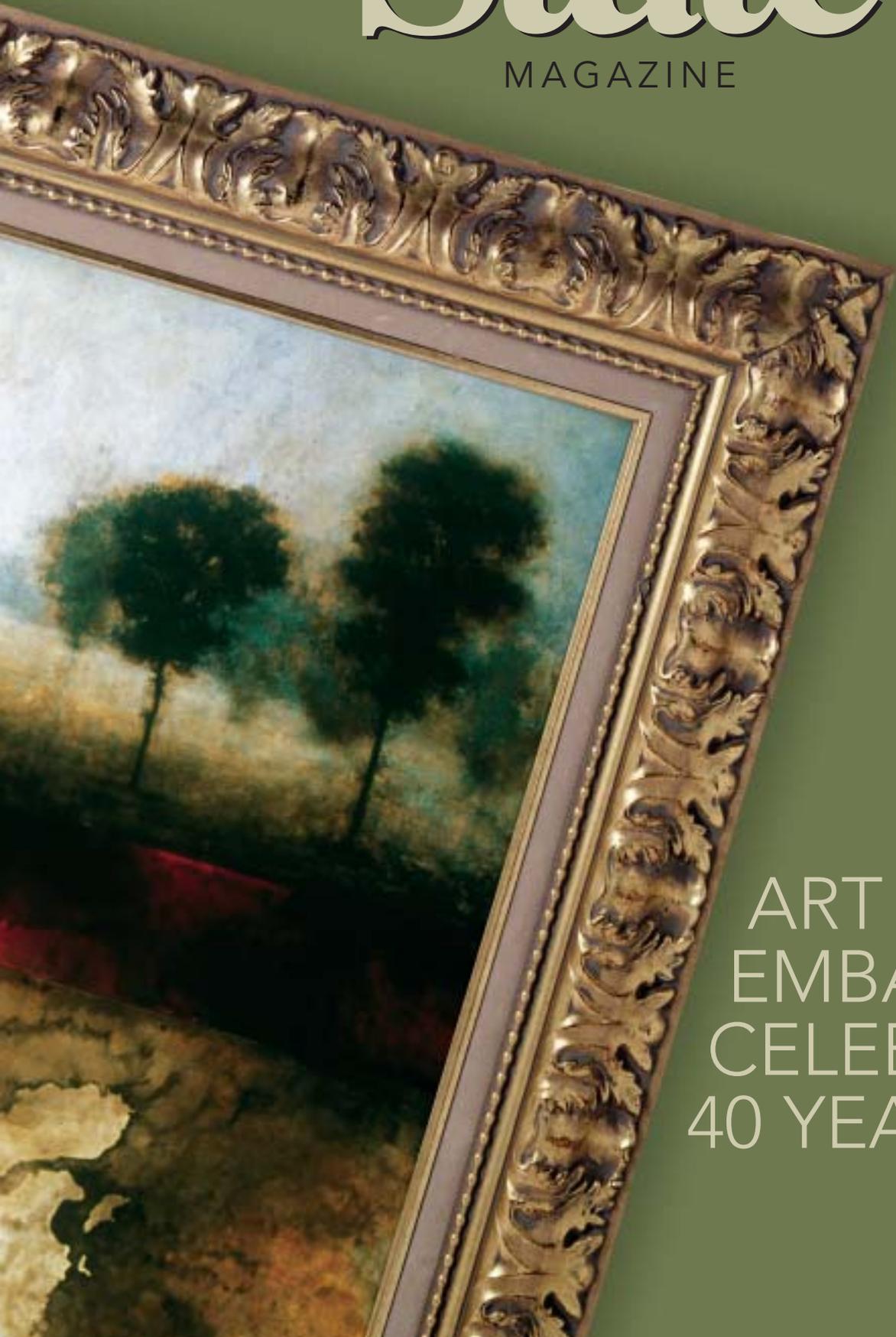


U.S. DEPARTMENT OF STATE

NOVEMBER 2004

State

MAGAZINE



ART IN
EMBASSIES
CELEBRATES
40 YEARS



Recently drafted Belarusian soldiers march during an exercise in Minsk.

IN OUR NEXT ISSUE: Post of the Month: Minsk

State

MAGAZINE

Paul Koscak
ACTING EDITOR-IN-CHIEF

Dave Krecke
WRITER/EDITOR

Bill Palmer
WRITER/EDITOR

David L. Johnston
ART DIRECTOR

ADVISORY BOARD MEMBERS

Teddy B. Taylor
EXECUTIVE SECRETARY

Larry Baer
Anna Borg
Kelly Clements
Pam Holliday
Joe Johnson
Pat Patierno

State Magazine (ISSN 1099-4165) is published monthly, except bimonthly in July and August, by the U.S. Department of State, 2201 C St., N.W., Washington, DC. Periodicals postage paid at Washington, D.C., and at additional mailing locations. Send changes of address to *State Magazine*, HR/ER/SMG, SA-1, Room H-236, Washington, DC 20522-0108. You may also e-mail address changes to statemagazine@state.gov.

State Magazine is published to facilitate communication between management and employees at home and abroad and to acquaint employees with developments that may affect operations or personnel. The magazine is also available to persons interested in working for the Department of State and to the general public.

State Magazine is available by subscription through the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (telephone [202] 512-1800) or on the web at <http://bookstore.gpo.gov>.

For details on submitting articles to *State Magazine*, request our guidelines, "Getting Your Story Told," by e-mail at statemagazine@state.gov; download them from our web site at www.state.gov; or send your request in writing to *State Magazine*, HR/ER/SMG, SA-1, Room H-236, Washington, DC 20522-0108. The magazine's phone number is (202) 663-1700.

Deadlines: Nov. 15 for January issue.
Dec. 15 for February issue.

CONTENTS NOVEMBER 2004

A young Kenyan waves the flag in appreciation of American support for the coastal festival.

32

BUILDING BRIDGES IN COASTAL KENYA

NUMBER 484

- 10 POST OF THE MONTH: SANTO DOMINGO**
The site of the hemisphere's first European settlements sets a democratic course.
- 16 OFFICE OF THE MONTH: REFUGEE ADMISSIONS**
This tiny office keeps faith with the Statue of Liberty's promise.
- 20 TRANS-SIBERIAN SURGERY**
Alone and in pain, a traveler finds warmth in the middle of Siberia.
- 22 ART IN EMBASSIES PROGRAM CELEBRATES 40 YEARS**
Fine American art speaks eloquently about our culture abroad.
- 28 IRISHMAN CREATES GREEN EMBASSY**
Maintenance supervisor's plan conserves water, electricity, gas and more.
- 30 MAGICAL HISTORY TOUR: SAILING ON THE NILE**
A can-do team takes to the water at a desert post.
- 32 BUILDING BRIDGES IN COASTAL KENYA**
The embassy in Nairobi contributes to a major cultural festival on the coast.
- 34 AMBASSADOR'S FUND FOR CULTURAL PRESERVATION**
Program demonstrates U.S. concern for other cultures.
- 36 A REPORTER IN FIJI**
An embassy dependent publishes 50 articles as a newspaper intern.

- 2** From the Secretary
- 3** Letters to the Editor
- 4** In the News
- 9** Direct from the D.G.
- 38** Medical Report
- 40** People Like You
- 41** Appointments
- 42** Personnel Actions
- 43** Obituaries

ON THE COVER

"Goodbye," a painting by Lauren Camp, wings its way to its temporary resting place on a wall of the U.S. Ambassador's residence in Ashgabat, Turkmenistan.

FROM THE SECRETARY

SECRETARY COLIN L. POWELL



A Job Well Done

Former Secretary of State George Shultz recently sent me a copy of the following letter he received from Mr. “Pitch” Johnson praising the work of one of our wonderful Foreign Service National colleagues. It is typical of letters I get telling me about the great job the men and women of the State Department are doing. I wanted to share it with you:

Dear George,

You have often spoken to me about your pride in the foreign service officers of the United States and the people who work in the State Department. To reinforce your point, I experienced some excellent service and care by our embassy in Athens during the recent Olympic Games.

Our 16-year-old grandson, Michael Johnson, who was with Cathie and me in Athens, lost his passport shortly before the end of the Games and our departure. I called the embassy and was referred to the passport office. The woman who took the call, Helen Vagena, could not have been more helpful. First of all she was quite reassuring that something could be done about a replacement passport in a reasonably short time. We had the passport number and she was able to retrieve Michael’s application with a picture to identify him: She called back when she got that information and told us to file a police report on the loss and to come to the embassy with a copy at a fixed time that afternoon. We arrived and she greeted us promptly and gave us the forms to fill out. We were doing so when she called us to the window and said that the Olympic lost-and-found had called to report a U.S. passport had been found on the stadium grounds, and that it had Michael’s name on it. Helen further identified it for them with the number, and told us where to go pick it up. We did so and had the passport within an hour.

In an unexpected, pleasant touch the following morning, Helen called me at the hotel to ask if we had retrieved the passport OK. I said we had and thanked her for her attending to our problem so ably. In any case, we felt very good about the personal and professional attention we received from our embassy. I sent an e-mail to the consul, Nick Greanias, expressing my appreciation to Helen and the embassy for the good care.

I’ll look forward to seeing you and Charlotte at some more operas and football games this season.

Sincerely yours,

Franklin Pitcher Johnson, Jr.

One final thought for each of you: Is this the way you go about your job every day? I believe so and certainly hope so.

Thanks, Helen! ■

Another Satisfied Customer

Regarding September's language immersion story, I'd like to relate my experience with this fine program.



The U.S. Embassy in Dar es Salaam offered the American community an introduction to Swahili language and culture via a three-day immersion visit to Zanzibar, an exotic island off the coast.

The daily classes (shown above), which ran from early morning until we stopped for lunch past noon, were followed by a host of cultural activities. The cultural program included everything from a visit to the sweltering confines of a traditional healer's darkened treatment room to a tour of Dr. Livingston's spacious Anglican church.

Ten of us, representing a cross section of the agencies posted here, accelerated our language-learning curves. In tribute to the skillfulness of our excellent instructors—no doubt aided by a rooftop classroom with a panoramic view across the city to the sea—we found that we were able to bargain in the market at the end of the course. In fact, we were able to negotiate for just about anything we wanted—though the merchants' smiles suggested that while we may have learned to negotiate in Swahili, bargaining quite a different skill.

Mike Gehron
Stone Town, Zanzibar

Glaring Language Naiveté

The article "Language Immersion Enriches Assignments" (September 2004) strikes me as a glaring display of language naiveté. There seems to be no inkling of what language immersion is all about since in Zanzibar it consists of but "three mornings of language instruction."

The author also recognizes that in Zanzibar, "learning simple greeting,

salutations and phrases in Kiswahili is a small gesture that means a great deal." Terrific! At what post is learning such things in the local language not helpful?

Finally, and perhaps most significantly, the author characterizes the Kiswahili language as "phonetic"—a term so ambiguous as to be meaningless—and "not very complicated." From a scientific point of view, no language has been found to be less complicated than any other, witness that four-year-olds everywhere seem to have mastered their native languages equally well.

Allen I. Stein
Retired Assistant Dean, FSI/SLS

Letters to the Editor

Letters should not exceed 250 words and should include the writer's name, address and daytime phone number. Letters will be edited for length and clarity. Only signed letters will be considered. Names may be withheld upon request. You can reach us at statemagazine@state.gov.

FROM THE EDITOR

It's no secret that revolutions, war, genocide and other forms of persecution create countless refugees. And when many of the uprooted look to the United States for their salvation, refugee admissions in the Bureau of Population, Refugees and Migration determines if they qualify. In today's world there are no slow days in refugee admissions.

Think carnival, beaches, beautiful mountains and a broken economy. Think luxury resorts, the oldest university in the hemisphere and power outages. Think Santo Domingo, a city of contrasts and home to a mission spread over seven buildings and hundreds of employees.

Imagine a sailing club in dusty Khartoum. While they won't be contending for the America's Cup anytime soon, these part-time boating aficionados rate their experience

on an even grander scale—plying the storied Nile River. It's an experience few sailors can claim.

The U.S. Embassy in Caracas is urging employees to quit—smoking that is. As new arrivals are welcomed, they're also asked if they smoke and would like to stop. The effort—more than "just say no"—has grabbed national attention and the results are impressive.

