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OF THE UNITED STATES

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Tallinn



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

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On the Cover

Celebrating the 75th anniversary of the Foreign Service



FROM THE SECRETARY

Congratulations on the Foreign Service's 75th Anniversary

On May 24, we will mark the 75th anniversary of the modern Foreign Service, created when Congress adopted the Rogers Act in 1924.

Of course, American diplomacy has its ancestry in the earliest days of our republic, when figures such as Benjamin Franklin, John Adams and Silas Deane served abroad, and Adams, Thomas Jefferson, James Madison and James Monroe served in turn as Secretary of State.

But the Rogers Act transformed American diplomacy, creating a unified and professional Foreign Service by combining the diplomatic and consular services. The act's provisions established a career service, with appointment and promotion based on merit. It increased the opportunities for diplomats who had served abroad to take leadership positions in Washington. Looking back, we can see that it set the stage for the vital role that America's diplomats have played throughout the final three-quarters of this century.

Today, we face new challenges in preparing the venerable Foreign Service to be on the cutting edge of American diplomacy in a new century. Our personnel need new skills and preparation to deal with non-traditional issues, from the science of climate change to the ins and outs of the global economy. We need to recruit—and retain—people from across the full spectrum of American society.

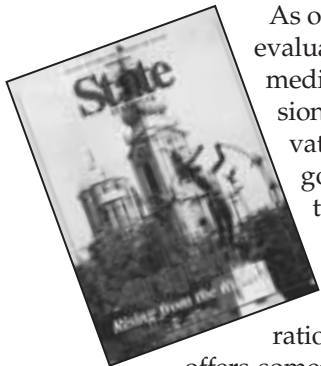
Our methods of communication and public diplomacy must take into account the global village in which we live as well as the reality that the line that used to separate foreign and domestic policy is increasingly blurred.

We must meet the security threats we face overseas and at home, while still being effective advocates for America. And we must make a success of the Foreign Affairs Reform and Restructuring Act of 1998, which merged the U.S. Arms Control and Disarmament Agency into State on April 1, with the U.S. Information Agency to follow on October 1.

And we must maintain what I call diplomatic readiness—the levels of staffing, funding and training that will allow us to best serve the interests of the American people and make sure we get the job done.

My own regard for the members of the Service, and the families who accompany them to distant and sometimes hazardous posts, has grown steadily during my years at State. It will be a privilege and a pleasure to celebrate the anniversary with you in May. We will mark it with speeches and conferences; with celebration and somber remembrance of those Foreign Service members who have given their lives on behalf of our country. We will look back with pride—and we will look ahead with confidence toward another 75 years of excellence. ■

Hats Off!



As one who has been evaluating words and media all my professional life, in the private sector and in government, I turned each page of your March issue with growing admiration. Every feature offers something of interest, the language shows inspired editing and the format pleases the eye—especially now, with full color. So hats off! If we had a prize to bestow for Best Publication Ever in Diplomacy, it would arrive with this message.

Robert Amerson

*Retired Foreign Service Officer (USIA)
Brewster, Mass.*

Beautiful, But...

The March 1999 issue is beautiful. The cover is especially eye-catching and the use of full color for the Art in Embassies feature is quite enhancing. I wonder, though, if using full color throughout every issue is warranted. Yes, full color is becoming more affordable, but it still costs more to print than black and white. In an age of shrinking resources, I'd rather see the funds spent on glitz for an employee magazine go toward upgrading the building's pathetic technology or filling long-standing vacancies.

Janice Kiser

Bureau of Public Affairs

Editors' Note: By going beyond the Washington, D.C., beltway, State Magazine was able to print the full-color March issue for less than what a black and white issue costs in the Washington area. The next full-color issue is scheduled for July/August.

'Just the Icing'

I received the March issue today and it looks great. The colors are sharp and true, the photographs clear and bright. Full color certainly makes an enormous difference. I particularly like how the photos of people come across so much more "alive" and interesting. Adding color is just the icing on top of what you already have accomplished in transforming *State Magazine* into a top-notch publication—one that all of us in the Department can be proud of.

Brian Majewski

U.S. Embassy, Ottawa

A Memory Slip

We enjoyed your March articles on the U.S. Embassy team in Sarajevo, but sometimes institutional memory fails. The author of the USIS sidebar dates a "U.S. presence" in Sarajevo to 1975 when USIS established a branch

there. I know of at least seven Foreign Service families, including my own, who served at the American Consulate in Sarajevo between 1957 and 1963, when the post closed.

John W. Kimball

*Retired Foreign Service Officer
Potomac, Md.*

Corrections

In the March issue, we misspelled the last name of former Secretary of State George Shultz and the first name of contributor Razvigor Bazala.

The name of the artist, Elizabeth Jane Gardner Bouguereau, who painted "Madonna and Child," was misspelled in the March issue.

The article on micro posts in the February issue incorrectly stated that Judy Francis is one of two Foreign Service officers posted in Lomé. In fact, Lomé is a Special Embassy Program post with 14 Foreign Service officer positions.

From the Editor

Thank you for your comments on our March issue, the first full-color production in the magazine's 52-year history. We are seeking every avenue possible—from going nationwide for printing contracts to changing paper stock—to reduce our costs so we can increase the number of color issues. In the meantime, we hope you will also enjoy reading us in black and white.

The signing of the Rogers Act on May 24, 1924, spawned a corps of professionally trained men and women to represent our country's interests abroad. To help observe the occasion, we feature a history of the Foreign Service and a story on a career diplomat, Tom Pickering, who retired after 40 years of service only to return as undersecretary for political affairs.

We also feature the exchange and cultural programs of the U.S. Information Agency. They are a critical element of public diplomacy in advancing our national interests. Many U.S. Ambassadors consider these programs one of their most important tools in conducting foreign relations.

In this issue, we visit Ouagadougou, our Post of the Month, a West African city bustling with modern hotels and international activity. You may encounter delegates to a monetary summit or players from a soccer tournament alongside ordinary citizens balancing babies on their backs and pots of water on their heads.

May you enjoy all this issue has to offer.

A handwritten signature in dark ink, likely belonging to the editor, is placed at the end of the letter.

DIRECT FROM THE D.G.

BY EDWARD W. "SKIP" GNEHM JR.

This month marks the 75th anniversary of the Foreign Service and the Rogers Act that created it. Our annual Foreign Service Day commemoration will be both a celebration of 75 years of professionalism and a solemn commemoration of the loss of our colleagues—American, Kenyan and Tanzanian—in the August bombings in Nairobi and Dar es Salaam. Their sacrifices underscore all that is good and noble in our profession and the risks each of us faces as we carry out our mission.

As we review the proud history of the U.S. Foreign Service, we easily call to mind the accomplishments of great public servants who shaped the course of American history. Loy Henderson and Dean Acheson are memorialized by the auditoriums that bear their names at Main State. George Kennan, another revered Foreign Service officer, remains an influential figure in the foreign policy arena. Looking at today's practitioners of the art of diplomacy, we see our many peers continue to bring honor to our profession. A shining example is Ambassador Prudence Bushnell, who struggles to heal our embassy community in Nairobi after its massive losses and to reaffirm our commitment to a robust diplomatic presence in Kenya. Elsewhere, our colleagues struggle to find peace in the Balkans, to cope with the aftermath of Hurricane Mitch in Central America and to face new threats to their security around the globe.

Honoring these individuals, we remain acutely aware of the importance of our families, both in directly supporting our diplomats and in projecting our presence abroad in their own right. Family members share all the hardships, make critical (and countless) contributions to our missions and receive little recognition. Without their efforts and commitment, we could not do our jobs.

Our children are members of the Foreign Service family by heritage, not by choice. They may enter and leave five or more different communities and schools by the time they are of college age. Although they benefit from a wide array of cultural opportunities unavailable to their peers stateside, they often must delay basic and cherished American rites of passage—like their first drivers' licenses. Chris Doggett, who has spent a childhood traveling with his State family, wrote a moving piece for the student newsletter at Yorktown High School in Arlington, Va.



75 Years of Excellence

"Imagine what it's like coming to a school with over a thousand kids and not knowing a single one. It's like kindergarten all over again," Chris wrote. He decided to miss his senior year at Yorktown to accompany his parents to New Delhi, where he enrolled at the American Embassy School.

Given the personal sacrifices that are part of any Foreign Service childhood, it is all the more impressive to see the many accomplishments of our young people. When Alyson Rose-Wood returned home with her parents after a three-year tour in Tegucigalpa, where she had done volunteer work at an orphanage and a home for the

elderly, she formed a chapter of the Foreign Service teen club, Around the World in a Lifetime, at Yorktown High. She was the driving force behind a visit to the school by Peace Corps deputy director and Foreign Service officer Chuck Baquet. Travis Dudley has devoted himself to improving the morale of other young people at the U.S. Embassy in Riyadh, writing to the children of newly assigned personnel, founding a musical group and organizing activities for younger children. Travis and Alyson are among the winners of the 1998 Foreign Service Youth Awards. Recent winners also have been recognized for their good works in Oslo, Cairo, Suva and Pretoria. During this year's Department awards ceremony, other Foreign Service youth will be honored for their many contributions.

