

U.S. DEPARTMENT OF STATE

SEPTEMBER 2009

State

MAGAZINE



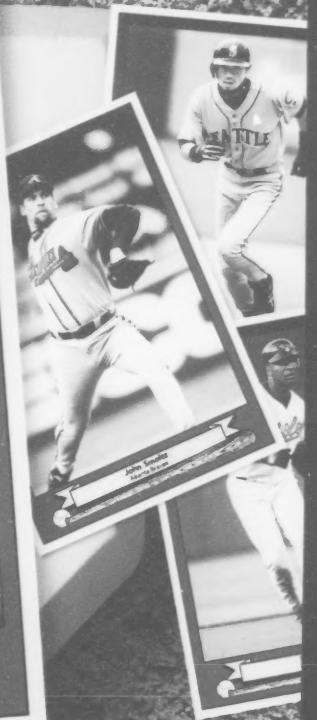
Secretary of State **Condoleezza Rice**
United States Department of State



Eric Geene
Los Angeles Dodgers



Rich Jankovic
Baltimore Orioles



John Smiley
Seattle Mariners

Justin Upton
Los Angeles Dodgers

BUILDING BRIDGES THROUGH BASEBALL



Don Simmons, a finance officer in Baghdad, adds some edge to his life and inline skates to his feet just outside the city.

IN OUR NEXT ISSUE: On the Road to Peace in Iraq

State MAGAZINE

Rob Wiley
EDITOR-IN-CHIEF

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DEPUTY EDITOR

Bill Palmer
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Tara Boyle
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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, D.C., and at additional mailing locations. Send changes of address to *State Magazine*, HR/ER/SMG, SA-1, Room H-236, Washington, DC 20522-0108. You may also e-mail address changes to statemagazine@state.gov.

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

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Deadlines: September 8 for November issue.
October 8 for December issue.

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ON THE COVER

Baseball diplomacy touches all the bases in Chile, especially with Secretary Condoleezza Rice. *Photo by Jorge Sanchez; design by David L. Johnston.*



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ON THE COVER

Baseball diplomacy touches all the bases in Chile, especially with Secretary Condoleezza Rice. *Photo by Jorge Sanchez; design by David L. Johnston.*

DIRECT FROM THE D.G.

AMBASSADOR W. ROBERT PEARSON



Civil Service Employees Have Abundant Career Resources

Creating a more secure, democratic and prosperous world for all Americans and the international community requires our employees to achieve their maximum potential. That's why I'd

like to highlight some of the outstanding career development opportunities available to our Civil Service colleagues.

The career development division in the Civil Service Personnel Management Office coordinates leadership and professional programs and develops policies to expand Civil Service training and mobility. Career ladder programs, congressional fellowships, graduate programs and individual counseling and support are also among the many opportunities.

The Bureau of Human Resources worked with the Foreign Service Institute to expand Civil Service orientation from three days to two weeks, providing more time for new employees to learn about the Department and its resources.

Civil Service mentoring has increased from 24 pairs in 2002 to nearly 200 today. The year-long program includes workshops, shadowing and other developmental activities. For those seeking a career change or advancement, the Upward Mobility Program offers opportunities to participate in a structured, accelerated training for up to a year.

The Career Entry Program allows employees to work in several locations while receiving a solid introduction to the Civil Service system. Positions are in professional and technical fields such as contract, personnel and financial management; security and intelligence; foreign affairs; consular affairs; management analysis and information technology. Employees enter the two-year program at the GS-5 or GS-7 grades.

The Department participates in a range of leadership programs lasting three months to a year for employees from GS-5 to GS-15 through the U.S. Department of Agriculture's graduate school. Classroom discussions, group exercises, learning teams, independent studies and rotational work assignments are all part of the curriculum.

Senior-level training opportunities are available for GS-15 and high-potential GS-14 employees at the National War College, the Industrial College of the Armed Forces and the

Army, Naval, Marine and Air War colleges. The training broadens an employee's strategic knowledge and is particularly valuable for those expecting significant managerial responsibilities. Applicants are selected each fall for a limited number of slots. Senior fellowships at universities or institutions such as Tufts University's Fletcher School, the Atlantic Council and the Hoover Institution offer additional options.

Congressional fellowship programs give our employees a working knowledge of Congress. These full-time 7- or 12-month programs offer a hands-on education on how the legislative branch of government works and how congressional decisions affecting federal agencies are made.

More leadership training is available through the Council for Excellence in Government, which sponsors two fellows programs: the Excellence in Government Fellows Program and the e-Government Fellows Program. Both offer leadership training through workshops and small group sessions, visits to corporations and coaching by experienced executives. Candidates work with actual projects or problems facing their agency.

A number of advanced academic opportunities exist.

The Joint Military Intelligence College offers employees a free after-hours postgraduate program leading to a master's in strategic intelligence, the only one of its kind in the United States.

The Department of State and Princeton University's Woodrow Wilson School of Public and International Affairs offer a residential master's program in public policy with concentrations in international relations, economic development, domestic policy and economics and public policy during the year-long program.

In partnership with the Navy Bureau of Medicine and Surgery, the Department established a master's in business administration with Webster University on Navy Hill. Training focuses on business in a competitive environment.

Finally, our own Career Development Resource Center in SA-1 provides guidance, coaching and other services. Evaluations of skills, interests, values and work preferences, as well as setting goals, are among its specialties.

The center's experienced career counselors, library and computer resources are open to all employees, contractors and Foreign Service families.

I urge our Civil Service employees to take advantage of these resources and training programs, and I encourage supervisors to work with their employees to provide the time for these very important career advancements. ■

LETTERS TO THE EDITOR

Starting Over in Uganda

The cover article on Kampala as post of the month in the May 2005 issue tells effectively how Uganda is "rising above a troubled past." It quotes Ambassador Kolker as saying, "The United States is a good 'brand name' here." We set about launching that image as the first American mission to Uganda after an absence of some seven years forced by the reign of Idi Amin.

In 1979, shortly after the overthrow of the brutal dictator, I was assigned to Kampala as public affairs officer. The United States and other foreign governments had calculated that there would be relative peace after Amin fled the country and a highly respected university leader was installed as president. The new president lasted about six months, and there were two coups followed by a tainted election.

Uganda was in a state of anarchy. Gordon Beyer, our ambassador, and the entire embassy staff were ready to tough it out, and he gave me unlimited support. I found a vacant building for a "cultural center," furnished it, hired staff, brought in books and opened the U.S. Information Service library, which was crowded from day one. Relations with Makerere

University were reestablished and a visiting American professor brought in. Ugandan scholars, journalists and other potential leaders were sent to the United States on International Visitor grants.

Two projects stand out. We helped refurbish the National Theatre of Uganda for a production of Thornton Wilder's *The Skin of Our Teeth*. I directed an all-Ugandan cast, and the two leads in the production were honored that year with the Ugandan equivalent of Broadway's Tony awards. The embassy, working hand in hand with the Uganda Sports Press Association, helped organize the nation's first major soccer tournament in years. For two weeks, a huge American flag flew atop the stadium next to the Ugandan flag as some 20,000 fans cheered their teams.

I served in seven overseas posts during a 22-year career. Kampala stands out as the most memorable.

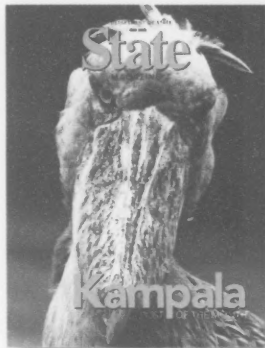
Eddie Deerfield
Retired FSO

Cover Delights Bird Lover

As the Department's self-appointed "ornithologist in residence," I was absolutely delighted with the cover of your May issue (a shoebill). A couple of small issues: While the bird has been described as one of "Africa's most wanted" and is a major draw for eco-tourists visiting Uganda, it is neither as endangered, tall nor localized as you report. According to the book *Threatened Birds of the World*, it is merely "near threatened," with a healthy population of between 10,000 and 15,000. While it is certainly a magnificent beast, it stands only about 1.2 meters tall and it is found in 10 African countries from the Sudan and Ethiopia to Zambia and Botswana.

Thanks for publishing one of the wonders of the bird world, *Balaeniceps rex*!

Peter Kaestner
Consul General
U.S. Embassy Cairo



FROM THE EDITOR

Play Ball!

Few things touch more lives or arouse more passion around the world than sports. As Ambassador Craig Kelly and wife Kimberly prepared to assume their roles in Santiago last year, they also started checking into ways to bring a slice of America. With support from Major League Baseball's Los Angeles Dodgers, including Hall of Famer Tommy Lasorda, Little League International and Chilean officials, the Kellys and their embassy staff helped inaugurate Little League Chile.

On opening day, working-class kids from some of Santiago's poorer districts shared the field with their peers from the international school. Late in the season, Little League Chile got an official "safe" sign from Secretary Condoleezza Rice.

Words matter, especially in the ever-shifting environment surrounding the United Nations headquarters in New York. Every time the United States takes an official position on any issue at the U.N., the professionals at the Office of United Nations Political Affairs draft the words. And the U.S. takes an official position on everything.

An early target in the international terrorists' war against the United States, the U.S. embassy in Nairobi has rebounded to become the largest U.S. mission in sub-Saharan Africa. With 18 agencies, more than 260 American employees and some 800 locally engaged staff, the mission plays a crucial role in anti-terrorist programs in the region.

Rob Wiley

A PERFECT TEN

Still Growing After All These Years

In 1995, the staff of the Charleston Financial Service Center was so small that it fit into a single building on the old Charleston Naval Base.

Now, 10 years later, the center employs 550 people and is known as Global Financial Services Charleston—a name that reflects its importance to the Department's work overseas. Today, the center is responsible for all domestic financial operations and provides support to posts in 113 countries.

"Consolidation over the last three years has fueled our growth," said Robert Nicolai, director of administrative operations. "Our staff now provides payroll services to all Department employees worldwide and financial services both domestically and internationally."

More than 55,000 employees and 15,000 retirees count on Global Financial Services Charleston for their checks—but payroll and pensions are only one part of the work done by the Charleston team. The center also handles domestic and overseas accounting, international banking, cash management and other responsibilities.

For posts that need additional support, Global Financial Services runs a help desk and offers 24 financial training courses in Charleston, Bangkok and Paris. One thousand trainees participate in these courses each year.

On June 16, the Global Financial Services team celebrated the center's 10-year anniversary with a barbeque at the Charleston offices.



Participants in a training session for Foreign Service Nationals pose in the lobby of the Charleston center with members of the Office of Foreign Service Nationals Payroll Operations.

Charity Campaign Begins Another Round

The annual Combined Federal Campaign at the State Department begins Oct. 1 with an information session and kick-off in the Harry S Truman building exhibit hall. Considered the largest and most successful workplace charitable drive, the effort involves more than 300 agencies—both civilian and military—throughout the country.

Charities must submit to extensive financial and management scrutiny before being placed on the

CFC roster. Last year, about 24 percent of the Department's workforce contributed more than \$2 million, exceeding the campaign's \$1.9 million goal.

Donations are accepted in cash, by check or as payroll deduction.



\$199

Average gift amount to the 2004 Combined Federal Campaign.

HST ROOF SPORTS NEW SOLAR PANELS

Because energy costs are expected to keep rising, the federal government wants to create renewable energy sources. The Department is making significant strides in that direction, as evidenced, for example, by the use of solar-powered lights in the parking lot at the Florida Regional Center. Recently, Facilities Management Services completed phase one of the installation of a rooftop solar energy system for the Harry S Truman Building.

Executive Order 13123, Greening the Government Through Efficient Energy Management, calls for all federal agencies to increase their use of renewable energy and to support the Million Solar Roofs Initiative by working toward the installation of 20,000 solar energy systems at federal facilities by 2010.

Michael Weimer, a University of Colorado electrical engineering student on a 2004 summer intern assignment in the Office of Facilities Management Services, was charged with developing a design for a solar energy system to be introduced in phases for the Truman Building. The Department's photovoltaic system concept is based on his research.

Phase one of the installation was completed in June. Some 104 photovoltaic modules—solar panels—of 300 watts each



New solar panels grace the roof of the Harry S Truman Building.

were installed on the eighth floor roof near 21st and C streets. The panels can produce 31.2 kilowatts of power per day. The remaining four phases are scheduled for installation in the near future, based on availability of funding. The system's expected lifespan is 30 to 50 years.

U.S. HONORS ISRAELI JEW, ARAB FOR PROJECT ON CHANGING ATTITUDES

At a ceremony hosted by U.S. Ambassador Daniel Kurtzer at the American Center in Jerusalem on June 6, Professor Dan Bar-On, chair of the Department of Behavioral Science at Ben Gurion University, and Professor Sami Adwan, of the Department of Education at Bethlehem University, were awarded the first annual Victor J. Goldberg IIE (Institute of International Education) Prize for Peace in the Middle East.

The new prize was established to recognize outstanding work being conducted jointly by two individuals, one Israeli Jew and one Arab, working together to advance the cause of peace.

Bar-On, a former Fulbright scholar, and Adwan were selected for having developed an ambitious educational curriculum development project entitled "Learning Each Other's Historical Narrative." The ongoing four-year Israeli-Palestinian project, which was also supported by a U.S. Wye grant, focused on teachers and school classrooms in Israel and the Palestinian areas as critical forces for changing entrenched and polarized attitudes on both sides.

