

18:428

Magazine, No. 428, Septem

UNITED STATES DEPARTMENT OF STATE

September 1978

State

Magazine

UNITED STATES INFORMATION AGENCY
FEDERAL CENTER PLAZA

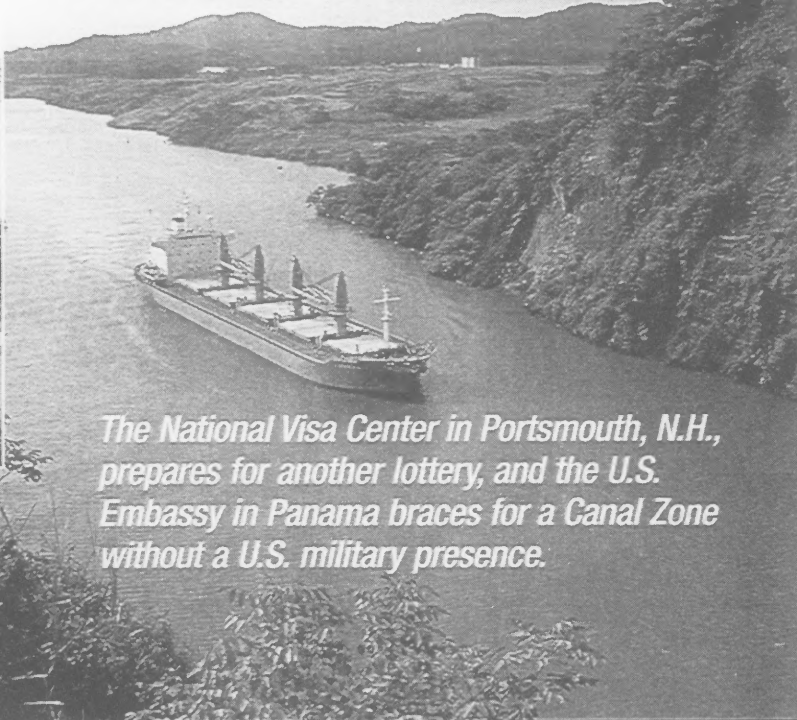
USIA

State prepares its USIA welcome





Coming in October:



The National Visa Center in Portsmouth, N.H., prepares for another lottery, and the U.S. Embassy in Panama braces for a Canal Zone without a U.S. military presence.

State Magazine

Carl Goodman
EDITOR-IN-CHIEF

Donna Miles
DEPUTY EDITOR

Kathleen Goldynia
DESIGNER

Isaias Alba IV
EDITORIAL ASSISTANT

ADVISORY BOARD MEMBERS

James Williams
CHAIRMAN

Sally Light
EXECUTIVE SECRETARY

Albert Curley
Colleen Hope

Stevenson McIlvaine

Wayne Oshima
Gary Pergl

State Magazine (ISSN 1099-4165) is published monthly, except bimonthly in July and August, by the U.S. Department of State, 2201 C St., N.W., Washington, DC. Periodicals postage paid at Washington, DC. POSTMASTER: Send changes of address to *State Magazine*, PER/ER/SMG, SA-6, Room 433, Washington, DC 20522-0602. *State Magazine* is published to facilitate communication between management and employees at home and abroad and to acquaint employees with developments that may affect operations or personnel. The magazine is also available to persons interested in working for the Department of State and to the general public.

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

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

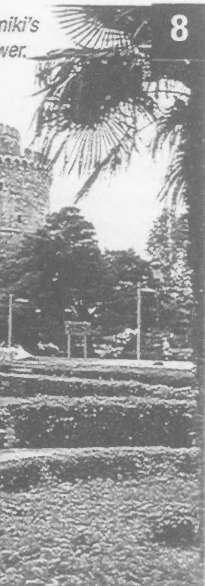
Articles should not exceed five typewritten, double-spaced pages. They should also be free of acronyms (with all office names, agencies and organizations spelled out). Photos should include typed captions identifying persons from left to right with job titles.

Material may be submitted on disks, emailed or faxed, in 14-point type, to (703) 812-2475. The mailing address is *State Magazine*, PER/ER/SMG, SA-6, Room 433, Washington, DC 20522-0602. Contributions may also be left in Room 3811, Main State. The magazine's main number is (703) 516-1667.

Deadline for copy is the 15th of each month.

Contents

Department of State • United States of America



GATO photo

- 4 Facing Up to the Bio-Chem Threat**
Should the unthinkable ever happen, State is making sure it's prepared.
- 8 Post of the Month: Thessaloniki**
This gateway to the Balkans has a long history and an exciting future.
- 12 Bureau of the Month: Finance and Management Policy**
Working behind the scenes, this bureau touches every Department employee and activity.
- 18 POW/MIA Recognition Day**
Like their military counterparts, Foreign Service members face the dangers of serving on the front lines.
- 23 USIA Merges With State**
The integration will elevate the role of public diplomacy.
- 26 A Mother's Word**
Before being posted to Tanzania, she promised her son she "wasn't going to die."
- 28 Looking Toward the Future**
Seven Foreign Service Nationals wounded during the bombing in Nairobi share their stories.
- 32 Responding to the Refugees' Plight**
The missions in Vienna step forward to help.



Foreign nationals wounded in Nairobi look beyond the embassy bombing.

COLUMNS

- 2 From the Secretary
7 Direct From the D.G.

DEPARTMENTS

- 3 Letters to the Editor
4 In the News
36 Safety Scene
37 In Brief
38 People Like You
41 State of the Arts
42 Obituaries
44 Education & Training
46 Personnel Actions



On the Cover

The USIA Headquarters
Photo by Barry Fitzgerald

U.S. Depository Document

APR 05 2000

Eastern Michigan University
Library



FROM THE SECRETARY

SECRETARY MADELEINE ALBRIGHT

Enhancing Public Diplomacy

The Oct. 1 merger between USIA and the Department of State reflects a great deal of hard work and careful planning. It is the product of intensive negotiations between the Administration and Congress, and reflects several years of close consultations with USIA and State employees, myriad nongovernmental organizations and many others.

I am enthusiastic about this reorganization because it will enhance our public diplomacy in every region of the world. It is a cornerstone of our comprehensive and ongoing effort to prepare our foreign affairs agencies for the challenges of the 21st century.

Engaging, informing and influencing key audiences around the globe are essential to advancing our foreign policy goals. We must never simply assume that our policies will be widely understood or supported by other nations, even by our allies. Public diplomacy can prevent misperceptions and misunderstandings, explain the connection between our values and our policies and broaden the dialogue between American citizens and the rest of the world.

Public diplomacy is especially important now, for we live at a time when even terrorist groups have their own web pages. When U.S. policies and interests are jeopardized by disinformation, we need to respond quickly and clearly with the facts. Daniel Webster once said, "There is nothing so powerful as truth." Today we might add, "The power of truth depends on how widely and effectively it is conveyed."

Public diplomacy can also help set the international agenda and forge common approaches to regional and global challenges. When linked with new communications technologies, it can reach key opinion makers in the media, academic institutions, business and civic organizations, and it can engage millions of people directly—in their own languages, on themes that bear directly on their interests and ours.

Over the past six years, I have seen how vital public diplomacy can be, on issues ranging from the promotion of democracy to the prevention of HIV/AIDS.

Our exchange programs have been especially useful. In nations that were on the far side of the Iron Curtain, or in what was once considered the Third World, these initia-

tives are helping to wipe away decades of Cold War mistrust, build new patterns and habits of cooperation; and encourage political pluralism, market economics and the rule of law.

The merger between USIA and State will make public diplomacy an even more central part of U.S. foreign policy. USIA officers will now be assured of a seat at the table during State planning sessions, and they will have more timely access to the flow of information that moves through State's regional and functional bureaus.

USIA employees will bring to the Department many strengths, including the ability to craft a clear and convincing public message, skill in using advanced information technology, a deep understanding of foreign audiences and close ties with nongovernmental organizations. Integrating these talents will improve the way we all do business.

We have already seen an important and successful preview of post-merger public diplomacy. A year ago, in a pilot program, USIA and State combined our operations for Europe. This new team got its trial by fire during the crisis in Kosovo, and the results were outstanding. Before, during and after the fighting, State's new public information officers used tools ranging from multilingual web sites to shortwave radio broadcasts to provide the world with up-to-the-minute, reliable information about NATO's intentions and actions.

This merger is not a short-term, budget-cutting device. All USIA employees are being transferred to State without reduction in grade, class or basic pay. State managers have been working with their counterparts at USIA to identify the best placement for each employee, and most got their new assignments earlier this summer.

The reorganization also respects the editorial integrity of the Voice of America, Radio Democracy for Africa, Radio Free Asia and other U.S. international broadcasting services. Those programs will not be part of the merger, but rather will form a new, independent executive branch agency.

The United States remains the world's leading force for justice and stability. But a leader cannot stand still. And on Oct. 1, we will take a historic step toward stronger American leadership everywhere around the globe. ■

Wh
A History
Foreign S
T
ment
Forei
1950
in 1
Com
feder
in the
and
War
spice
Lar
Comm
U.S. C
Mor
pt-Utility Ve
aneous Lov
E
the v
glazin
glass i
next y
sibility
during
ity of
since t
longer
model

LETTERS TO THE EDITOR

Whose History?



William Slany's "History of the Foreign Service," in May's issue, was good as far as it goes, but it should have been entitled "A History of the State Department's Foreign Service."

I searched in vain for any mention of the creation of the Foreign Agricultural Service in the 1950s or the U.S. Commercial Service in 1980. For that matter, the Commerce Department and other federal agencies had Foreign Services in the 1920s and 1930s. Their demise and integration into State as World War II approached would have spiced up Mr. Slany's history.

Laron Jensen
Commercial Counselor
U.S. Commercial Center, Jakarta

More on SUVs



In your June issue, Robert L. Dowell Jr. of Naples, Fla., commented on recent improvements in sport utility vehicles, the subject of my article in April.

True, some improvements have been made and others are on the way. Polycarbonate window glazing, for example, will replace glass in the side and rear windows of next year's models to lower the possibility of occupants being ejected during a rollover. The median stability of SUVs has improved as well, since the least stable vehicles are no longer sold and some of the newer models incorporate lessons learned

from a 1990 study. Current SUVs also are required to display warnings about the stability hazard, which some may consider an improvement.

Simply moving in the right direction, however, does not mean the stability hazard has been effectively countered. In one of our geographic regions, for example, we experienced rollovers between February and June of this year that resulted in five injuries. Lack of respect for SUVs' unique operating requirements is a key cause of these accidents.

W. D. Davenport
Office of Safety/Health and
Environmental Management

Portrait Is Inaccurate

In her May letter to the editor, Janice Kiser proposed directing resources from color printing of *State Magazine* "toward upgrading the building's pathetic technology...." While Ms. Kiser is entitled to her opinions, her portrayal of the Department's technol-

ogy is inaccurate. The professionals who manage these systems provide essential support to the Department and U.S. diplomacy—from maintaining instantaneous contact with all U.S. Embassies and Consulates and handling more than 20 million email messages annually to processing payroll, personnel and financial transactions.

Must the Department continue to modernize and make better use of information technology? Of course it must. Secretary Albright recently told Congress she envisions a Department where State's "men and women will be as comfortable surfing the web as consulting traditional 'diplomatic resources.'" While the Department may not have achieved this and other important technology goals, recently deployed infrastructure and growing employee expertise provide a strong foundation for continued technological advances at State.

Daniel P. Sheerin
Information Resource Management

From the Editor

The Post of the Month has been a long-standing feature of *State Magazine* and over the years, many of you may recall your overseas post being featured and still treasure the clippings and photos. But as with many of our long-running features, the Post of the Month recently has undergone a substantive change that we believe has made it far more valuable to our readers.

Until as recently as July 1997, the feature was mostly a photo spread with captions but very little text. It was a nice touch, but we thought you deserved more. We wanted to give you firsthand reports on life at a particular post and information both enjoyable to read and helpful in deciding which posts to bid on.

Change is never easy and often meets with resistance, at least initially. But in energizing and "growing" the feature, you—the contributors who serve as our "field correspondents"—have been the engineers of this feature transformation. The result is a livelier and more candid Post of the Month, as evidenced in this month's feature on Thessaloniki.

Our readers can take pride in the progress *State Magazine* has made and continues making as it enters the new millennium. As for Post of the Month, we look forward to featuring your post, and encourage you to get in the queue now since our calendar is filling fast.

Facing Up to the Bio-Chem Threat

By Donna Miles

It's a threat State hopes its people and facilities never encounter. But in the event that the unthinkable ever happens, the Department is gearing up to make sure it's prepared.

The sarin nerve gas attack on the Tokyo subway system four years ago took the world by surprise.

Chemical weapons have historically been used in wartime, most recently by Iraqis against the Kurds following the Persian Gulf War. But never before the Tokyo incident had chemical weapons been used as a terrorist weapon launched against random civilian targets. Twelve people died and thousands more were injured.

The threat of biological-chemical terrorist attacks hit a bit closer to home last February when a State Department employee in Washington, D.C., opened a letter that contained a granular powder and a note saying it was anthrax, a deadly bacterial substance.

The letter, one of several sent to U.S. government agencies and private organizations, turned out to be a hoax. But it affirmed how vulnerable Department employees—like the rest of the world—are to potential biological-chemical terrorist attacks.

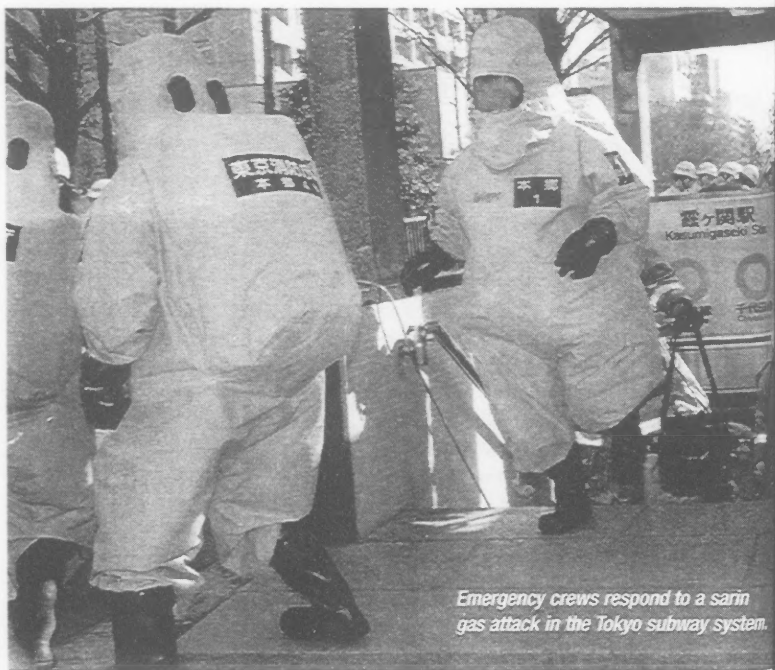
At the root of the problem are literally hundreds of different chemical and bio-

logical agents that can be spread through food, water systems and the air.

Biological and chemical agents are falling increasingly into terrorists' hands, and some 25 countries have or are developing them and the means to deliver them. Dubbed "the poor man's atomic bomb," they can inexpensively spread fear, terror and death.

These agents could be used on U.S. or foreign soil, and, recognizing the potential threat they pose, Congress authorized a federal program in 1996 to train the municipal forces of 120 U.S. cities to recognize and respond to an attack.

No State Department employee or facility has ever been targeted for a biological or chemical attack. But to



Emergency crews respond to a sarin gas attack in the Tokyo subway system.

Reuter

The embassy bombings in Nairobi, pictured here, and in Dar es Salaam demonstrated the threat posed by terrorists.



ers photo

help protect its people against the possibility, State is launching a Department-wide biological-chemical master plan within the next year.

"It's a threat we hope never to face," said Tom McKeever, State's coordinator for chemical-biological countermeasures in the Bureau of Diplomatic Security. "But we also have to recognize that these weapons do exist and that they can hit anyone, anywhere. So the best defense is to be prepared."

The Department plans to increase biological-chemical countermeasures at U.S. Missions worldwide, according to Mr. McKeever, while launching an education program to teach employees about the biological-chemical threat, how to recognize suspicious signs and what to do in the event of an attack.

In addition, the Bureau of Diplomatic Security will intensify training for first emergency responders, including regional security officers, general services officers and medical staffs, so they know how to react following an attack.

The Department also plans to purchase and deploy additional protective equipment worldwide for the overseas community. Among the new technologies being explored, Mr. McKeever said, is a lightweight individual gas mask that is easy to put on and can be discarded after use. Unlike traditional military gas masks, which are larger and bulkier, must be "fitted" to operate effectively and require regular maintenance, the portable masks being tested for State are designed simply to get people out of the affected area.

"We don't want our people trying to defend any of our buildings," Mr. McKeever said. "If there's a threat of a biological or chemical attack, we want them to get out—and to be able to get out safely."

Posts in high-threat areas would continue to be issued standard military gas masks, he said.

In addition, the Department plans to launch a voluntary, worldwide anthrax vaccination program for eligible U.S. government employees and their families serving abroad. Details of the program, to be phased in over several years, are still being finalized by Department officials.

The anthrax vaccine is not readily available for purchase or use by private parties. It is produced exclusively by a Michigan-based company

under contract to the Department of Defense, which instituted a mandatory anthrax vaccine program last year and plans to immunize all service members by 2003.

Mr. McKeever said last year's embassy bombings in East Africa demonstrate that no matter how unlikely a terrorist attack may seem, it can never be completely ruled out.

State's biological-chemical master plan, he said, aims to coordinate a uniform, Department-wide response to the biological-chemical threat. "We already have defenses out there and some training out there," he said. "But this plan offers a coordinated approach to the problem." ■

State's Bio-Chem Master Plan

The plan, which combines efforts by the Bureau of Diplomatic Security and the Office of Medical Services, includes:

- deploying additional protective equipment worldwide;
- educating employees about the biological-chemical threat, how to recognize suspicious signs and what to do in the event of an attack;
- increasing physical and procedural biological-chemical countermeasures at U.S. Missions;
- training first emergency responders, including regional security officers, general services officers and medical staffs, in how to react following an attack; and
- instituting a voluntary, worldwide anthrax vaccination program.



Photo by Shawn Moore

Lewis Kaden, right, who chairs the Overseas Presence Advisory Panel, makes a point during a July panel meeting. Admiral William Crowe, left, who chaired the Accountability Review Boards that studied the bombings of the U.S. Embassies in East Africa in August 1998, is also a panel member. The board is charged with recommending to the Secretary how to best manage the location, size and composition of overseas posts required to conduct America's foreign policy interests in the coming decade. The panel's findings and recommendations were scheduled for release in September.

State Announces War Criminals Program

Secretary Madeleine Albright recently announced the War Criminals Reward Program for the former Yugoslavia. Under the program, authorized by Congress, the United States is offering up to \$5 million for information leading to the arrest or conviction of war criminals indicted by the International Criminal Tribunal for the former Yugoslavia.

The program also provides a reward for information leading to the transfer of war criminals to, or conviction by, the tribunal.

Anyone with information is encouraged to contact the nearest U.S. Embassy, to phone (800) HEROES1 or to access State's reward program web site at www.heroes.net.

President Boosts Mental Health Coverage

Health care providers will be required to improve mental health and substance abuse coverage by 2001 to remain part of the Federal Employees Health Benefits program.

President Clinton recently announced the new requirement at the first-ever White House Conference on Mental Health. He said the goal of the new requirement is to "make plan coverage for mental health and substance abuse care identical to traditional medical care with regard to deductible, co-insurance, co-payments and day and visit limitations."

The Office of Personnel Management has sent letters to all 285 FEHB plan providers informing them of the President's decision. The companies insure about 9 million federal employees and retirees and their families.

Currently, most insurance companies participating in the FEHB have higher deductibles for mental health care, pay less per visit and often set an annual limit on the number of appointments to mental health professionals, the President pointed out.

The Office of Personnel Management, through negotiations with insurance carriers, has already eliminated lifetime and annual maximums for mental health care. The President said the new steps he is requiring will elevate mental health care to the same level as standard health care.

State Creates Casualty Assistance Office

State recently announced the establishment of a new permanent office in the Department dedicated to responding to the needs of employees and their families following crises such as last year's embassy bombings in East Africa.

The Office of Casualty Assistance will serve as State's principal contact to employees and their families who experience extreme emergencies such as acts of terrorism resulting in deaths and injuries.

The new office will ensure that the Department is sensitive to the needs of employees and their families following such crises, and will coordinate with all responsible offices and agencies to facilitate the flow of information, assistance, benefits and services to families. In addition, the office will provide leadership, expert assistance and guidance in identifying the families' needs and problems and in recommending innovative responses to their needs during an emergency.

The office will be located in the Bureau of Personnel's Office of the Director General.

DIRECT FROM THE D.G.

EDWARD W. "SKIP" GNEHM JR.

On the eve of fiscal year 2000, I would like to review the progress the Bureau of Personnel has made toward meeting its goals.

Foreign affairs integration: Two of our most significant accomplishments have been the successful integration of the Arms Control and Disarmament Agency in April and preparations to merge the U.S. Information Agency with the Department of State. Many USIA employees already have begun moving into new positions, although official integration doesn't occur until Oct. 1. Our new colleagues are adjusting well to how we do things, but since we recognize that old ways aren't always the best ways, we have used the foreign affairs integration process to re-examine virtually everything we do and to incorporate the "best practices" of each agency.

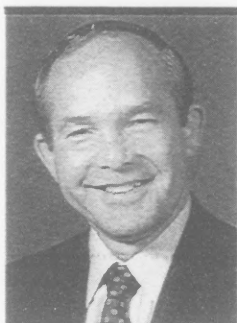
The August bombings: The most tragic event we faced last year was the bombing of our embassies in Nairobi and Dar es Salaam. The events of that disastrous day led us to re-examine how we respond to our colleagues after a crisis. We established the Office of Casualty Assistance to provide long-term support and advocacy.

Evacuee support: We have worked closely with the Bureaus of Administration and Finance and Management Policy to respond more effectively to our evacuated employees and families facing significant out-of-pocket living expenses.

Recruiting: We not only met our goals, but also hired against some shortfall last year, including those in such competitive areas as information management, using job fairs, the Internet and a wider range of faculties at colleges and universities. Besides the traditional written exam for the Foreign Service, we are testing an Alternate Exam Program to give us the flexibility to fill deficit cones throughout the year.

The Foreign Affairs Fellows program alone has attracted 41 enthusiastic and motivated Foreign Service officers. Interest in Foreign Service careers remains strong, and we intend to be bold in attracting the best. We initiated hiring bonuses this year in highly competitive skill groups.

Foreign Service Nationals: To find and keep these highly talented workers, we have focused on streamlining the review process for wages and benefits to remove a major morale and equity issue for FSNs. We are also working to create a global offshore retirement system for employees without a secure local pension system. The legal and tax hurdles are proving higher than we initially expected—but we plan to overcome them.



We have come a long way in meeting our goals.

Professional development: Sustaining a highly professional Civil Service has been one of our goals, along with greater cooperation with the Foreign Service Institute to develop the required managerial skills curriculum. The Leadership Competencies Development Initiative was launched this year, and more than 60 Civil Service employees have signed up for the program. Senior Foreign Service officers need managerial training as well, and we are looking at ways to include such training modules in our regional officer conferences.

We are also addressing the Department's future requirements for a highly qualified Senior Executive Service, since 60 percent of our SES cadre will be eligible to retire in two years. We are boosting our SES candidate

development program by accepting five new candidates per year, with an ultimate goal of 20 participants.

Language skills: I am delighted to announce that the American Foreign Service Association signed off on our new Language Incentive Pay program in June. This complete revamping of a policy that had rewarded people more for studying than for using foreign languages will dramatically increase interest in learning hard languages early in careers.

Global issues: A greater focus on global issues is being addressed bureau by bureau. PER has been extremely responsive to AFL-CIO and Department of Labor concerns about enhancing labor diplomacy at State. We have begun to strengthen the political-military function in the Department, and plan similar inroads in the areas of science and technology. Assigning 25 new public diplomacy positions to the functional bureaus will further strengthen awareness of these issues.