Foreign Service spouses today continue to support our diplomats in traditional, but still vital, ways. Representational activities and creating informal bonds within their communities remain a necessary part of diplomatic life, in which our spouses are critical. I recently saw Peggy Ward and her husband George as he retired from his post as ambassador to Namibia. In 1977, Peggy was the first community liaison officer in Rome. A true community activist, she served without pay for the first part of her tenure.

We are rightly proud of our heritage. All of us in the Foreign Service family continue an unbroken tradition of service to American ideals and the American people. On Foreign Service Day, we will honor the sacrifices and achievements of all members of that family, past and present. Their hard work, dedication and sacrifice have laid the foundation for our next 75 years of excellence. ■

Events Set for Public Service Week

Public Service Recognition Week begins May 3 with a wide range of activities celebrating the contributions of Foreign Service, Civil Service and Foreign Service National employees throughout the Department.

All employees are invited to the Civil Service Festival on Tuesday, May 4, from noon to 3 p.m. in the courtyard outside the Main State cafeteria. The event will feature refreshments, music, speeches and the presentation of the first annual Director General's Cup for the Civil Service. The American Federation of Government Employees will also present a cup honoring a Civil Service employee.

The Department's annual awards ceremony is scheduled from 11:45 a.m. to 12:45 p.m. on Thursday, May 6. More than 30 individuals representing Civil Service, Foreign Service, FSNs and family members will be recognized for their exceptional contributions to the Department's mission. Due to space limitations, the event is by invitation only.

The 1999 Foreign Service Day begins at 9 a.m. on Friday, May 7. The event will include keynote speeches, regional seminars on policy issues led by senior State officials and a catered luncheon. In addition, awards will be presented by the American Foreign Service Association, the American Association of Foreign Service Women, and Diplomats and Consular Officers, Retired.

The annual Public Service Recognition Week exhibit on the National Mall begins at 9 a.m. on May 6 and continues through noon on Saturday, May 8. The State Department will be among the agencies represented at the exhibit.



Students visit State's exhibit on the Mall in 1998.

A Call for Artifacts

Artifacts that depict the important role diplomacy has played in the lives of the people of the United States are being collected to upgrade the Department's Hall of Diplomacy.

The revised exhibition will build on the existing display, which opened in 1996. Major themes of the expansion will include the protection of U.S. lives abroad, the search for peace and security, support for economic prosperity and advocacy of U.S. values—human rights, democracy and justice.

For information about contributing artifacts to the exhibit, contact Priscilla Linn at (202) 663-1279 or by email at linnp@panet.us-state.gov.

Panel Studies Overseas Presence

Secretary Madeleine Albright recently established a high-level panel to help the Department determine the location, size and composition of U.S. Embassies and Consulates to carry out U.S. foreign policy in the coming decades. The panel convened March 9 and is now visiting posts in all geographic bureaus. More on this far-reaching initiative will be reported in future issues of *State Magazine*.

State Celebrates Asian Pacific Heritage

By Corazon Sandoval Foley

This year's Asian Pacific American Heritage Month Professional Development Program is scheduled for May 19 at Main State.

The program, sponsored by the Asian Pacific American Federal Foreign Affairs Council, will open with a conference on U.S.-Japan relations. Ambassador William H. Itoh, former ambassador to Thailand, will chair the panel. The afternoon session will feature a seminar on leadership and coalition building. J.D. Hokoyama, president of Leadership Education for Asian Pacifics, will facilitate the forum.

Highlighting the program will be the noontime opening of the council-sponsored exhibit, "Witness: Our Brothers' Keepers," commemorating Japanese American and Jewish American troops who helped liberate the prison camp in Dachau, Germany, in 1945. The exhibit, co-produced by the Japanese American National Museum of Los Angeles and the National Museum of American Jewish Military History, will be displayed in the diplomatic lobby at Main State through July 9.

Sen. Daniel K. Inouye, a former member of the highly decorated 442nd Regimental Combat Team; former Rep. Norman Y. Mineta; and Jewish American National Museum president Irene Hirano will lead a panel discussion on "Honoring Japanese American Patriotism: Looking to the Future." The focus will be the patriotism of the Japanese American community during World War II, when 120,000 of its members from the West Coast were held in internment camps by the U.S. government.

The council will host a noon ceremony honoring Japanese American veterans of the 100th Infantry Battalion, the Military Intelligence Service and the 442nd Regimental Combat Team, the most decorated unit for its size in American military history.

In addition to helping recognize the contributions of Asian Pacific Americans, the Asian Pacific American Federal Foreign Affairs Council sponsors annual recruitment and career fairs for students interested in foreign affairs careers. The most recent forum, held last month in Washington, D.C., attracted high school and college students from as far away as California and Hawaii.

Sen. Daniel K. Inouye will participate in a panel focusing on the patriotism of the Japanese American community during World War II.



For more information about the council or its Asian Pacific Heritage Month celebration, contact the author at (202) 647-9264.

The author is a Bureau of Intelligence and Research employee who chairs the Asian Pacific American Heritage Month Professional Development Program.

Sandalow Named to OES

David B. Sandalow was recently nominated by the President as assistant secretary for Oceans and International Environment and Scientific Affairs. More complete biographical information will be provided when his nomination is confirmed by the Senate.



Reuters Photo

The report condemns the Yugoslav's government crackdown on civilians and separatist insurgents in Kosovo.

State Reports on Human Rights

By Donna Miles

State's newly released 1998 Human Rights report, which features blunt U.S. criticism of China's persecution of an opposition political party and other human rights reversals, sparked controversy during Secretary Madeleine Albright's recent trip to Asia.

"The United States will never apologize for speaking or publishing the truth," Secretary Albright said as she prepared to leave Beijing. While the Chinese government had made efforts to relax controls over economic and social freedoms in recent years, the Secretary said, the past year had seen severe crackdowns on religious freedom and organized political opposition.

During talks with Chinese officials, the Secretary said she "made clear America's view that a society is more—

not less—likely to be stable when citizens have an outlet for the peaceful expression of political views.

"Moreover, trying to organize a political party is not a threat or a crime," she said. "It is a right guaranteed by the Universal Declaration of Human Rights."

President Clinton echoed the Secretary's sentiments in a foreign policy address delivered on the day of the human rights report's release. He said "sooner or later, China will have to come to understand that... (it) cannot purchase stability at the expense of freedom."

China was among 194 countries covered in State's annual human rights report, issued 50 years after the Universal Declaration of Human Rights proclaimed all human beings "free and equal in dignity and rights."

Yet this year's human rights report overview notes that the world "still has a long way to go before it fulfills (the declaration's) promises."



Secretary Madeleine Albright criticizes human rights reversals in China during a recent visit.

Assistant Secretary for Democracy, Human Rights and Labor Harold Hongju Koh acknowledged that “in too many countries, leaders speak of democracy, yet rig elections, suppress dissent and shackle the press.”

Undersecretary for Global Affairs Frank Loy said the report is released not to impose U.S. values on other countries, as critics have charged, but in hopes that “shining a light on” abuses may help stop them.

In the report’s overview, Assistant Secretary Koh criticizes long-standing human rights violators such as Burma, Iraq, Iran, Syria, Libya, North Korea and Cuba. It also addresses recent human rights violations in Sierra Leone, Belarus, Colombia, Turkmenistan, the Democratic Republic of the Congo and elsewhere.

The assistant secretary highlights abuses in Serbia, where Yugoslav President Slobodan Milosevic’s regime used military, police, judiciary and state-controlled media to strangle dissent and promote a brutal crackdown on civilians and separatist insurgents in Kosovo.

The overview also condemns Afghanistan’s Taliban faction, saying it represents “perhaps the most severe abuse of women’s human rights in the world.”

U.S. allies did not escape scrutiny in the report. Turkey is criticized for torture, harassment of the press and intolerance toward the Kurdish minority. Egypt, France and Germany are identified for discriminating against specific minority religious groups.

But the report doesn’t deliver only bad news. It cites the improved human rights situation in the Republic of Korea,

where democratic elections in December 1997 gave President Kim Dae-Jung the popular support needed to implement austerity measures and economic reform.

“This demonstrates that even in times of economic crisis, nothing about Asian values precludes respect for democracy, human rights and the rule of law,” Assistant Secretary Koh said.

Assistant Secretary Koh called preparing the report—a requirement under the Foreign Assistance Act of 1961—“a huge undertaking” involving hundreds of Foreign Service and Civil Service employees in Washington, D.C., and overseas.

Embassy staffs prepare initial drafts of the country reports, gathering information throughout the year from a variety of sources across the political spectrum. Employees go to great lengths under trying and sometimes dangerous conditions to investigate reports of human rights abuse, monitor elections and aid individuals at risk from their governments. Some of the work for this year’s report, Undersecretary Loy said, was carried out “in places where our people weren’t particularly welcomed.”

State’s Bureau of Democracy, Human Rights and Labor works with other Department offices to corroborate, analyze and edit the embassy reports, incorporating additional information from U.S. and other human rights groups, foreign government officials and governmental and nongovernmental organizations.

