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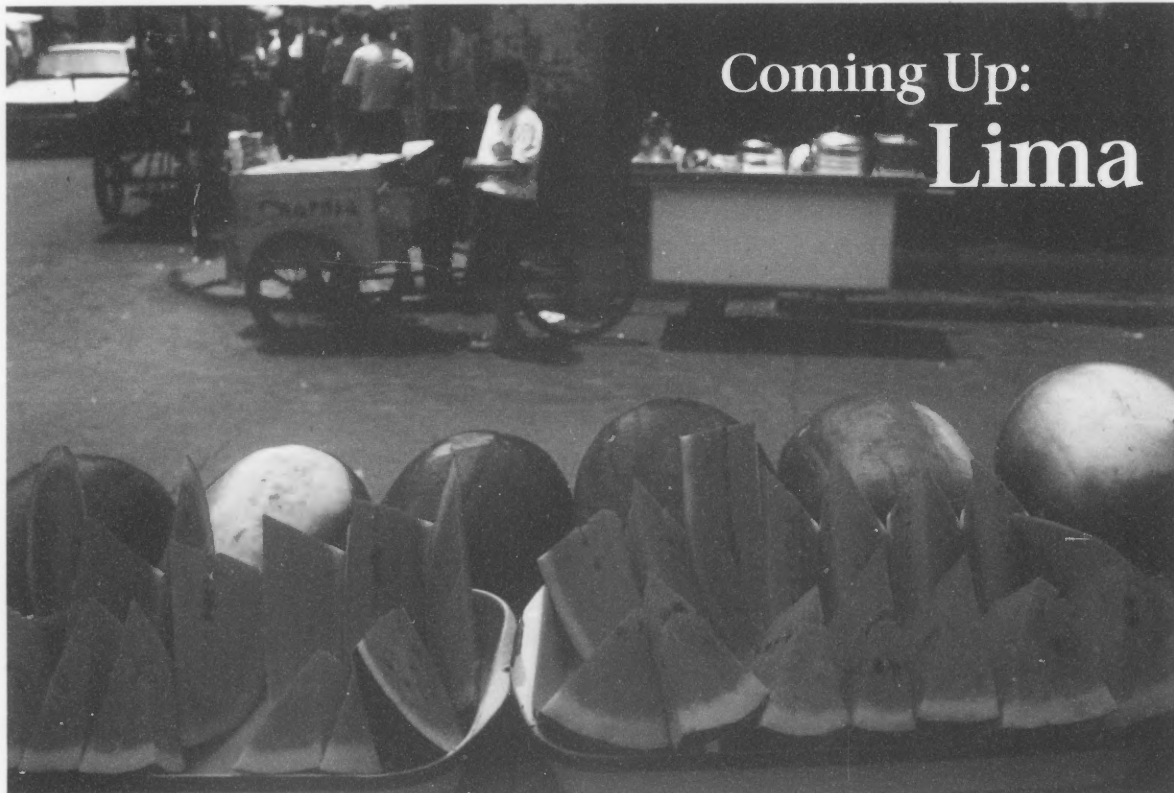
After The Wall



APR 18 2000

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Berlin



Coming Up: Lima

State Magazine

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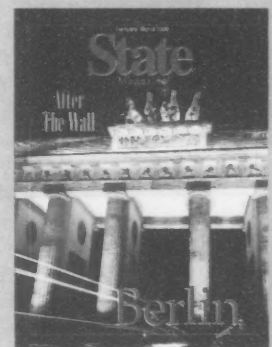


Photo by Heinze von Hippel.

Above, the corporate towers of Daimler Chrysler, left, and Sony, right, in Potsdamer Platz, Berlin.

Below, Frankfurt diplomatic courier Raymond Malinke with his dispatch of diplomatic pouches.

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On the Cover

Berlin's Brandenburg Gate.

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FROM THE SECRETARY

SECRETARY MADELEINE ALBRIGHT

Security Is 'Our' Business

In the months since August 1998, the Africa embassy bombings have been a searing reminder that the security of America's diplomats demands unrelenting vigilance and a fresh influx of resources. In the weeks since December 1999, the revelation that a Russian listening device had penetrated the State Department has reminded us once more that America's secrets demand constant vigilance as well.

As of this writing in early January, the damage assessment from this second incident is still under way. But a number of truths have been evident for some time.

The Cold War may be long over, but the espionage business is alive and well. Concerns about such obvious prizes as U.S. nuclear weapons know-how and missile technology have been well publicized. The State Department will continue doing its part to meet them by taking the lead in U.S. efforts to prevent the spread of weapons of mass destruction and their delivery systems.

But security involves far more than weapons. With intellectual property making up an ever-larger portion of the wealth of nations, economic espionage has become a growing worry. And it often comes from unexpected directions, with some of the countries of greatest concern being those with whom we have the closest relationships.

So what are we to do? Are we simply to turn off our computers, seal shut our safes, disconnect our phones and attempt to represent America's interests in the world without dealing with any foreigners?

Of course not. If we close ourselves off in such absurd and self-defeating ways, we will have lost the initiative just as surely as if the cowardly attacks on our embassies abroad had caused us to retreat from America's global leadership.

But there are sensible principles to which we can and should adhere. The overarching one is that the duty to be vigorously security-conscious must be discharged vigorously—every day, at every post, by every single person representing America abroad and here at the Department.

For terrorists in their cowardice do not confront strength with strength; to the contrary, they probe for our weakest links. Similarly, espionage is ruthlessly opportunistic—pouncing on the conference room door left open, the notepad left unattended “for just a minute,” the cell-phone or cafeteria conversation indulged in “just this once.”

In eliminating potential weak links, we all have a role to play. Whatever one's duties or seniority, there is no U.S. government employee who deserves to work at the State Department or at any of our overseas posts in whom a lax attitude toward security is acceptable. And reinforcing this message is one of the highest responsibilities of our ambassadors and bureau heads—as well as the Secretary of State.

We do not have the luxury of treating security as something we can simply delegate to Diplomatic Security and our Marine guards. Without our help, there will never be enough of them to close every door that should be closed, secure every sensitive document or effectively enforce the escort policy that was tightened last summer at the Department. Simply put, security is not “their” business—it is our business.

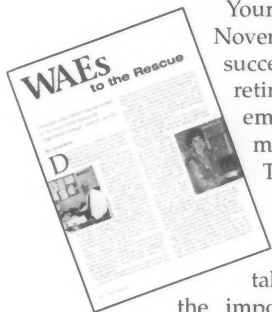
The kind of preventive vigilance I am talking about is not glamorous. But we cannot afford the attitude that it is not worth troubling ourselves or our colleagues about. To the contrary, helping one another run a tight security ship must become as accepted as alerting friends who are preparing to drive away from our homes that their young children in the back seat do not have their seatbelts on.

December's Russia bug was not the first security breach in the Department. I am determined to do everything within my power to make it the last.

But that is not enough. At every one of our posts here and abroad, the security of our secrets as well as our people must be treated with renewed rigor. If we all work as a team toward this end, we will save lives, safeguard our country's standing in the world and vindicate the trust of the American people. ■

LETTERS TO THE EDITOR

Let All Contribute



Your report in the November issue on the successful use of retirees as WAE employees was most informative. Their contributions are significant and appropriate. Without taking away from the important role that these Foreign Service retirees fulfill, your article once again underscores the disparity of treatment accorded Civil Service employees in the Department.

The absence of Civil Service retirees from the WAE roster is directly related to the unfair and unequal compensation rules. Consequently, the Department is losing out on the opportunity to draw on the equally talented and experienced Civil Service retirees to meet its urgent requirements.

Perhaps the time has come to merge the Civil Service and Foreign Service into a single, effective Excepted Service that meets human resource requirements at home and overseas.

Larry L. Emery
Senior Executive Service (retired)
St. Albans, Maine

Super Issue

The December issue was super. They just keep getting better and better.

Jane Nagy
Addis Ababa, Ethiopia

Some Numbers, Please

As the main source of news about State for Foreign Service retirees, you would perform a great service for us by printing at the end of the

obituaries the current Department telephone number(s) for survivors to report the deaths of Foreign Service retirees. The Office of Personnel Management maintains a toll-free number (1-888-767-6738) to report deaths of Civil Service retirees.

John Schultz
Greenville, N.C.

Thanks, John, for your suggestion. The offices and numbers to contact appear at the end of this month's obituary section.—The Editor

Corrections

In a December article headlined "War and Peace in West Africa," we mistakenly identified Guinea as a country beset by war. It should have been Guinea-Bissau.

Details on the new telecommuting regulation can be found in 3 FAM 2360—not 2350—as was reported in the December issue.

An article on religious freedom in the November issue referred to one of the countries criticized as "Myanmar, the former Burma." The State Department officially refers to this country as Burma.

State Magazine Has Moved

State Magazine has relocated to SA-1, Room H-236. The telephone number is (202) 663-1700. The fax number is (202) 663-1769. The magazine's email address is statemagazine@state.gov.

From the Editor

For the legion of employees involved in preparing for Y2K, the new millennium came in with a yawn. There was very little to report or do, which was exactly what was hoped would be the case. It's the kind of report that officials used to measure the success of the Department's efforts to ensure that there would be few interruptions or slowdowns during the rollover. Thanks to too many to name, the Department met the test.

In this issue, we look at the Department's efforts to forge alliances with the private sector and other federal agencies to balance security and openness in our physical structures and to protect our computer systems against cyberterrorism. Both issues are extremely complex and far-reaching. We will need many active partners to find answers.

There are articles, too, about the close connection between the Peace Corps and Foreign Service (the ratio is about one in 10) and diplomatic couriers, who ensure that our pouches are delivered safely and securely to our posts around the world. The latter may not fit the Hollywood stereotype, but many of them have tall tales to tell.

All in all, this month's story selection is a rich mix of people and policy, activities and opportunities. We hope you'll find them interesting regardless of where or how you're reading us—fireside or surfside, laptop or desktop.

All Was Quiet on the Y2K Front

By John O'Keefe

The International Interagency Y2K Working Group met early Saturday morning, Jan. 1, 2000, for what turned out to be its swan song. The senior analyst combed over the events from the last 24 hours—starting with the New Zealand time change and following the midnight hour as it finally rolled through Mexico.

He shook his head. "There is nothing to report."

On any given day, somewhere, somehow in the world there is a serious technical problem. But at the dawn of the new century, after intense preparations for any con-

tingency, after thousands stood by waiting for the crash of crashes, there was no major technical failure.

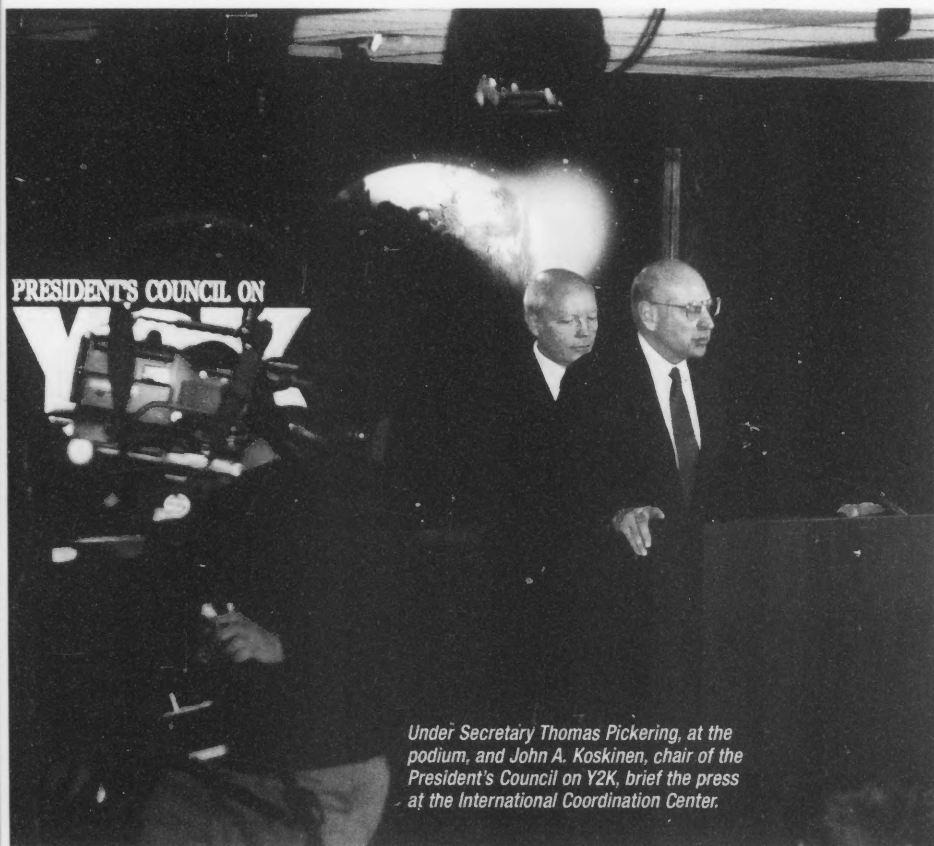
Why not?

Because the United States, other nations, corporations, and international and regional organizations engaged in a broad, sustained effort to fix a worldwide problem that threatened the economic stability of all.

There was unprecedented international cooperation on Y2K. Through the efforts of John A. Koskinen, who chaired the President's Council on Y2K, Under Secretary of State for Management Bonnie Cohen and the U.S. Mission to the United Nations, Y2K coordinators from U.N. member states gathered in New York in December 1998. The meeting culminated in the formation of a World Bank International Y2K Cooperation Center funded by the United States, the United Kingdom, Canada and the Netherlands. The IYCC established regional cooperative councils worldwide to exchange information.

At the same time, the United States, Mexico and Canada organized a trilateral arrangement to ensure that there would be no problems across borders. Meanwhile, the G-8 countries, the Asia-Pacific Economic Cooperation nations, the Organization of American States, the United Nations and vigorous World Bank programs addressed the Y2K issue right up until the millennium, going through software codes and correcting dates.

Private and public sector cooperation formed the second leg of this stool. The Federal Reserve, central bankers, the Bank of International Settlements and the international finance community joined to ensure that financial transactions would avoid Y2K problems. Similar efforts contributed



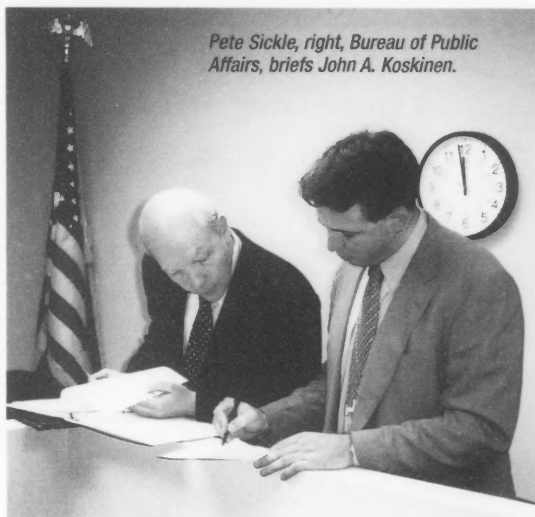
Under Secretary Thomas Pickering, at the podium, and John A. Koskinen, chair of the President's Council on Y2K, brief the press at the International Coordination Center.

Photo by Bradley Kofoed.

to preparations in air and maritime transportation, power distribution, nuclear safety, telecommunications and many other fields.

The third element was domestic preparations at U.S. Missions abroad and the Department's lead in the International Interagency Y2K Working Group. The dialogue conducted by U.S. officials overseas with host governments and the resulting feedback guided the policy process and allowed the Department to provide useful consular information regarding Y2K. That dialogue was also instrumental in the active participation of so many countries in Y2K planning. In the Department, the regional and functional bureaus worked very hard to make sure that critical systems worked and that posts abroad were prepared to continue their core missions, come what may.

All of these elements combined a focused, effective plan to encourage other nations to get ready and a suc-



Pete Sickle, right, Bureau of Public Affairs, briefs John A. Koskinen.

Photo by Bradley Kofoed.

cessful partnership with the private sector, international organizations and other nations on solving Y2K problems. The results were impressive. Countries that were initially behind the curve were able to leverage the experience of others to solve Y2K glitches before the rollover.

Still, there had to be preparations for Y2K contingencies on the night of nights. At State, the Y2K team was on duty 24 hours a day for four days beginning Dec. 31. The team included representatives from each regional bureau and many functional bureaus. Consular Affairs

supplemented that group with its own task force. The White House formed an Information Coordination Center, which drew representatives from all Cabinet departments, many federal agencies and private industry.

At the ICC, State managed the international side of Y2K, collecting information from other Y2K centers

around the globe, often through U.S. Embassies. Public affairs staff issued press guidance on international developments. Technicians and senior management of the "Day One" crew from the Bureau of Information Resource Management and the Bureau of Finance and Management Policy were prepared to fix computer systems glitches.

The effort was compared to D-Day preparations—a well-devised, superbly coordinated effort combining countries, corporations, international organizations and non-governmental organizations as well as the U.S. Departments of Defense, Energy, Treasury and Transportation and the U.S. Agency for International Development.

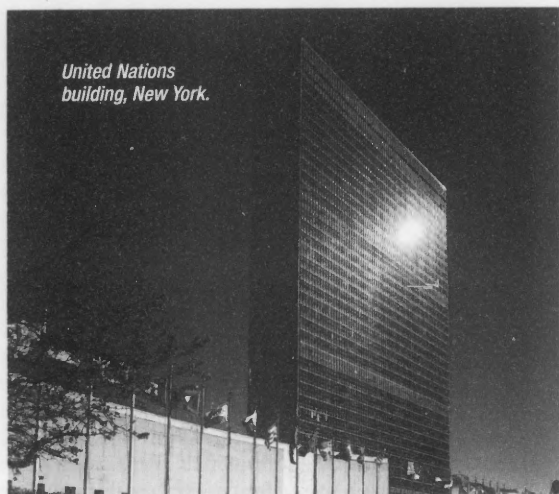
Before the rollover, Under Secretaries Bonnie Cohen and Thomas Pickering said success would be having nothing to do on Jan. 1. The legions of State employees involved in the Y2K effort passed the test. ■



Photo courtesy of U.S. Embassy Jakarta.