Family-friendly policies: A family-friendly work environment has become increasingly important to attract and to keep good employees. We continually need eligible family members to fill staffing gaps overseas, and the family member appointment has given more than 1,000 working spouses access to retirement and health benefits.

We have identified and assisted more than 800 State employees who are members of tandem couples, and we will soon publish a pamphlet on alternative work options. We have increased the number of child care slots to more than 100. We created a new position to deal primarily with eldercare issues, which can be especially difficult for the mobile Foreign Service population.

We have come a long way toward improving your work environment, and there is more to come! ■

Thessaloniki: *Gateway to the Balkans*

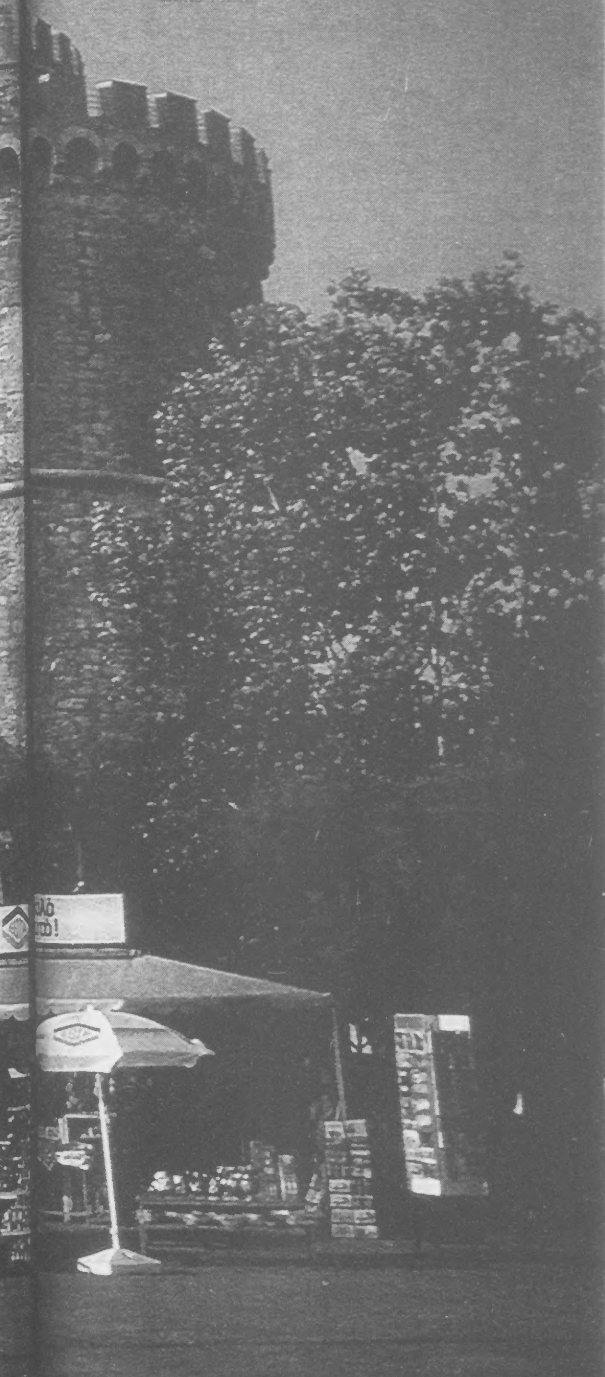
By T.F. Daughton

For city planners, Thessaloniki is a nightmare. When local authorities decided several years ago to build a desperately needed underground parking lot in the middle of town, bulldozers scraped a few feet of dirt away, only to find traces of Turkish buildings lying on top of successive layers of Byzantine, Roman and Hellenistic remains. The bulldozers moved out and the archaeologists moved in. No parking lot was built, but some startling finds were unearthed.

There can be few more fascinatingly layered, textured cities in the world than Thessaloniki. Although the city's name prompts even seasoned Foreign Service hands to ask "Where?", Thessaloniki has a long and colorful history. The city of a million rises in an gentle arc from the waters of the Thermaic Gulf across from towering Mount Olympus. The city, 300 miles north of Athens, is closer to Sofia, Skopje and Tirana than to its own capital. That geographical situation helps to explain its importance since its founding in 315 B.C. by a Macedonian general who named it for his wife, Thessaloniki, half-sister of Alexander the Great.



Thessaloniki's famous
White Tower.



Thessaloniki has been called "the gateway to the Balkans" and even "the eye of Europe." The city was a major center in the Roman era, thanks to the nearby Via Egnatia, the road linking Rome with Constantinople. For nearly a millennium, Thessaloniki was the second city of the Byzantine Empire, far surpassing Athens in importance. Cicero was exiled here. St. Paul established his second church in Europe here. The Emperor Galerius lived and persecuted Christians here. The monks Cyril and Methodius set out from here to convert the Slavs and create their alphabet; and, more recently, Atatürk was born here.

Long an invader's prize, Thessaloniki has played reluctant host to Goths, Celts, Franks, Slavs, Normans, Venetians and Ottoman Turks, who stayed for 500 years. During the centuries of Ottoman rule, Thessaloniki's Jewish community dominated the city's cultural and commercial life and its population. Descendants of Sephardic Jews expelled from Spain in 1492, the population was decimated by the Holocaust. Many of the few thousand Jewish residents of Thessaloniki who survive still speak Ladino—a form of medieval Spanish—at home.

The history of the U.S. Consulate in Thessaloniki, though not nearly as long as the city's, is nevertheless a colorful one. Originally founded as a consular agency in the 1830s to represent U.S. shipping interests in the northern Aegean, the post was upgraded to a full consulate in 1908. Until the Ottomans' hasty departure in 1913, the U.S. Consul was preceded everywhere in town by a dragoman—a turbaned Turkish soldier brandishing a silver-embossed sword. Official U.S. consular operations in the city have been continuous since 1908, except for a break during the Nazi occupation of the city in World War II. For the last 50 years, the consulate has operated on the waterfront cornice in the center of town.

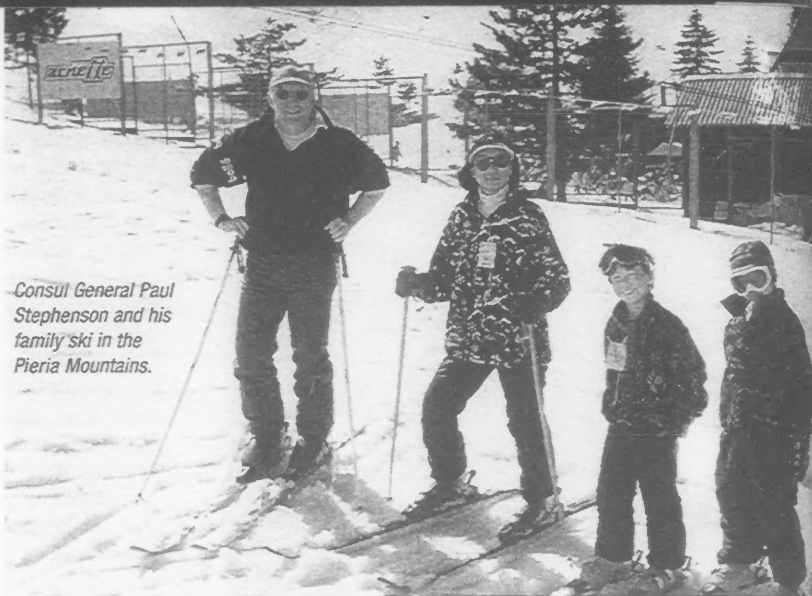
With the end of the Cold War, Thessaloniki has slowly been regaining its historical importance as the primary port of southeastern Europe. But economic problems in Bulgaria, internal disorder in Albania, and ethnic tensions in the former Yugoslavia have all conspired to dampen the ambitions of Thessalonians to make their city "the hub of the Balkans." Nonetheless, as the conflict in nearby Kosovo showed, geography imposes its imperatives, and Thessaloniki cannot help but be intimately involved in developments—good and bad—in the neighborhood. The recent designation of Thessaloniki as the headquarters of the European Union's Agency for Kosovo Redevelopment renewed local hopes that the city's struggle to return to its historical economic importance will yet be successful.

To move with Thessaloniki into the 21st century, employees in the old consulate general, which has been ravaged by a half-century of use, earthquakes and deferred maintenance, moved in early April into a modern, built-to-order office suite occupying an upper floor of a new commercial center in the heart of the city. The timing (quite accidentally) couldn't have been better. Y2K concerns led to the replacement of computer and communications equipment, while heightened security requirements after the Africa bombings brought significant secu-

rity upgrades. Consequently, consulate employees found themselves in the enviable position of working in one of the Department's newest and most modern facilities.

And none too soon. The beginning of NATO air attacks on Yugoslavia brought thousands of Thessaloniki's residents into the streets to protest against the United States. The old consulate, built decades before worries about setback, sat flush with one of the city's main thoroughfares. Employees hunkered down through more than a dozen demonstrations, hundreds of hurled eggs and an attempted fire-bombing while finishing touches were put on the new consulate. When it came time to move, even the consulate's dozen Foreign Service Nationals, most of whom had worked in the old building for 20 years or more, were happy to get out of the limelight and into a more secure facility.

Thessaloniki's consular district encompasses the two northernmost Greek provinces—Macedonia and Thrace—extending from Albania in the west to Turkey in the east and from the Aegean Sea and Thessaly in the south to Bulgaria and the former Yugoslavian Republic of Macedonia in the north. Some 3,500 U.S. citizens live in the



Consul General Paul Stephenson and his family ski in the Pieria Mountains.

Thessaloniki area and 7,500 in the consular district overall. Most are of Greek origin and reside here permanently. In addition to the three Americans assigned to the consulate, two Foreign Service officers and an Army major who attends the Greek War College, the U.S. military has four people permanently assigned to a NATO advance command post in the city.

Anti-Americanism generated by the NATO campaign in Serbia has made a difficult job even more challenging. The continued operation of domestic terrorist organizations results in tight security and protective security details for consulate officers, which tends to put a crimp in their social life. While the ministry responsible for Northern Greece is located in Thessaloniki, most of the power remains with the highly centralized bureaucracy in Athens. As a result, significant progress on regional issues can be difficult or impossible to achieve locally.

The consulate provides a broad range of consular services, promotes U.S. commercial interests in northern Greece, provides administrative support to some neighboring posts in the Balkans, and reports to Washington, D.C., on relevant political and economic developments. One issue that frequently attracts attention is Greece's treatment of its minorities in the north, particularly the largely Turkish Muslim minority in Western Thrace. Interest in the issue from consulate officers over the years has been and continues to be a sore point with northern Greeks.

The consulate general in Thessaloniki saw dramatic downsizing in the early and mid-1990s. Nowhere was that more apparent than in the U.S. Information Service section, which dropped from one American and seven FSNs to one FSN between 1995 and 1997. Lost in the process were the American Center and American Library. Consequently, USIS Thessaloniki began to integrate into the consulate's larger operation well before integration was officially announced. In the past year, because of a steady increase in USIS press and program work (for example, nearly half of the International Visitor nominees



Tom Daughton, wearing his general services officer hat, adjusts the light on the flag at the new consulate.

An aerial view of Thessaloniki.



National Tourist Organization photo

this year worldwide were from Greece), a second USIS FSN has been added, and the USIS operation has been integrated into the consulate's computer systems.

Greece has much more to offer than the whitewashed Aegean island villages of the tourist posters. Within a 75-mile radius, Thessaloniki residents have a choice between pristine beaches on the Halkidiki peninsula and challenging ski slopes in the Pieria Mountains. Mount Olympus, with its 10,000-foot summit looming on the horizon, challenges ambitious hikers. As elsewhere in Greece, ruins lie everywhere, particularly from the Macedonian kingdom of the 4th and 5th centuries B.C. Two of the ancient Macedonian capitals, Vergina and Pella, lie within an hour of Thessaloniki. In Pella, Aristotle taught the young Alexander logic and rhetoric. At Vergina, a recently opened museum shelters the tomb of Alexander's father, Philip II of Macedon, and the tomb's magnificent gold relics. Further afield are the ruins of Philippi, where Julius Caesar defeated Brutus and Cassius, near the present-day city of Kavala.

In Greece, leisure time is always meant to be shared with friends, family and food. Greeks flock to the tavernas late in the evening and while away the hours with plenty of food, drink and animated conversation. Thessaloniki is reputed to have more than 3,000 restaurants, so the culinary opportunities are almost endless. Local cuisine is dramatically different from (and better than) the standard fare of moussaka, souvlaki and stuffed grape leaves found in Greek restaurants around the world. Greek, Jewish, Turkish, Armenian and other culi-

nary traditions combine in unusual and creative ways. Fresh seafood, grilled over charcoal or cooked in a variety of sauces, is a local specialty, as are a wide assortment of "mezedes"—vegetable, fish and cheese dishes often consumed in place of a main course. Northern Greek wines are particularly noteworthy and are produced in abundance in the hills surrounding Thessaloniki. Ouzo, the clear anisette liqueur that turns cloudy when mixed with water, is ubiquitous, but connoisseurs know that its smoother (and much stronger) cousin tsipouro goes down better with mezedes and fresh fish.

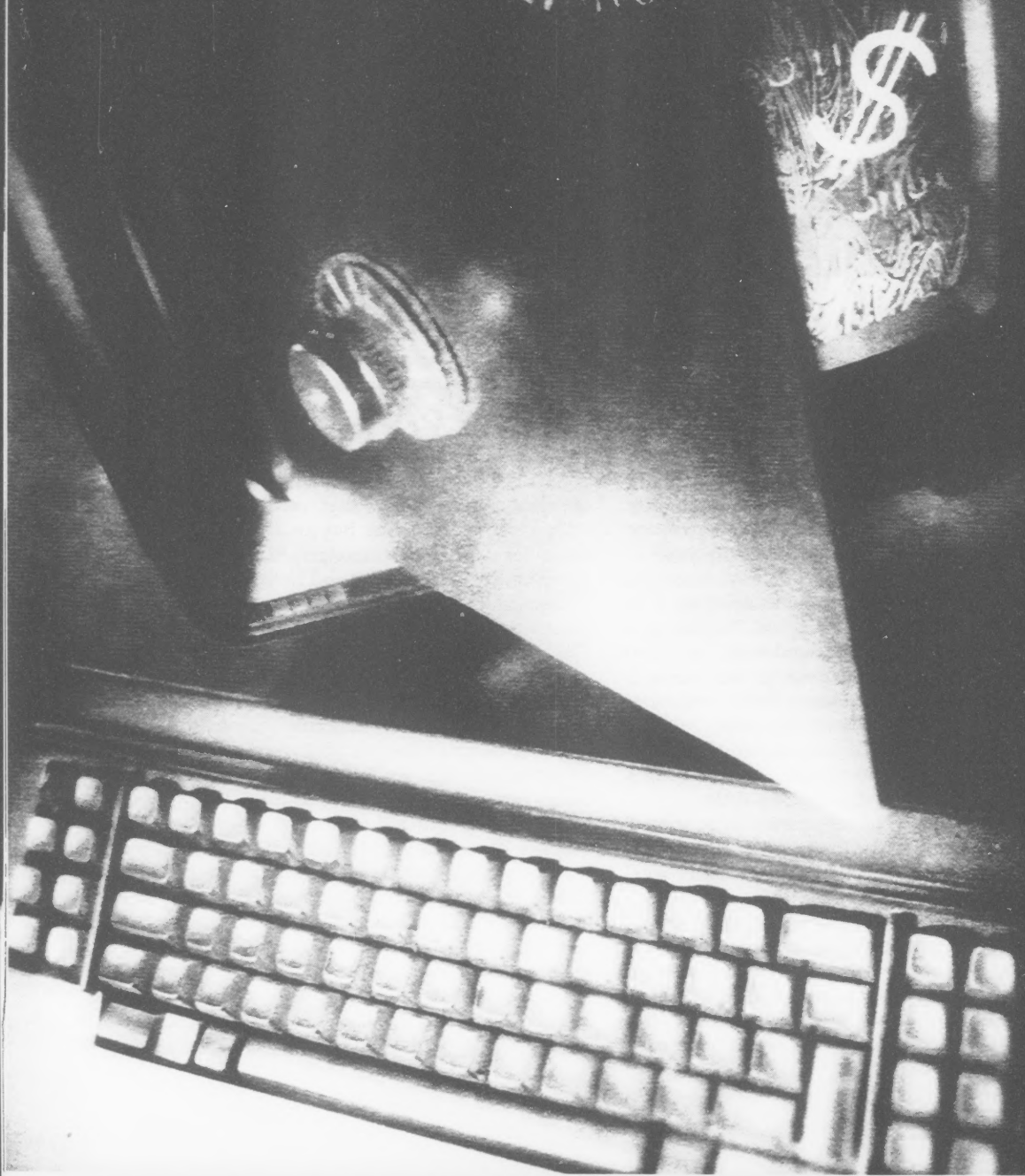
Despite these charms, certain aspects of life in Thessaloniki can be difficult. Traffic is heavy and chaotic. The roads are narrow and poorly maintained. Parking is impossible. Prices on many items are much higher than in the United States, while standards of service are considerably lower. Routine bureaucratic transactions can take weeks or months to resolve. Still, with experience and a bit of patience, foreign residents of the city learn to live with things getting done, as the Greeks say, "slowly, slowly."

The United States has had an official presence in Thessaloniki for nearly 170 years—a small fraction of the lifetime of the city but a significant one in the life of the United States. With the opening of the new consulate general, that U.S. presence is expected to last well into the next century, and its relationship with Thessaloniki and the larger consular district of Macedonia and Thrace should continue to strengthen. ■

The author is the political/administrative officer in Thessaloniki.

Bureau of the Month:

Finance and Management Policy



Story by Marlene Baxter
Photos by Karen Taylor

If you work for the Department of State—as the Secretary or a support staffer—you are a customer of the Bureau of Finance and Management Policy, or FMP. If you are a Foreign Service retiree, FMP serves you. If you are a vendor providing products or services to the Department or any U.S. government entity overseas, FMP serves you, too.

As the Department's central focal point for budget formulation, allocation and execution, FMP processes the Department's payroll and vendor payments domestically and internationally and develops and maintains the Department's financial management systems and policies.

With the enactment of the Chief Financial Officer Act and the appointment of the chief financial officer as its leader, FMP is responsible for developing, overseeing and enhancing the Department's entire financial management infrastructure. In short, FMP supports all Department activities.

FMP Products

Your paycheck or Foreign Service retirement check is an FMP product. Your vendor payment disbursements are FMP products. The Department's annual \$6.5 billion budget is an FMP product. The 1998 \$1.4 billion Security Supplemental responding to the East Africa bombings is an FMP product.

FMP provides various reports for the Office of Management and Budget, the President and the Congress. During fiscal year 1997, the Department produced its first Accountability Report, consolidating into a single publication information previously mandated by several laws as separate reports. "There are few publications that provide such a succinct and descriptive narrative of all the important foreign affairs programs the Department manages," said Bert T. Edwards, State's chief financial officer and the assistant secretary of the Bureau of Finance and Management Policy. One of only 10 federal agencies to receive this independent assessment of quality, the Department received an unqualified thumbs-up on its fiscal year 1997 financial statements from an outside certified public accounting firm under contract with State's Office of the Inspector General.

Other FMP services include Vendor Express, Employee Express, Annuitant Direct, Travel Manager Plus, the Travel Service Center, the

Payroll Service Center and FMP's Financial Service Centers in Charleston, S.C.; Paris and Bangkok.

Official Recognition

FMP employees receive their share of service awards. Teams of FMP employees have won the coveted Hammer Award for two consecutive years. In 1998, FMP employees received this award for saving the U.S. government approximately \$740,000 in one year by updating the tools the Department uses to make foreign currency purchases.

In 1999, FMP employees teamed with Treasury Department employees to win the Hammer Award for eliminating an antiquated method used government-wide to maintain certain foreign currency fund balances.

In 1997, an FMP employee received the Society of Travel Agents in Government Professional Development Award for the "Best Government Travel Program." Previous efforts to improve temporary duty travel resulted in \$2 million in savings to the Department and \$465 million in savings worldwide to the federal government and earned

the Association of Government Accountants' Achievement of the Year Award.

Laying Foundations for Excellence

FMP over the past several years has been involved in improving financial management both within the bureau

Working behind the scenes, FMP touches every Department employee and activity.



Accountant Debra Wilson takes a break from her work.

and throughout the Department. Looking inward, FMP has concentrated on cultivating an internal workforce equipped to provide quality customer service in an evolving financial management environment. At the same time, the CFO Act of 1990 requires that FMP also develop financial managers within the Department but outside of FMP. FMP's home bureau concept addresses this requirement.

"The concept of FMP as a home bureau for financial managers strives to give financial management officers a home base for technical assistance, training and career enhancement," said Jacqueline Moyer, FMP's Foreign Service administrative officer. FMP now monitors assignments to ensure that critical financial management positions are filled with qualified candidates. Working with the Bureau of Personnel, FMP has established four financial management positions at the Senior Foreign Service level, creating new promotion potential in the financial management arena.

FMP is committed to equal employment opportunity as it strives to attain a motivated, diverse and flexible financial management workforce qualified to produce quality service. FMP has made commendable progress in the upward movement of women and minorities by creating, upgrading and filling career ladder positions at the entry levels. FMP is also working to upgrade financial

Did you know that FMP:

- ▼ Makes \$2.3 billion in foreign currency purchases annually?
- ▼ Processes 1.2 million international transactions totaling \$5 billion annually in disbursements from 230 bank accounts in 156 currencies—including the Euro?
- ▼ Received electronically more than 1,400 payroll change transactions from Department employees using Employee Express since the program began in 1998?
- ▼ Payrolls 31,000 FSNs overseas for all agencies?
- ▼ Services 13,900 Foreign Service annuitants who receive more than \$516 million in annuity payments annually?
- ▼ Received more than 1,600 electronic transactions from Foreign Service annuitants through Annuitant Direct since the program's implementation in 1998?
- ▼ Pays from 4,000 to 11,000 domestic vendor invoices monthly?
- ▼ Processes an average of 425 travel advances totaling \$475,000 monthly?
- ▼ Completes within 10 workdays about 13,000 manually submitted travel vouchers and 9,000 electronically submitted travel vouchers annually?

Chief Financial Officer Bert T. Edwards, front row, second from right, with a cashier training class at the Financial Service Center in Paris.



positions held by Foreign Service National employees at the three financial service centers.

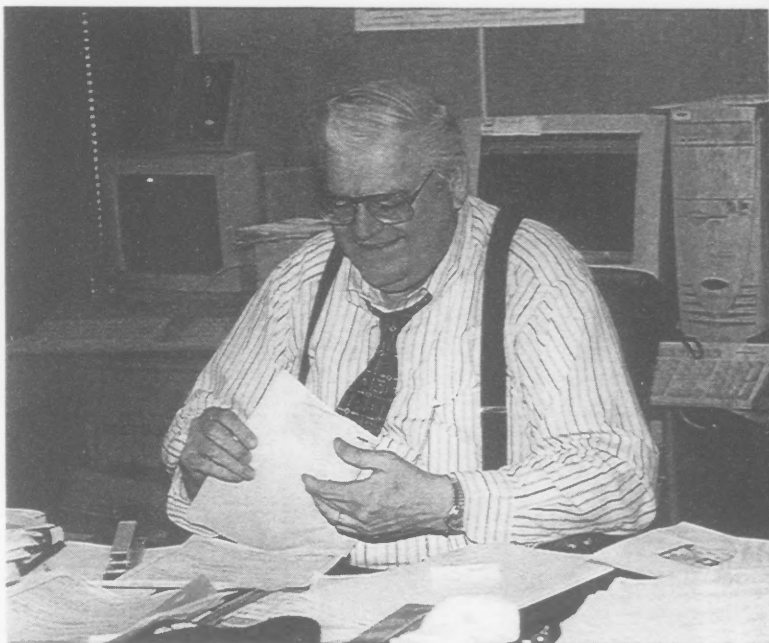
Retooling

The bureau combines web-site technology with email. Many of the email messages sent from the executive office to FMP staff members domestically and abroad are linked to FMP's web server, a move toward paperless communications without slowing system response time.