Having a medical emergency somewhere between Moscow and Beijing on the Trans-Siberian Railway may sound like a recipe for disaster, but Russian hospitality and a station doctor left this traveler with fond memories.

smoke ALARM

Sticking Their Butts Out in Caracas

Employees assigned to Caracas are welcomed with an invitation to quit smoking. As the newcomers ask if it's safe to drink the water or eat the lettuce, health unit staff is asking them if they smoke.

Outgoing Ambassador Charles Shapiro considers the employee health program one of his most important achievements. Assisted by health unit staffers Dr. Raul Isturiz and nurse June Acrich, he aims to help employees kick this dangerous habit.

Dr. Natasha Herrera, at the Pan-American Health Organization's Venezuela office, volunteered her own lunch hour to work with the mission's smokers once a week.

Dr. Herrera's method includes up to two weeks of monitoring, where patients are told to document what triggers their cigarette cravings, such as time of day, emotions, stress, family or friends who smoke and other stimuli. They even learn how changes in brain chemicals create yearnings for nicotine.

Once patients are aware of why and when they smoke, they begin nicotine replacement therapy. This is a key step, particularly for those who are addicted to the weed. The embassy provides nicotine patches and gum as well as Welbutron, a drug that combats weight gain and stress.

Herrera claims an 80 percent success in her practice, which is in line with results at Embassy Caracas. Of the original 12 participants, 11 have quit.

Dr. Carolyn Dresler, a cardiothoracic surgeon and expert on lung cancer and smoking-related diseases, recently told embassy staff that up to 30 percent of employee absenteeism in Canada is blamed on smoking.

Dresler said cigarette smoke is the leading cause of preventable death in the developing world, claiming at least 4 million lives each year. By 2030, 70 percent of tobacco-related deaths will occur in the developing world. Overall, smokers have a 50 percent chance of dying prematurely due to their habit.

In Venezuela and most of Latin America, smoking is more common and accepted than in the United States. Approximately 30 percent of Venezuelans smoke—men, 32 percent; women, 27 percent. It's common to see people smoking in restaurants, bars and movie theater lobbies and at shopping malls.

Said one participant who tried to stop several times, "I find it easier to quit with help. Just having someone there keeping track of your progress is quite a difference. This is the first time I really feel I can make it."



TDYer Leaves Her Mark

What started with a flat tire ended with a pumped-up team.

Sandra Yeaman was riding to a barbeque one Sunday in March when the car had a flat tire. While some men recruited from the barbeque changed the tire, eight boys approached holding a soccer jersey. They were collecting money to buy uniforms for their team. When Ms. Yeaman, a management officer on a temporary assignment in Asmara, Eritrea, asked how she could be sure they would use the money for uniforms, they said she could trust them. She gave the tallest, Habtom, 300 nafka, about \$20. He asked for her phone number and wrote it on the palm of his hand.

The following Saturday her phone rang. The caller didn't speak English, but when he sensed she was about to hang up he said, "Habtom, 300 nafka." With the help of a passerby who spoke English, he told her the team wanted to meet her and thank her for her contribution.

She arrived at the agreed spot—a local market—the next day and 16 boys, aged 9 to 14, greeted her. Four of them were wearing red and white uniforms they purchased with her contribution. She agreed to meet them the following Sunday at the soccer field—a bumpy, rocky open area through which herds of cattle and sheep regularly wander—and watch them play.

For the rest of her assignment she spent every Saturday or Sunday morning watching the boys play. They decided to call themselves Team USA. She eventually gave them enough money to buy more uniforms, soccer shoes and spare soccer balls. After weeks of training and scrimmaging with each other, Habtom, the coach, began arranging games against other teams. Ms. Yeaman took hundreds of pictures and invited the boys home for something to eat and drink after each game. She also showed them movies. *Bend It Like Beckham* was their favorite, naturally.

Her last weekend in town, she wanted to do something special for the boys so she invited embassy employees to watch them play and then come to her house for a party. The

response was overwhelming. Among those who came were Ambassador Donald McConnell and Deputy Chief of Mission David Katz and their wives. Nurse Paula Wilson baked a cake in the shape of a soccer ball and decorated it with red, white and blue frosting. One guest, an employee of the U.N. Development Program, offered to explore using the U.N.'s equipment to even out the bumps and dips in the boys' soccer field.

Melissa Sheperd, Asmara's community liaison officer, created a brochure with a story and picture of Team USA and distributed it to the Asmara International Women's Club,



Coach Habtom, in white, selects seven team members to play against Team German.

non-governmental organizations and diplomatic missions. Her hope is that other members of the international community will sponsor teams too.

The boys told Ms. Yeaman that other neighborhood teams have started copying them—using Habtom's training regime and getting matching shirts. "The boys understand they have become a model for others," she said, "and have assured me they will take the responsibility seriously. I believe them. After all, they told me I could trust them with my first 300-nafka donation."

Education Program Again in the Spotlight

Hundreds of cultural exchanges are set for Nov. 15 to 19 to mark International Education Week. Sponsored by the Bureau of Educational and Cultural Affairs and the U.S. Department of Education, the event celebrates America's leadership in building international cooperation, understanding and alliances through education.

Visits by American students to overseas schools as well as foreign students visiting American schools, including some in Washington, D.C., are among the week's highlights. Last year more than 85 U.S. ambassadors and embassies abroad and foreign ambassadors to the United States participated in the event, as did a wide range of organizations and corporations.



More than 1,800 of the State Department's youth exchange students are expected to share their cultures in America's classrooms during International Education Week.

Foreign participants include international students, teachers and scholars who study in the United States.

Employees can learn more about the programs Nov. 18, from 10 a.m. to 2 p.m., at the Bureau of Educational and Cultural Affairs Exchanges Fair in the exhibit hall of the Harry S Truman building.

Conference Channels Diversity into Direction

Bring 56 Foreign Service National employees together for 10 days of training, networking and camaraderie and you have the making of the third annual FSN Worldwide Invitational Conference.

The gathering is perhaps the ultimate diversity group with participants from Belize to Paris to Freetown to Kolonia—not to mention every vocation from security to public affairs to general services. But despite the differences in culture, language and geography, the conference instills its participants with the “One Mission—One Team” workplace philosophy promoted by Secretary Powell. One FSN described the conference that aims to sharpen work and communications skills as a “microcosm of U.S. missions worldwide.”

Underscoring the event's importance, which took place from June 3 to 11 in Washington, D.C., Deputy Secretary Richard Armitage applauded the critical role FSNs play in carrying out U.S. foreign policy while Director General W. Robert Pearson outlined the Department's commitment to a supportive workplace through training and improved compensation, insurance and pension plans.

In addition to salary and benefits, the conference included discussions on job evaluations, leadership, communication and equal employment opportunity. Participants also met the deputy inspector general, who encouraged them to report

waste, fraud and mismanagement. The FSNs received training in security awareness—including personal protection—crisis management and consular affairs.

To promote understanding, the FSNs shared insights about their nations' heritage and customs. At the same time they received training in the American work culture and improving communication with American officers at post and within mission sections. Instruction balanced their responsibilities and identities as American employees sensitively and with respect for local practices and culture.

Six “continuity FSNs”—Harry Beek from Brussels, Zvezdan Milovanovic from Belgrade, Aniko Varadi from Budapest, Jossy Herman from Santo Domingo, Debra Newbold from Nassau and Mandeep Kaur from New Delhi—were brought back from former conferences as facilitators, mentors and team leaders. They introduced top Department speakers and other important officials, noted key issues, provided daily summary briefings and assigned teams for discussions and activities.

As in the previous two conferences sponsored by the Bureau of Human Resources Office of Overseas Employment, the FSNs arrived representing individual sections and countries but departed as a global team of mission professionals.

MUNICIPAL MANAGEMENT OFFERED TO CENTRAL ASIAN CITIES

When Austrian Chancellor Wolfgang Schuessel met with President Bush in the White House two and a half years ago, they discussed Central Asia, a key part of the post-9/11 security network. The two leaders discussed how law and order, good governance and healthy civil societies were important to that region.

Shortly after the Bush-Schuessel summit, the public affairs sections of the U.S. Embassy in Vienna and the U.S. Mission to the Organization for Security and Cooperation in Europe launched the Vienna Initiative for Central Asia. Now in its second year, the effort brings 10 Central Asian city and state managers to Vienna for a two-week program to learn how Americans and Austrians manage cities and states.

The program covers planning, renewal, policy and administration, budgeting, renewable energies, water renewal, waste management and market economies. The mid-level city and state leaders, as guests of the Austrian Ministry of Foreign Affairs, visit small towns in Austria to learn how they're managed.

The Vienna initiative is a good fit for the OSCE, whose 18 field missions operate mostly in former Soviet republics including those in Central Asia, the Caucasus and the Balkans. They assist governments and civil society in strengthening democratic institutions and promoting respect for human rights and law.

This year, all five Central Asian countries sent two participants to the seminar. Even Turkmenistan, which has largely shunned international efforts at democratization, participated. In-country Fulbright scholars and speakers recommended by the Department taught the students about U.S. practices.

Last year's participants returned home and began using their new skills. For instance, Omurbek Sarbagyshev, who works in the office of the mayor of Bishkek, Kyrgyzstan, reported that his city has adopted ideas he brought from Vienna: recycling with color-coded garbage cans, lighting city buildings and building new roads connecting the city to the airport.

City managers in Central Asia face a daunting task of modernizing management, securing adequate financing and creating an administration that meets the needs of citizens. The changes will not happen quickly, but program alums are making small but meaningful progress in each of the five countries.

FSN Fellowship Offers Graduate Opportunities

Competing against hundreds of other Russians, Vladimir Kulagin, a Foreign Service National employee at the consulate general in Vladivostok, won the highly competitive Edmund S. Muskie Graduate Fellowship sponsored by the Department's Bureau of Educational and Cultural Affairs. He was one of 27 Russian winners. FSNs from other countries have also won Muskie fellowships.

Since December 2000, Mr. Kulagin has been involved in producing E-Grams, messages using unclassified e-mail as a formal reporting vehicle pioneered by the consulate general in Vladivostok. In April, he edited Russian Far East/Asia Highlights, a publication getting positive feedback and wider readership in both Moscow and Washington.

The Edmund S. Muskie Graduate Fellowship program provides citizens of Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan, Turkmenistan, Ukraine and Uzbekistan an opportunity to pursue graduate study in the United States. Business administration, economics, education, environmental management and policy, international affairs, journalism and mass communications are among the choices. Law, library and information science, public administration, public health and public policy are the other available fields.

The program provides full scholarships, including university tuition, fees, room, board, health insurance, monthly stipend, book allowance, and international and domestic travel.

Mr. Kulagin is now studying for a master's degree in business administration and specializing in finance at the Georgia Institute of Technology in Atlanta. He returns to Russia after graduating in June 2006.





Graciela Hernandez, NIV Supervisor in Hermosillo, helps Valeria Isabel Diaz Rascon with her fingerprint for her visa.

For the last four years, the U.S. Consulate in Hermosillo, Mexico, has worked closely with Shriner's Hospital in Los Angeles to help child burn victims get treatment in the United States.

The consulate, together with Alberto Barrera Robinson, a local attorney, businessman and Shriner (the Shriners are an international fraternity with more than 500,000 members), and his assistant, Luz Inez Casas Ruiz, support outreach pro-

Consulate, Shriners Help Kids with Burns

grams in the consular district so that children can receive free medical treatment.

Nine physicians and their staff arrived in Hermosillo July 31 to examine 200 children and schedule their treatments in Los Angeles. Two local employees, Graciela Hernandez and Monica Martinez, and two Foreign Service officers, Marjorie Stern and Amy Storrow, volunteered their time to play with the kids, set up meetings with doctors and answer questions about visa applications. All four are members of Damas Voluntarias de Shriners (Volunteer Women of Shriners), a local group that also coordinated a clothing and toy drive and raised money for food and entertainment. The governor of Sonora provided funds for the doctors' transportation. The clinic was conducted at the local children's hospital, where American and Mexican doctors worked side by side.

When children with significant injuries, such as facial disfigurements due to burns, come to the consulate for their visa appointments, they're made to feel at home. Often they can be interviewed without waiting.

"I'd only been at post for four days when Marjorie, Graciela and Monica took me to my first meeting of Damas Voluntarias," Ms. Storrow said. "As I sat in the group of Mexican and American women all working together, I thought, 'This is why I joined the Foreign Service.'"