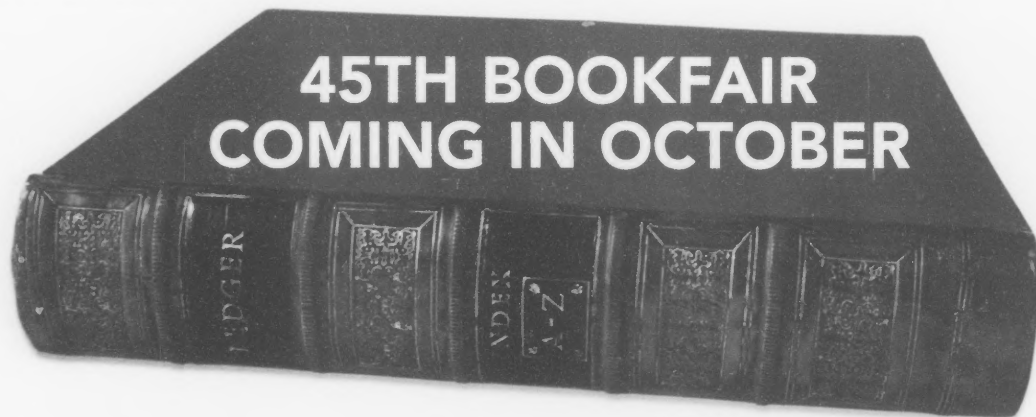
The event recognized the work of IIE in advancing exchanges worldwide. Ambassador Kurtzer highlighted the role of people-to-people exchanges in increasing mutual understanding between Israelis and Palestinians and advancing chances for peace in the region.



From left, Ambassador Daniel Kurtzer, Victor Goldberg and his wife Patricia Waldecks Goldberg, IIE Prize winners Sami Adwan and Dan Bar-On, and IIE Chief Operating Officer Tina Ravitz.

October marks the 45th annual BOOKFAIR, sponsored by the Associates of the American Foreign Service Worldwide. The sale, which raises scholarship money for Foreign Service dependents and AAFSW community projects, began in 1960 with 7,500 books. Last year, more than 100,000 books were collected and approximately \$80,000 was raised. Art objects, collectibles, stamps and coins also will be sold.

The sale, in the Exhibit Hall of the Harry S Truman Building, starts Oct. 14, from 2 to 5 p.m., and continues Oct. 17-21, from 11 a.m. to 3 p.m. for employees, spouses and guests. During two weekends, Oct. 15-16 and Oct. 22-23, the sale is open to the public from 10 a.m. to 4 p.m. Books are half price on the last day. The entrance is on C Street between 21st and 23rd streets N.W. Visa and MasterCard are accepted. Call (202) 223-5796 for more information.



BUCKEYES WIN DEPARTMENT COMPETITION

A team of graduate business students from Ohio State University recently won a national management case study competition sponsored by the Department. The University of Texas-San Antonio and Georgetown University placed second and third, respectively.

As part of an effort to increase awareness of State Department and Foreign Service careers, the Department invited target universities to participate in this real-world competition. The

Bureau of Administration and a consumer research and consulting firm designed a scenario that management officers overseas might face.

After six months of working on the case, the top three teams presented their solutions to a judging panel that included John Campbell, ambassador to Nigeria; Frank Coulter, acting assistant secretary of the Bureau of Administration; and Steve Nolan, executive director of the Bureau of African Affairs.



NEW HIGH-SPEED WIRELESS LINK BOOSTS CONNECTIONS IN KATHMANDU

When the U.S. Embassy in Kathmandu needed reliable, high-speed, secure Internet and phone service to connect the chancery to its new offices for the consular and public affairs sections, it gambled on a technology called WEXTEL. The gamble paid off.

WEXTEL is a wireless link using radios that are immune to poor air quality, dust or rain and that use directional antennas that limit exposure to interference. The result is almost 100 percent reliability and only a few minutes of outages each year. It appears to be an ideal solution for embassies that need to communicate with off-site offices.

Kathmandu is the first post to achieve a first-class "carrier-grade" connection over a wireless, encrypted Department link, representing a more-than-tenfold improvement over previous solutions. All public affairs and consular business now flows through the WEXTEL link.

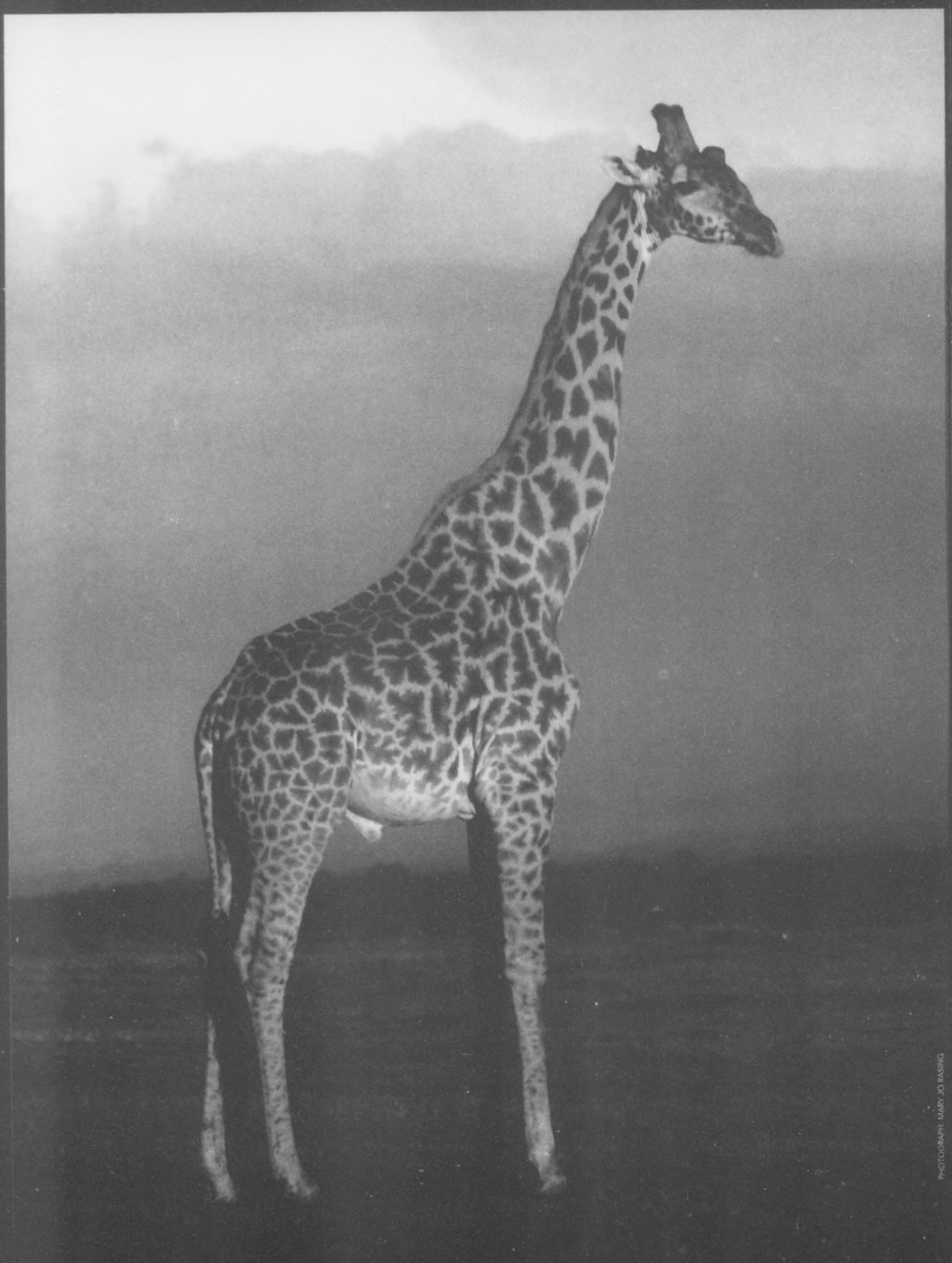
WEXTEL eliminates wire or fiber installation costs and recurring monthly fees, delivering performance quickly at an affordable price. In addition to the fast Ethernet connection, WEXTEL also provides a separate telephone connection, allowing switchboard connectivity between buildings without additional lease-line costs.

WEXTEL connectivity can include voice, data, video streaming or just about anything transmitted in a digital format. WEXTEL can create a portable videoconference wireless link spanning tens of miles between a remote hotel conference center and the chancery, remote video monitoring and a secure multi-point network that simultaneously covers an entire campus.

One of the objectives of the Kathmandu WEXTEL pilot is to identify wireless technology that might be adopted as a Department standard and address the need for increased bandwidth that is reliable and secure.

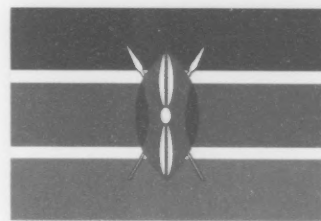


Contractor Brad Raupp uses his rappelling skills during the WEXTEL installation in Kathmandu.



PHOTOGRAPH: MARY JO BASING

POST OF THE MONTH



After 1998 Blast, a Rebuilt Embassy
Symbolizes U.S. Commitment to Kenya

NAIROBI

By Elizabeth Kennedy Trudeau

The sun also rises near Mt. Kenya.



From the 14th-century Omani ruins that decorate Kenya's coast to the sun-scalded volcanic hills ringing Lake Turkana, the physical beauty of Kenya is staggering in its contrasts.

Kenya's people, too, form a mosaic of contrasts, with more than 70 ethnic tribes and 30 languages. For many Kenyans, English is a third or fourth language, after a mother tongue and Kiswahili, the national language. Along parts of the Kenyan coast, some children chatter more easily in Arabic than English. However, while Kenyans may describe themselves as Kikuyu, Luhya, Luo, Kalenjin, Kamba or Kisii, since independence in 1963 they also identify themselves, proudly, as Kenyan.

This multiculturalism has led Kenya—and Nairobi, in particular—to embrace international guests. Nairobi is the economic, cultural and media hub of East Africa, home to multinational corporations, U.N. agencies and hundreds of nongovernmental organizations. Nairobi is also a city of contrasts: A visitor can watch Maasai herd cattle through black clouds of diesel exhaust in gridlocked traffic and peer from a fairway of the Royal Nairobi Country Club into

Africa's largest slum, Kibera, where some 700,000 people live in absolute poverty.

DIVERSITY AND BEAUTY

Kenya offers much more than lions, elephants and the annual migration of wildebeest. Split horizontally by the equator and north to south by the Great Rift Valley, Kenya encompasses the fertile highlands of Nyeri, one of the most productive agricultural regions in Africa, and the otherworldly lava fields and deserts of the far northwest. Near the country's geographic center, Mt. Kenya sparkles with glaciers, while the alkaline lakes of the Great Rift Valley are rimmed with millions of pink flamingos. In the west, the lush tea fields around Kericho roll to the shores of Lake Victoria. All this natural beauty is punctuated by seasonal drought, devastating floods, periodic famine and persistent poverty.

PHOTOGRAPHS: (ABOVE) DAVID ALLEN SCOTT; (OPPOSITE PAGE TOP) FELIX GICHINGA; (BOTTOM) U.S. EMBASSY NAIROBI

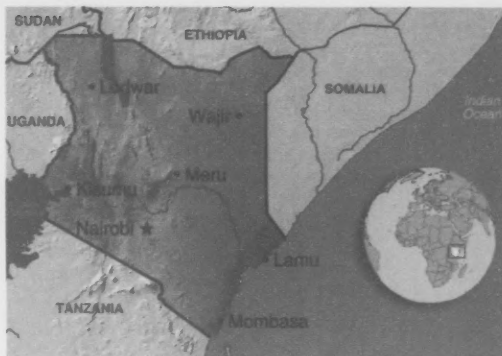


Top: Embassy Nairobi's Human Resources staff. From left, Susan Muigai, Rose Ogaya, Eva Osiango, Lucy Segero, Mildred Ahenda, Faith Knugu and Medrine Wendot. Bottom: Newlyweds Holly Waeger, left, and Edward J. Monster, third from left, pose with Ambassador William Bellamy and Deputy Chief of Mission Leslie Rose at their Maasai wedding ceremony.

In a country with high unemployment and an annual per capita income of around \$400, all of Nairobi's residents, from slum dwellers to suburban expatriates, face the problem of increasing violent crime. Refugees enter the country through porous borders with Sudan and Somalia, and there is a growing trade in small arms, drugs and, more recently, people. The country's infrastructure—roads, electricity, water and telecommunications—is crumbling, and deforestation, pollution and poaching are increasing as the population exceeds available resources.

Despite a Department travel warning, tourism has been rising. Meanwhile, the African Growth and Opportunity Act has multiplied Kenyan exports to the United States. Kenya played a pivotal role in the negotiations that brought peace to southern Sudan after more than 20 years of war and, for a while, was host to the transitional federal government of war-torn Somalia.