The collaboration resulted in a 5,000-page comprehensive record of human rights conditions worldwide that Assistant Secretary Koh said forms the heart of U.S. human rights policy.

The President said the report “is sometimes resented but always respected—for its candor, its consistency and for what it says about our country.” Undersecretary Loy said it “reflects the high premium that the Secretary and all Americans place on the inalienable rights of all the world’s people to freedom, to dignity and to the respect for the rule of law.”

The report is posted on the Department’s Internet web site at www.state.gov. ■



The new interim embassy in Tanzania.

Dar es Salaam:

Back in Business and Here to Stay

By John E. Lange

The sun shone brightly on a brand-new office complex that only six months earlier had been a new but never-occupied residential compound. For Ambassador Charles R. Stith and the rest of us at the U.S. Embassy in Dar es Salaam, March 2 marked a new beginning for the U.S. government presence in Tanzania following the tragic terrorist bombing last Aug. 7.

Gathered to mark the official opening of the interim office building were Tanzanian government ministers, the diplomatic corps, representatives of international organizations, local press, Undersecretary for Political Affairs Thomas Pickering and other U.S. and Tanzanian staff members from State, the U.S. Information Service, the U.S. Agency for International Development and the Peace Corps.

The ceremony lasted less than 45 minutes, followed by a short tour of the new facility and brief reception, but the symbolism will last much longer. The United States will not be cowed by terrorists, will stick by its friends and will maintain its presence in the world.

In a letter read by Ambassador Stith at the ceremony, President Clinton described the new chancery as "a tangible symbol of the will of the United States to pursue its global objectives and a testament to the strength of the bilateral relationship between the United States and Tanzania." The ambassador called the multi-million-dollar investment a voice of confidence in Tanzania's future, and he read from African-American poet Maya Angelou's poem, "Still I Rise."

Tanzanian Minister for Foreign Affairs and International Cooperation Jakaya M. Kikwete said the embassy bombing had brought Tanzania and the United States closer. He expressed gratitude that the embassy's visa section had reopened, since its closure during the staff's six-month stay in a temporary office building had caused substantial inconvenience to many Tanzanians planning to travel to the United States.

The dedication ceremony was a fitting homecoming for Undersecretary for Political Affairs Thomas Pickering, who had served in Zanzibar from 1965 to 1967 and in Dar es Salaam, as deputy chief of mission, from 1967 to 1969. The undersecretary managed to maintain his ability to speak Swahili during the intervening 30 years, much to

the amazement of those at post. In his speech, he read a congratulatory letter from Secretary Madeleine Albright, who, in reference to the bombing, said, "If the perpetrators of this horrible deed imagined they would undermine America's purpose or weaken America's friendship with Tanzania and Africa, they must see now that they have produced the opposite result. The inauguration of the new embassy premises formalizes this truth."

Undersecretary Pickering recalled fond memories of his time in Tanzania, and he, too, emphasized how the inauguration demonstrated that the United States remains close to its friends and stands firm in the face of terrorism.

Following the ceremony and the official ribbon-cutting, guests were escorted on a short tour of the new facility.

Upon reaching the USIS Information Resource Center, the ambassador and public affairs officer Dudley Sims surprised the undersecretary by unveiling a plaque identifying it as "The Thomas R. Pickering Center." Ambassador Stith said the plaque acknowledged Undersecretary Pickering's staunch support of the library and cultural center when he was stationed in Tanzania. In response, the undersecretary said the library was not only an important information source, but also a very important tool in the process of development. He added that he was doubly pleased at the honor because his wife, a research librarian, also worked for the U.S. Information Service.

Literally thousands of people in Washington, D.C., and Dar es Salaam were part of the effort to convert the residential compound into secure, functional and attractive office space. The renovation proved to be an enormous task. Every time Ambassador Stith and I toured the construction site with project manager Rob Browning, I became more depressed because the Foreign Buildings Office first had to deconstruct much of the building, particularly in the controlled access areas and in installing numerous communications and security systems.

However daunting the task, those involved never flagged in their efforts to complete the project in the shortest possible time. We in Dar es Salaam remain watchful of our security situation, and we are working closely with the Foreign Buildings Office on plans for the permanent, new office building to be built over the next several years.

In the meantime, we are deeply appreciative of all of the work by so many people who contributed to reaching the urgent and important goal: to restore full operations of the U.S. Embassy at a new facility in Dar es Salaam. ■

The author is the deputy chief of mission in Dar es Salaam.

A color guard from the Marine Security Guard Detachment during the dedication ceremony. From left are Cpl. Aaron Hatfield, Sgt. Curtis Shreve, Sgt. Brian Johnson and Sgt. Jeremiah Bohn.



Ouagadougou:

A Proud People in a Poor Land

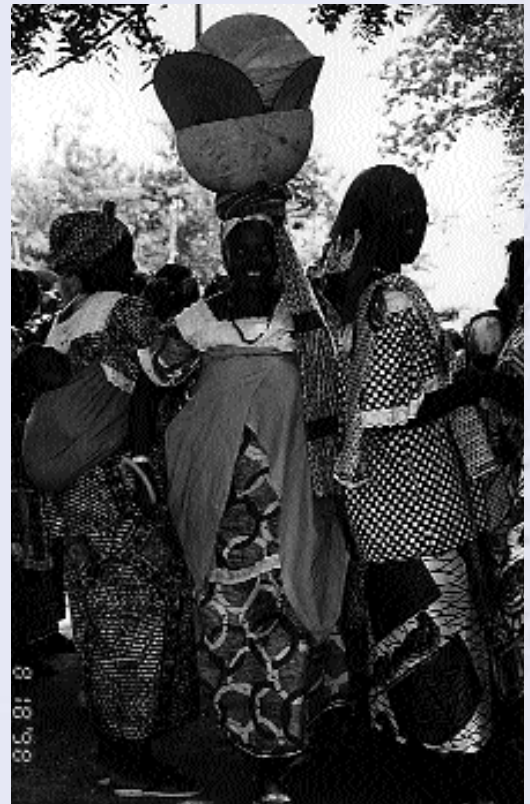


By Elizabeth A. Lavergne

From sand dunes to waterfalls to dry, dusty and sometimes hilly terrain, Burkina Faso is stark and seemingly unyielding. Nonetheless, cotton, sugarcane, sorghum and maize fields dot the countryside. Women resplendent in bright-colored clothes with babies snug on their backs walk slowly along the roadside, balancing on their heads pots for water, clothes for washing or food for the day.

Driving through this West African nation, residents and visitors alike witness a panorama of villages of circular mud huts with straw roofs. The huts are connected, symbolizing Burkina Faso's strong family ties.

It's a land where trees disappear simply to meet the peoples' need for survival. Regrowth is slow and not assured in light of erratic winds and a shifting desert. Nothing is wasted; everything except the ubiquitous plastic bag is recycled. In the search for fuel only the Baobab tree is spared. Immensely respected by the people, this tree blooms only once a year but has a tremendous variety of uses. The leaves are used for "Tô" sauce; the flowers as a vitamin for children and the fruit as gruel. In the dry season the Baobab appears as if a twist of fate had turned it upside down, with the top of the tree resembling the roots.



Above and below, residents from the village of Lokosso celebrate the visit of the Peace Corps deputy director.