GAMES BRIDGE ETHNIC STRIFE

Teamwork in Rwanda can be tough. That's what Aaron Thomas found out when he became the new general services officer in January. In a nation best known for civil war and genocide, mistrust and animosities linger among many of the 55 locally hired embassy employees that include both Tutsi and Hutus.

Then during "the long, long, long flight back to Kigali after attending the Miami GSO conference" and while reading an article about the 2004 Athens summer Olympics, he got the idea to hold a GSO "Olympics." The event would improve performance and motivation among embassy maintenance crews—carpenters, janitors, masons, gardeners, drivers and laborers to name a few—he reasoned.

On April 21, the Olympics began. With headliners such as balloon tossing and dropping clothespins into bottles, only the

three-man relay resembled anything close to an Olympic event. But that wasn't the goal among the seven teams. Success was measured in cooperation and understanding among traditionally warring people.

Teams reflected a cross section of the embassy's work sections, and co-workers couldn't play on the same team. Supervisors or Americans were barred from playing.

The games gave a laborer who just "does what he's told to do" a chance to supervise and lead as a team captain and set goals for others.

"The object was to build teamwork, so I kept the events very simple," Mr. Thomas said. "The GSO Olympics improved morale. I now see many more smiles on the faces of those workers and much more camaraderie."



DIRECT FROM THE D.G.

AMBASSADOR W. ROBERT PEARSON



Broader Experience, Multiple Skills Will Shape the Future Foreign Service

My experiences overseas, and an appreciation of events in Afghanistan and Iraq, have convinced me that the demands of the 21st century are changing the rules of diplomacy. Likewise, the Foreign Service must adapt to those changes.

As Ralph Waldo Emerson said, “The right performance of this hour’s duties will be the best preparation for the hours or ages that follow.”

To meet our country’s needs—and the new demands of diplomacy—our employees need greater capability, built on wider experience, improved competencies and better leadership and management skills.

Serious effort is being made to achieve these goals. Diplomatic readiness aims to recruit talented and accomplished employees to fill hundreds of positions created by retirements in just a few years. So far, we’ve brought in 1,158 more employees than those who retired. At the same time, with your help, Employee Profile Plus will give us a better idea of your skills and experience.

My staff and I are working to create a wide-ranging—even revolutionary plan for career development for Foreign Service generalists. We’re looking at more focused assignments, training, languages and experiences that will together create officers that are more broad-based and flexible to meet future challenges.

I envision this happening much like it would at a university, where students have a major and a minor. One might “major” in Middle East and speak Arabic, but “minor” in the former Soviet Union or in transnational or multilateral issues and speak Russian. The subjects our employees elect wouldn’t matter, just like it doesn’t matter at a university how many people study engineering or math. Whatever your choice and wherever you’re assigned, you’d be on call to use your other skills.

Employees who aspire to the Senior Foreign Service must not only hold multiple specialties but also be able to lead others. The ability to delegate, motivate and—if you’re good enough—inspire—is the hallmark of the future diplomatic

leader. The mid- and junior-level officers need to develop these skills and experiences as well.

To achieve this new level of competence, we’re developing new requirements that must be met for promotion into the Senior Foreign Service. There will be an outline of assignments, experiences and languages from which generalists can build their careers. Focus groups have considered our proposals and we’ll continue to work closely with AFSA in the development and approval of our approach.

At present, employees are only required to have a “professional level” skill in one foreign language before crossing the threshold into the Senior Foreign Service. A second requirement, beginning in 2009, will be service after tenure at a hardship post with at least a five percent differential. Employees also will have to complete leadership training appropriate to their grade. While certainly a good start, more is needed to compete in today’s diplomatic world.

Other requirements are also being considered to strengthen language skills, cross-conal experience and geographic and functional work. These include:

- Professional development
- Cross-functional experience
- Substantial supervisory experience
- Operational response
- Second professional proficiency-level language or one advanced professional proficiency-level language or one professional proficiency-level super hard language.
- Service in a critical assignment
- Service at an unaccompanied post for a year

In my view, creating a career development plan is the logical conclusion of the diplomatic readiness initiative and forms the capstone of the changes that the Secretary has brought to our profession. While these requirements will be introduced over time to allow everyone an opportunity to participate, I’m convinced they’re essential to the future vitality of our profession. ■

The Cathedral Primada in Santo Domingo's Colonial Zone is the hemisphere's first. Construction started in 1521, and it was sacked by Sir Francis Drake in 1586.



POST OF THE MONTH



Santo Domingo

By Norman H. Barth and Richard S.D. Hawkins

Between the Atlantic Ocean and the Caribbean Sea sits the island of Hispaniola, where history's most influential voyage of discovery landed and the site of the New World's oldest European settlements. The island is shared by Haiti in the west and the Dominican Republic, which occupies its eastern two-thirds.

There has been a U.S. mission in Santo Domingo de Guzman, the Dominican capital, since 1884, when Chargé d’Affaires John Langston presented his credentials to Dominican President Ulises Heureaux. If many U.S. emissaries to the Dominican Republic have been forgotten over the years, the third, Frederick Douglass, has not. A self-freed slave, abolitionist, orator and sometime adviser to Presidents Lincoln and Grant, he was chargé d’affaires from 1889 until 1891.

But even before Douglass’s appointment, the island had become a destination for roughly 5,000 U.S. freedmen, the majority of whom settled in Samaná, in what is now northeastern Dominican Republic. It was similar to the Back to Africa movement that colonized Liberia in West Africa with U.S. freedmen in the early 19th century. Speakers of archaic English can still be found among the residents of Samaná today.

One million Dominicans—one-eighth of the population of the entire country—are legal permanent residents of the United States, and Santo Domingo is one of the top five immigrant visa adjudicating posts in the world.



Originally a Jesuit convent, the Pantéon Nacional in the Colonial Zone was built in the 18th century. It is now the resting place of the Dominican Republic’s honored dead.

The tiny nation contributes the largest group of foreign players to Major League Baseball, including such stars as home run king Sammy Sosa; three-time Cy Young Award winner, pitcher Pedro Martinez; Juan Marichal, the first Dominican player elected to the Hall of Fame; St. Louis Cardinals’

slugger Albert Pujols; the Orioles’ Miguel Tejada, who set a new record in the Home Run Derby this year; and the California Angels’ Vladimir Guerrero.

The “DR” imports \$4.2 billion in goods and services from the United States each year, making it the fourth-largest U.S. export market in the

Western Hemisphere after Canada, Mexico and Brazil. The island nation imports more from the United States than Russia, Argentina or Chile. In return, the DR exports \$4.5 billion worth of goods to the United States.

To handle this high level of bilateral activity, the U.S. Mission in Santo Domingo has more than 120 direct hire and 380 Foreign Service National employees, representing all of the major U.S. government agencies. There has been a strong Peace Corps presence in the country since the program began in the early 1960s. A consular agent has an office in Sosua, on the north coast.

Santo Domingo is a modern cosmopolitan city of nearly 3 million with a significant expatriate community. Several shopping centers are stocked with international products. Large supermarkets have local and imported foods. Excellent restaurants abound. Fruit stands and corner stores with mangoes, bananas, plantains, coconuts and other delectable necessities of life are everywhere. Shopping opportunities include art and handicrafts, amber and larimar jewelry, fine rum and cigars, fashion boutiques and flea markets.

The mission is spread over seven buildings. Americans live in apartments and houses in the western neighborhoods of Santo Domingo, mostly close to the chancery and main mission buildings, the Mirador del Sur park or the botanical gardens. Power outages occur frequently, but all mission housing has backup generators and inverters. There are several excellent schools, including high schools with international reputations and instruction in English. Santo Domingo has more than 10 universities, one of which is the Western Hemisphere's oldest.

Thanks to a good network of highways and roads, no place in the Dominican Republic is more than a four-hour drive from the capital. All-inclusive resorts along the coast, some with world-class amenities, frequently offer reduced rates for embassy employees. Among the most famous is Casa de Campo, near La Romana on the southern coast. This and other exclusive resorts have attracted the wealthy and the famous, including former U.S. presidents. Smaller hotels, bed and breakfasts, and family-run establishments offer less expensive alternatives to the luxury spots.

Tourism is one of the pillars of the Dominican economy. Of the millions of foreign tourists traveling to the DR each year, 800,000 arrive from the United States. The country boasts scenic mountains and rivers, historic cathedrals and museums, clubs that pulse to merengue and bachata beats and some of the Caribbean's finest beaches. The year-round tropical climate is less humid than Miami's or Washington's. Its welcoming people and eclectic culture add to the country's appeal to vacationers.

Given the role Santo Domingo has played in the history of the Western Hemisphere, it is not surprising that the United Nations Educational, Scientific and Cultural Organization declared its Colonial Zone a World Heritage Site in 1990. Just a mile east of the chancery, the zone dates to 1498. Those who spent time in the zone include Ponce de León, first European to explore what is now Florida; Hernán Cortés, conqueror of Mexico; and Bartolomé de las Casas, writer of *A History of the*

AT A GLANCE



Country name: Dominican Republic

Capital: Santo Domingo

Government: Representative democracy

Independence: February 27, 1844 (from Haiti)

Population: 8.8 million

Religion: Predominantly Roman Catholic

Language: Spanish

Land mass: 18,815 square miles

Approximate size: Slightly more than twice the size of New Hampshire

Currency: Dominican peso (DOP)

Per capita income: \$6,000

Population below poverty line: 25%

Export commodities: Ferronickel, sugar, gold, silver, coffee and cocoa

Export partners: U.S. (84.4%), Canada (1.7%) and Haiti (1.5%)

Military branches: Army, Navy and Air Force

SOURCE: CIA World Factbook 2003



Above: Nonimmigrant team members take a moment from their busy day to smile for the camera. They are, from the left, supervisor Annie Gonzalez, Bernie May, Mary Rose Herasme, Ruth James and Joanna Martinez. Below: Carmen Toca, community liaison officer, left, and Jeremiah Knight, consular officer, discuss consular matters at the interview window.

Indies and champion of indigenous people's rights in the 16th century. While Christopher Columbus visited Santo Domingo several times, he never lived there. He appointed his brother the island's governor.

In 2001, UNESCO also declared the Cofradía de Congos del Espíritu Santo de Villa Mella (Fraternity of Congos of the Holy Spirit of Villa Mella) one of the world's 19 "master works of oral and intangible heritage of humanity." Villa Mella is a northern suburb of Santo Domingo. The drumming, call-and-response song and dance of the Congos can be traced to Catholic Europe and animist Africa of five centuries ago.

Ambassador Hans H. Hertell, the first Puerto Rican to head a U.S. Mission, and Deputy Chief of Mission Lisa Kubiske have focused the embassy on issues of democracy, free trade, U.S. homeland security, international crime and drugs, human rights and health. Embassy employees quickly develop

contacts and friendships among Dominican officials and elites.

The embassy played an important supporting role in the Dominican



PHOTOGRAPHS: RENE TAVERAS; (OPPOSITE PAGE TOP): NORMAN BARTH

Republic's hosting of the Pan American Games and the conclusion of a free trade agreement with the United States (awaiting Senate ratification). The mission applauded the presidential election in May of this year and the subsequent transition to the country's 63rd president in mid-August.

Among the embassy's more innovative projects in 2004 was its tangible support for free and fair elections, securing significant funding for 50 volunteer observers and leading a multilateral group of ambassadors whose influence was decisive in the peaceful and transparent outcome. Embassy officers are involved in seeking solutions to the

nation's many problems, smoothing traditionally strained relations with neighboring Haiti, reducing official corruption and alleviating the impact of a recent banking scandal on the nation's economy.

The Dominican Republic's rich and complex history, cultural influences and natural beauty make it an unparalleled Foreign Service assignment within the Western Hemisphere. The high percentage of employees who seek second tours in Santo Domingo testifies to the challenges and rewards of an assignment there. ■

Norman Barth recently concluded his first tour consular assignment in the Dominican Republic. Richard Hawkins is a political officer assigned to the U.S. Embassy in Santo Domingo.

Left: Santo Domingo's Licey Tigres welcome their teammate at home plate after he scores the go-ahead run in Quisqueya Stadium. Baseball is the country's national sport. Below: Mercedes Guzman of the public affairs section, far left, lends a helping hand in setting up the ambassador's residence for a special event.





A UNHCR vehicle carries the targeted response team to the Laine Refugee Camp in Guinea to meet with a group of female violence survivors for possible resettlement.