AT A GLANCE



Country name: Kenya

Capital: Nairobi

Independence: December 12, 1963 (from the United Kingdom)

Government: Republic

Population: 33.8 million

Median age: 18.2 years

Languages: English, Kiswahili and numerous indigenous languages

Total area: 582,650 square kilometers

Approximate size: Slightly more than twice the size of Nevada

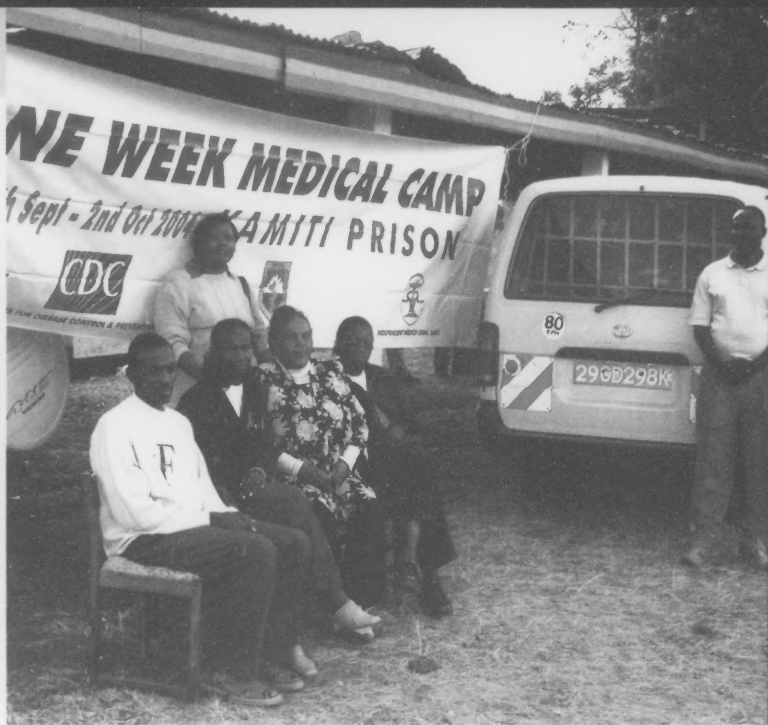
Currency: Kenyan shilling (KES)

Chief exports: Tea, horticultural products, coffee, petroleum products and fish

Export partners: Uganda (12.8 percent), United Kingdom (11.6 percent) and United States (10.4 percent)

SOURCE: CIA World Factbook 2005

Top right: A clinic for voluntary counseling and testing at Kamiti Prison. Seated, from left: Mr. Zacharia, Mary Kariuki, Evelyn Ojok and Benta Museve, all from the Centers for Disease Control. Standing behind them is Mary Chepkonga, acting assistant commissioner of prisons and coordinator of HIV/AIDS programs.



Above: Mary Ofisi of the embassy's financial management center speaks at the Aug. 7 commemoration in 2004. Watching, from left, are former public affairs officer Peter Claussen, former management counselor Steve Nolan and Ambassador William Bellamy. Bottom right: Foreign Service National employee Eliud Meja, in white T-shirt, helps build a school in a Maasai village.

The 2004 Nobel Peace Prize was awarded to Wangari Maathai, the first African woman to be so honored. She won for her contribution to sustainable development, democracy and peace. Professor Maathai, a member of Parliament and assistant minister of environment who studied in the United States, joined Ambassador Mark Bellamy on Earth Day last year to plant 1,000 trees in Nairobi's Karura Forest, which she helped save from developers.

PROGRESS AND OPPORTUNITY

In 2005, Kenya's program under President Bush's Emergency Plan for AIDS Relief had a budget approaching \$145 million, the largest of any country. Successful prevention programs have reduced the prevalence of AIDS, community support is being strengthened and great progress is being made in the distribution of antiretroviral drugs. The



Centers for Disease Control and Prevention, State, the U.S. Agency for International Development, the Peace Corps and the Walter Reed Medical Research Unit, in partnership with Kenyan and international organizations, have made these gains possible.

The horrific attack on the U.S. Embassy in Nairobi on August 7, 1998, has led to strengthened antiterrorism programs in the region. A memorial park on the site of the former chancery honors the 46 Embassy employees and nearly 200 others who died in the attack, which also wounded more than 5,000 Kenyans. The park has become a



Rukiya Mwinyi, Muslim outreach coordinator, and George Kamau, Information Resource Center director, rear, teach Internet skills to students from the Nairobi Muslim Academy.

popular oasis, a retreat from the noise and crowds of downtown Nairobi.

The current embassy building on a compound in Nairobi's northwest suburbs, near coffee plantations and a large United Nations complex, was dedicated in March 2003. It is the largest U.S. Mission in sub-Saharan Africa, housing 18 agencies, more than 260 American employees and some 800 locally engaged staff. A new Marine House was dedicated this year, and in 2006 USAID will move into a new building on the compound.

For Department employees, Kenya is a place of opportunities. Mike Fitzpatrick, the Mission's political counselor, his wife Silvana and their nine-year-old daughter Michelle were stationed in Brussels before Nairobi.

"I never thought that I would serve in Africa," he says. "But offered the chance to come to Nairobi, I thought 'How many opportunities do you have?' Neither one of us had ever even stepped foot in Africa."

Silvana adds, "Nairobi is not a difficult city to know. People are happy to be here. There are lots of smiling faces, things to do, groups to join, activities for families. The International School of Kenya's facilities are wonderful. There are not many other schools where children have the chance to climb Mt. Kenya or stay with a Maasai family."

Or be married in a traditional Maasai wedding ceremony. In August 2004, Holly Waeger and Edward J. Monster, both first-tour officers, tied the knot or, more precisely, tied 18 knots in Holly's bridal necklace—one for each cow or goat Mr. Monster's family gave Holly to symbolize the union—in a Maasai village.

It is precisely these opportunities that continue to attract Department employees to Nairobi. Mary Jo Rasing, financial management officer, was serving in Senegal when she put Nairobi at the top of her bid list.

"Professionally, Nairobi is a chance to stretch my abilities," she says. "Mission-wide, we have a good group. People are serious about their work and very professional and the leadership of the Mission reinforces the positive attitude here."

An accomplished photographer, Ms. Rasing has captured her Kenya experiences on film. Pictures from her safaris can be seen at the following web site, along with other spectacular photography of Kenya's diversity by the staff of the U.S. Embassy in Nairobi, at <http://nairobi.state.gov/PostOfTheMonth/index.htm>. ■

The author is a public diplomacy officer serving a tour in human resources at U.S. Embassy Nairobi.



Office of United Nations Political Affairs

OFFICE MIXES POLITICS, POLICY AND
PARKING TICKETS BY PAUL KOSCAK

Versatile might be the best way to describe the Office of United Nations Political Affairs.

It's the kind of place where shifting from editing an international peacekeeping proposal to arm-twisting some foreign diplomat to pay up a mountain of New York City parking tickets isn't unusual.

It's where official positions are crafted, diplomats are briefed and everyone from desk officers to the secretary—even the president—seeks guidance before visiting the United Nations.

And it's where the United States will work its campaign to reform that august body, 60 years old this month.

"We provide the policy and make sure our delegations are instructed on U.S. positions," says Director Jim Warlick. "Press statements, meetings and negotiations at the U.N. are coordinated through this office."

There's no shortage of positions to consider for the office's 16 foreign and civil service employees and two interns—more than 200, in fact—from global terrorism to dealing with space debris. As Mr. Warlick says, the United States has a view on every issue that comes up.

The office drafts resolutions for the U.N. Security Council promoting America's interests in many of the world's hot spots—Afghanistan, Haiti, Iraq, Kosovo and North Korea, for example. A call for an international peacekeeping force in Sudan, for instance, was recently proposed by the office.

WORDS MATTER

In this business, words matter. The guidance can sometimes be quite detailed, right down to the line-by-line language of a resolution. But that's usually the end product. Before that happens, the office spends considerable effort

AT A GLANCE

Office name: Office of United Nations Political Affairs

Symbol: UNP

Office Director: Jim Warlick

Staff size: 16

Office location: Harry S Truman Building

gathering the information and intelligence needed to fashion an acceptable resolution.

The work is similar to drafting a bill and getting it through a congressional committee—except in this case the 15 Security Council members represent nations. Nine votes are needed to pass a resolution. And like bills that pass Congress and become law, resolutions accepted by the Security Council become international law.

“It’s a lot of give-and-take,” Mr. Warlick says. “This is true multilateral work.”

Proposals are “tested,” he explains, by drafting the “elements” the United States needs to promote and then “checking with the British, the French, the Chinese and the Russians. We get some good soundings before we submit it.”

In many cases that means negotiating with the department’s foreign counterparts and working out controversial language. Depending on the sensitivity, getting consensus may require top-level attention beyond the desk officer’s or ambassador’s counterpart, he said.

“For the resolutions on Iraq, Secretary Colin Powell became a desk officer,” Mr. Warlick recalls. “He spoke with other secretaries and foreign ministers, going over each line of the language. It went that high.”

The office also lobbies to impose sanctions on nations committing atrocities and works to bring war criminals to justice, such as those in Sudan charged with crimes against humanity. It’s also where the president and secretary look for direction when visiting the General Assembly each year. Taking into consideration the politics and issues of the

moment, the office devises an itinerary, recommends people to visit and suggests luncheons to host.

REFORM AGENDA

Reforming the U.N. is high on the office’s agenda, especially as the international assembly celebrates its 60th anniversary.

“It’s our single busiest issue,” Mr. Warlick says. “We want the U.N. to look like 2005, not 1945.”

He cited the recent oil for food scandal and the U.N.’s Commission on Human Rights Council as examples of lack of accountability.

“The commission as it meets in Geneva is a disaster,” he says. “The Zimbabwes and Cubas of the world like to sit on it to protect themselves from charges.”

With new leadership in the Middle East and now that former Palestinian chief Yasser Arafat is gone, however, the dynamics for reform are favorable he says. “The time is right.”

The more than 35,000 foreign diplomats and their families living in New York City create another responsibility for the office: ensuring that the United States, as host country, carries out its international legal obligations to the U.N. diplomatic community. Those obligations include arranging for the safety and security of the missions according to diplomatic privileges and immunities, expelling diplomats, imposing travel restrictions, reviewing visas and dealing with crimes such as driving under the influence, domestic violence and overdue parking tickets.

Unlike dealing with foreign diplomats elsewhere in the United States where reciprocity determines how those issues are handled, civil and legal guidelines for resolving problems generated by the U.N. foreign community are determined by treaty.

One visa issue that’s sure to command the office’s attention is deciding if Iran’s new hard-line president should be allowed into the United States to attend the U.N.’s 60th anniversary summit this month. Mahmoud Ahmadinejad, Mr. Warlick says, is accused by some former hostages of being a captor during the 444-day seizure in 1979 of the U.S. Embassy in Tehran.

“This may have to be decided by the secretary,” he speculates.

Opposite page: Political Officer Rakesh Surampudi greets U.N. peacekeepers in West Africa. Below: Jim Warlick, who directs the U.N. Political Affairs Office, says his staff may have months or just minutes to draft an official position.





U.N. peacekeepers and officials pose with Rakesh Surampudi, sixth from left, and Gerry Anderson, fifth from right, Office of Peacekeeping, Security and Counterterrorism director.

SPECIALISTS WORK ON THE CUTTING EDGE

BY PAUL KOSCAK

When the secretary, an under secretary or certainly the president speaks at the U.N. or when the Security Council takes a position, it's news. Making those events happen, isn't.

Take Rakesh Surampudi. He's busy writing official positions—"the paper," as it's called—for U.N. visits, especially during the annual opening of the General Assembly, where there are lots of last-minute meetings.

"All the countries are showing up at the same time and the secretary stays only for

one or two days," says Mr. Surampudi, a public diplomacy officer who joined the Department in 2000 and has worked for the Office of United Nations Political Affairs for about a year. "The desk sets up the meeting, but we'll coordinate how the paper goes to the 7th floor."

He wrote talking points, for instance, on expanding the Security Council for Nicholas Burns, under secretary for political affairs, who visited the U.N. July 20.

The U.S. opposes the proposal to expand the council put forward by the G4—Japan, India, Germany and Brazil.

"The G4 plan isn't clear," says Mr. Surampudi, explaining the U.S. position. "There needs to be a larger debate."

Geographical balance, efforts at peacekeeping as well as logistical and financial support to the U.N. are among the criteria for Security Council permanent membership being overlooked, he noted.

Kaye Boesel, another office specialist, has developed a sixth sense for what works and what doesn't after dealing with U.N. politics for 16 years. When faced with a challenging issue that needs to sail through the Security Council, Ms. Boesel knows how to grease the skids.

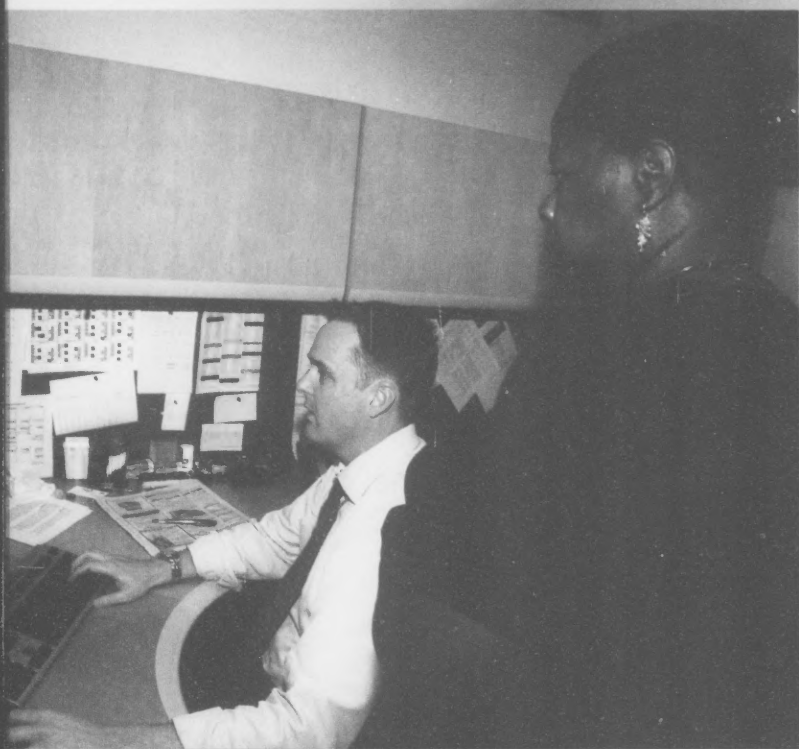
"You make lots of calls," she says. "You ask the ambassador to approach the foreign minister to get his foreign mission to support a resolution. I provide the talking points. We're trying to find allies, to bridge opposition."

Call her a political editor. Since resolutions are already crafted by the time they reach her desk, she rewrites for advantage, adding and recasting the prose and jargon in a way that best promotes U.S. interests while at the same time helping to create a resolution that satisfies other nations. Ms. Boesel's input, along with a legal evaluation, ensures that documents are ready for prime time at the U.N.