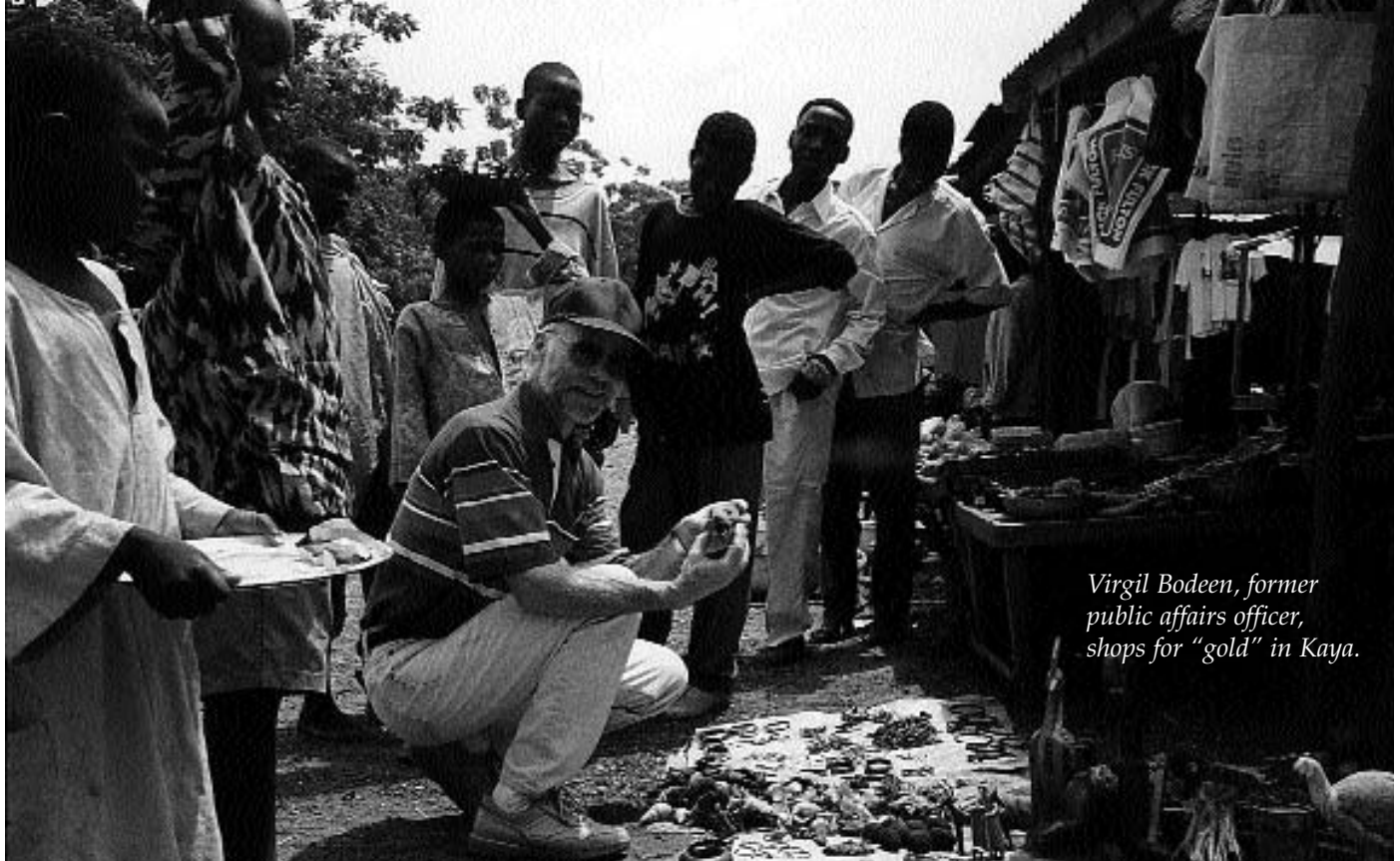
Above, the most recent arrival at post, Nathan Q. Patterson, with his babysitter. Below, a granite sculpture garden in Laongo.

The number and variety of articles the people of Burkina Faso can transport on a bike is astounding: protruding lumber and pipes; huge clay pots lashed to the back seat; chickens and small animals hanging upside down from the handlebars; goats and sides of beef balanced on the bars in front; baskets on their heads; tires around their waists, and two or three people hanging on. This ability to balance so many objects and people evokes memories of tightrope walkers in the circus. Donkey carts laden with wood and railroad pushcarts with mattresses piled 10 high are just two of the country's everyday sights.

Local talents and products abound. The specialties are bronze statues, batiks, leather work, pottery, basketry, carpets, hats and Karite oil products. From the arts to local housing, if it can be made by hand, chances are you will find it in the capital, Ouagadougou.

Despite its geographic isolation, Burkino Faso has left its mark on the international art and political scene. Ouagadougou keeps itself on the world map by hosting international arts and film festivals that attract thousands of visitors, including many from the United States. In even-numbered years, it hosts the Salon International de l'Artisanat Africain, an African arts and crafts trade show. In odd-numbered years, the Panafrican Film and Television Festival spotlights the city as the "Hollywood of the East." Jazz a' Ouaga is a yearly celebration attracting European, Caribbean and U.S. musicians to conduct workshops and "jam" with the local artists.





Virgil Bodeen, former public affairs officer, shops for "gold" in Kaya.

Ouagadougou hosts many international meetings. The city's infrastructure of lighted roads, abundant hotel and restaurant facilities and a new conference center, Ouaga 2000, can accommodate hundreds of visitors and such large gatherings as the Organization of African Unity summits and the Africa Cup of Nations soccer tournament. The U.N. system's offices for Burkina Faso and the West African Economic and Monetary Union are headquartered in the city, attracting visitors from Washington, and requests from the region for increased, time-sensitive reporting. Burkina holds the presidency of the Organization of African Unity through 1999.

Burkina Faso has majestic music, and for every celebration there is dancing followed by more dancing. The Mask Dancers of the Nayala Province, for example, are a rich part of the culture, incorporating costumes and masks symbolizing indigenous animals. A drummer and several flutists accompany each dancer. A specific rhythm on the drum signals the dancer that it is his turn to dance. The brilliant-colored costumes are created using strands of fiber attached by an intricate weaving to a suit

of rope. In Toma, the dancers introduce the traditional wrestling, Coupe du Lutteur, that relies on strength, rather than bulk, to down an opponent. Spectators perch in trees along the perimeter of the wrestling grounds to view the dramatic show.

Ouagadougou offers a rich variety of traditional instruments: drums, balafones, flutes and cone-shaped metal cylinders that produce a medley of tones. Drums range from a square drum one sits on to a "tam tam" balanced between the knees to the hourglass-shaped "talking drum" held under the arm and squeezed, giving off the beats of the heart. Instruments handmade from whatever wood, ropes, gourds, beads, cowry shells and even bottle caps are available produce the beautiful voice of Burkina Faso.

Beyond Ouagadougou are the spectacular waterfalls of Banfora, the unique rock sculpture garden of Laongo, the sacred crocodile in Sabou, a goat farm in Loumbila, a Benedictine monastery, the Muslim village of Bani with seven mosques scattered around the hills and the sand dunes of Gorum-Gorum.

Good roads link the capital to other key cities in the country as



A bead vendor in Kaya.



Inspector Dick Hecklinger, right, and Ambassador Sharon Wilkinson pet a sacred crocodile as security officer Jean-Christian Kambou watches.

well as to Ghana, Niger, Mali and the Ivory Coast. The well-maintained national system of roads and utilities help ameliorate the difficulties of the extreme heat, shortages of water and occasional electrical outages.

The United States maintains an active dialogue with Burkina Faso on a wide variety of issues. The president of Burkina Faso made his first visit to the United States last year, and the government has shown progress toward democratic reform and individual liberties. The U.S. Embassy holds continuing discussions with the Burkina Faso government on such issues as U.N. sanctions, refugees and small arms.

Burkina hosts refugees from all over Africa, including Tuaregs from neighboring Mali as well as refugees from the Great Lakes region, with embassy officers traveling the length and breadth of the country to monitor conditions in refugee camps.

More than 40 state-owned enterprises are scheduled for privatization, and the embassy is working to help identify potential U.S. investors or joint partners. Contrary to the popular belief that markets in Francophone countries are virtually closed to U.S. investors, Burkina's commitment to "Diplomacy of Development" and its interest in U.S. technology and expertise provide market openings.

Ouagadougou houses the headquarters of a regional organization devoted to the early warning and mitigation of drought and prevention of the kinds of famines that have ravaged the Sahel throughout the 20th century as well as to the West African Economic and Monetary Union. The embassy is involved in discussions with the union for a trade and investment framework agreement, which, if agreed upon this year, will be the United States' first with an African regional economic body.

While there is no resident USAID mission, the embassy oversees more than \$21 million in USAID-funded activities, including a large school-feeding program as well as an innovative health project focused on family planning and HIV/AIDS prevention. The ambassador's self-help fund remains one of the largest on the continent, and the mission's democracy and human rights team has identified numerous projects for U.S. funding that are making a positive impact in the areas of press freedom, democratization and women's rights.

The Peace Corps returned to Burkina Faso in 1995. Seventy volunteers work mostly in rural public health and education. The Peace Corps plans to expand its program next year. ■

The author is the ambassador's office management specialist.



Ouagadougou

The Mossi village of Yimdi, "adopted" by the International School of Ouagadougou.

By Anne E. Grimes

Although USIS Ouagadougou is still best known locally as "le Centre Culturel Americain"—the American Cultural Center—its public diplomacy program has grown over the years to include much, much more.

Burkina Faso is one of the poorest countries on earth, yet its people are proud and combine a rich and fascinating blend of cultures. At the same time, the Burkinabe are very interested in and attracted to U.S. society, culture and values, without always understanding them clearly. USIS Ouagadougou works continuously to bridge that gap in understanding by telling America's story to the Burkinabe in a variety of ways.

USIS Ouagadougou concentrates its public diplomacy programming in four broad thematic areas: building a foundation of trust between the people of Burkina Faso and the United States, supporting the growth of democracy and increased respect for human rights, promoting economic reforms and encouraging an independent and responsible media.

To disseminate knowledge in these areas, the mission uses a wide mix of programming tools, including dialogue and discussion with U.S. specialists, information materials, especially Internet access, book and article debates, exchanges, Worldnet dialogues and telepress

conferences. USIS Ouagadougou highlights U.S. culture through regular film showings and occasional placement of U.S. speakers and performers.

A centerpiece of the USIS program is the English Language Teaching Program, known locally as the American Language Center. Knowledge of English is an essential tool for the Burkinabe to gain access to American viewpoints. Increasing the number of Burkinabe who are able to understand and communicate in English facilitates the mission's ability to advocate U.S. policy and perspectives. Working toward this goal, mission officers appear regularly as guest lecturers, and American cultural content is used continually to assist with language progression.

