anh was careful to balance regions and styles and techniques. North and south are represented, as are traditional and contemporary works. Many of the paintings on exhibit are silk paintings—paintings whose soft, rich colors suggest that the paints are dyed into the silk but whose simple, understated hues are actually the product of repeated coats of paint on wet silk. Some of the most striking paintings, however, are the lacquer works that are Lan-Anh's personal favorites. Lacquer artists use a highly toxic resin to produce these works, and the natural color range of the resin lends lacquer works a darker, richer tone than is evident in the silk paintings. Lacquer work also features greater texture, since its repeated layerings and the addition of crushed shells and other materials offer a variety of surfaces.

Lan-Anh did much of the framing for the exhibit herself. She enjoys that aspect of the work and feels strongly that a good frame "should allow the spectator to zero in on the essence of a painting and never detract from its work. A frame should enhance the quality of the work." She enjoys working with unusual materials and antique fabrics to create her frames.

Most of her collection is for sale, but she harbors a collector's sense of pride in the exhibit and admits she would be sad if too much of it sold. "I really haven't been thinking in terms of sales; I just wanted people to see these paintings. I've been pleased that at the opening, for instance, many non-Fund people came, and they have referred me to others who are interested in Vietnamese art. I feel the circle is still expanding."

As much as she is keen to introduce Vietnamese art to a wider audience, the deeper concern remains enhancing others' understanding of the country and its culture. "I've done this exhibit," she explains, "as a homage to my country. These paintings convey a broader message, a message of peace. Whatever these artists choose to paint, their message is peaceful. In fact I feel quite peaceful working with this art. There is no anger or frustration in this art. I've never seen that in Vietnamese painting.

"It's strange that a country that has had such a sad history produces such peaceful art. I feel very much for the people of Viet Nam. There is a broader picture to this exhibit. It is saying this is what we are. We are a cultured and peaceful people; we just want to get on with our lives. We want to live our lives and have a future."

And at the World Bank...

Modern Art—Ancient Icon, an exhibition of Aboriginal Art from Australia, continues through April 10 at the 12th Floor E Building Gallery. Also continuing is a series of illustrated lectures by Ismail Serageldin on Art, Culture, and Development. "The Making of a Masterpiece: From Gericault's Raft to Picasso's Guernica" on March 25 and "From Freedom to Participation: Lessons from the Work of Charles Moore" on April 1 will be presented at 4:30 pm in the H Building Auditorium.

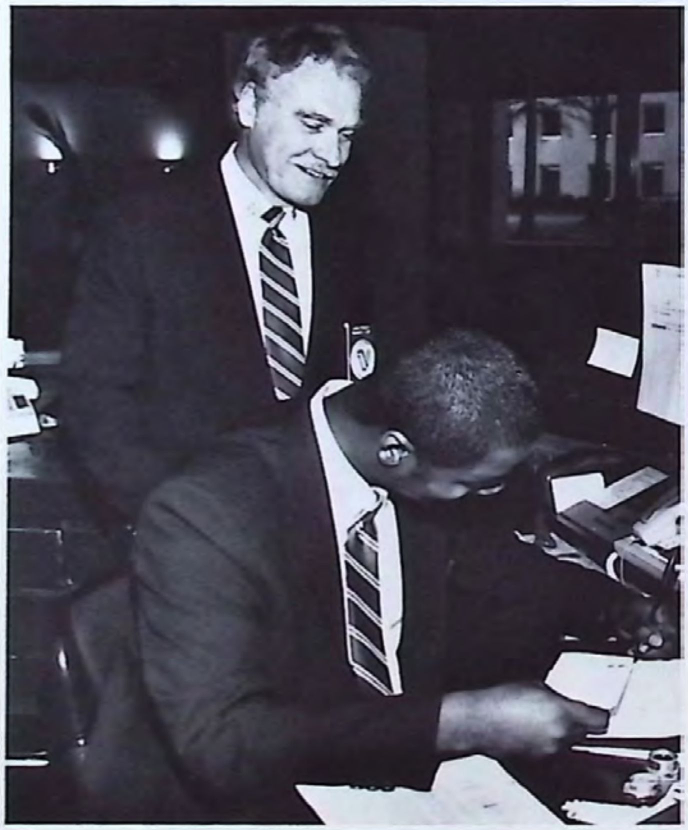
Contributions Sought for UWESO Bake Sale

The Ugandan Women's Effort to Save Orphans (UWESO) Committee, in cooperation with the International Cooking Club, is planning an international bake sale on April 2 to raise money for the Ugandan program. The event will be held in the IMF lobby between 11:30 and 2:00 pm. Baked goods are needed. If you would like to donate items, please bring them to the InFFO Office, Room 1-528, before 11:00 am on April 2. If you have any questions about what types of baked goods could be contributed for the sale, or if you would like additional information about the work of the UWESO Committee, please call the InFFO Office at extension 7696.

A Changing of the Guard

Navy blue blazers had not yet replaced the black Eisenhower jackets, but the change was imminent. The young guard at the front desk was by no means certain what a new contract, a new company, and a new salary would mean for him, but he was sure of one thing: he wanted to stay in the Fund. "I pray to work in a place like this," he said, "I just really like the diversity of people here." An older guard, who had been at the Fund much longer, felt the same, but admitted greater unease. "I love this building. I love the people," he said, "but the money is very hard."

Concern for professionalism and cost prompted the Fund in 1991 to put their security contract out for bid. David Cook, the Fund's chief Security Officer, participated in the Fund's Contract Review Committee, which examined a long list of bidders and selected a short list of potential candidates. "As part of the bidding process," Cook says, "Frank Harrison, the Fund's Contracting Officer; Bill Cody, the Assistant Security Officer; Mila Maglaya, a Purchasing Assistant with Procurement; and I paid unannounced visits to the offices of those on our short list. We wanted a first-hand look at their operations and we wanted to review their training programs and visit sites where they had guards. We also interviewed their clients to see how satisfied they were with the firms' services. The competition was very keen, but after all the factors were evaluated, it was clear to the Committee that Vance Security was the unanimous winner."