Right now she's working to ready a comprehensive convention on terrorism for the U.N.'s 60th anniversary. The convention has been languishing since 2001, when it was submitted by India. There are



PHOTOGRAPHS: (TOP); OFFICE OF UNITED NATIONS POLITICAL AFFAIRS; (ALL OTHERS); PAUL KOSCAK



Above: Secretary Danielle Butler-Johnson, right, reviews a document with John Robertson, a political officer. Below: Kaye Boesel, a Civil Service specialist, helps write a convention.



13 terrorism conventions, or treaties, embraced by the U.N., each covering a single issue, such as bombings, hostages and finance.

Two concerns stalled the comprehensive convention: some nations wanted a declaration that national liberation movements are not terrorist campaigns and that military force can be a terrorist act. Both positions are opposed by the United States says Ms. Boesel.

"When we take it to the General Assembly, we want to know there's no opposition," she says. "We don't just want a vote, we want it acclaimed."

Then there's Brooke Milton-Kurtz. After working two years in the office, this civil service specialist handles just one issue, but it's a big one—Iraq. Keeping the U.N. engaged in the U.S. mission there is her specialty.

"I work almost entirely with the Security Council," she says.

That could mean months of negotiations to reach consensus on a resolution or responding to an event where a resolution is needed within hours, not weeks or months. When the Egyptian ambassador was assassinated in Iraq, on July 7, she wrote a press statement for the Security Council condemning the murder. Likewise, after Iraq's successful Jan. 30 election, Ms. Milton-Kurtz prepared a council statement supporting that historic day for democracy.

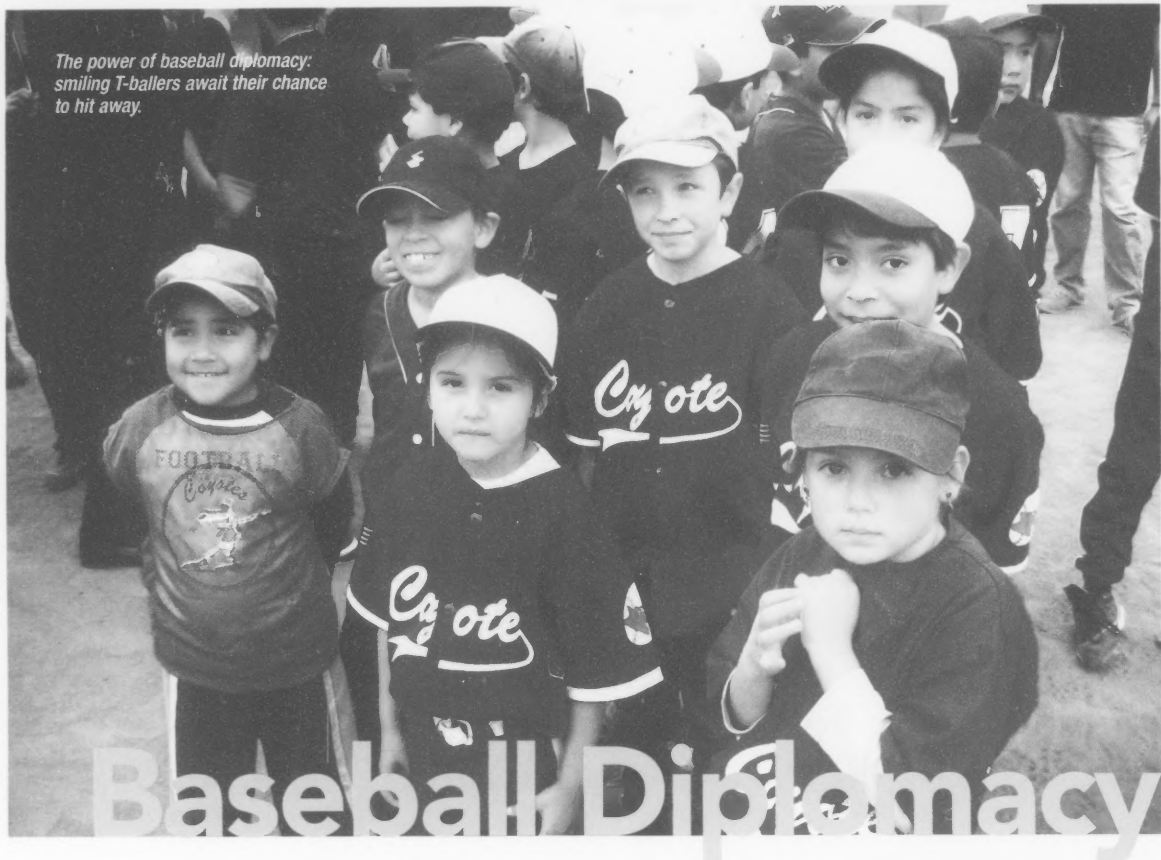
At other times, working with her counterpart at the U.N., she offers issues for the council to support. Before anything is presented, however, her counterpart meets informally with the members to gauge support.

"What's going to be in the resolution and the timing are all part of the strategy," she says.

Since the U.N. returned to Iraq in 2004 after its headquarters was bombed the year before, she's coordinated meetings that bring to the table military and government leaders, including State Department experts, to discuss plans for Iraq security with U.N. officials. ■

The author is deputy editor of State Magazine.

The power of baseball diplomacy: smiling T-ballers await their chance to hit away.



CHILE CATCHES LITTLE LEAGUE FEVER **BY CRAIG KELLY**

The Secretary of State stepped off her aircraft in Santiago, Chile, on a brilliant southern hemisphere fall afternoon. After protocol greetings, she walked briskly toward an assembled group of Chilean and American girls and boys proudly sporting their new Little League Chile baseball uniforms. She posed with the players and two of their coaches. As photographers snapped away, the Secretary smiled and held up an official Little League baseball signed by future stars.

A few hours later, this would be the TV and newspaper shot seen around the country. With one photo, Secretary Rice had given Little League baseball a huge boost in its first-ever season in Santiago. We had come a long way from the puzzled question: "Why would you try to start Little League in Chile? Chile is not a baseball country."

Not quite true. Baseball arrived in Chile in the pre-World War II years as Americans flocked to the northern part of the country to work in the copper mining industry. From coastal desert cities, baseball quietly inched its way to Santiago and some port towns along the central coast. In the entire country, a few hundred people played baseball, softball and T-ball. In soccer-mad Chile, baseball enjoyed almost no support from local communities, businesses or the national sports federation. But players, coaches and organizers who loved the game kept the tradition alive on a few dusty diamonds.

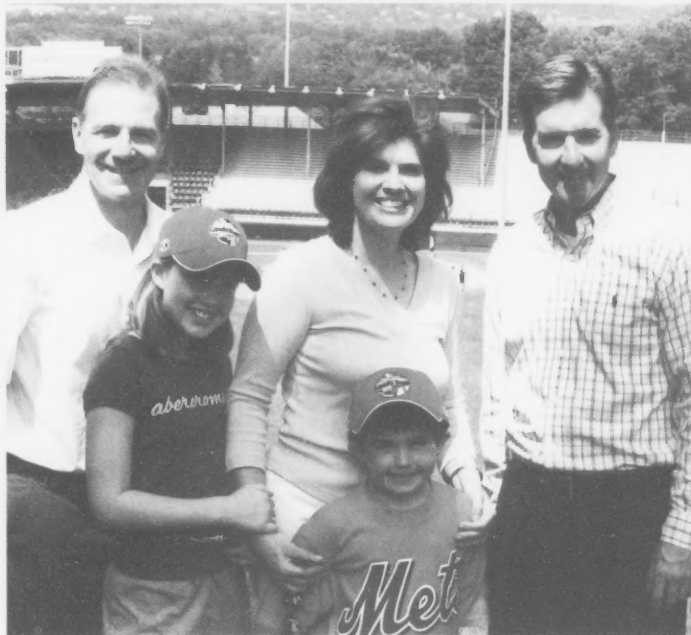
As my wife Kimberly and I prepared to move with our kids to Santiago in the summer of 2004, we decided to explore developing Little League baseball in Chile. We got in touch with Little League headquarters in Williamsport, Pa., and soon we were armed with all

the information we needed to apply for a Little League charter, establish a board of directors and find sponsors.

MAJOR LEAGUE SUPPORT

Major League Baseball also expressed interest. Kimberly, a former journalist and as avid a baseball fan as I am, got in touch with an old friend who writes for the Los Angeles Dodgers web site. Shortly afterwards, we were in ex-manager Tommy Lasorda's private box at Dodger Stadium discussing possible support for a Little League program in Chile.

Once we arrived in Chile, Kim and I organized a lunch at our residence for leaders of existing Chilean baseball programs. The Chileans realized that if the U.S. Embassy and Little League International got involved in a serious way, youth baseball in Chile would get a tremendous shot in the arm.



Left: Ambassador Craig Kelly, left, daughter Cameron, wife Kimberly and son Evan share a moment with Little League International President Stephen Keener at Little League headquarters in Williamsport, Pa. Above: Ambassador Kelly plays some catch on Opening Day.

Consulting with the Bureau of Educational and Cultural Affairs and the Office of the Legal Adviser/Ethics, we set up a binational board of directors. We applied for and received a Little League charter. Little League International President Steven Keener and Latin America Director Carlos Pagan gave us vital backing and promised a starter kit of new equipment once the teams were ready to play.

We were excited, but knew that much hard work remained before we could get teams on the field. We needed uniforms, equipment, umpires, field time, transportation for the kids and sponsors.

Over the next three months, the board of directors hammered out a plan to start the first Chilean Little League for players aged 9–12. The league would include four existing Chilean teams and two new teams formed at Nido de Aguilas, the American international school. Working with the coaches, the board scheduled an initial two-month season at the school and at Chile's national stadium complex. Sponsors and parents provided new uniforms for the six teams and paid other expenses.

Meanwhile, the teams were practicing for their Little League debut. On the eve of the season opener, a generous

shipment of new bats, gloves and other equipment arrived from Little League Baseball and Wilson Sporting Goods.

PEOPLE-TO-PEOPLE

Little League Chile kicked off as scheduled on April 2, a sunny autumn Saturday. The embassy public affairs section turned opening day into a great example of people-to-people diplomacy, as the Chilean press snapped away. After short speeches and national anthems, it was “play ball” for more than four hours.

The kids—Chilean, American, Japanese and other nationalities—played their hearts out. The pitchers showed they could find the plate and there were plenty of solid hits and defensive plays for parents to cheer about. Kids from some of the poorer districts of Santiago were sharing the field with “gringos” from the international school. Some Chilean parents wept and said they could not believe this sudden support for their kids.

Little League games continued every Saturday for the next two months. We also organized T-ball for younger kids, with embassy dads as coaches. As I paid courtesy calls on the district mayors who have teams in our league, I found them eager to galvanize local backing

for a sport that promotes teamwork and healthy competition. The teams come from neighborhoods where sports facilities are limited, so the mayors are working with business groups to find practice fields.

The second Little League season began in August with an all-star game between Santiago and the port city of San Antonio. This was our launching pad for expanding Little League to other cities in Chile.

Chileans and Americans have welcomed Little League Chile with great enthusiasm. Our national pastime is bringing kids from both countries closer together and building community support for youth sports. It is also boosting the image of the United States. Baseball diplomacy is a great tool to strengthen people-to-people ties, and U.S. Embassy Santiago—along with a highly dedicated board of directors, coaches, parents, sponsors and local Chilean political leaders—is determined to keep proving the adage:

“If you build it, they will come.” ■

The author is the U.S. Ambassador to Chile.

Editor's Note: Ambassador Kelly wrote this article at our request.



U.N. Building, Management Poised for Renovation

BY PAUL KOSCAK

PHOTOGRAPHS (ABOVE) CORBIS; OPPOSITE PAGE) UNITED NATIONS

As the United Nations marks its 60th anniversary this month with calls for reform and the publicity surrounding John Bolton's appointment as U.S. ambassador, one former department official who recently joined the U.N. has some high-profile plans that are drawing little notice.

Chris Burnham, the former chief financial officer and acting under secretary of Management, is now the U.N.'s general manager, specifically the under secretary general for management. Responsible for more than 1,000 employees in New York, Vienna and Geneva, as well as the roofs over their heads, the new boss is busy promoting improvement.

For starters, there's the headquarters itself. Its signature modern architecture has graced the shore of Manhattan's East River since 1953—and little has changed. He calls the buildings a time warp with an infrastructure—and even its furniture—more than 50 years old.

"The physical plant of the U.N. in New York has beautiful 1950s architecture in a pristine state, but it's horrible from a practical standpoint," says Mr. Burnham, who's launching a \$1 billion renovation aimed at redesigning the halls and bringing the building up to code. The project is expected to begin during the summer of 2007.

He's applying the lessons learned from remodeling the Harry S Truman building, a protracted project that began in 1996 and isn't expected to be complete until 2006.

"State's renovation was a great experience for me," he explains. "It's very cumbersome and disrupting doing a project in stages over many years. That's why I favor moving everyone out and then back in three years."

Mr. Burnham's plans to improve U.N. management take their cue from his three years at State. "That's why Kofi Annan selected me," he says. "We need to set standards for accountability, spending and transparency. The State Department is recognized throughout government for leading the way by embracing the president's transformation of government."

Although he regularly speaks to Secretary General Annan, Mr. Burnham wants to establish regular morning staff meetings to improve communication among U.N. senior officials. "I'm recommending the Powell-Rice model [of management]," he says.

While he's not short on ideas and direction, Mr. Burnham's first challenge is getting to know his staff. The under secretary general for management has traditionally been filled by an American in a workplace of few Americans.

"There's no more multi cultural place on Earth—190 nationalities in one location," he says. "I've already met 50 ambassadors so far. It's really interesting."