Admissions Office Handles Refugee Surge

Chances are you knew refugees from the Soviet bloc or Southeast Asia when you were growing up. And your school-age children probably have friends who are refugees from far-flung nations such as Afghanistan, Iran, Somalia or Sudan.

How did they all get here? Through a highly developed admissions program run

by the Department's Office of Refugee Admissions in the Bureau of Population, Refugees and Migration. The office is home to 15 domestic staff, both Civil Service and Foreign Service. Refugee coordinators are also posted in Accra, Amman, Bangkok, Cairo, Havana, Ho Chi Minh City, Moscow, Nairobi and New Delhi. They all work in cooperation with the departments of Homeland Security and Health and Human Services as well as the United Nations High Commissioner for Refugees, the International Organization for Migration and nongovernmental organizations. The program has brought more than 2.5 million refugees to the United States in the past three decades.

Any given day, you might find an admissions officer in a refugee camp in Guinea evaluating a group of Liberian refugees for potential U.S. resettlement; visiting a resettled refugee family in their new home in Chicago; convening a regional working group of government,

**By Kelly Gauger and
Jennifer Christenson**

U.N. and NGO partners to plan admissions processing in Southeast Asia; or monitoring a refugee processing site in Nairobi—right from a desk in Washington. This Washington oversight is possi-



Above: A view of the shelters at the Laine Refugee Camp. Below: Liberian refugee schoolgirls signal thumbs-up at the Buduburam Refugee Settlement in Ghana.

ble thanks to the Worldwide Refugee Admissions Processing System—a standardized, globally linked refugee computer tracking system installed in 2001.

Welcoming refugees who have fled persecution is a long-standing American tradition with roots in the founding of our nation. It was only in 1980, however, that a framework for admitting refugees was established. The Refugee Act legally defines a refugee as a person who is persecuted or has a well-founded fear of persecution in his or her country of origin, based on race, religion, nationality, political opinion or



membership in a particular social group. That's the litmus test for admission into the United States.

Refugee admissions have ranged from a high of 207,000 in 1980 to a low of 27,000 in 2002 following the terrorist attacks of Sept. 11. This year, more than 50,000 refugees will be admitted—nearly an 80 percent increase over last year—thanks to the extraordinary efforts of bureau staff and others who successfully navigated the enhanced security requirements and changing needs of the program.

In the two decades before the mid-1990s, the majority of refugees admitted to the United States fled persecution in Eastern Europe, the Soviet Union or East Asia. After that, an increasing number of Bosnian Muslims and others fleeing the upheaval in the Balkans were resettled in the United States.

Few Africans, other than Ethiopians fleeing the Mengistu regime and Somalis fleeing ethnic conflict and civil war, were admitted before the mid-1990s. However, resettlement of African refugees quadrupled between 1995 and 2001. This year, more than half of all refugees resettled in the United States hail from Africa—mainly Somalia, Liberia and Sudan. In all, refugees from 60 nations were admitted in 2004.

Admissions officers co-chair regional working groups that include other U.S. agencies, NGOs and international organizations. They meet regularly to exchange information. At a



Above: Jennifer Christenson, UNHCR protection officer Kevin Urban and the Laine Refugee Camp manager. Below: Targeted response team members at the UNHCR office in Conakry sort through 5,000 refugee social surveys from the Laine Refugee Camp to determine appropriate cases for resettlement. They are, from left, Amy Slaughter, Phyllis Coven, Anne Aries Corsano, Ivana Jelic and Catherine Hamon.

recent East Africa meeting, for example, an expert gave a presentation on his recent trip to Zambia and Tanzania to investigate how refugees are integrating.

In the past year, the admissions office has also deployed teams to Mozambique, Uganda, Guinea and Ghana to identify nearly 3,000 refugees for admission into the United States. The teams consider refugee groups with a common persecution claim—for example, female heads of household who survived violence or torture and could not return home.

Admissions officers also travel extensively around the United States to monitor how well domestic resettlement agencies assist the refugees after they arrive. Typically, admissions officers visit four refugee families in their homes to assess whether the housing is safe, decent and affordable and to verify that essential furnishings, household goods and clothing were provided.

Visiting refugees in their new homes allows staff to see the results of the work they do. A refugee from

Sudan, a wife and mother of six, recently told a monitor, “I am just happy to be in a place where no one comes to my door in the middle of the night to take away my husband, where my children can get a good education and I can get a job for the first time in my life.”

The authors are program officers in the Office of Refugee Admissions.



How to Specialize in What You Love and Get Promoted Too

By Amanda Rogers-Harper

A few years ago, Linda Thomas-Greenfield walked into a Northern Virginia restaurant and was greeted by a young Sudanese man. He smiled and asked if she was Linda. He had come here through the resettlement program and recognized her from her frequent visits to Kakuma Refugee Camp when she served as a refugee coordinator in Nairobi, Kenya. “I felt wonderful having him remember me, and in the way I like to be remembered—as Linda,” said Ms. Thomas-Greenfield.

She’s now a deputy assistant secretary in the Bureau of Population, Refugees and Migration. By spending 12 of her 22 years in the Foreign Service in PRM-related assignments, she’s defied the advice of career advisers, mentors, supervisors and friends who told her that spending half her career in one functional bureau could be a career killer.

Ms. Thomas-Greenfield’s early assignments were in Jamaica, Nigeria and The Gambia, where she worked on emergency support for Mauritanian refugees fleeing Senegal. That experience, combined with PRM’s reputation for being team-oriented and family-friendly, brought her to the Office of Refugee Admissions in 1989 as a refugee officer. She left the bureau in 1991, but returned two years later as the refugee coordinator in Nairobi.

Following this assignment she was advised not to take another position in the bureau. Mentors and supervisors warned that she was getting too specialized and wouldn’t get promoted. She didn’t see it that way. Refugee coordinators and refugee officers do many

things. “You’re a political officer and a management officer combined,” she said. “You get early experience in leadership by having to coordinate and lead disparate and sometimes competing agencies. In bureaus like PRM you get

Geneva, she was promoted to the Senior Foreign Service.

After participating in the Senior Seminar, she rejoined the bureau as deputy assistant secretary this June. “The staff in PRM is a unique breed of



Kelly Gauger, a PRM program officer, is surrounded by refugee children at Kakuma Camp, Kenya.

the multilateral exposure that you don’t always get in a regional bureau.”

Undeterred, Ms. Thomas-Greenfield accepted her third assignment in PRM as refugee coordinator in Islamabad, Pakistan. She traveled to Afghanistan to raise concerns about the treatment of women before it became a foreign policy priority. It turned out to be one of the most exciting positions she held—and she was promoted to FS-01.

After Islamabad, she became refugee affairs counselor at the U.S. Mission in Geneva. Her colleagues again discouraged the move. But after two years in

selfless, hardworking and giving people,” she said. “Just as important as working with folks in the bureau is working for refugees and knowing that we may make the difference between life and death.”

Who knows? Had she followed conventional wisdom she may never have known that the young Sudanese man who remembered her as Linda is now planning to attend law school. ■

The author is the public affairs officer in the Bureau of Population, Refugees and Migration.



Surgical resident Dr. Alexi Andreeve, right, and his assistant Rad smile broadly after performing a successful appendectomy on the author.

Trans-Siberian Surgery

Story and photos
by Shimae Cross

I had just sent off a dozen postcards to friends and family, patting myself on the back for having survived three weeks of travel alone through Rajasthan, Kashmir and Moscow. I had made it. I was about to board the Trans-Siberian Railway train for the last leg of my journey, Moscow to Beijing. After six and a half days on the train, I would meet friends and travel with them until my return to the United States.

There was an element of victory to my boarding that train. I stood happily alongside dozens of fellow travelers, mostly Chinese returning from business trips to Moscow, as the train pulled into the station just before midnight. When we clambered into the carriages, I settled

myself into a bunk with a middle-aged Chinese couple and a young Russian woman with a six-week-old French bulldog puppy. None of my companions spoke English.

So when my stomach began to ache on the evening of our first full day on the train, there wasn't much I could say. But my distress was clear. The Russian woman was very sympathetic; she spoke with the conductor, who also spoke no English, and together they silently filled me with cup after cup of Russian tea.

By the second day, I was clearly not well. I could no longer get out of bed. The conductor stopped by hourly with tea and was greeted by my pained

expressions, feeble attempts at miming a bellyache and hopeless shrugs.

I passed the day in an increasingly uncomfortable haze as we rattled deeper into Siberia. Then, at dusk, the world of my little carriage suddenly became crowded and loud. The train had stopped at Novosibirsk and the station doctor came on board. Within five minutes he confirmed what I had spent eight hours trying to deny: I had appendicitis. Of course, he spoke very little English. He smiled at me and said, "Hospital." I tried not to groan. "Now," he added, and stood up.

Soon I found myself sitting in a large wooden wheelbarrow atop my luggage, bumping across the station platform. It



The author, well on her way to recovery, gets a farewell hug from her new friend Marina at the hospital.

was snowing and I was wearing only my pink pajamas and hiking boots with no socks. I was piled into an ambulance and taken to the emergency room of a city hospital where kind but incomprehensible nurses took a urine sample, a blood sample, my documents, my glasses, all of my clothes and my last bit of resolve not to worry. I must have looked very pale when one of the staff approached shyly and said in broken English, "Please, it's okay. You are in one of the best hospitals in Siberia." Oh God, I thought, and tried not to cry.

I felt panic. Could I call the U.S. Embassy, please? No, no phone lines were open to Moscow until the morning. How about calling my insurance company? Sorry. How about e-mail? Even less likely. Could I at least request a laparoscopic appendectomy? They looked at me skeptically and helped me on to a stretcher.

When I woke up the next morning, I was still naked under my sheet and blind as a bat. My glasses had been locked away along with my valuables. I smiled vaguely at the shapes that walked past my bed. I lay still and tried not to breathe too deeply.

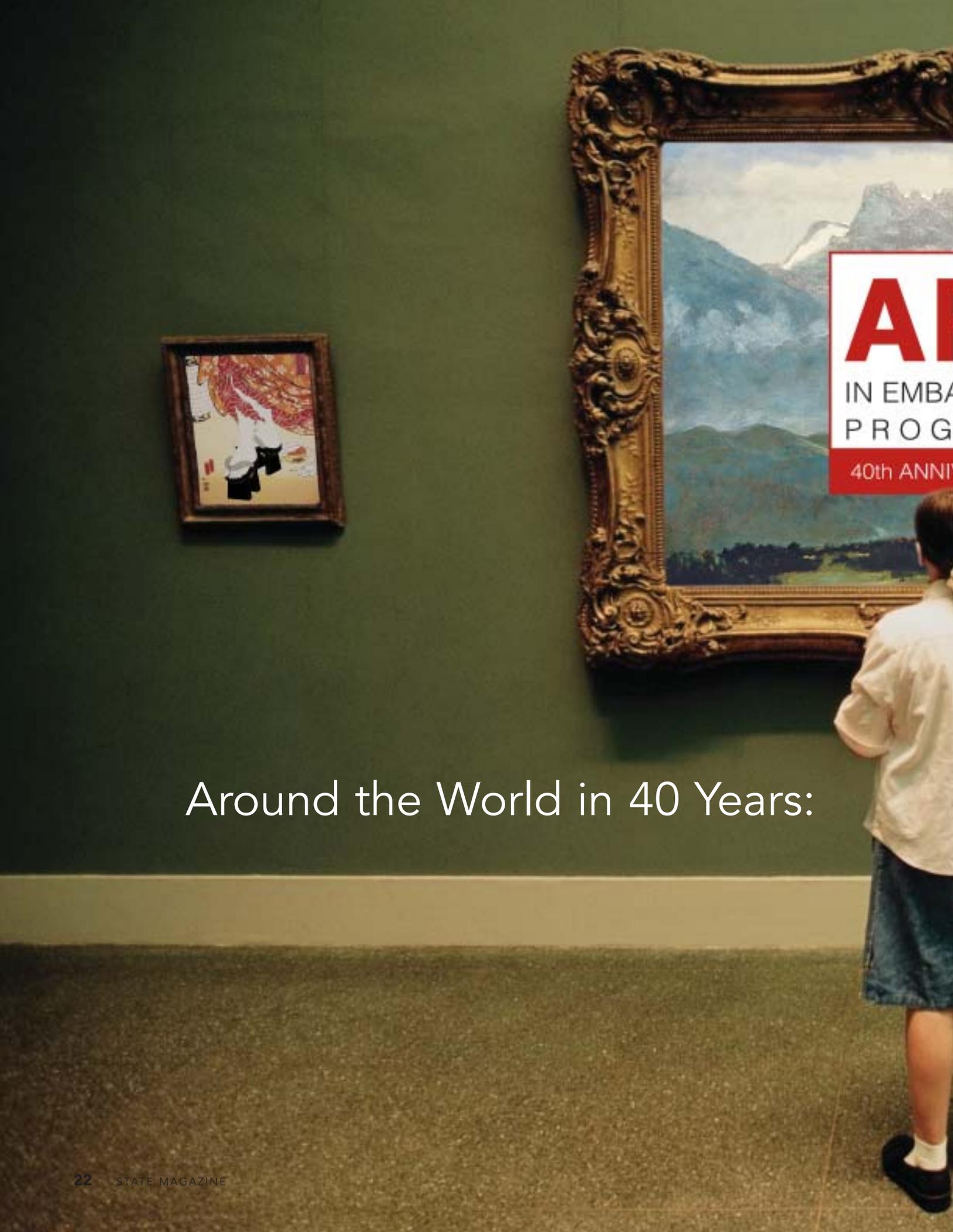
And then I was rescued by an earnest young surgical resident named Alexi. Not only did he speak English well, he carried a cell phone with e-mail capability. Together we were able to make contact with the outside world. Within 24 hours, the embassy, my family, my friends and my insurance company had reached me in Siberia. An American friend with connections in Moscow had a cell phone delivered to my

hospital room. Flowers materialized at my bedside. I took my first shaky sigh of relief.