At the main desk, Cpt. Jack Turley and Lt. R. Fenwick, two guards who remained from International Security.

On February 1, a new contract for security services took effect and the International Security Corporation, which had provided the Fund with security guards for about eight years, was replaced by Vance Security. Vance, a large and diverse firm owned by Chuck Vance, a former U.S. Secret Service officer and son-in-law to former U.S. President Gerald Ford, had underbid International Security for the Fund's three-year (extendable to five-year) contract and had impressed the Fund with the firm's tighter management, professionalism, recruitment processes, career development opportunities, and strong emphasis on training.

Under the terms of the agreement, all guards currently stationed at the Fund with International Security had the opportunity to apply to Vance, but Vance retained the right to reject those who did not meet its basic standards (a high school education, for example). Vance also required that all applicants go through a screening process in which training and testing factored into their final decision. Vance insists on 48 hours of training in general security procedures and 16 hours in Fund-specific training in addition to CPR and first aid training. The Fund permitted guards to take this training and to do the required finger printing on Fund time, although other off-site requirements, such as drug testing, were done on the guards' own time.

Of 61 guards at the Fund, 49 hoped to stay at the Fund. Vance rejected 8 applications (two of which were subsequently reversed by the Fund) and 11 guards declined invitations to stay. Lieutenants and a small number of guards with special assignments were automatically retained, although training and testing were still required of them. Salaries for the lieutenants and those on special assignment remained the same, although they did lose vacation time.

For the rank and file, however, the most difficult element of this transition has been a dramatic decrease in salary. The basic hourly wage for security guards at the Fund has dropped from $8.87 an hour (approximately $1.00 of this represented a bonus that the Fund added to International Security's base rate to ensure a high caliber of guards) to $7.00 an hour with Vance. For most guards this translated to a decline in annual income of $4,000. Better medical benefits compensate for a part of this loss of income, as do opportunities for higher overtime pay (Vance pays guards double time rather than time and a half for holidays they work) and increased career development potential within a large firm with more diversified operations.

But for the guards, whose salaries were not adjusted in 1991 and who lost one to two weeks of leave with the transition, the combined salary and benefits cuts represented a nearly 25 percent decrease in their salaries. Some are uncertain about their future; some are resigned; but all acknowledge the substantial difference the cut makes.

"If this were my company," said one guard, offering a surprisingly dispassionate analysis of the situation, "I would try to do the same thing. People are just happy to have a job. This recession doesn't leave you with a lot of options." Others admit they are uncertain whether further changes are in order. Some are beginning to look at other job opportunities. "I find myself thinking about many things now," one guard admitted. "Perhaps I should move away—move in with my brother or children—and look for another job. I am thinking about a lot of things these days."

Harvey Pryor, Vice President, Vance Uniformed Protection (left) and Charles Vance, President ,Vance International (center) visit with Lt. Norman de Garie (seated) ,Supervisor of International Square; Frank McLaughlin, Commander of the Guard;and Bill Cody, Assistant Security Officer for the Fund.

Tim Cole, Assistant Director of the Administration Department and in charge of general security issues at the Fund, spoke to a training session for the guards transferring to Vance. "We very much appreciate that you are staying with us," he told them. "There are a lot of staff members concerned about this change. We know you are taking a hit. We have gotten calls from quite a few staff members concerned about what is happening. But ours is a public institution and we have to put our services up for bid. This is a financial decision that we had to make."

Bruce Hobbs, Chief of the Administrative Services Division of ADM and directly responsible for guard services, also spoke to the guards and thanked them for their professionalism. He observed that the additional training that Vance offered would be of value both to them and to the institution. "We have had a couple of major events recently—two fires, a power outage, and a flood. These have reminded us just how important fire and life safety issues are for the Fund. Your training and professionalism are critical. We were very impressed, for example, with the maturity that surrounded the command center during the power outage in February."

Guards appreciated the concern, but doubts and uncertainties persisted. "We just don't know the answer to some questions," one guard said. "We don't know if Vance will pull people from this assignment. We don't know about raises." Frank McLaughlin, who had been International Security's Commander of the Guard at the Fund and now holds the same position with Vance, and Bill Cody, the Fund's Assistant Security Officer, stress that the larger and more professional Vance organization will give guards more options and greater opportunity to progress if they elect to stay in the security field. But once a guard is hired by Vance, they insist, that guard can not be transferred without the Fund's concurrence. Also, under the terms of the new contract, base hourly wages will be adjusted annually to provide guards with a 50 cent hourly increase in each of the three years of the contract.

The Fund is saving nearly a quarter of a million dollars in its first year of the contract and is convinced, Cole said, that Vance is providing a better trained and more professional work force. And more than one month after the transition, Cook notes that the administrative transition has been smooth.

But the human cost of adjustment is clear too—the direct result of the pressure the Fund is under to control its administrative expenditures. While virtually none of the guards expresses bitterness, the unsettledness remains. "It was good of Mr. Cole to say he cares. It is good for people to say they care," said one guard with long years at the Fund. "But now I must wait and see what will happen. Everyone is waiting to see. It is a hard time."

Hear My Song

Guard Lawrence Munday is refining an exceptional talent and rekindling a childhood passion for singing Italian opera

There are nearly twenty new faces among the Fund's security guards. Many come from interesting and diverse backgrounds, but few moonlight, as Lawrence Munday does, as an opera singer.