Former CFO Chris Burnham meets with his new boss, Secretary General Kofi Annan.

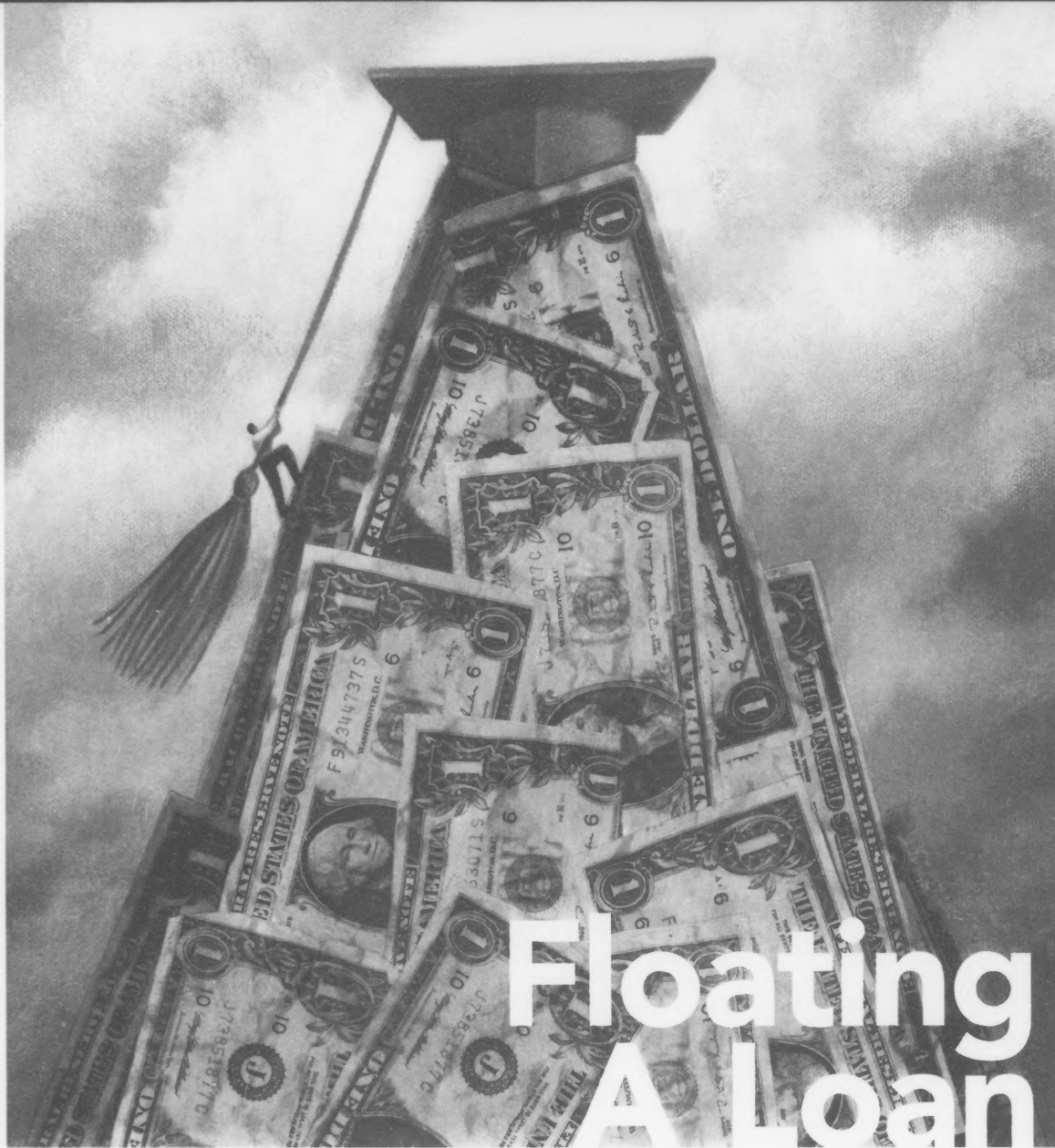


We need to set standards for accountability, spending and transparency. The State Department is recognized throughout government for leading the way by embracing the president's transformation of government.

"I'm impressed with the quality of people here. There's enormous support of management reform, and it's a great help to have John Bolton here."

Mr. Burnham, 50, brings to the U.N. an impressive background in finance and management. In addition to his State Department experience, he was a mutual fund executive, a representative in Connecticut's General Assembly and the state's treasurer. ■

The author is deputy editor of State Magazine.



Floating A Loan

STATE RANKS FIRST IN REPAYING STUDENT DEBT BY TARA BOYLE

Death, taxes and student loans—those are the three unavoidable facts of life for many students finishing up their college degrees. But for those who join the Department, hope may be in sight.

No, State can't do anything about death or taxes, but it provided more employees with more student loan assistance than any other federal agency last year, according to a report by the Office of Personnel Management. More than 730

Department employees received \$3.6 million in benefits through the Student Loan Repayment Program. That topped the \$3.1 million spent by the Department of Defense, which provided student loan benefits to 702 employees.

Participants included 547 Foreign Service officers and 186 Civil Service officers working in 41 different occupations. Each recipient received a maximum of \$4,700 in loan assistance.

Teddy Taylor, director of the Office of Employee Relations, says the Department's investment in the program is a reflection of the growing cost of higher education in the United States.

BEHIND
THE
SCENES

"A university education is very expensive in America, regardless of the school," Taylor says. "Our goal is to provide a sum that will allow employees to meaningfully reduce their loan balances. Through SLRP, employees making their regularly scheduled payments can reduce their loan balance much faster."

Amy Scanlon, a staff aide to Ambassador Alexander Vershbow in Moscow, says the program has been a big help in paying off her student loans.

"I've participated in SLRP since the program began," says Scanlon, who began her Foreign Service career in Maputo, Mozambique. "This year it will likely pay off the remainder of the balance on my student loan. I've had this loan since finishing graduate school, and State has paid off a good chunk of it—over \$10,000. It's a huge help to my financial situation."

Eligibility is limited to employees serving in hard-to-fill domestic positions or extreme hardship posts overseas.

"This program has been and continues to be of great benefit to both the Civil and Foreign Service," says Taylor. "It permits the Department to be the employer of first choice on college campuses, attracting bright and enthusiastic employees in positions where we have had difficulty finding new talent."

"Additionally, SLRP allows the Department to offer an incentive to some for staffing our most difficult posts around the world."

The program has also been useful for recruiting young professionals into the prestigious Presidential Management Fellowship program. According to the OPM report, 75 to 85 percent of the Department's fellows have student loan debt when they begin their employment.

For more information on the Student Loan Repayment Program, employees can e-mail slrp@state.gov. ■

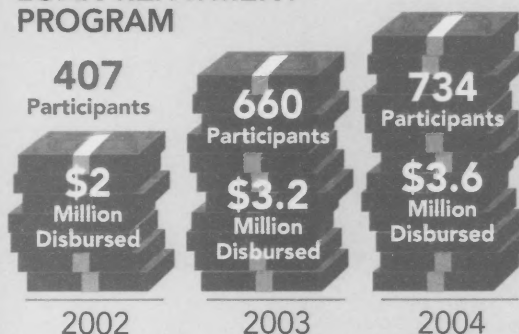
Tara Boyle is a writer/editor for State Magazine.

BEHIND THE NUMBERS

GROWTH IN PROGRAM KEEPS STATE ON TOP

In the three years since it was launched, the Department's Student Loan Repayment Program has grown dramatically. Below is a look at how the program has expanded—and how it stacks up against those run by other federal agencies.

STATE DEPARTMENT'S STUDENT LOAN REPAYMENT PROGRAM

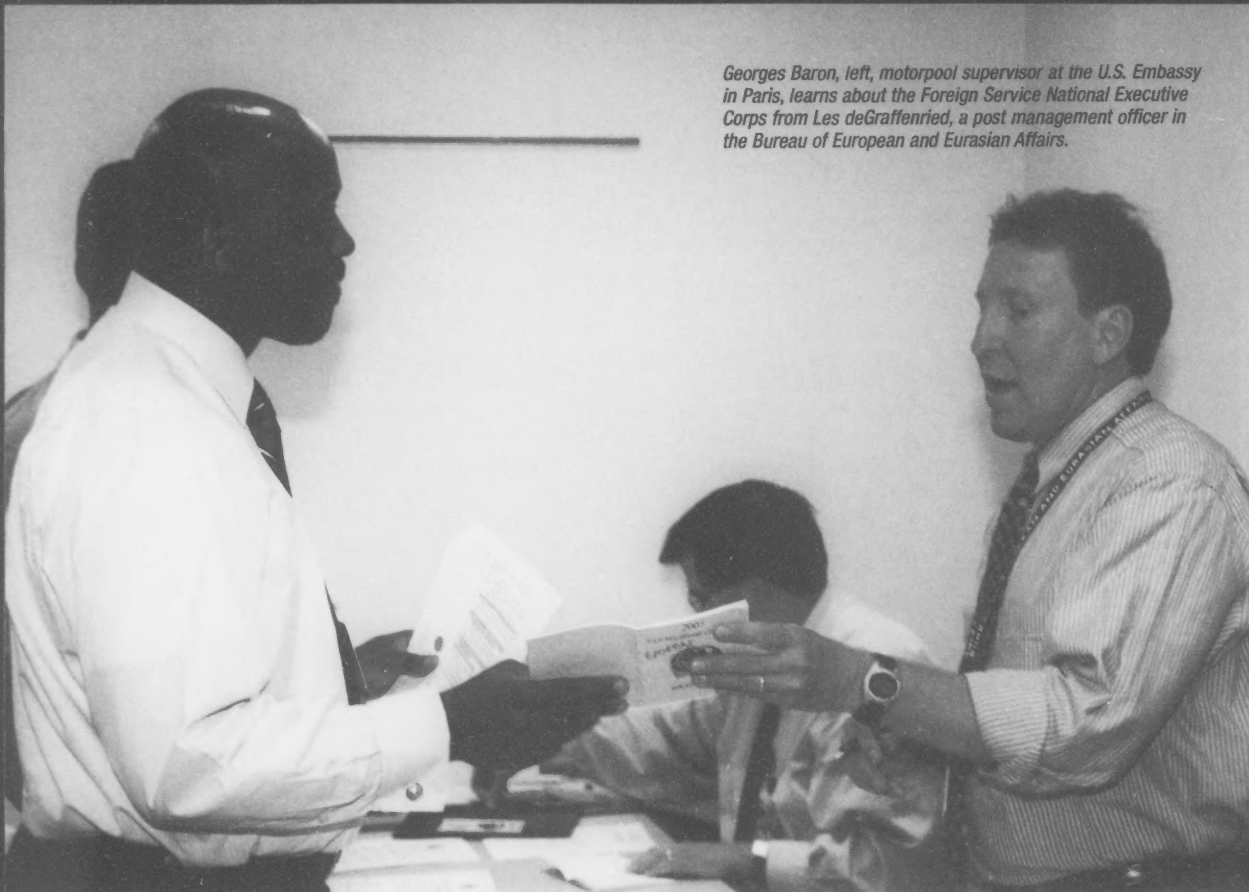


Source: U.S. Department of State Student Loan Repayment Program

FEDERAL AGENCIES AND STUDENT LOAN PROGRAMS, 2004



Source: Office of Personnel Management



Georges Baron, left, motorpool supervisor at the U.S. Embassy in Paris, learns about the Foreign Service National Executive Corps from Les deGraffenried, a post management officer in the Bureau of European and Eurasian Affairs.

FSNs Use Conference to Grow Their Careers

By Paul Koscak

More than 50 Foreign Service Nationals finally saw their employer up close and at the same time formed networks to strengthen their skills and professional advancement.

The 2005 FSN Worldwide Conference, the fourth annual gathering in Washington, was a nine-day training and orientation event that also introduced the foreign employees to Department officials and even some of the local culture.

Sessions during the June 16–24 conference covered civil rights, diplomatic security, consular affairs and human resources, and tackled such challenging issues as compensation, retirement and workplace harmony. Participants viewed the diplomatic rooms, held Saturday team-building exercises and visited an information fair. A tour of downtown Washington and lunch at Phillips Seafood rounded out the experience.

“This was a very enthusiastic group,” said Judy Picardi, a human resources Foreign Service specialist who helped manage the conference, which was sponsored by the Bureau

of Human Resources, the Office of Overseas Employment and the Foreign Service Institute. “They see the high level of attention the conference receives and it makes them feel part of our family.”

FSNs also learn about career development and what training they’ll need to climb the ladder. Advancing as an FSN is similar to Civil Service because promotions are tied to the job, not the individual, she said.

But ask participants what they valued most about their visit and one answer seems to dominate: contacts.

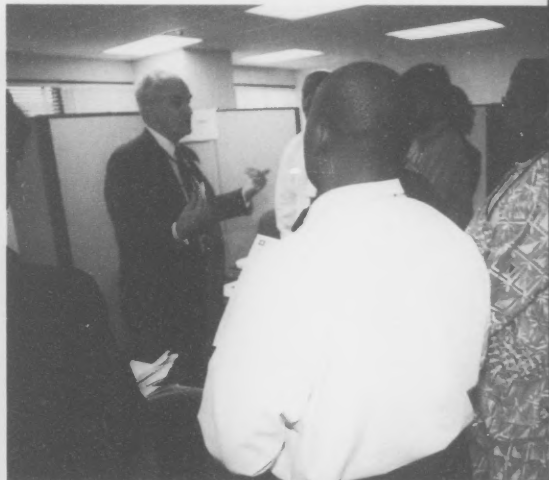
“We’re sharing information between different sections and developing contacts,” said Diler Bolgi, an 18-year employee who manages immigrant visas at the U.S. Embassy in Ankara. “Serving the U.S., we have common goals and interests despite our geographic and cultural differences.”