One of FMP's high-priority initiatives for almost a decade has been its automation modernization program. FMP has had several waves of PC installations and upgrades. According to Mark Kelley, who oversees 165 allotments in the Office of Domestic Financial Services, standardized spreadsheet software on FMP's network has enhanced the tools he uses to communicate the information he tracks.

Training

Determined to develop a workforce prepared to provide quality service, FMP employees attended 172 vendor-offered and 235 National Foreign Affairs Training Center courses in 1998. The waves of PC installations and upgrades have required continuous technical skills training. In 1998, FMP invest-

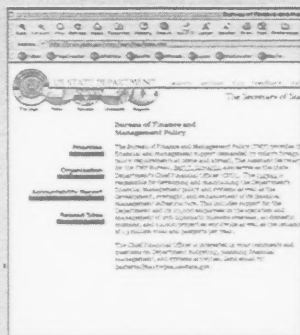


Financial management specialist Ben Blue examines travel vouchers.

Information assistant Richard Jackson conducts an inventory.



FMP on the Web:



www.state.gov—View the FY 1997 Accountability Report from FMP's page on the Department's official web site. (Click on "The Department." FMP is listed under "Organization.")

www.dosfinance.gov—FMP's independent Internet

site, which contains information of interest to FMP clients and the federal financial community.

www.icass.com—ICASS Internet site accessible to all Internet users. It contains the latest information on ICASS and links to other sites.

205.128.25.152—At FMP's Intranet site are pictorial celebrations of FMP key activities, weekly reports, Central Financial Management System reports, Federal Managers' Financial Integrity Act reports, the Budget in Brief, a Worldwide Foreign Currency Exchange Rates database and links to the three Financial Service Centers' pages.



Accepting a Combined Federal Campaign award for exceeding FMP's 1999 CFC monetary goal are Barbara Thomas, Helen Gross, Michelle Rucker, Charlotte Cunningham and Vincent Taylor. With them are CFC officials and Patricia Pittarelli, second from right, from the Office of Employee Relations.

Who's Who in FMP?

With staff in Washington, D.C.; Northern Virginia; Charleston, S.C.; Paris, and Bangkok, here's a profile of FMP:

The Office of Budget and Planning is the Department's source for funding and resource planning, and it manages the critical American salaries allotment.

The Office of Financial Services processes the Department's payments, including salary, retirement, travel and vendor disbursements domestically and abroad. Each of the three regional service centers has about 100 employees responsible for paying vendors and FSN payrolls.

The Office of International Cooperative Administrative Support Services, or ICASS, is an interagency-staffed and -funded office. It administers the Department's budget and cost distribution system for shared administrative support services provided to U.S. government agencies that operate at posts abroad.

The Office of Financial Management Services provides automated systems to support financial management functions including payment processing and the collection and management of the Department's financial information.

ed in outside courses, including a lunchtime, on-site accounting course accredited by Northern Virginia Community College. Sixteen bureau employees graduated from this program with 24 semester hours in accounting, finance and business management.

One of the graduates, Donna Lloyd in the Office of Domestic Financial Services, participated in an on-the-job training program of rotational assignments throughout FMP's financial operations. "Being a working mother with minimal discretionary time, going to school in the evenings would have been difficult," Ms. Lloyd said. "So, as opportunities for career advancement training started to become available right here in the workplace, I took advantage of them. Had it not been for these programs, I would currently be without some very necessary skills."

FMP's bottom line is quality customer service—for itself and for the financial management community throughout the Department. Interacting daily with its customers to provide the financial support and products they need, FMP will continue to work behind the scenes to help State manage its finances. ■

The author is a management analyst in FMP.

Consular Chronicles

By David C. Brooks

Many new officers see their time in the consular section as a penance. No doubt, interviewing on the visa line has its grueling aspects, particularly in busy, high-profile posts. But like any job, consular work also offers challenges and opportunities. My tour in Warsaw gave me the chance to create and carry out a highly satisfying professional project, "Consular Chronicles."

A former U.S. Information Agency employee who switched to State in 1996, I found that I liked consular work. I discovered an interested and information-hungry audience with a significant constituency in the U.S. Polish-American community. Along with this, the consular situation in Warsaw was dynamic, changing along with the rest of the country. As economic conditions improved and passports became more available, the demand for visas took off, making Warsaw a busy, high-profile place with a potentially significant public relations component to the work.

Coincidentally, the Bureau of Consular Affairs issued a cable in January 1997 reminding us that many posts already published consular newsletters and recommending that posts that did not should give it a try. Noting how easily my wife used desktop publishing to create the embassy's community newsletter, I decided to produce something similar for our consular section and its big U.S. and Polish audiences.

With my spouse as tutor, I created a mock-up of what I imagined a good



Author David C. Brooks with Laura Clerici, former consul general in Warsaw and now consul general in Moscow.

post newsletter would look like, using newspaper column style with friendly and patriotic graphics. The tone was folksy and user friendly. The goal was to give useful information to minimize the problems that come when customers show up at the visa line unprepared. With a focus on customer service, our first article introduced the newsletter to our "consular clients," both American and Polish, and talked about what we could and could not do for them.

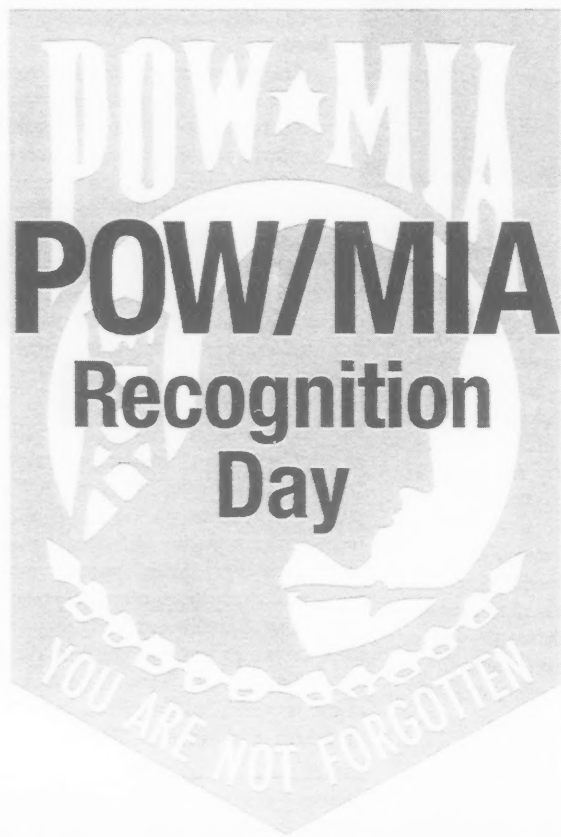
Once the consul general approved my mock-up and gave me the green light to proceed, I found no lack of topics to cover. Preparing for the nonimmigrant visa interview, how to apply for a visa during a medical emergency, crime-stopping tips for travelers to Warsaw, the changes brought on by the new immigration law—all had a place in the first issue.

Distribution was the next challenge. While local dissemination was easy, how would we get this to our audience in the United States? Fortunately, we received the cooperation of a small college in the United States with ties to the Polish-American community. In determining how many copies to print, we decided to publish "seed copies" and encourage a significant "pass-on" readership. In the process, we were able to reduce our press run of 4,800 for the first edition to 2,000 for subsequent issues. We also posted the newsletter on the embassy's web site, complementing the hard-copy edition.

The newsletter's impact went still further. Its creation made front-page news in several Polish-American newspapers, which reprinted the most important articles. Soon after the newsletter began publication, colleagues at other posts started their own newsletters modeled on Warsaw's.

The creation of a newsletter serves a consular function, but a larger one, too. It emphasizes transparency, the consistent application of rules and the rule of law. In this way, "consular public diplomacy" can become, not a wordy nonsequitur, but a proactive policy that meets the needs of busy, high-volume posts with important messages for their many constituents. It provides a useful project for junior officers eager to expand their consular knowledge. Finally, it fits the reality of a State Department eager to make public affairs an integral part of its mission. ■

Formerly posted to Warsaw, the author is now an economics officer posted in Caracas.



Sept. 17 is National POW/MIA Recognition Day, a day of special tribute to men and women who, in the service of the United States, became prisoners of war or were missing in action during wartime. While most of the nation's POWs and MIAs have been in the military, members of the Foreign Service, too, have suffered the hardships of enemy captivity with honor, dignity and distinction. Here, taken largely from their own accounts, are the stories of two Foreign Service officers held prisoner and one who narrowly escaped capture during the Vietnam War.



From left, Charles Willis with his wife Josephine and his sons Howard and Charles at the National Naval Medical Center in Bethesda, Md., following his release in 1973. Center, Douglas Ramsey in Vietnam before his capture in 1966. Right, J.R. Bullington meets with student demonstrators in Hue in 1966.

Douglas Ramsey

Douglas Ramsey joined the Foreign Service in 1960 and was posted to Vietnam in 1963. Almost two years later, he was detailed to the U.S. Agency for International Development, first as deputy and then as head of operations in Hau Nghia Province, northwest of Saigon.

Just before Mr. Ramsey's arrival in Hau Nghia, the senior U.S. military adviser to the region had been killed in an ambush in broad daylight along one of the area's major highways, and many Americans were afraid to use the road for fear of similar ambushes.

But to Mr. Ramsey and his supervisor, John Paul Vann, too many important things had to be done for AID personnel to rely on then-scarce helicopters, and they considered it essential that the roads be driven to prevent their uncontested takeover by the Viet Cong. It was against this backdrop that Mr. Ramsey embarked on the late afternoon journey on Jan. 17, 1966, that led to his capture.

He and his driver were traveling in an AID-supplied truck loaded with rice and fish sauce for refugees in a nearby village driven from their homes by military operations. Just

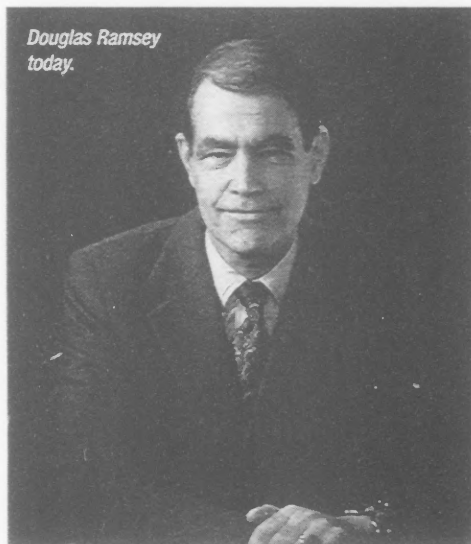
before they reached their destination, they were ambushed by three Viet Cong soldiers and taken prisoner.

Mr. Ramsey was marched to the first of several prison camps where he would spend the next seven years—much of it in solitary confinement. At one point during the march, his captors blindfolded him and ordered that he walk ahead of the group. Convinced that he was about to be executed, he asked his captors to remove the blindfold and shoot him face to face. He was reassured that the blindfold was merely

a security precaution, and he continued walking toward a hell of starvation, forced marches, backbreaking manual labor and psychological torture at the hands of his captors.

With little meat or fruit in his diet, he suffered multiple massive boils, carbuncles and scurvy sores, conditions aggravated further by the hard bamboo-slat bed he slept on. He also lost much of his hair, and he developed beriberi and malaria.

More devastating, he said, was the psychological harassment he was subjected to. Because he wore civilian clothes and spoke fluent Vietnamese, Mr. Ramsey's cap-



Douglas Ramsey today.

tors suspected that he was a Central Intelligence Agency agent or a high-ranking military intelligence officer in disguise. In light of his denials during interrogations, his captors used a variety of techniques to break him down to extract information.

Although he was not physically beaten during interrogations, Mr. Ramsey said he felt that his life "hung by a mere thread that would be cut at the slightest provocation." He sometimes had nightmares and cried out in his sleep, only to have his guard threaten to shoot him if he did not keep quiet.

Later, Mr. Ramsey's captors continued their emotional torture, creating skits that featured an imaginary American villain who gradually came to be personified as "Ramsey." Some of the skits were broadcast over the local radio, and "Ramsey" became fairly well known and hated by many listeners. The leaders of one local Viet Cong guard squad suggested erecting a public monument to the imaginary villain, under which they would bury Mr. Ramsey. They gleefully and loudly debated how to execute him, but when their higher headquarters squelched the plan, they continued their attempts to drive their captive mad so they could win justification to kill him.

Mr. Ramsey endured their efforts, fighting for his mental health through an inner escape from reality and boredom, pondering what he described as "the deepest mysteries of physical reality." At the same time, his physical health continued to deteriorate.

Yet, in a letter to his parents smuggled out of the camp by a fellow soldier released by the Viet Cong in 1967, Mr. Ramsey was more reassuring than factual about his condition. The letter, forwarded to the Ramseys by the embassy, told them that memories of home and the hope of seeing them again was helping their only child endure his captivity.

Finally, when Mr. Ramsey and the other prisoners began to receive more protein in their diets, his condition slowly improved to the point where he increased his exercise regime to five hours a day, doing sit-ups, push-ups and pull-ups.

His physical endurance later helped him survive what he calls the greatest lasting physical abuse of his captivity, being forced to dig bunkers and trenches while ill or on short rations, sometimes until he dropped.

Mr. Ramsey was finally released from captivity on Feb. 9, 1973, under the Paris Peace Accords. On his return, he was presented with Department awards for valor and superior service during his captivity. He continued his Foreign Service career, serving in Beijing, Kuala Lumpur and Manila. He retired as a refugee affairs coordinator in 1984 and now lives in Boulder City, Nev., where he plays the piano and organ and is writing a book about his Vietnam experience.

Looking back on his captivity, Mr. Ramsey said he often observed professionalism, strength of character and human goodness among both his fellow POWs and his captors. He said these traits, demonstrated under the worst of all circumstances, give him hope for the world and for mankind.

Assignment Hanoi

The Public Broadcasting System has produced a one-hour special, "Pete Peterson: Assignment Hanoi," to air in September in observance of National POW/MIA Recognition Day.



Photo by Sandy Northrop

Ambassador Pete Peterson in Vietnam today, above, and at right, before his capture.

The program tells the story of Air Force Capt. Douglas "Pete" Peterson, who spent more than six years as a prisoner of war during the Vietnam War, then returned 31 years later as the first postwar U.S. Ambassador to Vietnam.

In addition to telling his inspiring story, the program highlights his efforts toward reconciliation between the United States and its former enemy.

PBS officials said the program was well received during its premier showing in Hanoi and will air in the United States on Tuesday, Sept. 7, at 10 p.m. Eastern Standard Time.



Charles E. Willis

Charles "Chuck" Willis was captured on Jan. 31, 1968, during the Tet Offensive. The manager of Voice of America in Hue, South Vietnam, he hadn't sensed any immediate danger when he awoke at 2:30 a.m. to the sound of mortar rounds—they'd become almost routine in Hue in recent weeks. But when the house he was staying in took a direct hit and the area flooded with guerrilla and National Liberation Front troops, Mr. Willis recognized that he had just two choices: launch an attack he could never win using the small pistol concealed in his trousers, or surrender. He hid the pistol beneath an air mattress in the house, then surrendered and was taken prisoner.

Barefoot and with a wounded leg, he was ordered to walk with his fellow captives north toward Hanoi, with his arms tied so tightly that the skin on his hands swelled up and covered his wedding band. Cold and hungry, with cut, swollen feet and a pulled ligament in his leg, he limped through rice paddies, over railroad tracks and through the jungle and mountains, nearly collapsing with fatigue. As his group crossed the demilitarized zone and entered North Vietnam, a rocket attack hit their temporary camp, sending fragments into Mr. Willis' hip and leg that later became infected and filled with maggots, driving him in and out of consciousness.

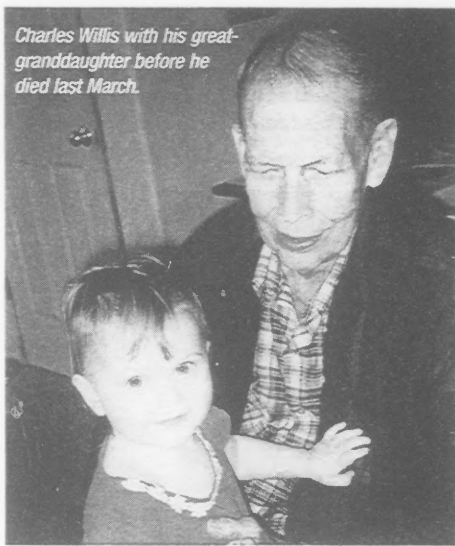
When he finally reached a camp near the Lao border, he was put into a bamboo cage 3 feet wide, 5 feet high and 5 feet long that prevented him from either standing up or lying down, and woven so tightly that he couldn't see daylight through it.

He was regularly interrogated by his captors. "They wanted me to admit that I was a psychological warfare agent, that I had come to kill their women and children, and that I was a clandestine operator using the Voice of America as a front to carry on a subversive war," he recalled after his release. He refused to admit to the crimes, but when the Vietnamese misunderstood one of his responses for a confession, they delivered his sentence: "one year in solitary confinement with two feedings a day and no association."

Mr. Willis was returned to the cage for more than three months, then transferred to a maximum security prison just south of Hanoi, where he spent another nine months in solitary confinement. He and the other POWs in his prison block received no medical care and little food and experienced intense loneliness.

"There were many times that some of the prisoners back there would go out of their minds. They would

Charles Willis with his great-granddaughter before he died last March.



scream. I could hear them banging around and slamming their bodies against the walls of their cells," he recalled. "These were the most trying times for me." To help keep his sanity, he worked mathematical problems in his mind and reminisced about his wife and two sons.

Mrs. Willis was based in the Philippines, where her husband had last been posted as receiver site supervisor of a relay station. She learned of the invasion of Hue when the local VOA office told her the telegraph lines to Hue had been cut. She heard nothing from her husband, but finally learned two months later that he was being held as a POW. It was four years later, in 1972, when she next received

sketchy news about her husband from another prisoner who had been released.

Once during his captivity, Mr. Willis recognized that his interrogator was trying to enrage him, so he struggled to win the battle of wills. His interrogator asked if Mr. Willis knew that his wife was having an affair with a man she had dated before getting married. Mr. Willis' uncharacteristic response, that it was okay with him "as long as she is being paid for her services," took his interrogator so off guard that he stormed out of the room, causing the guards to rush into the room with their bayonets fixed. They stood guard until the interrogator returned to the room, shaking his head and saying, "I don't understand you Americans."

While struggling to keep his emotional strength, Mr. Willis' physical strength was sapped by captivity. He was in poor health when he was transferred to the so-called "Hanoi Hilton," the most notorious prison camp in Vietnam. He had lost 51 pounds since he was taken as a POW and had beriberi and scurvy, a whole mouthful of loose teeth and swollen eyes and legs.

But the plight of Mr. Willis and his fellow POWs improved as the peace talks intensified, paving the way for the prisoners' release. To quickly improve his medical condition, his captors gave him 28 shots of vitamin B-1 over a one-week period, loaded him with multiple vitamins and served him double, then triple, rations of food.

Although captivity chipped away at his body, causing a numbness in his legs that would never leave, it hadn't affected Mr. Willis' integrity. More than five years after being taken prisoner, he was finally scheduled for release, but he gave up his place for a fellow prisoner needing immediate medical and psychological help. By doing so, Mr. Willis willingly accepted his new place at the very end of the list of captives to be released.

But he finally did arrive home, on Mar. 30, 1973, and was reunited with his family at the National Naval Medical Center in Bethesda, Md. Mr. Willis received the

award for valor and a Foreign Service promotion immediately after his return. Following a one-year convalescence, he returned to work at a VOA transmitter site in Greenville, N.C., until his retirement in 1976. He died of a heart attack last March in Pocatello, Idaho, where his family had moved during his captivity.

J.R. Bullington

How do you say, "Bless you, my son" in French? It was a phrase J.R. Bullington had not learned in his French training at the Foreign Service Institute. Nor, as a self-described "East Tennessee hillbilly raised in the Church of Christ," was the vocabulary of a Catholic priest something he had ever imagined using.

Yet on a dreary Jan. 31, 1968—the same day that Charles Willis was taken as a POW—as Mr. Bullington pulled a priest's long black gown over his head, that was one of many urgent questions on his mind. He was in Hue, the Tet Offensive had begun the day before, and the North Vietnamese army had occupied the city. It was a grim situation for a young diplomat.

Vietnam was his first overseas assignment in the Foreign Service, and Mr. Bullington was nearing the end of his third tour of duty there. He was first assigned to the U.S. Consulate in Hue in 1965, but when the consulate was destroyed by a mob the following year, he was transferred to the embassy in Saigon as staff aide to then Ambassador Henry Cabot Lodge Jr.

Mr. Bullington relished being at the center of the principal American security and foreign policy issue of the time, so when his assignment in Saigon ended, he volunteered for another tour of duty in Vietnam—this time to work for Civil Operations and Revolutionary Development Support, known as "CORDS." This, he described, was "the integrated military and civilian effort to destroy the Viet Cong infrastructure and build stronger support for the South Vietnamese government in the countryside." He was assigned to Quang Tri, the scene of more heavy combat than any other province in the country, and his main job was to organize assistance for the tens of thousands of refugees generated by the fighting.

On Jan. 30, 1968, he had traveled from Quang Tri to Hue to celebrate the Tet holidays with his Foreign Service National fiancée, Tuy-Cam, and her family. Albert Istivie, a Franco-Vietnamese friend whose company ran the city's electric power plant, had invited Mr. Bullington to stay in the company's guest house. He awoke at 3 a.m. to the familiar sound of incoming mortar rounds, and though he did not know it at the time, the North Vietnamese Army was in the process of overrunning and occupying the city.

The next morning, recognizing the danger—especially from Mr. Bullington's borrowed vehicle, with its U.S. Agency for International Development insignia advertising that an American was nearby—Mr. Istivie helped arrange his escape, leading him to the house of a priest. Father Cressonier handed Mr. Bullington one of his gowns

to wear as a disguise and said, "If anyone asks, we'll claim you're a Canadian priest here for a visit."

After three days of hiding, a large shell hit the house, blowing away much of the roof and walls of the second floor. Mr. Bullington said he and the others were shaken but unharmed. His greatest fear was not artillery but a knock on the door by communist cadres who he guessed—correctly, it turned out—were organizing the city's inhabitants and looking for enemies. That knock never came.

Later, Mr. Bullington learned that in the initial stages of the occupation, the Viet Cong cadres had been instructed to leave the French residents alone, because

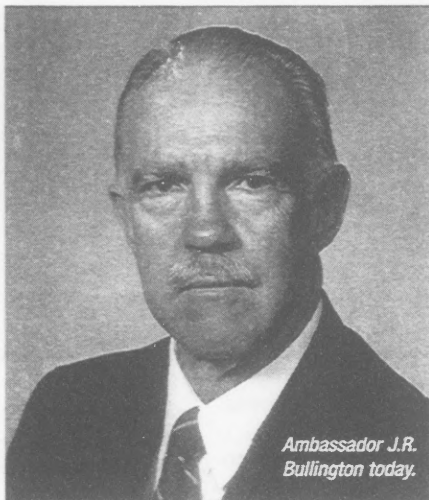
France was perceived as being opposed to American involvement in the war. Mr. Istivie and the French priests who had taken Mr. Bullington in had no way of knowing this, and he recognized that they had been extraordinarily brave and generous to help protect an American.

Meanwhile, other U.S. civilians in Hue were not so lucky. After the battle, the body of Mr. Bullington's friend Steve Miller, the U.S. Information Agency representative in Hue, was found in a field with his arms tied behind him. He had been shot in the back of the head. The body of another friend, Steve Haukness, a Foreign Service communicator who was visiting from the consulate general in Danang, wasn't found and returned to his widow until several years after the war.

Finally, on the morning of Feb. 8, the U.S. Marines arrived to liberate the city. After Mr. Bullington gave them the information he had about the situation in the immediate area, the Marines wrapped him in a blanket and carried him out of the building as if he were a wounded Marine, so the neighbors would not see that the priests had been hiding him.

Mr. Bullington invited the priests to leave with him, but they declined, saying that their duty was to stay and tend to the spiritual needs of their flock.