The USIS Information Resource Center is an integral part of the mission's outreach to high-level contacts throughout the Burkina Faso community. This program proactively delivers information to support the mission's strategic goals to targeted audiences. The IRC also responds to requests for information on U.S. topics from target audience members. The center remains one of the best sources of information for many, including university students completing their dissertations in American studies. Using these tools, USIS Ouagadougou is doing its best to continue to encourage greater understanding of "culture Americain." ■

The author is the public affairs officer in Ouagadougou.

The Bureau of Educational and Cultural Affairs:

Building Trust With People-to-People Exchanges

By John W. Finn

When the Oslo Peace Accords were signed in 1993, the United States Information Agency's Bureau of Educational and Cultural Affairs, or E Bureau, expanded its support of the peace process with a new focus on Palestinians. One project brought together young leaders of the Israeli Likud Party and the Palestinian Fatah. Although tensions existed at the outset, participants discussed a range of

common problems and recognized the importance of working together to deal with them. One participant called it "the best and most successful experience in my whole life in terms of political discussions and relationships."

The Mission

The E Bureau builds mutual understanding between people of the United States and other nations through a wide range of international exchange programs, including the Fulbright Scholar and Student programs, International Visitor program and Citizen Exchange pro-

Regional English language officer Paula Curry, center, with cultural program participants at the Panama National English Conference.



gram. These programs build a foundation for conducting U.S. foreign policy and advancing the country's national interests. Many U.S. Ambassadors consider exchange programs one of the most important tools in conducting foreign relations.

Exchange programs are a critical element of public diplomacy. Because they are required by law to present a balanced view of America's diverse society and opinions, these programs create the understanding and trust that help people all over the world put U.S. policies in context and create confidence in American leadership. E Bureau programs address many issues of importance to the United States.

Supporting Peace

The Likud-Fatah program, for example, supports foreign policy initiatives. For many years Israelis and Arabs

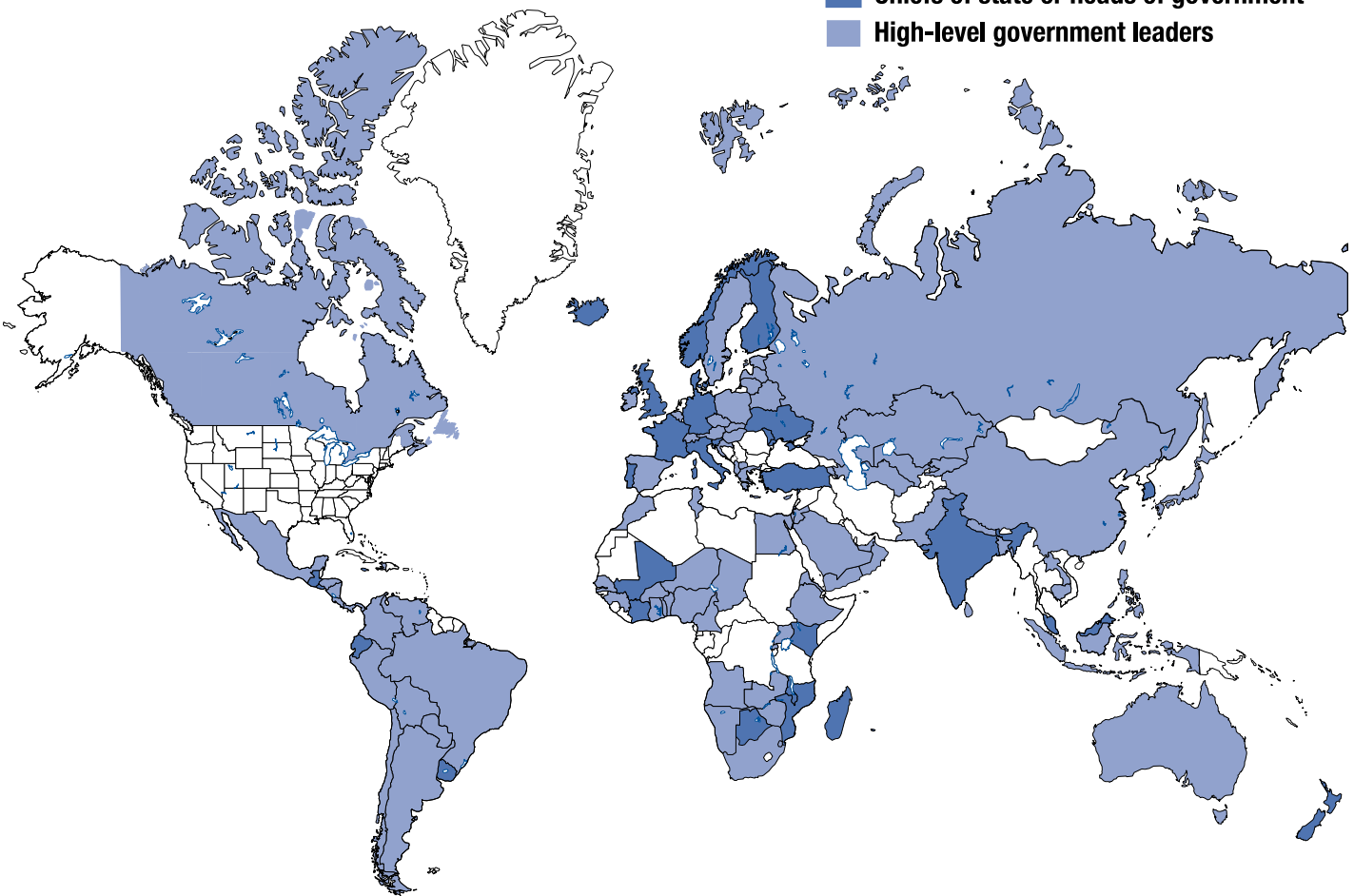
have been brought together through a variety of projects that build a foundation of trust for the United States as an honest broker for peace. More than \$5 million in funding has helped give young Palestinian leaders the skills and attitudes needed to build a peaceful, prosperous democracy in the autonomous areas.

The bureau's programs, covering a broad range of foreign institutions, give the U.S. access where a formal presence would be unwelcome. When Rebecca Chase was sent to teach English to Palestinians in the West Bank, one student stood up on the first day of class and announced, "I want you to know I hate America." Chase complimented him on his English and suggested that there might be some things he didn't know about the United States. Over the next six weeks, she built strong bonds with him and other students.

International Visitor Program Alumni

Former IVs Serving Their Countries in 1998:

- Chiefs of state or heads of government
- High-level government leaders



International Visitor alumni include current and former British Prime Ministers Tony Blair and Margaret Thatcher, Korean President Kim Dae-Jung, former Argentine President Raul Alfonsin, former Costa Rican President Oscar Arias and French Prime Minister Lionel Jospin. Most of these leaders were International Visitors early in their careers, while they were still forming their opinions and leadership styles. Former South African President F. W. De Klerk and the late Egyptian President Anwar Sadat credited their IV experiences with giving them the broad perspective to undertake their respective historic initiatives of dismantling apartheid and making peace with Israel.

The Fulbright Program: A Nepal Treasure

By Phillip P. Hoffmann

Last December, Nepal's Minister of Finance, Ram Sharan Mahat, presented a check for more than \$7,000 to the Fulbright Commission. This gesture reflected the value of the Fulbright program to Nepal, one of the world's poorest nations.

Mr. Mahat studied public policy as a Hubert H. Humphrey Fellow in the 1980s and now chairs the Board of Governors of the World Bank and International Monetary Fund. Two months earlier, Prakash Chandra Lohani, another U.S. university graduate and a former Fulbrighter, served on the five-person international selection committee that nominated former Chilean President Patricio Aylwin as winner of the Fulbright Prize for International Understanding. Mr. Lohani has served as the deputy director of the National Center for Economic Development and Administration, as minister of Housing and Physical Development and as Nepal's Foreign Minister from 1995 until 1997.

Mr. Mahat and Mr. Lohani are among the more than 400 Nepali Fulbright alumni who have studied in the United States since the program's inception in the early 1950s. The list is a "Who's Who" of the mountain kingdom's leaders, including current and former Cabinet ministers, senior Civil Service employees, prominent academics, ambassadors, business leaders and leading professionals. Four of the six members of the National Planning Commission are Fulbright alumni. Many Fulbrighters were active in the Movement for the Restoration of Democracy in the late 1980s and early 1990s and remain active today as party leaders and in efforts to promote human rights and adopt more liberal economic policies.

Virtually cut off from the rest of the world for centuries, Nepalis had minimal exposure to Western thought until the 1950s. This isolation meant that even the country's educated elite had little understanding of U.S. society, culture or politics. Even with the recent expansion of telecommunications and the greater access to information, knowledge of the outside world remains limited in scope, quality and even availability. Most Nepalis still do not have access to electricity, much less to television or other telecommunications media. Promising Nepali students face limited educational opportunities at home. The government continues to be the largest employer of educated people, and salaries are so low that even top officials and professionals can seldom cover the costs of a U.S. education.