Carolina Mendez, who works in the political section of the U.S. Embassy in Caracas, offered a similar opinion.

“As an FSN in the embassy, you feel isolated,” she said. “Here, you realize you’re not alone. You’re facing some of the same issues other FSNs are dealing with.”



Above: Evelyn Boccoardo, left, a shipping assistant at the U.S. Consulate in Munich, speaks to Clarisse Young and Alyssa Baer representing Global Support Services and Innovation in the Bureau of Administration. Top right: A group of Foreign Service nationals are drawn to Bill Hoover's pitch on how U.S. agencies overseas can save money by sharing services and resources. Bottom right: Beth Nolte, left, promotes the Foreign Service Institute's vast online courses to Pravin Kumar Jira, a consular assistant from Suva; Douglas Tobar Pea, an information specialist from San Salvador; and Dilar Bolgi, a visa supervisor from Ankara.



An employee since 1997, Ms. Mendez compiles information on Venezuelan officials so "U.S. government visitors know who they're talking to."

Douglas Tobar Pea, who handles public affairs at the U.S. Embassy in San Salvador, said, "by talking to the participants you create a network and become aware of the issues others face worldwide."

"We get a lot of information here that makes us feel we're part of a whole group," added Georges Baron, who works for the Department of Defense in the motor pool of the U.S. Embassy in Paris.

To encourage networking, participants received blank-pocket notebooks that quickly filled with names, addresses, phone numbers and other important information.

The event also gave others a venue to promote Department services.

Les deGraffenried, a post management officer in the Bureau of European and Eurasian Affairs, touted the FSN Executive Corps, groups of FSNs who volunteer to travel to posts and assist with backlogs and other workplace problems. Experts in such areas as human resources, general services,

maintenance, budget and information technology—and the subtleties of local customs and culture—they offer unbeatable support to the post in need.

"The FSNs know much more than us FSOs," he said. "We don't build expertise. We know the theory, but they know the practice."

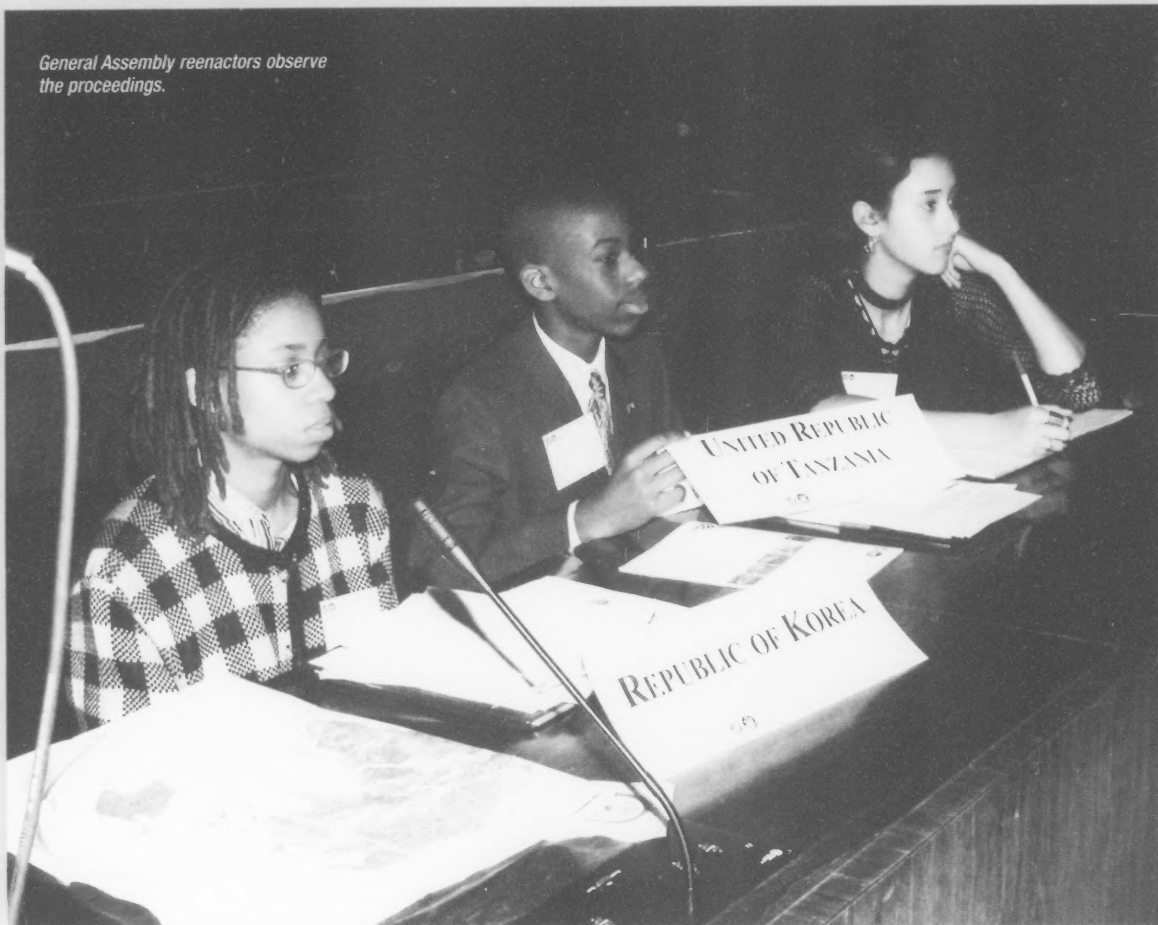
Beth Nolte from the Foreign Service Institute stood before a computer and demonstrated how FSNs—or any employee, for that matter—can take nearly 3,000 free FSI courses. Courses that can be completed online and added to an employee's record cover everything from leadership and communications to technical subjects geared to specific jobs, she said.

Bill Hoover represented the International Cooperative Administrative Support Services, where U.S. agencies overseas share payroll and services.

"This gives the greatest economy," he said. "State, the Peace Corps, Commerce and Defense can all share a cashier, for instance. Many FSN salaries are paid by many agencies." ■

The author is deputy editor of State Magazine.

General Assembly reenactors observe the proceedings.



Model U.N. Instills Confidence, Promotes Leadership

By Paul Koscak

More than 300 city and area high schoolers—including 15 Mexican students—met the secretary of state and became ambassadors for a day at the 2005 model United Nations conference held in mid-May at the Harry S Truman Building. The participants, looking official in their suits and ties, got a taste of diplomacy and policymaking by debating such international issues as child conscription and the plight of world refugees.

Secretary of State Condoleezza Rice opened the program with an inspiring address and town-hall-style forum, where students had an opportunity to pose questions. “Freedom is a universal value,” she told the students. “Democracy takes time and patience, and over time it gets better.”

She explained how America and the United Nations are engaged in spreading democracy and tackling global problems. In Africa, the United States has invested billions of dollars to fight HIV/AIDS and resolve conflicts, she said. “We have created partnerships with African leaders who are solving problems.”

The Secretary also offered the students career advice, encouraging them to follow their passions and not be dissuaded by others. She said she abandoned a classical musical career for her inspiration to pursue her interest in the Soviet Union.

Students quizzed the Secretary on how the international community views American society, our involvement in Africa and what it’s like being the first African-American woman heading the Department. “I’ve been African-



Above left: Taking a break with the day's real foreign delegation—students from Mexico. Above right: What's a conference without paperwork? Left: Time at the podium was limited to just a few minutes.

American all my life—I don't feel any pressure," she remarked.

One astute student even threw a Tim Russert-style hardball at the Secretary, asking "What kind of message are we sending to the international community" by nominating John Bolton as ambassador to the United Nations?

"He's been critical, but he's responsible for making the U.N. work," Secretary Rice responded, crediting the controversial nominee with successfully lobbying the U.N. to remove a resolution proclaiming that Zionism is racism.

"John worked to get that resolution repealed," she said. "You don't work that hard unless you care."

Once the proceedings opened, it didn't take long for the action to begin. In the Loy Henderson Auditorium, which served as the General Assembly, each student represented a

country and received valuable public speaking experience by debating the issues.

"The delegation from Spain sees refugees as a global problem," one student proclaimed, standing before a microphone connected to the auditorium's PA system.

Next door in the Dean Acheson Auditorium, which became the Security Council, the topic was child militias. At the podium, a student playing the Romanian ambassador said children could be traumatized if conscripted. "They'll suffer. They'll have flashbacks."

For many participants, the model conference was more than just debating issues. It was an uplifting social experience.

"This is the first time many of these students have worked with their peers outside the region," said Lucia Rodriguez, of the United Nations Association, the New York-based organization that managed the event. "For some, this is the first time dressing in business attire, the first time doing public speaking."

Merrill Lynch, The Annenberg Foundation, The Better World Fund, The Goldman Sachs Foundation and the National Geographic Education Foundation supported the conference. The State Department provided the facilities, policy advisers and library resources.

Sponsored by the Bureau of International Organization Affairs, in cooperation with the Bureau of Human Resources and Population Refugees and Migration, the conference has been a Department event since 1992.

The author is deputy editor of State Magazine.



Fidel Sicam, left, Ambassador Francis Ricciardone, Agnes Caballa and Agnes' daughter, Ans Caballa, stand overlooking Manila Bay.

A Family Affair

DYNAMIC DYNASTY KEEPS U.S.-PHILIPPINE TIES STRONG BY RUTH N. URRY

After three generations, one Filipino family is an institution among the locally employed staff. What began in 1945 when Fidel Sicam worked as an attorney for the U.S. War Claims Commission continues today with his daughter and granddaughter, who both work for the embassy.

In the close-knit fabric of Filipino society, it's common for relatives to work together or become business partners. Like many missions around the world, the U.S. Embassy in Manila counts several siblings, in-laws and other family members among its 1,429 employees hired from the region.

But having three generations from one family sets a record.

Fidel Sicam practiced law from a Quonset hut on the war-torn grounds of the U.S. Embassy, where he spent

nearly five years helping to compensate Filipinos who suffered property damage from the heavy Japanese and U.S. bombing campaigns during World War II.

After hours, Mr. Sicam was a well-known Filipino playwright and actor who codirected a local theatrical group. A friend of the cultural affairs officer recommended him for a job with the U.S. Information Agency, where he was hired in 1949 as a cultural assistant.

Building National Media

He spent the next 30 years producing newsreels, radio shows and public events to educate Filipinos about American values and culture during the Cold War. A former American colony, the Philippines strived to shape its national identity after becoming inde-

pendent in 1946, but still maintained a close alliance with the United States.

Mr. Sicam helped USIA provide the nascent Philippine media with much of its content during the 1950s and 1960s. He produced "The News of the Week in Review," a nationally broadcast Voice of America program, his familiar voice adding zest to many a dull newscast. The embassy also produced newsreels, called "shorties," for local cinemas, which was the way most Filipinos received their news until the late 1960s.

Mr. Sicam also managed visits by American celebrities, such as the Olympic medalist Jesse Owens and Apollo 11 Astronauts Neil Armstrong, Buzz Aldrin and Mike Collins.

When he finally visited Washington and met his Information Service colleagues, he realized he was part of a larger worldwide embassy community.

"We were fighting for democracy," he remarked about his work during the Cold War.

As the eldest daughter of 10 Sicam children, Agnes Caballa practically grew up in the embassy, playing in her father's office in the chancery or being treated to a hamburger and chocolate milkshake in the cafeteria. She recalls the embassy Christmas parties, with Santa's helicopter arriving from nearby Clark Air Force Base loaded with toys.

During college, Agnes studied speech and drama, and after graduating from the University of the Philippines in 1971, she was hired by RPN-9, one of the Philippines' largest broadcast networks. She produced children's television shows and advanced into management. Being known as Fidel Sicam's daughter helped.

"When I went to the television stations," Agnes recalled, "everyone said, 'Hey, you're Fidel's kid!'"

Agnes' admiration for her father as a playwright rather than a cultural specialist for the U.S. Embassy changed when she attended his retirement party in 1979. The Americans presented him with an album highlighting his work.

"I realized, 'Hey, this guy had another job, and that it was an important job.'"

Father's Footsteps

Throughout the 1970s and 1980s, Agnes steadily built her career as a television producer as the Philippines seethed under the 20-year dictatorship



of President Ferdinand Marcos. The upheaval that finally ousted Marcos also brought new management to RPN-9, with little experience and a penchant for second-guessing even the most basic employee decisions.

"I felt like I didn't work there for 15 years for a bunch of government bureaucrats to tell me how to do my job," she says, explaining why she eventually quit in disgust.

By chance, a former colleague, now working at U.S. Embassy in Manila, called her to say she was leaving the country and that her job was vacant. Agnes was hired as an information specialist in 1986 to produce news stories about the two U.S. military bases in the Philippines—Clark Air Force Base and Subic Naval Base.

Although television was continuing to develop in the Philippines, not all stations had enough news crews to cover events in remote areas of the island archipelago. Agnes traveled with her mobile production unit and camera crew to cover the ambassador, the U.S. military and other activities important to the mission.

In 1988, she matched her father's achievement, by being selected as Foreign Service National of the year. During her 19-year career, she received a group meritorious award, several Franklin awards and an individual meritorious award in 2004.

The newest member of the Sicam-Caballa clan to join the U.S. Embassy is Agnes' daughter, Ans, who began work as a claims examiner for the U.S. Social Security Administration in 2004. A recent graduate of the University of the Philippines, Ans studied Japanese at Ryuku University in Tokyo, Japan, a boon to her Manila office, which adjudicates claims for U.S. citizens in Japan.

Ans is no stranger to the Embassy, having worked as a summer intern in the immigrant visa section in 2001.