Mr. Bullington and Tuy-Cam married shortly after he was freed and served together for the rest of his 27-year Foreign Service career. Mr. Bullington was posted to Thailand, Burma, Chad, Benin and Washington, D.C., and served as ambassador to Burundi and as dean of the Senior Seminar. He is currently director of the Center for Global Business and Executive Education at Old Dominion University in Norfolk, Va. ■



Ambassador J.R. Bullington today.

USIA

Merger Moves Public Diplomacy Closer to Policy Center

The U.S. Information Agency will merge with the Department of State on Oct. 1, bringing public diplomacy closer to the center of policy formulation. An independent agency since 1953, USIA has roots that reach back to World War I. During the 1930s and 1940s, international information activities were called into service once again, and the Voice of America was created to counter adverse foreign propaganda.

USIA explains and advocates U.S. policies beyond governments to citizens of nations worldwide, complementing and reinforcing traditional diplomacy by communicating directly with overseas publics through a wide range of international information, educational and cultural exchange activities.

USIA has been on the leading edge of using communication technology to achieve its public diplomacy mission. The Internet was still a novelty when the Information Bureau established a USIA home page in 1994. Today it's a busy portal for packaging and deliver-

ing comprehensive policy materials on fast-breaking events or longer-term foreign policy issues.

USIA Foreign Press Centers in Washington, D.C., New York and Los Angeles serve approximately 2,000 foreign journalists working in the United States. The electronic Washington File—a daily compilation of foreign policy texts, transcripts, analyses and background reports sent around the world in five languages—traces its history back to the original State Department Wireless File, first transmitted by Morse code in 1936.

USIA's Bureau of Educational and Cultural Affairs coordinates the prestigious Fulbright Scholars program, which celebrated its 50th anniversary in 1996.

Overseas, public diplomacy is conducted by Foreign Service officers assigned to almost all U.S. Missions abroad. These officers articulate U.S. foreign policy concerns to journalists and other opinion leaders, conduct press conferences for resident and visiting U.S. officials and promote contact between foreign influence leaders and visiting American experts on a wide variety of subjects through lectures and seminars.

Under the Foreign Affairs Reform and Restructuring Act of 1998, USIA officers serving overseas will continue their work as State public diplomacy officers. The USIA Bureau of Educational and Cultural Affairs will transfer to State, where it will be headed by Evelyn S. Lieberman, under secretary for Public Diplomacy and Public Affairs. An Office of International Information Programs will be formed from USIA's Bureau of Information and headed by a coordinator. Several parts of the bureau will go to other State bureaus. The International Broadcasting Bureau becomes a separate agency on Oct. 1. The remaining USIA employees in Washington will "crosswalk" into their State counterpart bureaus and offices.



Vice President Al Gore and his wife Tipper host a town meeting at USIS Brasilia.

USIA's History at a Glance



An oil pipeline technician in Alaska demonstrates new oil clean-up equipment to USIA International Visitors.

By Martin J. Manning

The U.S. Information Agency will integrate with State on Oct. 1. Here's a look at the highlights of the agency's long and proud legacy.



President Truman signs the Fulbright Scholars Act as Sen. J. William Fulbright looks on.

1949—The move toward creating an independent agency begins when the Hoover Commission's report on foreign affairs recommends that the foreign information program be removed from State.

1953—President Eisenhower creates the U.S. Information Agency. The new agency encompasses all the information programs, including the Voice of America, previously in State, except for the educational exchange programs. Overseas, USIA is known as the U.S. Information Service, or USIS.

1958—The first U.S.-USSR cultural exchange agreement creates exchanges in science, technology, exhibitions, publications, athletics, academics,

research, culture and the performing arts.

1961—Famous broadcaster and television personality Edward R. Murrow becomes USIA director. He serves through 1964.

1961—The Mutual Educational and Cultural Exchange Act consolidates various U.S. international educational and cultural exchanges and establishes government operation of cultural and educational centers abroad.

1962-1964—USIS expands its presence in Africa and other developing countries.

1965—The Joint U.S. Public Affairs Office is established in Saigon to handle information activities related to the U.S. involvement in Vietnam.

1971—Under USIA director Frank Shakespeare, the agency makes conducting a vigorous, aggressive anti-communist campaign to "defeat" Soviet imperialism its first priority. Balancing this priority with President Nixon's emerging détente policy presents a challenge for USIS officers working to support U.S. policies related to the communist world.

1974—The International Information, Education and Cultural Relations Panel issues its frequently consulted report, "Recommendations for the Future."

1975—The Foreign Relations Authorization Act mandates that the Voice of America will be a

Voice of America broadcasters on the air.



Overseas, USIA is known as "USIS"



"consistently reliable and authoritative source of news" and present "the policies of the United States clearly and effectively, and will also present responsible discussions and opinions on these policies."

1977—John Reinhardt becomes the first USIA career Foreign Service officer to serve as agency director. His service continues until 1981.

1978—State's Bureau of Educational and Cultural Affairs, including the Fulbright program, is combined with USIA to form the U.S. International Communication Agency. President Carter issues a new mission statement mandating that it "reduce the degree to which perceptions and misunderstandings complicate relations between the United States and other nations."

1981—Charles Wick, USIA's longest-serving director, is sworn in. He serves through 1989.

1982—USICA's name is changed back to USIA when President Reagan signs the agency's annual authorization bill for FY 1982-1983.

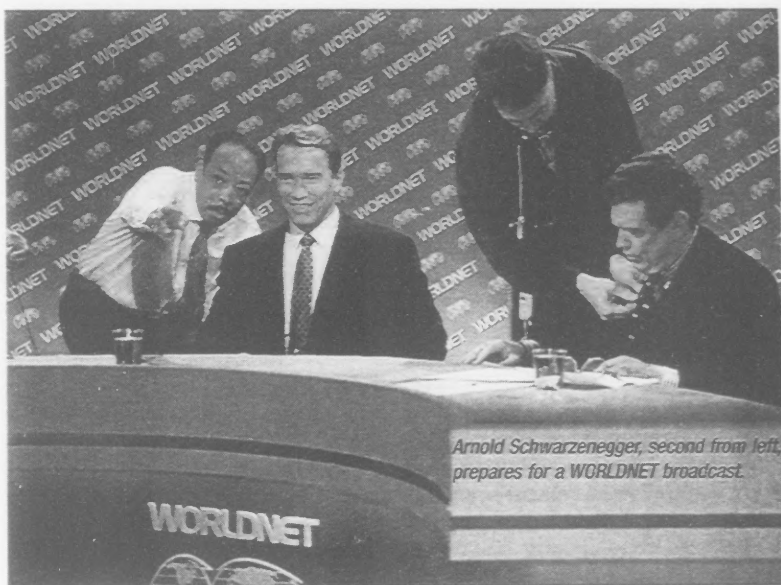
1983—Director Charles Wick oversees the introduction of WORLDNET Film and Television Service, the agency's pioneering medium for conducting public diplomacy via television. WORLDNET replaces the Television Service begun in 1952.

A USIA exhibit in Beijing in 1982 showcases U.S. telephones.



1986—A U.S.-Soviet cultural agreement, the first since the mid-1970s, is signed at the Reagan-Gorbachev summit in Geneva.

1987—The Fifth Implementing Accord of the U.S.-PRC cultural exchange agreement is signed by USIA's director and the Chinese ambassador to the United States. It initiates new cultural exchanges as well as an exchange of VOA and Radio Beijing personnel and journalists.



Arnold Schwarzenegger, second from left, prepares for a WORLDNET broadcast.

1989—VOA's two Beijing correspondents, Al Pessin and Mark Hopkins, are expelled by the People's Republic of China after the Tiananmen Square massacre. They are charged with counterrevolutionary rebellion, rumor-mongering and illegal news gathering. The Chinese government begins jamming VOA Mandarin broadcasts—a practice that continues to this day.

1990—An amendment to the Smith-Mundt Act of 1948 authorizes USIA to make certain materials available for domestic distribution.

1994—President Clinton signs the International Broadcasting Act of 1994 establishing the International Broadcasting Bureau within USIA. The act consolidates all civilian U.S. government broadcasting, including VOA, WORLDNET and Radio and TV Marti, under a Broadcasting Board of Governors. The act also funds a new surrogate Asian Democracy Radio Service, later called Radio Free Asia.

1998—President Clinton signs the Foreign Affairs Agencies Reorganization Act that abolishes USIA on Oct. 1, 1999, and integrates all agency elements except the International Broadcasting Bureau into State. The IBB will become an independent agency on that date.

The author is the librarian for USIA's historical collection.

A Mother's Word

"I promised my son I wasn't going to die."

By Charles Slater

My wife Lizzie and I were a tandem couple assigned in 1998 to East Africa—me to Nairobi, and she to Dar es Salaam. I arrived at post the day after the bombing. Lizzie arrived in Dar two days too early.

I received my assignment to Nairobi in December 1997. The next month, my wife's intended assignment to Nairobi fell through. Over the next few months, we shared the ups and downs (mostly downs) of many half-assigned tandem couples. Finally, last April she was paneled to an information management specialist job in Dar es Salaam—still a one-hour commute from Nairobi, but certainly closer than Beijing.

Below, the embassy in Tanzania, where Lizzie Slater was injured. Right, the embassy in Kenya, far right, where Charles Slater was posted at the time of the bombing.



Reuters photo

Reuters photo

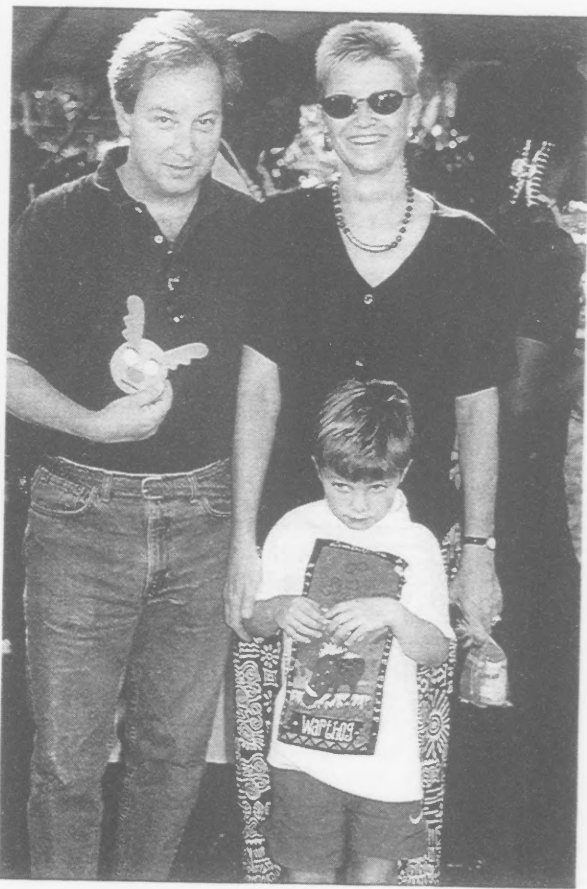
We explained our new living arrangements to our 4-year-old son Forbes. "Daddy and you are going to Nairobi and Mummy is going to Dar." He seemed to accept that, and I made my workaholic wife promise that, no matter what, she would not miss an every-three-week visit.

In May, Forbes began to tell folks, "Daddy and I are going to Nairobi. Mummy is going to die." We kept asking Forbes what was this all about, insisting that no one was going to die.

It finally struck Lizzie in July, three long months after it started, that we had always said Mummy was going to Dar—but Forbes had heard, "Mummy is going to die." We were horrified! Lizzie promised Forbes that she was not going to die. We showed him both Dar and Nairobi on the map and began to always say that Lizzie was going to Tanzania.

My wife had sat in a second-story office with only 20 to 25 yards and a wall with a bookcase between her and 2,000 pounds of explosives.

Charles and Lizzie Slater, both now posted to Nairobi, with their son Forbes.



Our plans had been to slip off to Paris on Aug. 5—two days before the bombings—for a two-day consultation at the Regional Administrative Management Center (since replaced by the Financial Service Centers in Bangkok, Paris and Charleston, S.C.) and a romantic weekend. But to make a long story short, those plans fell through, so on Aug. 4 I left for Paris and Lizzie for Dar "to get an early start" on her new assignment.

After the bombing, I visited the Dar site as soon as I could get away from the Nairobi crisis. My wife had sat in a second-story office with only 20 to 25 yards and a wall with a bookcase between her and 2,000 pounds of explosives. During the explosion, a water container in front of the bomb vehicle bounced

off the wall at her feet, a full story up the building. The wall was blown in and collapsed onto Lizzie and the community liaison officer, Cynthia Kimble.

Regional security officer John DiCarlo, WAE consular officer Jon Edenswod and chargé d'affaires John Lange dug Lizzie and Cynthia from the rubble. Lizzie and an American citizen, Jim Owens, who was in the building at the time of the bombing, helped guide several Foreign Service Nationals from the building.

"I promised my son I wasn't going to die." That thought went through Lizzie's mind over and over as she limped out of the building. She swears it is the reason she survived.

Here in Nairobi, I've watched my friends and colleagues work through an atmosphere of total despair and horror. Together we've helped a friend's mother, husband and three small children board a flight to bury their loved one. A woman came to pay a phone bill, having just buried her son and husband. We've talked to deceased staff members' widows and orphaned children, to explain what the U.S. government would do for them. I've seen the bruises, cuts, gouges and scars covering my wife's body. How could someone want to kill these wonderful people and crush their families?

My wife grew up in Rhodesia and has lived and served in South Africa, Mozambique, Mauritius, Grenada, Malawi, Zimbabwe, Sierra Leone and Ethiopia. I first set foot in Africa in 1992, and it's been home to me ever since.

We are together now—Lizzie was transferred to Nairobi last November—and we have learned to take the good with the bad. We love it here and are selfishly thankful that not everyone knows how wonderful our home is.

But Aug. 7, brought a new danger to Africa, and perhaps to all corners of the world. We no longer smile when people ask us, "Aren't you nervous living in Africa?" ■

The author is the financial management officer in Nairobi.

Looking Toward t

By Donna Miles

Photos by Kathleen Goldynia

Foreign nationals whose lives were shattered by the bombing of the U.S. Embassy in Nairobi look back with sadness, but also ahead with gratitude and hope.

Livingstone Madahana

By many projections, Livingstone Madahana was not expected to survive last year's bombing of the U.S. Embassy in Nairobi, or at least to live any semblance of a normal life. The 33-year-old computer specialist has no recollection of the massive bomb that ripped through the building, killing 44 of his colleagues and injuring dozens more.

Mr. Madahana was among the most seriously injured survivors and was medevaced to Landstuhl Army Hospital in Germany three days after the blast. A full year later, he is being treated as an outpatient at the National Rehabilitation Hospital in Washington, D.C., for head injuries that robbed him of much of his memory and eye injuries that left him completely blind.

But despite his initial bleak medical prognosis, Mr. Madahana is fighting back, determined that he will return home—and to work at the U.S. Embassy.

With the help of his doctors, therapists and tutors and constant encouragement from his wife Judith, he's learned to walk with a guide stick and to read braille. He attends classes at the National Rehabilitation Hospital to learn how to operate a special computer system that makes sounds to designate each keystroke. His braille tutor spends two hours a day with him four days a week, and a computer specialist will soon begin teaching him two days a week to operate a special computer with an embedded voice synthesizer.

"I want to learn everything I can and to get as much of my knowledge back as I can," he said, shaking his head with frustration that he may no longer be able to conduct

the same high-level computer work he once did. "I don't know how much more of my memory I'll get back or what kind of work I will be able to do," he said. "But if I keep learning, I know that I will be able to do some kind of work. I know that I will be able to make a contribution."

Gideon Maritim

Gideon Maritim, a 15-year employee at the embassy, was among the luckier of the injured. Supervisor of the embassy's motor pool, he was in his basement office when the bomb exploded less than 90 feet away. He remembers regaining consciousness after the explosion, spitting out blood and touching his body in an effort to determine if he was dead or alive.

His lungs were ruptured and his eardrums punctured, and shrapnel tore into his stomach and thighs and left cuts all over his body. After almost a month of medical treatment in Germany, Mr. Maritim returned to Nairobi last September. Later that month, he returned to work.

Livingstone Madahana and his wife Judith.



the Future

He said loyalty kept him from ever considering *not* going back to work at the embassy. "The U.S. government took care of me, both before and after the bombing," he said. "It was my duty to go back."

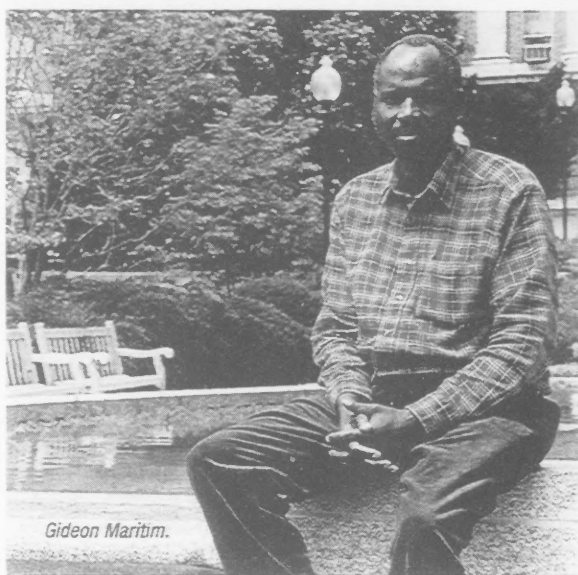
That doesn't mean returning to work was easy. Mr. Maritim remembered back to his first day riding to work, when his bus passed the bombed embassy building en route to the U.S. Agency for International Development building, where the embassy had set up temporary operations. "I just couldn't look at it," said Mr. Maritim of the bombed building, where three of his fellow motor pool workers died. "I felt so very, very sad."

Although the tightened security measures at the USAID building may have given comfort to some of his colleagues, Mr. Maritim said it reinforced his fears of another attack. "I worry so much about what could happen," he said. "The bombing taught me that anything can happen to anyone."

Caroline Gichuru

Twenty-three-year-old Caroline Gichuru said returning to work helped her emerge from the cocoon she had built around herself after the bombing.

Secretary to the embassy personnel officer, she remembers with dread back to the day of the bombing—the feeling of being lifted up from her feet and thrown across the room, of awakening on



Gideon Maritim.

her back to the sound of screams and sirens and to the weight of an air conditioning unit pinning down her leg. It wasn't until she saw the bone sticking out of her arm that she, too, started screaming for help.

During months of painful physical therapy in Germany and Nairobi, Ms. Gichuru's arm progressed from weak and useless to fully functional, with complete flexibility. She underwent surgery to have pieces of glass removed from her face and skin grafted onto her left elbow and recently had her punctured left eardrum treated at Walter Reed Army Medical Center.

But the emotional scars healed more slowly. Ms. Gichuru said she initially felt angry about her injuries, resenting her dependency and wondering what she would be able to do with her life. "I felt like my whole life was shattered," she said.

She said she dreaded returning home to Kenya after seven weeks of treatment in Germany and didn't feel ready to see other people or have them see her injured body, particularly her face.

But at the coaxing of her physical therapist and psychologist, she returned to the job she loved—and she said doing so made her feel stronger. "I see life differently now, and I've learned to appreciate what I have," she said. "I'm one of the lucky ones. I'm still young, and I've got my life back."

Pauline Abdallah

It's not the burn scars on her arms and legs or the loss of two fingers on her left hand that's been the hardest for Pauline Abdallah to accept following the bombing. It is the loss of her sister Lucy Onono, the dear friend she chatted with every day and visited during her daily embassy runs for the Centers for Disease Control.

Ms. Abdallah, who worked in an office outside the embassy, had spoken to her sister by phone just two hours before the bombing. Planning to see Lucy that evening at a school function, Ms. Abdallah decided to break her routine and didn't stop by the personnel office to check in with her sister after completing her errands at the



Caroline Gichuru.



Pauline Abdallah.

embassy. It's a decision she acknowledges may have saved her life.

During a recent visit to Walter Reed Army Medical Center, where she was fitted for two artificial fingers, Ms. Abdallah acknowledged that the heart heals more slowly than the body. "I can't complain about my body," said Ms. Abdallah, an administrative assistant for the CDC. "But the loss of my sister will take a long, long time to heal."

Ms. Abdallah returned to work last November and said she's learned to work—even to type—without her two missing fingers. "I needed to get back to work to support myself and my family," she said. "As hard as it might be, life has to go on."

She said the U.S. government has been good to her and her colleagues and that she's grateful for the medical care they have received. "But I hope the bombing was a wake-up call for the State Department about the need to tighten security at embassies all over the world," she said.

Aaron Ndivo

Aaron Ndivo, a janitor in the general services office, remembers hearing the first bomb explode and waiting for the Marines' announcement telling him if he should remain in the building or leave. When no announcement came, he started rushing out of the building when the second, more powerful bomb exploded.

Lying in the darkness of the bombed embassy, his eardrum pierced and his eyes covered with

glass and debris, Mr. Ndivo was unable to hear or see anything. He reached out to determine where he was, recoiling his fingers when they touched a motionless body. He said he cried out to God to give him the strength to stand and remembers someone helping lead him out of the embassy.

Outside the building, a blood-soaked Mr. Ndivo was too weak to scale the embassy fence, and remembers looking up in horror to see pieces of the building falling toward him. Again, he said he called out to God for help, and someone helped him over the fence.

He was taken to a Nairobi hospital, where his wounds were treated and re-dressed. Because the hospital was full, he was sent home to recover, with orders to report back every day for the next two months to have his injuries cleaned and re-dressed. Eleven months after the bombing, his left ear had healed enough to be operated on at Walter Reed Army Medical Center.

Despite six operations, with another still scheduled, Mr. Ndivo said he can't hear as well as he once did and can't muster the strength he once had in his arms and body. His healing, he said, is the result of the combined efforts of his doctors' skill and his faith in God. "Together," he said, "they are making me stronger."

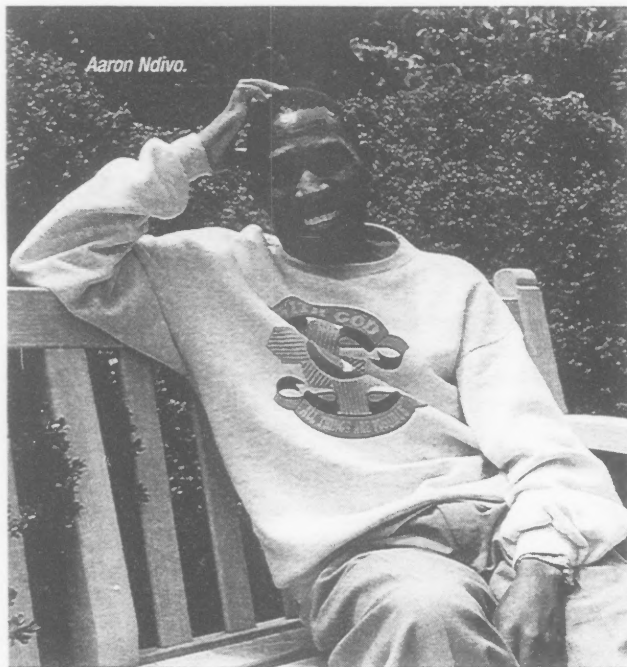
Three months after the bombing, Mr. Ndivo reported back to work, despite his 8-year-old daughter's tears that he was going back to work in such a dangerous place. But he said he never even considered not returning to the job he'd held for the past 10 years.

"I had to go back because it wasn't the Americans who did this to us," he said. "The Americans are our friends, so I had no choice but to go back."

Michael Ikonye

Michael Ikonye has come up through the ranks since he began working at the embassy 15 years ago. He started working in the warehouse and then as a janitor and after taking computer classes he was promoted to the position of embassy telephone operator and then to supervisor of the embassy switchboard.