I was in the care of the Siberian hospital for five days and can bear witness to the amazing depth of Russian hospitality and generosity. I constantly received small gifts, usually food, and was the object of endless questioning about being an American. My neighboring inmates gazed on me with toothy grins and sympathetic sighs. Three times a day the cook would burst into the room, pinch my cheeks and push a large bowl of soup into my hands. Even the nurses, who arrived with sinister-looking needles for injections, smiled as I grimaced at their shots, then left with a halting "good-bye" and an embarrassed giggle.

In the end, I emerged from Russia with a small scar and a large adopted community of surrogate Russian mothers. My route had been unexpected, chaotic and frightening at times, but I nonetheless felt lucky to have traveled it. Leaving Novosibirsk, I found myself reading a passage in Paul Theroux's book *Riding the Iron Rooster*. He compares traveling abroad to falling down a flight of stairs in the general direction of a destination. I laughed at this apt description of my experiences as a traveler who had more than bruises to show for her latest journey. ■

The author was born in the American Embassy hospital in Kabul and accompanied her Foreign Service parents on tours to Latin America and Asia. She is a surgical intern in Boston.



Around the World in 40 Years:



ART
CLASSICS
PROGRAM
ANNIVERSARY



Celebrating ART in Embassies

By Elizabeth Ash



The ART in Embassies Program, a public-private partnership that sends American art and artists around the world, celebrated its 40th anniversary on May 17 with a series of special events at the White House, the vice president's residence and the Department.

Older than both the National Endowment for the Arts and the National Endowment for the Humanities, the ART in Embassies Program owes its success and longevity to a continuing commitment by the Department and strong support from the American art community. Thousands of artists, galleries, museums and collectors have generously loaned their works for exhibition in the public spaces of U.S. ambassadorial residences.

As National Book Award winner Andrew Solomon wrote in his introductory essay for a book commemorating the program's 40th anniversary, "Among all the government's arts programs, this one has been undisturbed by shifting fashions in sponsorship; it has grown steadily since its inception." The *New Yorker* author explained that the program has placed some 3,500 works by 3,000 artists in about 180 ambassadors' residences, borrowing from a base of more than 8,000 current and past lenders and deploying a small collection owned by the Department of State. "What began as a scheme of high-minded decoration has become an integral part of our diplomatic process," Mr. Solomon observed. "The presence of American art not only beautifies the residences and gives the public spaces of the ambassadors' homes an aura of seriousness, but also indicates America's immense creative scope."

Today, more than a dozen staff members support the program, including curators, registrars, writers, editors and program specialists. Exhibitions typically consist of 15 to 20 works in a variety of media: paintings, works on paper, sculpture, textiles, ceramics and others. Most exhibitions are accompanied by high-quality bilingual publications.

The program's most recent innovation, American Artists Abroad, began in 2002 and sends lending artists overseas for intensive, short-term cultural exchanges. The program has come a long way since its initial exhibition for Mexico City in 1964.

Nancy Kefauver, the first ART in Embassies director, considered the bare walls of embassy residences to be sterile and not conducive to diplomacy. She correctly observed, Solomon said in his essay, "...that each exhibition should be assembled with an eye to the character of the host country, an awareness of the personality of the ambassador and a sen-



Left: Secretary and Mrs. Powell greet the author and publishers of the book commemorating the ART in Embassies program at the program's 40th anniversary celebration. From left, Adrian Stephen, author Andrew Solomon, Alma Powell, Secretary Powell, Marie Stephen and Joe Kocsi from the Regional Printing Center in Vienna, the book's publisher. Above: Artist Victoria Rivers demonstrates appliqué techniques in a workshop with textile students at Kwame Nkrumah University of Science and Technology in Kumasi, Ghana.

sitivity to the architectural setting in which it would be displayed."

Within a few years, the program was winning praise from the Secretary of State, members of Congress and the foreign





“Great works of art do not simplify America. They tell of the complexity of America and reflect the prismatic character of a diverse people.”

press. As Solomon noted, “There was increasing evidence that our new commitment to cultural diplomacy was working, that the display of this art was improving the U.S. image abroad.” By 1967, when Nancy Kefauver died, 97 exhibitions were in place. Stephen Munsing, her successor, pressed for challenging, contemporary works to be exhibited at a time when Americans dominated the international art scene. Jane Thompson, the third director, encouraged displaying the works of lesser-known regional artists. Subsequent directors—Lee Kimche McGrath, Lacey Neuhaus, Roselyne Swig and Gwen Berlin—professionalized the program by introducing publications, museum-standard methodologies, a computerized database and a web site.

Anne Johnson, the eighth and current director who arrived in 2002, considers her legacy to be the expansion of outreach efforts, publications and American Artists Abroad. The program now funds and produces professionally designed, illustrated publications for each exhibition, many of them bilingual. In addition to documenting the exhibitions and acknowledging the generosity of lenders, publications function as tools of cultural diplomacy, reaching a variety of audiences within the host countries.

American Artists Abroad makes cultural diplomacy proactive. “Unfortunately,” Ms. Johnson notes, “we find ourselves in the position of trying to counter images that are transmitted to the world via American videos, movies and fast food chains. The most effective way to do that is on a person-to-person basis. When an American artist interacts

with foreign audiences, that artist is able to provide world citizens with a more balanced view of American life and culture. Grassroots programs like American Artists Abroad take time and persistence, but are worth the effort.”

The program sent Texas photographer Bill Wright to Oman in January. He lectured, presented hands-on art sessions, led general discussions and gave media interviews. “His upbeat program conveyed Americans’ commitment to freedom of expression, interest in other cultures and respect for diversity,” the post in Muscat reported. “An avid advocate on behalf of the United States and an excellent cultural ambassador, Mr. Wright engaged youth audiences as well as professionals...[generating] incredibly high levels of enthusiasm.”

From a single exhibition in 1964, the program has expanded its reach and impact in the past four decades. Its success has been based on the fundamental premise that art is a common denominator for people throughout the world.

As Andrew Solomon observed, “It is an artwork’s ability to link progenitor and viewer, to create a relationship between people who have never met, that constitutes its power in the sometimes murky domain of cultural diplomacy. Great works of art do not simplify America. They tell of the complexity of America and reflect the prismatic character of a diverse people.”

For further information about the ART in Embassies Program, visit <http://aiep.state.gov>. ■

The author is a program manager with the ART in Embassies Program.



First Lady Laura Bush with artist Chakaia Booker at the ART in Embassies Program's 40th anniversary reception at the White House.





Technicians Mark Wardley, left, and Robert Turner, inspect the embassy's heating, ventilation and air conditioning system.

Transplanted Irishman Creates Green Embassy

By Craig Hall

Ollie McInerney emigrated from Ireland to Australia eight years ago, and, to the U.S. Embassy in Canberra's benefit, he's still green—not as in leprechaun or shamrock, but as in environmentally friendly.

He's the maintenance supervisor responsible for the embassy compound, some 30 government-owned residences and more than 75 leased residences where he started a GreenSmart program of property management. Besides reducing greenhouse gas emissions, the program improves the quality of life for

embassy employees and reduces operating expenses.

Launched in 1999 as a joint effort between the Australian government and the local housing industry, GreenSmart develops and promotes environmentally responsible technologies, designs and practices.

Ollie, one of fewer than a thousand accredited GreenSmart professionals, was recently named by the Housing Industry Association of Australia as one of three finalists for the GreenSmart Professional of the Year for substantially decreasing the embassy's water, gas and electric consumption. Embassy-

wide savings to date are eye-opening and were accomplished at minimal cost and effort.

For example, each year the maintenance team now replaces washers on all taps in every government-owned property to stop dripping. Dual-flush toilets and water-efficient showerheads also cut water usage.

An aggressive hot water heater maintenance program accounts for the decreased demand for gas. The maintenance team inspects all water heaters annually and replaces systems more than 10 years old, preferably with instantaneous gas heaters that heat only



Above: Touy Phommaxaysy stands near one of the embassy's recycling centers. Below: Ollie McInerney, the embassy's maintenance supervisor, left, receives award on behalf of the embassy from Ben Barton, manager of GreenSmart and Business Services.



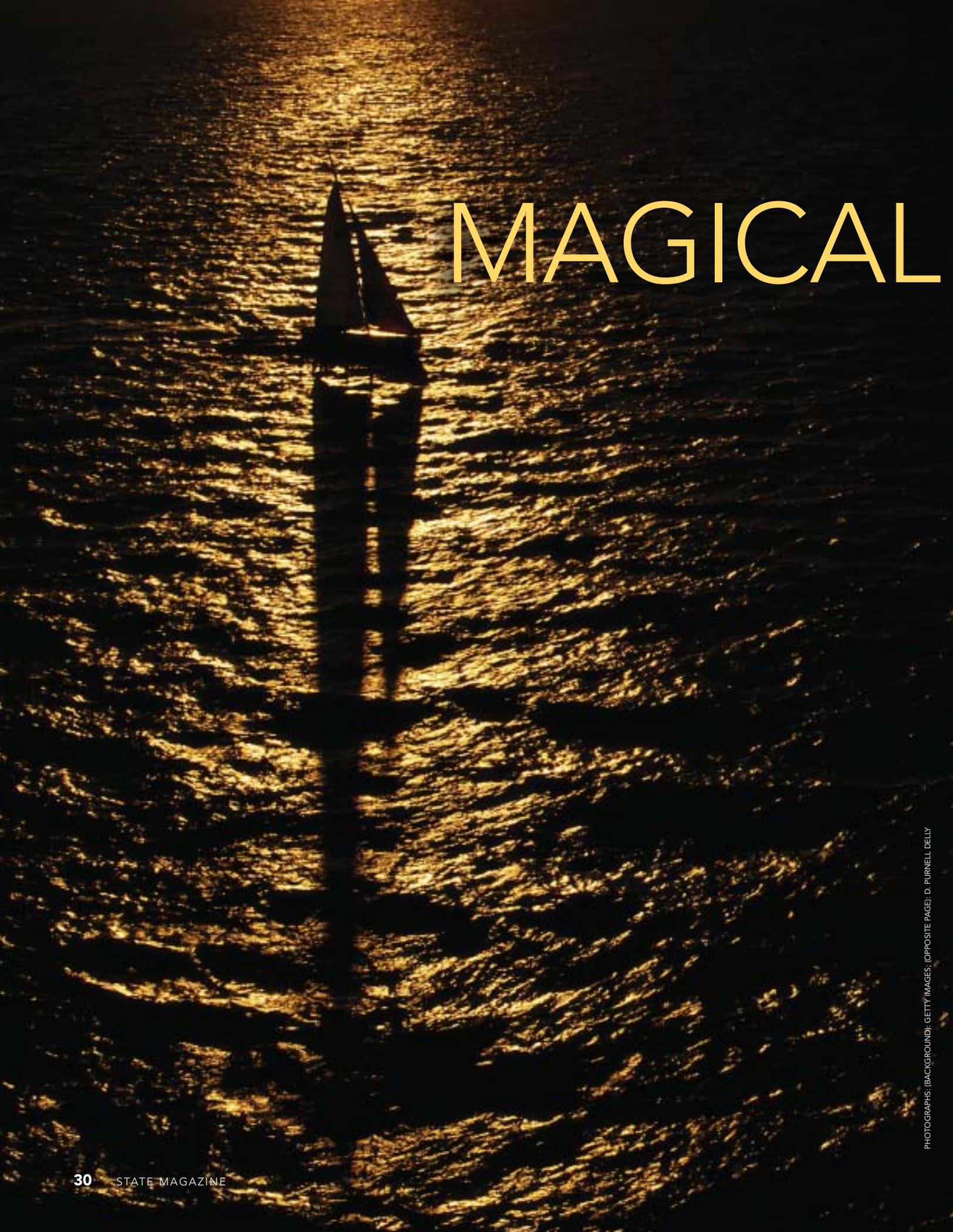
the amount of water needed at a time. Ollie has also recently begun installing solar hot water heaters to measure efficiency.