Despite its poverty, Nepal has many qualified and eager students who can benefit from study in the United States. Their interest is demonstrated vividly by the ever-growing numbers of Nepali students who visit the Fulbright Commission's Educational Advising Center and by those applying for student visas and Fulbright scholarships. Last year, more than 20,000 Nepalis visited the center, up 25 percent over 1997 and more than 100 percent over 1995. A record number of Nepalis—1,111—were issued student visas in 1997 to study in the United States. About 200 students apply annually for the four or five Fulbright masters-level fellowships available.

In recent years, American Fulbrighters have been active in nurturing the American studies program at Tribhuvan University, Nepal's national university, and the management program at Kathmandu University, Nepal's first private university.

Fulbright scholars have contributed to increased understanding of Nepali history and society. For example, in January, Nina Jablonski completed five months of teaching and research. A paleontologist and physical anthropologist, she taught vertebrate paleontology at Tribhuvan University and conducted field work during her Fulbright tenure. She and her team unearthed more than 1,500 fossils, doubling Nepal's fossil holdings and adding millions of years to Nepal's geological records.

In a country with many bilateral and multilateral assistance programs, the Fulbright Commission is Nepal's most prestigious organization for educational exchanges.

Fulbright and other USIA exchange programs continue to help Nepal's elite understand American society and U.S. policy. Many American and Nepali Fulbrighters also study and do research on mission performance plan issues. In addition to developing Nepal's educational institutions and a critical mass of American scholars specializing in South Asia, the commission's work serves important mission goals.



Fulbright scholar Nina Jablonski with the fossilized jaw of an ancient hippopotamus.

The author is the public affairs officer in Kathmandu.



Fifteen women participating in the International Visitor Program's African regional project, Women in Economic and Community Development, meet with First Lady Hillary Rodham Clinton, center, at the White House.

Reducing Ethnic Conflict

Recognizing that true peace does not come from treaties alone but from individuals letting go of hatred and taking new approaches in dealing with their neighbors, the bureau funds hundreds of exchanges each year focusing on conflict resolution, human rights and minority relations.

To support President Clinton's Northern Ireland Peace Initiative, the bureau brought leaders of the Royal Ulster Constabulary to the United States to learn how the Atlanta police force had transformed itself from an instrument of segregation into a force for integration. One official said, "I feel encouraged seeing the examples of the Atlanta Police Department and the open-mindedness of the group here. I feel we can change as they have."

In the Balkans, the E Bureau has supported the Dayton Peace agreements with a full range of programs aimed at fostering ethnic harmony. The Vital Voices Conference, co-sponsored by the White House, brought together women from all of Bosnia's ethnic groups to seek common solutions. This spring the first postwar American Fulbright scholars arrived in Bosnia.

Opening Doors in Asia

A variety of bureau programs bridge the cultural divide that complicates U.S. relations with Asia.

Sheldon Snook, a Mansfield Program Fellow, discusses the U.S. and Japanese educational systems with local high school students in Iyo-Mishima during a study trip in Shikoku.



Through the Fulbright program, USIA works with the Japanese government and private sector to improve mutual understanding. Japan now contributes \$1 million more each year than the U.S. government to the Fulbright program. Through efforts such as the Japan-United States Friendship Commission, the bureau works with senior Japanese officials and U.S. and Japanese private sector partners to expand exchanges.

The bureau is responding to new opportunities in China as well. In March the bureau worked with USIS Beijing and the First Lady's office to bring Chinese women leaders to the United States to learn about programs empowering women. A highlight of their visit was a meeting with Mrs. Clinton at the White House.

The bureau moved quickly in 1995 to build mutual understanding between the United States and Vietnam when an embassy with a USIS presence opened in Hanoi. Sue Borja, Fulbright Program officer for Vietnam, attributes the success of the program there to its focus on long-term change. "Our English Language, University Affiliations, Humphrey Fellows, American Studies and Fulbright programs are key to our efforts," she said.

Supporting Democratic, Economic Change

Working as a team, the E Bureau, USIA's Office of Eastern Europe and New Independent States Affairs, and State's coordinator for NIS assistance have focused millions of dollars on supporting the transition to democracy and free markets in Russia and the NIS. Sen. Joseph Biden hailed these exchange programs as a "proven success" in supporting democracy and a free economy.

Supporting this transition, the Office of Academic Programs created special graduate fellowships and research scholarships. University Affiliations pairs universities in the United States and New Independent States to promote new curricula and joint research initiatives. These partnerships have led to the creation of several U.S.-style master's of business administration programs in the former Soviet bloc. The innovative Internet Access Training Project links former grantees to U.S. colleagues through the World Wide Web. Student Advising Programs place hundreds of NIS students in U.S. colleges and universities each year. And English Language Programs have proven so valuable that U.S. Ambassador to Russia James Collins has requested increased funding for English teaching.

The Office of International Visitors brings current and future NIS leaders to the United States for intensive short programs focused on such issues as federalism, regional economic development and human rights. Nearly 700 leaders participated in these projects in fiscal year 1998. This year the budget for international visitors from the NIS has more than doubled. These projects advance the democratic and free-market agenda in numerous ways.



Kendra Davis, third from left, with her polling committee at the Bronzani Majdan polling station in Bosnia and Herzegovina before the 1997 municipal elections.

Ivan Tymchenko, chief justice of Ukraine's Constitutional Court, said his newly created court could not have accomplished the fundamental changes it has made without the programs that brought all of the court's justices and many of its senior staff to the United States.

None of the E Bureau's programs match the volume of those created for the NIS by the Office of Citizens Exchanges. More than 30,000 U.S. and NIS students and educators have participated in the bureau's NIS Secondary School Initiative. By this fall, the Community Connections program and its predecessor, Business for Russia, will have hosted more than 5,400 participants from Russia and other NIS countries. Community Connections offers three- to five-week home-stay training programs across the United States for entrepreneurs, local government officials, legal professionals and nongovernmental leaders from Russia, Ukraine, Belarus, Georgia and Moldova. Volunteers in more than 40 U.S. communities host these visitors.

Strengthening Ties With Europe

Throughout the Cold War, one of the United States' top priorities was strengthening ties with key allies in Western Europe. These ties remain fundamental to U.S. interests for both national security and economic reasons, and the E Bureau continues to strengthen the United States' relationship with Europe through innovative programming.

For NATO's 50th anniversary summit, the bureau worked with the National Security Council and State's European Affairs Bureau to design an International Visitor Program for top security leaders from the 44 NATO and Euro-Atlantic Partnership Council countries. Participants, including national security advisers and members of Parliament, participated in the summit's anniversary celebrations, then divided into smaller groups for meetings in Washington, D.C., Boston, Atlanta and Chicago. After that, the entire group met with the Council on Foreign Relations and in Norfolk, Va., were briefed by the Supreme Allied Commander at the U.S. Atlantic Command.

Such projects are nothing new for the International Visitor Program, which has helped strengthen ties between the United States and its NATO allies for decades.

When U.S. officials and their European Union counterparts drafted the New Transatlantic Agenda—the document that defined future U.S.-EU relations—they divided it into four chapters: promoting peace, addressing global issues, fostering economic growth and strengthening people-to-people exchanges. The E Bureau is playing a major role in implementing the plan with the EU. In addition to launching a special Fulbright program focused on EU issues, the E Bureau and State's European Affairs Bureau have launched two special dialogues between U.S. and European nongovernmental organizations. The USIA-funded Transatlantic Consumer Dialogue and the Transatlantic Environmental Dialogue bring together consumer and environmental groups from both sides of the Atlantic several times a year to explore best practices and to reach common positions.

Teamwork

The E Bureau's programs depend on solid teamwork between the bureau in Washington, D.C., and officers in the field and between Foreign Service and Civil Service employees in Washington, D.C. One key difference between E Bureau programs and most other exchange programs is that foreign participants are recruited and selected by language-qualified, culturally attuned USIA Foreign Service officers in the field. These officers work closely with their mission colleagues to select high-quality grantees. William Bader, the bureau's associate director, calls this link between the bureau and field officers "the golden thread that sustains our programs."

The Civil Service and Foreign Service employees working in Washington, D.C.—the skilled program officers and managers who form the bureau's backbone—call on their well-cultivated contacts among U.S. nongovernmental, academic and volunteer communities to help carry out the bureau's mission. For example, the cost-effectiveness of the IV program depends on a network of more than 100 local Councils of International Visitors staffed almost entirely by volunteers.

E Bureau Civil Service employees also have regional expertise. Kendra Davis, for example, spent several years developing contacts with nongovernmental organ-



USIA jazz ambassador Lenora Helm, who toured Malawi, Madagascar and Uganda as part of a cultural program that promotes mutual understanding between Americans and citizens of other countries.

izations in the Balkans and Eastern Europe. Now the program officer administers two key training programs for Bosnian entrepreneurs, local government officials and diplomats.

A strong sense of mission motivates bureau employees in their daily work. Observed Catherine Alderton of the Advising and Student Services branch, "They say that variety is the spice of life, and it is certainly what makes my job both exciting and fulfilling."