As a Y2K contingency, the Bureau of Finance and Management Policy identified critical posts, including the U.S. Embassy in Jakarta, and encouraged them to temporarily increase their cash reserves to overcome unforeseen problems. From left are Marine security guard Leonard Baxa, administrative counselor John Salazar, Marine security guard Dorian James, three delivery service employees, assistant regional security officer David Groccia, financial management officer Bob Coffman and cashier Andjar Suprihadi.

The author was State's special representative for Y2K international coordination.



U.S. Pays U.N. Dues

The United States paid the United Nations \$51 million on Dec. 20, virtually completing its payment of 1999 annual dues. Earlier, on Dec. 16, the United States paid \$100 million toward bills owed from past years. This \$100 million represented the full implementation of the first series of U.N. arrears payments authorized under legislation signed by President Clinton on Nov. 29.

These payments will prevent the loss of the U.S. vote in the U.N. General Assembly, an outcome the administration and Congress worked to avoid.

The December payments bring total U.S. payments for current assessments and arrears to the entire U.N. system to \$824 million since Sept. 1, 1999.

U.S., China Agree on Property Damage

The United States and China have completed negotiations stemming from the bombing last May of the Chinese Embassy in Belgrade. This was the fifth round of discussions on payments following an initial visit last June to Beijing by Under Secretary of State for Political Affairs Thomas Pickering. The United States agreed last August to extend humanitarian payments to the injured and the families of those killed. These latest agreements culminate both sides' efforts to resolve property issues, according to David Andrews, State legal adviser.

The two agreements include Chinese payments to the United States for damage to diplomatic and consular facilities in the People's Republic of China and U.S. intent to seek funds from Congress for payments to China for damage to the Chinese Embassy in Belgrade.

Mr. Andrews said the Department will seek congressional funding to provide \$28 million for damages to the Chinese Embassy in Belgrade. In turn, the Chinese have agreed to pay the United States approximately \$3 million for damage to U.S. facilities in China. Mr. Andrews noted that the agreements mark a more positive trend in U.S.-China relations.



Reuters Photo

DIRECT FROM THE D.G.

EDWARD W. "SKIP" GNEHM JR.

As the baby boom generation nears retirement, opportunities for training and advancement in the Civil Service have never been better at the State Department. I strongly urge all ambitious midgrade Civil Service employees to take full advantage of the many professional development initiatives the Department has taken to attract, nurture and retain a highly competitive Civil Service workforce in the 21st century.

They include the following:

Leadership Continuum: Many of you are interested in the status of the Leadership Continuum program. You should be. It is a surefire way to take control of your career and ensure steady advancement. Built around competency development at each stage of an employee's career, the program currently enrolls more than 900 Civil Service employees. State's intranet web site has details.

Civil Service Overseas: I believe it is important to provide motivated Civil Service employees with the opportunity to try an overseas assignment and to use the experience to enrich their work in Washington, D.C., once they return. We have made this opportunity available with the Civil Service Overseas Mobility initiative and the Hard-to-Fill exercise. We find that the posts, the Department and the participants all benefit from these programs. More than 135 Civil Service employees currently are serving overseas.

Presidential Management Interns: The Presidential Management Intern program is helping us to attract a significant number of outstanding individuals to Civil Service careers in the Department. We have a growing number of PMI alumni who are rising through the ranks. By the time you read this column, the PMI "Class of 1999" will have 53 members. Six additional members are awaiting final processing before entering on duty. Overall, in 1999, the Department had 115 PMIs employed in at least 20 different bureaus.

Welfare to Work: Another very popular government-wide initiative that we have participated in is the Welfare to Work program. In 1997, government agencies made a commitment to hire former welfare recipients into the federal workforce under the President's welfare reform law. The Department has hired 94 persons under this program, including a young woman in the Bureau of Personnel's Office of Employee Relations, which had anticipated a lengthy start-up time for a new hire. With top-notch computer skills and a personal sensitivity to employee rela-



A highly
competitive
Civil Service

tions issues, she has become an invaluable staff member in just three months.

Information Technology Specialists: We are doing our best to continue recruiting top-flight information technology specialists, and I am pleased to report that our most recent job fair attracted hundreds of applicants. The feedback from those attending was overwhelmingly positive. Of the more than 200 people processed for further consideration, 55 percent were minorities. We ultimately hired more than 100 new Civil Service employees from last year's job fair. In conjunction with our job fairs and other aggressive outreach efforts, our recruitment and retention bonus program is in effect and working better than I

had hoped. To date, 181 Foreign Service and 141 Civil Service employees have received retention bonuses.

USIA/ACDA Merger: A significant boost to our Civil Service ranks came last year with the merger of the U. S. Information Agency and Arms Control and Disarmament Agency. I would like to personally welcome once again all of those employees and thank you for your cooperative spirit and your contributions to making the Department a better organization. Many of you had already been working for months to make the merger run smoothly, and your efforts paid off.

"Metrochek": I know that the private sector and a number of federal agencies already offer Metro subsidies, an agenda item for quite some time. Our Office of Employee Relations is working with Metro to initiate the "Metrochek" program, which will allow employees to purchase fare-cards tax free through payroll deductions similar to their Thrift Savings Plan contributions. The annual savings for the average employee will be around \$300.

Telecommuting: Our new telecommuting regulations were published in October 1999. The Department currently has more than 120 signed telecommuting agreements in place. Employees telecommute one to two days weekly. Telecommuting is another area where the private sector is light-years ahead of us, but we are working hard to catch up and remain a desirable and competitive employer.

AFGE Contract: Last, I want to highlight as a very significant achievement for our Civil Service employees the recent signing of the first-ever labor contract with the American Federation of Government Employees.

There is more to be done, but I'm convinced that the initiatives I've outlined have already made the State Department's Civil Service workforce stronger and more competitive and a more attractive employment option for future applicants. ■

Post of the Month:

Berlin

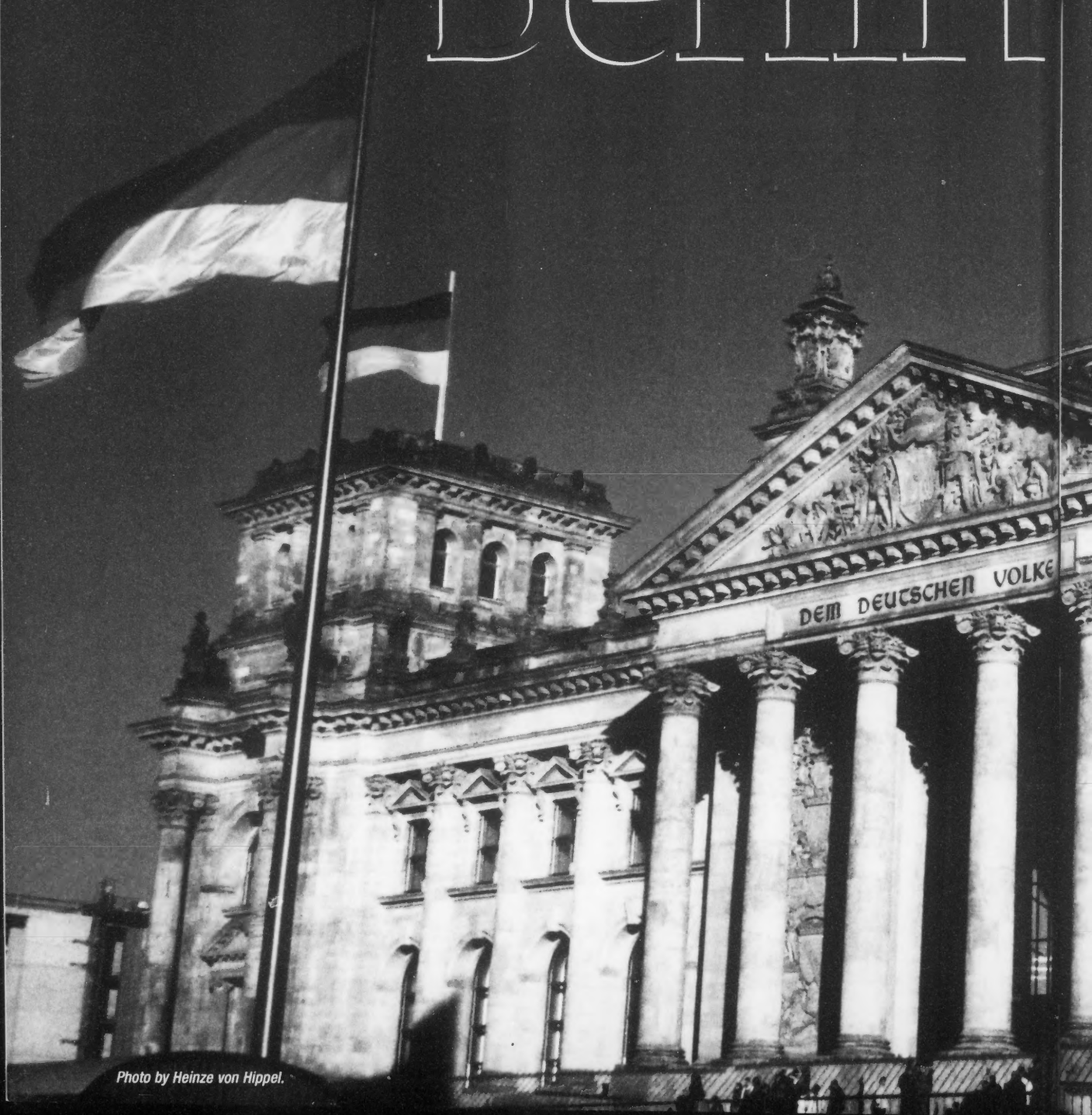


Photo by Heinze von Hippel.

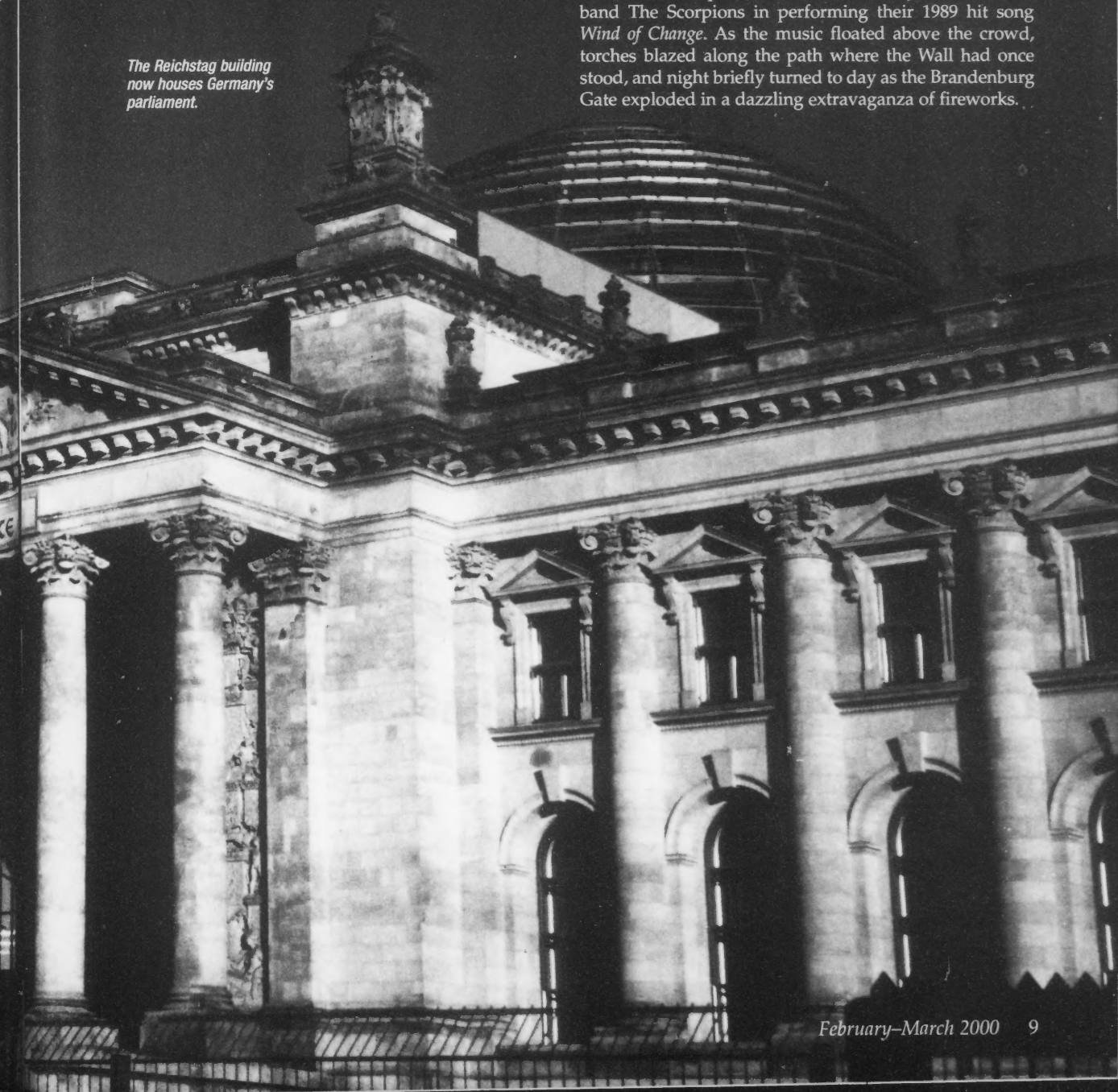
By Elizabeth G. Sammis

Braving a chilly winter rain, some 30,000 Berliners stood before the historic Brandenburg Gate to celebrate an extraordinary decade.

It was Nov. 9, 1999. Ten years earlier, Berliners had embraced, rejoiced, laughed and cried as they breached the Berlin Wall in an unprecedented peaceful revolution.

Now, they listened to German Chancellor Gerhard Schroder—flanked by Mikhail Gorbachev, George Bush and Helmut Kohl—speak of the accomplishments of the intervening years. Soon the crowd swayed and cheered as Mstislav Rostropovich and 160 cellists joined the rock band The Scorpions in performing their 1989 hit song *Wind of Change*. As the music floated above the crowd, torches blazed along the path where the Wall had once stood, and night briefly turned to day as the Brandenburg Gate exploded in a dazzling extravaganza of fireworks.

The Reichstag building now houses Germany's parliament.





Berlin's Brandenburg Gate

Photo by Heinze-von Hippel.

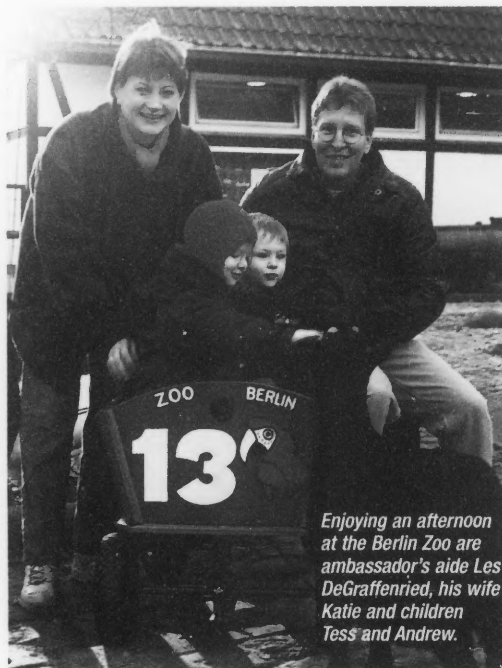
When my husband and I went to live in East Berlin 15 years ago, no one could have imagined such a night. Still less could we have imagined that someday we would be a part of the U.S. Embassy's historic move back to Berlin. But this is a city of surprises and one that has never stopped changing—from medieval village to elegant Hohenzollern residence; from Enlightenment intellectual center to industrial power; from imperial capital to 1920s Mecca of modernity; from rubble-strewn wasteland to stubborn, beleaguered Cold War flashpoint.

The latest startling change from divided city to united capital is one that Berliners have taken in their stride.

When the change came in 1989, it was sudden and profound, but sobering reality soon replaced euphoria. East and West Berliners, crossing freely now into one another's worlds, discovered that more had divided them than just a physical barrier. As steps toward German unification developed with startling speed, Berliners began to take stock of their unusual situation. The

Wall was gone, but traffic was snarled and telephone service chaotic. Public transit routes had to be revamped, railway service altered and a new currency adopted in East Berlin and the German Democratic Republic. Outmoded factories had to be updated or closed and crumbling turn-

Photo by Richard Gilbert.



Enjoying an afternoon at the Berlin Zoo are ambassador's aide Les DeGraffenried, his wife Katie and children Tess and Andrew.

of-the-century buildings renovated. And, in a much-debated decision, the Bundestag voted to transfer the capital of unified Germany from peaceful Bonn to fast-moving Berlin.

The German government's move has largely been accomplished, though it will be some time before the dust settles. The frenzy of building that began in the 1990s has slowed, but cranes still dot the skyline, and the shortest distance to any spot is still all too often through a construction site. The German parliament is now housed in the renovated Reichstag building under Sir Norman Foster's spectacular glass dome, but other government officials work in temporary quarters. Many German government employees still commute from Bonn. Some German newcomers feel uneasy about this new

eastern capital, where the inhabitants are known more for brusque energy than for warmth. The task of bringing Bonners and Berliners together is far from finished.

The fledgling U.S. Embassy faces similar challenges as it recreates itself in a new environment. In 1999, the embassy left its well-established Bonn home on the banks of the Rhine, and many staff members and their families also made the move, joining the members of the U.S. Office in Berlin. Bringing everyone together has been a challenging but exciting task.

