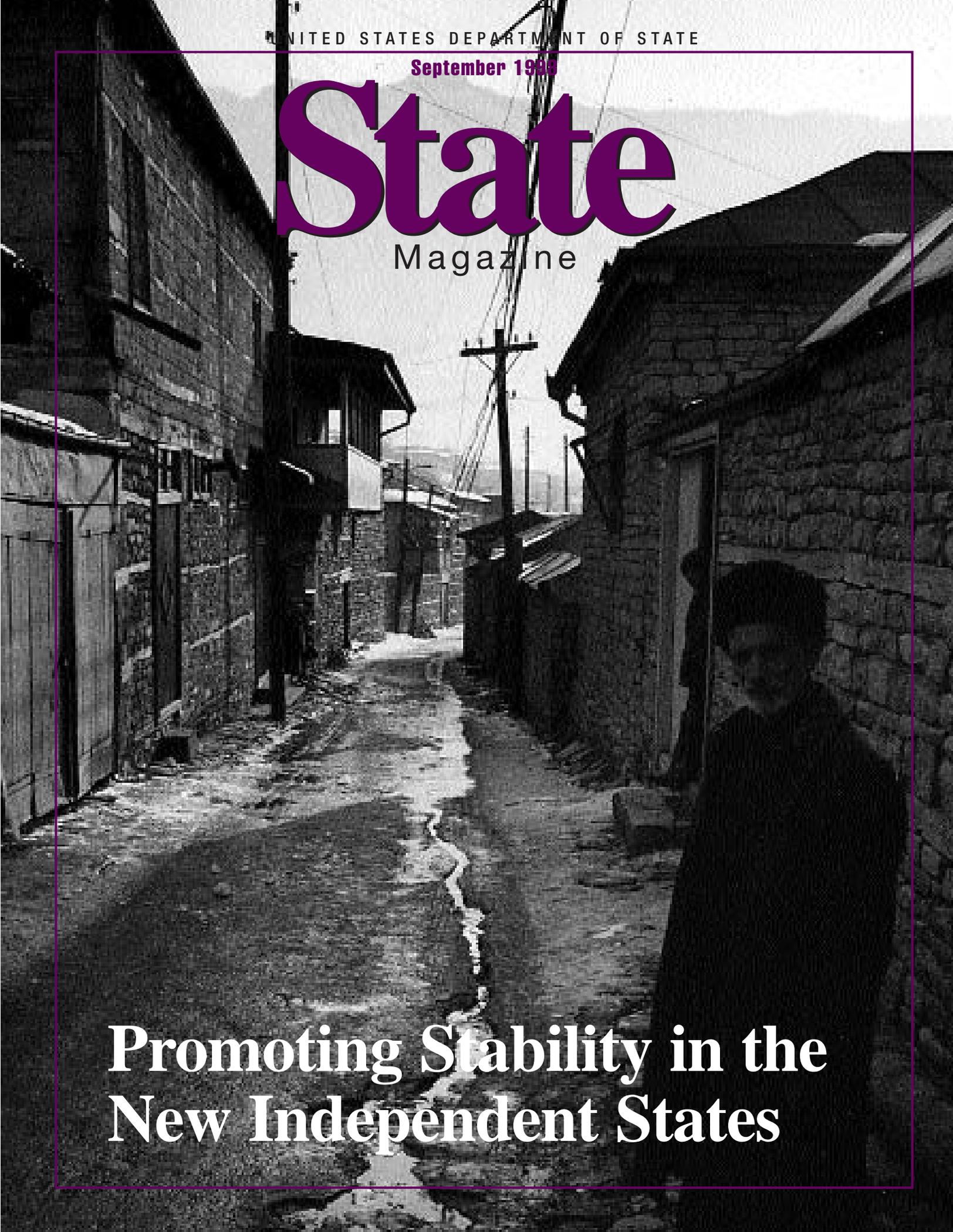


UNITED STATES DEPARTMENT OF STATE

September 1999

State

Magazine



**Promoting Stability in the
New Independent States**



Coming in October:
Edinburgh

State Magazine

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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, DC. POSTMASTER: Send changes of address to *State Magazine*, PER/ER/SMG, SA-6, Room 433, Washington, DC 20522-0602. *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.

State Magazine is available by subscription through the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (telephone [202] 512-1850). The magazine can be viewed online free at: www.state.gov/www/publications/statemag/.

The magazine welcomes State-related news and features. Informal articles work best, accompanied by photographs. Staff is unable to acknowledge every submission or make a commitment as to which issue it will appear in. Photographs will be returned upon request. Please include a daytime phone number.

Articles should not exceed five typewritten, double-spaced pages. They should also be free of acronyms (with all office names, agencies and organizations spelled out). Photos should include typed captions identifying persons from left to right with job titles.

Please submit material on Apple Macintosh or IBM PC-compatible disks, including a hard copy. Articles may also be e-mailed or faxed in 14 point type to (703) 812-2475. The mailing address is **State Magazine**, PER/ER/SMG, SA-6, Room 433, Washington, DC 20522-0602. Contributions may also be left in Room 3811, Main State. The magazine's main number is (703) 516-1667.

Deadline for copy is the 15th of each month.

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Photo by John Kunstadter

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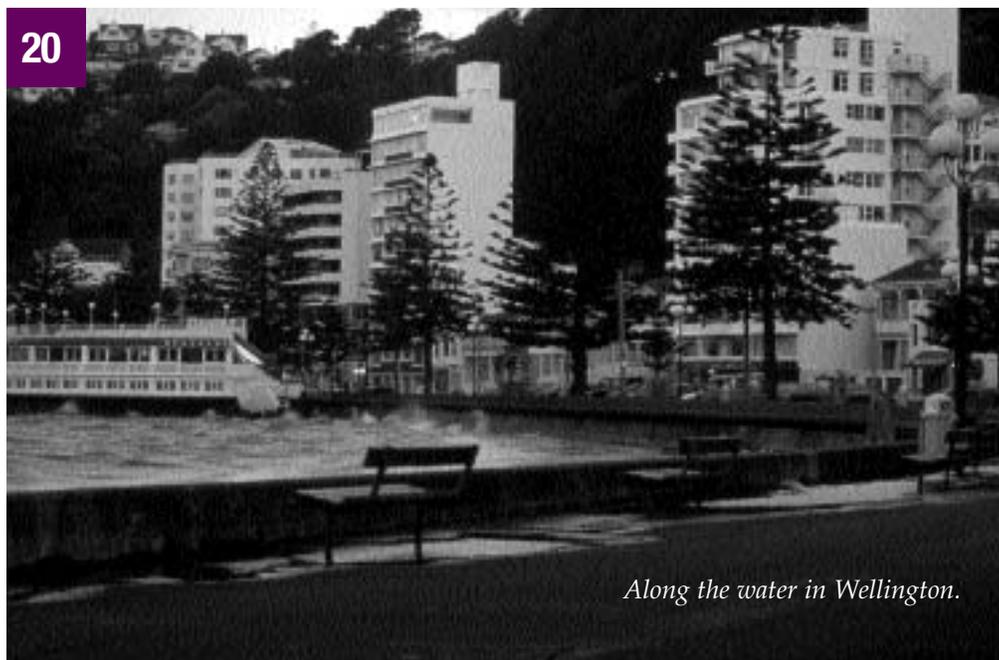
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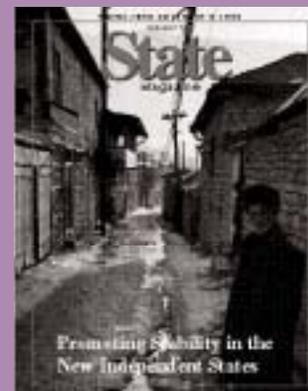
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Along the water in Wellington.



On the Cover

A street scene in Lahij, Azerbaijan.

Photo
by Philip Remler



FROM THE SECRETARY

Asian Relations Require Tremendous Team Effort

If the Air Force awarded frequent flier miles, my staff and I would be well on our way to earning free trips to the moon. I have made three trips to Asia in the past six months, with a fourth scheduled in November for the Asia-Pacific Economic Cooperation Ministerial.

Each trip reminds me that the realities of Asian relations demand a tremendous team effort from America's diplomats, whether it is the delegation of Cabinet officials and members of Congress who joined President Clinton in China this June or just an embassy country team looking beyond its traditional competencies for insight into a changing region.

We need classic diplomacy such as the care and maintenance of our alliances with Australia, Japan, Korea, the Philippines and Thailand; and less classic diplomacy such as the requirement to sing in front of my colleagues at the Association of Southeast Asian Nations.

In Asia we face a deep financial crisis with far-reaching economic, political and human consequences. To respond, we must combine leadership in multinational institutions with a firm insistence that necessary reforms be made, and with help in addressing urgent social issues.

And we see in sharp relief the danger of letting new transnational threats go unchallenged. Forest fires caused by drought and poor land management have left a trail of economic setbacks and catastrophic health effects across Southeast Asia. Drug kingpins who operate with impunity in Afghanistan and Burma are spreading death and violence worldwide. And the rapid spread of AIDS across the region is sparking traumatic health and social crises.

These issues are not separate, but interlocking, and we have no choice but to deal with them accordingly.

Economic disruptions make societies more vulnerable to criminal predators and less likely to act decisively against health and environmental threats. Economic mismanagement and corruption can produce hardships that spark dramatic political upheavals, and populations facing social, economic or environmental stresses may be tempted to lash out either at their own governments or at others—including our own—as they seek to allocate blame for their troubles.

Asia's ability to recover and move ahead is a matter of vital interest to the United States. It will affect everyone from West Coast dock workers to New York stockbrokers to Pennsylvania steel workers to the promoters of tourism in the sunshine states. It will affect worldwide momentum toward democracy and efforts to safeguard the global environment, the war against crime, and the prospects for long-term peace and stability in a region where Americans have fought three wars this century.

The challenge for American diplomacy is to help our Asian partners find the path to restored confidence and renewed growth. That will require a multifaceted, multiagency, multiyear effort. It will demand much of our wisdom, vision, resources and will. It will also require the understanding and support of the American people. But there is no question that the stakes are sufficient to merit such an effort. And I am confident that the State Department is ready and able to lead and succeed in this vital task.

Madeleine Albright
Secretary of State

LETTERS TO THE EDITOR

Remembering Ambassador Gullion

Dear Editor:

A footnote to your obituary in the June 1998 issue reporting the death of Ambassador Edmund A. Gullion: Historians credit him as the originator of the phrase "public diplomacy." While ambassador in the Republic of the Congo in 1965, he coined the term "public diplomacy" to cover nongovernmental, private sector and direct people-to-people programs. Now the phrase also is used by USIA to cover government-sponsored cultural and exchange programs as well as the daily information work of USIS posts.

Mark B. Lewis

*Retired Foreign Service officer
Chevy Chase, Md.*

For the Record

Dear Editor:

I have read with interest the article, "Diplomacy's Fallen Heroes," by David T. Jones in the May issue.

Mr. Jones refers to the sniper shooting "on May 21" of Thomas Wasson, our consul general in Jerusalem. Mr. Jones also states, "The sniper also mortally wounded Herbert M. Walker, a Navy communicator assigned to the consulate, who had tried to rescue Mr. Wasson."

I was vice consul in Jerusalem from December 1944 until July 1948, and I was in the consulate general when Messieurs Walker and Wasson were shot. Mr. Walker, in fact, was shot on the night of May 21, 1948, when he ventured out after dark and ran into a patrol. The patrol's identity we never learned. He was rushed to a Jerusalem hospital. Mr. Wasson, on the other hand, was shot about noon the following day, May 22, 1948, by a

sniper of unknown nationality. At that time, Mr. Walker was already in the hospital. Both men died there May 23, 1948—Mr. Wasson at 6 a.m., Mr. Walker at 8:45 p.m.

I do not wish in any way to denigrate Mr. Walker's courage and bravery in enduring, as we all did, the constant shootings and mortar attacks against the consulate general. It is simply not true, however, that Mr. Walker was mortally wounded while trying to rescue Mr. Wasson.

Brave in their own way, both men lost their lives serving their country. All of this is well in the past, and I write more for the record than for anything else.

Wells Stabler

*Retired Foreign Service officer
Washington, D.C.*

A Clarification

Dear Editor:

As one who grew up on the shore of Lake Superior, I welcomed the article on the Great Lakes in the June issue. There are, however, some inaccuracies.

Apparently there is no International Joint Commission on the Great Lakes. Rather there is an International Joint Commission, according to the article, to implement the continent-wide Boundary Waters Treaty of 1909, which has a Great Lakes Regional Office in Windsor.

Secondly, Isle Royale is not in Lake Michigan, as the photo caption says. It is in Lake Superior, and although it is only a stone's throw from the Minnesota shoreline, it is part of the state of Michigan. Never mind; the whole island is a national park, and, therefore, which state can claim it is not terribly important.

On the other hand, Sleeping Bear Dunes National Lakeshore is correctly attributed to Lake Michigan. But it is not particularly relevant since Lake

Michigan is entirely within the United States and is the one Great Lake that is not part of the international boundary.

Norman T. Shaft

Falls Church, Va.

No New York Times

Dear Editor:

One could liken the previous *State Magazine* to *The New York Times* in terms of coverage and format.

Your new incarnation reminds me, instead, of *USA Today* in its infancy.

Steve Palmer Jr.

Vienna, Va

Correction

The headline for a feature article in the June issue incorrectly identified the International Joint Commission as the "International Joint Commission on the Great Lakes." While the Great Lakes are a major focus of the IJC, its mandate includes all boundary waters shared by the United States and Canada. We regret the error.

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 also reach us at
statemag@pererwpoa.us-state.gov.*

DIRECT FROM THE D.G.

BY EDWARD W. "SKIP" GNEHM JR.



Supporting Our FSNs Is a Major Concern

I want to speak again to Foreign Service Nationals, our largest single group of employees, and their pressing issues and concerns. Undersecretary Tom Pickering recently received a letter from a U.S. Information Service officer in Embassy Kiev, expressing concern about the level of support we provide our FSNs in the former Soviet Union and Eastern Europe. Tom shared the letter with me, and we agreed that the officer's concerns were equally relevant to our FSNs in many other parts of the world. I wanted to touch on some of these topics and update you on our efforts on behalf of our 27,000 loyal national employees.

As we have traveled to posts around the world, both Undersecretary Bonnie Cohen and I have listened to FSN concerns. We are convinced that an FSN Retirement Trust is necessary for those posts without a reliable local pension system and where local laws do not preclude an alternative system. This is a complicated endeavor, and as I have said on my recent trips overseas, I am frustrated by our slow progress. After months of work, however, we set aside our initial concept because of the unacceptable tax liabilities and other problems it would create. Our current plan will build on the lessons learned from the first attempt. Even if it means initial delays and disappointments, any FSN retirement program introduced must first be reliable and financially sound. Our goal is to have a tangible product by the summer of 1999. In the short term, individual FSN employees retiring before a fully funded annuity plan is authorized may receive a lump sum cash benefit where no end-of-service benefit already exists. The Office of Overseas Employment, which issues the necessary authorizations, has more details.

Our writer from Kiev also raised the issue of health insurance for FSNs. This is very much a post-specific issue, and we rely on our administrative officers to research the best local options. We can and do authorize health benefits based on practices of comparable local employers, either as a stand-alone program or as a supplement to local social security benefits. A contract with a local clinic or hospital can provide, at a minimum, short-term consultations and emergency care. In the new independent states, for example, such programs have been approved and implemented in Moscow, Baku, Almaty, Tbilisi and Yerevan. We need individual posts,

however, to do the legwork and tell us what levels of care are available and offered by other employers.

FSN taxes are another contentious issue frequently raised on my visits to posts. Under the terms of the Vienna Convention, we, as a diplomatic entity, cannot be required to pay taxes to the host country government. Consequently, paying local income taxes is an issue that must remain between our employees and their own governments. Our long-standing policy is that our employees are fully and solely responsible for paying their own income taxes. (We are working with some posts on bilateral agreements and employee allotments of pay, but the level of

cooperation we can achieve is heavily dependent on the host government's rules and regulations.) In determining FSN wage levels, we assume that our employees already are meeting their locally mandated tax obligations, and we adjust wage levels accordingly. Thus, as far as local taxes are concerned, our employees are neither advantaged nor disadvantaged in comparison with their peers in the local labor market.

I trust this information is useful for our FSN readers and the administrative staffs who must field their questions. Let me just underscore the following:

1. We do read the mail! I very much appreciate the effort each of you takes when you write to us with a problem, especially if you include a proposed solution. We try to be responsive to your concerns, both in getting a quick answer back to you and in prioritizing our own workloads.

2. Every member of the mission should see cables, notices and *State Magazine* articles relevant to them. Administrative sections, Foreign Service National groups, Family Liaison Offices and International Cooperative Administrative Support System councils are all key players in keeping everybody informed.

3. Our FSNs are a valued component of our work force. The Secretary, the undersecretaries and I are deeply committed to solving these issues. The 20 employees of our Office of Overseas Employment are working hard to make sure our FSNs enjoy the financial security they deserve. FSNs with questions that cannot be answered at post should ask their administrative officers to contact Robert Morris, director of the Office of Overseas Employment, or his staff. They will happily respond.

APPOINTMENTS

ARMENIA. *Michael C. Lemmon*, a career member of the Senior Foreign Service, served until recently as deputy assistant secretary for Political and Military Affairs. He entered the Foreign Service in 1974 and has served in Moscow, Islamabad and Rabat. In Washington, D.C., he served as director for regional affairs for Southeast Asia, as officer-in-charge of Benelux affairs and in a variety of staff positions. He has been an International Affairs Fellow at the Council on Foreign Relations in New York and is a multiple recipient of State's Superior and Meritorious Honor Awards. He received his undergraduate and graduate degrees from the University of Virginia. The Senate confirmed his nomination June 26.

BELGIUM. *Paul L. Cejas* is chairman and chief executive officer of PLC Investments, Inc., a family-owned company that manages investments in real estate, health care and venture capital projects. He was the founder, chairman and CEO of CareFlorida Health Systems, Inc., the country's largest Hispanic-owned health care company. He also was chairman of Florida's Dade County School Board and a member of the State of Florida University System's Board of Regents. In addition, he served as chairman of the Post-Summit Committee for the 1994 Hemispheric Summit of the Americas, as chairman of the Florida Partnership of the Americas, and as representative to the 1996 U.S. delegation to the General Assembly of the Organization of the American States. Ambassador Cejas received a bachelor's degree from the University of Miami. The Senate confirmed his nomination June 26.



CHILE. *John O'Leary*, of Portland, Maine, is a partner at the law firm of Pierce Atwood. Throughout his 24 years of legal experience, he specialized in environmental, trade practice, public utility and corporate litigation. He serves on the governing councils of the American Bar Association's litigation and natural resources, energy

and environmental law sections. In 1996 he was appointed chair of the standing committee on environmental law. He has worked with the Inter-American Commercial Arbitration Commission, served on a U.S. team that worked with the government of Bolivia on sustainable development matters, and led a natural resources and environmental protection committee of the Inter-American Bar Association. In 1997 he organized and chaired a conference in Argentina on development, the environment and dispute resolution in the Americas. The Senate confirmed his nomination June 26.



ERITREA. *William D. Clarke* entered the Foreign Service in 1967 and has spent his entire career in State's Bureau of Diplomatic Security. He was posted overseas as regional security officer in Cairo, Paris, Tokyo, Abidjan and Bonn. He has also served in Panama, as associate director for security for South America, and in

Washington, D.C., as deputy assistant secretary for countermeasures and information security. Ambassador Clarke received a bachelor's degree from Howard University and attended the Industrial College of the Armed Forces. He received the Department's Equal Opportunity Award in 1995. The Senate confirmed his nomination June 26.

FINLAND. *Eric S. Edelman* began his Foreign Service career as a member of the U.S. delegation to the West Bank/Gaza Autonomy Talks in 1980. He later served in State's Operations Center, on the Secretariat staff and as special assistant to former Secretary George Shultz. Ambassador Edelman was a desk officer in the Office of Soviet Affairs and later served as a political officer in Moscow. He was special assistant to the undersecretary of State for Political Affairs, assistant deputy undersecretary of Defense and deputy to the ambassador-at-large for the new independent states. He served as deputy chief of mission in Prague before being named executive assistant to the deputy secretary in 1996. Ambassador Edelman received a bachelor's degree from Cornell University and a doctorate from Yale University. He speaks French, Russian and Czech. His nomination was confirmed June 26.

GAMBIA. *George Williford Boyce Haley*, vice chairman of the Postal Rate Commission, has practiced law in the District of Columbia and Kansas, where he was a deputy city attorney and state senator. In Washington, D.C., he was president of George W. Haley, P.C., which specialized in transportation, corporate and international law. He ran in the Maryland Republican primary for the U.S. Senate in 1986 and served as chairman of the Postal Rate Commission, general counsel and congressional liaison at the U.S. Information Agency and chief counsel of the Federal Transit Administration. Ambassador Haley has served as an appointed member on several international missions. He is a graduate of Morehouse College and the University of Arkansas School of Law. The Senate confirmed his nomination June 26.

APPOINTMENTS



GEORGIA. *Kenneth Spencer Yalowitz* entered the Foreign Service in 1966 and served from 1994 to 1997 as ambassador to the Republic of Belarus. He has also served twice in Moscow, in The Hague and at the U.S. Mission to NATO in Brussels. During his domestic assignments he has served as country director for

Australia-New Zealand Affairs, deputy director for economics of the Office of Soviet Union Affairs and a congressional foreign affairs fellow. Ambassador Yalowitz speaks Russian and French. He won Senior Performance Awards in 1989 and 1992, and an individual and group Superior Honor Award, and recently served as dean of the Senior Seminar. He received his bachelor's degree from the University of Wisconsin and holds a Russian Institute certificate and graduate degrees from Columbia University. His nomination was confirmed June 26.



JORDAN. *William Joseph Burns*, a career member of the Foreign Service, has served at several overseas posts, including Amman, and has held staff positions in the Bureau of Near East Affairs and the Office of the Deputy Secretary of State. He was special assistant to the President and senior director for Near East and South Asian

Affairs on the National Security Council staff, acting director and principal deputy director of State's Policy Planning Staff, minister-counselor for political affairs at the U.S. embassy in Moscow, and executive secretary of State and special assistant to the Secretary. He received a bachelor's degree in history from LaSalle University and master's and doctorate from Oxford University, where he was a Marshall scholar. Ambassador Burns speaks Arabic, Russian and French and is the recipient of several State awards, including the Distinguished Honor Award, the James Clement Dunn Award and five Superior Honor awards. His nomination as ambassador to the Hashemite Kingdom of Jordan was confirmed by the Senate May 21.

LESOTHO. *Katherine Hubay Peterson* joined the Foreign Service in 1976 following nearly three years as a Peace Corps volunteer in the former Zaire. She began her career in the Bureau of African Affairs as a regional affairs officer, staff assistant to the assistant secretary, desk officer, and information/press officer. She has served in Kingston and Tijuana and was deputy chief of mission in

Windhoek. Ambassador Peterson has also served in Washington, D.C., in the Consular Affairs Bureau's Office of Overseas Citizen Services, most recently as managing director. She also headed the Junior Officer Division in the Office of Career Development and Assignments and was deputy coordinator of the Orientation Division, training new Foreign Service officers at the Foreign Service Institute. She attended the National War College and received a bachelor's degree from the University of California at Santa Cruz. Ambassador Peterson speaks French and Spanish. Her nomination was confirmed by the Senate June 26.

MADAGASCAR. *Shirley Elizabeth Barnes*, former director of Western European affairs in the Bureau of European Affairs, has served in Cairo, Dakar, West Berlin and Sofia. Her most recent overseas assignment was as consul general in Strasbourg. Ambassador Barnes has also worked in State's Office of Management Policy and Programming. Before joining the Foreign Service, she worked for the Ford Foundation in the Republic of Congo-Kinshasa and the African-American Institute in New York City, and was vice president in several major advertising agencies. Ambassador Barnes received a bachelor's degree from Baruch College and a master's degree from Columbia University. She also graduated from the National War College and was a member of the Senior Seminar class of 1995. She speaks French. The Senate confirmed her nomination June 26.