The program has taught her that change is accomplished incrementally—student by student. "The most rewarding aspect of my job is the sheer dedication and commitment of our overseas educational advisers and the knowledge that each individual has the opportunity and challenge to change the world," she said. "Although I have heard our programs described as 'soft,' all of us working in the Office of Academic Programs realize that we are in the midst of building lasting, global and very human relationships. That's not a bad feeling at the end of a busy day." ■

The author is special assistant in the Bureau of Educational and Cultural Affairs.



A History of the U.S. Foreign Service 1924–1999

By William Z. Slaney

This month, the U.S. Foreign Service marks its 75th anniversary. Through much of the 20th century, the men and women of the Foreign Service have provided Presidents and ordinary citizens with expert, loyal and courageous front-line representation around the world in war and peace and all manner of crisis and disaster.

The experience of the Foreign Service, combined with the century and a half of citizen-diplomats from the origins of the U.S. republic, fashioned a distinctively American-style diplomacy reflecting the nation's commitment to liberty and democracy.

The First 150 Years of American Diplomacy

The U.S. Constitution gave the President the power to appoint, with Senate approval, ambassadors, consuls and other officials. Diplomacy attracted leading Americans to service in the nation's first decades, including future presidents John Adams, Thomas Jefferson, James Monroe and John Quincy Adams.

The roots of American diplomacy reach back to 1776, when the Continental Congress sent patriot-diplomats like Benjamin Franklin and Silas Deane on missions abroad. But the young republic viewed European monarchies with suspicion and held intercourse to a minimum.



This monument at the Foreign Service Institute pays tribute to Benjamin Franklin, one of the United States' first diplomats.

The U.S. diplomatic service expanded slowly in the late 18th and early 19th centuries. In 1790 the United States sent ministers to only two countries, France and Great Britain. By 1830 the number grew to 15, and by 1860, to 33. The consular service, on the other hand, grew steadily during this time. Consuls, commercial agents and consular agents protected U.S. ships and crews abroad and promoted the expansion of American commerce. U.S. consular posts grew from 10 in 1790 to 253 in 1860.

While Presidents continued to use diplomatic appointments to reward political support, a corps of professional diplomats began to emerge to meet the new foreign affairs challenges accompanying the country's great economic expansion.

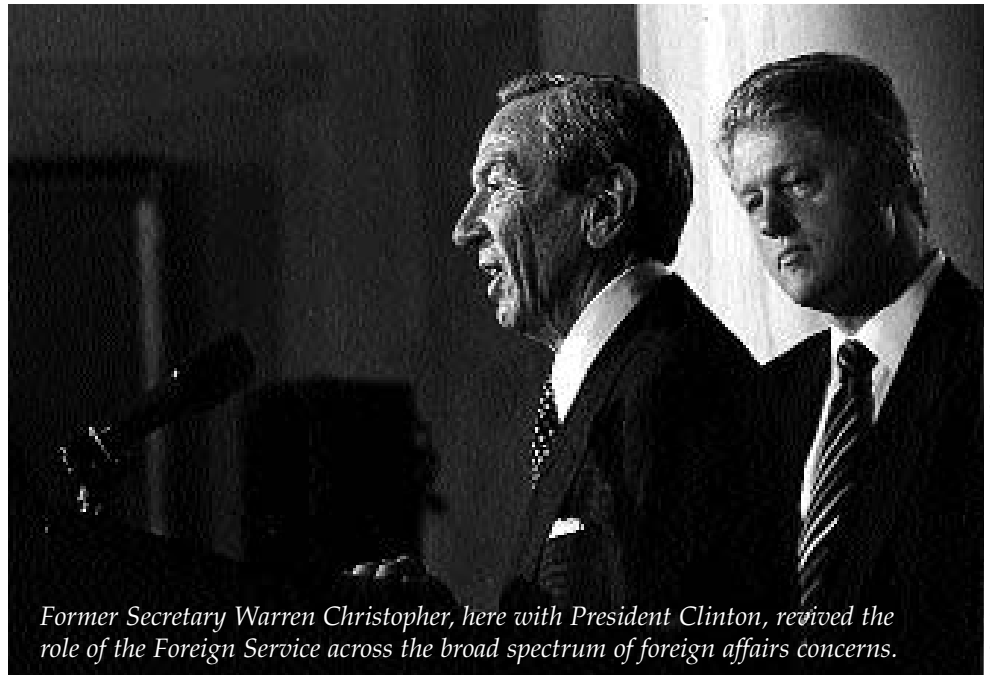
The consular service became the lead instrument in the search for markets abroad. In 1860 there were 480 consulates, commercial agencies and consular agencies abroad, and by 1890 this number had risen to 760.

In 1893, Congress acknowledged that the United States had come of age diplomatically when it authorized the appointment of ambassadorial-rank representatives to Great Britain and other major powers. In 1895, President Grover Cleveland issued regulations requiring vacancies to be filled based on written examinations, including language tests.

Birth of the Modern Foreign Service

World War I imposed global responsibilities on the U.S. government. President Woodrow Wilson, with State's help, developed a comprehensive U.S. foreign policy that addressed the major issues and problems arising from the war and the peace settlement, including high-level diplomatic negotiations. The organization and recruitment of the diplomatic and consular services was changed to match the new national interests and involvements.

After several decades of effort led by Assistant Secretary of State Wilbur J. Carr, Congress adopted the Rogers Act on May 24, 1924. The act, named for U.S. Rep. John Jacob Rogers of Massachusetts, combined the diplomatic and consular services, creating a unified and professional U.S. Foreign Service. Merit, rather than politics, became the basis for appointment and promotion, and the act fostered a permanent career service to represent the United States abroad.



Former Secretary Warren Christopher, here with President Clinton, revived the role of the Foreign Service across the broad spectrum of foreign affairs concerns.

White House photo by Barbara Kinney.

Below, Foreign Service members serve the United States around the world in nations represented by these flags in Main State's Diplomatic Lobby.



Photo by Kathleen Goldynia.



75th Anniversary Activities Planned

By Louise C. Eaton

The celebration of the 75th anniversary of the U.S. Foreign Service is under way. When I say that, many people look confused—surely, they say, it's older than that! I remind them of the Rogers Act, signed into law on May 24, 1924, joining the Diplomatic and Consular Services into the modern Foreign Service of the United States.

This year, not coincidentally, also marks the 75th anniversary of the American Foreign Service Association and the *Foreign Service Journal*.

To prepare for the anniversary celebration, the American Foreign Service Association formed a steering group chaired by Ambassador Brandon Grove.

Secretary Madeleine Albright is the honorary chair of the 75th Anniversary Committee, and all living former Presidents of the United States and Secretaries of State have joined the honorary committee.

The 75th anniversary isn't just a time to celebrate the accomplishments of diplomacy from World War II through the post-Cold War era. It also offers new opportunities to enhance the American people's understanding of the role international relations plays in their lives at home.

Anniversary planners hope to use the celebration to explain the indispensable role of the Foreign Service in assisting Americans and U.S. businesses abroad; furthering the country's economic, political and humanitarian interests and assuring the security and prosperity of the nation.

The steering committee has planned a full year of 75th anniversary activities.

One of the most visible initiatives is a special envelope, stamped with AFSA's logo and the words, "Around the World—Your Foreign Service." These envelopes will be used to mail the 7 million passports issued to U.S. citizens this year.

The same emblem has been used on banners that have been sent to all U.S. Embassies and to many large consulates general, courtesy of AFSA and Diplomats and Consular Officers, Retired, to highlight the anniversary celebration.

A nationwide high school essay contest, funded by the Una Chapman Cox Foundation, focuses on the topic "America's Foreign Service—How It Works For Me." Secretary Albright will present the winner a \$2,500 grand prize at a May 24 blue ribbon gala dinner at Main State.

The gala will offer an opportunity for members of Congress, the media, academia and AFSA's honorary committee and sponsors to celebrate the Foreign Service.



Members of the 75th Anniversary Committee are, seated from left, Dan Geisler, Louise C. Eaton and retired Ambassadors Brandon Grove and Sheldon Kryz. Standing are Susan Reardon, left, and Kristina Kreamer.

Another 75th anniversary project is a photo exhibit scheduled in 10 presidential libraries to illustrate the mission of the Foreign Service.