He prepares residences for new arrivals at post. Heavy curtains, insulation, tinted windows, awnings and pergolas all save energy. Wherever possible, he uses energy-efficient fluorescent lamps instead of incandescent bulbs. Motion-sensor light switches cut energy consumption even further.

For the embassy's leased properties, Ollie performs pre-lease inspections and helps the housing office negotiate with landlords for energy-efficient improvements. Local realty agents know the embassy is serious about reducing utility costs.

Ollie could not have done it alone. The Department supported training opportunities for local staff, and the embassy's management section invested part of its limited training budget in GreenSmart. Most important, the hundreds of employees and family members who live and work in the facilities took seriously the responsibility to be good stewards of the environment. ■

The author is assistant general services officer at the U.S. Embassy in Canberra.

An aerial photograph of a sailboat on the ocean at sunset. The sun is low on the horizon, creating a shimmering path of golden light across the water's surface. The sailboat is silhouetted against this light, and its shadow is cast long and dark on the water. The word "MAGICAL" is written in large, bold, yellow capital letters across the upper right portion of the image.

MAGICAL

HISTORY TOUR

KHARTOUM GOES SAILING ON THE NILE BY D. PURNELL DELLY



Left: Sailing on the Nile with Khartoum's skyline in the background. Right: The sailing instructor has a mishap.

Magical.

Not exactly what comes to mind when you think of Khartoum. A peace process to end 20 years of civil war in Sudan is moving at a snail's pace. Human catastrophe has erupted in the west, in Darfur, as marauding Arabs on camelback have displaced, killed and maimed 1.2 million Africans.

And Khartoum? It's hot. There are few restaurants and little entertainment. Dust storms put those in *The Mummy* to shame. What other missions take for granted—housing, pool, secure and reliable communications, sound perimeter security—we rebuilt during the last year after the embassy was closed for years. Everyone works fiendishly long hours.

But dealing with such challenges has its rewards. And there's magic in the breathtaking pyramids set against a deep indigo sky north of Khartoum and in the rich Sudanese culture with its mix of tribes, sects and traditions.

But nothing is more magical than the Nile—up close. This spring, we launched Embassy Khartoum's "Gnarly Nile Sailing Team." We found U.S. Coast Guard Auxiliary textbooks and an Auxiliary-certified instructor and learned sailing by the book. Then we took everyone to the Blue Nile Sailing Club, where Sudanese members volunteered their time and sailboats to help the class gain invaluable on-the-water experience.

The Nile is rich in history. On the dark side, the centuries-old ivory and slave trade plied both White and Blue Niles, destined for Egypt and the Middle East. Only a stone's throw from the club, we sailed by the palace where Chinese Gordon was decapitated by the Mahdi's inspired Islamic hordes in the 19th century. Rounding the bend into the White Nile, looking south, we could imagine how early explorers like Burton and Speke braved tremendous hardships in their quest to find the source of the legendary river. Livingstone, then Stanley, would follow and help ignite the great "Scramble for Africa" by European powers.

Heading back to the club, we looked southeast and imagined the torrential rains that feed the swiftly flowing Blue Nile as it cascades out of the Ethiopian highlands in knife-edged gorges on its way to Khartoum.

While the hardships are great and the hours are long in Sudan, there's also a touch of magic. You can find it sailing on the Nile. ■

The author is deputy chief of mission in Khartoum.

BUILDING BRIDGES IN COASTAL KENYA

By Richard Mei Jr.

Traditional crafts, dances, music and competitions—and the U.S. ambassador speaking Swahili—highlighted this year’s cultural exposition on Kenya’s coastal island of Lamu.

In 2001, when UNESCO recognized it as a World Heritage Site, Lamu began an annual festival that celebrates its heritage, thanks to the U.S. Embassy in Nairobi, which provides the majority of the festival’s funds. This year, financing also came from the French Embassy and the Kenya Cultural Center. In addition to its importance to Kenyan Muslim culture, Kenya’s northern coast is the site of annual bilateral military exercises and a center for Combined Joint Task Force/Horn of Africa training and civil action projects.

Held from July 30 to Aug. 1, the festival attracted record crowds, including Kenya’s Vice President Moody Awori and Minister for National Heritage Najib Balala. Many of the local elders and dignitaries joined in to complete a popular Swahili saying quoted by Ambassador William M. Bellamy: “Muacha mila ni mtumwa”—He who forgoes his culture is a slave.

Swahili culture evolved through centuries of contact with Islam and Bantu culture. Lamu is a crossroads of these influences.

Festival activities included a donkey race (donkeys are used to transport goods around the island, as cars are banned), regattas, swimming and a Swahili poetry contest. Ambassador Bellamy, together with his French counterpart, presented trophies and cash awards. All the participants received small U.S. flags, which quickly became the festival’s prize souvenir.

At the nearby village of Baragoni, where a U.S. civil action team had refurbished a primary school, another ceremony took place. A dilapidated mud-and-stick building had given way to two modern structures to educate more than 200 village students, many of whom sang, “We are grateful to the USA, which is good, kind, intelligent, considerate and generous.”

Ambassador Bellamy highlighted America’s support for local culture by announcing a grant through the ambassador’s cultural preservation fund to restore the 19th-century Siyu Fort on nearby Pate Island. Thirteen organizations in Lamu also received

grants through the ambassador’s self-help program. One of these groups, the Muungano Mwema Hamali Welfare Group, used its \$3,800 grant to build handcarts that are being leased to transport goods. Other grants have been used to build a community center and water catchments.

The American Corner, established in partnership with the Lamu Museum, is another resource for education and self-improvement. Kenyans who are interested in the United States and who want to improve their English or computer skills—in particular, women and young people—have made the room a popular destination. The American Corner boasts an excellent view across the scenic Lamu channel and is a wonderful spot to catch a cool breeze on a warm day.

Public diplomacy, military-civilian cooperation, grants and close attention to the subtleties of Swahili culture have had a notable, positive impact on the embassy’s relations with the people of Lamu and the predominantly Muslim population of coastal Kenya. ■

Richard Mei Jr. is information officer at the U.S. Embassy in Nairobi.



Above: Spectators watch donkey jockeys heading down the home stretch. Below: This winner holds his trophy in one hand and an American flag in the other.





Ancient Islamic manuscripts are preserved through a project in Timbuktu, Mali.

Ambassador's Fund Helps Less-Developed Countries Preserve Heritage

By Grachel Kubaitis

Kalo Bhairav is a shrine built in the 17th century in the Kathmandu Valley of Nepal. It is an exceptional stone monument worshipped by both Hindus and Buddhists and was designated a World Heritage Site in 1979.

U.S. government funds recently helped restore the shrine. Through the Ambassador's Fund for Cultural Preservation, the Department is supporting projects around the world that preserve historic sites and building, manuscript, museum collection and traditional forms of music, dance and

language. The program was established by Congress in 2001 to assist less-developed countries.

The Cultural Heritage Office within the Bureau of Educational and Cultural Affairs administers the fund. The program supports about 50 projects per year with grants averaging \$15,000 to \$30,000. Over the four years of the program, 205 projects have been supported with a total of \$4.2 million. Patricia Harrison, assistant secretary of the bureau, said, "The Ambassador's Fund illustrates that the United States is concerned not only with the economic development of these countries, but

also with the preservation of their history and culture."

Projects are chosen competitively. Each year, there are three times as many requests as there are funds allotted to the program. Because funding is limited, threats to irreplaceable patrimony must be addressed first.

The U.S. Embassy enters into a partnership with the grantee: the local ministry of culture, a museum, a university or organization. As the local community sees the United States take an interest in its cultural heritage, citizens begin to understand the importance of safe-

guarding that heritage. The fund often stimulates further support for preservation from other sources.

The Kalo Bhairav restoration, for example, attracted pledges from two local banks and Nepal's royal family. The fund is also supporting the restoration of another structure in Kath-mandu, the Kageswar Mahadev temple. The structure dates from the same period as Kalo Bhairav and retains the delicate stone carvings characteristic of the time. The grantee, Kathmandu Valley Preservation Trust, will provide on-the-job training to local conservationists.

A textile preservation project in Bangkok also has a training component. The fund supported the cleaning, repair and restoration of the textile collection of the National Museum—Siamese court textiles that date to the late 19th century. The following year, the fund supported the preservation of Thai textile patterns and weaving techniques at the Golden Jubilee Royal Goldsmith College. The college sent students to weaving villages where they documented and learned traditional methods of weaving and preparing natural dyes. The information collected will help preserve those techniques and patterns and will serve as a resource for scholarly research.

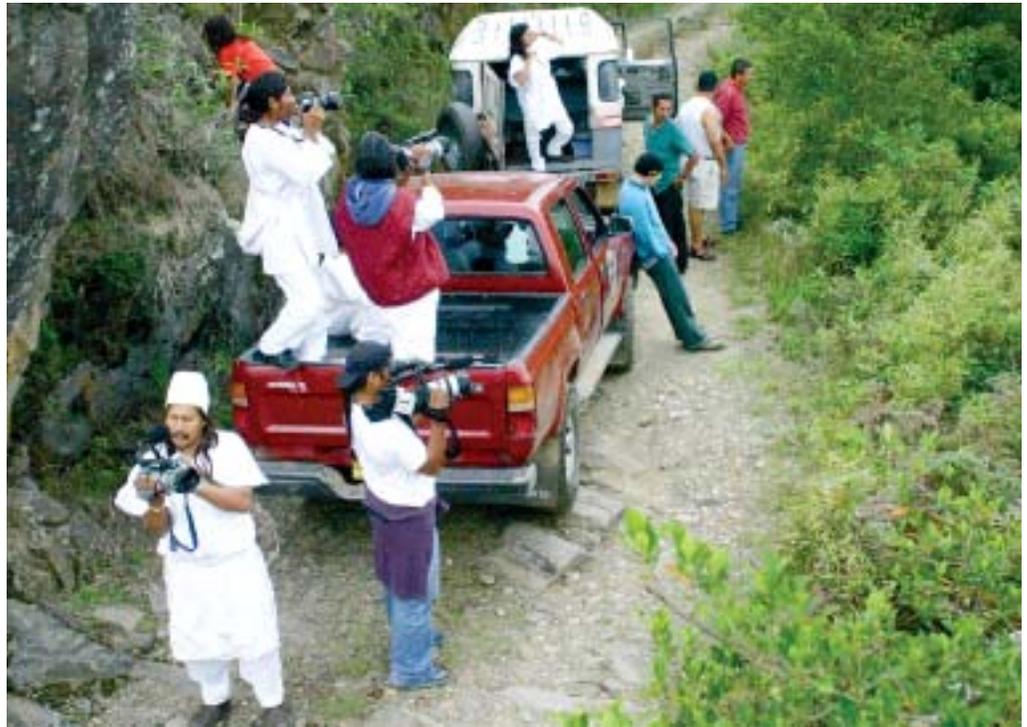
Public accessibility to the heritage of a country is often a component of the Ambassador's Fund projects. In Mali, many libraries of Islamic manuscripts are held by families. The fund is supporting the organization and conservation of a collection of 1,500 medieval manuscripts from Timbuktu's golden age as a center of Islamic learning. A historic building in the Old Quarter of Timbuktu is being renovated to exhibit the collection in a climate-controlled environment. The rich literary heritage of Mali must not be overlooked, in spite of its position near the bottom of the U.N. Human Development Index.