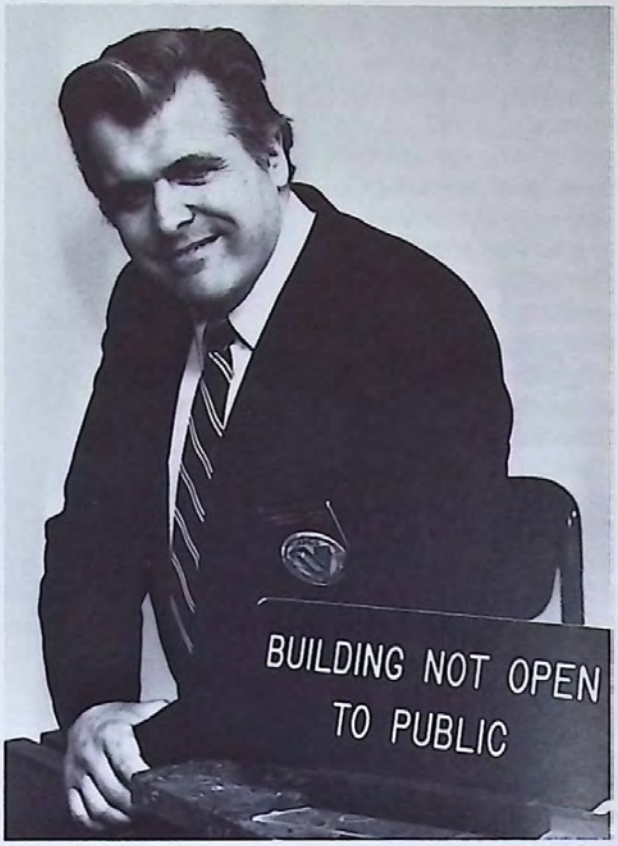
Originally from Kent, England, Munday developed an early and passionate interest in opera. "I come from a working class family," he explains, "but my father, who was in the construction business, used to buy records of Mario Lanza and Caruso. From the time I was very, very young I took an interest in the music. I would come home at night and while the other kids were out playing, I would be sitting in my room listening to the music for hours and singing with the records."

Munday started singing at the age of 12. He joined a local opera company and by the time he was 17, he had the second lead in a Tchaikovsky opera. Later that same year he was awarded a scholarship to the Royal Academy of Music. He sang in Covent Garden, with the Royal Opera chorus, and did a concert tour of Ireland as a soloist, but his real interest was Italian opera. He put his career on hold, though, later in his twenties, and began to think of leaving England for the United States.

One of his first trips when he did come to the United States was to visit a childhood idol, Franco Corelli, in New York City. Munday settled in Washington, D.C., however, and found work as a security guard with the British Embassy. Later he left the Embassy to see more of the country. In the process he stopped singing, and did not sing again for 12 years.

"When I came back to singing again," he explains, "I found I had a totally different voice—much better, much heavier and darker." He began singing and auditioning again. He was frequently told by experts that he had an exceptional voice that would need to be refined. Voice, he says, is a moving instrument. "It's like riding a horse, you have to rein it in. That requires constant work and constant concentration."

Munday is studying now with a teacher who had trained and sung with the Bolshoi Opera and then defected to the United States. Munday has also sung with the National Lyric Opera of Washington. In addition he is a board member of the Lyric Opera Company, along with, he says, "another great ex-Bolshoi artist, Conductor Ruben Vartanyan."



He knows what he has—a solid repertoire of operas and songs—and he knows what he must concentrate on—refining his technique. The passion for singing has returned; now he must get everything else in order. "If you don't feel the music, if you don't love the music, you can't sing. But if you don't have the physical coordination, you can't get your voice to do what you want it to do."

Having lost, as he says, "12 good years," Munday feels some urgency about his position. "Tenors," he notes, "peak between 40 and 50." And he is anxious to perform, not to teach. "I really need to perform. I get carried away with the whole thing. Opera has to do with human emotions, with life, love, unhappiness, joy—it's really what it is all about."

But as his training progresses, he says, there is less dwelling on the past and more optimism about his future. He hopes to audition this summer at the Metropolitan, and he will shortly be singing the last act of Carmen at the Washington Conservatory of Music. "My life has been interesting," Munday says. "I hope in the future it's going to become a lot more interesting."

After the District of Columbia's Zoning Commission and Historic Preservation Review Board approved, respectively, the Fund's zoning request and denied a neighborhood's group's petition to grant historic landmark status to the Western Presbyterian Church, the way was cleared for construction to begin on the new church. Involved in the project are (from left to right) Al Harper, Chief of the International Square Facility Unit; Joan Powers, the Fund's administrative lawyer; Bruce Hobbs, Chief of the Administrative Services Division; Peter Gerridge, Senior Service Officer of the Project Support Unit; Geoffrey Vaughan, Deputy Division Chief of the Administrative Services Division; Jim Kaiser, Advisor in the Administration Department; Sue Hern, Deputy Chief of the International Square Facility Unit; and Tim Cole, Assistant Director of the Administration Department.

Zoning and Historic Review Boards Rule Favorably on IMF Application

The denouement, when it came, was surprisingly anticlimactic. A process that began in early fall at a packed hearing before the D.C. Zoning Commission and continued through a long and emotional presentation of neighborhood opposition to the relocation of the Western Presbyterian Church's feeding program in a Foggy Bottom residential area, concluded on February 10. The Zoning Commission unanimously approved the Fund's application to implement the final phase of its headquarters master plan and permitted it to build an addition, in accordance with the zoning density it requested, at 19th and H Streets.

Though the process concluded with a series of understated discussions and quick approvals, it was nevertheless a closing act on a lengthy procedure that was not without its moments of drama and false starts. The Fund's request for rezoning was further complicated, when last September, a Foggy Bottom neighborhood association requested historic landmark status for the Western Presbyterian Church. That request, addressed to the District's Historic Preservation Review Board and not supported by the church's congregation or minister, Rev. John Wimberly, necessitated a separate round of proceedings, sparked by testimony of architectural historians on the historic merit of the church. The Fund, through its attorneys, brought in a prominent Philadelphia architectural historian, George Brown, to examine the architectural merits of the church and the Church's architect. Brown argued that the 1930s Gothic revival structure was, in historical terms, unexceptional.