Working deep within the second floor of the building on the day of the bombing, he never heard the first explosion, which caused the embassy switchboard to lose power. Mr. Ikonye was hurrying to the first floor of the building to check



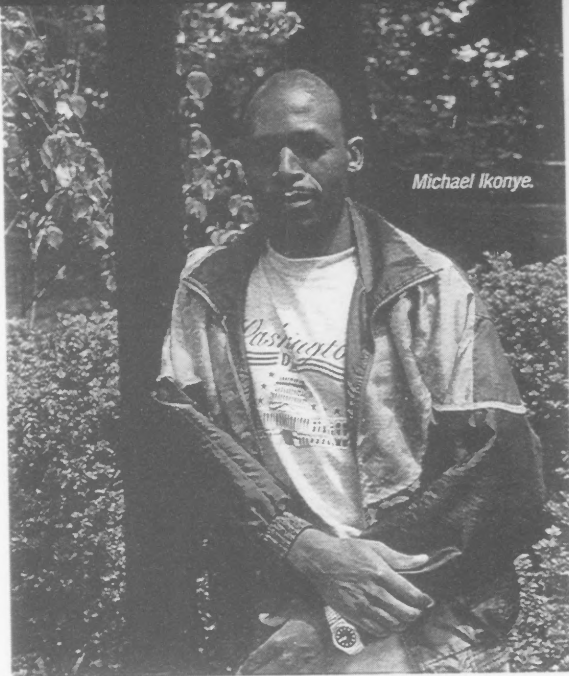
Aaron Ndivo.

the mainframe computer when the second, more powerful bomb exploded.

Semiconscious from the explosion, Mr. Ikonye didn't realize at the time that his leg was broken in two places and his arm fractured. Nor did he realize how devastating the bomb had been to his family. His brother, Joseph Kiongo, who worked in the embassy's shipping department, had been killed. Also killed was Mr. Kiongo's 18-year-old daughter, who was in the building at the time discussing with her father last-minute arrangements for her trip to the United States the following week for foreign studies. Another brother, John Kiongo, a priest, was with them at the time and was among the few people in the embassy shipping section who survived the bombing.

Mr. Ikonye was medevaced to Germany for treatment and underwent a checkup last July at Walter Reed Army Medical Center. He said the embassy supported his return to work, arranging to pick him up and drop him off at his home each day so he doesn't have to ride in cramped public transportation that could harm his still-healing leg.

A lifetime athlete and cross-country runner, he said the bombing changed more than just his body. "As a human



being, you can't go through something like this and not have it change you," he said. "But life has to go on. You have to pick up the pieces and move on."

Mr. Ikonye said he finds strength from his wife, Jane, and from his fellow foreign national employees. "People have pulled together and stayed strong for each other," he said. "And the U.S. government has really taken care of us. We are all very grateful."

Mary Ofisi

Friday, Aug. 7, 1998, was a typically busy workday in the embassy's financial management center. Suddenly the bomb exploded, and Mary Ofisi, a 10-year

voucher examiner, was thrown to the floor and knocked unconscious. She remembers awakening later to find flames and smoke surrounding her and pieces of the ceiling falling on her debris-covered body.

Unable to see through the glass and debris in her eyes, she fought hopelessness, feeling what she called "the spirit of death" reach out for her. But Ms. Ofisi said she called on God to help her survive, and she said that "It wasn't a human hand that helped me stand up." Later, an American—someone whom she regrets she has never been able to identify to thank—led her out of the building and to safety.

After receiving medical care in Kenya and Germany, Ms. Ofisi reported back to work last October, initially working just a few hours a day. She acknowledged that she still struggles to overcome the fear the bombing has left. "Just the sound of something falling sends me back to that terrible day," she said.

Her body, too, is still healing. She continues to have double vision and waviness in her eyes, but her doctors reassured her during a recent medical visit to Walter Reed Army Medical Center that her eyes are improving. She said she also struggles to overcome "an element of forgetfulness" she never experienced before the bombing.

Ms. Ofisi said she's "so grateful to the U.S. government" for the medical care she's been given. "I feel so very, very lucky to have had such wonderful treatment," she said.

If there's anything positive that's come from the bombing tragedy, Ms. Ofisi said, it's the lessons she has learned about herself and about life. "I have come to value people greatly," she said. "I've learned it is important to try as much as you can within your reach to be at peace with everyone." ■



Responding to the Refugees' Plight

By Mary Ternus

In early April, a catastrophe began just south of us when thousands of refugees started leaving Kosovo. Two weeks later, a truck carrying 3,000 pounds of food, diapers and blankets left the U.S. Embassy in Vienna for the Kosovar Albanian refugee settlements in Albania.

How can you make miracles like this happen in your communities? From Sudan to Sweden, crises call for that quintessential American talent: volunteering. U.S. Foreign Service families have worked quietly to improve lives in posts remote and near since U.S. diplomatic missions began. For those of us just beginning this important work, we learn from our esteemed forebears and hope to pass on something ourselves.

Identify the need. The Vienna Tri-Mission Community is composed of the U.S. Embassy, the U.S. Mission to the Organization for Security and Cooperation in Europe and the U.S. Mission to International Organizations in Vienna. The tri-mission has a solid history with the Farmers Helping Farmers organization. The hands-on spirit of FHF founder Doraja Eberle touches and inspires many of us. Some community members adopt refugee families, most recently in Banja Luka, Bosnia, under the FHF's "Paten Program." Others, like U.S. Ambassador to Austria Kathryn Walt Hall, donate funds to build houses for former refugees in Bosnia.

When the Kosovo crisis began, FHF quickly allied with an Austrian organization that works in Albania conducting direct emergency relief, as FHF does in the former Yugoslavia. It was easy for us to channel resources to the new refugees without ignoring those we're already helping in Bosnia.

Unite and conquer. Mary Ann Glueckert, former FHF liaison, formed our team, ignoring all "too busy" responses. We are all, of course, too busy, with children, jobs, schools and churches. Nevertheless, Ms. Glueckert recognized our passion for the FHF cause and brought us together.

Define your roles early. At our first meeting, we identified our assets.

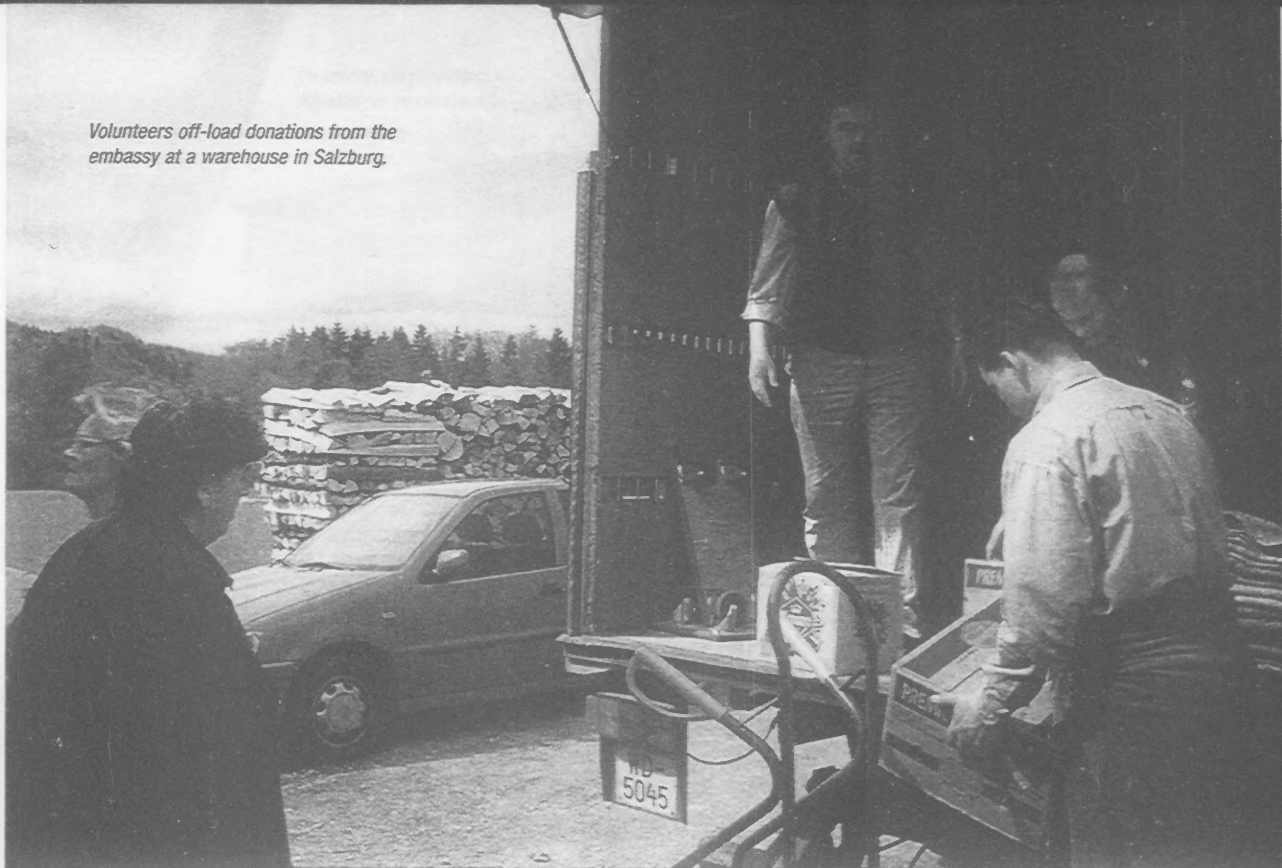
Carol Dupuis, an American married to an Austrian, was the first volunteer when former Ambassador Swanee Hunt introduced FHF to the community. Ms. Dupuis provides continuity, reaches out to locals at her workplace and neighborhood and communicates directly with Doraja Eberle.

Scarlett Swan, wife of U.S. Ambassador to OSCE David T. Johnson and a former State employee, lends weight to the program by making presentations to the American Women's Association, hosting functions and FHF meetings at her residence and staying in touch with other ambassadorial families and officials at the American International School. Her name opens doors, but she is no mere figurehead. She drives her own van for food pickups, packs boxes and fields phone calls.



Top, teacher Alice Ouellette, center, and American Community Preschool students with their donations. Above, American International School fifth graders gather their donations.

Volunteers off-load donations from the embassy at a warehouse in Salzburg.



As the group's "scribe," I draft flyers, reports and articles and work with groups at the American International School, the American Community Preschool and church councils. As a part-time embassy employee, I handle mailings and act as the contact person on the ground. Our roles are interwoven as Ms. Dupuis and Ms. Swan also write, contact the Patens, collect donations and pack and label boxes.

Communicate early and often. Ah, the joys of email and answering machines! Thankfully, Ms. Swan's household staff members are pretty indulgent with the number of FHF phone calls they field.

People will amaze you. Joe and Amparo Carelli, a two-person humanitarian force (actually, six when you include their four small children), collected almost \$2,000 from Joe's United Nations office. The Carellis bought 150 blankets and then spent the sales tax refund on baby food and cooking oil. Their house was brimming with donations.

Another office group drove seven hours to a military base and stuffed a van with baby food and other essentials. They transferred the van's cargo into the truck bucket-brigade style. Children at the American schools carried in so much food that the AIS student lounge wasn't navigable! Donations continue to pour in. One eighth-grade Boy Scout is conducting a food drive for the next shipment to Banja Luka.

Patricia Lacina, the general services officer, came through when we had a sudden truck crisis. "Don't worry," she said when we called her at home early one Saturday morning. By Monday, there was no truck crisis, because Ms. Lacina resolved it—in a country where everything closes on Sunday.

Graphic artist Christine Dixon, a member of the embassy family and mother of three, designed a professional logo for us and sent it as an email attachment. At ready access on my desktop, the letterhead makes our correspondence look very official.

While these examples of extraordinary kindness come quickly to mind, there are many others. We are all "much too busy to be doing this." You are, too, but you can work to change lives in your part of the world.

This week another truck will leave Vienna loaded with donations. Some boxes will go to our adopted Bosnian families, the rest to Kosovar Albanian refugees.

Federal employees, meanwhile, can help alleviate the suffering in the Balkans by calling (800) USAID-RELIEF. They can also visit USAID's web site at www.info.usaid.gov under the listing "Kosovo" for the names of organizations on site that know how to deliver relief and need financial support. ■

The author is a part-time embassy employee. Scarlett Swan and Carol Dupuis contributed to the article.



A section of the temporary office building is unloaded in Doha.

New Digs for Doha

By Mark Filipek

Like much of the federal government, the Department's Office of Foreign Buildings Operations has its share of acronyms. For instance, how about a NOB project that will replace an EOB with a NAB, but which also includes a TOB? To learn how this alphabet soup translates into new digs for the U.S. Embassy in Doha, read on.

The existing office building, or EOB, in Doha is actually a former residential property that FBO converted into a chancery. The EOB quickly became overcrowded, forcing the relocation of many functions into trailers and modular buildings. The relocations led to major security concerns involving inadequate setback, the distance between a perimeter wall and a building, and blast resistance offered by the buildings. As a result, Doha was placed on FBO's list of priority projects in 1997, and a search began for a new office building, or NOB, that would provide a more efficient, safe and secure work environment.

Because of the major investment in time and money required to plan and construct an NOB, FBO frequently acquires existing buildings to convert into embassies. These projects are called NABs, for newly acquired buildings. After investigating several possible NOB and NAB properties in early 1998, FBO and Doha decided to pursue a NAB, which became known as the Al Rayaan compound. It consists of a spacious (4,433-square-meter) unfinished villa on almost 13 acres of land, complete with a walled perimeter that provides adequate setback. Because the compound was originally constructed for a member of the Qatari royal family, it offered the potential for an exquisite chancery that would fit in well with the local architecture.

FBO initiated steps to arrange a lease agreement with the owner of the Al Rayaan compound in mid-1998. An important element of the lease was the requirement that the owner complete the "fit-out" work needed to convert the villa into office space suitable for an embassy staff of approximately 69. FBO's project schedule required that

all construction be completed in time for a planned September 2001 occupancy date.

In mid-December 1998, however, major security concerns in Doha forced the embassy to close. The mission dispersed its operations and began conducting business largely out of staff residences. This situation quickly became untenable. The option of waiting for the NAB to be completed in 2001 was out of the question—an interim arrangement simply had to be found. Thus was born the requirement for a temporary office building, or TOB, in Doha. But where could adequate temporary offices be established quickly?

The Al Rayaam compound emerged as the only answer.

Just as the 1998 holiday season was getting into full swing, FBO began setting plans into motion for the Doha TOB project. The activities proceeded on two main tracks: finalizing the lease agreement for the NAB, since an agreement had to be in place before any actual TOB construction could start; and arranging the required funding, in-house staff and contractors needed to execute a fast-track, design-build project.

Project manager Parry Carlson remained in Washington, D.C., to coordinate and oversee headquarters activities, while a team of FBO realty and technical specialists left for Doha just after Christmas. Realty specialist Libbey Aberant, architect Gary Arndt and fire protection engineer Ronald Bogardus were met in Doha by Nicholas Dinkel and Wilhelm Fleming, procurement representatives from the Department's regional support center in Frankfurt.

Ms. Aberant's mission was to negotiate the complex NAB lease agreement with the owner of the Al Rayaam compound, a task she completed on Jan. 8. Meanwhile, the rest of the team focused on lining up the contractors needed to construct the TOB. In an outstanding display of field engineering, the team negotiated and awarded three separate contracts on Jan. 8—contracts to prepare the TOB site, supply concrete "jersey" barriers and deliver and set up the modular buildings needed as the temporary chancery, administration building, USIS building and access control facility.

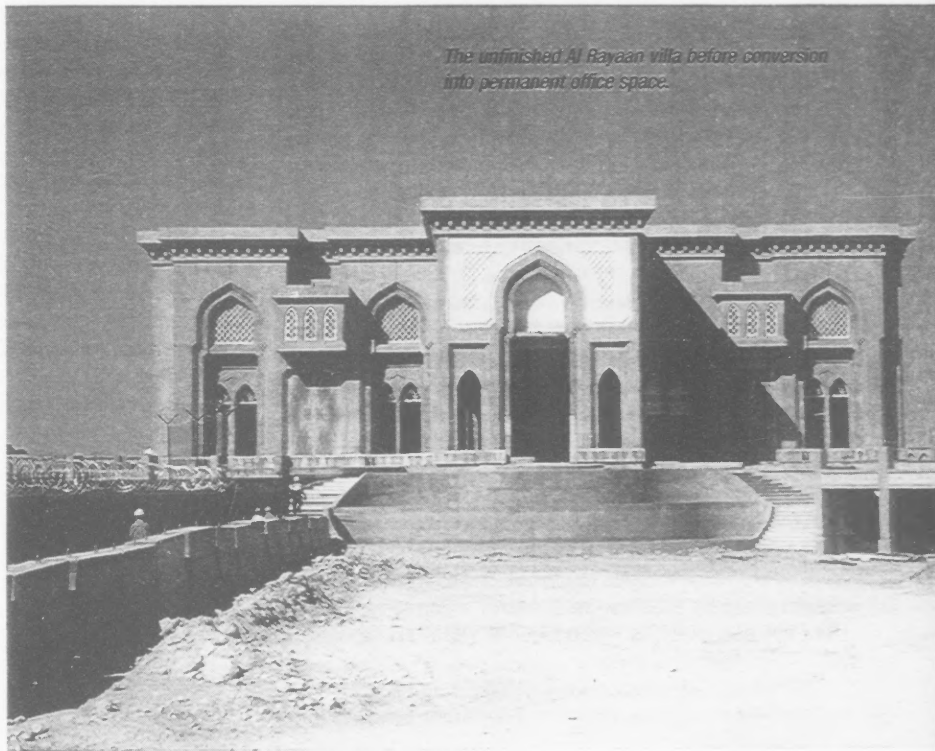
After more than five years of dormancy, the Al Rayaam compound sprang to life this January. By the time FBO project director Willie Krause arrived in mid-January, earthwork and utilities construction was well under way. Because of

the importance of resuming consular operations as soon as possible, an existing modular consular building was relocated from the EOB and reopened for business at the Al Rayaam compound on Jan. 23. The rest of the TOB construction proceeded at a breakneck pace.

Demonstrating the speed at which modular buildings can be fabricated, the TOB building's local contractor handed over the new buildings to FBO on April 10. This milestone enabled FBO to begin its TOB "commissioning" activities, which primarily involve installing the telephone system and other communications equipment and certifying the facility—an important process that ensures that an embassy has been constructed according to established security requirements.

Doha moved into its new offices during the week of May 17, and they were officially dedicated on May 22, barely five months after the unforeseen embassy closing. This impressive accomplishment was possible through the involvement of many dedicated staff members from FBO, the Regional Procurement Service Office, the Bureaus of Information Resource Management and Diplomatic Security and the U.S. Embassy staff in Doha. But there's still no time to rest on their laurels—as much remains to be done to prepare for the move to permanent digs. ■

The author is a project manager on detail from USIA's International Broadcasting Bureau.



The unfinished Al Rayaam villa before conversion into permanent office space.

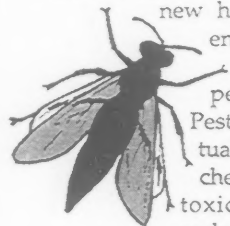
Getting the Bugs Out

A new approach attacks the problem at its source.

By Claire S. Huson

The images are familiar and help justify widespread intolerance for bugs: mosquitoes biting, cockroaches scurrying under kitchen appliances when a light is turned on and termites invading the floor joists of a home. Controlling pests obviously is important because they carry disease and damage clothing, crops and buildings.

The traditional pest control practice of relying on toxic chemical pesticides, however, is not the answer. This approach seemed like an easy solution, but the pests were not eradicated, and the chemical pesticides created

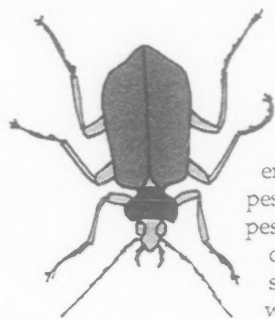


new health concerns for people and the environment. They also killed the pest's natural predators, and the pests returned in larger numbers. Pesticides were again applied and eventually the pests became resistant to the chemical pesticides. Then newer, more toxic chemicals were applied and the cycle persisted—as did the bugs and the buildup of pesticides in the environment.

Integrated pest management differs from traditional pest control by addressing why the pest is there. The pest has found a suitable habitat in an unacceptable location in your home or office. What is the attraction? New pest arrivals are discouraged by making the habitat less attractive and by blocking their entry.

The measures chosen depend on the pest and the situation. A few examples are:

- trimming tall grasses where snakes may hide;
- installing window screens to keep out flies and other flying insects;



- removing food crumbs from food surfaces;
- caulking small openings in the kitchen to discourage ants; and
- eliminating moisture that attracts termites, carpenter ants and cockroaches.

Preventing pest newcomers may not be enough to control the problem, and the existing pest population may need to be reduced. Chemical pesticides may be used, but the least-toxic methods should be attempted first, and pesticides should be applied judiciously only when and where they will be most effective. Often various types of traps and consumer pesticides are used effectively before pests become well established. Whenever possible, pesticides should be applied in a well-focused and -timed manner so the pests' natural predators are not harmed.

Practicing integrated pest management requires more thought than merely calling on the "bug man" and his chemicals. You may be amazed at how effective your efforts are and may actually enjoy devising a plan of attack. Frequently a contributing factor is lack of sanitation, which most people can address themselves. Various specialized skills may be required, however, such as plumbing to repair pipe leaks or carpentry to mend window screens.



Integrated pest management emerged in mainstream discussion only recently. It not only makes sense but is cost effective because long-term control is achieved without the need for pesticide use. In her book, "Silent Spring," published in 1962, Rachel Carson described some of the early warning signs that DDT and other pesticides were harming the environment

Unfortunately, many of the highly toxic pesticides Ms. Carson discussed are still used in many countries where Department employees are serving. These pesticides may be cheap, and the people applying them may not have been fully informed about the dangers of the poisons they use.

So what can you do to protect yourself, your family, your pets and your plants from both pests and pesticides? Practicing integrated pest management is the answer. ■

The author is an industrial hygienist with the Office of Safety/Health and Environmental Management.

In Brief

State Commits to Women-Owned Firms

State and the U.S. Small Business Administration recently signed a memorandum of understanding committing the Department during the next two years to increasing the participation of women-owned small businesses in State's prime and subcontracting opportunities. The Department's goal is to award at least 5 percent of its procurement dollars to women-owned firms.

In her remarks following the signing of the new MOU, Secretary Madeleine Albright said supporting women business owners "is clearly the smart thing to do. But it is also the right thing to do."

While the minimum goal of 5 percent was established by the Federal Acquisition Streamlining Act of 1994, the Department began setting a distinct women's business contract goal a year before the law went into effect, according to State officials.

State exceeded the goal in fiscal year 1998, awarding almost 6 percent of its domestic procurement budget to small, women-owned businesses, according to the Bureau of Administration's Office of Small and Disadvantaged Business Utilization, which works with the heads of the Department's contracting activities.



Secretary of State Madeleine Albright, right, and Small Business Administration Administrator Aida Alvarez sign the memorandum of understanding.

Small Business Honored

Acme Fence Co. of Anchorage, Alaska, recently received the Department of State Small Business Contractor of the Year award. The company, nominated for the fifth annual award by Sonny Caputo of the Moscow Embassy Building Control Project, installed a secure perimeter fence around the construction site of the new U.S. Embassy project in Moscow.

The company was honored for its exceptional service performed in carrying out unique requirements under adverse conditions, and at a bid price significantly below that quoted by the competition.

The annual Small Business Award is sponsored by the assistant secretary of Administration to recognize small business contractors who have displayed exemplary performance, customer service and management and technical capabilities.

State Purchases Energy-Efficient Shuttle Bus

State recently purchased its first domestic shuttle bus powered by compressed natural gas, spearheading the use of alternative fuels by the federal government in the Washington, D.C., metropolitan area. The move is part of Secretary Madeleine Albright's energy efficiency action plan, which calls for all future shuttle buses in the domestic vehicle fleet to use natural gas. In addition, the Department plans to retrofit many buses in the current inventory with compressed natural gas-powered engines.

Besides benefits to the environment, the Department anticipates fuel savings of about \$2,500 annually per bus. In addition, the new buses should experience less engine wear and fewer problems than diesel-powered buses in cold weather.

People Like You



Roll Call photo

John Holum, senior adviser to the President and Secretary of State for Arms Control and International Security, second from left, and the Capital Offenses.