Right now, embassy offices are located in four different parts of the city. The chancery is in Berlin's historic center, the Mitte district, in the building that once housed the U.S. Embassy to the German Democratic Republic. The consular section, administrative offices and several law enforcement agencies are in the Clayallee building, formerly home to the U.S. Office, in the city's southwestern Zehlendorf district. A separate General Services Office facility is nearby, and cultural and exchange programs are at home in Amerika Haus near Berlin's famous zoo. Working at such widely scattered locations will be char-

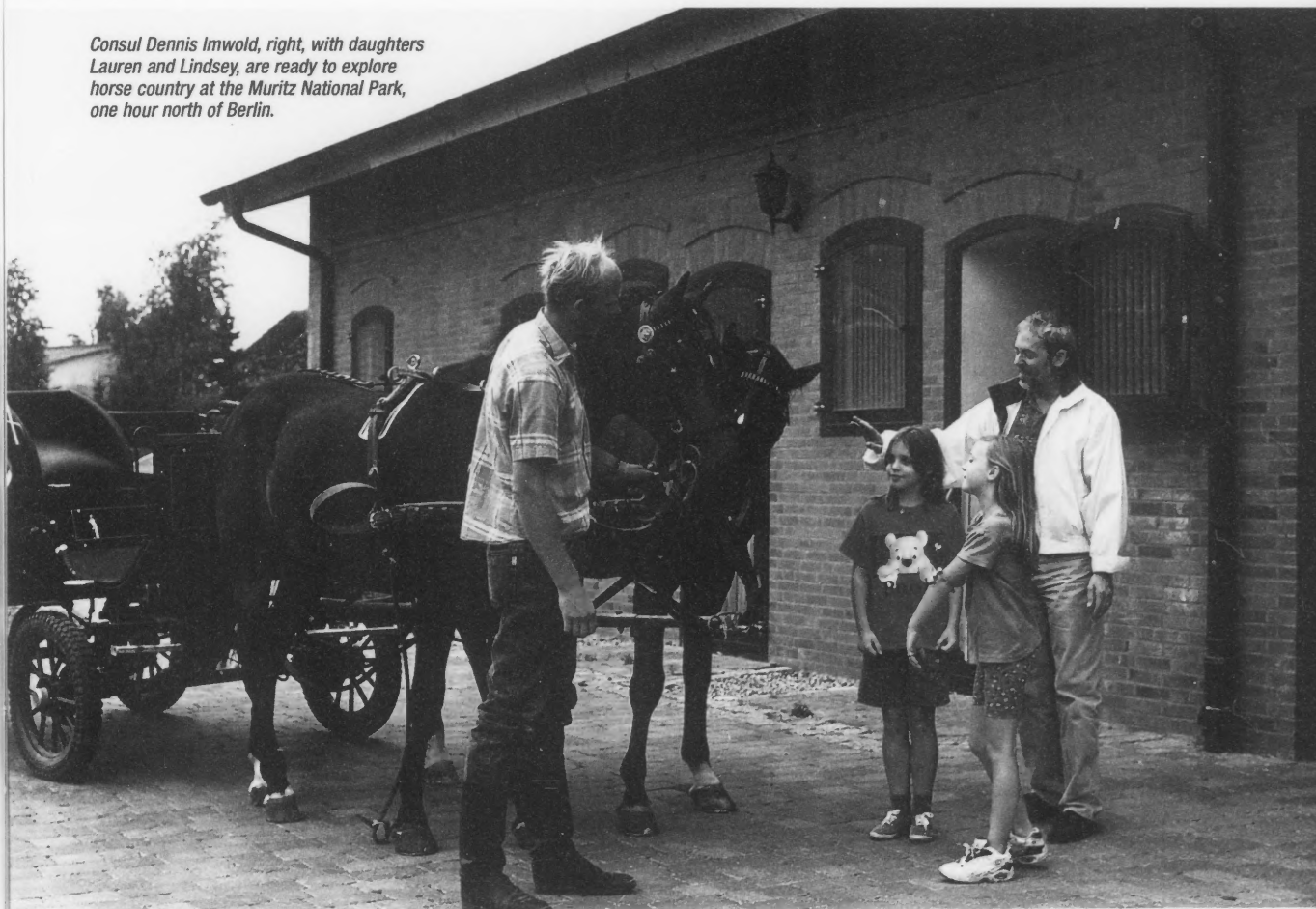
acteristic of the post until the new embassy office building is built near the Brandenburg Gate, a project temporarily delayed due to security issues.

Housing is similarly a work in progress. Most embassy housing is clustered in quiet, tree-lined suburban Dahlem. Neighborhoods there are known for their picturesque streets and attractive houses and are near Berlin's forests, parks and long chain of lakes and beaches. The bilingual John F. Kennedy School is also nearby. Though most embassy employees live quite far from the city center, Berlin's excellent public transit system diminishes dependence on the automobile. Many embassy dwellings are small and need modernizing, but planning is under way for a major building project to substantially increase the number of high-quality units.

In Berlin, there is always something to do. The city boasts three world-class opera companies, nine symphony orchestras, a host of fine museums, cabarets and excellent theaters. Moreover, ticket prices are reasonable. American films are shown regularly in English at a variety of movie theaters around town. Always a fine restau-

Photo by Dorothy Imwold.

Consul Dennis Imwold, right, with daughters Lauren and Lindsey, are ready to explore horse country at the Muritz National Park, one hour north of Berlin.





Sir Norman Foster's new dome at the renovated Reichstag.

Photo by Linda Landers.

rant city, Berlin now has scores of sophisticated new cafes, bistros and up-market restaurants in the former East Berlin. Interest in a broad variety of cuisine has led to a superior supply of foodstuffs of all sorts. Small Asian, Spanish and Italian markets are excellent, and supermarkets routinely stock goods from the United States, Latin America and the Middle East. For Thanksgiving, one can find almost everything for a traditional American meal in a local market in the east.

Both the U.S. Embassy and the German government share a sense of purpose and excitement in the energizing atmosphere of Berlin. Now that Germany is the European Union's largest member nation, the German-American partnership is more vital than ever. Before the move to Berlin, there was some concern that such a large city would lack the convenient, small-town working atmosphere of Bonn. But the German government, major embassies, journalists, lobbyists and trade organizations have all settled within a convenient radius of the embassy's Mitte building. Many offices can be reached on foot, and the excellent public transit system is always nearby.

This is possible in large part because the city's center of gravity is shifting to the east. The eastern part of the city along graceful Unter den Linden was originally the heart of Berlin. During GDR times, this historic area was isolated by the Wall and languished under an oppressive regime. Meanwhile, along the Kurfürstendamm in West Berlin, the Kaiser-Wilhelm-Gedächtnis-Kirche and the Europa Center became the new symbols of a western-oriented city.

Today, all of that is changing. The Kurfürstendamm is struggling to redefine itself in competition with the east. Berlin's City Hall has returned to its old home near Alexanderplatz. Friedrichstrasse is lined with designer shops, luxury auto showrooms, marble-floored shopping malls and bookstores that stay open late. Potsdamer Platz has been rebuilt as a futuristic city of shopping arcades, multiplex movie theaters, offices and bistros. Interest in Berlin's once thriving Jewish life has revived. The restored synagogue is now a Jewish cultural center. Nearby one can sample kosher restaurants and bakeries, attend concerts of Jewish music and browse at bookstores that specialize in Jewish volumes. The city is increasingly interna-

tional. English is spoken in shops and restaurants and can often be overheard among groups of young people.

Where all of this will lead is still unclear. The fashionable new shops lack customers. Vacancy rates in newly completed office complexes and luxury apartment buildings remain high. Berlin continues to lose population to surrounding areas. Some people in West Berlin still bemoan the loss of government subsidies, while some people from the east succumb to "Ostalgie," an exaggerated nostalgia for an unreal past. But the sense of energy in Berlin is unmistakable, and the city is one of the world's great unfinished works. Berliners are survivors. If anyone can complete this job, they can. What the next 10 years will bring is still unknown, but one thing is unmistakable. Berlin is, quite simply, a fascinating place to be. ■

The author and her husband, economic counselor John F. Sammis, lived in East Berlin from 1985 to 1987.

Right, a memorial to wartime bombing in central Berlin, the Kaiser Wilhelm Memorial Church. Below, on the site of the future chancery, the Boyse family, Eleanore, Matt, Fentress, Nathalie and Derek, with their 1961 MGA.

Photo courtesy of Matt Boyse.

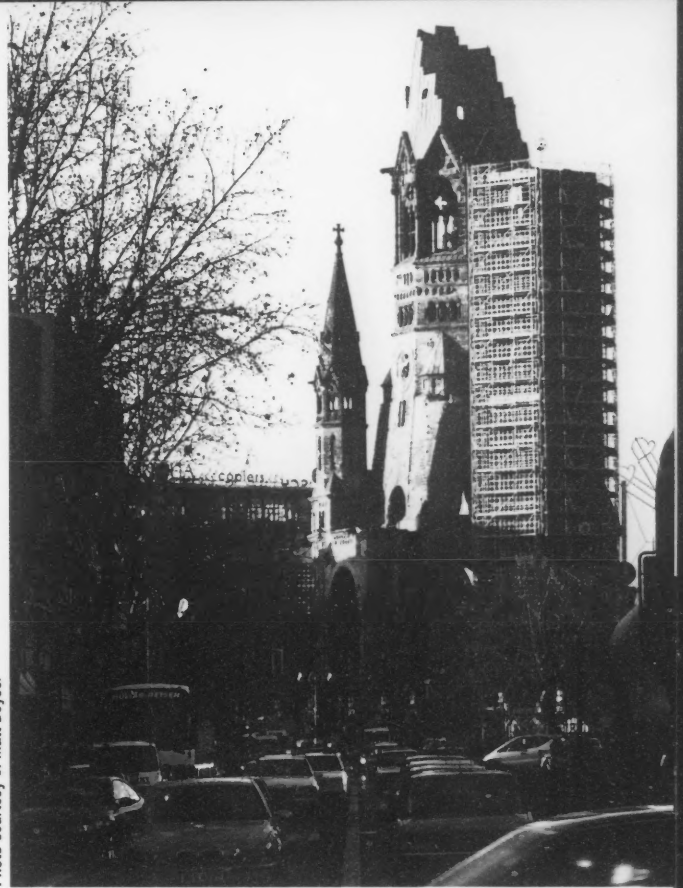


Photo by Richard Gilbert.

Thoughts on Public Diplomacy and Integration

By Evelyn Lieberman



Evelyn Lieberman, under secretary for Public Diplomacy and Public Affairs.

The Department of State and the U. S. Information Agency were integrated just five months ago, but integration already has taken root. Public diplomacy operations are proceeding smoothly—our traditional programs are on track, and in many areas we are breaking new ground.

The purpose of integration was to make public diplomacy more central to foreign policy development. This process is now under way, thanks to the commitment and expertise of our public affairs and public diplomacy professionals and our new State colleagues. I know how difficult this complex and far-reaching merger has been for many of our staff, and I am truly grateful for their hard work and spirit of service.

We've made a fast start, but we have much to do. Secretary Albright has charged us with creating a solid operating structure on which our successors may build. We still have administrative kinks to iron out. There are a range of intricate and challenging transitions yet to be made at our overseas posts. For these, we rely largely on ideas and guidance from our field public affairs officers. In fact, I hope to attend all of our regional PAO conferences this year to plan and discuss further restructuring. I have been gratified by the strong support and encouragement of our ambassadors and of other offices and bureaus within the Department; we continue to need their counsel and cooperation as we reshape operations and strengthen public diplomacy at our embassies.

My office has also launched efforts to expand cultural diplomacy, focus more strongly on the Department's use of the Internet and help State's regional and functional bureaus use public diplomacy to address unprecedented issues such as biotechnology. We plan to make progress on all of these fronts as we continue to keep the mechanics of integration on a fast track. Our public diplomacy and public affairs team takes pride in this historic mission. We will continue to learn from each other, work more closely together and look forward to the challenging months that lie ahead.

On Public

By Howard Cincotta

Is public diplomacy an oxymoron? A generation ago, many foreign policy professionals might have answered yes. Diplomacy, at least traditionally, has been an exercise conducted by diplomats in hushed antechambers with tall ceilings. More recently, public diplomacy has been stereotyped as a slightly upscale term for public relations—necessary perhaps, but not really central to the real work of international affairs or state-to-state relations.

For many students of international affairs, a quintessential model of traditional diplomacy is the 1814–1815 Congress of Vienna, where the diplomats of Europe—at least those nations that had defeated Napoleon’s

France—established a European order that survived essentially intact for almost a century. To suggest that Prince von Metternich and his colleagues needed to win the hearts and minds of their people would have been met with incredulity.

Now let’s change the rules. Imagine the Congress of Vienna in a 24-hour, seven-day-week world of cable television and the Internet; global networks of trade, telecommunications and currency flows; thousands of international news and media outlets; and hundreds of nongovernmental organizations and private enterprises representing a spectrum of economic, social, ethnic and political interests. However one assesses these developments, it is safe to say that any agreement reached inside Vienna’s tall, hushed rooms would have been merely the first step in the task of remaking 19th-century Europe.

Protesters at the World Trade Organization talks in Seattle.



Diplomacy

International affairs is no longer the preserve of nation-states and multinational organizations. In an age characterized by the dispersal of power, globalization and the omnivorous consumption of information, public diplomacy has come into its own. Today, public diplomacy is neither an oxymoron nor an afterthought, but an integral component for successfully conducting U.S. foreign policy.

Moreover, public diplomacy is not simply public relations—a final brushing of clothes and combing of hair before sending the latest policy initiative toddling off to the school of hard knocks. It is, instead, a set of skills and tools for any diplomat who must communicate with the vast and varied foreign publics that are now players in international affairs: governments certainly, but also news media, academics, students, youth groups, technol-

Joyce Meadows, left, escort officer, and Xiao Yan Yao, People's Republic of China legal adviser, at the Entry-Exit Inspection and Quarantine Administration, in Port Elizabeth, N.J.



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Web site for International Information Programs.

ogists, artists, cultural organizations, community and regional entities, private enterprises and a vast array of special interests and nongovernmental organizations.

The basic instruments of public diplomacy are hardly new. The United States, for example, has conducted educational and cultural exchange programs for almost 60 years. Cultural diplomacy is usually an exercise in deferred gratification, since such exchange programs typically don't offer immediate or obvious payoffs. Instead, programs such as the Fulbright educational exchanges represent a long-term, strategic investment in establishing mutual trust and understanding. Similarly, the U.S. information programs overseas have a long pedigree: the daily Washington File (formerly the

Wireless File) began operation in the State Department in 1935 after an ambassador complained that the slow distribution of official information was "about as useful as a Roman ruin in a fast-changing world."

The world of information since has neither slowed nor stopped changing. In recent months, the biggest internal change, of course, has been integration. Public diplomacy programs, once administered by the U.S. Information Agency, are now integrated into the Department of State under the first under secretary for Public Diplomacy and Public Affairs, Evelyn Lieberman (see her comments on page 14). Moreover, public diplomacy officers serve in each of the Department's regional and functional bureaus and in public affairs sections of the embassy.

Within the new Department, public diplomacy—perhaps reflecting its fluid nature—sprawls untidily outside any single organizational box. Under Secretary Lieberman directs two bureaus—Educational and Cultural Affairs and Public Affairs—plus the Office of International Information Programs. ECA administers programs that include the relatively well-known Fulbright and Humphrey exchanges and American Studies programs as well as the lesser-known but vital work of the cultural properties staff. They're charged with protecting the threatened artistic and cultural heritage of peoples throughout the world. Besides producing the Washington File in five regional and five language editions, IIP administers a worldwide speaker program, maintains a large international web site (<http://usinfo.state.gov>) and conducts an extensive array of other electronic information services.

With integration, the Bureau of Public Affairs, too, now has important responsibilities for public diplomacy as well. The Foreign Press Centers, with offices in

Washington, D.C., New York and Los Angeles, facilitate the work of hundreds of international journalists working in the United States. Interactive Worldnet broadcasts, which permit officials to discuss issues with global audiences via satellite television, are now part of PA's information arsenal as well.

If integration is the big internal change, technology has had the greatest external impact on public diplomacy. The telecommunications revolution has transformed the international environment for conducting foreign policy. Increasingly, the new diplomacy is electronic and online, incorporating digital technologies to organize and deliver timely, authoritative policy materials to foreign publics throughout the world—whether as web sites, direct email, digital video, electronic journals, online information resource centers or reference and bibliographic services.

In this information environment, there can be no trade-off between truth and timeliness. Wrong or contradictory information damages a nation's credibility. Yet a

Harriet Mayor Fulbright surrounded by Fulbright Scholars at an enrichment seminar in Washington, D.C.



From left, Joe Cartwright, Angela Hagenbach and Steve Rigazzi.

delay in responding to a critical issue can cede the public high ground to others. Internet time is immediate and unforgiving: policy information must be right, and it must be fast.

The advent of public diplomacy by no means replaces the need for confidential negotiations and the private exchanges of views. Quite the contrary. Who could imagine a successful Middle East peace, arms control arrangement or bilateral trade deal taking place in the glare of international publicity? On the other hand, who can imagine sustaining any diplomatic agreements in these arenas without a public campaign to explain and advocate their provisions, working actively to win public support? A foreign policy that cannot be explained to many different publics is no policy at all. Moreover, one can hardly imagine beginning to make the case to support a particular policy if the United States has not established a minimal foundation of trust and mutual understanding. ■

The author heads the electronic media and visual services team in the Office of International Information Programs.

Balancing Security and Openness:

State Sponsors Forum to Begin Dialogue on Terrorism, Public Buildings

By Paul Bodnar

***"We shape our buildings.
Thereafter, they shape us."***

—Winston Churchill

Does a secure building have to look like a fortress and feel like a bomb shelter? This is a question all State Department employees are getting to know well. The Department's efforts to protect U.S. employees from an escalating terrorist threat has led to strengthened security standards for U.S. Embassies and Consulates. But some have argued that these new security requirements make our posts more intimidating and less accessible to

U.S. citizens and the foreign public. With this in mind, the Department recently initiated a national conversation on the effect of terrorism on the character of federal buildings.

Under Secretary of State for Management Bonnie Cohen, in cooperation with the commissioner of the U.S. Public Buildings Service, Robert Peck, convened a one-day national symposium entitled "Balancing Security and Openness in Federal Buildings" on Nov. 30. Held at the Ronald Reagan Building and International Trade Center in Washington, D.C., this event brought together leaders from government agencies with security issues, the nation's leading architects and security professionals, and others from the public and private sectors concerned about the physical and symbolic integrity of public buildings.