MEXICO. *Jeffrey Davidow*, former assistant secretary for Inter-American Affairs, is a career member of the Senior Foreign Service. He previously served as ambassador to Zambia and Venezuela and has been posted to embassies in Guatemala, Chile, South Africa and Zimbabwe and in Washington, D.C. He received a bachelor's

degree from the University of Massachusetts in Amherst and a master's degree from the University of Minnesota, and also studied at Osmania University in Hyderabad, India. In May he was presented the Department's Arnold L. Raphael Memorial Award for mentoring. He speaks Spanish. Ambassador Davidow's nomination was confirmed by the Senate June 26.

APPOINTMENTS



MOLDOVA. *Rudolf Vilem Perina* joined the Foreign Service in 1974 and has specialized in Russian, East European, German and NATO affairs. He has been assigned in Ottawa, at State's NATO desk and in Moscow, Berlin and the U.S. Mission to NATO in Brussels. Ambassador Perina also served as director for European

and Soviet Affairs on the National Security Council staff, as deputy chairman of the U.S. delegation to the Vienna negotiations on confidence and security-building measures in Europe, as chief of mission in Belgrade and as senior deputy assistant secretary for European Affairs. He received a bachelor's degree from the University of Chicago and master's and doctorate degrees from Columbia University. He speaks Czech, Russian, German and French. His nomination was confirmed June 26.

NETHERLANDS. *Cynthia P. Schneider*, associate professor of art history at Georgetown University, has written two books on Rembrandt, as well as articles on Dutch art. She organized the National Gallery's international loan exhibit, was assistant curator of European paintings at the Museum of Fine Arts in Boston and was vice chair of the President's Committee on the Arts and Humanities. She received bachelor's and doctoral degrees from Harvard University. The Senate confirmed her nomination June 26.

SLOVENIA. *Nancy Halliday Ely-Raphel*, a career member of the Senior Executive Service, was assistant U.S. attorney and deputy city attorney in San Diego, associate dean of Boston University School of Law and senior trial attorney with the Justice Department's organized crime strike force before joining State. She has served as the Department's assistant legal adviser for African Affairs and as principal deputy assistant secretary for Democracy, Human Rights and Labor, and most recently, as coordinator for the Balkans. Ambassador Ely-Raphel has received various awards, including the Presidential Rank Award for Distinguished Service in 1986 and 1994 and her law school's Distinguished Alumni Award. She is a member of the Council on Foreign Relations. She is a graduate of Syracuse University and the University of San Diego School of Law. Her nomination was confirmed June 26.

SPAIN AND ANDORRA. *Edward L. Romero*, of Albuquerque, N.M., is chairman and chief executive officer of Advanced Sciences, Inc., an international environmental engineering and waste management corporation that recently merged with Commodore Applied Technologies, Inc., a publicly traded technology company.

Fluent in Spanish, Mr. Romero has been a member of the U.S. Trade Representative's Services Policy Advisory Committee and has led several U.S. delegations to Mexico. During the Carter administration he served on the federal advisory committee for trade negotiations and was a member of the U.S. delegation to the Helsinki Accords. Mr. Romero, a leader in the Hispanic community, has served on the President's Hispanic Advisory Committee, was a founding member of the Albuquerque Hispanic Chamber of Commerce, and serves on the board of directors of the Congressional Hispanic Caucus Institute. In 1989, Mr. Romero was named national Hispanic businessman of the year by the U.S. Hispanic Chamber of the Commerce. His nomination as ambassador to Spain and Andorra was confirmed by the Senate June 23.

SYRIA. *Ryan C. Crocker*, former ambassador to Lebanon and Kuwait, joined the Foreign Service in 1971. After Farsi language training, he was posted in Khorramshahr, Iran, and Doha, Qatar. He completed the Foreign Service Institute's Arabic School in Tunis, then was assigned to Baghdad, Iraq, and Beirut, Lebanon. He studied Near Eastern studies at Princeton University before being assigned as deputy director of the Office of Israel at the U.S. embassy in Cairo. After the Iraqi invasion of Kuwait in 1990, Ambassador Crocker became director of the Iraq-Kuwait Task Force. He was sworn in as ambassador to Lebanon in 1993 and as ambassador to Kuwait in 1994. He received a bachelor's degree in English literature from Whitman College and is the recipient of the Presidential Distinguished Service Award and the Department of Defense Medal for Distinguished Civilian Service. His nomination as ambassador to the Syrian Arab Republic was confirmed May 21.

TANZANIA. *Charles R. Stith*, of Boston, is the founder and national president of the Organization for a New Equality, a nonprofit organization dedicated to expanding economic opportunity for people historically excluded from the economic mainstream. Ambassador Stith served as senior minister of the Union United Methodist Church in Boston and was a member of the President's special delegation to monitor South Africa's first multi-racial elections. He received a bachelor's degree from Baker University and graduate degrees from the Interdenominational Theological Center and Harvard University Divinity School. His nomination was confirmed by the Senate June 26.

APPOINTMENTS

ALTERNATE U.S. REPRESENTATIVE FOR SPECIAL POLITICAL AFFAIRS AT THE UNITED NATIONS. *Nancy E. Soderberg*, of Washington, D.C., served on the National Security Council as deputy assistant to the President for national security affairs, special assistant to the President for national security affairs and staff director. Before joining the Clinton administration, she was the senior foreign policy adviser to Sen. Edward M. Kennedy. Ambassador Soderberg received a bachelor's degree from Vanderbilt University and a master's degree from Georgetown University. She is a member of the Council on Foreign Relations. The Senate confirmed her nomination June 26.

Nominations:

John Bruce Craig—ambassador to the Sultanate of Oman
Bert T. Edwards—Department chief financial officer
Robert C. Felder—ambassador to the Republic of Benin
Robert Patrick John Finn—ambassador to the Republic of Tajikistan
Richard E. Hecklinger—ambassador to the Kingdom of Thailand
Richard Holbrooke—ambassador to the United Nations
James Howard Holmes—ambassador to the Republic of Latvia
Richard Henry Jones—ambassador to the Republic of Kazakhstan
James Vela Ledesma—ambassador to the Gabonese Republic and to the Democratic Republic of São Tomé and Príncipe

Steven Robert Mann—ambassador to the Republic of Turkmenistan
Elizabeth McKune—ambassador to the State of Qatar
Joseph H. Melrose Jr.—ambassador to the Republic of Sierra Leone
William B. Milam—ambassador to the Islamic Republic of Pakistan
George Mu—ambassador to the Republic of Côte d'Ivoire
Eric D. Newsom—assistant secretary for Political and Military Affairs
Robert C. Perry—ambassador to the Central African Republic
Kathryn Dee Robinson—ambassador to the Republic of Ghana
David Michael Satterfield—ambassador to the Republic of Lebanon
George M. Staples—ambassador to the Republic of Rwanda
John Shattuck—ambassador to the Czech Republic
Joseph Gerard Sullivan—ambassador to the Republic of Angola
Diane E. Watson—ambassador to the Federated States of Micronesia
Melissa F. Wells—ambassador to the Republic of Estonia
Kent M. Wiedemann—ambassador to the Kingdom of Cambodia
Kenneth Spencer Yalowitz—ambassador to the Republic of Georgia

More complete biographical information will be provided when these nominees are confirmed by the Senate.

Former Ambassador to Spain, Italy Honored

Richard N. Gardner, a law professor at Columbia University, has been given the Thomas Jefferson Award for outstanding service to American citizens overseas while serving as U.S. ambassador to Spain from October 1993 to July 1997. He is the first U.S. ambassador to be so honored.

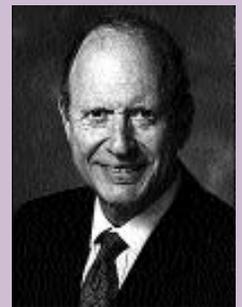
The award for Mr. Gardner, who is the Henry L. Moses Professor of Law and International Organization at Columbia Law School in New York, was announced in Geneva by Andy Sundberg, director of American Citizens Abroad. The group consulted American clubs, chambers of commerce and individual Americans around the world to determine which State Department employee had done the most for American citizens overseas.

"Ambassador Gardner caught our attention as a result of his extensive efforts to reach out to members of the American community to ensure that the U.S. government was responsive to their needs," American Citizens Abroad said.

The organization cited the ambassador's assistance to U.S. business firms, his frequent articles in Spanish newspapers and his fund raising for 20 new scholarships annually for young Spaniards to study in the United States.

Professor Gardner served as U.S. ambassador to Italy during the Carter administration and as deputy assistant secretary of State for International Organizations under Presidents Kennedy and Johnson.

American Citizens Abroad created the Thomas Jefferson Award in 1993 to commemorate the 250th anniversary of the birth of Jefferson, who worked hard to promote the interests of his country and its citizens abroad while serving as U.S. ambassador to France.



Bombs Shatter Two Embassies, Many Lives

Aerial view of the damage at the U.S. embassy in Nairobi, right, the Ufundi Cooperative House, center, and the Cooperative Bank high-rise.



At press time, rescue workers continued sifting through the rubble at the U.S. embassies in Nairobi and Dar es Salaam, as the Foreign Service community and the world mourned more than 250 victims of the early August terrorist attack.

Near-simultaneous explosions rocked the two African capitals on Aug. 7. The first blast ripped through the U.S. embassy in the Kenyan capital, leveling the Ufundi Cooperative House next to it and heavily damaging the Cooperative Bank building. Minutes later, another explosion 450 miles to the south hit the U.S. embassy in Dar es Salaam, the Tanzanian capital.

Massive rescue efforts were launched at both sites as rescuers struggled to reach people trapped beneath the rubble.

At press time, the death toll in the twin terrorist attacks stood at more than 250, including 12 American officials and 32 Foreign Service Nationals and contractors in Nairobi. Eight FSNs were still missing. In Tanzania, four FSNs and contractors were among the 10 Tanzanians killed. More than 5,000 people were injured in the two blasts.

The Nairobi explosion claimed the lives of five State Department employees and one State family member. Consul General Julian Bartley, who had reported to Nairobi in September 1996, and his 19-year-old son Julian "Jay" Bartley Jr., a student attending a local university and working at the embassy, were among the dead. Also killed were Ann Michelle O'Connor, a budget and fiscal officer in Nairobi since October 1996; Prabhi Guptara Kaveler, a general services officer who had served in Nairobi from 1990 to 1993 and recently returned for her second tour in the Kenyan capital; Molly Hardy in the administrative office and Uttamlal "Tom" Shah, a visiting political officer.

Also killed were six other U.S. government and military members: Army Sgt. Ken Hobson from the Defense Attache's Office; Arlene Kirk, Jean Dalizu and Air Force Senior Master Sgt. Sherry Olds from the Kenya-U.S. Liaison Office; Marine Corps Sgt. Jesse Nathan Aliganga from the Marine Security Guard Detachment and Louise

Continued on page 10

Reuters Photo

Bombs, Continued from page 9

Martin, an employee of the Centers for Disease Control and Prevention in Kenya.

In addition, 32 Foreign Service Nationals and contractors were confirmed dead and eight were still missing in Nairobi at press time. Four FSNs and contractors were reported dead in Dar es Salaam.

Prudence Bushnell, U.S. ambassador to Kenya, covered her heart with a bandaged hand as the caskets of 11 of the U.S. citizens, draped in U.S. flags, were carried onto an Air Force transport jet to be flown from Nairobi to Germany's Ramstein Air Force Base. The ambassador had been at a meeting with the country's trade minister two doors away when the explosion occurred.

Secretary Albright, Director General Edward W. "Skip" Gnehm Jr., Assistant Secretary for African Affairs Susan Rice, and Assistant Secretary for Consular Affairs Mary A. Ryan flew to Germany to accompany the bodies to Andrews Air Force Base, Md. There, a memorial service, attended by President Clinton and the First Lady, was held Aug. 13.

Before departing Germany, the State officials visited the wounded Americans and Africans being treated in U.S. military hospitals in Germany. Others among the injured were being treated in Pretoria, South Africa, and at Walter Reed Army Medical Center in Washington, D.C.

At press time, investigators were searching for clues about the perpetrators in the rubble at both embassies. Secretary Madeleine Albright pledged to "find and punish the cowards who committed this act," and announced a reward of up to \$2 million for information leading to the arrest and conviction of those responsible.

During a town hall meeting Aug. 10 at Main State televised throughout the Department, the Secretary paid tribute to those killed in the explosion. "These were dedicated professionals who knew what we all know, but seldom consciously feel or express—that this work we do is dangerous," she said.

"By coming together, we're reminded of something very important," she told Department members. "Though we may be scattered geographically and varied in our fields and specialties, in the ways that truly matter we are one family. We share the same aims, the same risks and the same feelings of sorrow and grief when any member of our family is lost.

"We're reminded," she concluded, "that foreign policy is not an abstraction carried out by acronyms, that in the final analysis it is conducted not by nations, departments or ministries, but by people."

More details of the tragedies in East Africa and their impact on the Department will follow in October's issue.

State Provides Kosovo Aid

In response to urgent appeals from the United Nations and the International Committee for the Red Cross, the United States recently provided \$3.55 million for humanitarian needs related to the Kosovo crisis.

The contribution, made by State's Bureau of Population, Refugees and Migration, included \$2.6 million to the United Nations High Commissioner for Refugees, \$700,000 to the International Committee for the Red Cross and \$250,000 to the United Nations Children's Fund.

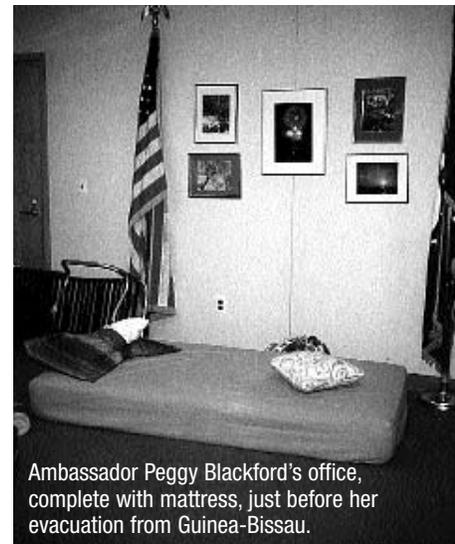
The aid is helping fund the agencies' programs that provide basic food, health and social services, shelter and protection for nearly 100,000 people in Serbia-Montenegro, Albania and Macedonia displaced due to the violence in Kosovo.

U.S. Evacuates Guinea-Bissau Embassy

Thanks to the assistance of the U.S. embassies in Banjul, Conakry and Dakar, all U.S. citizens who wished to leave Bissau during a recent coup attempt by Guinea-Bissau's armed forces left safely. The bulk of Peace Corps volunteers, U.S. citizens and official personnel departed the Western African nation on Portuguese and Senegalese vessels, as well as via road and aircraft.

Vessels chartered by State picked up the remaining embassy personnel. Ambassador Peggy Blackford and her staff are credited with courageously planning and carrying out their departure from the embassy.

Ambassador Blackford and four remaining embassy employees left the embassy just before it received a direct hit from the insurgents in a June 14 attack in which rockets, mortars and artillery rained over Bissau. The Swedish embassy, the main hospital and Finance Ministry also took direct hits during the fighting, and damage to the Russian and French embassies was reported.



Ambassador Peggy Blackford's office, complete with mattress, just before her evacuation from Guinea-Bissau.

New Bureau Announced

State recently announced the creation of a new Bureau of Western Hemispheric Affairs, or WHA. The bureau combines the Office of Canadian Affairs, previously in the Bureau of European and Canadian Affairs, with existing offices of the Bureau of Inter-American Affairs.

In announcing the plan, Assistant Secretary for Public Affairs James Rubin said the decision reflects State's intention to continue to deepen political and economic integration in the Western Hemisphere—from Tierra del Fuego to the Canadian Arctic.

He said the new bureau reflects U.S. emphasis on multilateral hemispheric action and coordination as the road to a better life to all citizens.

Mr. Rubin said the Western Hemispheric Affairs Bureau will work closely with the Bureau of European Affairs to ensure that cooperation with Canada on vital trans-Atlantic issues is maintained and strengthened.

No Passports to Child Support Delinquents

Scene I—A middle-class home in Arlington, Va.

Mike, a visibly elated third-tour economics officer, opens the front door shouting, "Honey, I'm home! Read this and let's celebrate!"

After reading the paper Mike has thrust into her hands, Honey exclaims: "Oh, wow, Mike! The tour of a lifetime in Oslo, our honeymoon city!"

"Now all we have to do is renew our dip passports and start packing! They want us there in two months. Do you have the kids' papers?"

"Yes, they're in the safety deposit box at the credit union. I can get them tomorrow. How did this come through? They gave you your fifth choice in Lima last month. Just think, we'll be able to go back to that theater we fell in love with."

"Well, the Oslo guy had to pull out at the last minute and I had all the qualifications. This is a much bigger job than the Lima one and it's in my specialty. Let's eat, I'm starved."

Scene II—Two weeks later, same place but big change in attitude.

Mike storms through the door. "Honey, read this letter! You'll never believe what happened. I'm so disgusted—the assignment of a lifetime hanging by a thread just because they won't issue my dip passport. I'm just furious!"

State Department employees who fall more than \$5,000 behind on child support payments are ineligible for a U.S. passport, including a diplomatic or official passport, according to the Passport Office in the Bureau of Consular Affairs.

Part of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, the provision is

designed to prevent U.S. passports from being issued until repayment arrangements have been made with the appropriate state child support enforcement agency. The law took effect Oct. 1, 1997.

The law applies to anyone certified by the Secretary of Health and Human Services as being in arrears on child support payments by more than \$5,000. Before certification, the individual will have been notified directly by the state child support enforcement agency, warning them that this and other actions will be taken.

Passport officials said State lacks authority to issue a passport once HHS certifies someone under this program until appropriate arrangements have been made with the responsible state child support enforcement agency. The officials reported seeing between 30 and 40 "hits" daily, noting that an individual who receives a passport denial letter can make immediate payment or arrangements to pay with the child support agency.

The state office faxes its decision to HHS which, in turn, prepares a weekly update for passport officials. Depending on when the applicant's name reaches HHS, it can take from a few days to two weeks to clear the passport system.

More information about this law and its provisions is available from the Office of Passport Policy, Planning and Advisory Services at (202) 955-0231.



AFSA

Honors Diplomatic Efforts

By Kellie Schmitt

The American Foreign Service Association honored seven individuals for their contributions to American diplomacy at a June 23 ceremony at Main State.

The ceremony drew a crowd of about 200, including former U.S. Senators Nancy Kassebaum and Howard Baker, Rep. Tom Lantos, Pulitzer Prize-winning author Katharine Graham and Undersecretary of Agriculture for International Affairs August Schumacher.

"AFSA believes it is important to recognize those serving our country abroad who demonstrate outstanding qualities," AFSA President Dan Geisler said in his opening remarks.

"These award winners are a real tribute to the Foreign Service, and I thank AFSA for giving us the opportunity to say 'thank you,'" said Edward W. Gnehm Jr., director general of the Foreign Service and director of Personnel, and cosponsor of the event.

Former Secretary of State Lawrence Eagleburger received AFSA's highest honor for "Lifetime Contributions to American Diplomacy." In presenting the award to Mr. Eagleburger, Brent Scowcroft, former national security adviser, said, "It's hard to describe Larry Eagleburger because nothing about him is ordinary. Of Larry it can truly be said he has made a difference."

In his acceptance remarks, Mr. Eagleburger applauded AFSA for promoting the Foreign Service at a time of big budget cuts. "In 37 years in U.S. government, I have never seen anyone, male or female, more dedicated to their country than Foreign Service officers," Mr. Eagleburger told the audience. "No one can tell it like it is as well or with as much expertise as the Foreign Service."

Foreign Service officers William Davies Sohler, Hanscom Smith and

Edmund McWilliams were honored for demonstrating extraordinary accomplishments involving initiative, integrity and intellectual courage and for offering constructive dissent to U.S. policies abroad. "AFSA regards constructive dissent as one of the primary responsibilities in a Foreign Service career," Mr. Geisler said.

William Davies Sohler, winner of the W. Averell Harriman Award for junior officers, was cited for his superb leadership during a time of dramatic change in visa procedures. Robert C. Fisk, grandson of W. Averell Harriman, presented the award.

The William R. Rivkin Award was presented to mid-level officer Hanscom Smith by Jane Pollack, sister of the late Ambassador Rivkin. As a political officer in Phnom Penh, Mr. Smith consistently articulated strong, independent views in the policy formation process and displayed physical courage in efforts to help political leaders and endangered individuals in Cambodia, according to the award citation.

Mr. McWilliams, who was unable to attend the ceremony, was honored for his people-oriented approach to democracy, scrutiny of established viewpoints and willingness to rethink the status quo in Indonesia.

Julie Abbott Murphy won the Avis Bohlen Award, presented to a member of a Foreign Service family who has done the most to advance American interests while at post. Katharine Graham, executive of the Washington Post Company, accepted the award for Ms. Murphy.

The M. Juanita Guess Award for community liaison officers who have demonstrated outstanding dedication, energy and imagination in assisting the families of Americans serving at an overseas post was presented to Linda Ahmed, CLO coordinator at the embassy in Riyadh. Ms. Ahmed was selected for helping families in a culturally isolated environment and promoting creative event planning and excursions.

The Delavan Award went to Joyce Harley for her extraordinary contributions to effectiveness, professionalism and morale at the embassy in Phnom Penh. As the secretary to Ambassador Kenneth Quinn, Ms. Harley carried on professional duties while boosting morale in the midst of a deteriorating political situation.

Each of the Foreign Service officer and personnel awards includes a \$2,500 monetary gift.



Former Secretary
Lawrence Eagleburger.

The author works in AFSA's public affairs office.

A Foreign Service officer describes what it's like to take diplomacy to the American public.

By Evan Kopp

During the past three years, I've had the opportunity to participate in the Department's recruiting efforts. Although officially known as recruitment, I prefer to think of these events as opportunities for "public diplomacy"—a chance to get the word out to the American people about what diplomats do outside their country and culture.

Depending on the region and time available, recruiting trips can last anywhere from an afternoon to more than a week. They generally revolve around specific university events such as career fairs and expand to classroom presentations, information sessions and faculty meetings. The regional recruitment manager handles preparations and travel arrangements, and explains the various career and student employment opportunities within State. The accompanying Foreign Service officer offers a first-hand description of a diplomat's life and answers students' questions.

Additionally, I like to supplement the official "recruiting" portion of the trip with academic presentations and speaking engagements to local citizen groups. During a recent trip to California, I used material supplied by the Public Affairs Bureau on the Fast Track program, and wove it into my discussion. Later, I gave the same presentation to the local Kiwanis Club.

Having a Foreign Service officer who is an alumnus of the university, or at least from the region, is always a plus on a recruiting trip. The recruitment division is constantly on the lookout for people from specific areas around the country. As a result, these trips make a great extension to any home or rest and recuperation leave.

And don't think that you need to have had years of experience to qualify. New officers are often the most appropriate people to describe for prospective entrants what the first few

years of Foreign Service life are like—and they generally do so with an enthusiasm that's contagious.

My most recent recruiting trip was a week in California last October. I traveled with Leann Bullin, who's responsible for recruiting in the Western states. Together, we visited the University of Central Los Angeles, University of California campuses in Davis, San Diego and Irvine, Occidental College and Long Beach City College. We participated in a career fair, gave information sessions and ran some classroom discussions. In the Los Angeles area, Bruce Beardsley, diplomat-in-residence at UCLA, was a welcomed participant. Special agents from the Southern California Diplomatic Security field offices also joined in some of the sessions.

Secretary Madeleine K. Albright has stressed the need for outreach to the American public. Recruiting trips are an effective and energizing way to take State's message to the people. Public diplomacy comes in all shapes and sizes and can be tailored to fit your own particular style and agenda.