The Foot-Stomping Under Secretary

When he's not advocating U.S. policy on nuclear, biological and chemical weapons, John Holum, senior adviser to the President and Secretary of State for Arms Control and International Security, plays a different tune. The director of the former Arms Control and Disarmament Agency plays banjo and guitar for "The Capital Offenses," a bluegrass band that performs at fund-raising events, "hoedown" parties and even a recent family baptism. Mr. Holum's wife Barbara, a commissioner of the Commodity Futures Trading Commission, plays fiddle for the group. And while the group might not have the following enjoyed by Ricky Skaggs or the Nashville Bluegrass Band, and its CD and album aren't available commercially, making music gives Mr. Holum a lot of satisfaction and downright fun along the way. "It's a totally unrelated release for me," he said, "and a real joy."

Life's a Song

Beverly Schroeder was 5 years old when her booming voice caught the attention of her fellow church choir members in Brookfield, Ill. Singing became a way of life for Ms. Schroeder—in college, when she played the lead in the school musical; when she traipsed throughout the Midwest entertaining at military bases in USO shows; and during the year she spent weekends singing at a popular Chicago restaurant. But it wasn't until she joined the Foreign Service in 1967 and was posted in Paris that she got her first professional musical training in a foreign country, at the prestigious Rachmaninoff Conservatory. Since then, Ms. Schroeder has performed around the world during 32 years as an office management specialist—in Belgrade, Canberra, Cape Town and Washington, D.C., where she is with the Foreign Service Institute's School of Professional and Area Studies. "I love the warmth and the connection I feel with the audience when I sing," she said. "It's what keeps me going."



Beverly Schroeder belts it out. Accompanying her is retired Foreign Service office management specialist Gwynne Strader-Ocana.

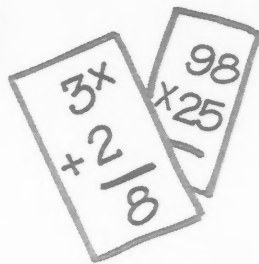
Director Sharon Hollander, right, directs Keith Malin, left, and David Mills.



Beijing's Broadway Baby

It's thousands of miles and a world away from New York's 42nd Street. But for Sharon Hollander and her colleagues at the U.S. Embassy in Beijing, the Peking Players offers a unique opportunity to enter different worlds and express their love for the theater. The office management specialist spends her off-duty hours producing and directing plays for the troupe, an amateur theater group started by the British Embassy in Beijing in the 1950s. During the past year, Ms. Hollander has directed Noel Coward's "Hands Across the Sea" and Patrick Hamilton's Victorian thriller, "Angel Street." Theater, she said, gives both participants and observers the opportunity to appreciate the art in themselves. "It's also an opportunity to meet people from the surrounding community and represent the United States," she said.

State Students Excel at Math Competition



By Richard E. Iselin

Imagine yourself on stage before 1,000 or so cheering students, coaches and parents from around the world, with the media recording your every word and action as you prepare to respond to questions like this. (The answer, by the way, is seven.)

That's exactly what four students from State American Overseas Schools recently faced when they competed in the annual MATHCOUNTS competition in Washington, D.C.

MATHCOUNTS, now in its 16th year, is a nationwide competition designed to stimulate seventh- and eighth-grade students' interest and achievement in mathematics and to assist in developing a technically literate population essential to U.S. global competitiveness and the quality of life.

This year, Thomas Ho of the Taipei American School; Riya Sen of the International School in Manila; Jorge Ortiz of the American Foundation School of Monterrey, Mexico; and Rai Oshima of the Fukuoka International School in Japan made up State's American Overseas Schools team.

Judy Baker of the International School in Manila and Jose Nilo Binongo of the Fukuoka American School served as the team's coaches.

The State team joined teams from each of the 50 states, Washington, D.C., Puerto Rico and the Department of Defense schools in the competition.

State's Office of Overseas Schools was instrumental in encouraging the MATHCOUNTS Foundation to open the competition to U.S. government employees' children who attend schools overseas. Teachers and volunteers coached the students throughout the year to prepare for the competition, just as their counterparts do in the United States.

This year, 52 American-sponsored overseas schools plus 7,254 domestic schools enrolled in the program, and thousands of

"What is the greatest integer that is less than the reciprocal of 0.128?"

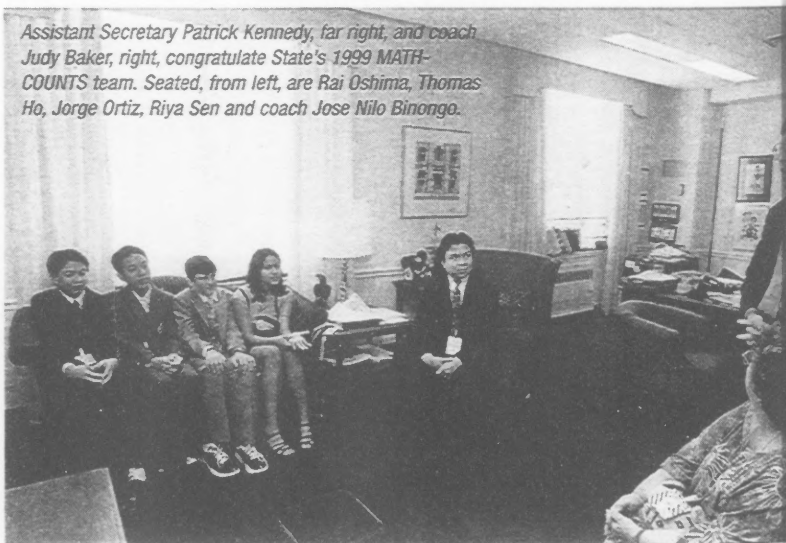
students had an opportunity to compete in MATHCOUNTS competitions. Local competitions were held last February, and regional contests, last March. The top scorers made it to the nationals, where they competed for a college scholarship, a laptop computer, a week at NASA's Space Camp and international recognition as a MATHCOUNTS champion.

A team from Massachusetts won this year's championships and Wisconsin had the top individual finisher. The

State Department team finished 37th overall.

Many of us, the author included, would prefer having a root canal to standing on that stage in a MATHCOUNTS competition—realizing that balancing our checkbooks or figuring a 15 percent tip is mentally exhausting. But to the 1999 MATHCOUNTS "mathletes," that's what math is all about—and lots of fun as well. ■

The author coordinates State's MATHCOUNTS Program in the Office of Overseas Schools, which provides grant and technical assistance to 181 schools in 123 countries.



Assistant Secretary Patrick Kennedy, far right, and coach Judy Baker, right, congratulate State's 1999 MATHCOUNTS team. Seated, from left, are Rai Oshima, Thomas Ho, Jorge Ortiz, Riya Sen and coach Jose Nilo Binongo.

STATE OF THE ARTS

Celebrating the Piano

By John Bentel



The State of the Arts Cultural Series and the Foreign Affairs Recreation Association recently completed an extensive piano festival featuring professional and amateur pianists and the American premiere of a work by Japanese composer Yumi Saiki.

Korean-American pianist Marian Lee began the annual tribute to the piano with three excerpts from Prokofiev's "Romeo and Juliet" and three movements from Stravinsky's "Petrouchka."

Ms. Lee performed these difficult contemporary

compositions with polish and control.

State employee Paul Hershey performed the American premiere of "Confession" by Yumi Saiki on a special piano made in Italy by musician-engineer Paolo Fazioli. Brought to Main State especially for the festival, the Fazioli piano has incredible detail and is constructed from the same spruce that was used to make Stradivarius violins. Capitalizing on the piano's versatility, Mr. Hershey played the premiere in a controlled but emotional style, even strumming the strings inside the piano. He successfully brought out the "inner voices" of the composition, reminiscent of the works of modern-day composer John Cage.

The seven-member Marimba Band from Guatemala gave Department employees a close-up look and sound of two beautifully carved and crafted marimbas. The group displayed an exacting precision and unity in the performance. "Luna de Xelaju," perhaps the best-known marimba composition, was especially pleasing to the

audience, which included Guatemalan Ambassador and Mrs. William Stixrud and cultural attaché Maria Landis.

During May, piano students from State and Georgetown University played a variety of inspired musical selections. Georgetown's Yumi Sugita, for example, played "Gypsy Violins" by Schaum while Kenneth Distefano performed compositions by Chopin and Davis and Derrick Yee performed a work by Scriabin.

State's William Carlson performed "Valse Lent" by Luis Levy, and appearing in her second State concert series, Maria Guadalupe Carias performed works by Scarlatti and Chopin. Composer-musician Marcos Galvany made a cameo appearance, delighting both performers and audience.

Georgetown's Kareem Oweiss performed a variety of selections by Mendelssohn, Liszt, Beethoven, Chopin and Debussy. He concluded the piano festival with a passionate rendition of Debussy's "Fireworks," which brought an appreciative audience to its feet. ■

The author is a computer specialist in the Executive Secretariat.

Authors Observe 10th Anniversary

The Authors Round Table, a group of active and retired Foreign Service and Civil Service employees who meet twice monthly on Saturdays in each other's homes to discuss and read their poetry, fiction and nonfiction, is observing its 10th anniversary.

Ingeborg Carsten-Miller of Silver Spring, Md., who chairs the Authors Round Table—also known as ART—said the writers group has been active since January 1988. Each year the group publishes collections of members' writings and presents readings before boys' and girls' clubs and other writers groups.

Readers interested in the ART may contact Ms. Carsten-Miller through the Association of American Foreign Service Women at (202) 362-6514.

O B I T U A R I E S

Dorothy Frey Begor, a retired U.S. Information Agency employee, died of cancer on Feb. 17 in Destin, Fla. Ms. Begor served the Department in Australia, Thailand, Bangladesh, Pakistan, The Congo, Taiwan and Vietnam. She retired in 1980.

Horace Franklin Byrne, 83, a retired Foreign Service officer, died on Mar. 9 in Columbia, S.C. He served on the War Production Board in Ottawa, with the United Nations Relief and Rehabilitation Administration in Manchuria and the United Nations in New York before joining State. During his Foreign Service career, he was posted in Tabriz, Tehran, Baghdad, Beirut, Khartoum, Port Elizabeth and Washington, D.C. He retired in 1970 and served as program coordinator for the Council for International Visitors.



Theodore J. Chariott, 83, a retired Foreign Service officer, died on June 1 in Boynton Beach, Fla. Mr. Chariott served in Vienna in 1951 and later in Rangoon, Moscow, Tehran, Accra and Paris. He served as manager of diplomatic functions in Washington, D.C., working directly under Secretaries Dean Rusk and William Rogers, until his retirement in 1970.

Laurence P. Dalcher, 81, a retired U.S. Information Agency officer, died on April 12 of respiratory failure. Mr. Dalcher joined USIA in 1949 and served in Berlin and Vienna before being named director of Radio Free Europe in the American Sector in Berlin. He graduated from the National War College before serving in India and Vietnam.



Robert Bruce Hill, 78, a retired Foreign Service officer, died on Jan. 16 of pancreatic cancer in Little Compton, R.I. Mr. Hill entered the Foreign Service in 1946 and served in The Netherlands, Hungary, France, Yugoslavia, Haiti and Turkey. He also attended the Naval War College and served as a Diplomat-in-Residence at Bowdoin College. He retired in 1979.

Maureen Elizabeth Huth, 62, a former State employee and wife of Department employee Donald Huth, died suddenly in a car accident on June 4 in Goodlettsville, Tenn. Ms. Huth served the Department as a procurement assistant in Mogadishu and a passport clerk in Munich and accompanied her husband to postings in Portugal, Canada, Barbados, Bolivia, Ghana and Washington, D.C.

John Joseph Ingersoll, 79, a retired Foreign Service officer, died on May 7 in Potomac, Md., of Alzheimer's disease. Mr. Ingersoll served 29 years in the Foreign Service, with postings in Saudi Arabia, the Philippines, France, the Netherlands, Spain, Argentina and Great Britain. He was the U.S. representative to multilateral commodity councils, including the International Coffee Organization in London from 1965 to 1971. He retired from the Foreign Service in 1975 as director of State's Office of International Commodities.

Archibald Jean, 86, former chief administrator and personnel director for the Department, died on Mar. 10 in Pensacola, Fla. Mr. Jean was a government employee for 35 years, serving both State and the Department of the Interior. He retired from State in 1968.



Daniel T. Jones, 82, a retired Foreign Service officer, died on April 6 of heart failure in Reading, Pa. Mr. Jones joined the U.S. Information Agency Television Service in 1964 as a television and film lighting director, continuing his employment through its evolution into the U.S. International Communications Agency under State. He designed the lighting for the organization's information and entertainment programs and also served as documentary photographer for its studios. He retired in 1982.

Jean Joyce, 88, a retired Foreign Service officer, died on June 26 of emphysema in Washington, D.C. Ms. Joyce worked for State from 1961 to 1975, serving in its education and cultural affairs bureau. She was a founding member of the Women's Action Organization.

O B I T U A R I E S



Marlene Marie Landis, a retired Foreign Service employee, died on June 9 of leukemia in Baltimore, Md. Ms. Landis served in Caracas, Geneva, Brussels, Guayaquil, Seoul and Lagos. She retired in 1993.



Ralph Emil Lindstrom, 74, a retired Foreign Service officer, died on May 7 of a stroke in Washington, D.C. Mr. Lindstrom entered the Foreign Service in 1952 and was posted to Kabul, Paris, Hong Kong, Moscow, Nairobi, Dhahran and Washington, D.C. He retired in 1987 but continued assisting the Department in handling Freedom of Information Act requests.

Earl Livingstone, 84, died of renal failure on May 7 in Lilburn, Ga. Mr. Livingstone retired from State in 1972 as executive director for Inter-American Affairs. He returned to the Department on a temporary basis in 1974 to chair a task force on foreign affairs administrative support.

Robert Miller Marr, 90, a retired Foreign Service officer, died on April 4 in Green Valley, Ariz. Mr. Marr joined the Foreign Service in 1945. He served in Paris with the Marshall Plan and in Pretoria as administrative officer. After an assignment as a Foreign Service inspector, he was posted to Buenos Aires as counselor for administrative affairs. He retired in 1968 after 23 years in the Foreign Service.

George C. Medlin, 70, a retired Foreign Service officer, died on May 25 in Panama City, Fla. Following his retirement from the Foreign Service, Mr. Medlin continued working part-time for the Department and as a U.S. Agency for International Development consultant, serving in 21 countries.

Robert G. Neumann, former U.S. Ambassador to three countries and the father of Ambassador Ronald Neumann, died of cancer on June 18 in Bethesda, Md. He served as ambassador to Afghanistan from 1966 to 1973, to Morocco from 1973 to 1976 and to Saudi Arabia in 1981 before being named director of State's transition team for the Reagan administration. He retired as senior adviser at

the Center for Strategic and International Studies in Washington, D.C., in 1996.



Sally Toshach Smith, 70, died on April 26 in Savannah, Ga. Ms. Toshach joined State in 1959 and served in Jakarta, Taipei, Tokyo, Singapore, Hong Kong, Damascus, Yaoundé and Washington, D.C. She retired in 1980, but returned to State in 1982 to work for then Assistant Secretary Richard Murphy. She retired for a second time in 1989 to work as special assistant to Gen. Alexander Haig until 1997.

Carolyn O. Stacy, 71, a retired Foreign Service secretary, died on Jan. 23 in San Jacinto, Calif. Ms. Stacy began her career in 1951 in Stockholm, later serving in Bangkok, Rotterdam, Havana, Munich, N'Djamena, Toronto, Tehran, Asunción, Vienna and Washington, D.C. She retired in 1982.

Ben S. Stephansky, 85, former ambassador to Bolivia and the Organization of American States, died on April 17 of lymphoma in Washington, D.C. Mr. Stephansky served as labor officer in Mexico City and as a Latin American labor adviser in the Bureau of Inter-American Affairs. He was a federal executive fellow with the Brookings Institution before being named ambassador to Bolivia in 1961. Later he was deputy assistant secretary for Latin America, then held posts dealing with Puerto Rico, the OAS and the Alliance for Progress. He retired in 1968.

Carl O. Winberg, 82, a retired Foreign Service officer and agricultural attaché, died on June 5 in Alexandria, Va., of heart problems. Mr. Winberg joined the Department of Agriculture in the 1940s and later transferred to State. He served in India, Indonesia, Burma, Pakistan, The Congo, Australia and Bangladesh. He retired in 1977.



Jane Cowan Wood, 82, a retired member of the Foreign Service, died on March 5 in Odessa, Texas. Ms. Wood served the Department in Germany, Greece, India and El Salvador.

Courses: National Foreign Affairs Training Center

Education & Training

Program	Oct.	Nov.	Length
---------	------	------	--------

Advanced Area Studies

During Language Training—Weekly 3 H
 Andean Republics AR 533, Brazil AR 535, Central America AR 539, Francophone Africa AR 513, French-Speaking Europe AR 592, German-Speaking Europe AR 593, Haiti AR 536, Hispanic Caribbean AR 538, Iberian Peninsula AR 591, Italy AR 594, Lusophone Africa AR 514, Mexico AR 531, Northern Africa AR 515, Southern Cone AR 534

Intensive Area Studies 29 2 W
 Europe AR 291, Inter-America AR 239, Near East/North Africa AR 240, Russia/Eurasia AR 281, South Asia AR 260, Southeast Asia AR 270, Sub-Saharan Africa AR 210

Language

Full-Time Language Training L-100 1 24 W
 French, German, Italian, Portuguese Brazilian, Spanish

F.A.S.T. Language Classes L-200 1 8 W
 French, German, Italian, Portuguese Brazilian, Russian, Spanish

Early Morning Language Classes L-300 3 17 W
 Arabic Modern Standard, Chinese Standard, French, German, Italian, Portuguese, Russian, Spanish

Administrative Training

Property Mgt. for Custodial Off. PA 135	—	4	2 D
Customer Service PA 143	—	18	2 D
COR/Post—Award PA 174	—	15	3 D
COR/Post—Award PA 175	—	18	2 D
Budget & Financial Mgt. PA 211	4	—	7 W
Working with ICASS PA 214	—	2	4 D
Appropriation Law PA 215	5	—	4 D
General Services Operations PA 221	4	8	10 W
Basic Administrative Mgt. PA 224	—	1	1 W
FSN Position Class. and Comp. PA 232	25	29	2 W
Mgt. for FSN Mgrs. PA 233	4	—	3 W
ICASS Executive Seminar PA 245	13	10	1 D

Correspondence Courses: How to Be a Certifying Officer PA 291, How to Be a Contracting Officer Rep. PA 130, How to Write a Statement of Work PA 134, Intro. to Simplified Acquisitions & Rec. Overseas PA 222, Mgt. Controls Workbook PA 164, Training for Overseas Cashier PA 293, Training for Overseas Cashier (CD-ROM Version) PA 295, Training for Overseas Cashier Supervisor PA 294, Training for Overseas Voucher Examiners PA 200

Consular Training

Advanced Consular PC 532	—	29	3 W
Automation—Consular Mgrs. PC 116	—	22	1 W

Continuous Enrollment: Consular Orientation PC 105, Congen Rosslyn Consular PC 530

Curriculum and Staff Development

Basic Fac. & Delivery Workshop PD 513	6	—	3 D
Strategic Plan. and Perf. Meas. PD 529	5	—	2 D
Training and Design Workshop PD 512	—	3	3 D

Leadership & Management Development

EEO/Div. Aware. for Mgrs. and Sup. PT 107	7, 16	4, 8,	2 D
	28	18, 22	
Managing People Problems PT 121	—	3	2, 6 D
Team Building PT 129	—	17	1 D
Managing Change PT 206	6	—	1 D

Program	Oct.	Nov.	Length
---------	------	------	--------

Introduction to Mgt. Skills PT 207	26	—	1 W
Managing State Projects PT 208	—	29	1 W
Executive Intro. to Project Mgt. PT 209	—	18	2 D
Advanced Mgt. Skills PT 210	18	—	8 W
Coaching PT 211	28	—	1 D

Orientation Training

Orient. for Civil Service Employees PN 105	6	—	3 D
Washington Tradecraft PT 203	25	—	1 W

Office Management Training

FS Office Mgt. Specialist PK 102	4	—	3 W
Civil Serv. Sec. Trng Entering Pers. PK 104	—	1	2 W
Proofreading PK 143	28	—	2 D
Drafting Corres. PK 159	—	15	1 W
Travel Regulations and Vouchers PK 205	14	—	2 D
Writing Effective Letters & Memos PK 241	4	—	1 W
Supervisory Studies Seminar PK 245	—	15	1 W
Employee Relations PK 246	—	22	2 D

Political Training

Human Rts. in the Frgn. Pol. Process PP 507	5	—	1 D
Advanced Negotiation PP 515	—	15	3 D
Arms Ctrl. in the Post-Cold War Era PP 203	18	—	1 W
Global Issues PP 510	4	—	3 D
Intelligence and Foreign Policy PP 212	—	17	3 D
Political Tradecraft PP 202	25	—	3 W

Public Diplomacy Training

Public Diplomacy Tradecraft PY 100	—	1	3 W
Manag. Staff & Res. for Pub. Aff. Camps. PY 101	—	4	2 D
Speechwriting and Presentation Skills PY 102	—	8	1 D
The Role of the Spokesperson/ How the Media Works PY 103	—	9	1 D
Dealing with Electronic Media PY 104	—	10	1 D
Administering Pub. Dip. Ops. O'Seas PY 105	—	11	2 D
Public Dip. and Info. Tech. PY 106	—	15	1 D
Public Dip. Programs, Products and Svs. PY 107	—	16	2 D
Cultural Training PY 108	—	18	2 D
Public Diplomacy in the Info. Age PY 201	18	—	2 D

Overseas Briefing Center

Adv. Sec. Overseas Seminar MQ 912	—	16	1 D
SOS: Sec. Overseas Seminar MQ 911	18, 29	1	2 D
TDY Sec. Overseas Seminar MQ 913	18	1, 29	1 D
English Teaching Seminar MQ 107	—	16	3 D
Intro. to Effective Training Skills MQ 111	—	29	1 W
Welcome Back Workshop MQ 300	16	—	4 H
Trans. to Amer. Cul. for FS Spouses MQ 302	16	—	2 H
Employment Planning MQ 700	25	—	1 W
Post Options for Emp. and Train. Overseas (POET) MQ 703	29	—	1 D
Targeting the Job Market MQ 704	26	—	2 D
Long-Distance Relationships MQ 801	—	13	4 H
Communicating Across Cultures MQ 802	—	5	1 D
Realities of Foreign Service Life MQ 803	—	13	1 D
Dual Cultural Marriages MQ 850	—	17	4 H
Raising Bilingual Children MQ 851	27	—	2 H

Program	Oct.	Nov.	Length
Career Transition Center			
Job Search Program RV 102	4	—	8 W
Multi-Media & Library Services			
Quick Multimedia MM 305	—	9	1 W
Information Management Training			
Word 97 for Windows, Intro. PS 232	27	17	2 D
Word 97 for Windows, Intermediate PS 233	21	15	2 D
Access 97 for Windows PS 250	20	17	2 D
Access 97 for Windows, Inter. PS 251	6	3	2 D
Excel 97 for Windows, Intro. PS 270	18	9, 29	2 D
Excel 97 for Windows, Intermediate PS 271	14	4	2 D
PowerPoint 97 for Windows, Intro. PS 240	4, 25	15	2 D
PowerPoint 97 for Windows, Inter. PS 241	13	—	2 D
Intro. to the Internet PS 218	5, 13, 26	18	1 D
Internet for Power Users PS 318	7, 15, 29	16, 30	1 D
MS Outlook 97 PS 298	8	5	1 D
PC Windows Network 4.0 Fund. PS 201	4, 25	9	2 D
CableXpress—Client PS 284	5, 6, 13, 14, 19, 20, 26, 27	2, 3, 9, 10, 16, 17, 30	1 D
CableXpress Admin PS 285	12	15	3 D
CLOUT Admin PS 291	18	18	2 D
Supporting CA Systems for IMS PS 310	18	29	1 W
ALMA O'View—Word PS 501	4, 18	1, 15, 29	6 H
ALMA O'View—Word PS 502	5, 19, 30	2, 16	9 H
ALMA O'View—Client Network PS 503	6, 20	3, 17	3 H
ALMA O'View—Excel PS 505	7, 21	4, 18	6 H
ALMA O'View—PointPoint PS 506	8, 22	5, 19	6 H
Courses at Warrenton Training Center:			
Basic Comm. Ops. YW 119	18	15	2 W
Intro. Tel/Key Systems YW 140	4, 18, 25	8	1 W
Satellite Operations/Mgt. YW 149	4	—	3 W
Refresher Communication YW 164	4, 11, 18, 25	1, 8, 15, 22, 29	1 W
Intro. to DATACOM YW 173	18	—	2 W
Intro. to DATACOM Days/Nights YW 173	4	15	2 W
Intro. to DATACOM Nights YW 173	4	15	2 W
CLAN—Class. Local Area Net. YW 177	4	29	3 W
TERP V YW 184	4	1	2 W
IMS Information Mgt. Specialist YW 187	4	—	17 W

Program	Oct.	Nov.	Length
SC-7 Satellite Oper./Maint. YW 192	—	1	3 W
Wide-Band Digital Trans. Net. YW 213	—	1	2 W
Wide-Band Digital Trans. Days YW 213	4, 18	29	2 W
Wide-Band Digital Trans. Nights YW 213	4, 18	29	2 W
SXC-5C—Mitel PBX SX-50 YW 219	18	1, 15	1 W
SX-2000—Mitel PBX SX-200 YW 220	—	1, 22	1 W
SX-2000—Mitel PBX SX-2000 Anlg. YW 221	4	8	1 W
Windows NT 4.0 © FSI YW 225	18	—	2 W
Windows NT 4.0 Local Admin YW 225	—	15	2 W
Network Essentials #2 YW 228	11	8	1 W
Network Essentials YW 228	18	29	1 W
CLOUT 3.0 YW 230	11	1	1 W
Fast Backup YW 231	4, 18	1, 29	1 W
Fast TERP V YW 232	11, 18, 25	8	1 W
SMS YW 233	—	1	1 W
Advanced SMS/SQL YW 235	4	8	2 W
NT Advanced Admin © FSI YW 240	—	8	3 W
NT Advanced Admin YW 240	11	29	3 W
Advanced Networking YW 241	18	—	2 W
NT Enterprise YW 242	—	1	3 W
Radio YW 244	11, 25	8, 15, 22	1 W
Exchange Enterprise YW 243	—	22	3 W
BPS—Black Packet Switching YW 334	18	15	1 W
Meridian 61C YW 497	18	15	2 W
Amanda Mail/MDR Account YW 498	—	1, 29	1 W
Wide-Band Net YW 250	4	15	2 W
Banyan LAN—Local Area Networks YW 640	—	15	2 W
Desktop Systems YW 642	25	—	2 W
Desktop Systems © FSI YW 642	4	—	2 W
Black Router YW 745	4	1	1 W
Microsoft Exchange YW 749	4	29	1 W
Microsoft Exchange YW 749 © FSI	—	1	1 W

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

For additional information, please consult the course catalog or contact the Office of the Registrar at (703) 302-7144 or consult the FSI web page.