The zoning and historic review processes characteristically allow several months for their respective board members to review the written record, but a resolution seemed to be in sight in January, when both boards had scheduled votes. The votes, however, were not to be. On January 13 an assemblage of Fund lawyers and Administration Department staff, led by Tim Cole and Jim Kaiser, trooped down to the District Building for a Zoning Commission meeting that was ultimately postponed because too few of the Board's members who had actually heard the original testimony were in attendance. Nine days later the D.C. Historic Review Board, after a futile two- hour wait for members who never showed up, postponed its vote as well.

The suspicion was that both boards were delaying action in the hope that negotiations between Western Presbyterian Church and Foggy Bottom neighborhood groups would resolve some of the issues associated with the relocation of the Church's feeding program to a residential area. But the negotiations did not produce a compromise and the Fund, in the interim, took the position that the issue of landmark status was moot since the Historic Preservation Review Board had not designated the building a landmark within the prescribed 90-day period.

Both boards rescheduled their respective matters for their February meetings. On February 10, the District of Columbia's Zoning Commission did have a quorum and did take up the Fund's request. The first two Board members voted for the zoning request, John Parsons noting that the District's Comprehensive Plan had approved high density zoning for this area, and he felt the Zoning Commission should follow its lead. Tersh Boasberg, the Vice Chairman of the Board and the man who had chaired the hearings on the subject, suggested that zoning approval be conditional on the Neighborhood Advisory Commission having some input in discussions with the church on its activities, including its feeding program.

Parsons interjected that he would not object to a broad committee from the neighborhood advising the Church on its activities, including the feeding program, but he objected to such a committee "dictating" to Western Presbyterian Church. At this point the Zoning Commission's technical staff intervened to express doubts that the Commission had the authority to attach such a proviso as part of the zoning approval. The Fund, not the Church, was the applicant and owner of the property in question.

Boasberg revised his condition so that the language would "advise" the Fund to employ its best efforts to see that Western Presbyterian Church set up an advisory committee suitable to the Foggy Bottom Advisory Neighborhood Commission. With this advisory language attached, the Fund's zoning request was approved without further condition.

In many ways what was most surprising was what did *not* happen. Apparently the lengthy and difficult debate over the relocation of the Church's feeding program effectively dominated both the hearings and the Commission's consideration of the zoning request. Evaluating the merits of the proposed addition and weighing its immediate impact on the neighborhood were completely subsumed by the emotional debate over the Church's feeding program, Miriam's Kitchen. The Commission ultimately recognized that the issue of the feeding program was outside its purview, and would, to the extent possible, have to be resolved in discussions between the Church and its neighbors.

When the Historic Preservation Review Board met on February 19, there was some question as to whether the Board still had jurisdiction in the matter. The Administrator of Land Use in the District advised the Review Board that the 90-day limit had expired but asked that a vote still be taken, even though it would be advisory in nature. Richard Nettler, counsel for the Foggy Bottom neighborhood, objected to the loss of jurisdiction. He argued that the Board could still designate the Church an historic structure. Whayne Quin, the Fund's counsel, simply referred the Board to the letter the Fund had submitted on the jurisdictional issue.

Although it was by no means certain what binding effect, if any, the vote might have, a formal vote was taken by the Review Board. One by one the board members explained their positions. Most members agreed with the first speaker, who endorsed the staff report and concluded that the church lacked the "integrity and architectural distinction" to merit preservation status.

Two members of the Historic Preservation Review Board dissented. One mentioned the "sadness" he always felt at hearing a Foggy Bottom case. The Foggy Bottom neighborhood, he said, had been "pretty well chewed up over the years." Another board member argued that she could not agree with the staff report's recommendation that the church failed to meet the standards for preservation. She believed the church's "social and historic value was quite deep" and she valued its uniqueness. The church served, she said, "as a constant reminder of what our city was fifty years ago."

With this dissent, the review board accepted its staff's recommendations and denied historic status to the church. The vote established the Fund's right to proceed with the construction of a new church for Western Presbyterian at 24th Street and Virginia Avenue—the first step in the process leading to the construction of Phase III of the Fund's headquarters.

What's next? Jim Kaiser notes that the next steps have to do with the construction of the church at its new site. "Once the cable television wires that are buried in 24th Street have been relocated and an agreement signed with the board of directors of an adjacent apartment house, which should take about one month, excavation can begin. Concurrently, we will solicit bids for construction of the new church. We expect these bids to have been received and analyzed, and a final decision made by early May."

The Joys of Orchid Growing

This most elegant, striking, and demanding of flowers has enthusiastic cultivators among the Fund's current and past staff members

Is it a romantic imperative that prompts the passionate single-mindedness of orchid growers? Theophrastus, the Greek philosopher, used the word "orchis" to describe the plant then used in Greece and Asia Minor as an antidepressant and stimulant. The first book on orchids was written in China about A.D. 1000, and Charles Darwin was one of the first to study the extraordinary way in which orchids attract insects.

This cosmopolitan family of flowers, growing from Scandinavia and Alaska to Tierra del Fuego and Macquarie Island, divided by sub-families and tribes, is also cultivated by a cosmopolitan family of Fund staff members. Bjorg Tveitan, Norwegian; Rathi Weissel, Indian; Margaret Wallace, a New Zealander; Elvira Bagares and Amparo Guerrero, both from the Philippines; Pauline Dhillon, from the United Kingdom; and Foy Yeong, Malaysian, are all avid orchid growers.

Foy Yeong tends to her phalenopsis.

Foy Yeong, a Senior Administrative Assistant in the front office of the Administration Department, has been growing orchids for 20 years and believes orchid growing is therapeutic. "The daily nurturing—a new bud, a new leaf—brings astonishment and joy," Foy says. Like many city dwellers, Foy enjoys the convenience of apartment living and finds that her "greenhouse" apartment is a haven from the sterile institutional and concrete buildings of the city.