The non-European countries that surround the Mediterranean Sea once flourished. Today, they're considered less developed. Trade with the ancient Greeks and Romans left them with a wealth of archaeological sites and collections of artifacts that now require attention. One of the sites supported by the fund is the Al-Bass necropolis in Tyre, Lebanon, which contains a monumental arch and one of the largest Roman hippodromes (oval stadiums for horse or chariot races) ever found. The project is focused on cleaning the complex and conserving stone structures and mosaic floors.

Archaeological site preservation and historic building restoration are the

The fund is supporting the training and equipping of a Colombian cultural organization in documentary film techniques. The project will record the traditional culture of three local tribes in the Sierra Nevada of Santa Maria. This region of Colombia is culturally and environmentally at risk because of the violence and lawlessness of armed guerrillas supported by narcotics trafficking.

The impact of the fund is felt deeply. "Showing respect and support for the cultural heritage of South Asia helps us build better bilateral relationships," said Christina Rocca, assistant secretary for South Asian Affairs. "Significant historical events continue to have deep emotional roots in popu-



Students practice video and still photography skills to document the traditional cultures of remote tribes in Colombia.

most common types of projects supported by the fund. Ambassador Michael Guest requested \$27,000 to restore the Stavropoleos monastery and courtyard in Lips cani, the oldest part of Bucharest. The 17th-century monastery contains Ottoman, Byzantine and Romanian pastoral motifs. The ambassador hoped that its restoration would lead to a revitalization of the historic center of Bucharest.

A less common type of project is the documentation of intangible heritage.

lar culture. Preservation projects funded by the Ambassador's Fund not only help ensure that important architectural and cultural treasures are preserved for future generations, but they provide tangible evidence of American respect for South Asian historical achievements as part of our shared world heritage." ■

The author is a consulting preservationist for the Ambassador's Fund for Cultural Preservation.



Reporters for the FijiSUN wait for their assignments to be posted on the “whiteboard.”

DCM's Daughter Interns in Fiji as a Reporter

By Kristina Neighbour

I go to boarding school in Virginia but spend my summer vacations in Fiji, where my father was, until recently, deputy chief of mission at the U.S. Embassy in Suva. Although I love spending time in these lush tropical islands, I couldn't legally get a summer job until this year.

The answer to my jobless dilemma came when the governments of Fiji and the United States signed a bilateral work agreement that gives any embassy family member who is a spouse, child under 21 or student under 25 the privilege of accepting a job.

I've always considered journalism as a career. In Fiji, there are several radio stations, one television station and three newspapers. I decided to try for a job with the *FijiSUN*, the fastest-growing independent newspaper in the Asia/Pacific region, with a circulation of more than 50,000 on weekdays and 75,000 on Sundays. During winter break, I interviewed with the editor-in-chief, Russel Hunter, and got hired for the following June.

In early June, still jet-lagged from my flight to Suva the day before, I started work. My first assign-



Above: The courthouse in Suva was the author's main beat. Below: The FijiSUN office where Kristina wrote her articles.

ment was to report on the closing of a business training program for kids that live on the streets. I interviewed people for the first time. Although it was awkward at first, I quickly got the hang of introducing myself as a reporter.

Writing my first article took about three hours. It was only 150 words, but I wanted to make it perfect. Soon I would be writing three or four articles daily, getting a byline for most of them.

For *FijiSUN* reporters, the typical day begins with a morning meeting where we would be given our assignments. Then everyone would pile into a van and we would be dropped off

at various spots around Suva to get our stories. We would be picked up and go to our next story. In the afternoon we headed back to our computers to write. Usually I was home in time for dinner, but once, when I needed to write a long feature, I was at the office until 11 p.m.

My unpaid internship, during which I had more than 50 articles published, lasted four weeks. One of the things I enjoyed most was the sheer number of people I met. While reporting on debates in the Senate, I met parliamentarians during their tea breaks at the tanoa (the bowl in which the Fijian drink, kava, is mixed). It was around the tanoa where I met Attorney General Qoriniasi Bale and Speaker of the House Ratu Epeli Nailatikau. While reporting on a traditional ceremony in the village of Lomanikoro, I was invited to lunch by the minister of education. I met Vice President Ratu Jope Seniloli just before he was put on trial for treason.

Our chief of staff let me cover a large variety of assignments, from small features to national news, but I was most often assigned to the courthouse beat. I became a familiar face to magistrates, defense lawyers, criminals and prosecutors as I went from courtroom to courtroom. A special problem for me was spelling people's names, which always seemed to be traditional Fijian or Indian.

The bilateral work agreement allowed me to have this experience of being in the real world where people depend on you to get a job done. My reporting job gave me a valuable lesson in how the real world functions, as well as a glimpse into sides of Fiji a diplomat never sees. ■



The author is the daughter of the former deputy chief of mission in Suva.

My Name Is Michael

My name is Michael, and I'm an alcoholic...

...An alcoholic in recovery, that is. I am also a Foreign Service officer with a career at State spanning nearly two decades.

If you believe that these two conditions—recovering alcoholic and FSO—are mutually exclusive, please think again. Especially if you fear you have a substance abuse problem, I beg you to consider there's a solution, that State can help and that you don't have to lose your job if you ask for assistance.

Here's my story. About two and a half years ago, I walked into the health unit at post and told the nurse I was deeply depressed, that I could not see how I could continue to have such an existence, that I needed help...and that I was drinking. A lot. Her surprise was visible. I had the reputation of being dependable, organized and competent. Not a highflyer, just a good, steady performer.

We discussed options, available professionals and my drinking: "I drink more than I used to because I feel so down all the time. I know it's getting in the way of work because I am hungover so often, but I manage. Anyway, it's not the drinking that's the problem. I'm depressed ..."

I was soon on the phone with our regional psychiatrist, who asked a few questions about how I was feeling and then asked if I knew that alcohol is a powerful depressant. Could I accept that as long as I was consuming a lot of alcohol it would be difficult to address the underlying depression? The doctor told me that officers who needed to stop drinking did so most successfully through the help of a treatment center and that this was best done through medical evacuation to the United States. He urged me to call the Office of Medical Services' alcohol and drug awareness program counselors.

He never said the word "alcoholic." He never told me I had to do anything.

I hung up the phone, stunned. What had I done? Had I reached out for help, revealed my secrets and been tagged a drunk by my employer? It occurred to me that I may well have flushed my job down the tubes. I was dubious about the confidentiality commitment made to me. Wouldn't I be considered damaged goods, a bad risk, unfit for duty?

But one thing the doctor said stuck with me. I could not hope to address deep depression if I continued to pour depressants onto the problem. So I called a counselor on Monday. She explained how the process would work: A travel authorization would be cabled with no specific mention of alcohol—simply that I needed urgent medical attention for a condition identified at post. A medical assessment would be done at State to determine the extent of any physical damage. Psychological and psychiatric evaluation would begin to address the core issue of depression. Finally, I would be

admitted to a quality treatment center—either inpatient or outpatient, depending on the findings.

I was advised to simply tell the truth to my supervisor and colleagues: I had sought help for a medical concern and the situation may be more serious than I suspected. Detailed evaluation in the states is needed. Delay would not be a good idea.

When I entered treatment, the counselors met their commitments under a pact of confidentiality in exchange for my following the treatment guidelines and implementing a personal program of recovery.

The key to my recovery was the acceptance that I suffer from the disease of alcoholism, which is chronic, progressive and ultimately fatal if left untreated. It was a great relief to understand that, like the diabetic or the cancer patient, I have an illness and that if I assiduously treated that illness I could begin recovery. That process is based on following the Alcoholics Anonymous program and regular attendance at AA meetings where available.

Since completing treatment, my career at State has progressed without any negative consequences. To the contrary: Having admitted my alcoholism and agreeing to accept help, I have finally been able to treat my underlying depression. My work has improved dramatically. And I have developed lasting relationships with people who, like me, suffer from alcoholism and addiction, seek a solution through AA and find a quality of life many of us had never before experienced.

I have kept my side of the bargain, which has required an attitude of honesty, openness and willingness to take responsibility for my health, my alcoholism and my recovery. And State has kept its side of the bargain: help, follow-up, support, confidentiality and nondiscrimination.

There is a solution. ■

The author has been an FSO for 16 years, with domestic and overseas tours.



Window on the World

NATURE'S GRANDEUR SPARKS PHOTOGRAPHER'S PASSION **BY BILL PALMER**



Alice Cahill loves to photograph the desert and mountains.

The eye of an artist doesn't miss much. That helps Alice Cahill be a good passport specialist, since she must carefully examine citizenship and identity documents in her job at the Los Angeles Passport Agency.

Though she prepares people to travel abroad, Alice's own life is centered on the American West. In her leisure hours, she's a nature photographer with a growing reputation. She loves open space, and her passion is capturing it on film—especially where the desert, in its “grandeur and simplicity,” meets the mountains.

She has always been interested in photography and says her parents helped her develop her eye. “From my dad I learned a wide-angle view of nature. And my mother was the one who sat with me close to the Earth and showed me how to see many small treasures hidden in plain sight.”

But she didn't become serious until her husband gave her a camera in 1992 for Christmas. She took a photography correspondence course and got encouraging feedback. That and her passion spurred her on. She began exploring the western national parks—Zion, Yellowstone, Arches—with her camera and found that others admired her images.

She started to show her work and before long was participating in group shows, then solo exhibits. The exhibits led to awards and further opportunities. She has been published in books and numerous nature and photography magazines. Perhaps her biggest break came in July when one of her photos appeared as a two-page spread in *O* magazine, TV talker Oprah Winfrey's publication. She sold five of the photos that appeared in the magazine. She also sold several pieces from her most recent show.

Alice is not about to give up her day job approving passports, but her photography is becoming a second career. She does her own printing, mat cutting and framing. She even hangs her own shows. Next year, she plans to take courses at the Rocky Mountain School of Photography in lighting and architecture. She has her own web site, alicecahill.com, where she explains the attraction of what she does: “This earth fascinates me. I am in love with nature and her wild places, with her designs and textures. I believe in nature as a healing force and as a refuge from the chaos of daily life.” ■

The author is a writer/editor for State Magazine.

APPOINTMENTS



U.S. Ambassador to the Republic of Angola. Cynthia G. Efird of the District of Columbia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Angola. For the past two years, she directed public diplomacy activities for the Bureau of African Affairs. Prior to that, she was special adviser to the

associate U.S. Trade Representative, focusing on the African Growth and Opportunity Act. After joining the Foreign Service in 1977, she served in Yugoslavia, the German Democratic Republic, Mozambique, Austria, Somalia, Moscow and the Organization for Security and Cooperation in Europe. She and her husband Neil, also a Foreign Service officer, have a daughter.



U.S. Ambassador to the Republic of Armenia. John M. Evans of the District of Columbia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Armenia. For the past two years he directed the Office of Russian Affairs and, prior to that, the Office of Analysis for Russia and Eurasia. He led the Organization for

Security and Cooperation in Europe mission to Moldova from 1997 to 1999. He was consul general in St. Petersburg from 1994 to 1997 and deputy chief of mission in Prague from 1991 to 1994. As deputy director of the Soviet Desk from 1986 to 1989, he coordinated the American response to the 1988 earthquake in Armenia. He has also served in Tehran, earlier tours in Prague and Moscow, and the U.S. Mission to NATO. Mr. Evans is married and has a daughter.



U.S. Ambassador to the Republic of South Africa. Jendayi E. Frazer of Virginia, an African affairs specialist in government and academia, is the new U.S. Ambassador to the Republic of South Africa. Until recently, she was special assistant to the President and senior director for African Affairs at the National Security Council. Before that, she was assistant professor of

public policy at the Kennedy School of Government at Harvard University. Ms. Frazer worked on African security issues with the State Department's international military education training programs and with the United Nations Development Program. She was a visiting fellow at the Center for International Security and Arms Control at Stanford University, a research associate at the Institute for

Development Studies at the University of Nairobi, a faculty member at the Graduate School of International Studies of the University of Denver and editor of the journal *Africa Today*.



U.S. Ambassador to the Federated States of Micronesia. Suzanne Hale of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Federated States of Micronesia. Most recently, she headed the agricultural affairs section at the U.S. Embassy in Tokyo. Prior to that, she held the same position in Beijing

during China's WTO accession negotiations. From 1990 to 1996, she was director of the Foreign Agricultural Service's AgExport Services Division. Ms. Hale is married and has two children.