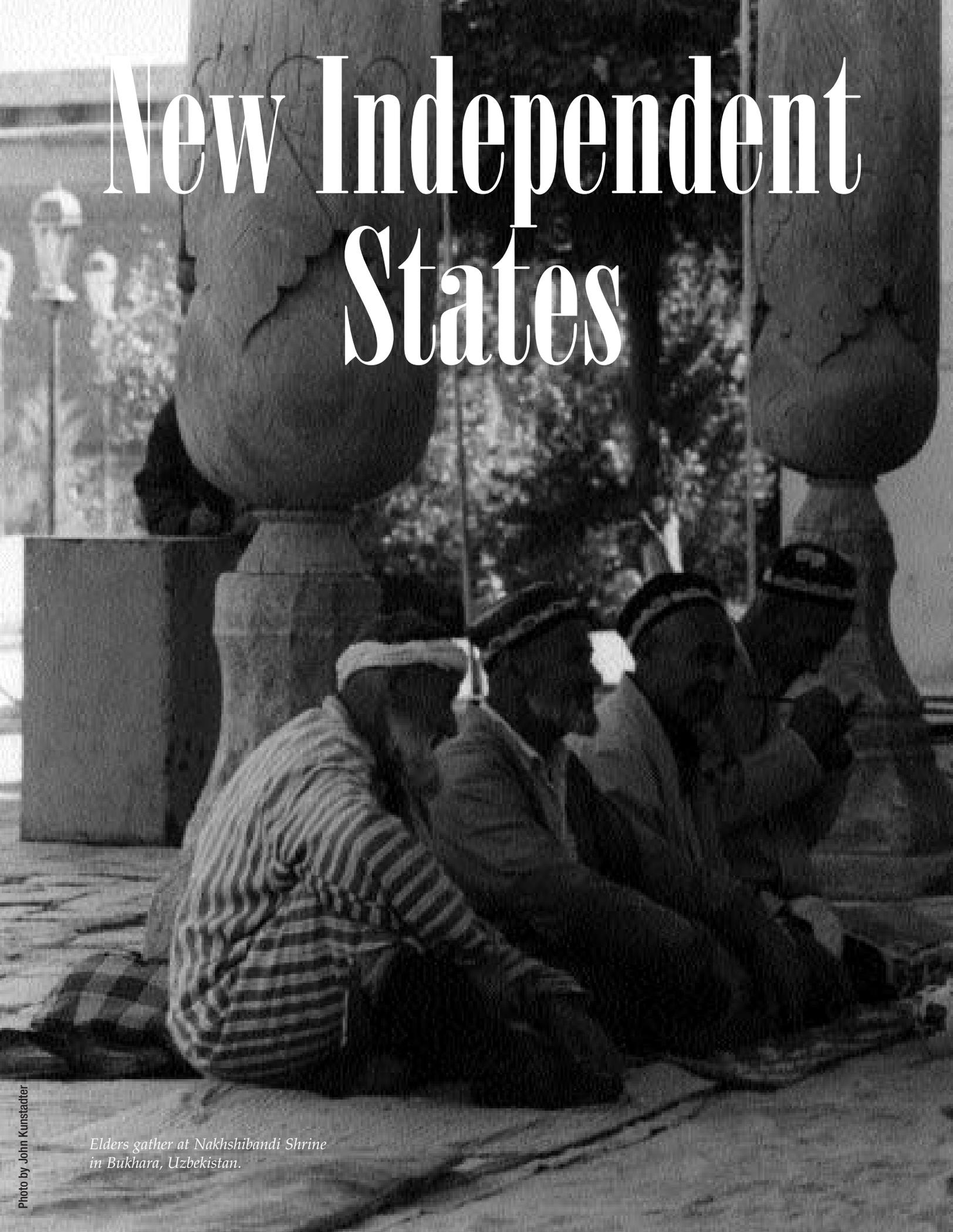
So if you're thinking about what to do on your next home leave or R&R, or can get out of the office for a few days, volunteer to recruit! You'll find it refreshing, and you'll do the Department and your fellow colleagues some good and gain great personal satisfaction in the process. For more information, call Diane Castiglione, chief of the Office of Recruitment's Outreach Branch, at (703) 812-2392.

The author is a Foreign Service officer in Bogota.



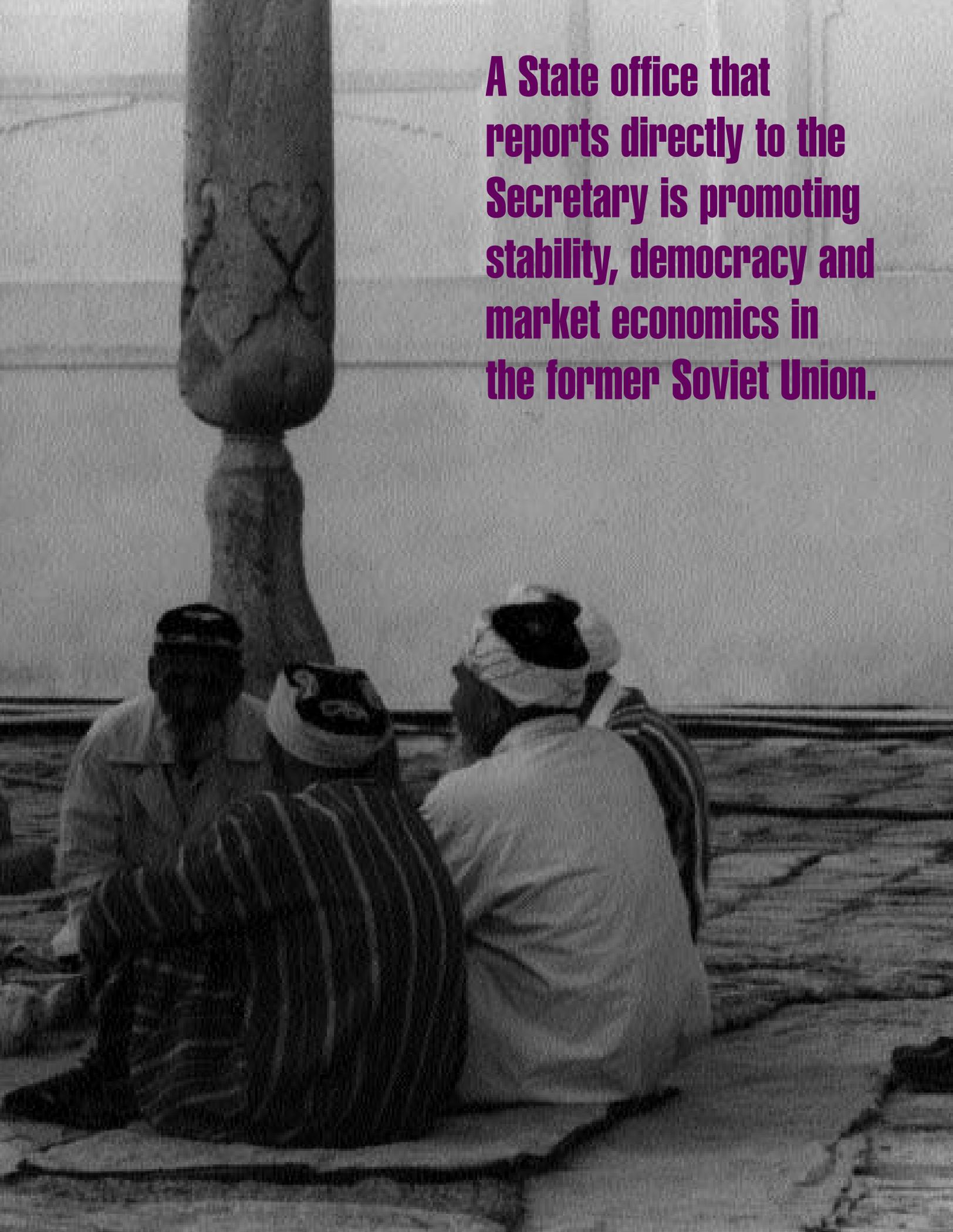
Foreign Service officer Evan Kopp leads a presentation at the University of California in San Diego.

New Independent States



*Elders gather at Nakhshibandi Shrine
in Bukhara, Uzbekistan.*

A State office that reports directly to the Secretary is promoting stability, democracy and market economics in the former Soviet Union.



Men at prayer in Uzbekistan.

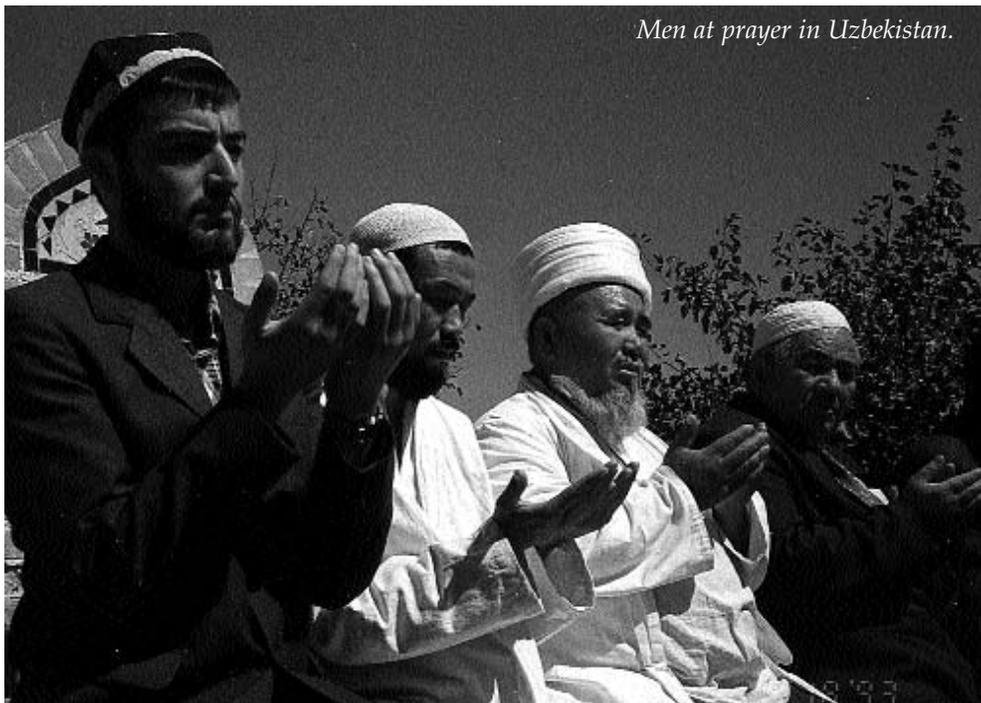


Photo by Daria Fane

By Andre Lewis and Gladys Boluda

The Office of the Special Adviser to the Secretary and Ambassador-at-Large for the New Independent States—referred to at State simply as “S/NIS”—was created in 1993 to reflect the change in world politics after the Soviet Union broke up into 12 new countries.

Previously, the Soviet Union and, briefly, the new independent states, were in a unified country directorate within the European Bureau. That structure no longer squared with America’s interest in supporting the independence, sovereignty and territorial integrity of these new states. Deputy Secretary Strobe Talbott served as special adviser to the Secretary and ambassador-at-large for the NIS from 1993 to 1994 before assuming his current position. He was succeeded by James Collins and, in 1997, by Stephen Sestanovich.

The special adviser to the Secretary and ambassador-at-large is the de facto regional assistant secretary responsible for all aspects of U.S. relations with NIS. He works closely with and provides policy guidance to the coordinator for NIS assistance and the special negotiator for Nagorno-Karabakh and NIS regional conflicts.

The Office of Russian Affairs, which manages the U.S. bilateral relationship with Russia, is one of four offices that reports to S/NIS. The office handles a broad array of issues ranging from religious freedom to missile proliferation to NATO-Russian relations and macroeconomic stability. It also supports a very active, high-level dialogue between the United States and Russia that involves President Clinton, Vice President Al Gore, Secretary

Madeleine Albright and Deputy Secretary Talbott, among many others. A highlight for the office this year will be the President’s planned visit this month, the 14th personal meeting of the two countries’ leaders since 1993.

Economic and scientific activities between the two countries are widening, too, thanks largely to efforts of the Joint Commission on Economic and Technological Cooperation. The commission, chaired by Vice President Gore and the Russian prime minister, has significantly expanded the scope of the relationship between the United States and Russia.

Besides its other responsibilities, the Office of Russian Affairs supports the U.S. embassy in Moscow and consulates in St. Petersburg, Yekaterinburg and Vladivostok.

The Office of Western Slavic and Moldovan Affairs manages U.S. bilateral relations with Ukraine, Moldova and Belarus. These contiguous countries along the western periphery of the NIS face similar problems of economic and democratic reform.

With 51 million people, Ukraine is NIS’s second-largest country and the first to achieve a peaceful change of government through elections. In 1994, its leaders made the courageous decision to rid Ukraine of nuclear weapons. The U.S.-Ukraine Binational Commission, headed by Vice President Gore and Ukrainian President Kuchma, met in July for the second time and covered a wide array of economic, nonproliferation, regional and other issues.

Moldova, a country bordering Romania and suffering from a secessionist movement in Transnistria, has emerged as a leader in both political and economic reform among the NIS—particularly in returning collectivized land to the farmers. In 1997, the U.S. embassy in Moldova negotiated with the government to buy 21 high-performance MiG-29 jet fighters to prevent their purchase by a dangerous state.

The New Independent States

Armenia	Moldova
Azerbaijan	Russia
Belarus	Tajikistan
Georgia	Turkmenistan
Kazakhstan	Ukraine
Kyrgyzstan	Uzbekistan



U.S., French and Russian negotiators board an Armenian helicopter for a flight to Nagorno-Karabakh.

Photo by Michael Keays

Belarus is the only NIS country actively restoring the institutions of the Soviet authoritarian past. Its repressive human rights policies, plus efforts to restore state control over the economy and curb the activities of the U.S. and other ambassadors and embassies, have limited the opportunity for the United States to forge a strong bilateral relationship.

S/NIS' Office of Caucasus and Central Asian Affairs focuses on Georgia, Armenia and Azerbaijan in the Caucasus, and in Central Asia, the five "stans"—Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and

Uzbekistan. The region has a varied landscape, ranging from arid desert in Turkmenistan to towering mountains in Tajikistan, and a varied population. While most of the region's people are Moslem, Armenia's and Georgia's populations are largely Orthodox Christian. The large

Resolving Conflict in the Region

The Office of the Special Negotiator for Nagorno-Karabakh and NIS Regional Conflicts is the leader in multilateral efforts to end two bloody separatist conflicts: Nagorno-Karabakh in Azerbaijan and Abkhazia in Georgia.

These two conflicts have, at times, destabilized the three Caucasus countries. The fighting has been close to the future flow of Caspian oil, the fuel for the entire region's economic growth, and that makes peace there all the more urgent.

Since early 1997, Deputy Secretary Talbott has been the U.S. co-chair of the Organization for Security and Cooperation in Europe's Minsk Conference on Nagorno-Karabakh. The other co-chairs are his French and Russian counterparts. Day-to-day Nagorno-Karabakh diplomacy, as well as U.S. efforts to help resolve the Abkhaz conflict in Georgia, are handled by the Office of the Special Negotiator for Nagorno-Karabakh and NIS Regional Conflicts.



Photo by Cecile St. Julien

Ambassador Stephen Sestanovich, right, shakes hands with Georgian President Eduard Shevardnadze as Georgian Foreign Minister Irakli Menagarishvili looks on.



Photo by Gene Fischel

Villagers sell baskets in Khotyaniivka, Ukraine.

Slavic population in Kazakhstan has a strong Orthodox history. Central Asia, once the poorest, least developed region in the Soviet Union, now shows economic promise as privatization, economic reform and the ability to market resources such as oil and gas provide the engines of economic development.

Desk officers in the Office of Caucasus and Central Asian Affairs are engaged in such policy challenges as the conflicts in Tajikistan, Georgia and Nagorno-Karabakh. (See sidebar, page 17)

In addition, they work to encourage regional cooperation in developing the East-West energy transport corridor to take Caspian Basin oil and gas to international markets in the West. The office also supports the establishment of modern militaries and cooperation among defense establishments in the region through the Central Asian Peacekeeping Battalion, and it promotes democracy and market economics in countries with little experience with them. The office supports two joint commissions in the region, one with Kazakhstan and the other with Uzbekistan.

S/NIS' Office of Policy and Regional Analysis deals with issues that transcend the boundaries of any single country. Key among these are arms control, proliferation, European security issues and technical space launch agreements. The office has the lead on issues related to strategic nuclear weapons treaties, chemical and biological weapons conventions and a wide range of other arms control and nonproliferation subjects, including the Conventional Forces in Europe Treaty. The office also

focuses on Russian nuclear energy issues and on Caspian energy development and pipelines, and it serves as the clearinghouse for other Department and U.S. government agencies on other NIS-wide regional political-military and economic issues.

These four domestic offices and 15 posts overseas reporting to S/NIS receive administrative support from a cross-functional, NIS-dedicated team in the European Bureau's Executive Office.

The strategic importance of the new independent states and the large number of high-priority issues involving them require the S/NIS staff to respond quickly and prudently to the diplomatic challenges and opportunities presented by the nations of former Soviet Union.

To help consolidate the efforts of all U.S. government programs assisting the NIS in the transition to democracy and free, open markets, the Office of the Coordinator of NIS Assistance was established in 1992.



Chechen refugees in Khasav'yurt, Dagestan, where humanitarian food and medical supplies are distributed through Operation Provide Hope.

Since then, the office's Humanitarian Division has delivered more than \$2 billion in excess Defense Department and privately donated humanitarian goods in the NIS. Its Security Division works closely with U.S. government agencies that provide assistance and develop cooperative efforts to reduce threats posed by the former Soviet Union's weapons of mass destruction, weapons materials, technology and expertise.

In addition, the office's Democracy Division manages U.S. democratic initiatives in the NIS. From supporting free and fair elections to encouraging judicial reform, it strives to promote democratic values and the rule of law and civil society throughout the NIS, as well as to fight crime and corruption, including violence against women and children.

The Economic Division also supports market reform through technical assistance and a wide variety of programs to promote, among other initiatives, privatization, entrepreneurship and small business development.

Facilitating NIS accession to the World Trade Organization is an important aspect of this effort.

U.S. assistance to the NIS has shown tangible, positive results. Following her trip to five NIS countries in November 1997, First Lady Hillary Rodham Clinton remarked, "The U.S. cannot expect democracy to take root in the region without a serious commitment of public and private resources."

She acknowledged that "many of these democracies are fragile," and that the United States has a strong stake in their success.

"Their hope is ours too," Mrs. Clinton said. "Based on what I saw and heard in my very short visit, hope is alive and well and the United States should do all that we can to nurture it and help it grow in the soils of these very impressive, historic countries." ■

Andre Lewis is a special assistant for congressional liaison in S/NIS. Gladys Boluda is the office's special adviser for consular and management issues.

Training FAOs for the NIS

By Mari K. Eder

In the six years since the dissolution of the Soviet Union, 14 new embassies, all with defense attaché representation, have opened in the new independent states. In many of these emerging democracies, active security assistance programs, military-to-military contacts, and even joint military exercises are being planned and conducted—when less than a decade ago there were *no* military contacts. In almost all cases, these new programs have been the responsibility of a lone U.S. military officer, usually a graduate of the Foreign Area Officer Program at the George C. Marshall Center in Garmisch-Partenkirchen, Germany.

The George C. Marshall European Center for Security Studies is a Defense Department educational institution that provides the in-country education and training for Eurasian foreign area officers. The rigorous curriculum, conducted in Russian, focuses on regional and military studies and advanced Russian and Ukrainian language instruction.

In the years since the Cold War, the political, military, economic and social challenges of the Central and Eastern European region make foreign area officers more important and relevant than ever before. Their function epitomizes the U.S. strategy of engagement.

The 18-month-long FAO program immerses officers in a foreign cultural and linguistic environment, providing advanced language studies and educating them about the region. These soldier-statesmen also spend up to one-third of their Marshall Center tour in internships in embassies, or participating in military exercises and humanitarian operations, attending military or civilian training programs in Russia or other Eurasian countries or conducting directed travel.

In the last three years FAOs trainees have completed internships as assistant Army attaches in Belarus, Latvia, Kazakhstan, Georgia, Armenia, Estonia, Lithuania, Krygyzstan, Azerbaijan, Ukraine and Uzbekistan. Marshall Center students have also had the unique opportunity to step in and serve as acting defense attachés in Tajikistan, Krygyzstan, Uzbekistan, Moldova and Turkmenistan. Their service has been so successful that the Marshall Center continues to receive additional requests for FAO internships and assignments.

The author is the public affairs specialist for the George C. Marshall Center.

POST OF THE MONTH:

Wellington:

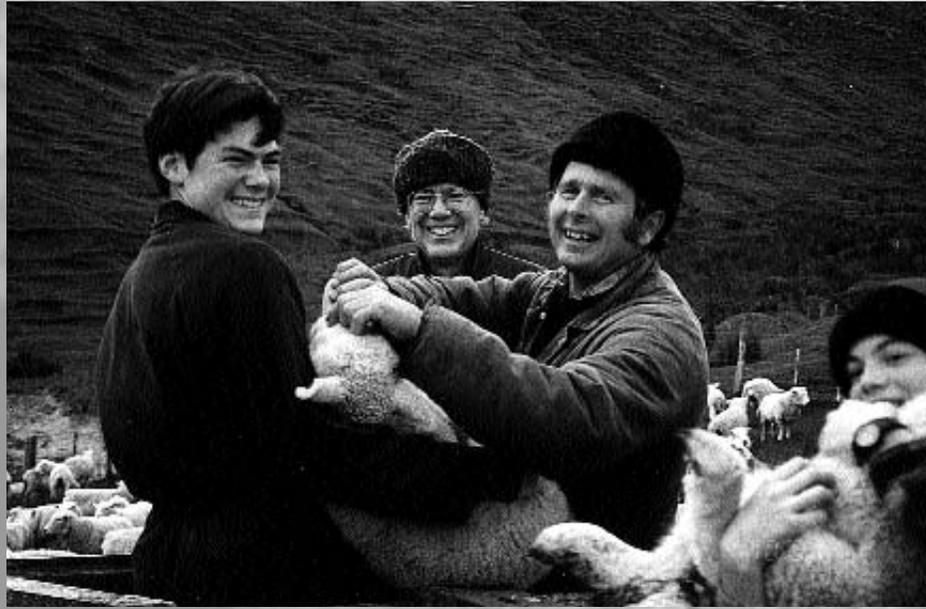
Where the Winds of
Antarctica and Change Blow

*Mount Tasman, a popular
getaway near Wellington.*

What kind of place is New Zealand? Some Americans compare it to pastoral 1950s America. With 3.7 million people (and 47

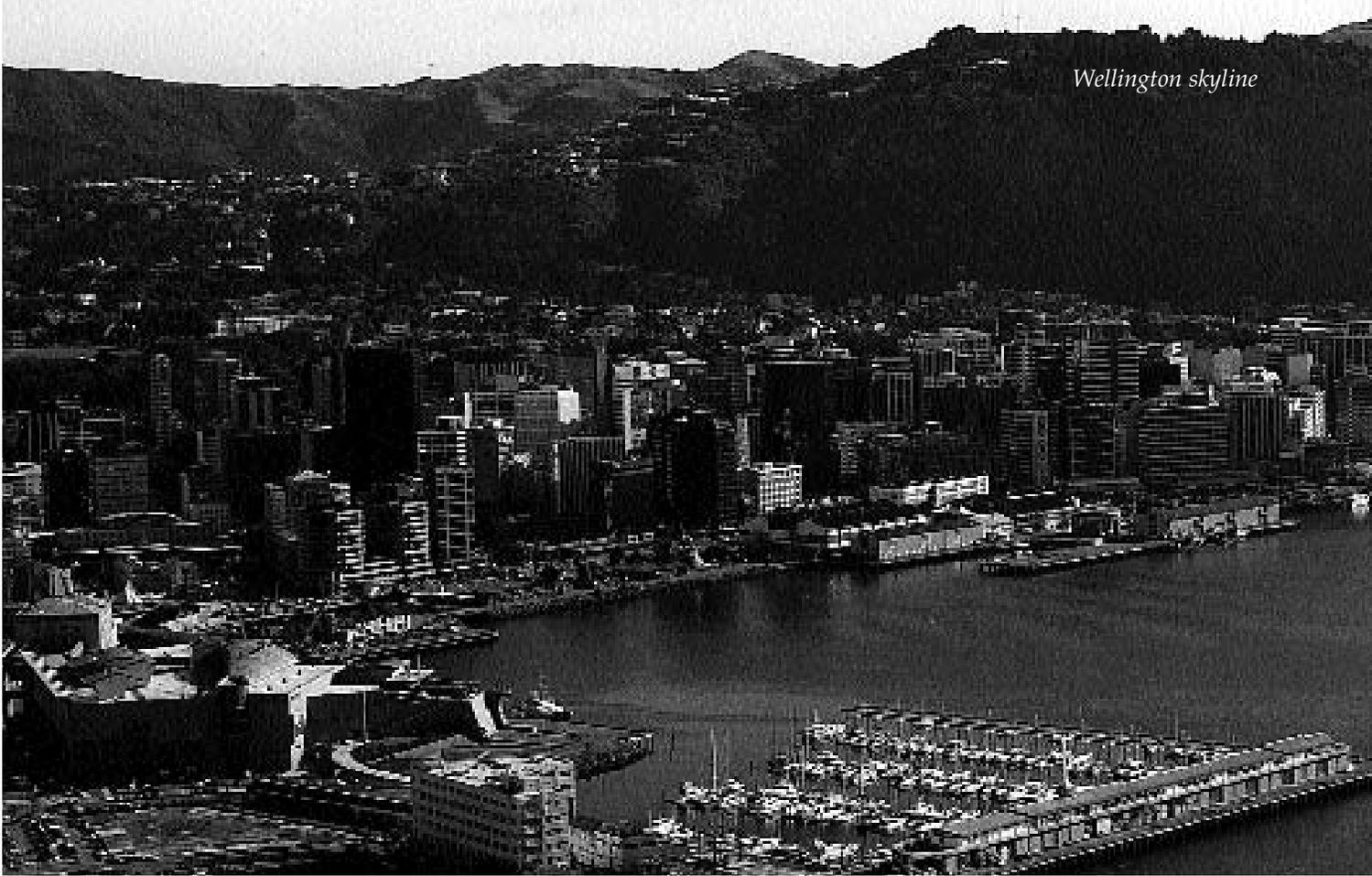
By Mark McBurney

Ben Dworken, Deputy Chief of Mission Mort Dworken, Craig Knight and Jeremy Dworken "dock and drench" sheep.