Foy dispels the myth that orchid growing is complex. But patience, she notes, is necessary in monitoring the even elements of light, moisture, and air. She advises beginners to try their hand first at hardier orchids, such as the phalenopsis. Her own interest is avid and wide-ranging. She does not hesitate to contact orchid societies for advice, and enjoys seminars and lectures offered at the National Arboretum and the Botanical Gardens here.

But she keeps her hobby simple. She has had success with reasonably priced mail order firms that offer UPS delivery. Orchids can be cross-pollinated with a hybrid created that can be named after oneself or a loved one. But orchids do demand an attentive touch. The orchid is, she explains, a parasite and can live off other trees. But if even one of the elements of air, light, and moisture is missing, the orchid will not bloom. Foy insists that orchid growing need not be expensive, although one hybrid may cost as much as $25,000. Patience and care can substitute for money, and Foy has been encouraging her friends to try orchid growing. She notes that many rooms advertised in *Architectural Digest* are decorated with orchids—particularly restaurants and public buildings. She notices, too, that Woodward and Lothrop recently decorated their department stores with silk orchids. For herself, Foy feels that of all the floral arrangements she has had for dinner parties, the most memorable was a single orchid.

Amparo Guerrero, an auditor with the Office of Internal Audit and Review, began growing orchids after a friend gave her one as a birthday gift. She confesses to spending hundreds of dollars on plants initially, and not realizing that patience and persistence were required, had many losses. She is now a successful and enthusiastic grower who plans to convert her basement for orchid growing. Like other growers, she emphasizes the joy, the transcendence, of growing orchids. She exchanges ideas and visits nurseries with friends. She finds the annual International Flower Show in Philadelphia a helpful spot for ideas. It also offers a wide variety of hybrids at reasonable prices ($40). She hopes to experiment with grafting and propagating.

Elvira Bagares, who retired as Chief of the Social Unit of the IMF Institute, was taken by her sister in San Francisco to an orchid show and found the orchids not only magnificent but inspiring. Lectures convinced her that she, too, could grow orchids. On each successive visit to California she added to her orchid collection, and now orders by mail and purchases from local nurseries. She reports that the American Orchid Society and its local chapter, she says, expanded her horizons, and she has also benefited from the valuable expertise of fellow orchid growers. She, too, lost some plants in the beginning, gave up completely on growing cymbidiums, found much success with the phalenopsis, and still dreams of seeing her cattleyas bloom! "How," she asks, "can one measure the pleasure of watching a plant add a leaf or two, then a spike or two, and finally blooms of the most delicate shades of pink and crimson that last and last and last?"

Amparo Guerrero emphasizes the joy she derives from orchid growing.

Margaret Wallace, a Records Management Assistant in the Records Management Unit of the Secretary's Department, was exposed to the wonders of the orchid early on. Her father grew several varieties of orchids in a greenhouse, but it was a friend here at the Fund, Rathi Weissel, who gave Margaret her first orchid. Margaret is struck by the exquisitely delicate flower of the orchid. Its intricacy and beauty, she finds, puts the flower in a class by itself. The long life of the flower, she notes, add to their allure. The phalenopsis, in particular, cam bloom up to six months.

Elvira Bagares uses catalogs and nurseries to add to her collection.

Rathi Wiessel, a Senior Computer Systems Assistant with the Bureau of Computing Services, is no stranger to exotic plants. She also grows guavas, custard apple, and Indian gooseberries—and classifies the orchid as "the queen of flowers." Following the example of nuns who taught her in India, Rathi donates the proceeds from the sale of her orchids to a very good cause—supporting four teenage orphans in India. During her childhood years, she developed a reverence for plants (at first just grass seeds in clay pots and 4 o'clock plants which she and her mother knelt and prayed over).

About twenty years ago she had bought eight orchids from an old man in Florida. People often challenged her choice. "You're growing to grow orchids?" a skeptical young man asked in the garden section of a local bookstore. "You'll be lucky if you succeed!" But all eight of her original plants thrived under her care and bloomed.

In looking for a new home some years ago, Rathi's main consideration was ample light—she and her husband found a house with light on the east, west, and north windows. She finds every plant different—some require more or less humidity and change of temperature; some do not like being transplanted to larger pots; others have a sweet, pungent fragrance; and some varieties have no fragrance at all. Her son and daughter understand her passion: "Mom, you're with your friends again," they'll comment when Rathi is caring for orchids. She considers them a reaffirmation of faith and hope in life with their unique patterns, colors, and textures. Orchids remind her, she says, of the development and beauty of adolescent girls.

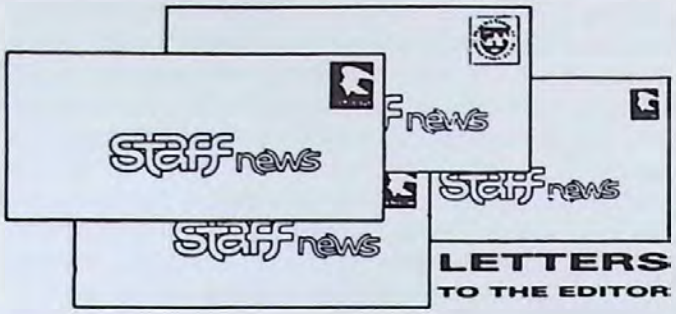
Rathi Wiessel (directly below) terms orchids "the queen of flowers," while Pauline Dhillon (bottom) has added a greenhouse to her home in order to nurture her numerous varieties of orchids.

Bjorg Tveitan, a Personnel Officer in the Training Section of the Administration Department's Staff Development Division, visited Kensington Nurseries some years ago, and decided, on impulse, to buy two orchids. The orchids bloomed for three or four months, and she was encouraged to try more. In addition to the phalenopsis, she also grows rarer varieties that flower for a shorter period. She is also encouraged by friends who continue to have the same success that she has in growing orchids. She likes to experiment and enjoys the way orchids constantly surprise her—sometimes a plant may appear dead and will revive after a dormant period to produce magnificent flowers. Since her office provides the necessary conditions for growing orchids, most of her orchids can be found in her office at International Square.