At 54 years of service and counting, perhaps no other family in the world has contributed as much to advance good relations and friendship between the United States and a host country. ■

The author is a public diplomacy officer at the U.S. Embassy in Manila.



Above: Ruth Urry, right, shows artifacts to Agnes Caballa, Fidel Sicam and Ans Caballa. Below: This 1950s photograph shows Fidel Sicam reading the "News of the Week in Review" for a Voice of America broadcast.

“
When I went to the television stations, everyone said, 'Hey, you're Fidel's kid!'
”

An early 19th-century silver tea and coffee service was among the gifts the Department received last year.



Donors Help Furnish Diplomatic Reception Rooms with Valuable Antiques

By Tara Boyle

A chair that once belonged to President James Monroe. A 150-year-old silver punch bowl. A chest of drawers owned by a signer of the Declaration of Independence.

These and other priceless antiques can be seen in the Department's Diplomatic Reception Rooms, thanks to the donations of hundreds of generous donors.

Secretary of State Condoleezza Rice hosted a reception May 20 to thank the donors, who contributed more than \$775,000 last year to maintain and furnish the ornate reception areas. The rooms—42 in all—are used for state dinners and other high-level events, as well as to swear in ambassadors and foreign and civil service officers.

"Like my predecessors, I have found these rooms to be an invaluable diplomatic asset and I can tell you that for each secretary they are also a source of great pride," Secretary Rice told the audience. "Speaking personally, I can tell you that I have a deep sense of connection—that these rooms give us a

deep sense of connection with America's democratic promise."

Through the donations of private individuals, foundations and corporations, the Department has furnished the Diplomatic Reception Rooms with museum-quality American antiques. Last year, donors' funds were applied toward a chest once owned by Declaration of Independence signer Philip Livingston, a rare 18th-century mahogany chest and bureau table, and an antique coin-silver tea set made in Washington, D.C.

Other donors gave valuable antiques, including a mahogany side chair once owned by President Monroe, a five-piece silver tea and coffee set made by New York silversmith John Crawford and a New York "chest on chest" made in 1770 by Samuel Price.

The reception was also an opportunity to celebrate the return of *Becoming a Nation: Americana* from the Diplomatic Reception Rooms, U.S. Department of State. The traveling exhibit was made up of more than 170 antiques,

Special Thanks

The Department wishes to recognize and thank the following donors who made major contributions to the Diplomatic Reception Rooms last year:

Gifts of \$10,000 or more:

Mrs. Helen Harting Abell
Louisville, Ky.

Mr. Hugh Trumbull Adams
New York, N.Y.

Mrs. Sandra Goerlich Alexander
Mr. and Mrs. Braddock J. Alexander
(Goerlich Family Foundation)
Toledo, Ohio

Mr. Otto M. Budig, Jr. and Ms. Melody Sawyer Richardson
(in-kind gift)
Cincinnati, Ohio

Bunge North America Foundation
(Mr. and Mrs. John E. Klein)
St. Louis, Mo.

Estate of Mrs. Francis Horton
(In memory of her husband, Francis M. Horton)
Arlington, Va.

Mr. and Mrs. Norman V. Kinsey
Shreveport, La.

F. M. Kirby Foundation, Inc.
Morristown, N.J.

Mr. and Mrs. Peter Malkin
Greenwich, Conn.

Mrs. D. Williams Parker
Thomasville, Ga.

Estate of Edith du Pont Riegel Pearson
Montchanin, Del.

Mrs. Elizabeth G. Schneider
Somerset, Va.

Williams Family Foundation of Georgia Inc.
Thomasville, Ga.

including porcelain owned by President George Washington and silver made by Paul Revere. The show traveled to museums across the country.

"The public's response to *Becoming a Nation* was really enthusiastic," Secretary Rice said. "Over 150,000 visitors from virtually every state in the union and 25 other countries were able to see, firsthand, outstanding examples of American craftsmanship from our State Department collection."

Tara Boyle is a writer/editor for State Magazine.



Gifts of Antiques

(Pictured above) Philadelphia classical side chair of flame-grained mahogany, once the property of James Monroe at Oak Hill in Loudoun County, Va., circa 1815-1825
Gift of Mr. and Mrs. Randy Schrimsher of Huntsville, Ala.

New York Chippendale mahogany chest on chest attributed to Samuel Prince, circa 1770-1775
Gift of Mrs. J. Simpson Dean of Palm Beach, Fla.

New York Chippendale mahogany chest of drawers attributed to Samuel Prince, circa 1760-1780
Funds donated by Mrs. George Revitz of San Antonio, Texas

Classic revival silver punch bowl made by Samuel Lewis of Washington D.C., 1850
Funds donated by Washington Decorative Arts Forum of Washington, D.C.

New York coin-silver tea and coffee service made by John Crawford, circa 1815-1820
Gift of Mr. Thomas M. Roberts of Washington, D.C.

Adams-style coin silver tea set made by Thomas Rigden and Charles Burnett of Washington D.C., circa 1801-1805
Funds donated in honor of former Secretary of State and Mrs. Colin L. Powell by The Honorable and Mrs. William F. McSweeney of Washington, D.C.; Mr. and Mrs. B. Francis Saul of Chevy Chase, Md.; and Mr. and Mrs. Albert Small of Bethesda, Md.

Stars and Eagle Gilt Trophy Frame, early 19th century
Funds donated by Mr. and Mrs. Carlyle Eubank II

Two Chinese Export Vase Lamps, late 19th century
Funds donated by Mr. and Mrs. Leonard L. Silverstein

The Department would also like to thank George P. Shultz, Henry A. Kissinger, and Colin L. Powell and Mrs. Alma Powell for their generous gifts in 2004.

FIRST AID

OFFICES STRIVES TO KEEP YOU SAFE

BY
PETER
WOOD

When it comes to workplace health and safety, the buck stops at the DASHO—the Designated Agency Safety and Health Official. At the State Department that's Larry Brown, who's also the medical director. An executive order requires every federal department and agency to have a DASHO office.

The office in SA-1 contains three divisions: occupational health, emergency medical response and coordination.

Occupational health, which is headed by a physician, is perhaps the most visible division, managing a broad range of responsibilities including patient evaluation. Contaminated mail, carbon monoxide poisoning or an insecticide exposure are examples of overseas emergencies it would handle.

The division works with the Office of Employee Relations to review medical evidence supporting worker's compensation claims. It evaluates requests for special equipment or workplace accommodations as well as recommendations for returning to work and reviews Foreign Service disability retirement applications.

The division's team of six nurses ensures injured employees receive prompt and proper medical treatment, a Department of Labor requirement for receiving compensation for lost wages and medical care.

Occupational health runs four clinics and offers instruction in cardiopulmonary resuscitation and weight control and organizes the department's health fairs. Locations are in the Harry S Truman Building, the Foreign Service Institute, SA-1 and SA-44.

The emergency medical response section provides overseas missions with medical guidance in handling emergencies. Currently, the greatest threats are viral epidemics such as avian influenza and severe acute respiratory syndrome, or SARS, as well as attacks using biological or chemical weapons.

An emergency team stands ready to evaluate threats. If an embassy is attacked with a biological agent, it can advise the post to disperse antibiotics until it completes an analysis of the contaminant.

Coordinating department safety and health programs and task forces as well as establishing or interpreting policy are also DASHO duties. The office organized a group of medical

experts to combat SARS outbreaks in 2003, for example. When the department's mail facility in Sterling, Va., was contaminated by anthrax in 2001, the office wrote guidelines for the \$40 million cleanup and the air sampling equipment to detect biological and chemical contamination.

The DASHO works with other offices and agencies to meet its goals. These include Safety, Health and Environmental Management; Domestic Environmental Safety Division; Employee Relations, Diplomatic Pouch and Mail as well as Casualty Assistance. Diplomatic Security, the Domestic Emergency Action Committee and the International Health Affairs Office in the Bureau of Oceans and International Environmental and Scientific Affairs also coordinate with the DASHO. In addition, the office works closely with the Occupational Safety and Health Administration, the Department of Defense, the Department of Health and Human Services, the Centers for Disease Control and Prevention and the Department of Homeland Security.



Employees practice their survival skills.

For more information visit the Department's Intranet page and click on "Safety/Health" or "Office of Medical Services." ■

The author directs the DASHO operations office.

PEOPLE LIKE YOU



Special Forces

TAE KWON DO—A HOBBY WITH A KICK **BY PAUL KOSCAK**

It started as a pastime to share with her son and daughter. Almost three years later, Carol Fajardo is now competing in tournaments and advancing through the colorful martial arts hierarchy.

A Foreign Service Institute instructor, Ms. Fajardo spends at least three evenings a week at Carl Runk's World Karate in Fairfax, Va., swirling, kicking and twisting herself into a 50-minute sweat, perfecting the art of tae kwon do.

Developed during the 1950s in Korea, the sport is renowned for its exceptional kicking and jumping techniques. Tae means "to kick"; kwon means "to intercept"; and do means "the way of the art."

Even after a few years, Ms. Fajardo admits the workouts still bring on some sore muscles. Most of the moves are performed with a group of about 25 students. For safety, practice matches avoid physical contact. But when contact is expected, students don helmets, gloves, mouthpieces, shin guards and other protective gear. Tae kwon do keeps opponents at a distance determined by the radius of a jump or kick.

PHOTOGRAPHS: EDWARD FAJARDO



Opposite page: Carol Fajardo practices her technique. Above: Winning is always more fun.

Students at her school first earn a white belt, which is worn around a robe-like white cotton workout suit. Higher-ranking belts are awarded—yellow, green, blue, blue senior, red, brown, brown senior and black—as skills are perfected. After two and a half years, Ms. Fajardo holds a red belt.

“The moves become more complex as you go up,” she says. “It takes as much time to go from red to black as it did to go from white to red. There are new skills and you have to do the fundamental skills better. Your body must be conditioned to perform these moves.”

During matches, students compete in forms—choreographed moves that increase in difficulty—and in sparring, where points are scored against an opponent. The bouts, which last just a few minutes, demand quick reaction, balance and concentration, says Ms. Fajardo. Sometimes students compete with weapons. A popular choice is the bo, a long stick resembling a broom handle that can be thrust and twirled. All contestants are grouped by belt color, age and, sometimes, sex.

Ms. Fajardo says tae kwon do’s emphasis on concentration, balance and physical conditioning attracted her to the sport. There’s even a “student creed”: participants’ pledge to strive toward mental growth, physical strength and self-discipline and to use their protective skills only constructively and defensively.

During a recent tournament, those guidelines paid off. In a division with six other women over 40, Ms. Fajardo, 44, placed first in sparring and second in forms. ■

The author is deputy editor of State Magazine.

What’s the Difference?

Kick and throw or let it flow.

Tae Kwon Do is a Korean military martial art, characterized by the extensive use of high standing and jump kicks as well as punches. It is practiced for sport, self-defense, and spiritual development.

Judo literally translates as “the gentle way.” It is a Japanese system of unarmed combat, now primarily a sport. The objective is to throw the opponent cleanly, pin him or master him by applying pressure to arm joints or to the neck. Techniques are generally intended to turn an opponent’s force to one’s own advantage rather than to oppose it directly.

Karate is a traditional Japanese martial art. It is a system of offensive and defensive techniques utilizing the various parts of the body, mainly the arms and legs, as weapons and shields. Karate emerged on the island of Okinawa in the late 1300’s.

Tai Chi is a 14th-century Chinese martial art that is primarily practiced for its health benefits, including a means for dealing with tension and stress. It emphasizes complete relaxation and is essentially a form of meditation. Unlike the hard martial arts, tai chi is characterized by soft, slow, flowing movements that emphasize force rather than brute strength.

education & training

Mandatory Leadership Training

Leadership training is mandatory for Foreign Service and Civil Service employees at the FS-03/GS-13 levels and above to ensure that they have the necessary preparation for increasing levels of responsibility. FSI's Leadership and Management School offers the required courses to meet these mandatory training requirements, and other leadership courses for all FS and CS employees.

Mandatory Courses

- FS-3/GS-13** PK245 Basic Leadership Skills
- FS-2/GS-14** PT207 Intermediate Leadership Skills
- FS-1/GS-15** PT210 Advanced Leadership Skills
- Managers and Supervisors**
- PT107 EEO Diversity Awareness for Managers and Supervisors

Newly promoted FS-OC/SES

- PT133 Senior Executive Threshold Seminar

Senior Policy Seminars

FSI's Leadership and Management School offers the following professional development and policy seminars for senior-level executives of the Department and the foreign affairs/national security community:

- PT301 Appearing Effective in the Media
- PT302 Testifying before Congress
- PT303 Crisis Leadership
- PT305 Executive as Coach and Mentor
- PT300 Leader as Facilitator
- PT304 Deputy Assistant Secretary as Leader

For more information contact FSI's Leadership and Management School at (703) 302-6743, FSILMS@state.gov or <http://fsiweb.fsi.state.gov/fsi/lms>.

Dates for FSI Transition Center courses are shown at right. For information on all the courses available at FSI, visit the FSI Schedule of Courses on the Department of State's OpenNet at <http://fsi.state.gov>. See Department Notices for announcements of new courses and new course dates and periodic announcements of external training opportunities sponsored by FSI.

FasTrac Distance Learning Program: Learn at Your Own Pace, When and Where You Want!

All State Department employees, FSNs and EFM's are eligible. With your FasTrac password, you may access the entire FasTrac catalog of more than 3,000 courses, from home or office. Courses cover numerous topics, such as project management, computer skills, and grammar and writing skills, as well as soft skills such as leadership training. To view the complete FasTrac catalog, visit the FasTrac web site at <http://fsi.state.gov/fastrac>.

FSI Distance Learning Program

An extensive menu of FSI-developed distance learning courses is also available to eligible participants on the FSI learning management system. See (U) State 009772 dated January 14, 2005, or the FSI web page (Distance Learning) for information.