It is the kind of place where everyone knows everyone else; the kind of place where locals look up, see a jet and say (accurately), "Gee, the Quantas flight from Sydney is early today." More importantly, it is the kind of place where serious crime is so infrequent it still makes the front pages; where they cheerfully (but shyly) make change without requiring you to buy something first; where you could live a year and see only one homeless person.

It is also the kind of place where weather matters. The native Maori word for New Zealand, "Aotearoa," translates to "Land of the Long White Cloud" for good reason. There is nothing between New Zealand and Antarctica but ocean, so every south wind brings a polar weather pattern. Additionally, Wellington's location astride Cook Strait, the narrow passage separating New Zealand's two main islands (imaginatively named "North Island" and "South Island"), abuts it to a veritable wind tunnel as



“Roaring 40s” west winds go whistling through the only break in New Zealand’s mountainous spine. This makes for wet, highly changeable weather and sometimes requires wearing earplugs to bed.

Wellingtonians don’t just talk about the weather; they spin it. Unwilling to apologize for or admit to the nastiness of it, they put the best possible gloss on it: “There is a lovely quality to that polar front bearing down on us,” “The gale-force winds keep pollution levels low!” and “Don’t worry, the rain will blast that tar off your car.”

When the sun shines, however, Wellington’s brightly colored Victorian houses, perched cheerily on green-on-green volcanic mountains, front-lit by sparkling blue-green Pacific waters, can compete favorably with anything Sydney or San Francisco has to offer—but without their traffic.

New Zealanders refer to themselves as “Kiwis,” after their national symbol: a large, nearly blind, flightless, inactive, aesthetically challenged bird that does very little but eat and sleep. But don’t be deceived: Homo sapiens Kiwis are active, healthy, outdoorsy, rugby-loving, natural, upstanding, decent folk. Many have peaches ‘n cream complexions, eschew make-up and fur, and seem completely impervious to the weather. They have largely avoided the cultural cringe that some-

Beaming with success are members of “Beeman’s Bombers,” the Wellington embassy championship softball team. Standing, from left, are John Whalen, Carrie Ullman, John Robertson, Jamie Mawby, Guthrie Gullion, Kim Bellingham-Day and Ben Katterson, Ravi Kewalram, Ben Dworken. Kneeling are Kerry Keohane, Jeremy Dworken, Kate Mawby, Meri-Kay Katterson and Mark McBurney.



times afflicts smaller countries, but lamentably don't have the critical mass of population that provides the necessary anchor for high culture—and by high culture we, of course, mean major league baseball and A&W root beer!

New Zealand is a racially diversified country with a long tradition of racial tolerance. It was first settled by Maori from Polynesia about 1,000 years ago. Maori now make up about 15 percent of all New Zealanders, while other Pacific Islanders make up 5 percent.

The Bilateral Relationship

Ambassador Josiah Horton Beeman and Joyce Roman.



While New Zealand and the United States interact on a variety of issues, trade and security issues of all stripes dominate the bilateral agenda.

For decades, the country lived very well “off the sheep’s back” with a ready export market to mother-country Britain that helped finance a generous cradle-to-grave social welfare system within a heavily protected and regulated domestic economy. This changed in 1973 when the United Kingdom joined the European Economic Community and New Zealand lost its ready export market. Confronted with this and later, a deteriorating domestic economic situation, New Zealand elected in the mid-1980s to undergo a radical change toward trade liberalization and domestic deregulation. Today, the country’s economy is largely export-driven and privatized and is one of the world’s most efficient producers of agricultural products.

New Zealand’s trade efficiencies have spurred its government to take cutting-edge positions on trade liberalization that often mirror U.S. positions, and the two countries are frequent partners in such trade forums as the Asian Pacific Economic Cooperation, the Organization for Economic Cooperation and Development and the World Trade Organization. New Zealand is especially looking forward to 1999, when it will host the APEC chair and leaders’ meeting.

While bilateral trade relations are generally very good, there are a few exceptions. Most recently, New



The U.S. embassy Wellington

Zealand decided to lift the ban on parallel imports, which are legally manufactured goods imported into a country without permission of the intellectual property right owner. The action may make New Zealand a candidate for the Special 301 Watch List, an annual review of intellectual property rights practices to identify countries that deny adequate and effective protection to U.S. companies or citizens. The list is compiled by the Office of the U.S. Trade Representative.

On regional security issues, New Zealand strongly supports American engagement in the Pacific and is an active player in regional peacekeeping initiatives. New Zealand also is very active on nuclear disarmament and arms control issues, which sometimes puts it at loggerheads with U.S. policy.

Bilateral security relations between the United States and New Zealand have been strained since the mid-1980s when New Zealand instituted policies that bar nuclear-armed and nuclear-powered warships from New Zealand ports. This effectively prevented practical cooperation under the Australia-New Zealand-U.S. alliance and led the United States to suspend its security obligations to New Zealand. A U.S.-imposed 10-year ban on high-level government-to-government contacts ended in 1995, but other restrictions remain.

Peggy Kroder from the embassy community helps local primary school students celebrate their school's 50th anniversary with a commemorative quilt she made.



"The Beehive," the ministerial wing of New Zealand's Parliament, and the Parliament building.



Despite the suspended alliance relationship, the United States and New Zealand share many beliefs and values. New Zealand has joined United Nations and U.S. forces in peacekeeping operations throughout the world, including the Persian Gulf, Bosnia, Haiti, Somalia and Cambodia. Most recently, New Zealand contributed troops and aircraft to the multinational coalition against Iraq, and led the truce monitoring group in Papua, New Guinea.

Embassy Wellington

The embassy is one of three components of the U.S. presence in New Zealand, which also include the Auckland consulate general and Operation Deep Freeze's Antarctic support unit in Christchurch.

The embassy in Wellington is a modern three-story building in Thorndon, one of Wellington's original neighborhoods. The embassy occupies land that was once the home of Katherine Mansfield, one of New Zealand's most important short story writers.

Staff at post consists of 18 Americans and 26 Foreign Service Nationals. In addition to State and the U.S. Information Service, the departments of Defense, Agriculture and Commerce have a presence in Embassy Wellington, and State and Commerce are also in Auckland. Personnel strength in both cities has been cut by 29 percent since 1994, including the departure of the Marine security guards and the consolidation of all consular services in Auckland. ■

The author is a political officer in Wellington.

By Franklin E. Huffman

The similarities between the United States and New Zealand are striking—both countries have a colonial history, both are immigrant societies with English as a unifying language and both are democracies based on the rule of law and the rights and responsibilities of the individual citizen.

Both countries are committed to free trade and open markets, and their common commitment to democratic freedoms has led America and New Zealand to stand shoulder to shoulder through every major conflict in this century.

New Zealanders' love of travel, and the tradition of an "OE" or overseas experience for young New Zealanders, means that an unusually high proportion of USIS Wellington's contacts have visited or studied in the United States or have relatives or friends living there. Thirteen of the current 23 members of the New Zealand Cabinet, as well as one-third of the members of Parliament, have participated in USIA's International Visitor Program.

Given this idyllic picture of the bilateral relationship, you might assume that there is very little need for public diplomacy in New Zealand and that serving at USIS Wellington is a piece of cake. You would be wrong!

It can be argued, in fact, that the job of USIS is even more challenging in New Zealand than in less similar countries, since we may be tempted to believe that similar means same. As New Zealanders already know a great deal about the United States, public diplomacy must be exceptionally nuanced and sophisticated to be effective.

New Zealand has been called "a nation of poet-farmers." This epitomizes many of the contradictions and challenges of programming in New Zealand. New Zealanders pride themselves on their rural shepherd image, yet have an unusually high proportion of artists, writers and musicians. They are sophisticated and well informed yet are sometimes defensive about their diminutive size and isolation.

Despite the linguistic, cultural and historical commonalities, one may find an undercurrent of anti-Americanism that can lead to hostility toward Americans and to inaccurate media coverage of U.S. institutions, society and values. The prevalence of popular American culture in the form of pop

music, films, television and fast food sometimes leads to fears of the "Americanization" of New Zealand culture.

In the security area—quite aside from the well-known rift over New Zealand's antinuclear policy, and despite the two countries' common commitment to the defense of freedom—a significant segment of the New Zealand population feels that there is no need for defense expenditures and sees the United States as a dangerous nuclear power interested only in establishing military and economic hegemony in the Asia Pacific area.

And in the area of trade and economics, the spectrum of opinion in New Zealand ranges from official support for free trade and for an eventual free trade agreement with the United States, to philosophical opposition to free trade, support for protectionism and the extreme—the belief that the United States is the driving force behind a sinister globalization that threatens New Zealand's economic integrity and autonomy.

The challenge, then, for USIS in New Zealand is to correct common misperceptions about the United States; to convince New Zealanders that security is the "oxygen" that fuels trade and prosperity; and to persuade the doubters that open and unfettered markets are the best way to increase trade, create jobs and grow our economies. The challenge is also to build foundations of trust and understanding between the people of New Zealand and the United States through educational and cultural exchange, personalized contact with counterparts and information about U.S. institutions, society and values. ■

The author is a public affairs officer with USIS Wellington.



Conducting a USIS public diplomacy strategy session are, from left, Mary Keie, Caryl Kirwan, Frank Huffman, Christine Vivian and Kate Mawby.

EVACUATION: One Evacuee's Story

Evacuation is a fact of life in the Foreign Service today. Here's the story of how one person coped with an evacuation and what she learned in the process.

Alice Benyik sorts evacuees' mail at the Family Liaison Office.

By Alice Benyik

We all thought that we were so clever in picking Eritrea as our next post. Such a beautiful spot in East Africa with people living in harmony since their independence from Ethiopia in 1991. We thought this would be the best two years of our Foreign Service life.

This harmony was destroyed when the border dispute between Eritrea and Ethiopia escalated. Due to the uncertainty of the political situation, the embassy was ordered to mount a full-scale evacuation. Then, on a sunny afternoon in June, Ethiopia bombed the airport in Asmara. As we gathered in the embassy compound, we heard the sound of bombing and rapid anti-aircraft fire. No one panicked, although there were plenty of nervous faces. Our first thought was to get the children inside and safe. Thank goodness for *Mary Poppins*. The video began before any of the children could notice that we adults might be worried.

On reflection, I think most of us were in total denial that we had to leave until the embassy gates opened and our Jeeps were rolling out one by one. My husband was one of the few staying behind, standing and waving at me. I looked back to see him until the last possible moment. I thought this could be the last time we would see each other for a very long time.

We flew to Frankfurt and were well taken care of by everyone at the consulate. We anxiously watched CNN for any information on Eritrea, where we had left loved ones, friends and colleagues. We left behind all our belongings. Some of us had closed the door on our pets,

Continued on page 28

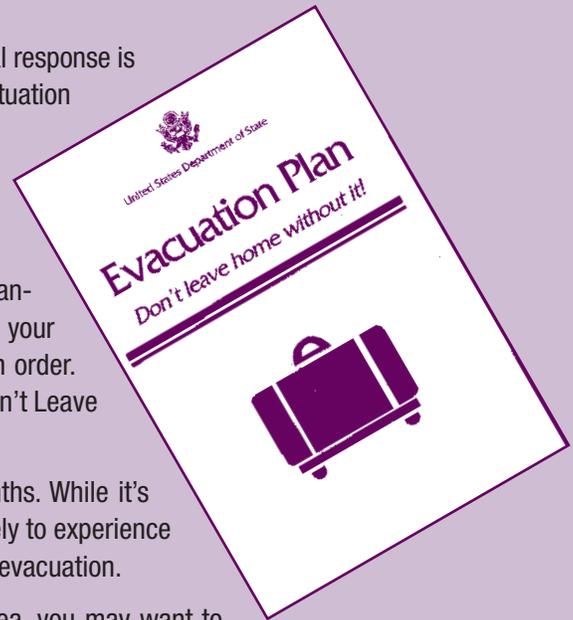


Planning for an Evacuation

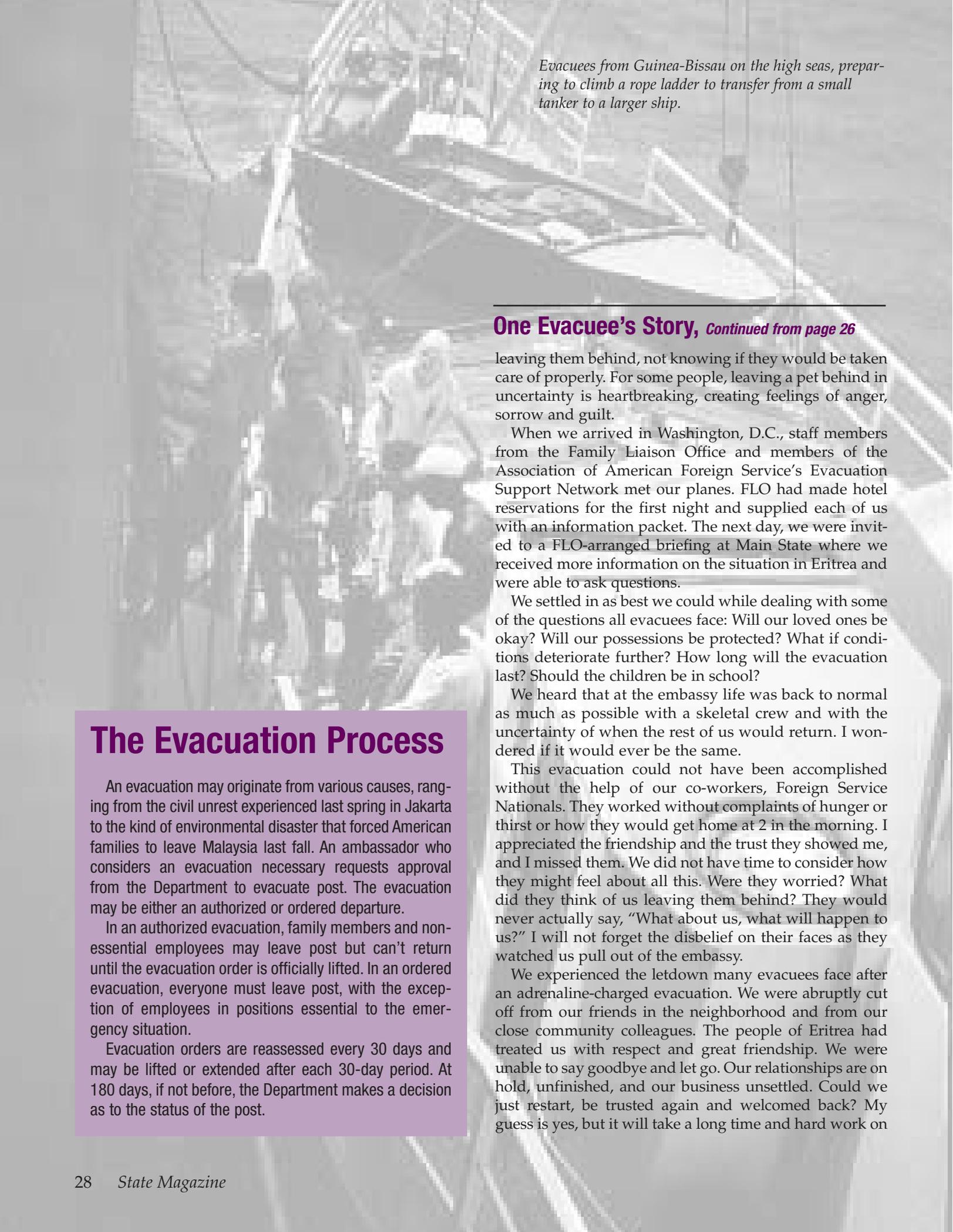
Evacuees experience a wide range of emotions, but an almost-universal response is a sense of losing control of their lives. Many evacuees feel caught in a situation over which they are powerless, yet it affects every aspect of their lives.

Since this feeling is so common, FLO offers families these tips for gaining a measure of control over the situation.

- ▼ Plan ahead. Decide your safehaven location ahead of time, organize the documents you will take with you, explore options for your children's care or schooling and put your powers of attorney in order. Keep on hand, and refer to, a copy of FLO's "Evacuation Plan: Don't Leave Home Without It!"
- ▼ Plan for the long term. Evacuations average three to four months. While it's difficult to predict how long you'll be away from post, you're likely to experience fewer frustrations if you plan for a longer rather than a shorter evacuation.
- ▼ Use available resources. If you are in the Washington, D.C., area, you may want to take courses at the Overseas Briefing Center or functional training at the Foreign Service Institute. You may want to consult with the FLO staff about short-term employment, education options and questions about evacuation. You may find the licensed clinical social workers at the Employee Consultation Service to be helpful. The office is located in Columbia Plaza, across the street from Main State. And even if you're not in Washington, you're encouraged to contact FLO at (202) 647-1076 and the ECS staff at (202) 663-1815.
- ▼ Create a "normal" life. Develop as normal a routine as possible for yourself and your children. You may choose to put the children in school if an evacuation lasts more than a month. Get them involved in activities, and get involved yourself. Pursue hobbies, do volunteer work or take a part-time job.
- ▼ Keep in touch. Stay in touch with fellow evacuees and with FLO throughout the evacuation. You'll be up to date on the latest information from post and enjoy mutual support with others in the same situation. FLO organizes briefings, publishes a newsletter for the evacuee community, phones evacuees regularly and shares phone numbers and addresses of other evacuees who have given such permission. Take the initiative yourself to keep up the contact as well.



Evacuees check in before their flight from Jakarta.

A black and white photograph showing a person climbing a rope ladder on the deck of a ship. The person is in the center, reaching up. The background shows the ship's structure and rigging.

Evacuees from Guinea-Bissau on the high seas, preparing to climb a rope ladder to transfer from a small tanker to a larger ship.

One Evacuee's Story, *Continued from page 26*

leaving them behind, not knowing if they would be taken care of properly. For some people, leaving a pet behind in uncertainty is heartbreaking, creating feelings of anger, sorrow and guilt.

When we arrived in Washington, D.C., staff members from the Family Liaison Office and members of the Association of American Foreign Service's Evacuation Support Network met our planes. FLO had made hotel reservations for the first night and supplied each of us with an information packet. The next day, we were invited to a FLO-arranged briefing at Main State where we received more information on the situation in Eritrea and were able to ask questions.

We settled in as best we could while dealing with some of the questions all evacuees face: Will our loved ones be okay? Will our possessions be protected? What if conditions deteriorate further? How long will the evacuation last? Should the children be in school?

We heard that at the embassy life was back to normal as much as possible with a skeletal crew and with the uncertainty of when the rest of us would return. I wondered if it would ever be the same.

This evacuation could not have been accomplished without the help of our co-workers, Foreign Service Nationals. They worked without complaints of hunger or thirst or how they would get home at 2 in the morning. I appreciated the friendship and the trust they showed me, and I missed them. We did not have time to consider how they might feel about all this. Were they worried? What did they think of us leaving them behind? They would never actually say, "What about us, what will happen to us?" I will not forget the disbelief on their faces as they watched us pull out of the embassy.

We experienced the letdown many evacuees face after an adrenaline-charged evacuation. We were abruptly cut off from our friends in the neighborhood and from our close community colleagues. The people of Eritrea had treated us with respect and great friendship. We were unable to say goodbye and let go. Our relationships are on hold, unfinished, and our business unsettled. Could we just restart, be trusted again and welcomed back? My guess is yes, but it will take a long time and hard work on

The Evacuation Process

An evacuation may originate from various causes, ranging from the civil unrest experienced last spring in Jakarta to the kind of environmental disaster that forced American families to leave Malaysia last fall. An ambassador who considers an evacuation necessary requests approval from the Department to evacuate post. The evacuation may be either an authorized or ordered departure.

In an authorized evacuation, family members and non-essential employees may leave post but can't return until the evacuation order is officially lifted. In an ordered evacuation, everyone must leave post, with the exception of employees in positions essential to the emergency situation.

Evacuation orders are reassessed every 30 days and may be lifted or extended after each 30-day period. At 180 days, if not before, the Department makes a decision as to the status of the post.



General Services Officer Mary Doetsch, left, and Public Affairs Officer Mary Scholl evacuate from Asmara aboard a C-130 aircraft.

our part. As the community liaison coordinator, I am looking forward to getting back, to getting our community on track again and to rebuilding our lives back in Eritrea. Perhaps it will be the way it was before, or maybe even a little better, now that we have bonded even closer with more understanding of each other. If this could be accomplished when we return, then maybe we can say, "How clever we were to have picked Eritrea as a post!" ■

Alice Benyik is the Community Liaison Office coordinator in Asmara. She is currently in Washington assisting FLO with the recent evacuees from Eritrea.

The information on evacuation was submitted by Virginia Boncy, support services officer in the Family Liaison Office, who has experienced evacuations from both sides. In the past year, she has assisted with 13 evacuations. She was the Community Liaison Office coordinator in Monrovia, from where she was evacuated in 1990.

Evacuation Benefits

Evacuations often force families to dip into personal savings. But State offers some allowances to help offset families' unexpected expenses. They include:

- ▼ Round-trip orders and a one-way plane ticket
- ▼ Air freight (when possible)
- ▼ Settlements for loss of property
- ▼ Travel per diem
- ▼ Subsistence Expense Allowance of \$80 a day for the first 15 days on arrival at the safehaven
- ▼ Subsistence Expense Allowance based on type of lodging beginning on the 16th day of the evacuation. Principal evacuees in commercial lodging receive \$2,400 a month plus \$16 per day for each additional evacuee in the family unit. Principal evacuees in non-commercial lodging receive \$1,200 a month plus \$8 per day for each additional evacuee in the family unit
- ▼ Return to post or onward assignment
- ▼ Separate Maintenance Allowance for families separated by an evacuation for the remainder of their tours if the evacuation extends past the 180-day maximum and the post is declared unaccompanied

Where do evacuees go?



The official safehaven for all U.S. government employees and their families is the continental United States. Employees are expected to report to work at their agency headquarters, usually in Washington, D.C.

The family may choose any point in the continental United States as a safehaven address, and is not required to return to its home leave address. Department approval is required, however, if the family chooses Alaska, Hawaii or a foreign location as a safehaven. Once a family arrives at the safehaven address, the government will not pay for another move—except to Washington, D.C., to join an employee who departed post later.

Evacuations

More common than
you might realize



Reuters/Supri/Archieve photo

Student protesters in Jakarta, where rioting led to an embassy evacuation last May.

By John T. Haralson

The State Department has carried out well over 100 evacuations during the past 10 years—averaging one authorized or ordered departure every five weeks.