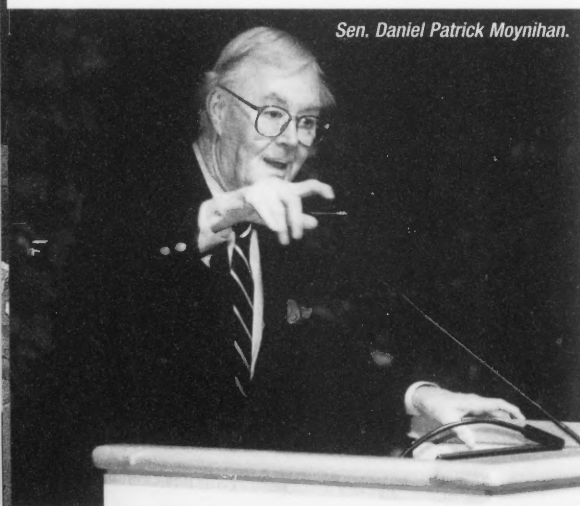
Participants discussed the tension between the need to build secure facilities on the one hand and the importance of designing government buildings that proclaim American values on the other. A casual glance at recent State buildings shows the effect of the terrorist threat on the design process, and many have argued that the symbolic significance of the nation's public architecture has been diminished. As a result, some perceive a struggle between architects, who

allegedly care only about openness, and security professionals, who are willing to build fortresses to seek safety. Conference participants of all backgrounds tried to dispel this myth. As Under Secretary Cohen stated in her opening address: "We cannot see security and openness as a trade-off, with an advance in one meaning a compromise in the other. We must have a physical presence both here and abroad that proclaims our best hopes, not our worst fears, yet ensures the security of people working in and visiting embassies."

Ms. Cohen and Mr. Peck reminded the audience that government architecture was not always regarded as functional and dull. They urged a revival of the image of federal buildings as sources of civic pride and the symbolic centers of their communities.

Sen. Daniel Patrick Moynihan, former U.S. Ambassador to India and the United Nations, who delivered the keynote address, recalled an age before the country's domestic and overseas buildings became surrounded by walls, bollards and security guards. Moynihan pointedly questioned whether architects or terrorists could claim more credit for the design of our embassies. "We've begun to look as if we're afraid."

U.S. Supreme Court Justice Stephen Breyer joined Sen. Moynihan in challenging the audience to design buildings that are better ambassadors of our society's values and aspirations. Justice Breyer, who became well acquainted with building security issues when he



Sen. Daniel Patrick Moynihan.



Symposium on "Balancing Security and Openness in Federal Buildings" in the Ronald Reagan Building in Washington, D.C.

oversaw the design of the new Boston Courthouse, urged designers trying to balance openness and security to choose openness in "the close and difficult cases."

David Carpenter, assistant secretary of State for Diplomatic Security, acknowledged the need for openness and expressed his commitment to achieving it. But he also emphasized that the United States faces a transformed environment of global threat. Instead of terrorist states, America is now confronting individuals and organizations with the financing, training, motivation and means to strike at U.S. interests anywhere in the world.

The methods of attack vary from assassinations to truck bombs and could include weapons of mass destruction. And while the network of Usama bin Laden is well financed, many other terrorist groups are discovering that they can carry out missions with modest funds, minimal organization, cheap information and easily accessible weaponry. America's prominence, if not pre-eminence, in the world has made it a primary target for terrorists with many causes, Mr. Carpenter said.

Despite a concerted effort by American foreign affairs and law enforcement authorities to eradicate the terrorist threat posed by bin Laden and others, the possibility of attacks remains. To control the risk by making U.S. facilities as secure as possible, the Department has spent almost \$1 billion on physical security upgrades in the last year. The Emergency Security Supplemental funded new building construction, physical and technical security upgrades at existing installations and the hiring of additional security personnel.

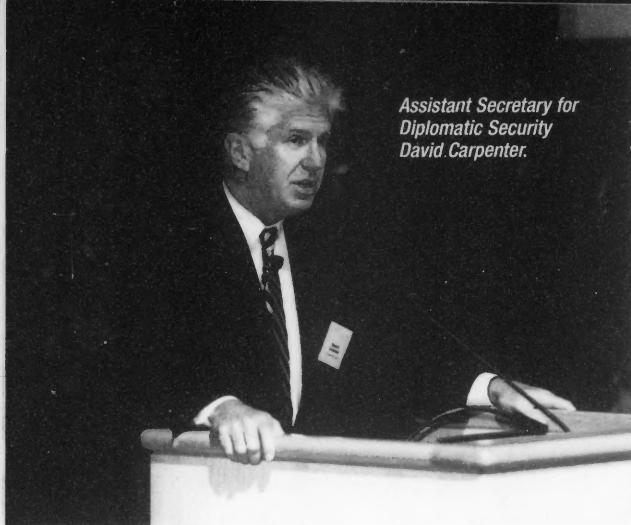
The Department has been heavily focused on the security side of the equation, and with good reason, Mr. Carpenter said, but many foreign service employees, as well as outside critics, complain that the high perimeter walls, barbed wire and large setbacks intended to discourage would-be attackers make embassies look like fortified bunkers.

Gavin de Becker, security expert and author of the *New York Times* best-seller *The Gift of Fear*, spoke wittily and well of our intimidating physical security posture. "All of this was triggered by the deeds of fewer than 10 dangerous men who

got our attention by frightening us. What other quorum in American history, save those who wrote our constitution, could claim as much impact on our day-to-day lives?"

Barbara Cummings of the Bureau of Consular Affairs reminded the audience that embassies are concerned not only about Americans but also about the citizens of foreign countries for whom U.S. posts can be their first contact with the United States. Ms. Cummings, who was part of the team that reopened the U.S. Embassy in Tirana in 1991, made a presentation that highlighted the importance of designing efficient, welcoming and safe consular sections even in the most trying of circumstances.

Extending Cummings' point, Under Secretary Cohen reminded the audience that local citizens and their governments see embassies as a physical symbol of our attitude toward the host nation. While we put a premium on security, functionality and cost-effectiveness, we must also consider and respect the local cultural context of new buildings. Our newer embassies, such as those in Muscat, Lima and Ottawa, reference regional building styles and thereby use architecture to build an



*Assistant Secretary for
Diplomatic Security
David Carpenter.*

additional bridge to the host country. In addition, the Office of Foreign Buildings Operations has begun to engage local architects as partners in all U.S. building projects.

The Department's newer projects are proving that a successful balance of security, openness and sensitivity to local tradition is possible. An example close to home can be found in Ottawa (January's Post of the Month), where a new embassy opened to critical acclaim last September. Chief architect David M. Childs and U.S. Ambassador to Canada Gordon Giffin attended the symposium to discuss how innovative security measures were used to give the building an open and majestic appearance appropriate for its site.

Mr. Childs also moderated a panel of leading architects designing secu-

urity-sensitive federal buildings. They were all optimistic about the possibility of finding design solutions to promote openness without sacrificing security. But along with the examples of good design, symposium participants also discussed the many examples of bad design that prompted the debate in the first place.

For example, U.S. Ambassador to Yemen Barbara Bodine discussed the day-to-day challenges of working at the U.S. Embassy in Sanaa, which was built to meet all embassy security criteria but as a consequence lies in a walled compound in a remote area of the city. Pointing to a slide of her residence inside the compound, she said, "I can assure you that with a house like that, I'm not troubled by people dropping by for coffee." Bad security retrofitting has also marred many of the historic properties in the Department's custody, particularly in Western Europe.

Buildings like the U.S. Embassy in Ottawa show that the State Department is moving in the right direction for achieving both security and openness, participants agreed, but noted room for improvement. At the conclusion of the conference,

both government and private sector representatives pledged action to make both openness and security integral goals of federal building design and to continue the "national conversation."

Public Buildings Service Commissioner Peck, who is responsible for the design and management of more than 1,800 General Services Administration buildings nationwide, challenged the design community to innovate, but also promised to make it easier by changing the government's design standards to encourage imaginative, "out-of-the-box" thinking.

Mr. Peck and Ms. Cohen pledged to replace inflexible security design criteria that tell architects exactly how to build with performance-based standards that give them greater freedom to develop their own solutions while achieving security objectives. Under Secretary Cohen also announced a pilot program that will focus attention on achieving openness in two upcoming embassy design projects.

By refocusing attention on what the appearance of our buildings says about political values, the symposium set the stage for a new era of federal architecture. For those who design U.S. Embassies and Consulates, this means keeping State employees safe while creating buildings that America can be proud of. ■

The author is a special assistant to the under secretary for Management.

Department Sponsors Design Competition

To celebrate the new millennium and encourage young Americans' creativity, the Department is sponsoring a project for student architects. The competition, "U.S. Embassy for the New Millennium," invites students to design an embassy on one of four unique sites around the world and balance such dual challenges as safety and security. The student architects must also address architectural design that accurately represents the United States and the challenges that go along with responding to local climate and architectural respect for the host government's culture.

The successful designer's work will be displayed at four yet-to-be-determined venues in 2001. The contest is intended to challenge the best and the brightest young designers.

For more information on the competition, check the web site of the Association of Collegiate Schools of Architecture at <http://www.acsa-arch.org/activities>, or contact Beth Young at (202) 785-2324; fax: (202) 628-0448; email: young-acsa-arch.org.

Johannesburg

Observes Black History Month

By Greg Engle



In the post-apartheid years, U.S. Mission-sponsored observances of Black History Month have attracted much interest in South Africa, a country whose own history is now being rewritten to

address the contributions and the suffering of its majority black population.

The U.S. Consulate in Johannesburg used the purchase of a permanent collection of photographs from the best-selling book *Songs of My People* to launch last year's celebration.

The 14 photographs were acquired for the waiting area of the new consulate general office building as a fitting venue for works by and about African Americans. The area receives more South African visitors on a daily basis than any other location in the U.S. Mission—often as many as 200 a day. The photographs also complement other artwork—either African or by African-American artists—provided by Foreign Buildings Operations.

The reception attracted a lively and enthusiastic crowd. The mayors of Greater Johannesburg and Soweto attended along with members of the art and media communities, including two renowned anti-apartheid photojournalists, Alf Kumalo and Sam Nzima. Mr. Nzima is widely known for his photo of a dying Hector Pieterse being carried by a fellow student during the Soweto uprising of 1976.

Describing the photographs as "a self-portrait of a people who saw their dignity denied and their dreams deferred, but who refused to be defeated," Ambassador James A. Joseph said "they could have just as easily been taken in Johannesburg,

Durban or Cape Town" or in many other places in South Africa and on the African continent.

Michael Cheers, editor of *Ebony*, *South Africa*, from whom the consulate procured its collection, described the evolution of *Songs of My People* from concept to reality. Mr. Cheers' photographs are among those featured in the book. He dedicated one from the consulate's collection to the memory of his personal friend, the late Julian Bartley Sr., and his son, Jay, who died in the Aug. 7, 1998, bombing of the U.S. Embassy in Nairobi.

Summarizing the message of Black History Month, Ambassador Joseph quoted African-American theologian, mystic and poet Howard Thurman: "I want to be me without making it difficult for you to be you." ■

The author was principal officer at the U.S. Consulate General in Johannesburg. He is now director of the service center for the International Cooperative Administrative Support Services, featured in our January issue.

The mayor of Soweto, Nandi Mayathula Khoza, and her husband admire a photograph from the consulate's new collection.





State Forges Alliance on Cyberterrorism

By Cari L. Eggspuehler

Cyberterrorism threatens U.S. interests at home and abroad, and the State Department is joining forces with the private sector to combat this 21st-century threat.

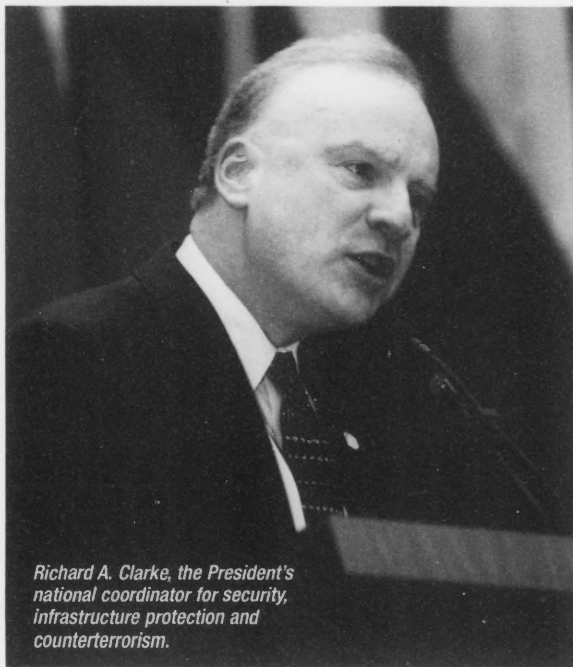
Computer security experts from the public, private and academic sectors converged at State last November to discuss the threat in an unclassified forum, with the news media present and a member of the media moderating.

David Carpenter, assistant secretary of State for Diplomatic Security, noted that while the traditional security role of protecting personnel and diplomatic missions has remained constant, the nature of security threats has evolved.

Unlike the threat posed by common computer viruses, cyberterrorism is a new threat, Mr. Carpenter said, that deliberately exploits computer system vulnerabilities to commit acts of sabotage against American personnel and facilities. In response, the Department has developed a comprehensive Computer Security Awareness Program. This includes increased monitoring of State's global networks, augmenting staffs of computer security specialists and enhancing incident response and forensic capabilities. The summit, he said, provided a forum for interagency and private sector dialogue on the seriousness of the cyberterrorist threat.

Information Dependency

Keynote speaker Richard A. Clarke, the President's national coordinator for security, infrastructure protec-



Richard A. Clarke, the President's national coordinator for security, infrastructure protection and counterterrorism.

tion and counterterrorism, said America has embraced and endorsed information technology like no other country in the world. By doing so, the country has become dependent upon information technology without always incorporating security. Americans have made themselves vulnerable to information warfare attack, the security expert said.

Threats range from teenage hackers and industrial espionage to international organized crime and foreign intelligence services. Foreign governments have created offensive information warfare units, Mr. Clarke said, and they are targeting the United States.

"This may be the first time in U.S. history," the expert said, "when there was a warfare threat against the United States and we couldn't turn to our military to defend us against it."

Mitigating the Threat—Y2K and Beyond

So how does the United States combat the threat of cyberterrorism if it cannot turn to the military? Open discussion and debate is one way, participants agreed. The summit, for example, surfaced the prevailing perception that cyberterrorism is merely a Y2K-related phenomenon.

Harris Miller, president of the Information Technology Association of America, said that as a society we are at the "educational and sociological stage of information security where we were about five years ago with Y2K." The fundamental question, according to Mr. Miller, is "How do we educate and socialize people into believing that information security is fundamental?"

If cyberattacks are impossible to quantify and mitigate, how can they be prevented or deterred? Mark

Montgomery, who deals with transnational threats at the National Security Council, said, "The reality is that we will not be able to block 100 percent of cyberattacks. One of the advantages of being dominant in information technology is that we have the best ability to conduct reconstruction if we put our minds to it."

The ultimate deterrent is our ability to reconstitute quickly, observed Frank Cilluffo, deputy director for global organized crime at the Center for Strategic International Studies.

Moderator Steve Young of CNN asked if a "digital Three Mile Island" could be perpetrated. Responded Ira Winkler, president of the Internet Security Advisors group, "Whether you're a high-level national security threat or an average teenager, you accomplish your attacks in basically the same way, by exposing known common vulnerabilities."

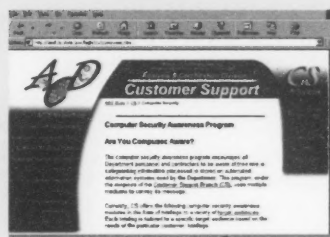
Jeffery Hunker, senior director for transnational threats at the National Security Council, described the summit as a "conversation" between the public and private sectors about redefining national security. ■

The author is a computer security specialist with the Bureau of Diplomatic Security.

Taking Note of Risks

Security risks to the nation's vital computer networks are growing so rapidly that President Clinton has proposed \$91 million in new federal spending to create a Federal Cyber Service to enlist computer-savvy college students in the effort through scholarships. Attorney General Janet Reno, meanwhile, has issued a call for a national anti-cybercrime network that would operate around the clock.

The Computer Security Awareness Program encourages all Department personnel and contractors to safeguard information processed or stored on the agency's automated information systems. This program uses multiple media, such as targeted briefings, quarterly computer security newsletters and an informational web site on the Department's intranet, as well as holding Department-wide computer security events like the summit to convey its message. For more information on the Computer Security Awareness Program, please contact the Diplomatic Security Computer Security Customer Support Branch at (202)-663-2008 or visit its intranet web site at <http://199.77.218.201/acd>.





The Peace Corps— Foreign Service Connection

By Donna Miles

An estimated one in 10 members of the Foreign Service has served in the Peace Corps—where many of today's foreign policy leaders learned "diplomacy at the grassroots."

Frank Almaguer was fresh out of college with a bachelor of arts degree and an interest in everything around him—especially international issues. Unable to settle on a specific career path and caught up in the excitement about the newly established Peace Corps that swept college campuses during the 1960s, he enthusiastically signed up.

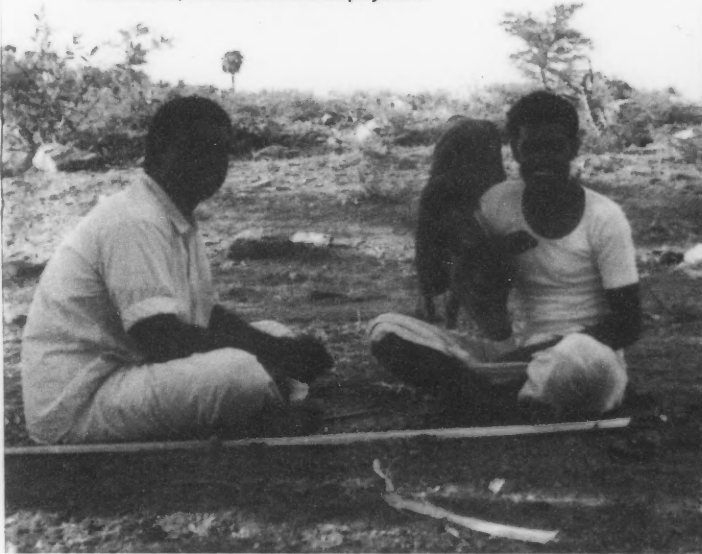
That decision, one he admits he jumped into without much thought, ended up shaping the rest of his life.

Mr. Almaguer served as a Peace Corps volunteer, then associate Peace Corps director in Belize and later as Peace Corps country director in Honduras. Today he is building on his Peace Corps experiences in Central America as the U.S. Ambassador to Honduras.