Pauline Dhillon, an Administrative Assistant with the Middle Eastern Department, never really intended to get "into" orchids, but after her first phalenopsis flowered perfectly for six months, she abandoned the more ordinary and short-lived blooms of houseplants to make way for more orchids. Her home, which includes rose gardens and fish ponds, now also features a greenhouse for her orchids. She has always been interested in plants, she says, that are more challenging to cultivate.

For the moment she is working with many different varieties of orchids. Orchids are unique in their growth, flowering, and pollination processes, she says, and it fascinates her that the apparently uninteresting foliage of most orchids yields such spectacular flowers. Pauline is also a regular visitor at flower shows (including the Philadelphia show) and subscribes to several orchid publications. She's amazed by the number of people all over the world who find satisfaction in caring for orchids and finds you actually develop a sense of caring for them. One of her sons once joked that she spends more time talking to the orchids than to him—to which she replied that was because orchids responded so well! Having spent her formative years in grey English winters, she enjoys the fact that orchids bloom all year round and especially in the winter when outside gardens are so bare.

Glennys George



Alarming Fire Drills

Who is responsible for organizing the emergency fire drills? What are the procedures we are supposed to follow?

The last two "emergency" fire drills (one in the summer and one in January) resulted in confusion and chaos. First, the fire alarm did not ring on the Concourse Level offices in Phase I of the main building. When I enquired about the problem earlier, I was told the fire alarm was being fixed in the summer, but as of last month it is still not working. We have had to rely on friends who are in Phase II to call us and let us know that the fire alarm is ringing.

Second, there is usually a long delay before the loud speaker lets you know whether this is a false alarm or the real thing. This results in staff wondering what they should do and hesitating to go outside.

Third, once everyone has reluctantly gone outside, there is no communication to let staff know what is happening. In the last fire drill a guard told us to go back inside. Once we were inside, the loud speaker advised us that this was a real fire, and we went back outside and waited. But then we waited and waited, and no one told us when we could go back in. Finally a few impatient staff members just went back inside and the rest of us followed their lead.

If the Fund is serious about following emergency procedures, ensuring the staff's safety, and providing increased communication with the staff, then I suggest the following:

- give clear instructions over the loud speaker to the staff as soon as possible once the fire alarm goes off;
- inform the designated fire marshalls and the guards as to what is happening so that they can relay this information to the staff using a bull horn or something that everyone can hear once staff are outside;
- make certain that the fire alarm can be heard clearly throughout all parts of the building; and
- repair broken fire alarms immediately.

The lack of structure for emergency procedures creates a confused and uncertain situation. It is a disaster waiting to happen.

Jane Godfrey

David H. Cook, Fund Security Officer, responds:

Jane, please refer to Staff Bulletin No. 90/21, issued on December 6, 1990, and entitled "Procedures for Building Evacuations and Fire Drills," regarding responsibility for organizing fire drills and the procedures to follow. Also refer to the pink card at the front of each telephone directory for a summary of the procedures. Nevertheless, you make some very important observations that deserve explanation.

We in the Administrative Services Division agree with your points. In order to develop a successful Emergency Evacuation Program for staff, the Fund has devoted considerable resources for several years to revitalize the program. We recognize that two basic elements are involved, namely, the human element and the physical plant element, and our goal has been to optimize staff safety through a combination of new training and new technology.

To deal with the people side of the problem, a Fire Warden Program has been established, Fire Wardens and Alternates have been trained, and a Building Emergency Response Team (BERT) has been put into place—composed of staff from Facilities and Security—all under my direction.

Emergency evacuation chairs have been installed on every floor for evacuation of the injured or physically handicapped, and a new comprehensive Fire Prevention and Emergency Evacuation Manual applicable to Headquarters and International Square was drafted and published in early 1991. The Fire Wardens and Alternates (approximately 180), and each Administrative Officer and other senior staff have been furnished with complete manuals.

As far as the physical plant is concerned, improvements to the building fire safety system have been ongoing for some time. About two years ago it became evident that routine repairs were not adequate to address chronic, systemic problems with an aging fire alarm system. A capital budget project was subsequently approved to install a new state of the art fire alarm system and a new public address system with all building coverage. Installation of the new system began on March 11, and completion will take 14 months.

New smoke detectors will improve alarm verification, which is important in determining the exact location of a fire in the shortest amount of time. The public address system, through ceiling mounted speakers, will issue an instructional message once an alarm condition is verified. In brief, the technology of the new system will shorten alarm response time and assist fire wardens and the Building Emergency Response Team in maintaining an orderly building evacuation. In addition, all of the problems regarding bells not ringing in Phase One have now been corrected.

A well structured and proven Fire and Life Safety Program should allow all Fund staff to feel secure about their work environment. We trust that you will agree that the initiatives we have taken will significantly improve the overall fire/emergency soundness of the Fund's Fire and Life Safety Program.

In addition, the success of the program rests with an interested and prepared staff, along with the continued support of volunteers in the Fire Warden Program. When the new Fire and Life Safety System is completed in Spring of 1993, the twofold package of the human element and the physical element will be drawn together to make an effective program for us all.

Thanks for your concerns for the staff's welfare—we share them too!

Just to Say Good-Bye

Many of you may not know that I have decided to leave the IMF to return to France to raise my daughter. Many of you might not even know me. But for those who have been so close to me for so many years, I would be pleased if you could accept this letter as my farewell, as I have found it impossible to go around and personally say good- bye to everyone. We'll keep in touch.

Claudine Simon-Bollon

Writing to Staff News?

We welcome your comments on *Staff News* and encourage you to send us a note, or call us, if you have any suggestions or complaints.

If you would like to have a "Letter to the Editor" published, however, we do require that you sign your letter. Names will be withheld upon request, but unsigned letters, as much as we appreciate your comments, will not be considered for publication.