U.S. Ambassador to the Kingdom of Swaziland. Lewis W. Lucke of Texas, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Kingdom of Swaziland. He has served for 25 years with the U.S. Agency for International Development, most recently as deputy assistant administrator in charge of Iraq. As USAID's

first mission director in Iraq, he managed a \$4 billion reconstruction program, the largest such U.S. program since the Marshall Plan. He was USAID mission director in Bolivia, Jordan and Haiti. His other overseas postings include Mali, Senegal, Costa Rica and Tunisia. Mr. Lucke is married and has three children.



U.S. Ambassador to the Socialist Republic of Vietnam. Michael W. Marine of Vermont, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Socialist Republic of Vietnam. He was deputy chief of mission at the U.S. Embassy in Beijing from 2000 to 2004 and held the same position in Nairobi from 1997 to

2000. He was chargé d'affaires in Nairobi for several months following the 1998 terrorist attack on the embassy. Mr. Marine headed the consular section in Moscow from 1995 to 1997 and in Bonn from 1994 to 1995. He was deputy chief of mission in Suva from 1991 to 1993. His other overseas assignments include Hong Kong, Guangzhou, London and Martinique. Mr. Marine and his wife Carmella have two daughters.

APPOINTMENTS

Assistant Secretary for African Affairs. Constance Berry Newman of Illinois, a leader with wide domestic and international experience managing public and private organizations, is the new Assistant Secretary for African Affairs. Until recently, she was assistant administrator for Africa at the U.S. Agency for International Development. Before that, she was a board member of the International Republican Institute, where she participated in election and other monitoring activities abroad. She also served as a private consultant to South African leaders and the World Bank, under secretary of the Smithsonian Institution, director of the Office of Personnel Management, assistant secretary of the Department of Housing and Urban Development and vice chairman of the Consumer Product Safety Commission.



U.S. Ambassador to the State of Qatar. Chase Untermeyer of Texas, who has held key positions in three administrations, is the new U.S. Ambassador to the State of Qatar. At the time of his appointment, he was vice president for government affairs of the University of Texas Health Science Center and professor of public policy. He was elected to the Texas House of Representatives

in 1976, but resigned to serve as executive assistant to then-Vice President Bush and later as assistant secretary of the Navy for Manpower and Reserve Affairs. He served as director of presidential personnel for the first President Bush and from 1991 to 1993 was director of Voice of America. He is married and has one daughter.



U.S. Ambassador to the Republic of Estonia. Aldona Zofia Wos of North Carolina, a physician, community leader and philanthropist, is the new U.S. Ambassador to the Republic of Estonia. Her experience as a physician includes private practice, corporate medicine, attending physician duties, clinical care, teaching, consultation and staff physician duties. The Polish-born daughter of a concentration camp survivor, Dr. Wos has fought to preserve and present full information about the Polish experience in World War II. In 2002, President Bush appointed her to serve on the U.S. Holocaust Memorial Council. She was North Carolina state chair for women for Senator Elizabeth Dole in 2001. In 2003, she was appointed North Carolina finance co-chair for the 2004 Bush-Cheney campaign. Dr. Wos is married and has two children.

PERSONNEL ACTIONS

FOREIGN SERVICE RETIREMENTS

Barnes, Thomas R.	Kerr, Inez G.	Sargent, William P.
Bruns, Judson L.	Kral, Thomas J.	Scarlett, Earle St. Aubin
Carter, Jacqueline F.	Krause, Elizabeth R.	Treharne, Barbara M.
Daley, Matthew Patrick	Krause, Lawrence J.	Varnier, John W.
Dennison, Carol A.	Loughner, William G.	Williams, Wallace Ray
Frankfather, Betty Ann	Luna, Anne Elizabeth	Wood, Robert Cantrell
Gardner, Keith L.	Murray, Griffith C.	Woodfin, Deborah A.
Gibson, Stanley E.	O'Barr-Breedlove, Ann Gayl	
Hill, Charles Larry	Read, Daniel C.	

CIVIL SERVICE RETIREMENTS

Bley, Paul Raymond	Hobart, Elsa K.
Bratzel Jr., Martin P.	Jackson, Margaret L.
Dizon, Annabella	Mayo, Audrey P.
Durham, William H.	Raley, Charles C.
Fiore, Anna	Rodenhizer, Nancy D.
Garel, Robert Allen	Stack, Nancy B.
Hardaway, Jacob	Todd, Joyce L.
Harrington, Brenda	Wood, Teresa M.
Read, Anne Sue	

O B I T U A R I E S



C. Arthur "Buck" Borg, 77, a retired Foreign Service officer, died Jan. 4 of heart failure in La Jolla, Calif. A West Point graduate, he served as an Army engineer in the Korean War before joining the Foreign Service in 1955. He was a special assistant to Secretary Dean Rusk from 1965 to 1967. His overseas postings included Hamburg, Tokyo, Stockholm, Berlin, Vienna and Helsinki. After retirement, he taught at the University of San Diego and was active in the World Affairs Council of San Diego.



J. Wayne Fredericks, 87, an international affairs consultant and Africa expert, died Aug. 18 of complications from a stroke in Bronxville, N.Y. A decorated bomber pilot in World War II, he served as deputy assistant and acting assistant secretary for African Affairs from 1961 to 1967. In 1967, he joined the Ford Foundation and later served as Ford Motor Company's executive director of international relations. He was actively involved in efforts to undermine apartheid in South Africa. He was a longtime director of the Foreign Policy Association and a member of the Council on Foreign Relations.



Charles Robert "Bob" Hare, 67, a retired Foreign Service officer, died November 11, 2003, in Seminole, Fla. He served in the Army, the Department of Labor and the State Department. During his 37-year career with the Department, Mr. Hare was posted to Algeria, Senegal, Tunisia, Belgium, Kenya, Barbados, Spain, Italy, Switzerland and the Sinai. He retired in 1995. He was a member of Toastmasters and the World Wildlife Fund.



Mary Michelson Haselton, 84, a retired Foreign Service officer, died Aug. 27 in Hanover, N.H. She joined the Department in 1960 and served in Zurich and Munich until she was required to retire after her 1964 marriage to George Haselton, also a Foreign Service officer. She rejoined the Foreign Service in 1974 and served as deputy principal officer and

chargé d'affaires in Fiji. She and her husband taught international relations at Simon's Rock College in Great Barrington, Mass., and American studies at St. Antony's College, Oxford University, England. Her avocation was painting. Her award-winning works were shown in numerous exhibitions.

Fern Elizabeth "Liz" James, 92, widow of Foreign Service officer Jerry R. James, died Aug. 12 of heart failure in Kansas City, Mo. She accompanied her husband on postings to Thailand, Panama, Ecuador, Bolivia, Kenya, Brazil, Yugoslavia, Pakistan and India. She worked as a teacher in Bangkok and was president of the international wives associations in Quito, La Paz and Nairobi.



William J. McGovern, 81, a retired Foreign Service officer, died Aug. 9 in Adelaide, Australia. He served in the Navy in World War II and joined the Foreign Service in 1950 as a diplomatic courier. He later served as a consular officer. His overseas postings included Frankfurt, Bucharest, Moscow, Saigon and Perth. After his retirement in 1972, he served as U.S. consular agent in Adelaide for 12 years.



Louis Phillip Russell Sr., 71, a retired Foreign Service employee, died April 13 of emphysema in Silver Spring, Md. He served in the Army before entering the Foreign Service, where he worked in communications and consular affairs. His overseas postings included Nigeria, Senegal, Iran, Vietnam, Turkey, the Philippines, Lebanon, the Bahamas, Saudi Arabia, Ghana and Kenya. He retired in 1989. He was an avid golfer.

William Wayt Thomas, 78, a retired Foreign Service officer, died Aug. 14 in Arlington, Va., of Parkinson's disease. He served in the Army during World War II and joined the Department in 1952. He was chief of mission in Vientiane from 1981 to 1983 and consul general in Chengdu for three years. His other overseas postings included Thailand, Cambodia, Hong Kong, Taipei and Beijing. An avid ornithologist, Mr. Thomas compiled and published scientifically important records on birds in Laos and Cambodia.

O B I T U A R I E S



Howard Lee Walker Jr., 48, a Civil Service employee, died July 21 in Charleston, S.C. He served for 19 years as a financial management specialist. Prior to joining the Department, he served in the Army. Mr. Walker mentored youth and enjoyed fishing and cooking.



Shirley Mae Walter, 73, a retired Foreign Service employee, died Dec. 10, 2003, in Boise, Idaho. She served at embassies in a number of countries before retiring in 1983.

IN THE EVENT OF DEATH

Questions concerning deaths in service should be directed to the Employee Services Center, the Department's contact office for all deaths in service: Harry S Truman Building, Room 1252, Department of State, Washington, DC 20520-1252; (202) 647-3432; fax: (202) 647-1429; e-mail: EmployeeServicesCenter@state.gov.

Questions concerning the deaths of retired Foreign Service employees should be directed to the Office of Retirement at (202) 261-8960, Retirement@state.gov.

Questions concerning the deaths of retired Civil Service employees should be directed to the Office of Personnel Management at (202) 606-0500, or through their web site at <http://www.opm.gov>.

TAKE YOUR MEDS AND WATCH OUT FOR THESE STATE DEPARTMENT MALADIES

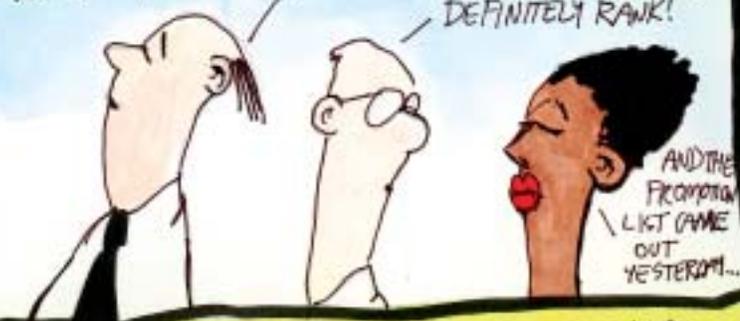
ACRONYMIA: INABILITY TO COMMUNICATE WITHOUT EXTENSIVE USE OF ACRONYMS

SO THE RSO TALKED TO THE DCM, AND HE SAID THIS TDY WOULDN'T LOOK GOOD ON THE EER'S FOR THE GSO OR THE OMS!



RECENT PROMOTEE DISFUNCTIONAL SYNDROME: DIFFICULTY RELATING TO THOSE OF ONE'S PREVIOUS RANK IMMEDIATELY FOLLOWING A PROMOTION TO THE NEXT HIGHEST GRADE

PERHAPS YOU'LL UNDERSTAND HOW THE DEPARTMENT WORKS WHEN YOU'RE MY RANK. OH, LUTHER, YOU'RE DEFINITELY RANK!



CAFETEROPHOBIA: FEAR OF WALKING THROUGH THE STATE DEPARTMENT CAFETERIA AND UNEXPECTEDLY ENCOUNTERING SOMEONE FROM A PREVIOUS ASSIGNMENT



DELUSIONAL POWER MYOPIA: BELIEF THAT PROXIMITY TO POWER OR AUTHORITY CONFERS THE SAME ON SELF

THE ASSISTANT SECRETARY AND I BELIEVE THIS MEMO NEEDS A MORE ROBUST POLICY STANCE - AND WIDER MARGINS!

BUT DID HE SAY IT WITH THAT SMARMY LOOK ON HIS FACE?



POSTABROADOPHILIA: DESIRE TO TAKE ANY POSTING RATHER THAN A WASHINGTON ASSIGNMENT

SURE THE FIRE ANTS STING A BIT, BUT DURING THE DRY SEASON YOU'LL APPRECIATE THEM AS THE MOST PALATABLE SOURCE OF PROTEIN - AND HEY, AT LEAST WE'RE NOT BACK AT THE DEPARTMENT, RIGHT?



Department of State, USA
Bureau of Human Resources
Washington, DC 20520

Official Business
Penalty for Private Use

Periodicals
Postage and Fees Paid
Department of State
ISSN 1099-4165

If address is incorrect, please
indicate change. Do not cover
or destroy this address label.
POSTMASTER: Send changes
of address to:

State Magazine
HR/ER/SMG
SA-1, Room H-236
Washington, DC 20522-0108



CFC Is Under Way
Goal for this year
is \$1.9 million