Below, Ambassador Frank Almaguer, right, as a Peace Corps volunteer in 1968, greeting Prime Minister of British Honduras (later Belize) George Price. Right, Ambassador to Honduras Frank Almaguer presents his credentials.



Below, Kenneth Shivers, left, as a Peace Corps volunteer in South India, and today, third from left, as a consular officer with the Office of Recruitment, Examination and Employment.



Throughout its 38-year history, the Peace Corps has been a fertile training ground for the Foreign Service—the foundation on which many members of today’s Foreign Service have based their careers.

Ambassador Charles Baquet III, a 31-year Foreign Service officer detailed as the Peace Corps’ deputy director since 1994, estimates that 10 percent of the Foreign Service has served as Peace Corps volunteers. “There’s a very natural connection between the Peace Corps and the Foreign Service,” he said. “Both offer the opportunity to live overseas and an awakening to other cultures.”

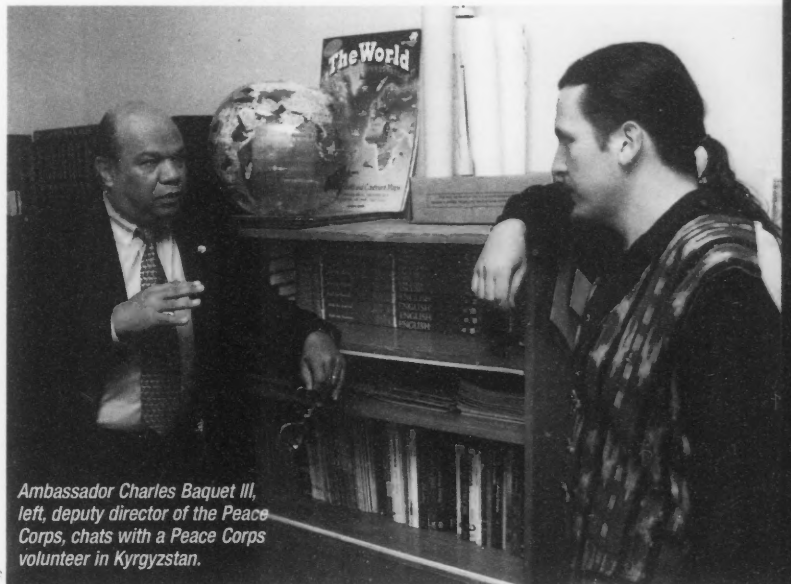
As a young man in New Orleans, Ambassador Baquet used to stay up into the early morning hours enthralled by stories of his cousin’s time as a Peace Corps volunteer in Ethiopia. “I realized that the experience had changed him,” the ambassador reflected. “He was focused and had a set of goals that he was moving toward.”

Ambassador Baquet said he wanted that same sense of direction in his life, so he took the Peace Corps test and spent two years as a Peace Corps volunteer in Somalia. During the assignment, he traveled throughout Africa and gained a strong appreciation for its cultures while carrying out what he calls “diplomacy at the grassroots.”

The Peace Corps, he explained, is an intensive cross-cultural experience, allowing volunteers to “get into the culture actively, not passively.” Peace Corps volunteers work to better the lives of disadvantaged people, helping

them improve their educational, business, environmental, agricultural, health, nutrition and community development programs.

Kenneth Shivers in the Bureau of Personnel’s Office of Recruitment, Examination and Employment spent two years as a Peace Corps volunteer in South India helping to teach local farmers how to increase corn, rice and millet production. Bill Weinhold, a policy officer for the former U.S. Information Agency, worked as a technician for

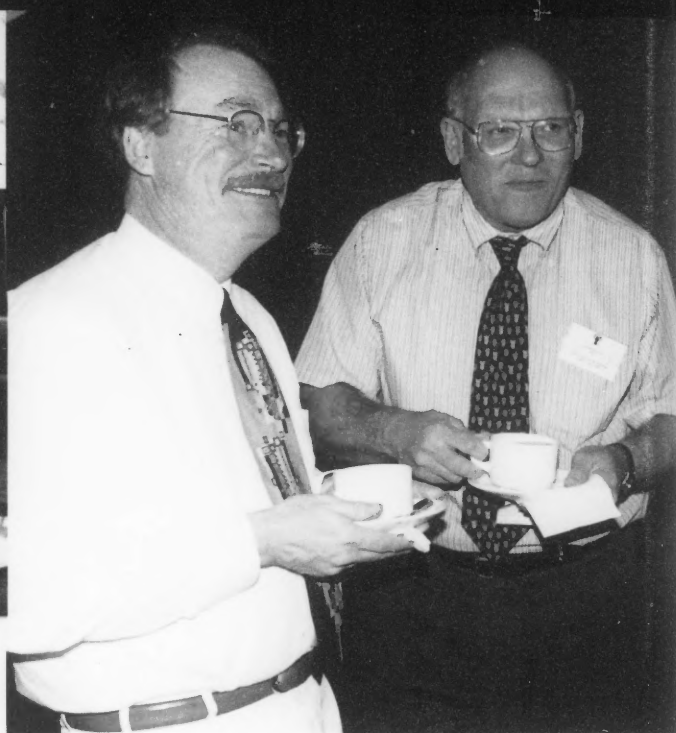


Ambassador Charles Baquet III, left, deputy director of the Peace Corps, chats with a Peace Corps volunteer in Kyrgyzstan.

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Above, Bill Weinhold, right, as a Peace Corps volunteer in Kuala Lumpur in 1962, and more recently, right, during a public diplomacy workshop in Dakar.

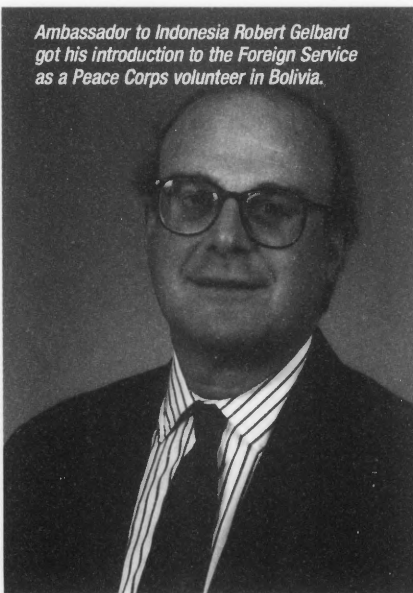
a local radio station during his Peace Corps experience in Malaysia. He also coached softball at a local school and helped a women's organization compile a handbook on how to build traditional toys.

Ambassador to Indonesia Robert Gelbard served two years as a Peace Corps volunteer in Bolivia, where he helped promote a national community development program. He said the experience, plus the inspiration of then-Ambassador to Bolivia Douglas Henderson, sparked what was to become a lifetime interest in foreign affairs. Ambassador Gelbard took the Foreign Service entrance exams while serving in the Peace Corps and entered the Foreign Service after returning from Bolivia. A year later, he became associate Peace Corps director in the Philippines.

In 1988, Ambassador Gelbard became the first former Peace Corps volunteer to return to his country of assignment as its ambassador. His greatest source of satisfaction, he said, was helping a project he'd worked with the Bolivians to launch during the 1960s—a cobblestone road through

rural Colca Pirhua—become a reality. The road was named in honor of Ambassador Gelbard.

Ambassador Gelbard said the Peace Corps' programs are built on the same ideology that drives U.S. foreign policy—that it's better to help people help themselves than to simply do for or give to them.



Ambassador to Indonesia Robert Gelbard got his introduction to the Foreign Service as a Peace Corps volunteer in Bolivia.

"We tell our volunteers that we're sending them out with no resources, just what's in their head and in their heart," said Ambassador Baquet. "And we remind them that while working in the field, they serve as ambassadors for the United States, helping to counterbalance some of the perceptions many people have gained from TV and the movies. They help clear up a lot of the false perceptions out there through the way they articulate, carry themselves and express compassion."

Like many of his fellow Peace Corps volunteers, Ambassador Baquet said he returned to the United States from Somalia a changed man, committed to a profession that would expose him to new cultures, languages and value systems. He joined the Foreign Service, launching a career that

took him to Europe, Asia and the Middle East before enabling him to return to Africa as consul general in Cape Town, then as U.S. Ambassador to Djibouti.

"I think I was a better Foreign Service officer and got more out of my career because of my Peace Corps experience," he said.

Ambassador Baquet isn't alone. The latest list of ambassadorial appointments, for example, reads like a virtual "Who's Who" of former Peace Corps volunteers and staff members. Ambassador to Kenya Johnnie Carson began his long professional association with the African continent as a Peace Corps volunteer in Tanzania. Ambassador to Cambodia Kent Wiedemann was a Peace Corps volunteer in Micronesia before joining the Foreign Service.

And U.S. Ambassador to the United Nations Richard Holbrooke served in the early 1970s as a Peace Corps director in Morocco. It's an assignment he admits taking against the advice of his former boss and mentor, Philip Habib, who later served as under secretary for Political Affairs and in a variety of special negotiating assignments. Mr. Habib expressed concern that the Peace Corps assignment would be a diversion from the young Foreign Service officer's career development.

But Mr. Holbrooke disagreed—and still does. "I considered it then, and would consider it today, excellent preparation for other, more 'traditional' Foreign Service assignments," he said. "It provided management experience and supervisory experience at a young age, as well as interaction with a range of people that would normally not be a part of a Foreign Service officer's career."

Ambassador Almaguer, too, said his experience as a Peace Corps volunteer taught him many of the principles that have guided his Foreign Service career. "I came to appreciate that even across cultural divides and geographic settings, people have more in common than we

assume," he said. "I also came to understand that while we, as individuals, may not be able to change the world, we can make a difference—but only if we respect each other as individuals."

The Peace Corps, he said, taught him more about economics, sociology and area studies than had any of his academic training. It also fueled his love of foreign affairs and development issues, which he built on as the Peace Corps country director in Honduras as U.S. Agency for International Development director in Ecuador, Eastern Europe and Bolivia; and, most recently, as ambassador to Honduras.

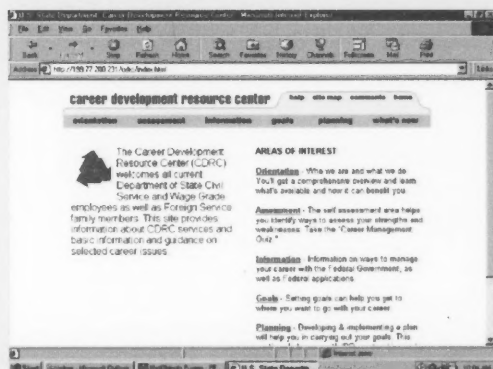
"While each new assignment has required that I learn the nuances of that country, I have felt that the Peace Corps experience has given me a running start in coping with new settings," he said. "I feel that I always had a leg up on those who did not have this opportunity to experience the struggles and joys of a small-town society in the Third World."

Ambassador Almaguer said the Peace Corps profoundly affected his personal life, too. "To add to the richness of my Peace Corps volunteer experience, I met and subsequently married a fellow Peace Corps volunteer, Antoinette, over 29 years ago—and still going!" he said.

He said he's never regretted either decision. "I would not have guessed it way back when I took off for Peace Corps volunteer training in Puerto Rico 32 years ago," he said. "But everything I have done since—both personal and professional—stems from the ill-formed but, in hindsight, right decision for me to join the Peace Corps." ■

The author is the former deputy editor of State Magazine. Shannon Jones, a former student intern at State and a graduate student at the University of Georgia, contributed to this article.

Web Site Offers Career Information



State employees seeking the most out of their career and retirement have a valuable source of information and assistance on the Internet.

The Career Development Resource Center offers a wide range of career information at <http://199.77.200.231/cdrc/index.html>. The center, located in Washington, D.C., at Columbia Plaza, may be reached by phone at (202) 663-3042.

Career Ambassadors

By Donna Miles

They are the men and women who have reached the highest echelons of their diplomatic profession.

They're the crème de la crème of the Foreign Service—what George Patton was to military operations, Lee Iacocca to the automobile industry and Michael Jordan to basketball.

During the 75-year history of the modern Foreign Service, just 38 men and women have been named "career ambassadors," an honorary title that signifies a diplomat's rise to the pinnacle of the profession.

Today, only three current members of the Foreign Service are career ambassadors: Under Secretary for

Political Affairs Thomas Pickering, Assistant Secretary for Intelligence and Research J. Stapleton Roy and Assistant Secretary for Consular Affairs Mary Ryan.

Congress established the personal rank of career ambassador in 1955 to recognize career members of the Senior Foreign Service who had "rendered exceptionally distinguished service to the government" over a long period through a wide range of challenging assignments. The enabling legislation specified that a Foreign Service officer must serve at least 15 years with the federal government, including at least three years as a career minister, to be considered. Until 1980, appointments were made solely at the discretion of the President.

When the first four career ambassadors—James Clement Dunn, H. Freeman Matthews, Robert Murphy and Loy Henderson—were selected in 1956, the *Foreign Service Journal* dubbed them "our five-star professional ambassadors." At the time of their appointment, the four had amassed a collective total of 140 years' experience—

Assistant Secretary Mary Ryan is the most recently appointed career ambassador and the second woman to achieve the rank.



Photo by Kathleen Goldynia.



Photo by Kathleen Goldymia.

Under Secretary Thomas Pickering holds the distinction of being the longest-serving career ambassador.

with his mastery of history and German, and "squeaked through" his oral assessment.

Yet Ambassador Atherton went on to an especially distinguished Foreign Service career, and he and two other Foreign Service legends, Arthur Hummel Jr. and Walter Stoessel Jr., became career ambassadors on the same date.

Their appointments came a full 12 years after the last Foreign Service officers had received such distinction. Not since 1969, when the rank was presented to Walworth Barbour, Winthrop Brown, C. Burke Elbrick and Edwin Martin, had a member of the Foreign Service been named a career ambassador.

Ambassadors Atherton, Hummel and Stoessel's appointments were the first after the 1980 Foreign Service Act established the rank of career ambassador under the Foreign Service promotion system.

That transition made career ambassadorial appointments less political and more performance based, as are Foreign Service promotions.

But the career ambassador designations are not promotions, at least in the standard sense, explained Director General of the Foreign Service Edward W. "Skip" Gnehm Jr. "It's not a promotion, but rather a designation for the Secretary to acknowledge unusually long and distinguished Foreign Service careers," he said. The honor, he explained, rewards people who have demonstrated through a wide variety of assignments that they have what it takes to tackle the toughest foreign affairs challenges.

"It recognizes the people who, throughout their careers, have enhanced and built the profession of career service," he said.

The appointment comes with no pay raise and no special benefits. Career ambassadors receive only a certificate acknowledging their status and a white lapel pin with a gold star.

Ambassador Terence Todman, who was named a career ambassador in 1989, said he doesn't expect big perks to come with the title, but believes that the Department could do more. He wonders, for example, why, since retiring in 1993, he has to sign in just as a visitor would every time he visits the Department—sometimes to serve on a career minister board called on to nominate new career ambassadors!

The boards are convened by the director general at the request of the Secretary, who determines how many, if any, appointments will be granted during a given promotion cycle.

Boards consist of four career ambassadors, including one currently in the Foreign Service who serves as the chair, and a public member. Under Secretary Pickering

an average of 35 years each. Each had been a career minister for a full 10 years before his appointment.

Ambassador Henderson was known during his 40-plus-year career and continues to be referred to by many as "Mr. Foreign Service." It's a nickname he earned as ambassador to India and Iran and minister counselor to Iran and Nepal, both for his professional talents and for his love of the Foreign Service.

In a booklet he wrote in 1958 to attract new Foreign Service members, then-Deputy Under Secretary for Administration Henderson said he was grateful for every year he'd served—37 at the time. "It is a gratification to me," he said, "that my efforts in life have been devoted not to increasing my wealth and prestige, but to helping my country and the ideals for which my country stands and upon which our civilization rests.

"If you join the Foreign Service," he promised, "you can have that splendid feeling, too."

But not every career ambassador entered the Foreign Service with a lifelong dream of becoming a diplomat. Alfred "Roy" Atherton Jr., who became a career ambassador in 1981, was working on his master's degree at Harvard University when he noticed an ad for upcoming Foreign Service examinations posted on a bulletin board. "That was when the bulb went on," he said. "Literally it was only then that I suddenly said, 'That's what I want to do with my life!'"

The Foreign Service entry exams didn't come easily for the man who went on to become assistant secretary for Near Eastern Affairs, ambassador to Egypt and director general of the Foreign Service. He said he failed the economics portion of the written test, salvaging his score only

chaired the most recent board, which nominated Assistant Secretary Ryan for career ambassador.

Board members review the files of all eligible career ministers to determine which to nominate as career ambassadors. Under guidelines from the Personnel Bureau's Office of Performance Evaluation, members are reminded to seek out candidates with a record that shows "clear evidence of potential and availability for continued service in the most important positions in the Department and abroad." Boards are also encouraged to "give particular consideration to the variety of career experience, domestic and abroad, geographic and functional, and to the range and importance of substantive and managerial achievements."

When he was named a career ambassador, Ambassador Todman had served seven ambassadorships—to Denmark, Chad, Guinea, Costa Rica, Spain and Argentina and as assistant secretary for Inter-American Affairs. "I had covered the world geographically and had served at the United Nations, so I guess I had demonstrated that I had the ability to deal with the major issues concerning the United States."

Career minister board proceedings are closely guarded, and findings and recommendations are submitted to the Secretary for nomination to the President. Nominations require confirmation by the Senate and must be attested by the President.

To most career ambassadors, news of their appointments comes as a surprise. Assistant Secretary Ryan, the most recent Foreign Service officer and only the second woman

to become a career ambassador, said she was "thunderstruck, absolutely astounded" when Secretary Madeleine Albright told her in 1998 of her nomination. "I don't know what I've done to deserve it," admitted the self-effacing assistant secretary. "But I'm honored beyond words."

Assistant Secretary Ryan, who took over the reins at the Bureau of Consular Affairs in 1993, had served as ambassador to Swaziland, director of the Kuwait Task Force following the Iraqi invasion of Kuwait, first director of operations for the U.N. Special Commission on the Elimination of Iraqi Weapons of Mass Destruction and deputy assistant secretary for European Affairs.

Throughout her career, she said she has always looked up to the career ambassadors as the "giants of the Foreign Service" who were "extremely talented at the business of diplomacy but also have personal qualities that you want to emulate." After being named to their ranks, she said, "I knew I wasn't in their class, but I sure was proud to be in their company."