Remembering Shaban Ismael

Shaban Ismael, a Messenger with the Fund from November 1975 until illness forced his retirement in November 1991, died in Egypt on February 5. On behalf of his colleagues in the Messenger Unit, Bill Pfister remembers Shaban Ismael:

It is always hard to look back on the career of a fellow worker who has passed away. Shaban Ismael, or to his many friends, Izi, worked in the Messenger Unit for nearly sixteen years. Izi passed away in February and his loss was felt very deeply by the members of the Unit and the Fund staff.

Izi was one of the first people I met when I joined the Fund staff. In looking back on that day and after talking to his many friends, we all seem to remember one thing, and that was his big smile. Izi always had a big smile and a kind word for everyone that he met. The younger members of the Messenger Unit gave him their own nickname, "Pops." Many a day when things were very busy or not working the way they should, I would see Izi taking someone under his wing and offering them encouragement and trying to make their day just a little better. Izi was the type of person who was always there when you needed him. He was also a fine role model for the younger members of the Messenger Unit.

Izi loved basketball and his favorite team was the L.A. Lakers and his favorite player was Magic Johnson. Izi could hardly wait each year for the basketball season to start. Many a day, after the Lakers had played, Izi would come thundering through the door and take an imaginary jump shot and say "Magic Johnson, three points!" Then he would have a big smile on his face and say, "Lakers are very, very good!"

When I think of Izi, that's how I will remember him. A man with a big smile and a kind word for everyone he met. Wedaa Sadiki—Goodbye, my friend.

Administration Department Extends 1991 Special Commendation Awards

The Administration Department gave Special Commendation Awards for 1991 to (left) Betty Maguire, Senior Compositor; and Jeanne Nash, Chief, Bibliography Section; with ADM head Graeme Rea. Awards were also given (above) to Gregory Mordin, Senior Personnel Systems Manager; Andrew Dawson, Personnel Officer; Maureen Jathoo, Personnel Assistant; Vicki Swenson, Senior Personnel Assistant; Robert Arthur, Staff Assistant; and Alvin Harper, Jr., Chief, International Square Facility Unit (with department head Graeme Rea).

Staff Notes

Thirty Year Staff

Miriam Galvez

Twenty-Five Year Staff

Mary Casella

Dimitrios Koskinas

Samuel J. Stephens

Twenty Year Staff

Milka Casanegra de Jantscher

Eugene A. White

Separations

Muhammad Bhuiyan
Abdoulaye Bio Tchane
Dean A. Derosa
James M. Eun
Gayle J. Peterman
Auriol M. Sahyoun
Jacobus C. Westerweel

Births

To Prabhavathi D. Job (CTA) and her husband, Nirvikalpa V. Wickramasinghe, a daughter, Shanthi Rukminidevi, on January 27, 1992

Deaths of Retirees

Kenneth T. Bryant
October 30, 1991

Amiyakumar Das Gupta
January 14, 1992

Julio C. Gutierrez
January 8, 1992

Shaban N. Ismael
February 5, 1992

Semyano Kiingi
February 4, 1992

Staff Notes

Transfers

Maria Arrivillaga to Research Department from IMF Institute

Christan Brachet to African Department from Secretary's Department

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

Daniel Dorval to Middle Eastern Department from African Department

Klaus Enders to Exchange and Trade Relations Department from Support Group, Resident Representatives and Advisors (Mali)

Elena Frolia to Central Asian Department from South East Asia and Pacific Department

Charles Gibbs to Office of Internal Audit and Review (OMD) from Bureau of Computing Services

Paul Hilbers to Central Banking Department from African Department

Abdelali Jbili to Secretary's Department from African Department

G.G. Johnson to African Department from Exchange and Trade Relations Department

Juha Kahkonen to Support Group, Resident Representatives and Advisors (India) from South East Asia and Pacific Department

Planinko Kapetanovic to Middle Eastern Department from Office of Executive Directors

Ishan Kapur to European II Department from African Department

Elizabeth Lichner to Office of Internal Audit and Review (OMD) from Treasurer's Department

Ethel Manapsal to Exchange and Trade Relations Department from Support Group Secretarial Staff

Sathya Menon to South East Asia and Pacific Department from Central Banking Department

Piroska Nagy to European II Department from Fiscal Affairs

Abdessatar Ouanes to European II Department from Middle Eastern Department

Paul Ross to European II Department from Treasurer's

Garry Schinasi to Research Department from European Department

Amor Tahari to African Department from Secretary's Department

Ignacio Tampe to IMF Institute from Support Group, Resident Representatives and Advisors (Costa Rica)

Binta Terrier to European I Department from African

Kenneth Warwick to European II Department from Research Department

Ma. Lourdes Yugangco to South East Asia and Pacific Department from Central Banking Department

New Staff

Arun B. Adarkar
Indian, is an Advisor with SEA. Previously Secretary of the Asian Development Bank in Manila, he was educated at Cambridge University.

Peter F. Allum
a U.K. national, is an Economist, ETR. Previously an Economic Adviser, UK Treasury, he was educated at Sheffield University and the University of Western Ontario.

Norma H. Alvarado
Peruvian, is a Staff Assistant, RES. Formerly an Executive Bilingual Secretary for Coca-Cola in Peru, she has two teenage sons and a five-year old daughter. Her interests include Bible studies.

Jeanne M. Arcaro
a U.S. national, is a Research Assistant, TRE. Previously a Computer Systems Officer with BCS, she holds a B.S. in computer science and enjoys theater, sports, and travel.

New Staff

David A. Barr
a U.K. national, is an Assistant, OED. He holds a B.A. (Hons) in economics and previously served as a Technical Assistant in OED in 1988.

Amer Bisat
Lebanese, is in the Economist Program, EUR II. Previously with the World Bank, he holds a Ph.D. from Columbia and includes among his interests reading, theater, and cinema.