Student Records Online

Need your class schedule or an unofficial transcript of training taken through FSI? Visit the FSI Registrar's Office web page on the Department of State OpenNet at <http://fsi.state.gov/admin/reg>.

Security		OCT	NOV	Length
MQ911	SOS: Security Overseas Seminar	11, 24	7, 21	2D
MQ912	ASOS: Advanced Security Overseas Seminar	18	29	1D

Foreign Service Life Skills		OCT	NOV	Length
MQ104	Regulations and Finances	5	30	3D
MQ107	English Teaching Seminar		28	2D
MQ111	Making Presentations Design to Delivery	31		3D
MQ116	Protocol and U.S. Representation Abroad	29	19	1D
MQ302	Trans to Washington for Foreign Born Spouses	15		1D
MQ703	Post Options for Employment and Training	27		1D
MQ704	Targeting the Job Market		8	2.5D
MQ802	Communicating Across Cultures	28		1D
MQ803	Realities of Foreign Service Life		5	1D
MQ851	Raising Bilingual Children		16	2.5H
MQ915	Emergency Medical Care and Trauma Workshop	19		1D

Career Transition Center		OCT	NOV	Length
RV101	Retirement Planning Seminar		29	4D
RV102	Job Search Program	3		8W
RV104	Annuities & Benefits and Social Security		30	1D

Length: H = Hours, D = Days, W = Weeks

For additional information, please contact the Office of the Registrar at (703) 302-7144/7137.

APPOINTMENTS



Under Secretary for Political Affairs.

R. Nicholas Burns of Massachusetts, a career member of the Senior Foreign Service, Class of Minister-Counselor, is the new Under Secretary for Political Affairs. Previously, he was permanent representative to the North Atlantic Treaty Organization. He was ambassador to Greece from 1997 to 2001 and Department spokesman, from 1995 to 97. Before that, he served on the staff of the National Security Council and at overseas postings in Cairo and Jerusalem. He is married and has three daughters.



Inspector General.

Howard J. Krongard of New Jersey, an attorney, is the new Inspector General of the Department and also of the Broadcasting Board of Governors. Previously, he was in private practice with Freshfields Bruckhaus Deringer, an international law firm; a director of the National Legal Center for the Public Interest and a public director of the Pacific Exchange. He has two children.



Assistant Secretary for European Affairs.

Daniel Fried of the District of Columbia, a career member of the Senior Foreign Service, Class of Minister-Counselor, is the new Assistant Secretary for European Affairs. Previously, he was special assistant to the President and senior director for European and Eurasian Affairs at the National Security Council. He was ambassador to Poland from 1997 to 2000. His other overseas postings include Leningrad, Belgrade and a previous tour in Warsaw.



Permanent Representative to the North Atlantic Treaty Organization.

Victoria Nuland of Connecticut, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new Permanent Representative to the North Atlantic Treaty Organization. Until recently, she was principal deputy national security advisor to Vice President Cheney. Before that, she was deputy permanent representative to NATO. Besides Brussels, she served overseas in Moscow, Ulaanbataar and Guangzhou. She is married and has two children.



Under Secretary for Arms Control and International Security.

Robert Joseph of Virginia, a professor and high-level government official, is the new Under Secretary for Arms Control and International Security. Previously, he was special assistant to the President and senior director for proliferation strategy, counterproliferation and homeland defense at the National Security Council. Before that he was a professor of national security studies at the National Defense University and a deputy assistant secretary of Defense.



U.S. Ambassador to Georgia.

John F. Tefft of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Georgia. Previously, he was deputy assistant secretary for European and Eurasian Affairs. He was ambassador to Lithuania from 2000 to 2003 and before that was deputy chief of mission and chargé d'affaires in Moscow. His other overseas postings include Rome, Budapest and Jerusalem. He is married and has two daughters.

APPOINTMENTS



U.S. Ambassador to the Republic of Nicaragua. Paul A. Trivelli of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Nicaragua. Previously, he was director of the Office of Policy Planning and Coordination in the Bureau of Western Hemisphere Affairs. His

overseas postings include Mexico City, Quito, Panama City, El Salvador, Monterrey, Managua and Tegucigalpa, where he was deputy chief of mission. He is married and has two children.



U.S. Ambassador to Canada. David Horton Wilkins of South Carolina, a longtime state legislator, is the new U.S. Ambassador to Canada. Previously, he served 25 years in the South Carolina House of Representatives—11 as speaker of the House—and wrote or cosponsored several pieces of major reform legisla-

tion. He served as state chairman of the Bush-Cheney '04 campaign and cochair of the South Carolina Bush for President campaign in 2000. He is married and has two sons.



Deputy Secretary. Robert B. Zoellick of Virginia, who has held key positions in several administrations, is the new Deputy Secretary. Previously, he served as the U.S. Trade Representative. During President George H.W. Bush's Administration, he served as under secretary for economic and agricultural affairs as well as counselor to the Department. In

1992, he was appointed White House deputy chief of staff and assistant to the President. From 1985 to 1988, he served at the Department of the Treasury in various positions.

PERSONNEL ACTIONS

CIVIL SERVICE RETIREMENTS

Aasen, Ronald C.
Allen, Bonnie Jean
Bell, Angelia Teresa
Blair, Raymond E.
Brandel, Sarah K.
Brown, Sandra H.
Dwyer, Veda R. L.
Evans, Elizabeth Ann
Flores, Sylvia C.
Fussell, Angela
Graham, Helen
Grove Jr., Edward A.
Hodges, Thomas R.
Holmberg, Stephen A.
Jackson, Marjorie W.
Kirincich, Elizabeth Ann
Lindstrom, Geraldine A.
Melcher, Margaret Monroe
Moore, Vernor E.
Parham Sr., Leroy P.

Pasek, Michael S.
Petty, Earnestine
Raether, Carl Noble
Schoen, Stephen
Smith, Louis J.
Wallace, Betty Jean
Waters, Robert C.

FOREIGN SERVICE RETIREMENTS

Armor, William D.
Bell, Tony R.
Bellows, Michael Donald
Bodle, Michael E.
Bogue, Janet Lynn
Boland, Denise Anne
Browne III, Joseph
Burns III, Matthew James
Cosgrove, Ellen Leigh
Davison, Joseph D.
Dejban, Donna Dickson
Deleon, Barbara B.
Demiray, Janet C.
Desola, Linda
Douglas, Peggy A.
Efird Jr., Crayon Cornelius
Elliott, Carlyn J.
Elliott, Diana J.
Fork, Maureen P.
Gibson, Marie L.

Grossman, Marc I.
Gurwell, Carol Davis
Harper, Ramona
Head, Alfred F.
Heffernan, Charles M.
Hughes Jr., Morris N.
Hughes, Sue A.
Humphreys, Liam J.
Johnson, Joe B.
Jones, A. Elizabeth
Klug, Leannette E.
Kowitz, Johanna R.
Kwik, Christine I.
Larson, Alan P.
Leary, Josef D.
Luck, Muriel
McGee, Diana F.
Meek, Janet
Miller, Charles
Monk, Amy Y.

Monk, David B.
Moore, Judith S.
Morrison, Bruce F.
Pendleton, Mary C.
Pope, William Pinckney
Rackley, Woody B.
Reeves, Wendell F.
Richmond, Jerry C.
Robinson, James S.
Sackett, Kenneth F.
Schoeppl, Johanna E.
Sickler Jr., Clarence Henry
Snipes, Patricia R.
Stefan, Adrienne M.
Stutz, Stella P.
Wilson, Ernestine
Wong, Mark F.
Woo, Brian C.

O B I T U A R I E S



Charles "Charlie" Raymond Bakey Jr., 86, a retired Foreign Service officer, died of a heart attack May 17 in Hanover, Pa. He joined the Foreign Service in 1957 and served in Egypt, Turkey, India and England until his retirement in 1976. He was an Army officer during World War II and served on General Eisenhower's staff.



Robert J. LaPlante, 80, a retired Foreign Service specialist, died March 18 in Manistique, Mich. He retired in 1992 and wrote a book about his 10 million miles of world travels as a diplomatic courier during a 42-year career.



Margaret J. "Peggy" Barnhart, 76, a retired Foreign Service officer, died of pneumonia May 13 in Washington, D.C. She joined the Department in 1950 and retired in 1984. Her overseas postings included Paris, Tokyo, Jerusalem, Bangkok and Rio de Janeiro. She also served as editor of *State Magazine*. She was a member of Diplomatic and Consular Officers,

Retired and made a major bequest to its Bacon House Foundation.

John A. Linehan, 81, a retired Foreign Service officer, died May 19 of bladder cancer in Sarasota, Fla. His overseas postings included Paris, Quebec, Adelaide, Monrovia, Accra and Freetown, where he served as ambassador. In retirement, he was a board member of the Sarasota Opera Guild and the Foreign Service Retirees Association of Florida.

Naomi Pekmezian, 95, a retired Civil Service employee, died May 18 in Bethesda, Md. She was a scientific linguist at the Foreign Service Institute. Overseas, she worked for FSI in Nice, France, and Athens. She retired in Italy before returning to Bethesda.

Robert "Bob" Bickle, 63, husband of retired Foreign Service specialist Lou H. Bickle, died June 14 in Orlando Fla. He accompanied his wife on assignments to London, Ouagadougou, Harare, Dhaka and Nairobi. A certified public accountant, he served as business manager of the Harare International School and as a contractor for the embassy in Nairobi.



Michael Joseph Roberts, 41, a Foreign Service specialist, died March 29. During his more than six years with Diplomatic Security, he served overseas in Algiers. His domestic postings included Washington, Boston and the Secretary's protective detail.



Rudy G. Hall, 66, a retired Foreign Service officer, died May 17 in Annandale, Va., of acute cardiac arrhythmia. He served in the Army before joining the Department. After retiring in 2000, he worked for the U.S. Investigations Services.



Clement G. Scerback, 83, a retired Foreign Service officer, died May 20 in Columbia, Md., of complications of diabetes. He served in the Army Air Force during World War II. He joined the U.S. Information Agency in 1955 and served overseas in Belgrade, Linz, Graz, Vienna and Budapest. He retired to Pinellas County, Fla., where he enjoyed golf, tennis and writing articles, before returning to Maryland in 2000.

Margaret Lorraine Herman, 78, a retired Foreign Service officer, died April 9 of heart disease in Dunn Loring, Va. She retired from the U.S. Information Agency in 1980 after 34 years of government service.

O B I T U A R I E S



Richard Stephen "Steve" Taylor, 59, a retired Foreign Service officer, died of cancer Dec. 4 in Rayle, Ga. His overseas posts included Frankfurt, Nassau, Mexico City and Budapest. He retired in 2000.

Walter Paul White, 74, a retired Foreign Service officer with the U.S. Information Agency, died of cardiac arrest Jan. 13 in Alexandria, Va. He served in the Marine Corps before joining USIA in 1956. His overseas postings included Israel, Turkey, Pakistan, Iran, Afghanistan, India, Iraq and Morocco. He retired in 1986. He enjoyed Persian poetry, fishing, hunting, carpentry, reading and photography.



G.A. "Tom" Thompson, 78, a retired Foreign Service specialist, died of complications of pneumonia May 6 in Cottage Grove, Ore. He served in the Navy during World War II, Korea and Vietnam. His Foreign Service postings included Reykjavik, Bonn, Tunis and Islamabad. He retired in 1977.

IN THE EVENT OF DEATH

Questions concerning employee deaths should be directed to the Office of Casualty Assistance at (202) 736-4502.

Inquiries concerning deaths of retired employees should be directed to the Office of Retirement at (202) 261-8960.

STATE OFFICE INDICATORS

READY TO TRANSFER TO A NEW OFFICE? A HANDY GUIDE TO SOME RANDOM...

OFFICE	FASHION STATEMENT	BEVERAGE OF CHOICE	WHO VISITS YOU	OVERHEARD
OFFICE OF HIGH STRESS AFFAIRS	CLOTHES YOU HAVEN'T HAD TIME TO CHANGE IN THREE DAYS	"LIQUID PANIC" ENERGY DRINK WITH RED BULL CHASER	ANGRY DEPUTY ASSISTANT SECRETARIES WHO WANT THEIR TALKING POINTS-NOW!	"WHERE'S THAT MEMO? WAIT- WE NEED SIX MORE CLEARANCES AAAHH!!!"
BUREAU OF FORGOTTEN ISSUES	MAGENTA "WESTERN HEMISPHERE MACRAME INITIATIVE 1989" I.D. BADGE LARIAT	BIG GULP SPAM SMOOTHIE FROM CAFETERIA	PEOPLE WHO GET LOST TRYING TO FIND THE LOADING DOCK	"I'D LOVE TO HELP, BUT I HAVE MY 4:25 CAR POOL..."
EMBASSY RITZOVIA	SILK ASCOT WITH TASTEFUL EMBASSY LOGO	"CHATEAU VERRE D'ANS LEINEZ" '87 (EMBASSY SNACK BAR HOUSE WINE)	EVERYONE: ALL RELATIVES, FRIENDS OF FRIENDS, GUY WHO CLAIMS HE SAT BEHIND YOU IN THIRD GRADE...	"TWELVE BUCKS FOR A SPRITE?"
EMBASSY ICKYSTAN	TRADITIONAL LOCAL GARB: SPANDEX LEOPARD TUBE TOP AND "KING OF MAMBO" HEADWEAR	FRICKLY BEET JUICE IN SEASON- OTHERWISE FERMENTED HAMSTER MILK	NOBODY. EVER. UNLESS THE SPACE SHUTTLE MAKES AN EMERGENCY LANDING IN THE GREAT ICKY DESERT	"WHEN THE RABID BATS ATTACK, IT REALLY HELPS YOU FORGET ABOUT THE FIRE ANTS."

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