The list of career ambassadors includes two Foreign Service officers whom Assistant Secretary Ryan refers to as her "heroes"—Ronald Spiers, for whom she worked when he was under secretary for Management, and George Vest, former director general of the Foreign Service.

"They were my role models," she said. "They both had a real decency and a love of this organization and the people in it. And they had a commitment to serve to the best of their ability."

Under Secretary Pickering, too, said his appointment as a career ambassador came as "quite a surprise." He was serving as ambassador to El Salvador when he learned of his nomination in 1984 but admitted, "I had no inkling that I was going to get it."

But to those who knew and worked with Ambassador Pickering, his nomination was no surprise. *The New York Times* ran an article about him in 1984 noting that former Secretary of the Air Force Harold Brown had once called him "just about the brightest young fellow I've ever seen." Jordan's King Hussein had called him "the best American ambassador I've ever dealt with," and former Under Secretary for Management Spiers had referred to him as "one of the Department's 10 best, on anybody's list."

Under Secretary Pickering retired from the Foreign Service in November 1996 after service as U.S. Ambassador to Russia, India, the United Nations, Israel, Nigeria, El Salvador and the Hashemite Kingdom of Jordan—only to be nominated by the President three months later as under secretary for Political Affairs. Now, he pointed out, he holds the distinction of being the longest-serving career ambassador. "It's a very rare honor," he said.

He served on the 1994 Foreign Service selection board that recommended that Ambassador Frank Wisner be named a career ambassador. While on that board, Ambassador Pickering proposed

Career Ambassador Lawrence Eagleburger is the only Foreign Service officer to have served as Secretary of State.





Ambassador Terence Todman, holding the 1997 Director General's Cup for his lifetime commitment to the Foreign Service, is the only black career ambassador.

restoring the former requirement that career ambassadors have experience at the assistant secretary or equivalent level. "I felt it was important that candidates should have experience in policy and a wide breadth of experience," he said.

J. Stapleton Roy, who was nominated for career ambassador by the 1995 board, exemplifies the ability to function well under the most difficult circumstances. Known throughout the Department as an expert in both Asian and Russian affairs, he served as ambassador to China during the tense years following the military crackdown on the pro-democracy movement of 1989, and most recently as ambassador to Indonesia as the crisis in East Timor raged. Earlier in his career, he was ambassador to Singapore, executive secretary of the Department and deputy assistant secretary for East Asian and Pacific Affairs.

Not every career ambassador has fit easily into the stereotypical "diplomat" mold. Ambassador Lawrence Eagleburger, for example, was referred to by *The New York Times* as a "paunchy, somewhat ruffled chain smoker" who "sometimes seems the antithesis of the career diplomat." Yet few of his colleagues have matched Ambassador Eagleburger's personal and professional reputation within the Foreign Service. A teaching assistant before entering the Foreign Service in 1957, he was known as a 14-hour-a-day workaholic who loved to ban-

ter with his colleagues and had a unique ability to quickly grasp both the minute details and broad matters of foreign policy. He became a career ambassador in 1984 and remains the only career Foreign Service officer to have served as Secretary of State, from early December 1992 through mid-January 1993. Ambassador Eagleburger was honored for his lifetime contributions to the Foreign Service during the 1998 Foreign Service Day activities.

The demographics of the career ambassador corps changed dramatically in 1962 when Frances Elizabeth Willis, the Department's third woman Foreign Service officer, became its first woman career ambassador. During her 37-year career, she served as ambassador to Switzerland, Norway and Ceylon and provided a strong role model for other women in the Foreign Service. Wherever she was posted, Ambassador Willis demonstrated what she called her personal formula for success as a diplomat: "adjustability, intelligence and stability." She said she believed that "the basis for diplomacy is to be tactful and sincere at the same time."

Ambassador Todman said he was "very proud" when he became the first—and, so far, only—black career ambassador in 1989. He said he looks forward to seeing other minorities and women follow in his footsteps. But he insists that the way to accomplish that isn't to push for more promotion opportunities for minorities; it's to recruit more minorities and women into the Foreign Service and to allow them to develop their potential and excel. "If people are given that opportunity, the most capable among them will rise to the top," he said.

Ambassador Todman attributes his own success in the Foreign Service to the fact that his goal "was never to become something in particular or reach a particular rank, but to simply do the best I could in whatever job I had at the time."

He remains committed to the Foreign Service and received the Director General's Cup in 1997 for "a lifetime of dedicated service, leadership and vision." Most recently, he served on the Accountability Review Boards following the East Africa embassy bombings in 1998. "You can take the officer out of the Department," Ambassador Todman said when accepting the Director General's Cup, "but you can't take the Department out of the officer."

Since the naming of the first career ambassadors 44 years ago, the 38 men and women who have held the coveted title have served as role models for the next generation of young Foreign Service members.

Their careers have spanned every region and specialty, and yet, according to Assistant Secretary Ryan, all have shared a common bond. "They worked hard, were accessible and gave themselves to the institution," she said. "They also believed in public service and the public trust—concepts that may sound old-fashioned but still mean something very important in the Foreign Service." ■

The author is the former deputy editor of *State Magazine*.

Diplomatic Couriers

*On the Road,
From Rangoon
to Russia and
Back!*



By Donna Miles

We've all seen the familiar movie plot. A strikingly handsome courier with a briefcase chained to his wrist foils repeated attempts to intercept the documents he's been entrusted with. The camera action sweeps to dramatic chase scenes through airport terminals and down highways as the hero applies a combination of skill and savvy to outwit the bad guys. Finally, just before the credit lines roll down the screen, the courier safely delivers the documents to the intended recipient.

The 97 men and women who make up the U.S. Diplomatic Courier Service may not quite fit the Hollywood stereotype—nor, thankfully, does their typical workday. But what does ring true is their commitment to getting their diplomatic pouches delivered safely and securely to U.S. government posts around the world.

Diplomatic couriers transport some 10 tons of classified and sensitive material for State and other U.S. government agencies every day, most of it in bright, tangerine-colored pouches emblazoned with "Department of State USA."

As a policy, couriers do not know the content of their shipments, although many of their pouches contain documents and items critical to the U.S. government and its relations with other countries. John Durbin, a longtime courier who took over the reins as director of the U.S. Diplomatic Courier Service last summer, recalls that after the Iraqi invasion of Kuwait in 1990, he hand-carried six videotapes to the Middle East to broadcast over Iraqi television. The tapes showed then-President Bush addressing the Iraqi people, urging them to support a diplomatic solution to the crisis.

A courier's job is to personally accompany a shipment to its destination and to ensure that it is not opened or tampered with while en route. The Vienna Convention prohibits host governments from intercepting diplomatic pouches.

If there's one constant in the life of a diplomatic courier, it's change—changing cities, countries, officials, languages, cultures, weather and geography.

Couriers are based at regional courier offices in Frankfurt, Bangkok and Fort Lauderdale, Fla., and

courier hub offices in Helsinki, Manama, Abidjan, Pretoria and Seoul. But they spend most of their time on the road, accompanying pouch loads on trips that range from one-day shuttles to a single post to week-and-a-half-long treks during which a courier never spends three consecutive nights on the same continent.

John Smith, chief of the Regional Diplomatic Courier Hub in Pretoria, thinks of diplomatic couriers as modern-day Daniel Boones, venturing from post to post and exchanging diplomatic pouches with U.S. Embassy staffs.

Unlike in the movies, couriers generally don't hand-carry their pouches onto aircraft. Although in rare cases a diplomatic pouch load may contain a single envelope, it's more typically 25 to 30 bags—and sometimes even an entire paneload.

Transporting these loads requires couriers to work closely with airport managers, airline cargo and baggage handlers, pilots and crew members, and a wide range of security officials.

When other passengers are boarding an aircraft for a flight, the diplomatic courier remains on the tarmac with the shipment until the plane's cargo hold is closed and the pouches are secured. After landing, the courier is the first passenger off the plane, positioned to watch as the baggage handlers open the cargo hold and unload the pouches. The courier retrieves the pouches, delivers them to the appropriate U.S. Embassy official—usually a duty officer—and accepts any outgoing pouches.

It was during these pouch exchanges that Patrick Connelly, now a regional diplomatic courier officer at the Miami Regional Diplomatic Courier Division, got his first introduction to the diplomatic courier corps in 1977. As a young Foreign Service communicator posted in Bamako, Mr. Connelly regularly met arriving couriers at the airport and enjoyed listening to their stories as he waited with them in airport transit lounges or parked on airport tarmacs waiting for onward flights.

Their jobs sounded like "an interesting, adventurous way to make a living," he said, so he joined them in 1981. More than 18 years later, Mr. Connelly still calls the Diplomatic Courier Service "an opportunity not to be missed"—an opportunity, he said, "to visit the great cities of the world, experiencing the beauty of numerous world capitals, while enjoying the different cultures one encounters."



Diplomatic couriers Ivan Montes and Susan Harris in Miami, Fla.

Mr. Connelly isn't alone in being intrigued with the Diplomatic Courier Service. Back in 1997, State ran a one-day "help wanted" ad in four major newspapers to solicit candidates for the job. More than 2,700 responses poured in, along with so many telephone inquiries that the office's telephone system overloaded.

"I get phone calls every day from people who want to be couriers," said Brad Lynch, deputy director of the Diplomatic Courier Service. "It would be easy for us to fill the ranks to 500 based on the number of calls we get."

State hired 32 new diplomatic couriers last year, most with master's degrees, language skills and a desire to go out and see the world. Many had a long history of success in other professional fields and, according to Mr. Lynch, "are now ready to have a fun career."

But as exciting and diverse as the job can be, Mr. Smith said it's definitely not for everyone. Diplomatic couriers, he said, need an adventurous spirit to cope with the rigors of the road or air or boat or train—or whatever circumstances they might have to face to get the job done. And sometimes, agreed Mr. Connelly, the work can be "an exhausting, boring, laborious task."

"There is little excitement or joy involved," he said, "when one is trundling across Northern Russia or motor-ing through the countryside of former Eastern Europe, riding shotgun for days on end in the cab of a semi-trailer with a driver who speaks little English and smokes incessantly."

Diplomatic couriers face the same headaches shared by all travelers—delayed and canceled flights, security con-



Diplomatic couriers enjoy "luxury" accommodations in the desert.

cerns, mechanical problems and even bad airline food—but multiplied many times over.

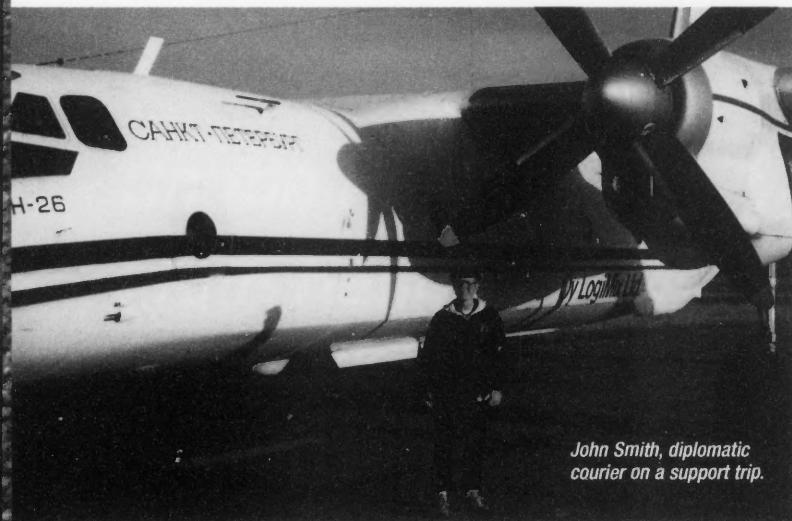
Once Mr. Connelly was unable to offload his material in Karachi, as scheduled, because the aircraft's cargo hold door was jammed. He had no choice but to stay aboard the plane during its follow-on flight, arriving in Paris in the middle of January with 1,000 kilograms of diplomatic pouch material destined for Karachi and Islamabad—and no jacket!

Once, when mechanical problems left Mr. Smith's aircraft grounded in Ankara, he learned that a local official was threatening to seize his diplomatic pouches. So he dashed through the airport to catch the only remaining flight scheduled out of the city that night—to Zurich. But that flight, too, was ill-fated, forced by weather problems to divert to Istanbul. When Mr. Smith finally made it to Zurich, the airport was shutting down for the night, leaving him alone with a mountain of diplomatic pouches and no outbound flight to Frankfurt until the next morning.

He demonstrated the resourcefulness that has become a hallmark of State's diplomatic couriers by locating an empty room in the airport terminal and dragging the pouches inside. "I locked the door and found the most comfortable pouches to use as a bed, set my travel alarm and went to sleep," Mr. Smith said. Six hours later, he and the pouches were airborne for their final destination, Frankfurt. "I was very tired, but it was a great time," he said.

Only occasionally do diplomatic couriers experience the type of adrenaline-pumping situations that find their way into Hollywood screenplays.

Once Mr. Connelly was accompanying his pouches on an embassy bus in Cairo when it made a wrong turn late at night near a military airfield—only to be surrounded by Egyptian



John Smith, diplomatic courier on a support trip.



Diplomatic courier Susan Harris in Miami, Fla.

army soldiers with their weapons leveled. On another trip, while traveling on a truck convoy through Moldova, he was stopped repeatedly by members of the rebel military who questioned his mission and asked if he was bringing weapons into Chisinau. On still another mission, his Cyprus Air plane was struck by lightning while en route to Athens; the strike damaged the aircraft tail and caused some anxious moments aboard.

But even more dramatic is the story of Tom Taylor, another longtime diplomatic courier who retired in 1991 and died of cancer in December 1998 in Lakeview, Texas. Mr. Taylor, nicknamed "The Miracle Man" by the South African press, was one of just five survivors in a 1968 crash in Windhoek that claimed 123 lives.

When rescuers approached him to offer help, Mr. Taylor—in the true diplomatic courier form—asked them to help the other passengers, then started searching for his missing pouch. He was evacuated from the scene to be treated for a cracked rib, an injured leg and thumb, a broken front tooth and numerous cuts and bruises. But just as in the movies, his pouch was located by the South African police and safely turned over to the consulate general in Cape Town.

Despite the occasional inconveniences, headaches and risks of the

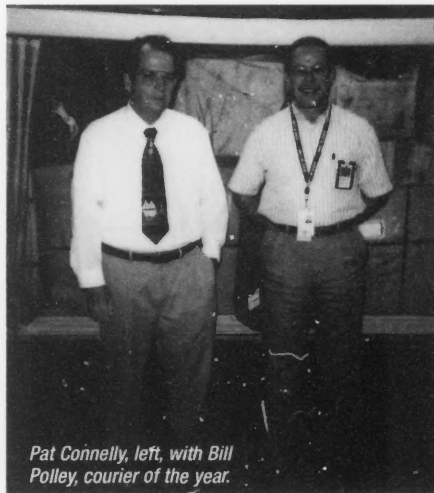
job, State's diplomatic couriers agree that they're a fair trade off for regularly experiencing what other people might consider once-in-a-lifetime opportunities.

Mr. Connelly, for example, admits that he's one of the few people he knows who has experienced food poisoning in Tunisia, Mali, South Africa and Morocco.

On the other hand, he once got to take over the controls of a C-140 aircraft flying high over the French Alps during a military support flight. And during the well-deserved downtime between incoming and outgoing flights, he's managed to play golf in Australia, Fiji, the Philippines, Pakistan, Thailand, Germany, Kenya and Mauritius, and to bet on horses in Vienna, Sydney, Nairobi and Hong Kong.

"Few jobs anywhere offer the diversity and adventure experienced on a day-to-day basis by diplomatic couriers," Mr. Durbin said.

"But what's also important to emphasize is that it's demanding work that requires an exceptional level of dedication and professionalism from every single member of the U.S. Diplomatic Courier Service," he observed. "They provide an invaluable service to the U.S. government, building a diplomatic courier service that, without a doubt, is the best in the world." ■



Pat Connelly, left, with Bill Polley, courier of the year.

The author is the former deputy editor of State Magazine.

The U.S. Commission on International Religious Freedom

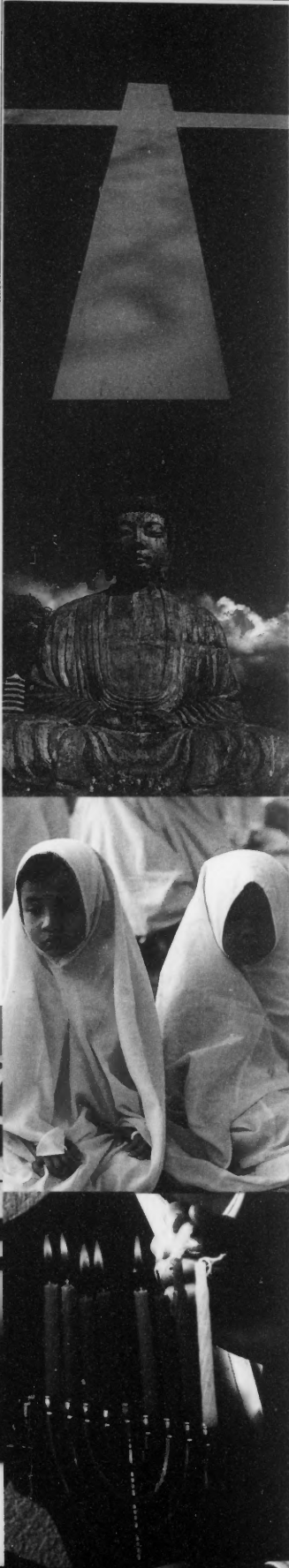
Religious freedom is one of the fundamental building blocks upon which this country's well-being rests. By Rick Marshall

"From its founding, the United States has been dedicated to the right of all people to worship freely in accordance with their conscience and beliefs," Secretary of State Madeleine Albright told an Emory University audience in Atlanta, Ga., in October 1998.

This commitment to religious tolerance, first expressed nationally in the Bill of Rights, encouraged numerous religious communities to seek shelter in our country. As a consequence, the United States is probably the most religiously diverse country in the world.

Where others might see this as a weakness, the United States sees it as a strength. For the nation has seen the terrible price of hatred and intolerance, the countless millions who have died in this century's ethnic and religious wars. And Americans have seen the benefits of tolerance in their country's growth, stability and wealth.