Hans Brits
from Netherlands, is a Assistant, OED. Formerly an Economist, Netherlands Bank, he was educated at the University of Amsterdam and enjoys sports, wine, and theater.

Wayne W. Camard
a U.S. national, is in the Economist Program, ETR. Previously a consultant, USAID, and Assistant Economist, Federal Reserve Bank of New York, he studied at Stanford, Williams, and London School of Economics.

Florence A. B. Conteh
Sierra Leonean, is a Staff Assistant, BCS. Educated at Lehman College, City University of New York, she was previously a Legal Secretary. Her interests include dancing and cooking.

Patricia Cortez
a U.S. national, is a Staff Assistant, ADM. Currently pursuing a business administration degree from Columbia Union College, she enjoys tennis, volleyball, skiing, traveling, films, and music.

Madana Dehghanian
Iranian, is a Research Assistant, STA. Previously a computer systems assistant, she holds a B.A. and is studying for her MBA in information systems and finance from George Washington.

Suzanne M. DeLaughter
a U.S. national, is a Staff Assistant, MED. She holds a B.A. in psychology and includes among her interests golf, cooking, and weight training.

Lita del Carmen Ali
Peruvian, is a Staff Assistant, WHD. Educated at E.L.A. (a school for secretaries in Lima), she worked in Lima and in Washington, before joining the Fund staff. She enjoys antiques and plants.

Ali Ibrahim
Nigerien, is in the Economist Program, AFD. Educated at the University of Orléans, France, he includes among his interests soccer and jazz.

Piedad Jacome
Colombian, is a Staff Assistant, WHD. Previously an Administrative Assistant with Wilkins Systems, she holds a degree in Business Management and enjoys music, reading, and dancing.

Jaime Jaramillo-Vallejo
Colombian, is Deputy Chief, ETR. Formerly an IMF Economist and Advisor, Monetary Board of Colombia, he was educated at Boston University and Javeriana University and enjoys diving and photography.

New Staff

Tuseno-Minu Kudiwu
from Zaïre, is an Assistant, OED. Formerly Assistant Head, Economic Analysis, Research Department of Banque du Zaïre, he was educated at Facultes Universitaires Notre-Dame de la Paix, and enjoys soccer.

M. Valentine Langevin
Mauritian, is a Staff Assistant, AFR. Previously a Secretary with a Mauritian secondary school, she holds a certificate in secretarial studies and includes among her interests sewing and outdoor activities.

S. Gabrielle Lipworth
South African, is in the Economist Program, CTA. She is currently a doctoral candidate at Columbia University.

Maria Luisa E. Llames
from the Philippines, is a Staff Assistant, TRE. She holds a B.S. in marketing and was formerly Secretary to the Ambassador of The Bahamas. Her interests include theater, nature, and golf.

Virginia Masoller
Uruguayan, is a Senior Transcriber, BLS. Educated at the Medical University of Montevideo, she holds a B.A. in dietetics and nutrition and enjoys music, reading, and the outdoors.

William J. McCarten
Canadian, is a Senior Economist, FAD. Previously a Senior Economist, Canadian Department of Finance, he was educated at Dalhousie, Queen's, and Duke. He enjoys squash, opera, and early 19th century literature.

Patrick J. McPhillips
Irish, is a Senior Budget Officer, OMD. Formerly Principal Officer, Departments of the Marine and of Finance, Dublin, he was educated at University College, Dublin, and Imperial College, London.

Kenneth K. Meyers
a U.S. national, is an Economist, AFR. Formerly with World Bank and UN, he was educated at the University of Pennsylvania and University of California, Berkeley. His interests include music and literature.

Assadollah Monajemi
Iranian, is an Economist, MED. Previously Director General of Statistical Affairs, Central Bank of Iran, and a university professor, he holds a B.Sc. from University of London and a Ph.D. from Harvard University.

Gary G. Moser
a U.S. national, is an Economist, AFR. Previously with USAID and U.S. Office of Management and the Budget, he holds a Ph.D. from George Washington and enjoys tennis and collecting modern African art.

Tom E. Nordman
Finnish, is an Advisor, CBD. Previously with the IMF, Bank of Papua New Guinea, and Bank of Finland, he holds an M.A. in economics and includes among his interests sailing, outdoors, tennis, and squash.

Syed S. Rizavi
Pakistani, is an Economist, MED. Formerly serving with the Planning Commission of Pakistan, he holds degrees in economics from Pakistan and the United States.

New Staff

Frixos A. Sorokos
Cypriot, is an Assistant, OED. Previously a Finance Director with the Cypriot Ministry of Finance, he was educated at London University and Leicester University.

John Starrels
a U.S. national, is a Senior Public Affairs Officer, EXR. Previously with the National Association of Manufacturers and the U.S. Senate's Joint Economic Committee, he enjoys jazz and Russian history.

L Tuomas Sukselainen
Finnish, is an Economist, EUR I. Previously head of office, Bank of Finland; Senior Officer, EFTA Secretariat; and Department Head, Finish Bankers' Association, he holds a Ph.D. from University of Helsinki.

Nitza Tourlos
a U.S. national, is a Staff Assistant, ADM/InFFO. Previously an Executive Assistant, Bonner & Associates, she holds a B.A. in French from Sweet Briar and enjoys travel, reading, and tennis.

Roberto Violi
Italian, is an Economist, EUR I. Formerly an Economist with Research Department, Bank of Italy, he was educated at Oxford and enjoys skiing, films, theater, and history of science and mathematics.

Ellen M. Witmer
a U.S. national, is a Staff Assistant, SEC. Previously a Secretary in private industry, she includes among her interests swimming, embroidery, and music.

Photo credits: Denio Zara (pages 1–3, 4, 6, 9, 15–20), Padraic Hughes-Reid (pages 1–3, 6, 9, 15–20), and Glennys George (pages 11–13).

staff news
Editor: Sheila Meehan
Published by the
Current Publications Division
External Relations Department
International Monetary Fund
Washington, DC 20431