The evacuations have affected every region of the world. The African Affairs Bureau led with 43 evacuations, followed by Near Eastern Affairs, with 32, European and Canadian Affairs with 15, and South Asian Affairs Inter-American Affairs and East Asian and Pacific Affairs with 10 each.

The largest number of evacuations during the past 10 years occurred in 1991, during the Persian Gulf War. None of those evacuations were military assisted; in fact, only 20 of all evacuations conducted since 1988 required military assistance. They are identified in the chart that follows by an asterisk (*).

One post, Kinshasa, was evacuated four times in the past decade. Seven posts were evacuated three times each during the past decade: Dunshanbe, Brazzaville, Monrovia, Khartoum, Bujumbura, Kigali and Algiers. Two-thirds of all evacuated posts had been rated as low- or medium-threat just before the drawdown or evacuation.

Here's an unofficial rundown of post evacuations since 1988. E-mail additional information or corrections to www.HaralsonJT@FSIWPOA.us-state.gov.

The author is crisis management training coordinator at the Foreign Service Institute.

Evacuations from 1988 to Present

Date	Post	Type	Reason	Date	Post	Type	Reason
10/88	Rangoon	Ordered	Civil unrest	6/92-12/92	Belgrade	Authorized	Civil war
6/89	Shenyang	Authorized	Civil unrest	8/92-3/93	Lima	Authorized	Terrorism
6/89	Chendu	Authorized	Civil unrest	8/92-9/92	Nassau	Authorized	Hurricane
6/89	Beijing	Authorized	Civil unrest	10/92	Sarajevo	*Priv. Amer. citizens	Civil war
6/89	Guangzhou	Authorized	Civil unrest	10/92-4/93	Algiers	Auth./ordered	Terrorism
8/89	Panama City	Authorized	Civil unrest	10/92-2/93	Monrovia	Ordered	Civil war
9/89-12/89	Bogota	Ordered	Terrorism	10/92-2/93	Dushanbe	*Ordered	Civil war
9/89	Antigua	*Priv. Amer. citizens	Hurricane	10/92	Luanda	Ordered	Civil war
9/89	Beirut	*Ordered/Post closure	Civil war	11/92-3/93	Luanda	Ordered	Civil war
11/89-1/90	San Salvador	Authorized	Civil war	2/93-4/93	Kigali	Authorized	Civil war
12/89	Bucharest	Authorized	Revolution	6/93-7/93	Baku	Ordered	War
4/90-3/92	Monrovia	*Ordered	Civil war	6/93-9/93	Brazzaville	Ordered	Coup/unrest
8/90-3/92	Kuwait	Ordered/post closure	Gulf War	6/93-9/93	Abuja	Authorized	Coup/unrest
8/90-3/91	Baghdad	Ordered/post closure	Gulf War	6/93-9/93	Kaduna	Authorized	Coup/unrest
8/90-3/91	Doha	Authorized	Gulf War	6/93-9/93	Ibadan	Authorized	Coup/unrest
8/90-3/91	Dubai	Authorized	Gulf War	6/93-9/93	Lagos	Authorized	Coup/unrest
8/90-3/91	Abu Dhabi	Authorized	Gulf War	8/93-2/94	Khartoum	Ordered	Terrorism
8/90-3/91	Manama	Authorized	Gulf War	10/93-11/93	Tbilisi	Ordered	Civil war
8/90-4/91	Dhahran	Authorized	Gulf War	10/93-12/93	Bujumbura	Authorized	Coup/unrest
8/90-4/91	Sanaa	Ordered	Gulf War	10/93-12/93	Algiers	Ordered	Terrorism
8/90-4/91	Amman	Auth./ordered	Gulf War	1/94-3/94	Brazzaville	Authorized	Civil war
10/90-12/90	Kigali	*Ordered	Civil insurrection	2/94	Belgrade	Ordered	Civil war
10/90-3/91	Beirut	*Ordered/post closure	Gulf War	4/94-10/94	Bujumbura	*Ordered	Civil unrest
11/90-4/91	Khartoum	Auth./ordered	Gulf War	4/94-12/94	Kigali	*Ordered/post closure	Civil war
12/90-1/91	Ndjamena	Authorized	Coup	4/94	Belgrade	Ordered	Civil war
12/90-1/91	Mogadishu	*Auth./ordered/ post closure	Civil war	5/94	Sanaa	*Ordered	Terrorism
12/90-3/91	Nouakchott	Auth./ordered	Border war	6/94-10/94	Port-au-Prince	Ordered	Civil unrest
1/91-3/91	Jerusalem	Authorized	Gulf War	6/94	Mogadishu	*Ordered	Civil war
1/91-3/91	Tel Aviv	Authorized	Gulf War	3/95-7/95	Karachi	Auth./ordered	Terrorism
1/91-4/91	Lahore	Auth./ordered	Gulf War	3/95-9/95	Bujumbura	Auth./ordered	Civil unrest
1/91-4/91	Peshawar	Auth./ordered	Gulf War	5/95-6/95	Zagreb	Ordered	Missile attack
1/91-4/91	Karachi	Auth./ordered	Gulf War	7/95-8/95	Zagreb	Auth./ordered	Civil war
1/91-4/91	Islamabad	Auth./ordered	Gulf War	9/95	St. Martin	Private Am. citizens	Hurricane
1/91-4/91	Oran	Authorized	Gulf War	10/95	Khartoum	Ordered	Terrorism
1/91-4/91	Algiers	Authorized	Gulf War	2/96	Khartoum	Ordered/post closure	Terrorism
1/91-4/91	Tunis	Authorized	Gulf War	2/96-3/96	Conakry	Ordered	Civil unrest
1/91-3/91	Casablanca	Auth./Ordered	Gulf War	4/96-9/96	Monrovia	*Authorized	Civil war
1/91-3/91	Tangier	Auth./Ordered	Gulf War	5/96	Bangui	*Ordered	Civil unrest
1/91-3/91	Rabat	Auth./Ordered	Gulf War	7/96-1/97	Jeddah	Authorized	Terrorism
1/91-3/91	Damascus	Authorized	Gulf War	7/96-1/97	Dhahran	Authorized	Terrorism
1/91-3/91	Dhaka	Authorized	Gulf War	7/96-1/97	Riyadh	Authorized	Terrorism
1/91-3/91	Djibouti	Authorized	Gulf War	2/97	Dushanbe	*Ordered	Civil war
1/91-3/91	Calcutta	Authorized	Gulf War	3/97	Tirana	*Ordered	Civil unrest
1/91-3/91	Bombay	Authorized	Gulf War	4/97	Bangui	Ordered/post closure	Civil war
1/91-3/91	Madras	Authorized	Gulf War	5/97	Kinshasa	Auth./ordered	Civil war
1/91-3/91	New Delhi	Authorized	Gulf War	5/97	Freetown	*Ordered/post closure	Civil war
1/91-3/91	Jeddah	Authorized	Gulf War	6/97	Brazzaville	*Auth./ordered/ post closure	Civil war
1/91-3/91	Riyadh	Authorized	Gulf War	7/97	Phnom Penh	Ordered	Civil war
1/91-3/91	Dar es Salaam	Ordered	Gulf War	9/97	Kuala Lumpur	Authorized	Environment
2/91-4/91	Lima	Authorized	Terrorism	10/97	Kinshasa	Authorized	Civil war
3/91-7/91	Addis Ababa	Authorized	Civil war	11/97	Dushanbe	Ordered	Terrorism
6/91-7/91	Clark AB, Philippines	*Ordered	Volcano	2/98	Jerusalem	Authorized	Iraqi threat
6/91-4/92	Zagreb	Ordered	Civil war	2/98	Tel Aviv	Authorized	Iraqi threat
7/91-8/91	Ljubljana	Ordered	Civil war	2/98	Kuwait	Authorized	Iraqi threat
8/91-11/91	Antananarivo	Authorized	Civil unrest	4/98	Lome	Authorized	Environment
9/91-3/92	Lubumbashi	Ordered	Army mutiny	5/98	Jakarta	Auth./ordered	Civil unrest
9/91-3/92	Kinshasa	Ordered	Army mutiny	6/98	Asmara	*Ordered	Border war
10/91-4/92	Port-au-Prince	Auth./ordered	Coup	6/98	Bissau	Ordered/post closure	Civil war
2/92-3/92	Oran	Ordered	Terrorism	7/98	Kinshasa	Ordered/post closure	Civil war
1/92-4/92	Ndjamena	Authorized	Coup attempt	8/98	Nairobi	Authorized	Terrorism
4/92-6/92	Freetown	Ordered	Coup/unrest	8/98	Dar es Salaam	Authorized	Terrorism
				8/98	Pakistani posts	Ordered	Terrorism

Foreign Policy Goes to Bat in Bosnia

An Italian honor guard hoists the new stabilization force flag in Sarajevo.



Department of Defense Photo

By Donna Miles

Ambassador Robert Gelbard is a self-described “baseball addict” and a big fan of the Los Angeles Dodgers. As his team—once one of the most stable franchises in major league baseball—faces the turmoil of a new owner and manager and a long lineup of new players, Ambassador Gelbard remains confident that the Dodgers will once again reclaim their position as the National League’s bastion of stability.

It won’t happen overnight, acknowledges the 31-year Foreign Service officer, and it won’t come without a well-thought-out and executed strategy that’s given time to work.

It’s the same philosophy Ambassador Gelbard applies every day as the President’s and Secretary of State’s special representative for implementation of the Dayton Peace Accords.

The job, the biggest challenge yet of the ambassador’s diplomatic career, gives him responsibility for developing, coordinating and implementing all U.S. policy and programs regarding the Dayton Accords.

Before taking the job, Ambassador Gelbard had seen firsthand what he was getting into. As assistant secretary for international law enforcement issues, he traveled to Bosnia to see what could be done to address public security issues. He arrived as the Bosnian Serbs, who were fleeing Sarajevo, gutted and burned their homes and apartments in the Sarajevo suburb of Ilidza. Sarajevo was already in shambles following the long siege.

What he saw—both the senseless destruction in Ilidza and the way the Serbs encouraged it and Bosnian authorities stood by and let it happen—remains what Ambassador Gelbard calls the low point of his Bosnia experience. He admitted he was “deeply worried” about the future of the Dayton Accords.

Within a month of stepping up to the plate as special representative for the Dayton Accords, Ambassador Gelbard—who has spent two-thirds of his career in Washington, D.C., because he loves developing and carrying out policy—led an interagency effort to develop a 110-page, 18-month implementation game plan. The strategy combined U.S. political objectives for Bosnia and Herzegovina with implementation goals, milestones and target dates. The ambassador and his staff are now coordinating an updated implementation plan with NATO and the United States’ European partners in Bosnia.

The first plan, approved by President Clinton in May 1997, marked a turning point in the administration’s approach to Bosnia. The Department’s original strate-

Ambassador Robert Gelbard



gy for implementing the Dayton Accords, Ambassador Gelbard said, had been shaped by what he calls the “short attention span” of Washington, D.C., the media and the American public. “We made a mistake by setting deadlines (for the U.S. withdrawal from Bosnia) early on,” he acknowledged. “We thought we could go in with a band-aid approach to solve a problem, but we couldn’t.”

After drafting the implementation plan, the ambassador started building a team able to meet the unique challenges in Bosnia. He drew on his contacts from the broad range of geographic and functional areas where he has served. And he used a talent his observers say he’s honed during his Foreign Service career: an ability to pull together talented, action-oriented people who “are strategically oriented but also operational in carrying things out.”

Ambassador Gelbard forged what he calls “the closest possible relationship I can imagine” with Assistant Secretary for European Affairs Marc Grossman, a fellow baseball fan, and drew on Balkan specialists from within the European Affairs Bureau.

Muslim women make their way to their new apartments, turned over to the Muslims by the Bosnian Serbs as required by the Dayton Peace Accords.



Department of Defense Photo



Crowds line up to cast ballots during the September 1997 municipal elections in Bosnia Herzegovina.

Department of Defense Photo

But the ambassador recognized that in many respects, Bosnia’s problems were more typical of those encountered beyond Europe. So he went outside the European Affairs Bureau, recruiting specialists with experience in war-torn and developing countries—Haiti, Panama, El Salvador and Bolivia, among them.

And because he understood the need to establish security to begin reconstructing a democratic society, he called on specialists from the Bureau of International Narcotics and Law Enforcement to work full-time on Bosnia. He has ensured that throughout the implementation, INL remains intensively engaged in justice sector reform in Bosnia. In addition, Ambassador Gelbard also regularly draws on experts in every other one of the Department’s functional bureaus. And he has established an open,

ongoing relationship with his counterparts in the Defense and Treasury departments, as well as representatives of other NATO countries.

Now, after 16 months on the job, Ambassador Gelbard said he’s proud to report that “Dayton is working,” and that each time he returns to Sarajevo, he finds improvements. This brighter picture, he said, is largely the result of the strong leadership of President Clinton and Secretary Madeleine Albright, as well as the commitment, talents and dedication of an untold number of people within the Department, both in Washington, D.C., and in the former Yugoslavia. Ambassador Gelbard is also quick to credit NATO and the international community.

The American-led NATO deployment has established a stable military environment. The local police force has

Continued on page 35

Reenacting



Ted Borek, seated at center, plays the fiddle at a reenactment in McLean, Va.

Photo by Carl Goodman

It's History by the Book and Candle

By Carl Goodman

On a restored Colonial farm in Northern Virginia, high above the banks of the Potomac River, two State Department attorneys make their case for reliving history.

As members of several civilian and military reenactment groups in Virginia and Maryland, attorneys Ted and Jami Borek don authentic clothing representing a period stretching roughly from 1750 to 1815, an era when only men practiced law. Mr. Borek is the Department's ombudsman for Civil Service affairs and assistant legal adviser. Ms. Borek is a deputy legal adviser.

The sites are as varied as their roles. On this particular weekend, they are at the Claude Moore Colonial Farm at Turkey Run in McLean, Va., for the first market fair of the summer season. The fair is designed much as the 18th century market day would have been, complete with homemade goods and handmade crafts, refreshments

and entertainment. Mr. Borek plays the fiddle on an open air stage while Ms. Borek sells apple cider and ale to thirsty patrons from a rough, log-hewn tavern.

By summer's end, they will have participated in other area festivals and at historic sites, including Colonial Williamsburg, Gunston Hall Plantation, Gadsby's Tavern Museum and Carlyle House in Northern Virginia and Charles Carroll House in Annapolis and Maryland's nearby Smallwoods State Park. The last two are Maryland Militia encampments under the command of "Capt." Walter Marshall, a systems analyst from the Bureau of Personnel. This spring at Smallwoods, site of a Revolutionary War reenactment, the Boreks said it rained so hard that their cook pit filled with water and their fire sort of floated away. The Carroll House encampment is famous for the Maryland Militia's cannon. When fired across Spa Creek, it trips alarms on the various pleasure boats moored there, according to Mr. Borek.

As members of the Living History Foundation's exhibition dance group, the long-time State employees (he joined the Department in 1972, she in 1979) have danced the night away at Colonial Williamsburg and performed authentic 18th century dances, from cotillions to minuets, for a variety of audiences.

As "first person" reenactors, they become the people they portray. That requires knowledge not only of manners, attitudes and events of the time, but also of whom



Jami Borek in Colonial Williamsburg.

they portray. It may be a historical personage, like the prominent John Carlyle of Alexandria, Va., or an invented “common” character.

“It doesn’t do, for example, not to have an immediate and natural answer if someone asks who your parents were,” said Mr. Borek, a graduate of Columbia University Law School in New York City.

Likewise, their clothing and accessories have to be as authentic as possible. They either make or have their own clothes made from documentable period fabrics and patterns based on surviving originals. “Ideally, everything, including button holes, should be handsewn,” Ms. Borek said. Her law degree is from the University of California at Berkeley.

Interpreting period female characters presents special problems, Ms. Borek said, since biographical data about even prominent women is sparse. She relies instead on her knowledge of the social and domestic customs of the time and class. Sometimes a character needs inventing. Meet Madame de Beaufort, a wealthy French woman stranded at Gunston Hall Plantation in April 1781, who amuses herself by introducing local gentrywomen to Parisian cosmetics.

“The hardest part was explaining how she came to be at Gunston Hall just then,” Ms. Borek said, “but we did, based on Lafayette’s known movements between Tidewater Virginia and Maryland that month, the gallantry of Lord Cornwallis and the dramatic—albeit fictitious—capture of a French merchant ship by a British privateer off Norfolk.”

Their objective is to re-create for their contemporaries a time long past and of great historical interest and importance by bringing history, such as it can be known, to life. They have been doing this intensely since 1993.

The Boreks, who live in Alexandria, met at State and were married in 1992, holding their wedding reception at historic Gadsby’s Tavern in Old Town Alexandria. His two children by a previous marriage, Rachel, 16, and Nicholas, 12, are also reenactors. ■

Foreign Policy, *Continued from page 33*

been restructured and retrained, improving public security. Democratic elections have been held at all government levels, diminishing the influence of hard-line nationalists. The Bosnian economy is on the rebound. Electric power, telephone service and water have been restored in all major cities and many rural areas. Independent media are expanding. More than 400,000 refugees and displaced people have returned to their homes. And progress is being made in bringing indicted war criminals to justice.

Yet Ambassador Gelbard, who has been described by his colleagues as a high-energy, results-oriented strategist, admits the accords aren’t being implemented as quickly as he had once hoped.

And he’s concerned that advances in Bosnia could be threatened by a curve ball unforeseen when he drew up his implementation plan a year and a half ago: the deteriorating situation in Kosovo. This Serbian province has become another Balkan flash point, the scene of intense fighting between the Serbian government and independence-minded ethnic Albanian Kosovars.

Serbian security forces have used excessive force against the ethnic Albanian majority. Meanwhile, some Kosovar Albanians, frustrated by the failure of nonviolent policies to produce concrete results, have resorted to violence as well.

Authorities on both sides are under intense international pressure to initiate a dialogue to try to reach a negotiated settlement.

But recognizing that the region’s troubles go back a long way—for example, to 1389, when the independent Kingdom of Serbia fell to the Muslim Ottoman Turks in Kosovo—observers within State and around the world are all too aware that no easy settlement is likely.

Ambassador Gelbard, who fears that fighting in Kosovo could spill over to Albania to the west and to the former Yugoslav Republic of Macedonia to the east, insists that gains from the Dayton Peace Accords should not get sidelined by developments in Kosovo.

He said the war in Bosnia and the ongoing crisis in Kosovo, like those in Haiti, Rwanda, Cambodia and elsewhere in the world, provide junior Foreign Service members valuable insights into the types of challenges they are likely to encounter more and more during their diplomatic careers. And Ambassador Gelbard said the crises also offer important lessons about how to confront these challenges.

“We have to be willing to think in very different ways about solving problems,” he said. “We have to be prepared to make a long-term commitment and to act on these problems over the long term. We can’t simply stop the bleeding; we’ve got to design policies and programs aimed at healing the patient.”

That’s a challenge, he said, in which neither the United States nor the world can afford to strike out. ■

SAFETY SCENE

BY STEPHEN URMAN

Q. Your answer in the May issue to the question about a fire extinguisher for the kitchen provided information on dealing with fires on stoves but never recommended an extinguisher for the kitchen. What kind and what size do you recommend?—D.C.

A. Thanks for bringing that to our attention. The Office of Foreign Buildings Operation's Safety and Fire Office provides extinguishers for kitchen areas at overseas posts. In the United States, we suggest that you purchase an ABC dry chemical extinguisher rated at 2A10BC. This type of extinguisher works on regular combustibles such as trash or paper, as well as electrical and grease fires. The rating can be found on the extinguisher. It is very important that you become familiar with how the extinguisher works to avoid hurting yourself or spreading the fire. Read the directions that come with the extinguisher or check out the instructions in Section G2 of the Fire Protection Guide, available on InfoGuides. Remember, most fire injuries and fatalities are caused by delays in notifying the fire department. So always notify the fire department as soon as possible in the event of a kitchen fire.

Q. I am a trainer who recently purchased a laser pointer as an aid in my use of slides in presentations. Is there any significant potential hazard in their use?—D.C.

A. It depends. First a little background on laser safety and how to identify if the laser you are using may be harmful. In the United States, the Food and Drug Administration regulates and classifies lasers based on their ability to damage the eyes. The FDA requires that all lasers have a rectangular hazard label permanently affixed to them that indicates the laser class. Outside the United States, any country complying with International Electrotechnical Commission standards requires a triangular label indicating the laser class. The U.S. and IEC hazard classes are essentially the same. Any pointer with a yellow and black "CAUTION" label stat-



This column is written by Stephen Urman, director of the Office of Safety/Health and Environmental Management. You may send questions to Mr. Urman at A/FBO/OPS/SAF, SA-6, Room L-300, Washington, DC 20522, or write to the editor. (Your privacy will be respected.) Department policy prohibits reprisal actions against employees who express concerns regarding unsafe or unhealthful working conditions.

ing that the laser is a Class 1, 2 or 3a product is not considered hazardous under any conditions of use. A laser with a black and red "DANGER" label indicating the laser belongs in Class 3b or 4 is considered hazardous if the beam is directly pointed at the eye. The severity of eye damage depends on the duration, distance and characteristics of the laser beam. Class 4 laser emissions are extremely dangerous and many stringent safety controls are necessary for safe use. Most of today's inexpensive laser pointers are Class 3a products, owing to mass production of the laser source. When the pointer is used properly, such as for highlighting presentation items and not pointing into anyone's eyes, there's almost no possibility of eye damage. Even an inadvertent, momentary pointing of the laser into an audience is very unlikely to cause harm. Having said this, it is always prudent to control the direction of the beam and only point it at appropriate objects. And if you are an audience member, ask the speaker to stop misusing it if necessary. One final word of caution—children should never handle a laser pointer without appropriate supervision.

Q. I read your response to the cockroach letter from NEA in the May 1998 *State Magazine*. You forgot to mention a really effective and safe alternative to chemicals—powdered boric acid.—ARA

A. Thanks for sharing your pest control success story. We are well aware that boric acid can be effective against cockroaches. Another advantage of boric acid powder is that it's widely available. Try a pharmacy if you have difficulty locating it. We consider boric acid a product and have a video in our lending library on how to use it properly. We like the Combat bait stations for cockroach control as recommended in the Department's Integrated Pest Management document since they are effective, leave no powder, are available through the Defense Supply Center, and remain appetizing to roaches for several months. Whatever self-help product is used, don't overlook eliminating what's attracting the pests, how they're getting in and where they are hiding.

Anti-Virus Software Introduced

By Teddy R. Payne

The Department recently added two new software programs to its arsenal of defenses against malicious code computer viruses.

The new Trend Micro Interscan software scans both inbound and outbound Simple Mail Transfer Protocol, or SMTP, e-mail communications. It notifies the originator, recipient and network supervisor when a virus is discovered and deleted. The software is capable of blocking JAVA, Malicious Applets, ActiveX Objects and Authenticode viruses.

Since its installation in early June, the system has detected, eradicated or deleted more than 60 malicious code viruses, as well as two Trojan Horse files—98 percent of them from outside State channels.

Plans call for the detection capabilities to be expanded to include the scanning of File Transfer Protocol, or FTP, and Hypertext Transfer Protocol, or HTTP, downloads via the Rich Internet Access network.

The Department's anti-virus staff also released version two of Norton Software Distribution Utility to reduce the manhours required to regularly update the installed version of Norton Anti-Virus software.

The new software program was shipped to all domestic bureaus, Information Resource Management systems managers and overseas posts. It is adaptable to a variety of protocols and systems, and is capable of distributing



Photo by Shawn T. Moore

E. Valerie Walker, left, distributes anti-virus software at Main State.

anti-virus products and services to 500 client workstations simultaneously. Once it is installed, the system administrator needs only to create a job, select the desired package, specify the target machine and start the job to roll out Norton Anti-Virus protection. ■

The author is an information management specialist assigned to State's Systems Integrity Division in the Bureau of Information Resource Management.

Software Giveaway

The Department's Systems Integrity Division recently distributed 700 CD-ROM computer disks, 2,100 floppy diskettes and 700 anti-virus program policy handbooks, all designed to help reduce the threat of malicious code viruses.

The semiannual giveaway of Norton Anti-Virus software to Department employees was scheduled to help prevent computer viruses from migrating from home computers to Department computer systems via floppy diskettes.

More than 200 handbooks about computer viruses were also distributed during the one-hour giveaway event at Main State.