Secretary Albright, center, meets with Commission members, from left, Nina Shea; Firuz Kazemzadeh; Justice Charles Z. Smith; Michael Young, vice chair; the Most Rev. Rheaodore McCarrick; Elliott Abrams; Ambassador Robert A. Seiple, Rabbi David Saperstein, chair; and Dr. Laila Al-Marayati; Not shown: John Bolton.



World War II convinced the United States of the need to extend human rights, including religious freedom, beyond its borders. From this effort came the Universal Declaration of Human Rights, adopted by the United Nations in December 1948. A central tenet of this document is the importance of religious freedom and the right of every individual to "freedom of thought, conscience and religion."

But declarations of principle have not always been enough, as events in this decade have clearly shown.

Recognizing this, the Clinton administration "integrated the American commitment to religious liberty into our bilateral relationships," Secretary Albright told her Atlanta audience, citing U.S. efforts to help secure peace in Northern Ireland, the Middle East and the Balkans.

"We do all this because religious liberty is fundamental to our own identity," she said of the administration's focus on religious issues, "because its denial can cause conflict or generate large flows of refugees and because intolerance, when not confronted in one area, can grow and spread until it becomes a wilderness of hate."

In the summer of 1998, the State Department created the Office of International Religious Freedom, headed by Robert A. Seiple, who became the country's first ambassador-at-large for international religious freedom the following May. In September 1999, the office issued its first annual report on religious freedom in 194 countries. The report can be found at www.state.gov.

Against this background, Congress passed the International Religious Freedom Act in the fall of 1998. One of its key provisions was the creation of the U.S. Commission on International Religious Freedom.

The Commission's charge, according to Secretary Albright, is "to act as an independent body in reviewing the status of religious freedom worldwide; in making policy recommendations on religious freedom to the President, Secretary of State and Congress; and in issuing its own annual report."

The Commission has 10 members, appointed by the President and the Republican and Democratic leadership of the Senate and House of Representatives. The 10 met for the first time on June 21, 1999, and elected Rabbi David Saperstein as chair. The vice chair is Michael Young, dean of the George Washington University School of Law.

Other Commission members are Elliott Abrams, former assistant secretary of State and president of the Ethics and Public Policy Center; Laila Al-Marayati, a physician and past president of the Muslim Women's League; John Bolton, former assistant secretary of State and senior vice president of the American Enterprise Institute; Firuz Kazemzadeh, secretary of external affairs of the National Spiritual Assembly of the Baha'is of the United States; Theodore McCarrick, Roman Catholic Archbishop of Newark, N.J.; Nina Shea, director of the Center for Religious Freedom, Freedom House; and Charles Z. Smith, justice of the Washington State

Supreme Court. Ambassador Seiple is an ex officio member of the Commission as well.

Free to determine its own approach, the Commission decided to focus on "countries evidencing severe and ongoing problems of religious persecution, including China and Sudan," as well as "countries which evidence downward trends in protections of religious freedom, including Russia, India and Pakistan," according to a Commission statement of June 23.

A further recommendation was that the Commission review "ways of strengthening training of U.S. Foreign Service officers in recognizing and addressing religious discrimination and persecution as serious human rights violations as well as in developing greater awareness of religious freedom issues."

The passage of the International Religious Freedom Act means that the United States will be formally reporting on international religious freedom issues at least three times a year: in the annual country reports on human rights in late January, in the report the Commission issues in May and in the State Department's Office of International Religious Freedom report in September.

"We are extraordinarily pleased" with the process set up by Congress, Chairman Saperstein said in a November interview, reflecting on the State Department's first report on international religious freedom.

"Religious freedom is a fundamental right in America." That the United States should seek to affirm this right on an international basis lives up to our history and our highest ideals, he added. That the United States should be the first to speak out on behalf of those who are victims of persecution, imprisonment, torture, harassment and discrimination simply because of their religious beliefs shows that we live up to our highest religious ideals.

"It is a sad statement that we have yet to find a single religion whose followers are not persecuted somewhere."

At the same time, Saperstein said that he has been "greatly encouraged by the unanimous consensus of the Commission across religious lines and the fact that each member is committed to the universal application of the principles involved."

For her part, Dr. Al-Marayati sees the Commission as a way to help American Muslims articulate their concerns at the same time they reach out to defend the universal principle of religious freedom. "We are all working toward the same goals."

How will the Commission measure its success? The answer, according to Vice Chairman Young, will come over time "by observing whether there are any improvements in these countries" and by the degree to which issues of religious freedom enter more deeply into "the minds and actions of everyone making foreign policy." ■

The author is a senior writer in the Office of International Information Programs.

Healthy Kitchens, Healthy Lives

(We received the following article from our health unit in Kinshasa on preparing food and personal hygiene. The recommendations reported can prevent diarrhea not only overseas but in the United States as well.—Dr. Cedric Dumont)

By Susan Kalma

Would you release your kitchen staff for two hours so they could learn how to keep you healthier?

That is just what U.S. Embassy officials in Kinshasa did recently when Christine Deigni, regional medical technologist, offered a seminar during her visit to the post in the Democratic Republic of Congo. Every embassy department participated—setting up meeting space, buying veggies for the demonstration, printing attendance certificates, arranging transportation or sending attendees.

As full of succinct and memorable bytes as Ben Franklin's word processor, Ms. Deigni shared such gems as:

- Make sure your fish has nice bright eyes,
- Check to be sure there are no insects in the cornflakes, and
- Cut the cabbage in half before soaking it.

Max Kalule Milonga, medical technologist, served as interpreter and master of ceremonies. He translated Ms. Deigni's French offerings deftly into Lingala, transforming the audience into a score of Marcel Marceau-like mimes on the personal hygiene command: "Now start washing—20

Christine Deigni, right, Foreign Service medical technician, with household staff.

seconds—all the way up to the elbows—keep washing." And finally, "OK, 20 seconds are up, you can stop now."

The kitchen environment includes such perils as chemicals and exposed lightbulbs. Keep the chemicals away from foods, she advised, and make sure lightbulbs are covered. Like the Grand Canyon, your refrigerator should show strata: cooked foods on the top shelves, fresh foods lower down and defrosting things at the very bottom. (This way, any leakage from the latter will not contaminate other foods.)

What made the presentation especially memorable was her frequent use of humor. "Would you use the dishcloth to wipe spills off the floor?" Ms. Deigni asked. Embassy staff roared at such a preposterous idea. "Can you taste the stew with your finger?" she suggested. "Never" was the response. A volunteer demonstrated ladling stew onto a plate, then sticking his finger into it and finally putting the finger in his mouth. Staff laughed, because he could have used the spoon directly for one taste. When a video of a fancy stateside restaurant depicted a server's thumb half buried in the carrot salad on some hapless diner's plate, the audience howled again.

On some topics, everyone had an opinion and everyone expressed it. Staff's favorite ways to defrost a large roast were expounded and defended as if they were debating the best way to raise children. The question period brought forth a chorus of comments on employers. "How can we tell them we can't reheat the chicken stew more than once?" "What if my boss insists on having the eyes left in his pineapple chunks? They're full of germs." "We should be able to shower before and after work, with soap, towels and deodorant provided, and we should all have uniforms and caps."

Did the course make a difference? Here are some comments from employers:

"Pierre turned the kitchen inside out. He moved all the chemicals away from the food and scrubbed out all the cupboards."

"Marie said she can't refrigerate leftovers in the big cooking pot. She explained they cool better in a shallow pan."

"I realize now how much I was taking it for granted that my cook was protecting me. Now I am sure he really knows how."

The cooks themselves also commented:

"I learned a lot, and Christine really answered my questions."

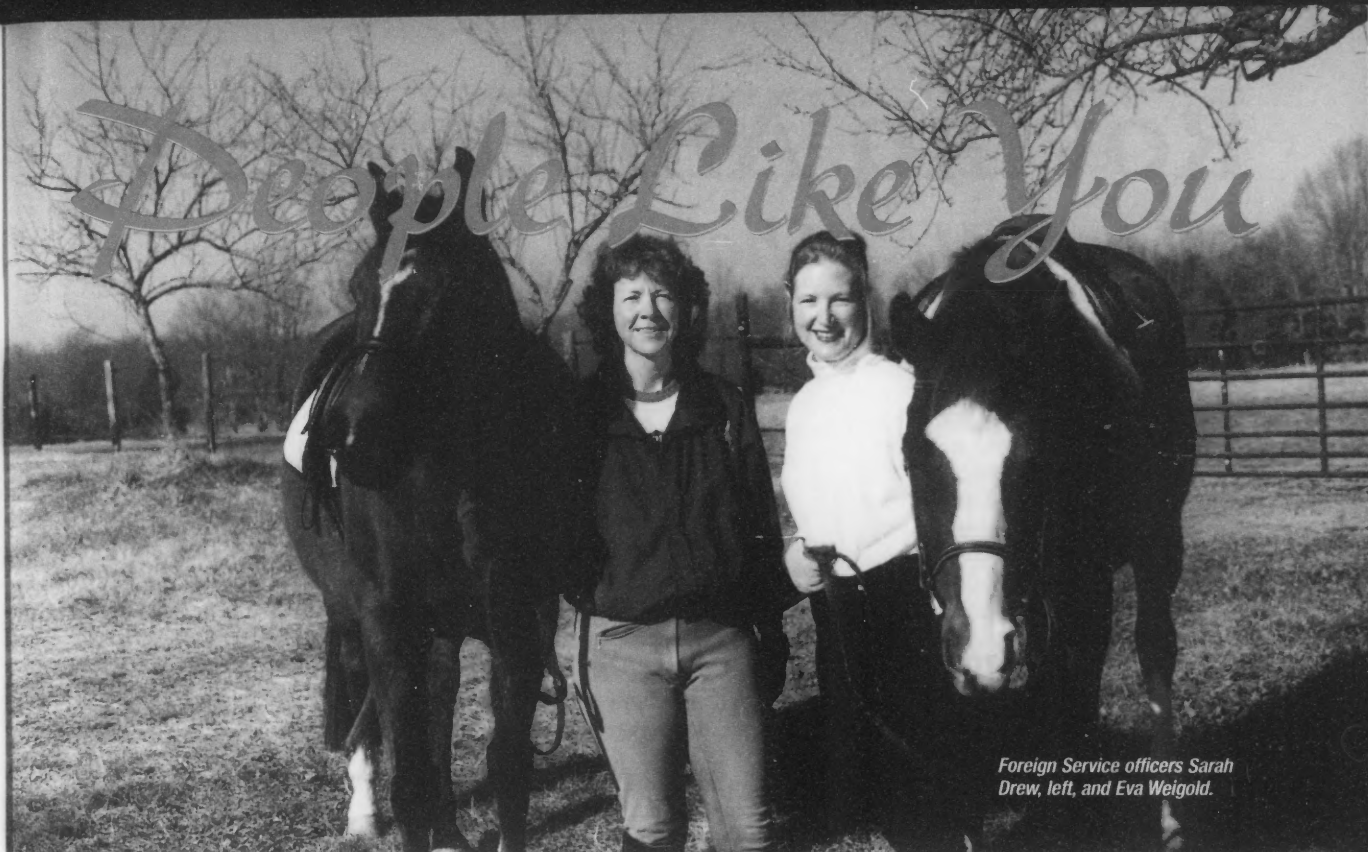
"My boss leaves soap and a towel for me now so I can be as clean as I need to be."

"Monsieur is getting me a frame for my certificate."

"We're professionals, too." ■

The author is a Foreign Service health practitioner at the U.S. Embassy in Kinshasa.





Foreign Service officers Sarah Drew, left, and Eva Weigold.

Photo by Carl Goodman

Happy Trails

Foreign Service officer Eva Weigold has followed her lifelong interest in horseback riding both overseas and in the Washington, D.C., area, which offers a wide range of equestrian opportunities. In Kingston, Jamaica, in between visa interviews, she learned polo and competed in jumping competitions. During a political tour in Frankfurt, she rode at a stable in a 13th-century village. Here in Washington, she boards her horse Pretzel in Centreville, Va., where they enjoy trail rides with fellow Foreign Service officer Sarah Drew and her horse Jazz—Pretzel's pasture buddy. While the Foreign Service often links fellow horse lovers around the world, its transient nature affects humans and critters alike. Ms. Weigold and Pretzel will have to say goodbye to their friends when Ms. Drew transfers next summer to Copenhagen. She, too, has managed to pursue her hobby during previous assignments in Turkey, the Central African Republic and Charleston, S.C.

Sweating It Out With the Marines

The Marines only need a few good men—and women—to work out with. And they work out regardless of the weather or facility. And at a hardship post like Port-au-Prince, they're fortunate to have Suzann E. Reynolds, a Foreign Service secretary. Ms. Reynolds, who stands 5 feet tall and weighs 112 pounds, has been "pumping iron" with Marines here and at other hardship posts, including Niamey, Beijing and Riyadh. In Niamey, she worked with the guys in a converted garage with an "old swamp cooler" to endure the 120-degree temperatures. In Port-au-Prince, the gym is even more primitive, with no air conditioning and little equipment or space. The "guys in blue" make do with very little, says the "hard core" office management specialist who joined the Department in 1992. Like Arnold Schwarzenegger, she says it's not how much but how you lift. "I get a good burn, lift to my maximum," said the Redding, Calif., native. "My goal is to build muscle, not tone."



Foreign Service secretary Suzann E. Reynolds.

Roving Ambassador

Takes WHA's Show on the Road

By Elaine M. McDevitt

Outside the entrance to Jeb Stuart High School in Falls Church, Va., a large banner welcomes the visit of Ambassador Peter F. Romero, the day's guest teacher for the honors government class.

A former teacher and currently acting assistant secretary of State for Western Hemisphere Affairs, Mr. Romero was demonstrating the Department's commitment to working with public schools and explaining to young audiences the importance of U.S. engagement globally and in the Western Hemisphere.

Since Jeb Stuart High School ranks as one of the most culturally diverse schools in the United States, with students from 67 countries who speak 32 languages, it was an ideal location to discuss the increasing interdepend-

Ambassador Romero in class.



ence of nations and the need for U.S. leadership in meeting international challenges. As Mr. Romero is the highest-ranking Hispanic official at State, his visit resonated with Jeb Stuart's heavily Hispanic student body.

A week later the setting was very different. The "roving ambassador" was in California for meetings on preventing juvenile crime at the East Los Angeles sheriff's office and with community leaders from throughout the Los Angeles area. The group explored the hemispheric dimensions of the gang phenomenon and ways to deal with it adequately. Though the Los Angeles meetings were held at nontraditional venues for a senior State Department official, they highlighted the direct impact that so-called "international" issues such as crime and migration can have on domestic communities. The discussions also offered the Department an opportunity to explain to grassroots citizens' organizations why robust foreign affairs spending is so necessary and how it promotes "Main Street" U.S. interests.

Ambassador Romero's travels are just one part of the Bureau of Western Hemisphere Affairs' strategy to take its message to a broader, less traditional audience and to develop new tools to keep pace with today's communications technology. WHA's already extensive speakers' program will soon be expanded to include more U.S. appearances by ambassadors serving in the region.

Last November, the bureau launched its new Cuba home page, which can be accessed through the

State Department's web site, www.state.gov. Similar web sites were developed to mark the historic Panama Canal turnover and the one-year anniversary of U.S. reconstruction efforts in Central America in the wake of Hurricane Mitch. WHA's web site is designed to provide Americans with a one-stop location for information on U.S. policy in the hemisphere.

To increase interest among a new generation of potential candidates for State Department and Foreign Service careers, the bureau has also produced a 30-minute videotape about the work of diplomats in the region. The video vividly demonstrates the relevance of State and other foreign affairs agencies to everyday American lives. The tape is being distributed to local foreign affairs councils, educational institutions, think tanks and Hispanic organizations throughout the country.

WHA believes that the security and well-being of the United States are more closely tied to the nations of the Western Hemisphere than to those of any other region. Geography, trade, travel, migration and technology have combined to create an unprecedented level of interdependence between the United States and its neighbors. The Bureau of Western Hemisphere Affairs has a natural constituency across the United States for all its activities—from promoting trade and consular services to preventing the flow of narcotics into the nation's communities. With the Department's Bureau of Public Affairs, WHA is working to ensure that this message reaches as many Americans as possible. ■

The author is a public affairs specialist in the Office of Public Diplomacy and Public Affairs.

O B I T U A R I E S

David Morgan Baehler, 53, a retired State Department historian, died Nov. 28 in Alexandria, Va., after a 20-year battle against multiple sclerosis. Mr. Baehler joined the Office of the Historian in 1975 as an editor of the Department's documentary publication, *The Foreign Relations of the United States*, on Central Europe and Vietnam. He also served as a staff assistant to the assistant secretary of State for Public Affairs from 1977 to 1978. Mr. Baehler retired in 1995.

Richard T. Black, 82, a retired Civil Service employee, died of pneumonia Oct. 10 in Hyannis, Mass. Mr. Black began his State Department career in 1949 as an intern in the Bureau of Economics. He then transferred to the Office of Telecommunication Policy, where he served for the remainder of his career.



Joseph F. Donelan, Jr. 88, a retired Foreign Service officer, died of cancer May 27 at his home in Bethesda, Md. Mr. Donelan's last tour was as assistant secretary of State for Administration until his retirement in 1973. Mr. Donelan served in France, Japan, India, Belgium and Washington, D.C.



Ann E. Endrizzi, 79, wife of retired Foreign Service officer Marino S. Endrizzi, died of leukemia Oct. 28 in northern Virginia. She accompanied her husband on Foreign Service assignments in Syria, Ethiopia, Spain and Morocco.

John J. Ewing, 84, a retired Foreign Service officer, died of heart failure Oct. 12 in Eugene, Ore. Mr. Erving was first a grantee under the State Department, where he served as a director of American Binational Cultural Centers in Mexico, Brazil, Guatemala and the Dominican Republic. He later served as a Foreign Service officer in Brazil, Burma, Australia, Indonesia and Venezuela. He retired in 1975.

Helen M. Hennessy, a retired State Department employee, died Nov. 5 in Madison, Wis. She began her Foreign Service career in 1950 and served in Thailand, Colombia and The Hague. She later converted to the Civil Service and served in the Bureaus of Public Affairs; Near Eastern Affairs; South Asian Affairs; and Economic, Business and Agricultural Affairs. Ms. Hennessy retired in 1978.