Credit Union Awards 10 Scholarships

The State Department Federal Credit Union has announced the winners of its 23rd annual scholarship competition. This year's \$15,000 award fund was divided among 10 recipients, all credit union members who have completed at least 12 credit hours at an accredited college or university.

The winners, whose parents are State employees, are Jennifer Su-Lan Ang, Georgetown University; Dacia Dumas, Virginia Commonwealth University; Lorelee Hebert, Hawaii Pacific University; Tasneen Nahar, American University; Patrick Simmons, Longwood College; Ruth Awantang, George Washington University; Jennifer Ellice, Bryn Mawr College; Gerrod Mayo, University of Maryland-Eastern Shore; Jaana Laitinen-Sanchez, Northern Virginia Community College; and Yokizozet Smith, Prince George's Community College.

The credit union has awarded more than \$100,000 in scholarships since the competition began in 1976. Scholarship applications are available in February and must be submitted by mid-April for consideration.

APPOINTMENTS

ALBANIA. Joseph Limprecht of Virginia, a counselor in the Foreign Service, is the new U.S. Ambassador to the Republic of Albania. He joined the Foreign Service in 1975 and has served in Bonn, Berlin, Islamabad and Washington, D.C. His most recent posting was as deputy chief of mission in Tashkent. He and his wife, Nancy Silverman Limprecht, have two daughters.



BOSNIA AND HERZEGOVINA. Thomas J. Miller of Virginia, a minister-counselor in the Senior Foreign Service, is the new U.S. Ambassador to Bosnia and Herzegovina. He served with the rank of ambassador as State's special negotiator for Cyprus since August 1997 and previously was deputy chief of mission in Athens and director of the Offices of Israeli and Arab-Israeli Affairs, Maghreb Affairs, and Regional Affairs for Counterterrorism. Ambassador Miller and his wife, Bonnie Stern Miller, have two children.

CAMBODIA. Kent M. Wiedemann of California, a minister-counselor in the Senior Foreign Service, is the new U.S. Ambassador to the Kingdom of Cambodia. He served in Poznan, Beijing, Shanghai, the East-West Center in Honolulu and Washington, D.C., before becoming deputy chief of mission in Singapore and later in Tel Aviv. He also served as director of the Office of Chinese and Mongolian Affairs, then attended the Senior Seminar. He was senior director for Asian Affairs and special assistant to the President on the National Security Council, deputy assistant secretary of Defense for International Security Affairs and deputy assistant secretary of State for East Asian and Pacific Affairs. Most recently, he was chargé d'affaires in Rangoon. Before joining the Foreign Service, he was a Peace Corps volunteer in Micronesia.

CAPE VERDE. Michael D. Metelits of California, a counselor in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Cape Verde. He joined the Foreign Service in 1973 and served as director of the Office of Environmental Policy in the Bureau of Oceans and International Environmental Scientific Affairs. He attended the National War College and has served in Angola, Brazil, Mozambique and Washington, D.C., and at the U.S. Mission to the U.N. Food Agencies in Rome and the U.S. Mission to the United Nations in New York.

CHAD. Christopher E. Goldthwait of Florida, a career minister in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Chad. He served as the Department of Agriculture's general sales manager since 1993 and is the first ambassador to be appointed from the

Foreign Agricultural Service. He previously served in Nigeria and Washington, D.C.

CYPRUS. Donald K. Bandler of Maryland, a minister-counselor in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Cyprus. Before his appointment, he served on the National Security Council as special assistant to the President, senior director for European Affairs and counselor to the national security adviser for the NATO Summit. He served in Bonn, in Paris as deputy chief of mission and as director of the Office of Israel and Arab-Israeli Affairs. He and his wife, Jane Goldwin Bandler, have three children.

ECUADOR. Gwen C. Clare of South Carolina, a counselor in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Ecuador. Since joining the Foreign Service in 1967, she has served in Lisbon, Santiago, Lima, Guayaquil, San Salvador and São Paulo. She attended the National War College and served as a congressional Fellow of the American Political Science Association.

GUATEMALA. Prudence Bushnell of Virginia, a minister-counselor in the Senior Foreign Service and former U.S. Ambassador to the Republic of Kenya, is the new U.S. Ambassador to the Republic of Guatemala. She joined the Foreign Service in 1981 and was posted to Dakar and Bombay before directing the Foreign Service Institute's executive development program. She participated in the Senior Seminar, then served in the Bureau of African Affairs as deputy assistant secretary and as principal deputy assistant secretary of State. She is married to Richard Buckley and has five stepchildren.

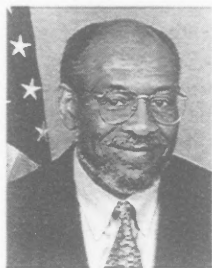
GUINEA. Joyce E. Leader of Washington, D.C., a counselor in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Guinea. Since joining the Foreign Service in 1982, she has served in Burkina Faso, Nigeria and Rwanda, where she was deputy chief of mission. She also served in Geneva and Washington, D.C., before being assigned as principal officer in Marseilles.



HONDURAS. Frank Almaguer of Virginia, a career minister in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Honduras. He has served with the U.S. Agency for International Development since 1979, most recently as its director in Bolivia. He previously served as deputy assistant administrator for human resources and director of personnel and as director for the regional mission for Europe. He was posted with the USAID mission in Panama, and served as director in

APPOINTMENTS

Ecuador and as director of the Office of South American and Mexican Affairs in Washington, D.C. Before joining USAID, he served as a Peace Corps volunteer and associate director in Belize and as director in Honduras.

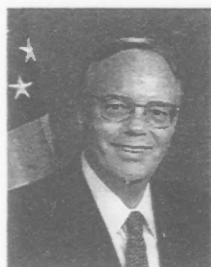


KENYA. Johnnie Carson of Illinois, a minister-counselor in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Kenya. A former U.S. Ambassador to Zimbabwe and Uganda, he most recently served as principal deputy assistant secretary for African Affairs. Since joining the Foreign Service in 1969, he has served in Lagos, Lisbon and Washington, D.C., and as deputy chief of mission in Maputo and Gaborone. Before joining the Foreign Service, Mr. Carson was a Peace Corps volunteer in Tanzania. He and his wife, Anne Diemer Carson, have three children.

LIBERIA. Bismarck Myrick of Virginia, a minister-counselor in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Liberia. Before his most recent assignment as Diplomat-in-Residence at Spelman College, he served as U.S. Ambassador to the Kingdom of Lesotho. Since joining the Foreign Service in 1980, he has served in Washington, D.C., and Monrovia and as principal officer in Cape Town and Durban. He chaired the Interagency Nuclear Testing Arms Control Working Group and served on the U.S. delegation to the Geneva Nuclear Testing Talks.

LUXEMBOURG. James C. Hormel of California is the new U.S. Ambassador to Luxembourg. He chairs Equidex Inc. and recently completed a term as a member of the U.S. delegation to the 51st United Nations General Assembly. He was a member of the U.S. delegation to the 51st U.N. Human Rights Commission in 1995 and served on the President's Commission on White House Fellowships in 1995 and 1997. He participated in the President's 1995 Conference on the Pacific Rim and Mayor Willie Brown's 1996 Economic Summit in San Francisco.

MACEDONIA. M. Michael Einik of Virginia, a counselor in the Senior Foreign Service, is the new U.S. Ambassador to the former Yugoslav Republic of Macedonia. He joined the Foreign Service in 1972 and served in Brazil and El Salvador and with the U.S. Sinai Field Mission. He was then posted to Washington, D.C., Lagos and Moscow before becoming principal officer in Zagreb. His most recent posting was as deputy chief of mission in Bucharest. He and his wife, Sarah M. Einik, have three children.



MAURITIUS, SEYCHELLES AND COMOROS. Mark W. Erwin of North Carolina is the new U.S. Ambassador to the Republic of Mauritius, the Republic of Seychelles and the Federal Islamic Republic of The Comoros. He previously served as director of the Overseas Private Investment Corp. and as president of a family-owned investment company. He has been recognized by the South Carolina Legislature for outstanding community service and was awarded the Distinguished Service Award of the State of North Carolina. He and his wife, Joan Payne Erwin, have two daughters.

MICRONESIA. Diane E. Watson of California is the new U.S. Ambassador to the Federated States of Micronesia. She was the first African-American woman elected to the California State Senate, where she has represented her Los Angeles district since 1978. She previously taught in Los Angeles; Okinawa, Japan; and Vassincourt, France. She directed the Allied Health Occupations Project at the UCLA School of Education, served on the Los Angeles Board of Education and chaired the Health and Human Services Committee in the California Senate for 16 years.

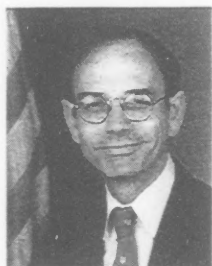
NICARAGUA. Oliver P. Garza of Texas, a minister-counselor in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Nicaragua. He joined the Foreign Service in 1971 and most recently served as consul general in Guadalajara. He was deputy chief of mission in Colombia and Panama and also served in Seoul and Washington, D.C., including a detail as special assistant to the Office of the Vice President.

PERU. John R. Hamilton of North Carolina, a minister-counselor in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Peru. He joined the Foreign Service in 1970 and most recently served as principal deputy assistant secretary in the Bureau of Western Hemispheric Affairs. He previously served as deputy assistant secretary for Central America, the Caribbean and Cuba and as director of the Office of Central American and Panamanian Affairs. He has been posted in Costa Rica, Spain, Peru, Mexico and Greece.

ZAMBIA. David B. Dunn of California, a counselor in the Senior Foreign Service, is the new U.S. Ambassador to the Republic of Zambia. He entered the Foreign Service in 1979 and has served in Jamaica, Tunisia and France and as deputy chief of mission in Burundi, Mauritius and Tanzania. He most recently was the director for East

APPOINTMENTS

African Affairs. He and his wife, Maria-Elena Dubourt Dunn, have two sons.



COORDINATOR FOR EAST EUROPEAN ASSISTANCE.

Larry C. Napper of Texas, a minister-counselor in the Senior Foreign Service, was recently awarded the rank of ambassador during his service as coordinator for East European assistance. He entered the Foreign Service in 1974 and served in Moscow, Gaborone and Washington, D.C. He was chargé d'affaires and deputy chief of mission in Bucharest, then served as director of the Office of Soviet Union Affairs before becoming the U.S. Ambassador to Latvia in 1995. He and his wife, Mary Napper, have two sons.

SPECIAL NEGOTIATOR FOR NAGORNO-KARABAKH AND NEW INDEPENDENT STATES REGIONAL CONFLICTS. Donald W. Keyser of Virginia, a minister-counselor in the Senior Foreign Service, was recently awarded the rank of ambassador as special negotiator for Nagorno-Karabakh and New Independent States Regional Conflicts, a position he has held since 1998. He joined the Foreign Service in 1972 and has served three tours in Beijing and three times in the Office of Chinese and Mongolian Affairs, where he was director from 1993 to 1995. He served twice in Tokyo and with the Pearson Program as an adviser to Hawaii Governor Ariyoshi. He most recently served as an office director in the Bureau of International Narcotics and Law Enforcement Affairs.

AFSA Presents Annual Awards

Former Secretary Cyrus Vance was recently honored with the American Foreign Service Association's award for Lifetime Contributions to American Diplomacy during AFSA's annual awards presentation.

In addition, four Foreign Service officers received awards for supporting U.S. interests overseas. David Dhlouhy, special adviser for Bosnia implementation, received the Christian A. Herter Award for senior officers. Two employees at the U.S. Embassy in Belgrade shared the William R. Rivkin Award for mid-level officers: Nicholas Hill, a political officer; and Robert Norman, political/economic section chief. The W. Averell Harriman Award for junior officers went to James Loveland in the consular section of the U.S. Embassy in Mexico City.

The Delevan Award for office management specialists was presented to eight employees who served at the embassy in Nairobi following last year's bombing: Linda Clark, Linda Coulson, Bonita Estes, Linda Howard, Caroline Riley, Jean Shiffer, Vicki Spiers and Shiela Wilson.

Patricia Ann Alter, the community liaison officer in Islamabad, was honored with the M. Juanita Guess Award for outstanding support to families overseas.

Cherry Gwyn Creagan received the Avis Bohlen Award, presented each year to a Foreign Service family member for advancing U.S. interests through relations with the U.S. and foreign communities overseas.

Group Earns Hammer Award

An interagency group chaired by the U.S. Information Agency recently was awarded the Vice President's Hammer Award for its efforts to enhance the way federal agencies communicate, cooperate and coordinate international exchanges and training activities.

The Interagency Working Group on U.S. Government-Sponsored International Exchanges and Training received the award for increasing productivity and efficiency by creating a forum for sharing information on administrative and programmatic efficiencies and best practices. Also noted was the group's creation of a central clearinghouse for data on all U.S. government-sponsored international exchanges and training, and providing ongoing fora for agencies to work together to cut through bureaucratic red tape to administer programs in the clearest and most direct ways possible.

FOREIGN SERVICE

Transfers

- Abington, Carol E. Thompson, Global Affairs to Econ. and Bus. Affairs
- Adams, Nicholas James, Bangkok to New Delhi
- Addison, James R., Damascus to Personnel
- Alsop, Frank A., Foreign Buildings Office to Dip. Sec.
- Amis, Donald J., African Affairs to F.S. Inst.
- Bartsiotas, George A., Fed. Buildings to Office of the High Rep.
- Belon, Valerie Louise, Belize City to F.S. Inst.
- Blackstone, Charles Kevin, Libreville to Personnel
- Booth, Gregory, Frankfurt to Santiago
- Bopp, Steven Douglas, Cairo to Dhaka
- Bowen, Andrew, Trade Negotiations to Humanitarian Assistance Ofc.
- Bowles, Marian Almonte, Guatemala to Personnel
- Bradley, Tobin J., Pre-Assign. Trng. to Amman
- Brattlot, Maria C.M., Vatican to Personnel
- Brayant, Craig, Pre-Assign. Trng. to Yaounde
- Buenrostro, Kelly Lee, Career Mobility Prog. to Canberra
- Burton, Wade, Dip. Sec. to San Salvador
- Butler, Denise M., Oslo to Personnel
- Camp, Donald, Near Eastern Affairs to Hum. Assist.
- Carson, Florence, Caracas to Western Hem. Affairs
- Caton, Harmony E., Pre-Assign. Trng. to Windhoek
- Cemal, Sami, Rabat to Personnel
- Ching, Mei Lie, Info. Res. Mgt. to Jakarta
- Clark, Setyowati, Lagos to Personnel
- Clemons, Mindy Miller, Paris to Personnel
- Cloutier, Victoria L., Cairo to Personnel
- Cook, Oiltip, Guangzhou to Personnel
- Corbin-Taylor, Antoinette, Budapest to Personnel
- Cushing, John A., East Asian and Pac. Affairs to Intell. and Res.
- Davies, Joyce, La Paz to Personnel
- Davis, James G., Western Hem. Affairs to Pol.-Mil. Affairs
- Dicarlo, John S., Dar es Salaam to Dip. Sec.
- Dickens, Charles Edward, Pol.-Mil. Affairs to European Affairs
- Doane Jr., James V., New Ind. States to Personnel
- Dobbins Jr., James F., Natl. Sec. Council to Spec. Rep. for Bosnia
- Dobson, Donna M., Brasilia to Personnel
- Dockery, John C., F.S. Spec. Intake to The Hague
- Dodge, Cecile R., Kuwait to Personnel
- Dolezal, Carole Ann, Personnel to Protocol
- Drew, Sarah F., European Affairs to Ops. Center
- Drilling, Veronique, Kathmandu to Personnel
- Dubel, Jefferson K., Pre-Assign. Trng. to Krakow
- Dudley, Mark D., Belgrade to European Affairs
- Dudley, Wilma J., Bridgetown to Harare
- Duffy, Thomas Michael, F.S. Inst. to Intl. Org. Affairs
- Eastham Jr., Alan W., Islamabad to Near Eastern Affairs
- Ehrendreich, Joel, Sydney to Ops. Center
- Eiriz, Silvia, Rome to African Affairs
- Ellis, Brinille, Dip. Sec. to Dakar
- Elviks, Ruta D., Intell. and Res. to Consular Affairs
- Elwell, Doreena L., Almaty to Personnel
- Evans, Ann M., Lisbon to African Affairs
- Farr, Thomas Franklin, Intell. and Res. to Dem. Human Rights and Labor
- Farthing, James, Dip. Sec. to Beirut
- Ferdinand, Marilyn Claire, European Affairs to Chief Fin. Officer
- Field, Richard G., Info. Res. Mgt. to Bangkok
- Fitzgibbon, Kathleen A., African Affairs to Lagos
- Fitzpatrick, Kathleen M., F.S. Inst. to Pol.-Mil. Affairs
- Fladland, Thomas R., Doha to Personnel
- Ford, Iluminada E., St. Petersburg to Personnel
- Ford, Katrina Rae, Hong Kong to Frankfurt
- Frushon, Monique G., Abu Dhabi to Personnel
- Giddings, Stephanie L., Moscow to Personnel
- Godfrey, John T., Pre-Assign. Trng. to Damascus
- Green, Janice C., The Hague to Personnel
- Handler, Phuong B., F.S. Intake to East Asian and Pac. Affairs
- Harnish, Leslie Ann, Stockholm to Personnel
- Hartley, Brent R., European Affairs to F.S. Inst.
- Higdon, David A., Conakry to African Affairs
- Hinson, Richard Alan, Econ. and Bus. Affairs to Pol.-Mil. Affairs
- Hopkins, Alexander M., Abu Dhabi to Dip. Sec.
- Hoye, Andrew, London to Consular Affairs
- Jamison, Michael, Frankfurt to Info. Res. Mgt.
- Janszen, Nicholas Jay, African Affairs to Addis Ababa
- Jaworski, Andreas O., Belgrade to European Affairs
- Jeffries, James, Beijing to Personnel
- Johnson, Natalie A., European Affairs to Policy Planning Council
- Jungemann, Leslie R., Kuwait to Personnel
- Kelly, Diane E., F.S. Inst. to Cairo
- Kissinger, Bridget C., F.S. Intake to Zagreb
- Klecheski, Michael Stanley, Manila to Ops. Center
- Kleinfeilt, Michael Alan, Moscow to Personnel
- Kniffen, Richard C., Western Hem. Affairs to Caracas
- Konner, Janette, Dar es Salaam to Personnel
- Kraft, Steven Herbert, Colombo to Executive Secretariat
- Lagendoroff, Bonnie Dee, Quito to Personnel
- Lapera, Annabella, Bucharest to Personnel
- Lebl, Leslie S., Leg. Affairs to Saceurafsouth
- Lemb, Margery, London to Personnel
- Levan, Steven J., Moscow to New Delhi
- Levehagen, Kristine W., Santo Domingo to Intell. and Res.
- Livingston, Laura L., Inter. Narc. and Law Enfor. Affairs to Panama
- Long, Aila K., Log. Mgt. to Helpanki
- Lowry, Niceta D., Kuwait to N'Djamena
- Lynch Jr., Thomas A., St. Petersburg to Leg. Affairs
- Mahone, Queen E., Muscat to Personnel
- Mancini, Robert C., F.S. Spec. Intake to Hong Kong
- Marafino, Sherrie Lynn, F.S. Inst. to Econ. and Bus. Affairs
- McAlhany, Roger G., Info. Res. Mgt. to Vladivostok
- McDowell IV, Henry Martin, Pre-Assign. Trng. to Bratislava
- McElhattan Jr., Dale E., Intell. and Res. to Jerusalem
- McEntire, Ralph Jr., F.S. Spec. Intake to Manama
- McGuire, Kevin J., Diplomats in Residence to Personnel
- McMillian, Harold D., Info. Res. Mgt. to Western Hem. Affairs
- McMullen, Christopher, Dar es Salaam to Ops. Center
- Merz, Dennis Wayne, European Affairs to F.S. Inst.
- Meyer, Jeffrey B., Frankfurt to Bangkok
- Mignano, Gary S., Muscat to Personnel
- Mignano, Gary S., Personnel to Foreign Buildings
- Miley, Stephanie, F.S. Inst. to Econ. and Bus. Affairs
- Milford Jr., Norman D., Chief Fin. Officer to F.S. Inst.
- Miller, Stephen Howard, F.S. Inst. to Econ. and Bus. Affairs
- Minsek, William R., Info. Res. Mgt. to Bangkok
- Moore, Michael G., Info. Res. Mgt. to Hanoi
- Muse, Anthony, Canberra to Info. Res. Mgt.
- Mushingi, Tulinabo Salama, Intl. Org. Affairs to Personnel
- Myelle, Mark E., F.S. Spec. Intake to Rome
- Naland, John K., F.S. Inst. to Personnel
- Naranjo, Brian Richard, Caracas to Western Hem. Affairs
- Neal, Lori S., Tashkent to Personnel
- Nesberg, Rosal A., F.S. Inst. to Personnel
- Nichols, Stacy Rene, Executive Secretariat to Office of the High Rep.
- Noseworthy, Elizabeth, Taipei to Intell. and Res.
- O'Brien, Penelope R., Natl. Sec. Council to Administration
- O'Connell, Lawrence E., Almaty to Info. Res. Mgt.
- O'Connor, Kim M., Dhaka to Inter. Narc. and Law Enfor. Affairs
- O'Donnell Jr., Edward B., Panama to Econ., Bus. and Agric. Affairs
- O'Neil III, Paul Graham, Conakry to Personnel
- Oden, Evangeline L., St. Petersburg to Personnel
- Odette, Dawn O., Moscow to Personnel
- Optican, Mitchell Evan, Mexico City to Toronto
- Patrick, Gregory C., Rio de Janeiro to Brussels
- Patterson, Alan L., Maputo to African Affairs
- Pelz, Kristine L., Sydney to Bern
- Pennebaker II, William K., Dip. Sec. to Bridgetown
- Pennington, Karen L., F.S. Spec. Intake to Moscow
- Perine, Maura P., Riyadh to Personnel
- Philadelphia, Carlton A., Pre-Assign. Trng. to Santo Domingo
- Polaschik, Joan, Tunis to Near Eastern Affairs
- Polt, Hallie L., Bonn to Personnel
- Pongonis, Kathryn, Pre-Assign. Trng. to Santo Domingo
- Puccetti, Jacqueline, Monterey to Personnel
- Quitoriano, Jeanette L.B., Brussels to Personnel
- Reed, Howard Verne, F.S. Inst. to Jakarta
- Reling, Keith B., F.S. Spec. Intake to Bamako
- Renz, David, F.S. Inst. to Econ. and Bus. Affairs
- Richards, Joan Marie, Taipei to Guangzhou
- Richardson, Eric N., Tel Aviv to Wellington
- Richardson, Maureen M., Tel Aviv to Personnel
- Robinson, Lawrence Kerr, F.S. Inst. to Near Eastern Affairs
- Rogers, Paul, African Affairs to Asmara
- Roland, Kevin Scott, Pre-Assign. Trng. to Amman
- Rowe, James M., Dip. Sec. to Kuwait
- Roy, Kenneth Michael, Pre-Assign. Trng. to Belize City
- Rubino, Samuel Anthony, Antananarivo to Pretoria
- Sagurton Jr., Edwin C., Reg. Language School to Seoul
- Saifulah, Mohammad, Rabat to Brussels
- Sakaue, Martene J., F.S. Inst. to Econ. and Bus. Affairs
- Sanchez, James P., Moscow to European Affairs
- Sawyer, Gwendolyn A., Harare to Nairobi
- Schweitzer, Micaela A., Kathmandu to Ops. Center
- Sedney, David Samuel, F.S. Inst. to East Asian and Pac. Affairs