A Passport to the World

By Donna Miles

Joseph Furgal thinks of his camera as a passport to the world—a way to share the excitement, thrill and romance of world travel with relatives and friends back home.

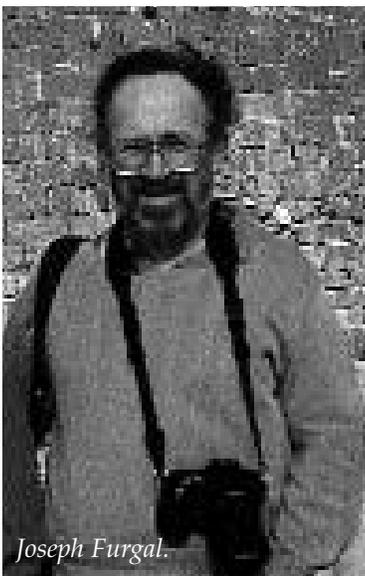
His love of photography started when he was a soldier in Germany and South Vietnam, where he used snapshots to “capture and transmit an emotion, a sensation, a feeling, a slice of time better than I could through mere words.”

Mr. Furgal, now regional personnel officer in Harare, Zimbabwe, still uses his photography to bring back the sights, sounds, tastes and colors of his experiences—as the spouse of a U.S. Information Service junior officer in Sri Lanka and India, and as a Foreign Service communicator in Nepal and Bangladesh, a communications security officer in Washington, D.C., and a personnel officer in Sri Lanka, Romania and Zimbabwe.

“A composer or musician can transmit feelings through sounds, a sculptor through stone or wood, a good reporting officer through a cable or memorandum,”

he said. “I can do it best with a camera.”

Mr. Furgal’s images capture a 20-year association with the Foreign Service—four years as a dependent spouse and 16 years as a Foreign Service specialist. A photo of a woman washing dishes outside a house near New Delhi triggers memories of his trip north from Madras, now called Chennai, to attend the newcomers’ orientation to learn about a new country and a different way of



Joseph Furgal.





Clockwise from left: washing dishes outside in New Delhi; a contemporary dance group in Bucharest; and a leopard in Zimbabwe.



life. A photo of monks walking in a single file in Nepal rekindles thoughts of his first Foreign Service tour. An image of a snow-covered wooden church steeple makes him happy about his time in Romania.

"The challenge, though, is always to do more than just remember," he said. "A photograph must do more than just be meaningful to me. An effective photograph takes my view of the world and sends it to someone else's heart and mind."

Mr. Furgal enjoys the personal, individual nature of photography—a far cry from the joint, collaborative work he performs day to day as a personnel officer. In that capacity, he serves as a bridge between top management at post and Foreign Service Nationals, often trying to balance different and sometimes conflicting demands. It's a job where, he admits, you can't please all the people all the time.

Not so with photography, he said. "Photography allows me to say yes to everyone who takes the time to look and see." ■

State Audiences Enjoy Performances

By John Bentel

An enthusiastic State Department audience savored the talents of the Artis International Music Festival Players and Angelin Chang during a recent performance in the Dean Acheson Auditorium. Ms. Chang is a recent doctoral graduate from the Peabody Conservatory and also a graduate of the Paris Conservatory. The Artis International Players, including soprano Maria Teresa Cuomo and pianist Maria Maddalena Ruffino, complemented the program.

The presentation, sponsored by the State of the Arts Cultural Series and the Foreign Affairs Recreation Association, began with Ms. Chang's offering of Messiaen's "Alouette Lulu." It was introduced with a tape recording of the sound of a woodlark, which the audience was then challenged to listen for in the music. Rachmaninoff's "Variations on a Theme of Corelli," played beautifully by Ms. Chang, contrasted with the Messiaen work.

Maria Teresa Cuomo's two songs by S. Donaudi balanced the program. Maria Maddalena Ruffino played a



Angelin Chang at her State appearance.

Photo by Rosalie Dangelo

Prokofiev selection, "Sarcasm op. 17," in a fiery fashion. Her last selection by Liszt, "Parafraasi sul Rigoletto," brought enthusiastic applause from the audience.

Pianist Justin Ma, a 15-year-old protégé of Ruben Pelaez, a distinguished Cuban pianist, performed for Department members at another recent State of the Arts Cultural Series and FARA presentation. Justin, a ninth grader who has won numerous piano competitions, demonstrated a talent that belies his years. That became evident from the moment he began playing Granados' "Spanish Dance No. 5 Andaluza." The most challenging piece on the program, Scarlatti's "Piano Sonata in F Minor," was presented flawlessly. The final selection, "Tocata" by Khachaturian, again affirmed Justin's ability to adapt to a variety of composers and

piano techniques. With continued training under Dr. Palaez, there is no doubt we will be hearing more about this up-and-coming pianist. The audience showed its support and approval for this young talent with enthusiastic applause.

The author is a computer specialist in the Executive Secretariat.

Gay Chorus Entertains State

The Lesbian and Gay Chorus of Washington, D.C., recently entertained the lunchtime crowd in the Main State cafeteria as part of the Department's observance of National Gay and Lesbian Pride Month. Under the musical direction of Ray Killian, the 40-plus members of the chorus presented a program that covered the musical spectrum from classical work by gay American composer Samuel Barber to pop songs such as "Interplanetary Janet" to music from South African and Native American traditional works.

Sponsored by Gays and Lesbians in Foreign Affairs Agencies, the chorus received an enthusiastic reception. Perhaps the most moving aspect of the program, however, were the brief remarks by Jill Strachan, the group's manager. Reminiscing about her life as the child of a Foreign Service family, she said "It feels a little odd to be singing here in the State Department cafeteria, the very place where my parents would bring me for a treat after my inoculations." —Mitchell Cohn, Bureau of Personnel, Foreign Service officer

ASK DR. DUMONT

By CEDRIC DUMONT, M.D.

Q. I spend a lot of time outdoors during nice weather. Are there any special things I should be doing besides wearing sunscreen, a helmet during biking, seat belts when in a vehicle, and proper shoes for walking and running?

A. Yes. Protect your eyes. Studies have linked the formation of cataracts and other eye diseases to overexposure to ultraviolet light from the sun's rays. Make sure you keep your sunglasses in easy reach for use during sunny days, trips to the beach and other outdoor activities. Proper sunglasses should block 100 percent of the ultraviolet rays, compared to regular reading glasses, which block only about 10 percent. Your sunglasses probably have a mark on them indicating the percentage of ultraviolet protection they offer. Both over-the-counter and prescription glasses should be marked. Go for the highest amount of protection available.

Q. We are pleased that several new toddlers arrived at post this summer. I invite them to my house frequently to play with my toddlers. I invite the mothers, too, to talk to me. We are not used to having so many children around the house. Should I be doing something special to make sure that the house is safe for them?

A. When young children gather in one place, there is always the problem of contagious or communicable diseases. When children are in close and constant contact, one child's germs can easily infect others. Germs are spread through the intestinal tract, the stool, the respiratory tract or fluids from the eyes, nose, mouth and lungs, or through direct or blood contact. Since germs have difficulty growing in clean environments, keep the play area clean, dry and well ventilated. Here are a few hints to ensure a safe play area: Wash hands, yours and theirs, frequently; ventilate the room regularly with lots of fresh air, daily, if possible; clean diapering, toileting and eating areas, as well as toys and furniture, with soap and water, and then disinfect with a weak bleach solution.



This column appears monthly in State Magazine. Whether you are serving overseas or at home, you are encouraged to get your questions answered in these pages. Write to the editor or to Dr. Dumont directly. In either case, your post will not be identified.

Even though this is a voluntary group, you should ask if the children have received immunizations appropriate for their age. If you live in a malaria area, make sure there is no standing water nearby to act as a breeding ground for mosquitoes. In addition, remove all standing water in such containers as buckets. As you know, children can drown in very little water. Exclude children from the play group if they have chicken pox, impetigo, infectious conjunctivitis, diarrhea, lice, ringworm, scabies or strep throat. Invite them to return when they are well. Also, to make your home as safe as possible, make sure someone knows first aid, child cardiopulmonary resuscitation and the telephone numbers of the health unit or emergency room.

Q. I am pregnant with our second child. Since the birth of our first child, I have engaged in an exercise program that is an essential part of my day. How much walking, running, stair climbing and weight training can I do now?

A. Most women with a normal, healthy pregnancy can maintain a moderate exercise program throughout their pregnancy and can resume regular exercise soon after the infant is born. But changes brought on by pregnancy can interfere with your ability to do some forms of exercise safely. One change you will probably notice is that you may get out of breath and tire quicker doing aerobic activity. That's because your body needs more oxygen to support you and the growing baby. Very few women can maintain the same high-intensity training workout as before they were pregnant. Swimming and stationary cycling or water aerobics are good choices, however, because you may be able to maintain the pre-pregnancy intensity level. Here are some basic do's and don'ts for exercising while pregnant: exercise on a regular basis, at least three times a week, stopping when you're tired; don't push yourself to exhaustion; begin the daily routine slowly; don't exercise lying flat on your back, as this causes blood to be diverted away from the uterus; avoid exercises that require you to balance, such as step aerobics, in-line skating or skiing; wear loose-fitting clothing; exercise in a well-ventilated space and drink fluids to avoid dehydration.

The author is chief of the Department's Office of Medical Services.

O B I T U A R I E S



Albert E. Awagain, 72, died June 8 of esophageal cancer in Fairfax, Va. Mr. Awagain joined the Foreign Service in 1946 and was posted in Sweden, India, Malaysia, China, Israel, Mexico and Pakistan. He retired in 1986.

Nona A. Beardsley, 61, wife of Foreign Service Officer Bruce A. Beardsley, died of cancer May 21 in Los Angeles. A native of the Philippines, Mrs. Beardsley immigrated to the United States in 1970 and married her husband in Beirut in 1973. She accompanied him on assignments to Kabul, Copenhagen, Seoul, Bangkok, Manila and Mexico City, and to his current assignment as Diplomat in Residence at the University of California at Los Angeles. While living abroad, she was active in numerous charitable and social organizations and occasionally worked in the embassy. She was twice cited for her contribution to the advancement of U.S. interests abroad.

L. Audrey Burley, 72, died May 6 in LaMott, Pa., following a long illness. Ms. Burley served with the Department for 28 years, retiring as a Foreign Service disbursing officer in 1988.



Paul H. Clarke, a retired State security official, died Aug. 17, 1997. Before his retirement in 1977, Mr. Clarke was chief of the special assignment staff. During his 19-year career at State, he served on temporary assignments with the U.S. Information Agency and the Peace Corps. While on loan to the Disarmament Agency in Vienna and Helsinki, he served as administrator for the Strategic Arms Limitations Talks.

Louise L. Cox, 59, administrative officer of the U.S. Section of the International Joint Commission, United States and Canada, died May 15 in Fairfax, Va. Ms. Cox joined the IJC as a secretary in 1960 and rose through the ranks to her position as administrative officer. Serving in that capacity for more than 35 years, she handled all personnel, fiscal and other administrative matters.

James B. Fletcher, 56, a retired communications specialist, died Feb. 24 of a heart attack in Cheyenne, Wyo. Mr. Fletcher joined the Department in 1969 and served in Australia, Taipei, Vientiane, Laos, Tirana, Caracas, Port au Prince, Llongwe, Bangkok, Guinea-Bissau and Singapore. He also was posted to Phnom Penh, where he earned the meritorious honor award for outstanding performance in the communications and records section during the final week before the embassy's evacuation in 1975. After his retirement in 1997, Mr. Fletcher served on temporary duty in Kiev, Ukraine.



John W. Gordhamer, 83, a retired Foreign Service officer, died April 7 in Olympia, Wash. He joined the Foreign Service in Nanking, China, in 1946 and served in Vienna, Moscow, Frankfurt, Seoul, Rio de Janeiro, Manila, Bangkok and Washington, D.C., where he was deputy executive director of the Bureau of East Asian and Pacific

Affairs. Mr. Gordhamer retired in 1973.

Ruth Q. Graham, 80, a retired Civil Service employee, died April 19 in Grand Rapids, Mich. After serving with the Census Bureau and War Department, Ms. Graham joined the State Department in 1947. She retired from the Bureau of African Affairs in 1971 with 31 years of government service.

Olive F. Hanscom, a retired Foreign Service secretary, died May 26 of arteriosclerosis in Washington, D.C. She served in Phnom Penh, Taiwan, Hong Kong, Freetown, Tel Aviv and Tokyo. After her retirement in 1971, she worked briefly for the World Bank in Washington, D.C.

Robert S. Johnson, 84, a retired Foreign Service officer, first worked for State in 1934 as a clerk in Lima. He later served as an administrative officer in Asuncion and San Salvador, then became a post management officer in Washington, D.C. Mr. Johnson was later posted in Bangkok, Monrovia, Vientiane and Calcutta before retiring in 1970 with 37 years in the Foreign Service.

O B I T U A R I E S



John Wesley Jones, 90, former ambassador to Libya and Peru, died May 20 in Flat Rock, N.C. Ambassador Jones joined the Foreign Service in 1930 and served in Mexico, India, China and Spain. He was director of the Office of Western European Affairs, deputy assistant secretary for European Affairs and deputy commandant

of the National War College until his retirement in 1972.

Mary Jane Levesque, 68, died May 16 of lung cancer in Peoria, Ariz. The former Mary Jane Gockel worked for the American Consulate General in Naples and the embassy in Costa Rica before marrying Jerry Levesque, a Foreign Service officer, in 1961. She accompanied him on tours in Conakry, Vienna, Port-au-Prince, Peking and Washington, D.C.

James A. Mattson, 66, a retired labor specialist, died in Northern Virginia April 4 of colon cancer. Mr. Mattson joined the Foreign Service in 1957 and served in Vienna, Salzburg, Bonn, Casablanca, Beirut and Brussels. He received Arabic language training in Tangier and was detailed to the Department of Defense and Department of Labor. After his retirement, Mr. Mattson directed the labor officer functions course at the Foreign Service Institute.

Christopher G. Mayers, 53, a retired Department traffic management specialist, died of cardiac arrest June 8 in Fairfax, Va. Mr. Mayers grew up in a Foreign Service family and lived in Japan and the Middle East. He joined the Department in 1974 and retired in 1996.



Joseph Mintzes, 82, an economist and retired Foreign Service officer, died of a cerebral hemorrhage April 21 in Washington, D.C. Mr. Mintzes served in the Foreign Service from 1957 to 1971, and was posted in Paris and Zaire. Earlier in his career, he was assigned to the Marshall Plan office in Paris.

Frank Mor Ravndal, 71, a retired Foreign Service officer, died June 15 in Bogota, Colombia, following a heart attack. Mr. Ravndal, a third-generation FSO, joined State in 1956. During his career he had seven overseas postings in Latin America and Asia. His final assignment before he retired in 1985 was as executive director of the Foreign Service Institute where he oversaw the planning and congressional approval process for the new FSI campus. After his retirement, Mr. Ravndal divided his time between his home in Jacksonville Beach, Fla., and Bogota.



Gladys R. Reed, 72, the dependent mother of Foreign Service officer Helen Reed-Rowe, died April 10 in Baltimore. Ms. Reed lived with her daughter in Niamey, Niger, from 1986 to 1988 and in Quito, Ecuador, from 1989 to 1992. She had planned to join Ms. Reed-Rowe this summer at her current assignment in Kingston, Jamaica.

State Magazine welcomes contributions to the obituary column in the format displayed. Every effort will be made to return photos. Magazine policy is to publish obituaries of State Department employees or retirees and immediate family members of current Department workers at the request of the family.

FOREIGN SERVICE PERSONNEL

Transfers

- Adams-Smith, Kelly E.**, Pre-Assignment Training Moscow
- Ahmed, Syed N.**, Office of Foreign Buildings to Foreign Buildings Operations (Kuwait)
- Alain, Nancy**, Tegucigalpa to Dhaka
- Alam, Mumtaz**, F.S. Specialist Intake to Foreign Buildings
- Almusa, Mustafa**, F.S. Specialist Intake to Foreign Buildings Opns. (Kuwait)
- Alvarez, Mirta**, Tijuana to Personnel
- Arias, Abelardo Antonio**, Santo Domingo to Moscow
- Ater, Alan L.**, Foreign Service Institute to Diplomatic Security
- Bachman, Brian**, Political-Military Affairs to Inter. Narc. and Law Enfor. Affairs
- Baskette, Amber**, Libreville to International Org. Affairs
- Beecroft, Robert M.**, Foreign Service Institute to Political-Military Affairs
- Benedicto, Lincoln V.**, Personnel to Dhaka
- Bennett, Carolina A.**, Luanda to Personnel
- Benson, David J.**, Diplomatic Security to Helsinki
- Blanton Jr., John E.**, La Paz to Santiago
- Bluhm, Todd Matthew**, Near Eastern Affairs to Kathmandu
- Bollmann, Elizabeth B.**, Personnel to International Org. Affairs
- Borns, Jamie L.**, Lima to Personnel
- Brebrick, Barbara D.**, Western Hemispheric Affairs to Sao Paulo
- Bsaies, Omar A.**, Personnel to Foreign Buildings
- Buchmiller, Jane B.**, Tunis to Tel Aviv
- Burkhalter, Edward B.**, Pre-Assignment Training to Jakarta
- Buske, Maria-Antonietta L.**, Oslo to Personnel
- Caldwell, Ronald**, Hong Kong to Information Resource Management
- Campbell, John**, Oceans and Int'l. Envir. and Sci. Affairs to Foreign Service Institute
- Carper, Sharon Lee**, Bamako to Personnel
- Cherry, Deborah H.**, Jeddah to Personnel
- Chicola, Phillip T.**, Inter. Narc. and Law Enfor. Affairs to Western Hemispheric Affairs
- Chinn, Brenda M.L.**, Frankfurt to Personnel
- Choi, Jinhee**, Vienna to European Affairs
- Chow, Patrick Liang**, Beijing to Executive Secretariat
- Clark, Joyce**, Moscow to Bratislava Slovak Rep.
- Clark, Linda R.**, Brussels to Sudan
- Cooke, Brian Alistair**, F.S. Specialist Intake to Bridgetown
- Coulter Jr., Frank J.**, Foreign Service Institute to European Affairs
- Crawford, Carmen R.**, Lagos to Personnel
- Crisp, Florence Medley**, Kiev to Cairo
- Corbin-Taylor, Antoinette**, F.S. Specialist Intake to Budapest
- Cruise, Cheryl C.**, F.S. Specialist Intake to Kuala Lumpur
- Cullinane, Mark W.**, Lagos to Western Hemispheric Affairs
- Curley II, Albert**, Information Resource Management to Under Sec. for Management
- Dane, Shelley L.**, Riga to Personnel
- Daugharty, Elizabeth Ann**, Diplomatic Security to Intelligence and Research
- Davis, Alice Jean**, Dakar to Personnel
- Davis, Ernest E.**, Riyadh to Warsaw
- Davis, Marguerite M.**, Vladivostok to Personnel
- De Angelis, Christian R.**, Dhaka to Intelligence and Research
- De Pirro, Velia Maria**, Western Hemispheric Affairs to Mexico City
- Dean, Nathaniel P.**, Political-Military Affairs to European Affairs
- Deming, Rust M.**, Personnel to East Asian and Pacific Affairs
- Dempsey, Gerard M.**, Diplomatic Security to Algiers
- Detar, Nupur Narain**, Bonn to Personnel
- Devlin, Joseph M.**, Administration to Berlin
- Dilworth, Alison E.**, Pre-Assignment Training to Asuncion
- DiPaolo, Donna Marie**, Western Hemispheric Affairs to Personnel
- Dolan, Thomas F.**, Diplomatic Security to Tokyo
- Donnelly, Martin T.**, Diplomatic Security to Islamabad
- Dubois, Philip A.**, F.S. Specialist Intake to Lagos
- Duncan, William H.**, Executive Secretariat to Inter-American Affairs
- Dunnett, Christopher G.**, Port of Spain to Spec. Adv. to the Sec. for New Ind. States
- Elliott, Diana J.**, Lagos to Personnel
- Ellrich, Douglas**, Abu Dhabi to Dubai
- Elvikis, Ruta D.**, Krakow to Intelligence and Research
- Engert, Steven F.**, Athens to Libreville
- Erickson, Andrew S. E.**, Luxembourg to U.S. Mission (Geneva)
- Favret, Thomas Raymond**, Abuja to Special Rep. for Bosnia
- Fayen, Molly Ann**, Oceans and Int'l. Envir. and Sci. Affairs to Foreign Service Institute
- Feller, Scarlet Diane**, Career Mobility Program to Dhaka
- Ferrari, Efren Luis**, Lagos to Personnel
- Ferro, Evelyn A.**, Shanghai to Personnel
- Fleming, Martha D.**, Rabat to Personnel
- Fleming, Walter L.**, New Delhi to Tokyo
- Flowers, Clifton W.**, Diplomatic Security to Foreign Buildings
- Forino, Marc**, Manila to Bangkok
- Fox, Eleanore Maury**, Foreign Service Institute to Economic and Business Affairs
- Frankfather, Betty Ann**, Personnel to Frankfurt
- Frazier, Robert A.**, Taipei to Shanghai
- Frymyer, Mariana G.**, Rome to Personnel
- Gardner, Julie M.**, Fukuoka to Personnel
- Garland, Elaine L.**, Wellington to London
- Garrity, Mary Kay**, Personnel to Canberra
- Gray, Jane**, Consular Affairs to Nogales
- Grier, David C.**, Pre-Assignment Training to Caracas
- Griffith, William Henry**, Consular Affairs to Spec. Dom. Assign. Prog.
- Gross Jr., Kenneth E.**, Port-au-Prince to European Affairs
- Groves, Perry K.**, F.S. Specialist Intake to Muscat
- Guzik, Stanley R.**, East Asian and Pacific Affairs to Santiago
- Hale, Michael W.**, East Asian and Pacific Affairs to Shanghai
- Hamilton, Jerry**, Career Mobility Prog. to Tel Aviv
- Hanna, Dora Jean**, Personnel to Foreign Service Institute
- Hansen, Rosemary Ellen**, Foreign Service Institute to East Asian and Pacific Affairs
- Hanson, Kathleen D.**, Near Eastern Affairs to Foreign Service Institute
- Harms, Mattie R.**, Chief Financial Officer to Foreign Service Institute
- Hatch, Lawrence A.**, Mexico City to Western Hemispheric Affairs
- Haverty, Helen B.**, Dhaka to Personnel
- Hayden Jr., Tyrone L.**, Tokyo to East Asian and Pacific Affairs
- Healey, Daniel O.**, Foreign Buildings to Diplomatic Security
- Heater, Robert D.**, Cairo to Career Mobility Prog.
- Heileman, Carolee**, Foreign Service Institute to European Affairs
- Henderson, Joel G.**, Diplomatic Security to Dushanbe
- Herman, Michael L.**, Pre-Assignment Training to Ciudad Juarez
- Hermann, David C.**, Foreign Service Institute to African Affairs
- Hofschire, Dirk J.**, Foreign Service Institute to Western Hemispheric Affairs
- Hollingsworth, Kathryn E.**, Gaborone to Personnel
- Holtz, Greta Christine**, Personnel to Executive Secretariat
- Hood, Jacqueline**, Monrovia to Personnel
- Hopkins, Elizabeth Ann**, Tunis to Damascus
- Horan, Margaret R.**, Mexico City to Executive Secretariat
- Horning, Raymond W.**, Information Resource Management to Tunis
- Hughes, Barbara F.**, Under Sec. for Management to Personnel
- Hullinger, Susan L.**, Brussels to Information Resource Management
- Hunt, Donald E.**, Addis Ababa to Buenos Aires
- Jabouin, Annick M.**, Abidjan to Personnel
- Jalili, Ali**, Pre-Assignment Training to Bogota
- Johnsen, Elaine K.**, Kuala Lumpur to Personnel
- Johnson, Susan Rockwell**, Moscow to Personnel
- Karaman, Yaseen S.**, Foreign Buildings Operations (Pakistan) to Foreign Building Office
- Kayatin, Valeria J.**, F.S. Specialist Intake to Vilnius
- Kelly, Eileen M.**, La Paz to Santiago
- Kenworthy, Holly Anne**, Pretoria to Economic and Business Affairs
- Kessler, Jonathan Stuart**, Executive Secretariat to European Affairs
- Kinsey, Marcia M.**, Pre-Assignment Training to Belize City
- Kirby, Sara P.**, Frankfurt to Personnel
- Koch, Jeffrey**, Canberra to Information Resource Management
- Kroll, Hilda C.**, Rome to Santiago
- Lafleur, Mary L.**, European Affairs to Personnel
- Lapolla, John M.**, Information Resource Management to Algiers
- Lawlor, David P.**, Ankara to Brussels
- Liddle, Edward M.**, Diplomatic Security to Beirut
- Light, Sally Mathiasen**, Consular Affairs to Personnel