Robert L. Kinney, 82, a retired Foreign Service officer, died of congestive heart failure Oct. 26 in Melbourne, Fla. During his Foreign Service career, he served as labor attaché and political officer at posts in the Philippines; Indonesia; Washington, D.C.; the United Nations in New York; Nigeria; and Malaysia. Mr. Kinney retired in 1973.



James H. Lewis, a retired Foreign Service officer, died of pneumonia Dec. 9 in Chevy Chase, Md. Mr. Lewis began his Foreign Service career in 1936. He served in London during World War II and then as a delegate to the Paris Peace Conference. Other assignments included Denmark, Switzerland and Finland. He retired in 1973.



Daniel F. Margolies, 89, a retired Foreign Service officer, died of pneumonia Nov. 6 in Denver, Colo. Mr. Margolies joined the State Department in 1957 and later the Foreign Service. He was posted in London and Leopoldville. In Washington, D.C., he served in Latin American Affairs and then as foreign policy adviser to the President's Science Advisory Committee, helping establish the Korea Institute of Science and Technology. Mr. Margolies served in the U.S. Army during World War II and as a prosecuting attorney of war criminals during the Nuremberg trials.

L.M. Perry Monchilov, 54, died of cancer Dec. 1 in Fort Smith, Ark. Mr. Monchilov joined the State Department in 1988 as a special agent with Diplomatic Security. He served in Algeria and in field offices in Los Angeles and Washington, D.C. In 1995, he volunteered to serve on a protection detail in Karachi after the murder of three U.S. Consulate employees. A U.S. Army veteran, he received the Bronze Star Medal for service in Vietnam.



Kathleen B. "Kathy" Parrott, 55, a retired State Department personnel management specialist, died Nov. 16 in Alexandria, Va. She began her career in 1964 in the Bureau of Personnel before transferring to the Bureau of Administration in 1979. In 1991, Ms. Parrott joined the Bureau of Political-Military Affairs, where she served until her retirement in 1994.

David Hall Stauffer, 77, a retired State Department diplomatic historian, died of pancreatic cancer July 26 at his home in Bethesda, Md. He began his State Department career in 1956. He helped prepare the Department's documentary publication, *The Foreign Relations of the United States*. Mr. Stauffer joined the Peace Corps in 1962 and served for four years as director of the first Peace Corps project in Belize and later in the Peace Corps planning office. He then returned to State's Office of the Historian, where he remained until his retirement in 1980. During World War II, Mr. Stauffer served as a B-17 "Flying Fortress" bomber pilot with the 8th Air Force in England.

To report deaths of Foreign Service and Civil Service retirees, contact the Office of Retirement at (202) 261-8960 (voice) or (202) 261-8988 (fax). Obituary information, including photos, may be submitted by the family or their representative directly to *State Magazine*, U.S. Department of State, Bureau of Personnel, Office of Employee Relations, Room H-236, SA-1, 2201 C St. NW, Washington, D.C. 20522-0102. Fax: (202) 663-1769.

PERSONNEL ACTIONS

Foreign Service Retirements

Abels, Max Earl, Rio de Janeiro
Abington Jr., Edward Gordon, Intelligence and Research
Adams, Judith K., Administration
Austrian, Sheila West, Strategic Communications
Benedict, Lawrence Neal, In Transit
Berry, Ann R., Pretoria
Bresler, Ralph Edwin, Economic Policy Staff
Brynn, Jane Cooke, Paris
Buechel, Janet G., Administrative Training
Casey, Mary Ann, Diplomats in Residence
Castor, Margaret Ann, Panama
Chaplin, Stephen M., Miscellaneous Assignments
Clarke, Henry Lee, Assistant Secretary
Cockerill, Glenn A., Manila
Courtney, William Harrison, Humanitarian Assistance
Davis, James G., State/Defense Exchange Officers
Dobbins Jr., James F., Special Representative for Bosnia
Dougherty Jr., Bernard J., Field Office Management
Fisher, Richard V., Northern Europe and Regional Affairs Division
Gilstrap, Lewis G., San Salvador
Grovdahl, Roger M., Vientiane
Hopper, Dianne W., South Central European Affairs
Horsey, Sarah R., Assignments to Nongovernmental Organizations
Howard, Carl D., Citizen Exchanges

Hughes, Patricia Dawson, Mid-Level Division
Hughs, Mary G., Bern
Johnson, Joyce L., Executive Director
Key, Andrew F., Miscellaneous Assignments
King, K. Kimberly, Miscellaneous Assignments
Klemp, Stephen H., State/Defense Exchange Officers
Kozak, Gertraude T., Kiev
Kozak, Larry Joseph, Kiev
Lampkins, Kenneth J., Yaoundé
Lange, Mary J., Information Resource Management
Ledger, Charles Thomas, Africa Bureau
Makhdoom, Rashid A., Brussels
McElhiney, Gary P., San José
Ordal, Steven Rolf, Montevideo
Otto, Olaf North, Reykjavik
Pipal, Suella, Copenhagen
Pollock, James C., Miscellaneous Assignments
Price, Donald A., Technical Services Branch
Rase, Glen R., Bandar Seri Begawan
Rogus, David Francis, Brazilian and Southern Cone Affairs
Saltzger, James A., Special Communications Branch
Weingarten, William A., Public Affairs
White Jr., Robert W., Messaging Systems Office
Williams Jr., Langdon P., Regional Analysis and Eastern Republics Division

Civil Service Retirements

Abdo, Habib E., Near East, South Asia Division
Bash, Thomas A., Audio-Visual Facility
Bennett, Robert W., Regional Logistics Centers
Delawter, Jerry W., Cost Engineering Branch
Dragunsky, Vladimir I., Asian, Slavic Arabic
Littlefield III, Rudolph N., Boston Passport Agency
Macdonald, M. Milton, Audits
Norris, Doris, Foreign Service Institute
Payne, John C., Immediate Office of Inspector General
Robinson, Linda B., Information Resource Management
Romero, Ramon V., Compliance Follow-Up Team
Sklar, Sandra Rae, Houston Passport Agency
Taylor, Elaine, Miami Passport Agency
Taylor, Virginia L., Management Training
Thompson, Guy B., Main State Messaging Center Division
Ungaro, Ronald A., Geographic Liaison
Western, E. Linda, Public Diplomacy
Yang, Linda Tsao, Manila
Young, Frances R., Financial Management Division

APPOINTMENTS



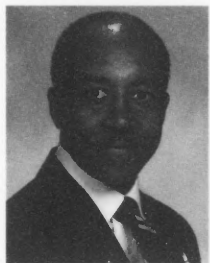
Assistant Secretary of State for Educational and Cultural Affairs. William B. Bader is the first assistant secretary of State for Educational and Cultural Affairs. Prior to integration, Mr. Bader served as the associate director for Educational and Cultural Affairs at the former United States Information Agency. He is a former staff director of the U.S. Senate Foreign Relations Committee and was senior adviser at the Center for Strategic and International Studies. He also served as assistant deputy under secretary of Defense. He and his wife have four children.

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U.S. Ambassador to the Dominican Republic. Charles T. Manatt of Illinois was recently confirmed by the Senate as the new U.S. Ambassador to the Dominican Republic. Mr. Manatt began his own law practice in 1964, specializing in the field of banking. He chaired the Democratic National Committee from 1981 to 1985 and co-chaired the Clinton/Gore presidential campaign in 1992.

Clinton/Gore presidential campaign in 1992.



U.S. Ambassador to the Kingdom of Swaziland. Gregory Lee Johnson of Washington state, a career Foreign Service officer since 1968, is the new U.S. Ambassador to the Kingdom of Swaziland. Mr. Johnson previously served in Vietnam, Japan, Somalia, Brazil, Russia, Sweden, Canada and Washington, D.C. Mr. Johnson

attended the U.S. Army War College and the Department's Senior Seminar. He and his wife, the former Lyla J. Charles, have two children.



U.S. Ambassador to Israel. Martin Indyk is reassuming his position as U.S. Ambassador to Israel, where he served from 1995 to 1997. Mr. Indyk served as assistant secretary of State for Near Eastern Affairs from 1997 to 1999. Prior to his assignment as ambassador to Israel in 1995, Mr. Indyk served as special assistant to the President

and senior director for Near East and South Asian Affairs at the National Security Council. He was a senior member of Secretary Warren Christopher's Middle East Peace team. He and his wife, Jill Indyk, have two children.



Assistant Secretary of State for Near Eastern Affairs. Edward S. Walker Jr. is the new assistant secretary of State for Near Eastern Affairs. Ambassador Walker began his Foreign Service career in 1967 and served as ambassador to Israel from 1997 to 1999, ambassador to Egypt from 1994 to 1997, deputy permanent representative to the United Nations with ambassadorial rank from 1993 to 1994, and as U.S. ambassador to the United Arab Emirates from 1989 to 1992. In 1988, he was appointed deputy assistant secretary of State in the Near East Bureau.

United Nations with ambassadorial rank from 1993 to 1994, and as U.S. ambassador to the United Arab Emirates from 1989 to 1992. In 1988, he was appointed deputy assistant secretary of State in the Near East Bureau.

Assistant Secretary of State for Oceans and International Environmental and Scientific Affairs. David B. Sandalow of Michigan is the new assistant secretary of State for Oceans and International Environmental and Scientific Affairs. Mr. Sandalow was previously associate director for the Global Environment for the White House Council on Environment Quality and senior director for Environmental Affairs at the National Security Council. Prior to his work at the White House, Mr. Sandalow was with the Office of the General Counsel at the Environmental Protection Agency and in private law practice.

Assistant Secretary of State for Intelligence and Research. J. Stapleton Roy of Pennsylvania is the new assistant secretary of State for Intelligence and Research. Mr. Roy entered the Foreign Service in 1956, and he has served in Bangkok, Hong Kong, Taipei, Moscow and Washington, D.C. He served as deputy chief of mission when the United States established diplomatic relations with the People's Republic of China in 1979, then as deputy chief of mission in Bangkok. Mr. Roy was appointed ambassador to Singapore in 1984 and returned to Washington, D.C., in 1986 to become deputy assistant secretary for East Asian and Pacific Affairs. He next served two years as executive secretary of the Department and special assistant to the Secretary of State. He served as ambassador to the People's Republic of China from 1991 to 1995 and later as ambassador to Indonesia from 1996 to 1999.

U.S. Ambassador to Switzerland. Richard Fredericks is the new U.S. Ambassador to Switzerland. Mr. Fredericks has worked in the brokerage industry specializing in investment research analysis and investment banking with special focus in the field of commercial banking. He was a senior consultant to Banc of America Securities and is a past president of the Bank and Financial Analysts Society.

U.S. Consul General, Hong Kong. Michael Klosson of Washington, D.C., a career Foreign Service officer, is the new U.S. Consul General in Hong Kong. During his 24-year Foreign Service career, Mr. Klosson has served as director of the secretariat staff and as deputy chief of mission and chargé d'affaires in Sweden and the Netherlands. His most recent assignment was as principal deputy assistant secretary of State for Legislative Affairs from 1996 to 1999. He and his wife, Boni Klosson, have two children.

Ambassador to the People's Republic of China. Joseph W. Prueher of Tennessee is the new U.S. Ambassador to the People's Republic of China. Mr. Prueher is a retired Navy admiral and former commander-in-chief of the U.S. Pacific Command. For more than three years, Mr. Prueher served as the senior U.S. military commander in the Pacific and Indian Oceans and their littoral areas. He retired from the Navy in 1999 after 35 years of service and then served as a consulting professor and senior adviser for the Stanford-Harvard Preventive Defense Project.



Assistant Secretary of State for Nonproliferation. Robert J. Einhorn is the new assistant secretary of State for Nonproliferation. Mr. Einhorn began his career in the former U.S. Arms Control and Disarmament Agency, where he served in a variety of Washington, D.C.-based and delegation assignments. He then served as senior adviser in policy planning for arms control, nonproliferation and other security issues from 1986 to 1992. Mr. Einhorn then became the deputy assistant secretary for Nonproliferation in the Bureau of Political-Military Affairs, where he served until 1999. He most recently served in early 1999 as the senior adviser to the under secretary for Arms Control and International Security.



U.S. Ambassador to the Republic of Botswana. John E. Lange of Wisconsin, a career Senior Foreign Service officer, is the new U.S. Ambassador to the Republic of Botswana. Mr. Lange will also serve as the special representative of the Secretary of State to the Southern African Development Community, headquartered in

Gaborone. He joined the Foreign Service in 1981 and has served in Switzerland, Togo, France, Mexico and Washington, D.C. His most recent post was Dar es Salaam, Tanzania, where he served as deputy chief of mission and chargé d'affaires. He received the Distinguished Honor Award for skilled leadership and extraordinary courage in the aftermath of the Aug. 7, 1998, bombing. He and his wife, Alejandra M. Lange, have one child.



U.S. Ambassador to Burkina Faso. Jimmy J. Kolker of Missouri, a career member of the Senior Foreign Service in the class of counselor, is the new U.S. Ambassador to Burkina Faso. During his 22-year Foreign Service career, Mr. Kolker has served in Gaborone, London, Stockholm, Harare, Maputo and Washington, D.C. He served as senior adviser to the under secretary for Management. In his most recent assignment, he served as deputy chief of mission in Copenhagen. He and his wife, Britt-Marie Forslund, have two children.



U.S. Ambassador to Senegal. Harriet L. Elam-Thomas of Massachusetts, a career member of the Senior Foreign Service in the class of minister counselor, is the new U.S. Ambassador to Senegal. Ms. Elam-Thomas last served as counselor of the United States Information Agency in Washington, D.C. Her career in the Foreign Service includes assignments in Belgium, Greece, France, Senegal, Mali, Côte d'Ivoire and Turkey.



U.S. Ambassador to Mali. Michael E. Ranneberger, a Senior Foreign Service officer with the rank of minister counselor, is the new U.S. Ambassador to Mali. He served as deputy chief of mission in Maputo from 1986 to 1989 and as deputy chief of mission in Asunción from 1989 to 1992. In 1994, Mr. Ranneberger served as deputy chief of mission in Mogadishu, then became deputy principal officer of the reconstituted Somalia Liaison Office in Nairobi. In 1995, he spent six months establishing and running an interagency task force on justice and security-related issues in Haiti, then assumed his most recent position as coordinator for Cuban Affairs in Washington, D.C. He and his wife have two children.

Compiled by Nicole Deaner.

A STATE DEPARTMENT VALENTINE'S DAY

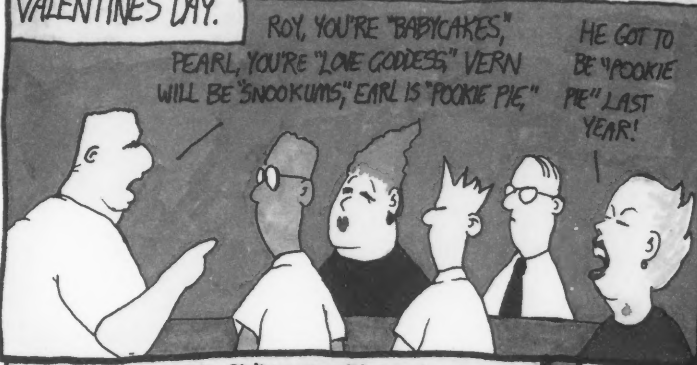
STOCK UP ON NEW "STATE DEPARTMENT ACRONYM" VALENTINE CANDIES!

TASTY AND SUBSTANTIVE, TOO!

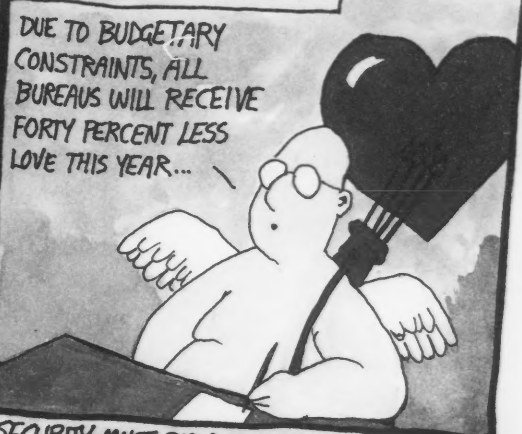


ALL OFFICES WILL DESIGNATE APPROPRIATE TERMS OF ENDEARMENT FOR USE DURING THE OBSERVATION OF VALENTINE'S DAY.

AMBASSADOR-AT-LARGE FOR VALENTINE'S DAY AFFAIRS WENDELL CUPID:



ROY, YOU'RE "BABYCAKES," PEARL, YOU'RE "LOVE GODDESS," VERN WILL BE "SNOOKUMS," EARL IS "POOKIE PIE," HE GOT TO BE "POOKIE PIE" LAST YEAR!



DUE TO BUDGETARY CONSTRAINTS, ALL BUREAUS WILL RECEIVE FORTY PERCENT LESS LOVE THIS YEAR...

VALENTINE CARD GIVING SHOULD BE DONE THROUGH NORMAL PROCEDURES.

AS USUAL, SECURITY MUST BE A CONSIDERATION...



I'M NOT LOOKING AT THAT VALENTINE FROM MYRON UNTIL IT'S FULLY CLEARED!



YOU'RE NOT AUTHORIZED TO BE A "SECRET" ADMIRER! COULD I BE A "SENSITIVE BUT UNCLASSIFIED" ADMIRER?

AGGELER 99

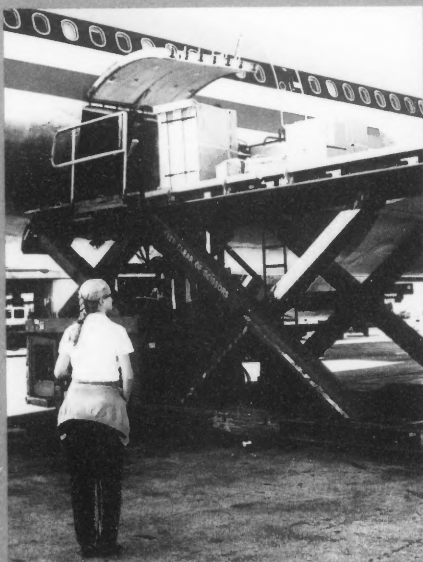
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Diplomatic Couriers
See page 32