FOREIGN SERVICE

Transfers

Segal, Jack David, F.S. Inst. to Natl. Sec. Council
Sexton, Stephen, Dip. Sec. to Nairobi
Shapiro, Charles S., F.S. Inst. to Western Hem. Affairs
Shear, David Bruce, F.S. Inst. to East Asian and Pac. Affairs
Sickler Jr., Clarence Henry, Monrovia to Riga
Simas, Timothy J., Paris to Personnel
Smith, Charles Skipwyth, Asuncion to F.S. Inst.
Smith, Leroy Othello, F.S. Inst. to Intl. Org. Affairs
Sparks, Charles E., F.S. Inst. to Dip. Sec.
Speris, Stella, Belgrade to London
Spraw, Gregory Brian, San Salvador to Western Hem. Affairs
Stanton, Karen Clark, F.S. Inst. to Personnel
Stockbridge, Cynthia G., Intl. Org. Affairs to Eur. Affairs
Stone, James R., Chennai to Personnel
Stone, Victoria L., Info. Res. Mgt. to Chennai
Strance, Sheryl Lynne, Bandar Seri Begawan to Career Mobility Prog.
Syptak, Stephanie F., Monterrey to Intl. Org. Affairs
Taylor, Latifa, F.S. Spec. Intake to Berlin
Thiessen, Judy L., Bratislava to Dublin
Thompson, Kathleen C., Natl. Sec. Council to Eur. Affairs
Tidball, Alyce June, Canberra to Pol.-Mil. Affairs
Tous, Francisco, Panama to Personnel
Trulson, Michael C., Jakarta to Santiago
Tyndal, Jennifer A., F.S. Spec. Intake to Moscow
Tyson, Paul H., F.S. Inst. to Inspector General
Underwood, Ruth A., Singapore to Kiev
Valletta, David A., Damascus to Info. Res. Mgt.
Walsh, Thomas J., F.S. Inst. to Econ. and Bus. Affairs
Watson III, Samuel R., Yokohama to Tokyo
Wax, Jean Catherine, Senior Seminar to F.S. Inst.
Whalen, John Patrick, Wellington to Ops. Center
Williams, Alicia, Lima to Personnel
Williams, Phyliss D., Cotonou to Luxembourg
Wiswesser, Sean M., European Affairs to Vilnius
Wuchenich, Jeffrey A., Sanaa to Near Eastern Affairs
Zyzak, Cynthia A., Lima to Personnel

Appointments

Aderinto, Adedayo, Dip. Sec.
Andujar-Gonzalez, Mayra L., Dip. Sec.
Archibald, Joshua Clay, Pre-Assign. Trng.
Atwood, Monique, Reg. Dip. Courier
Babic, Jennifer I., Dip. Sec.
Bagwell, David A., Pre-Assign. Trng.
Barge, John M., Dip. Sec.
Barr, Kimberly Starr, Pre-Assign. Trng.
Barry, John Paul, Pre-Assign. Trng.
Bayer, Gregory W., Pre-Assign. Trng.
Benedict, Mitchell Peter, Pre-Assign. Trng.
Berliner, Nicholas, Pre-Assign. Trng.
Besmer, Audu Mark, Pre-Assign. Trng.
Bolling, Debra A., F.S. Spec. Intake
Braun-Landers, Peggy L., F.S. Spec. Intake
Bryant, Harlin, Dip. Sec.
Buangan, Richard Lee, Pre-Assign. Trng.
Calkin, Georgeanne E., Shenyang
Carlsen, Kenneth J., F.S. Spec. Intake
Carnie, Amy Anne, Pre-Assign. Trng.
Cavanaugh, James B., F.S. Spec. Intake
Chapman, Darrell H., F.S. Spec. Intake
Cisna, Lee Francis, Pre-Assign. Trng.
Cockrell, John David, Pre-Assign. Trng.
Codispoli, Aaron M., Dip. Sec.
Coleman, Thomas McKinney, Pre-Assign. Trng.
Collins, Robert Allyn, Pre-Assign. Trng.
Cook, Jeffrey L., F.S. Spec. Intake
Cornish, Allyson J., F.S. Spec. Intake
Corpuz, Leo P., F.S. Spec. Intake
Cubas, Jason Richard, Pre-Assign. Trng.
Cutrona, Aimee, Pre-Assign. Trng.
Davis, Charles William, Pre-Assign. Trng.
Davis, Jerry D., F.S. Spec. Intake
Dent, James L., Dip. Sec.
Dickens, Marlene C., F.S. Spec. Intake
Dickson, Robert Andrew, Pre-Assign. Trng.
Dolbow, Matthew Steven, Pre-Assign. Trng.
Donovan, Stephen B., Frankfurt
Easley, Christopher D., Reg. Dip. Courier
Espinoza, John Lee, Pre-Assign. Trng.
Fishman, Aaron David, Pre-Assign. Trng.
Flashberg, Andrew Lane, Pre-Assign. Trng.
Frowick, Robert H., Tirana
Gadkowski, Lynne Brett, Pre-Assign. Trng.
Garcia, Damaris, Dip. Sec.
Gardner, Gregory Nelson, Pre-Assign. Trng.
George, Brian Joseph, Pre-Assign. Trng.
Gerber, Robert William, Pre-Assign. Trng.
Glick, Ethan Lester, Pre-Assign. Trng.
Granger, Robert G., F.S. Spec. Intake
Hankinson, Simon Roland, Pre-Assign. Trng.
Harger, Raymond H., Bishkek
Hartzog, Jason D., Dip. Sec.
Harville, John W., Frankfurt
Harville, Susan L., F.S. Spec. Intake
Hawkins, Homer W., Dip. Sec.
Heard, Harvey K., F.S. Spec. Intake
Heffern, Keith Lee, Pre-Assign. Trng.
Hemmings, Wayne D., F.S. Spec. Intake
Henderson, Natasha M., F.S. Spec. Intake
Herren, James Denver, Pre-Assign. Trng.
Herrera-Baca, Joy D., Dip. Sec.
Hislop III, John T., Reg. Dip. Courier
Hogan, Joseph D., Bangkok
Hogan, Kelley A., Reg. Dip. Courier
Hong, Ching Hsiu, Pre-Assign. Trng.
Hopkins, Stacey L., F.S. Spec. Intake
Keegan, Lucia A., F.S. Spec. Intake
Keith, John K., Dip. Sec.
Kimbrough, Robert B., Dip. Sec.
Kylliavas, Raymond V., Dip. Sec.
Lal, Neeru, F.S. Spec. Intake
Lamontagne, David, Pre-Assign. Trng.
Langenderfer, Therese M., Dip. Sec.
Latham, Michael E., Pre-Assign. Trng.
Laurance, Peggy D., F.S. Spec. Intake
Lawson, Christopher C., F.S. Spec. Intake
Layne, Michael J., Pre-Assign. Trng.
Lee, Brandon H., Dip. Sec.
Leonard, Patrick A., Dip. Sec.
Mansfield, Michael, F.S. Spec. Intake
Mates, Danielle G., Dip. Sec.
McCain, Stephen P., F.S. Spec. Intake
McCallum, Laura, Pre-Assign. Trng.

Continued on next page

Resignations

Almon, Gina L., Manila
Berg, Eileen K., Tegucigalpa
Bohman, Jack E., Dhaka
Bousie, Maria Z., Frankfurt
Cope, Lynn, Sanaa
Corson, Rishona, Dip. Sec.
Cortez, Geraldine C., Guadalajara
De Haan, Kay Ellen, The Hague
Espinosa, Gloria L., Buenos Aires
Fleming, Neil D., Islamabad
Gould, Forrest John, Havana
Jessee, Katyna E., Cairo
Karam, Tassia R., Beirut
Lacock, Robine E., Oslo
Levchuk, Paulette B., Moscow
Lorenz, Marie S., St. Petersburg

Linu, My, Tashkent
Lyman, Lissette, San Salvador
Mates, Elizabeth L., Karachi
McManus, Robert G., Dip. Sec.
Nguyen, Uyen T., Beijing
Penhune, Sarah Slipp, European Affairs
Benager, Jason P., Abu Dhabi
Rini, Kyong In, Seoul
Ross, Elbert G., Ankara
Sharp, Meredith Max, Leave Without Pay
Smith, Starla M., London
Sonnenberg, Jane E., Stockholm
Talbot, Joseph P., Info. Res. Mgt.
Walmer, Douglas L., Yaounde
Wood, Edwin N., Manila

Retirements

Friedbauer, Allan J., Ankara
Gaffney, John N., London
Kott, Robert J., Other Agencies
Lacock, Robert A., Oslo
Michael, Ronald J., Frankfurt
Shiffer, N. Jean Swanson, Nairobi
Swafford, Linda O., Geneva

FOREIGN SERVICE

Appointments (continued)

McCullough, Daniel, Pre-Assign. Trng.
McGovern, Mark G., Reg. Dip. Courier
McGuire, John Ross, Pre-Assign. Trng.
McKenna, Patrick F., Dip. Sec.
Merchant, Roger T., Dip. Sec.
Moos, Brenda H., F.S. Spec. Intake
Morrow, Tina A., Dip. Sec.
Ngo, Tram N., Dip. Sec.
Nielsen, Marie A., F.S. Spec. Intake
North, William E., Dip. Sec.
Owens, Roger S., Dip. Sec.
Parker, Morgan A., Pre-Assign. Trng.
Partrick, Dwindle J., Dip. Sec.
Patrick, Roy D., Dip. Sec.
Pegues, Rose D., F.S. Spec. Intake
Petrush, Liza, Pre-Assign. Trng.
Pizarro Jr., Ernesto, F.S. Spec. Intake
Potter, William J., F.S. Spec. Intake
Praster, Rebecca A., F.S. Spec. Intake

Rahmanpanah, Hassan, F.S. Spec. Intake
Rasamimanana, Jennifer L., Pre-Assign. Trng.
Rice, Bary W., F.S. Spec. Intake
Risch, Carl C., Pre-Assign. Trng.
Robblee, Karen E., Pre-Assign. Trng.
Rochowiak, Robert M., Dip. Sec.
Roundy, Brian A., Dip. Sec.
Saeed, Alaaeldin H., F.S. Spec. Intake
Scott, Stephen M., Dip. Sec.
Shook, Matthew B., Dip. Sec.
Speros, Mark T., Dip. Courier
Springhetti, Dennis J., F.S. Spec. Intake
Stonier, Christy M.W., F.S. Spec. Intake
Szczesniak, Walter M., Luanda
Tanton, Michael T., Dip. Sec.
Tauber, David B., Dip. Sec.
Taylor, Noel B., F.S. Spec. Intake
Tejirian, Christopher E., F.S. Spec. Intake
Tiang-Chu, Elaine S., F.S. Spec. Intake

Tisdale, Kristine A., Dip. Sec.
Tran, Du Doan, Pre-Assign. Trng.
Trulli, Christine N., Dip. Sec.
Uribe, Brian S., Dip. Sec.
Vieth, Craig P., Dip. Sec.
Wagganer, Kevin L., F.S. Spec. Intake
Weyer, Jonathan C., Pre-Assign. Trng.
Whittington, Erin K., Dip. Sec.
Wikle, Paula C., F.S. Spec. Intake
Wilson, Mark A., F.S. Spec. Intake
Wisgerhof, Amy E., Pre-Assign. Trng.
Wisner, Joel H., F.S. Spec. Intake
Witmer, Kami Ann, Pre-Assign. Trng.
Woodfin, Deborah A., F.S. Spec. Intake
Wright, Michael J., Dip. Sec.
Yang, Jennifer, Pre-Assign. Trng.
Zaid, Zaid, Pre-Assign. Trng.

CIVIL SERVICE

Resignations

Belk, Peter Ivan, Intell. and Res.
Billmeyer, Jacqueline A., Inspector General
Bonds, Philip C., Inspector General
Calhoun, Crystal J., Chief Fin. Officer
Cheplick, David M., Info. Res. Mgt.
Faulk, Carole J., Administration
Heitkotter, Karen Rae, European Affairs
Hunt, Evett J., Intl. Org. Affairs
Lovell II, James A., Administration
Moyer, Larry D., Info. Res. Mgt.

Parker, Candace, European Affairs
Pickart, George A., Near Eastern Affairs
Pryor, Michael A., Nonproliferation
Rodgers, Randy S., Consular Affairs
Schifferdecker, Arnold P., Near Eastern Affairs
Smith, Stephanie A., Chief Fin. Officer
Spriggs, Harold, Population, Refugees and Migration
Stepan, Gregg K., Legal Adviser
Wadium, Elizabeth Mary, Consular Affairs
Wongkongkatap, Cattleya, Western Hem. Affairs

Appointments

Amacker, Rene C., Info. Res. Mgt.
Beisgen, Robert T., Info. Res. Mgt.
Bruno-Nieves, Jorge L., Info. Res. Mgt.
Burkette, Dorothy C., European Affairs
Bushman, Gabrielle, Public Affairs
Clarke, Robert J., Info. Res. Mgt.
Daley, Zelda M., Consular Affairs
Dearie, Jessica B., Info. Res. Mgt.
Der, Edwin, Info. Res. Mgt.
Foster, Francis M., Medical Director
Fulcher, Richard K., Foreign Buildings
Gallagher, Patrick J., Operations
Hawley, Leonard R., Intl. Org. Affairs
Herlihy, Lawrence, Consular Affairs
Hinton, Colleen P., Info. Res. Mgt.
Horne, Margaret L., Chief Fin. Officer
House, Robert A., Info. Res. Mgt.
Irby, Mary F., Info. Res. Mgt.
Jeffries, Ronald Ivory, Dip. Sec.
Kelly, Charlease Plushette, Nonproliferation

Klunk, Jill C., Foreign Buildings
Lauterbach, Nilda A., Chief Fin. Officer
Leblanc, Carol M., Info. Res. Mgt.
Lee, Janet J., Intl. Org. Affairs
Lewis, David W., Info. Res. Mgt.
Miller, Brett T., Inspector General
Miquel, Kristen Lynn, Arms Control
Nguyen, Son M., Info. Res. Mgt.
O'Donoghue, Daniel W., Foreign Buildings
Piech, Sandra J., Foreign Buildings
Pigatt, Floyd, Operations
Pittman, Leb E., Info. Res. Mgt.
Pomerleau, Brian D., Administration
Ramlall, Wilfred R., Info. Res. Mgt.
Sickle, Peter John, Pres. Mgt. Intern Prog.
Skender, Terri L., Foreign Buildings
Stayman, Allen P., East Asian and Pac. Affairs
Taylor, Deborah V., Inspector General
Thompson, Kirk G., Administration
Willhite, Arthur D., Inspector General

Reassignments

Barber, Tracy B., Nat. Passport Ctr. to Consular Affairs
Bibbins, Nicole M., Population, Refugees and Migration to Counter-Terrorism
Brown, Bruce Allan, Res. Plans and Policy to Chief Fin. Officer
Duncan, John, Pre-Assign. Trng. to Personnel
Jacobs, Sandra Lee, European Affairs to Western Hem. Affairs
Martin, Suzanne, Inspector General to Chief Info. Officer
McKinney, Myra Rowlett, Personnel to Intl. Org. Affairs
Mitchell, Margaret Theresa, Intell. and Res. to Nonproliferation
Mullican, Denise V., Nonproliferation to Administration
Ragland, Danette S., Policy Planning Council to Chief Fin. Officer
Sesekhalid, Christopher K., Consular Affairs to Western Hem. Affairs
Talbert, Valerie, Inter. Narc. and Law Enfor. to Pers.

Retirements

Blackburn, Martha J., Intell. and Res.
Coyle, Margaret A., Arms Control
Daus, Graciela Teresa, F.S. Inst.
Grandy, Cecil A., Dem., Human Rights and Labor
Johnson, Amalya A., Arms Control
Lara, Elva R., F.S. Inst.
Lilly, Jacquelyn D., Operations
Malcomson, William G., Consular Affairs
Mallon, Gabrielle Stalder, Public Affairs
Smith, Harry Ronald, Dip. Sec.
Williams, Martha K., Operations

USIA FOREIGN SERVICE

Appointments

Dettler, Elizabeth E., Human Resources
Gregg, Cynthia F., Human Resources
Leonard, Ruth E., Human Resources
Rudder, Michael E., Human Resources

Retirements

Boss, Joy, Newly Independent States
Gilliam, Bodil H., Information
Huchel, Gerald E., African Affairs
Jones, William C., Civil Rights
Zegelbone, Arthur, Education and Cult. Affairs

Resignations

Huffaker, Claire Fried, Ed. and Cult. Affairs

USIA CIVIL SERVICE

Appointments

Dansereau, Lynn F., Human Resources
Driscoll, Thomas G., Ed. and Cult. Affairs
Caterini, Dino J., General Counsel
Heath, Robert C., Management
Chikes, Csaba, European Affairs
Wilson, David Michael, European Affairs
Asef-Sargent, Nadine, Ed. and Cult. Affairs

Butterfield, Stephen C., General Counsel
Cochran, Darrell G., Information
Etienne, Marta M., Ed. and Cult. Affairs
Feigenbaum, Naomi R., Ed. and Cult. Affairs
Fomer, George, European Affairs
Gilbert, Richard, European Affairs
Jones, Clara M., General Counsel

Resignations

Hess, Marguerite E., Ed. and Cult. Affairs
Claeson, Matthew, Research
Rotunno, Linda D., Ed. and Cult. Affairs

Retirements

Brodsky, Kathleen Hansen, Comptroller
Myers, Gertrude R., Administration
Binns, Eileen Keane, Administration
Sagan, Barbara Jean, Ed. and Cult. Affairs

Going for Health in Kuwait

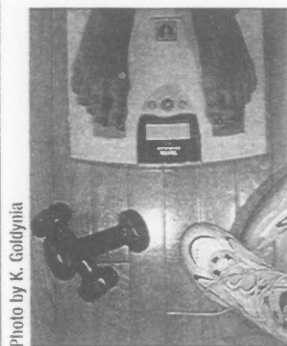


Photo by K. Goldynia

Almost half of the 420 employees at the U.S. Embassy in Kuwait are working toward healthier lifestyles—thanks to a Health Challenge Program developed and implemented by the embassy's health unit staff.

The four-week program increased awareness of healthy living and encouraged team spirit and lighthearted fun for staff members who have experienced many periods of high stress and tension due to the volatile conditions in the Gulf.

Kuwait has a high incidence of heart disease, high blood pressure, stroke and diabetes. To help its employees avoid these risks, the embassy program focused on both exercise—especially walking—and nutrition.

Participants were assigned to teams that calculated their miles walked each week. Accumulated miles were charted along a map of Kuwait. Time devoted to activities such as running, golf, aerobics, swimming and basketball was "converted" into miles and posted on the map as well. Weekly prizes were awarded to encourage progress.

In addition, the health unit worked with the cafeteria chef to produce more heart-healthy meals, and at least one low-fat and low-calorie item was offered each day.

The health unit provided weekly health information articles to the *Tower Times*, the embassy newsletter, covering topics such as fats and cholesterol, exercise and healthy eating.

The Health Challenge proved to be a big success—and its participants are continuing to enjoy its benefits.

State Saves Energy Costs

A recent study by the Office of Foreign Buildings Operations reveals that the Department has cut energy consumption at overseas posts by almost 16 percent since fiscal year 1991. During fiscal year 1997 alone, State saved more than \$7 million in utility costs.

The FBO-contracted study demonstrated that State is on track to surpass federal goals of reducing energy consumption by 30 percent by the year 2005.

During the course of the study, the average purchase price for electricity increased by 15 percent. And despite the addition of more than 2 million square feet of space, actual expenditures for utilities increased only slightly.

THE ANNUAL REPORT

...H. BUT THIS IS THE NEW ANNUAL REPORT ON REDUCING THE NUMBER OF ANNUAL REPORTS!



HERE'S ANOTHER TASKING FROM THE BUREAU OF POINTLESS AND IRRELEVANT.



BUT I'M STILL WORKING ON THE ANNUAL REPORT ON GLOBAL LINEDANCING PRACTICES...



BUT THIS IS REALLY JUST ANOTHER ANNUAL REPORT!



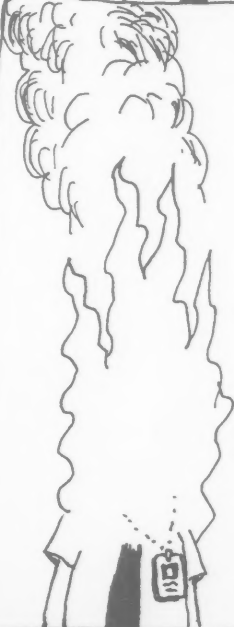
AND MAKE SURE THAT'S REFLECTED IN YOUR BENCHMARKS!



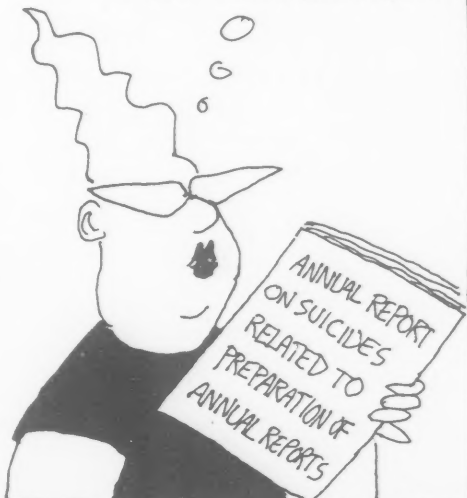
AGGEEB '99

WHAT ARE YOU DOING?

I'M JUST GOING TO LIGHT MYSELF ON FIRE.



OH, GREAT - NOW WE'LL HAVE TO UPDATE THIS...



Department of State, USA
Bureau of Personnel
Washington, DC 20520

Official Business
Penalty for Private Use

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

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

State Magazine
PER/ER
SA-6, Room 433
Washington, DC 20522-0602



POW-MIA
Recognition Day—
See page 18