FOREIGN SERVICE PERSONNEL

Transfers

Long, Marva L., Personnel to Public Affairs
Luoma, Morgan Lee, Mexico City to Nassau
Macris, Gregory Paul, Santo Domingo to Madrid
Madden, John K., Nassau to Chisinau
Maher, Kevin K., Tokyo to Fukuoka
Mangal, Shiu P., Manila to Personnel
Martyn, Thomas G., Foreign Buildings to Foreign Buildings Opns. (France)
Mazer, Pamela S., Islamabad to Manila
Mazer, Ronald M., Islamabad to Manila
McAllister, Georgia, Manila to Personnel
McGuire, Kevin J., International Org. Affairs to Diplomats in Residence
McNaughton, Betty Louise, Kuwait to Damascus
Mermel, John F., Warsaw to Medical Director
Michael, A. William, Career Mobility Program to Gaborone
Micucci Agustoni, Angela, Arms Control and Disarm. Agency to Tunis
Miller, Heywood, Bogota to Rome
Miller, Patti Christie, Moscow to Personnel
Monchilov, L. M. Perry, Algiers to Personnel
Mooney, Diane Gilligan, Brussels to Lome
Moore, Sandra, Bangkok to Managua
Moss, Lloyd W., Intelligence and Research to Grenada
Mueller, David M., Paris to Tunis
Murphy, Joseph P., Intelligence and Research to Foreign Service Institute
Oman, Tabitha Russell, Pre-Assignment Training to Port-au-Prince
Pasi, Geeta, Accra to New Delhi
Patchell, Anne Ware, Democracy, Human Rights and Labor to African Affairs
Patt, Stuart Everett, Gaborone to Executive Secretariat
Pauli, Rosemarie, Hamburg to Dept. of Labor
Pease, Charles R., Frankfurt to Information Resource Management
Pellegrino, Daniel J., Moscow to Abidjan
Pier, Linda L., Tunis to Records and Publishing Services
Polson, Russel Dal, Kinshasa to Foreign Building Operations (Belgium)
Powell, Jo Ellen, Executive Secretariat to Canberra
Powell II, Keith, Foreign Service Institute to Consular Affairs
Prophet, Lela M., Paris to Personnel
Pyott, Albert Robison, Pre-Assignment Training to Cairo
Rank, David H., Taipei to Beijing
Ray, Charles Aaron, Foreign Service Institute to Ho Chi Minh City
Rector, Henry M., Berlin to Port-au-Prince
Reedy, Jack M., F.S. Specialist Intake to Monrovia
Reimer, David Dale, Foreign Service Institute to Economic and Business Affairs
Renager, Jason P., Diplomatic Security to Abu Dhabi
Revere, Evans Joseph Robert, Seoul to East Asian and Pacific Affairs
Richard, Christopher J., East Asian and Pacific Affairs to Rome
Riley, Timothy J., Beirut to Diplomatic Security
Roberts III, James Milnor, Inter-American Affairs to Executive Secretariat

Robertson, Thomas Bolling, Foreign Service Institute to Budapest
Rodearmel, David, European Affairs to Political-Military Affairs
Rodriguez, Miguel A., La Paz to Bogota
Rodriguez, Rafael A., Nairobi to Personnel
Rogers, Bruce David, Foreign Service Institute to Amb.-at-Large for Counterterrorism
Romano, Daniel Frank, Taipei to Guangzhou
Salzman, Michael E., Vienna to European Affairs
Sandrolini, Christopher J., Near Eastern Affairs to Executive Secretariat
Schoonover, Barbara J., Cairo to Personnel
Schwartz, Stephen M., African Affairs to Under Sec. for Political Affairs
Scott, Donna J., Canberra to Vienna
Seaman, Angela D., Diplomatic Security to Beirut
Sequeira, John S., Johannesburg to African Affairs
Serwer, Daniel P., Personnel to Non-Gov. Organizations
Siasoco, Edwin, Beijing to Manila
Silkworth, Leslie S., Ashgabat to Personnel
Shukan, Brian Wesley, Cotonou to Luxembourg
Siegwald, Peter A., Records and Publishing Services to Diplomatic Security
Simon Jr., Hugh V., Georgetown to Political-Military Affairs
Smith, Cindy Ghent, Bonn to Personnel
Smith, Kirk G., Pre-Assignment Training to Dushanbe
Smith, Lori L., Muscat to Personnel
Snider, Joyce E., Personnel to Copenhagen
Southern, George Smith, Foreign Service Institute to Int'l. Org. Affairs
Spencer, Susan A., Near Eastern Affairs to Sanaa
Spitzer, Craig A., Information Resource Management to Personnel
Sterling, Adam H., Foreign Service Institute to Almaty
Strand, Rosita M., London to Personnel
Sullivan, Ellen K., Foreign Service Institute to Intelligence and Research
Sullivan, Harry Robert, Economic and Business Affairs to European Affairs
Sweeney, Eugene Paul, Intelligence and Research to Foreign Service Institute
Sweeney, Ruth M., Warsaw to Personnel
Szabados, Joan M., Algiers to Yerevan
Szabados, Rudolph L., Algiers to Yerevan
Tabit, Richard D., Paris to Personnel
Tenorio, Roweena D., Amman to Personnel
Thomas Jr., Harry Keels, New Delhi to Executive Secretariat
Thompson, James R., Information Resource Management to Personnel
Thorin, Peter David, Mexico City to Ho Chi Minh City
Tremont, Pamela, Executive Secretariat to African Affairs
Valdez, Alejandra, Port-au-Prince to Personnel
Viens, Jo Ann, Abidjan to Personnel
Voorhees, Jacqueline V., Personnel to European Affairs
Wake, Douglas B., Foreign Service Institute to U.S. Assist. to New Ind. States
Walton, Sharon F., Manila to Personnel
Warner, Vanessa M., La Paz to Personnel

Webster, Graham L., Georgetown to San Jose
Weech-House, Gilda T., Islamabad to Personnel
Weisberg, Nergish, Warsaw to Personnel
Whitehead, Agathe M., Bucharest to Personnel
Whitehorn, F. Anthony, East Asian and Pacific Affairs to Guangzhou
Wick, David Steven, Foreign Service Institute to International Org. Affairs
Winford, Benjamin R., African Affairs to Dar es Salaam
Wolfe II, James Andrew, Sarajevo to Mostar
Wright, Donna Maye, Karachi to Antananarivo
Wukitsch, Thomas Kenneth, Political-Military Affairs to Foreign Service Institute
Young, Etta J., Medical Complement to Personnel

Retirements

Ahern, William John, Foreign Buildings
Albright, Norma R., Bucharest
Berry, Nancy, Personnel
Eidenberg, Harvey A., Information Resource Management
Duncombe, Bruce F., Public Affairs
Fannin, Paula K., Athens
Gardner, Gail Lois, Majuro
Garrison, Richard A., Personnel
Huff, Rodney L., Intelligence and Research
Iqbal, Wajad, Personnel
Johnson, Mark, Inspector General
Jones, Byron L., Information Resource Management
Keen Jr., Stuart C., Inspector General
Kim, Patricia A., Inter. Narc. and Law Enfor. Affairs
Lantz, Rush D., Information Resource Management
MacCallum, Robert A., Personnel
Mast, Charles A., Personnel
McManus, John W., Information Resource Management
McNamara, Brian Michael P., Bridgetown
Mecke, Frederick A., Personnel
Micucci Agustoni, Angela, Tunis
Montana, Thomas, Information Resource Management
Mueller, Richard W., East Asian and Pacific Affairs
Parish Jr., Charles M., Oceans and Int'l. Envir. and Sci. Affairs
Pingree, Michael M., Inter-American Affairs
Rankin, Riley Carr, Madrid
Sala, Joseph Lee, African Affairs
Seunarine, Joyce V., Inter-American Affairs
Stevens, Lynn E., Diplomatic Security
Tenley, Gerald D., Information Resource Management
Tonkin, Thomas M., Records and Publishing Services
Trahan Jr., Eugene A., Vienna
Wilson, Mary Frances, Bridgetown
Wood, Joyce B., Banjul

FOREIGN SERVICE PERSONNEL

Resignations

Acharya, Shawn, Moscow
Alger, Lillian G., Karachi
Anzalone, Paula T., Foreign Service Institute
Bender, Jutta M., Kuwait
Berry, Janet L., Leave Without Pay
Blau, Joshua J.E., Rio de Janeiro
Brian, Melinda M., Personnel
Bricco, Luana M., Nairobi
Burkhart, Sueli Martins L., Kiev
Campbell, Penny R., Bern
Carman, Jane, Gaborone
Carpenter, Gertrud N., Cairo
Carter, Sonia M., Georgetown
Celestina, Thomas Paul, Ljubljana
Cohen, Janet L., Nairobi
Coll, Geoffrey H., Paris
Cooper, Cindy Ann, Istanbul
Copeland, James H., Rome
Corboy, Eileen Marie, Mexico City
Delucia, Julie Ann, Bangkok
Desmond, John M., Western Hemispheric Affairs
Deyoe, Grant Christian, Sao Paulo
Diaz, Maria, Belize City
Doxey, Brian E., Frankfurt
Duarte, Denise, Monterrey
El Shereiy, Magdy H., Kiev
Ericson, Yaroslava, Moscow
Eustace, Maria Christine, Dar es Salaam
Footo, Jacqueline, Madrid
Forder, Sylvie, Pretoria
Fox, Matthew Elliott, Intelligence and Research
Gibson, Patricia L., Moscow
Gillam, Laila M., Geneva
Gmurowski, Anita C., Warsaw
Gojnycz, Konstantin B., Almaty
Gordon, Robert A., Accra
Greene, Charlotte A., Seoul
Hatch, Christine Ann, Mexico City
Hugger, Mark M., Diplomatic Security
Jarvis, Tracy A., Helsinki
Johnson, Gloria C., Manila
Jolley, Mary B., Niamey
Kaiser, Miriam D., Kiev
Kamatta, Michele, Moscow
Kasban, Robin R., Maputo
Keegan, Lucia A., San Salvador
Kerr-Ortiz, Myrna M., Dhaka
Kerstan, Susan G., Rabat
King, Linda Mary, Sofia
Kirkland, Katharine Mary, Nairobi
LaForce, Ann C., Information Resource Management
Lauttamus, Jodi L., Port Moresby
Lee, Valerie D., Frankfurt
Lewis, Kenneth M. Tristan, Bern
Lopes, Gayle Anne Waggoner, Sao Paulo
Lundin-Ross, Suzanne L., Almaty
Mahmoud, Omnia F., Cairo
Mather, Janet C., Doha
Megica, Sandra H., Pretoria
Merrill, Windy L., Bangkok
Miller, Mary Joan E., Chiang Mai
Miller, Matthew J., Shanghai
Miller, Suzette M., Dublin
Miller, William G., Kiev
Moore, Lucy Blakeman, Diplomatic Security
Moses, Alfred H., Bucharest
O'Connor, Pauline M., Dhaka
Oja, Clair Marie, Bucharest
Orr, Ana Eva, Minsk
Parsons, Jocile Martin, St. Petersburg
Patterson, Sandra F., Maputo
Peterson, Christopher, Dar es Salaam
Pressley, Yasemin B., Nairobi
Quackenbush, Alicia, Paramaribo
Ramseur, Jenifer Myrna, Maseru
Reddy, Nirmala Mulamalla, Abidjan
Reeves, Gwendolyn R., Abidjan
Rich, Eugenia R., San Salvador
Rinn, Jacqueline A., Phnom Penh
Rodriguez, Kathryn V., Suva
Rudert, Mirian Noris, Santo Domingo
Saenz, Stephanie, Mexico City
Shaw, Scott R., Vladivostok
Sherwood, Mark J., Diplomatic Security
Snow, Gabrielle S., Abidjan
Stairs, Gerald Ray, Dar es Salaam
Staniak, Irena, Moscow
Stock, Cindy Sue, Cape Town
Tesone, Kim Marie, Port-au-Prince
Toliver, William H., Berlin
Torres, Isela Gloria, Caracas
Vance, Stephen P., Shanghai
Warren, Randee, Santo Domingo
Weeks, Steven Eugene, Kinshasa
Whitaker, Nenita V., European Affairs
Whitaker, Rosa Maria, Spec. Dom. Assign. Prog.
Williams, Pamela D., Oslo
Wolfenberger, Patricia K., Bonn
Youssef, Moushira S., Cairo
Zickafoose, David W., Personnel

Appointments

Adamo, Anna M., Managua
Allen, Edward L., Pre-Assignment Training
Anderson, Gary D., Pre-Assignment Training
Auger, Peter J., Information Resource Management
Baez, Alejandro, Pre-Assignment Training
Baker, Andrea S., Pre-Assignment Training
Bare, Robert A., Pre-Assignment Training
Bigott, Louise B., Pre-Assignment Training
Blackshaw, Brett, Pre-Assignment Training
Bradley, Tobin J., Pre-Assignment Training
Bryant, Craig, Pre-Assignment Training
Butler, Steven R., Pre-Assignment Training
Buzbee, John R., Pre-Assignment Training
Carroll, Thomas P., Georgetown
Coll, Sara, F.S. Specialist Intake
Craynon, Laura E., F.S. Specialist Intake
Doman, Erik K., Pre-Assignment Training
Fenwick, Leah M., Pre-Assignment Training
Field, Richard G., Information Resource Management
Fitzgibbons, Timothy T., Pre-Assignment Training
Foley, Rafael P., Pre-Assignment Training
Freedman, Robert M., Pre-Assignment Training
Fujimura, Paul N., Pre-Assignment Training
Gallup, James W., Inter-American Affairs
Girone, Theresa A., Milan
Gnazzo, Cory V., Pre-Assignment Training
Hamilton, Joseph A., Pre-Assignment Training
Harris, Brian F., Pre-Assignment Training
Harris, Melanie S., Pre-Assignment Training
Hart, Deborah S., Pre-Assignment Training
Heinrich, Karen A., F.S. Specialist Intake
Hemsh, Peter G., Pre-Assignment Training
Horwitz, Jeffrey D., Pre-Assignment Training
Jachim, Robert J., Pre-Assignment Training
Keller, James R., F.S. Specialist Intake
Keller, Vivian N., Pre-Assignment Training
Krichman, Matthew A., Pre-Assignment Training
Lockard, Joann M., Pre-Assignment Training
Mann, Hillary Prudence, Pre-Assignment Training
Manz, Nicholle M., Pre-Assignment Training
Martin, Wade C., F.S. Specialist Intake
McCormick, David L., Pre-Assignment Training
McMillan, Charles E., Information Resource Management
McNicholas, Daniel F., Pre-Assignment Training
Metres, Katherine Marie, Pre-Assignment Training
Meyers, Rachel L., Pre-Assignment Training
Moreau, Cristina, F.S. Specialist Intake
Nordberg, Mark A., Pre-Assignment Training
Olsen, Robert Eric, Pre-Assignment Training
Parks, Mary E., F.S. Specialist Intake
Philadelphia, Carlton A., Pre-Assignment Training
Rigaud, Roger Claude, Pre-Assignment Training
Roland, Kevin Scott, Pre-Assignment Training
Romero, Orlando, Information Resource Management
Royster, Steven Bailey, Pre-Assignment Training
Sessums, Michael Dean, Pre-Assignment Training
Shigetomi, Kent C., Economic and Business Affairs
Shiratori, Seiji T., Pre-Assignment Training
Slattery, Philip Thomas, Pre-Assignment Training
Story, James Broward, Pre-Assignment Training
Swanson, Timothy, Pre-Assignment Training
Trim, Vernelle, Pre-Assignment Training
Vance, Terrell R., Information Resource Management
Walker, Duncan Hughitt, Pre-Assignment Training
Washburn, Lisa Louise, Pre-Assignment Training
Wemhoener-Cuite, Carl-Hein, Pre-Assignment Training
White, Margaret Bryan, Pre-Assignment Training
Whitt, William David, Pre-Assignment Training
Wohlauer, Benjamin V., Pre-Assignment Training
Wood, William Y., Pre-Assignment Training
Young, Jeffery Avery, Pre-Assignment Training
Zadrozny, Joseph Edward, Pre-Assignment Training

CIVIL SERVICE PERSONNEL

Promotions

GG-6

Hernandez, Fatima A., International Org. Affairs

GG-13

McCarthy, Karen L., International Joint Commission

GG-14

Kirchoff, Francis A., International Org. Affairs

GS-2

Jordan, Rachel Leigh, Consular Affairs

Robinson, Sandra A., Worker Trainee Initiative

Thomas, Stephen N., Records and Publishing Services

Walker, Stephanie L., Worker Trainee Initiative

GS-4

Martinez, Ruth F., Houston Passport Agency

Smith, Valerie A., Consular Affairs

Tyler, Kenneth J., Consular Affairs

GS-5

Cambridge, Sonja G., Miami Passport Agency

Dillon, Mary M., Consular Affairs

Drain Jr., Donald J., Boston Passport Agency

Green, Damion D., Los Angeles Passport Agency

Malone, Carol D., Houston Passport Agency

Minor, Dorothy L., New Orleans Passport Agency

Powell, Lavern R., New York Passport Agency

Smith, Shunta W., Los Angeles Passport Agency

Stegeman, Robert G., Consular Affairs

Wade, Deborah L., Los Angeles Passport Agency

GS-6

Agnew-Davis, Mavis A., Under Sec. for Political Affairs

Bannister, Michael B., Executive Secretariat

Cano, Dora C., Chief Financial Officer

Pierce IV, James, Chief Financial Officer

Sellers, Mary E., Philadelphia Passport Agency

Soma, Paul Thomas, Chief Financial Officer

GS-7

Alloway, Jason Michael, New York Passport Agency

Beale, Lontria A., International Org. Affairs

Capies, Barbara J., Records and Publishing Services

Carter, Patricia A., Boston Passport Agency

Cintron, Josephine, Intelligence and Research

Cureton, Deanna J., Western Hemispheric Affairs

Green, Royce, Chicago Passport Agency

Hinds, Shelia M., Economic and Business Affairs

Johnston, Maureen Kathryn, Foreign Service Institute

Langley, Gloria A., Intelligence and Research

Lim, South, Los Angeles Passport Agency

Middleton, Tracie, Oceans and Int'l. Envir. and Sci. Affairs

Oliver, Camille T., New Orleans Passport Agency

Partlow, Adrian, Personnel

Powell, Pamela M., International Org. Affairs

Schindel, Rachel S., Diplomatic Security

Simmons, Edwina L., Chief Financial Officer

Thompson, Paige Ford, Consular Affairs

Toney, Tuula, Foreign Service Institute

GS-8

Banfield, Denise A., Policy Planning Council

Drummond, Montressa Yvette, Information Resource Management

Milligan, Kimberly A.O., Consular Affairs

GS-9

Allen Jr., Alex J., Houston Passport Agency

Bareikis, Gerald J., San Francisco Passport Agency

Cargile, Mary L., New Orleans Passport Agency

Evans, Patricia A., Personnel

George, Lorraine E., Records and Publishing Services

Hahn, Luisa M., Consular Affairs

Holst, Ruth Inez, Diplomatic Security

Hunnicutt, Julie M., Inspector General

Jenkins, Angela R., San Francisco Passport Agency

Johnson, Susan E., Consular Affairs

Lewis, Johnny, Information Resource Management

Medlock, Stephen, Chief Financial Officer

Muenzer, Angela M., European Affairs

Ozretich, Bart T., Seattle Passport Agency

Pacheco, Manuel O., San Francisco Passport Agency

Pettaway, Joanne M., Public Affairs

Piano, Jill A., Los Angeles Passport Agency

Robinson, Janice P., Consular Affairs

Scott, Claude R., Chicago Passport Agency

Spalding, Paul M., Houston Passport Agency

Tolbert, Butrina B., Houston Passport Agency

Whitlock, Darlene Burton, Personnel

GS-10

Moore, Shawn T., Records and Publishing Services

Thomas, Margaret Ann, Records and Publishing Services

GS-11

Brandling-Bennett, Helen D., Records and Publishing Services

Brennan, Daniel J., Los Angeles Passport Agency

Brown, Alvin, Chief Financial Officer

Bruder, Jason, International Org. Affairs

Dentzel, Sonia E., Population, Refugees and Migration

Dupuis, Christa Angelika, Records and Publishing Services

Dyson, Arlene A., Population, Refugees and Migration

Field, Gerald A., Records and Publishing Services

Liberatore, Sebastian, Americas Program

Foster, Jane H., New Orleans Passport Agency

Marruffo, Frank A., Los Angeles Passport Agency

McCaffrey, James L., Chief Financial Officer

Miron, Nelly, Los Angeles Passport Agency

Mitchell, Roger D., Records and Publishing Services

Newton, Creola M., Executive Secretariat

Palk, Cicily J., Chief Financial Officer

Parsons, Katherine L., Consular Affairs

Peek, Paul Thomas, Seattle Passport Agency

Roque, Luis A., Records and Publishing Services

Tellis, Roland, Los Angeles Passport Agency

Todd, Joyce L., Los Angeles Passport Agency

Tolliver, Thomas M., Information Resource Management

Walle, Colin Patrick, Seattle Passport Agency

Woo, Sheryl B., European Affairs

GS-12

Baer, Simone, Consular Affairs

Burns, Patty M., Diplomatic Security

Cary, Anita D., Foreign Buildings

Caulfield, Nancy Aker, Records and Publishing Services

Coniglio, Lisa Ann, Records and Publishing Services

Ellis, Debora L., Economic and Business Affairs

Fairman, Deborah J., International Org. Affairs

Gabbard, Maureen L., Records and Publishing Services

George, Le L., Executive Secretariat

Jackson, Aaron T., Records and Publishing Services

Johnston, Wileva L., Records and Publishing Services

Manning, Wilma M., Records and Publishing Services

Raynes, Sandra, Inter-American Affairs

Sanders, Marjorie L., Administration

Taladay, John V., Inspector General

Watts, Linda S., Records and Publishing Services

GS-13

Armor, Joanne Graves, Personnel

Beard, Xavier L., Diplomatic Security

Bottom, Angela Marie, Intelligence and Research

Bouras, Nicholas Stephen, Information Resource Management

Capps, Michael D., Intelligence and Research

Cormier, Elizabeth C., Boston Passport Agency

Daugherty, Reid A., Intelligence and Research

Dehart, Odell, Legal Adviser

Jones, William L., Chief Financial Officer

Mitchell Harrison, Kumiah, Political-Military Affairs

Mouzon, Jan E., Records and Publishing Services

Ortiz, Victor M., Information Resource Management

Reid, Thomas D., Los Angeles Passport Agency

Thurman, Audrey E., Records and Publishing Services

Tibbetts Macisso, Lynnda E., Diplomatic Security

GS-14

James, Jacqueline L., Inspector General

Kent, Deborah S., Personnel

Stockman, Anita M., Public Affairs

Tuten, June Maria, Information Resource Management

Zaranka, Joseph A., Diplomatic Security

GS-15

Betancourt, Edward A., Consular Affairs

Feldmann, John R., Information Resource Management

Nyo, Tin, Foreign Buildings

Taylor, Vincent T., Chief Financial Officer

It is Department policy to promote and recognize deserving employees for their contributions to the foreign affairs mission. As the Department's principal employee publication, *State Magazine* is provided with monthly lists of Civil and Foreign Service employees promoted, assigned, hired, retired or reassigned. As a public document subject to full disclosure under the law, these lists are subject to only minor editing for style purposes by *State Magazine*. Department policy is to publish the lists in their entirety.

CIVIL SERVICE PERSONNEL

Appointments

Armendariz, Armando, Inter-American Affairs
Ashton, Kimberly, Personnel
Barnes, Bernice L., Records and Publishing Services
Bowens, Darrell S., Records and Publishing Services
Brandchaft, Phyllis B., Medical Director
Breville, Hans, Personnel
Bridge, Kimberly K., Information Resource Management
Brooks, Karen Beth, East Asian and Pacific Affairs
Burbano, Fernando, Information Resource Management
Carbone, Anthony L., Inspector General
Carlos, Jenny A., Records and Publishing Services
Clough, Debra J., Consular Affairs
Cote, Barbara E., Consular Affairs
Deffer, Franklin W., Inspector General
Delaughter, Patricia Ann, Foreign Buildings
Depuy, Michelle R., Legal Adviser
Dodder, Danielle C., Consular Affairs
Escobedo, Esperanza M., Inspector General
Folsom, Gerald T., Records and Publishing Services
Gaspi, Maureen Joanne, Chief Financial Officer
Guilbert, Heather E., Inspector General
Harvell, Herbert, Inspector General
Hoang, Nga T. Lam, Chief Financial Officer
Johnson, Geoffrey A., Inspector General
Kamal, Shuckran A., Records and Publishing Services
Kroke, Jeffrey A., Intelligence and Research
Mabasa, Reyes G., Consular Affairs
McCain, Janice D., Inspector General
McClintock, Barbara N., Inspector General
Miller, Rosalind L., Records and Publishing Services
Miller, Tanya L., Under Sec. for Management
Parmentier, Stanislas C., European Affairs
Porter, Polly B., Administration
Reba, Jeffrey Charles, Chief Financial Officer
Rogers, James S., Records and Publishing Services
Saint-Victor Jr., Marc, Consular Affairs
Salpini, Joy L., Foreign Buildings
Schmidt, Cameron C., Personnel
Schmuecker, Brian L., Foreign Buildings
Sells, Laura T., Information Resource Management
Smith, Timothy L., Inspector General
Smolar, Robert B., Foreign Buildings
Spriggs, Harold, Population, Refugees and Migration
Tapia, Robert, Records and Publishing Services
Taylor, Robert C., Inspector General
Thompson, Samuel, Political-Military Affairs
Tolbert, Roderic K., Records and Publishing Services
Topping, Jennifer L., Inspector General
Watts, Sterling, Records and Publishing Services
Wood, Marcus D., Personnel
Zeff, Joseph B., Inspector General

Resignations

Adams, Kimberly, Pre-Assignment Training
Asante, Michael S., Consular Affairs
Bacasse, Oliver F., Foreign Buildings
Barron, Ramon Howard, Foreign Service Institute
Batt, Amanda J., Public Affairs
Biro, Lawrence Allen, Medical Director
Braly, Margaret Geoghan, Records and Publishing Services
Brinker, Marianne M., Boston Passport Agency
Brosnahan, John, Inspector General
Byerly, John R., Economic and Business Affairs
Carnahan, Carol L., Intelligence and Research
Carper, Mary Henley, Personnel
Carroll, Jacob E., Chief Financial Officer
Catliota, Donna M., Legal Adviser
Chin, Calvin, Political-Military Affairs
Coniglio, Sharon B., Records and Publishing Services
Dargout, Jean-Claude, Miami Passport Agency
Davidson, Nancy H., Foreign Buildings
Desmond, Mary Marlene, Public Affairs
Dove, Carolyn J., Miami Passport Agency
Fitzhugh, Joshua D., Legal Adviser
Fletcher, Linda D., Washington Passport Agency
Garcia, William G., Los Angeles Passport Agency
Handy, Brenda Y., Information Resource Management
Helweg, M. Diana, Legal Adviser
Harrison, Janelle M., Executive Secretariat
Koban, Danielle Woerz, Stamford Passport Agency
King, Chanda P., Foreign Buildings
Laster, Nettie Weldon, Under Sec. for Management
Lopez, Jorge L., Consular Affairs
Mack, Avis P., Inspector General
Melvin, Deana P., Economic and Business Affairs
Minor-Bey, Tanya D., Worker Trainee Initiative Program
Myers, Jessica P., Records and Publishing Services
Nightengale, Thomas V., Information Resource Management
Oliver, Judy James, Oceans and Int'l. Envir. and Sci. Affairs
Paulus, Richard Steven, Chief of Protocol
Peterson, Lakishia T., Office of Foreign Buildings
Prince, Ronald H., Information Resource Management
Reid, John, African Affairs
Richardson, Milton R., Washington Passport Agency
Rivas-Vazquez, A. Victoria, International Org. Affairs
Roots, Lashan Marie, Economic and Business Affairs
Salmon, Elaine J., Records and Publishing Services
Smrcka, Peter George, New York Passport Agency
Snyder, Randall J., Legal Adviser
Stevens, Anna M., Near Eastern Affairs
Tatem, Linda C., Washington Passport Agency
Tibbs, Shelia M., International Joint Commission
Vincent, Annamaria, Medical Director
Walton, Melodie M., Consular Affairs
Wadsworth III, William F., Information Resource Management
Whittington, Richard E., National Passport Center

Retirements

Banks, Wanda P., Information Resource Management
Benedick, Hildegard K., Foreign Service Institute
Boswell, Eric J., Diplomatic Security
Clayton, Billy P., Records and Publishing Services
Davis, William J., Records and Publishing Services
Emery, Larry L., Consular Affairs
Hadrick, Marion M., Personnel
Hough, Jane L., Foreign Buildings
McGoldrick, Frederick F., Political-Military Affairs
Meyerson, Ellen Lou, Consular Affairs
Miles, Harry P., Records and Publishing Services
Muradian, Arpi, International Org. Affairs
Paulson, Gisela Angela, Foreign Service Institute
Sprott, John T., International Org. Affairs
Ward, Larry A., Information Resource Management
Wiggins, Robert, Records and Publishing Services

Reassignments

Bell, Susan Jane, Personnel to Amb.-at-Large for Counterterrorism
Brown, Aaron V., Under Sec. for Management to Intelligence and Research
Cooper, Cecelia A., Chief Financial Officer to Personnel
Donnelly, Eileen M., Information Resource Management to Administration
Faxio, Linda M., Personnel to Foreign Buildings
Flaak, Dorothy D., Personnel to Consular Affairs
Gray, Earica Ann, Washington Passport Agency to Consular Affairs
Hokenson, Kathryn B., European Affairs to Intelligence and Research
Hollick, Ann L., African Affairs to Miscellaneous Assignments
Jackson, Laveta Y., Oceans and Int'l. Envir. and Sci. Affairs to Inter. Narc. and Law. Enfor. Affairs.
Kelley, Mary Rose, Inter. Narc. and Law Enfor. Affairs to Diplomatic Security
Kowaleski, Ann C., International Org. Affairs to Democracy, Human Rights and Labor
McGlinchey, Daniel C., Administration to Personnel
Moody, Gregory Prentice, Near Eastern Affairs to Democracy, Human Rights and Labor
Patten, Patsy J., Foreign Service Institute to Records and Publishing Services
Pollard Carol L., Political-Military Affairs to Foreign Service Institute
Saulten, Suzanne Sheppard, European Affairs to Diplomatic Security
Stratton Jr., Arthur Paul, Foreign Buildings to Inter. Narc. and Law Enfor. Affairs
Taylor, Donna R., Records and Publishing Services to Diplomatic Security

Courses: National Foreign Affairs Training Center

Education & Training

Program	Oct.	Nov.	Length
Intensive Area Studies			
China (AR 250)	—	2	2 Weeks

Advanced Area Studies

Andean Republics (AR 533)	Haiti (AR 536)
Benelux/EU/NATO (AR 568)	Hispanic Caribbean (AR 538)
Brazil (AR 535)	Iberian Peninsula (AR 591)
Central America (AR 539)	Italy (AR 594)
France (AR 567)	Lusophone Africa (AR 514)
Francophone Africa (AR 513)	Southern Cone (AR 534)
German-Speaking Europe (AR 593)	North Africa (AR 515)

These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond to starting language dates.

SLS, Basic Language Courses (Full Time Training)

French (LFR 100)	—	2	24 Weeks
German (LGM 100)	—	2	24 Weeks
Italian (LJT 100)	—	2	24 Weeks
Portuguese (Brazilian) (LPY 100)	—	2	24 Weeks
Spanish (LQB 100)	—	2	24 Weeks

SLS, Familiarization & Short-Term (F.A.S.T.) Language Courses

French (F.A.S.T.) (LFR 200)	—	2	8 Weeks
German (F.A.S.T.) (LGM 200)	—	2	8 Weeks
Italian (F.A.S.T.) (LJT 200)	—	2	8 Weeks
Portuguese (Brazilian) (LPY 200)	—	2	8 Weeks
Russian (F.A.S.T.) (LRU 200)	—	2	8 Weeks
Spanish (F.A.S.T.) (LQB 200)	—	2	8 Weeks

SLS, Early Morning

Arabic (Modern Standard) (LAD 300)	5	—	17 Weeks
Chinese (Standard) (LCM 300)	5	—	17 Weeks
French (LFR 300)	5	—	17 Weeks
German (LGM 300)	5	—	17 Weeks
Italian (LJT 300)	5	—	17 Weeks
Portuguese (LPY 300)	5	—	17 Weeks
Russian (LRU 300)	5	—	17 Weeks
Spanish (LQB 300)	5	—	17 Weeks

Administrative Training

Basic Administrative Management (PA 224)	—	2	1 Week
COR/Post—Award (PA 175)	—	19	2 Days
COR/Post—Award (PA 174)	—	16	3 Days
FSN Position Classification and Compensation (PA 232)	—	2, 30	2 Weeks
General Services Operations (PA 221)	—	9	10 Weeks
ICASS Executive Seminar (PA 245)	—	18	1 Day

Program	Oct.	Nov.	Length
Property Management for Custodial Officers (PA 135)	—	19	2 Days
Working with ICASS (PA 214)	19	30	4 Days

Consular Training

Congen Rosslyn Consular (PC 530)	Continuous Enrollment
Consular Orientation (PC 105) (6 Days)	Continuous Enrollment
Advanced Consular (PC 532)	— 30 3 Weeks

Curriculum and Staff Development

Basic Facilitation & Delivery Workshop (PD 513)	7	—	3 Days
Strategic Planning and Performance Measurements (PD 529)	—	3	2 Days
Training and Design Workshop (PD 512)	—	4	3 Days

Leadership & Management Development

EEO/Diversity Awareness for Managers and Supervisors (PT 107)	8	2	2 Days
	19	12	
	26	19	
	—	23	
Introduction to Management Skills (PT 207)	26	—	1 Week
Managing Change (PT 206)	7	—	1 Day
Team Building (PT 129)	—	18	1 Day
Managing People Problems (PT 121)	—	4	3.5 Days
Managing State Projects (PT 208)	—	30	1 Week

Orientation Training

Orientation for Civil Service Employees (PN 105)	—	18	3 Days
Orientation for Designated Posts (PN 112)	29	—	2 Days
Orientation for Foreign Service Specialist (PN 106)	—	2	3 Weeks
Washington Tradecraft (PT 203)	19	—	1 Week

Office Management Training

Civil Service Secretarial Trng for Entering Personnel (PK 104)	—	19	2.4 Weeks
Drafting Correspondence (PK 159)	—	16	1 Week
Employee Relations (PK 246)	29	—	2 Days
FS Office Management Specialist (PK 102)	14	—	2.6 Weeks
Proofreading (PK 143)	30	—	2 Days
Travel Regulations and Vouchers (PK 205)	7	3	2 Days
Writing Effective Letters & Memos (PK 241)	5	—	1 Week

Courses: National Foreign Affairs Training Center

Education & Training

Program	Oct.	Nov.	Length
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Political Training

Advanced Negotiation (PP 515)	—	3	3 Days
Arms Control in the Post Cold-War Era (PP 203)	19	—	1 Week
Global Issues (PP 510)	5	—	3 Days
Intelligence and Foreign Policy (PP 212)	—	16	3 Days
Political Tradecraft (PP 202)	26	—	3 Weeks

Information Management Training

Word 97 for Windows, Introduction (PS 232)	7 28	18 —	2 Days
Word 97 for Windows, Intermediate (PS 233)	15 12	2 Days	
Word 97 Workshop (PS 252)	9	6	3 Hours
Access 97 for Windows, Introduction (PS 250)	14 28	18 —	2 Days
Access 97 for Windows, Intermediate (PS 251)	21	—	2 Days
Excel 97 for Windows, Introduction (PS 270)	5 26	9 30	2 Days
Excel 97 for Windows, Intermediate (PS 271)	21	4	2 Days
Excel 97 Workshop (PS 254)	16	13	3 Hours
PowerPoint 97 for Windows, Introduction (PS 240)	19	9	2 Days
PowerPoint 97 for Windows, Intermediate (PS 241)	29	16	2 Days
PowerPoint 97 Workshop (PS 253)	23	20	3 Hours
Introduction to the Internet (PS 218)	5, 7 9, 15 19, 21 23, 27 29	2, 4 6, 10 12, 16 18, 20 30	1 Day
Microsoft Project (PS 180)	26	—	2 Days
MS Exchange Administration (PS 269)**	26	30	1 Week
MS Outlook 97 (PS 298)	30	—	1 Day
Networking Essentials (PS 214)**	5 2		1 Week
PC Windows Network 4.0 Fundamentals (PS 201)	5 19	2 16, 30	2 Days
Windows NT 4.0 Advanced End User (PS 202)	9 23	6 20	7 Hours
Windows NT 4.0 Administration (PS 261)**	13	9	1.8/2 Weeks
ALMA O'View-Word (PS 501)	5 19	2 16	6 Hours

Program	Oct.	Nov.	Length
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ALMA O'View-Word (PS 502)	6 20	3 17	2 Days
ALMA O'View -Client Network (PS 503)	7 21	4 18	3 Hours
ALMA O'View-Excel (PS 505)	1 19 22	5 —	6 hours
ALMA O'View-PointPoint (PS 506)	2 20, 23	6 20	6 Hours

** Registration for PS 214, PS 261 and PS 269 requires pre-approval from SAIT/IMT. All computer classes fill quickly, please contact the Office of the Registrar at (703) 302-7147 or 302-7429. Please submit your DS-755 to the Office of the Registrar.

Warrenton—Information Management Training

Intro Tel/Key Systems (YW 140)	—	2	1 Week
Satellite Operations/Management (YW 149)	—	2	3 Weeks
Refresher Communication (YW 164)	5, 13 19, 26 30	2, 9 16, 23	1 Week
DATACOMM—Introduction to DATACOM (YW 173)	26	30	2 Weeks
CLAN—Classified Local Area Network (YW 177)	26	—	4 Weeks
TERP 5/Terminal Equipment Replacement Prog V (YW 184)	—	9	2 Weeks
Commercial Term CT-7/9 (YW 212)	19 26	2, 9 23, 30	1 Week
Wide-Band Digital Transmission Networking (YW 213)	12	9	2 Weeks
SXC-50-Mitel PBX SX-50 (YW 219)	—	9	1 Week
SX-200D—Mitel PBX SX-200 (YW 220)	5	16	1 Week
SX-20/200A—Mitel PBX SX-20/200 Analog (YW-222)	12, 19	23	1 Week
SX-2000—Mitel PBX SX-2000 Analog (YW 221)	19	30	1 Week
Basic PC Maintenance (YW 224)	5, 26	23	1 Week
Windows NT Local Area Network Administration (YW 225)	5, 19	2, 16	2 Weeks
Network Essentials (YW 228)	26	—	1 Week
BPS—Black Packet Switching (YW 334)	5	2, 30	1 Week
Meridian 61C (YW 497)	—	9	2 Weeks
Banyan LAN—Local Area Networks (YW 640)	5	16	2 Weeks
PC B/A—Personal Computer Basics/Advanced (YW 641)	12	2	2 Weeks
Black Router (YW 745)	12	16	1 Week
Microsoft Exchange (YW 749)	5, 19	16, 30	1 Week
IDNX/90 EXS, IDNX/20 and IDNX MICRO/20 (YW 850)	26	23	1 Week

Education & Training

Program	Oct.	Nov.	Length
Security Overseas Seminar			
Advanced Security Overseas Seminar (MQ 912)	—	17	1 Day
SOS: Security Overseas Seminar (MQ 911)	—	2, 30	2 Days
TDT Security Overseas Seminar (MQ 913)	20	1 Day	

Overseas Briefing Center (non SOS)

Long Distance Relationships (MQ 801)	—	14	4 Hours
Communicating Across Cultures (MQ 802)	—	13	1 Day
Realities of Foreign Service Life (MQ 803)	—	14	1 Day
Employment Planning (MQ 700)	26	—	1 Week
Hello, New House (MQ 304)	3	—	3 Hours
Introduction to Effective Training Skills (MQ 111)	—	2	1 Week

Program	Oct.	Nov.	Length
Life After the Foreign Service (MQ 600)	13	—	2 Days
Post Options for Employment and Training Overseas (POET) (MQ 703)	30	—	1 Day
Raising Bilingual Children (MQ 851)	28	—	2 Hours
English Teaching Seminar (MQ 107)	—	17	3 Days
Getting Around in DC (MQ 300)	3	—	4 Hours
Teen Scene (MQ 301)	3		4 Hours
Transition to American Culture for FS Spouses (MQ 302)	24	—	6 Hours
Targeting The Job Market (MQ 704)	27	—	2 Days

Career Transition Center

Financial and Estate Planning (RV 103)	—	17	1 Day
Job Search Program (RV 102)	5	—	13.4 Weeks

Students should check with the Office of the Registrar at (703) 302-7144 to confirm course dates.

All computer classes fill quickly, please contact the Office of the Registrar at (703) 302-7147 or 302-7429.

Message from the Council on Equality in the Workplace

“The Council on Equality in the Workplace wishes to remind Department employees that any employee who believes that a barrier to advancement or imbalances in opportunity exist in the Department on the basis of race, color, national origin, sex, religion, age, disability, or sexual orientation may report, anonymously if preferred, that perceived barrier or imbalance to the Council. Reports should be addressed to the Council on Equality in the Workplace and forwarded to the Director General’s Office (Room 6218 M.S.) or to the Office of Equal Employment Opportunity and Civil Rights (Room 4216 M.S.). Reports submitted by cable should be slugged for the Council on Equality in the Workplace and sent in the Dirgen Channel.

“A report to the Council is not a substitute for filing an EEO complaint pursuant to 29 C.F.R. 1614 or for raising EEO concerns through the Foreign Service Grievance System or any negotiated grievance procedures. Employees must meet any prescribed filing time limitations under those procedures and their reports to the Council shall not serve to suspend or toll those time limitations.”

Background

1. The Council on Equality in the Workplace, chaired by the undersecretary for management, acts as an executive coordinating committee for the purpose of advancing the Department’s equal employment opportunity and civil rights goal. The Council also supports the efforts of the Office of Equal Employment Opportunity and Civil Rights (EEOCR), which continues to have the central role in the EEO process.

2. Council members include the director general; the legal adviser; the deputy assistant secretary for equal employment opportunity and civil rights; Peter E. Bergin, deputy assistant secretary, Bureau of Diplomatic Security; Ruth A. Davis, director, Foreign Service Institute; Alex De La Garza, deputy assistant secretary for Personnel; James I. Gadsden, deputy assistant secretary, Bureau of European Affairs; Fern O. Finley, American Federation of Government Employees representative; Daniel F. Geisler, American Foreign Service Association representative; Dr. Joyce Payne, National Association of State Universities and Land-grant Colleges.

Highlights in the Library's History

By Dan Clemmer

The Department of State Library traces its history back to the law of July 15, 1789, that created the Department. Section Four of the law says the Secretary will have "custody and charge of all records, books and papers" that had been collected in the past years under the Continental Congress and the Articles of Confederation. Thomas Jefferson, the first Secretary and life-long bibliophile, took an active role in developing the library collection.

1814: The Department and its library were burned by invading British troops during the War of 1812, but the Declaration of Independence, the Constitution and the records and papers of the Continental Congress, then in the custody of the library, were saved by three Department clerks. Acting at the direction of Secretary James Monroe, they put the documents into linen sacks, hired a cart, drove them into Virginia and stored them in a gristmill two miles above Georgetown. Reporting to the Congress after the invasion, Secretary Monroe said "many of the books belonging to the library of the Department... were unavoidably left, and shared the fate, it is presumed, of the building in which they were deposited."

1820: Secretary John Quincy Adams appointed a clerk, Thomas L. Thurston, to care for the library, which was in disarray from being moved so often and from the effects of the 1814 fire. Adams also directed Thurston to compile the first catalog of the collection. This handwritten catalog, now in the library's rare book room, lists 3,168 titles. Printed catalogs of 1825 and 1830 list 3,905 and 5,239 titles, respectively.

1834: Between this year and 1882, the papers of Washington, Jefferson, Madison, Monroe, Hamilton and Franklin were acquired for the library by special acts of Congress. In 1904, these papers were transferred to the Library of Congress by executive order of President Theodore Roosevelt.

1859: The "Rules of the Library of the Department of State" for that year were little different from today's library rules, except that all borrowers were referred to as "gentlemen." Rule 11 stated that "All orders for books, subscriptions for magazines, etc. will be made only on the order of the Secretary."

1922: The original copies of the Declaration of Independence and the Constitution were transferred to



the Library of Congress. These documents, saved from the 1814 fire, were displayed in the Department library in the State, War and Navy Building (now the Old Executive Office building) between 1877 and 1894. In 1952 the Library of Congress transferred the documents to the National Archives.

1973: The first computerized online information retrieval service in the library, the *New York Times* Information Bank, was installed. This service allowed searching of abstracts of the *Times* and many other newspapers and magazines. The information

bank was followed by many more services and many more computers. In 1995, access to the Internet was made available in the library reading room.

1978: The International Relations Dictionary was compiled by the library staff to help themselves and others find terms too new or obscure to be included in other dictionaries. The first edition was followed by second and third editions, each sold by the Government Printing Office and distributed to 1,400 government depository libraries.

1991: The massive card catalog was closed and a new electronic catalog installed in its place. Because it retains significant research value, the old card catalog was kept, much to the relief of traditionalists. In 1996 the electronic catalog was made available on the world wide web.

1997: The library was named in honor of Ralph J. Bunche, one of the most gifted and prominent statesmen of the 20th century. Dr. Bunche served in the Department in the 1940s and won the Nobel Prize for his peacemaking efforts in the Middle East while serving as a U.N. mediator on Palestine.

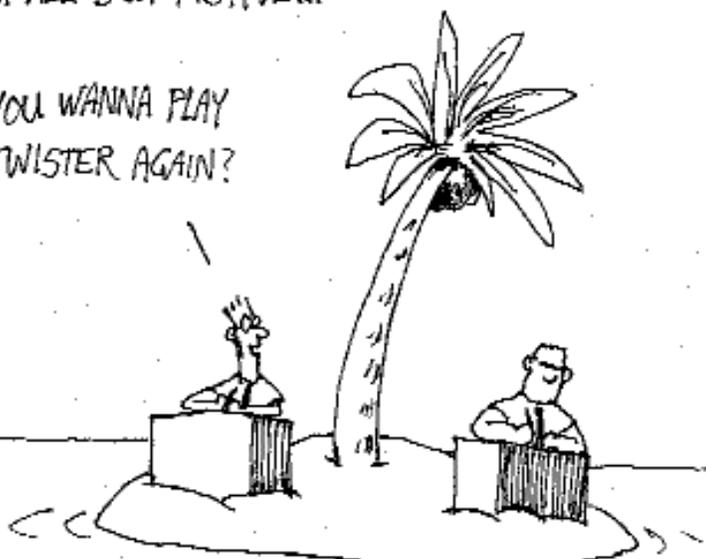
1998: After 209 years of service, the library is looking toward the future. While its 600,000-volume book collection is perhaps the best foreign affairs collection in the United States, the library staff values the resources available on the Internet and has been leading the effort to publicize the Internet in the Department. Although the library enjoys an attractive, well-designed physical space, the staff also wants to create a "virtual library"—available 24 hours a day, 365 days a year, for the thousands of Department employees in Washington, D.C., and around the world. The staff hopes to be connected soon to the Department's intranet, offering not only a new look to the catalog, but also new services for library users. ■

The author is State's chief librarian.

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YOU WANNA PLAY TWISTER AGAIN?



WHEN THEY SAY: "PUBLIC TRANSPORTATION IS LIMITED..."

ARE YOU SURE THIS IS THE FASTEST ARMADILLO IN TOWN?

— WOULD YOU BE PAYING TRIPLE THE FARE IF HE WAS NOT?



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