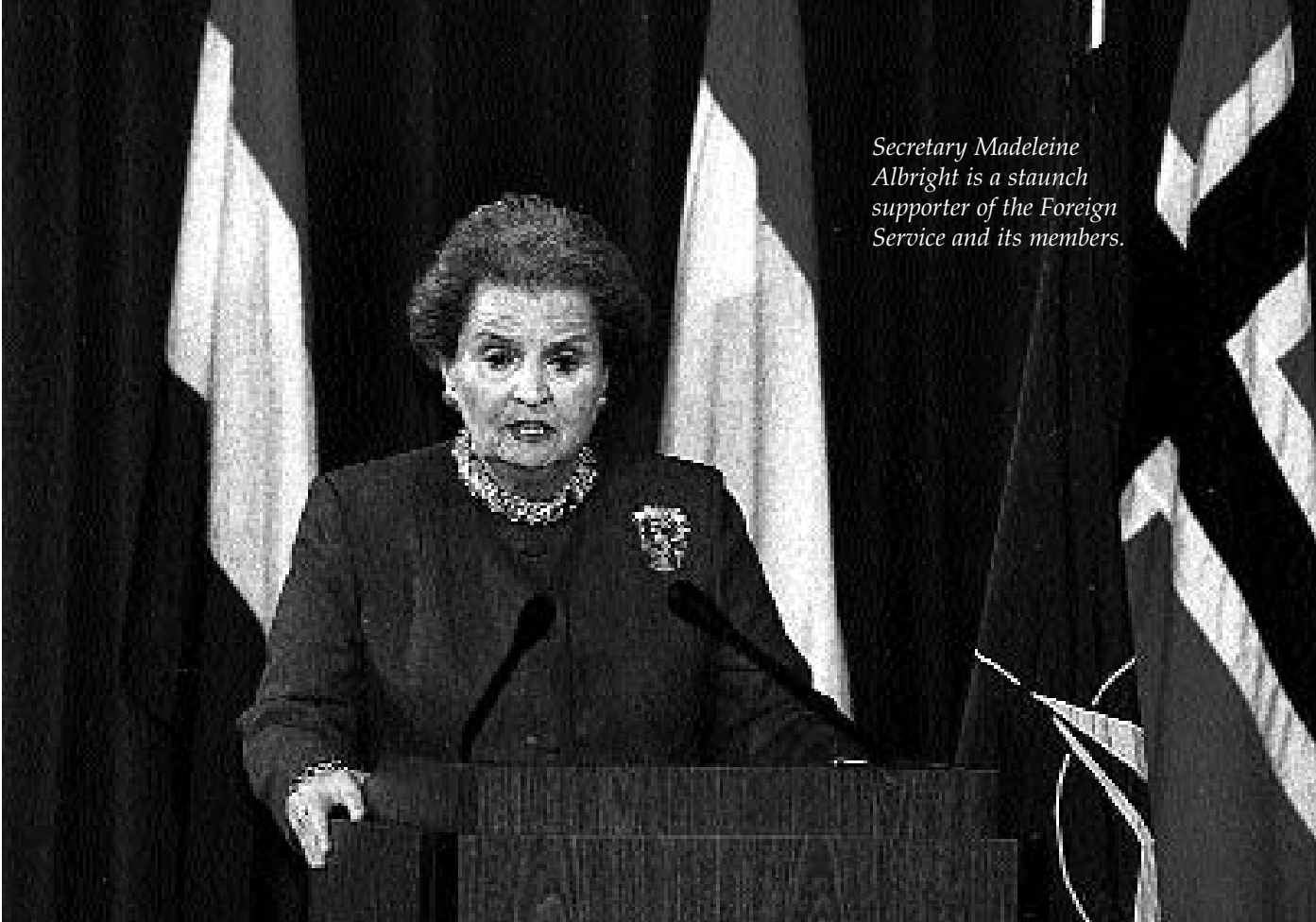
In addition, the anniversary committee is working with think tanks and universities to highlight the 75th anniversary. Those programs will address the role of the Foreign Service in the 21st century, while helping describe the work of the Foreign Service and the people who serve the United States' foreign affairs agencies.

While recognizing the role of Foreign Service members, the anniversary committee also plans to celebrate the important contributions made by Foreign Service Nationals and Foreign Service families.

An event honoring FSNs is being planned for late summer or early fall in Washington, D.C., and embassies are also encouraged to sponsor their own events.

And by working with the Family Liaison Office, the American Association of Foreign Service Women and the Foreign Service Youth Foundation, the anniversary committee plans to send all embassies an information kit to help them plan their own celebrations honoring the Foreign Service, its members and the FSNs and Foreign Service families that help support it.

The author is a Foreign Service retiree serving as director of the 75th Anniversary Committee.

A black and white photograph of Secretary Madeleine Albright. She is standing behind a dark wooden podium, speaking into two microphones. She is wearing a dark, structured jacket over a dark top, and a large, ornate necklace. Her hair is styled in a short, curly bob. The background is dark with vertical light-colored stripes, possibly from a flag or curtain. The lighting is focused on her, creating a professional and formal atmosphere.

Secretary Madeleine Albright is a staunch supporter of the Foreign Service and its members.

Diplomatic and consular officers merged into a single service but could serve in either function. Improved salaries and benefits opened the service to those with limited means. Later reforms and modifications emphasized language training and expertise. The Foreign Service Buildings Act of 1926 provided—for the first time—for the construction of embassy and consular buildings overseas.

The professionalization of the diplomatic service was reflected in the changing composition of the heads of U.S. diplomatic missions. The percentage of career officers serving as chiefs of mission rose from zero before 1920 to 30 percent in 1924 following the Rogers Act and nearly 55 percent during World War II.

The Rogers Act increased the number of diplomatic officers coming from overseas postings who rotated into leadership positions in the Department. By the time the United States entered World War II, President Franklin Roosevelt and Secretary of State Cordell Hull were being served by a Foreign Service of about 830 trained officers.

During the decade and a half preceding World War II, the Department took its first steps to include more women and minorities in its Foreign Service ranks. Women were admitted into the new Foreign Service beginning in 1925. The first two women chiefs of mission were Ruth Bryan Owen, minister to Denmark from 1933 to 1936, and Florence Jaffray Harriman, minister to Norway from 1937 until 1940. Clifton Wharton became the first African American Foreign Service officer in August 1925.

Foreign Service for a Superpower

The United States emerged from World War II as the world's most powerful nation. During the next three decades, U.S. foreign policy was dominated by the struggle to contain communism. Against the backdrop of the Cold War, the United States led the search for a lasting peace settlement in Europe and Asia and took the lead with the Marshall Plan and other forms of economic and technical assistance to rebuild the shattered world economy and pushed forward the decolonization of the Third World.

Although State expanded substantially to meet its growing responsibilities worldwide, it lost its role as the sole federal agency involved in preparing and executing foreign policy. Military units were stationed around the world, ready to be called upon by the President on short notice to deal with crises abroad. A separate Central Intelligence Agency, created in 1947 to coordinate overseas intelligence activities, soon developed a worldwide operational apparatus. The Departments of the Treasury, Commerce and Agriculture also became involved in major international programs.

Separate agencies managed overseas information programs and economic assistance efforts in war-ravaged Europe and in the developing nations of Asia and Africa. The increasingly complicated decision-making process and the different voices defining the scope of U.S. interests and commitments abroad made the Foreign Service experience far more complex and difficult than ever before.

In 1940, the United States was represented abroad by 19 embassies, 39 legations and one other mission. Twenty years later, those numbers had increased to 78 embassies, three legations and two other missions.

The Foreign Service Reform Act of 1946 established the structure for a modern, efficient service with a consolidated classification system, promotion and retirement programs, and improved allowances and assignment policies. The Foreign Service Institute provided special language and area training. In the 1950s the Department and the Foreign Service made the first serious efforts to recruit women, blacks and other minorities at the officer level. The number of Americans employed overseas grew to more than 6,000 by 1960, in addition to some 9,000 Foreign Service Nationals.

An independent U.S. Information Agency was established in 1948 to coordinate public affairs and cultural efforts abroad and to manage the expanding Voice of America. Other agencies coordinated expanding economic and military assistance.

Above, right, the global nature of activities conducted by today's Foreign Service makes its members targets for terrorism, as evidenced by the August 1998 embassy bombings in Nairobi, pictured, and in Dar es Salaam. Below, today's Foreign Service members are recruited nationwide and meet rigorous recruitment and performance standards.



The emerging modern Foreign Service, with its greatly broadened scope of activities, was threatened by dangers at home and abroad. Security measures to protect both information and personnel in Washington, D.C., and at missions abroad became extensive in the first postwar decade. These security practices culminated in accusations of treasonous activity eventually aimed at several hundred Civil Service and Foreign Service employees by Sen. Joseph McCarthy and other members of Congress in the 1950s. Some employees were dismissed, and others' careers were needlessly destroyed. The security "scare" injured the morale of the Foreign Service just as it was being called on to shoulder difficult new tasks around the world.

The first postwar decades witnessed accelerated changes in the role of minorities in the Foreign Service. The mobilization of men for the war effort had made recruiting more women into the Department an urgent necessity. President Roosevelt's orders to introduce fair employment practices in the federal government helped break down racial barriers. In 1958, Clifton Wharton became the first African-American chief of mission in the Foreign Service.

Expanded diplomatic activities and responsibilities abroad energized a program to build U.S. embassies to replace smaller buildings or to establish a U.S. presence in areas where there had been none. Nearly \$175 million in funding in the 1950s financed an ambitious program to build embassies and consulates around the world. These buildings, designed in the modern international style by leading U.S. architects, projected a powerful image abroad of the United States as



Photo by Shawn Moore.



Respect abroad for human rights, including those of these Kurdish refugees, is often used by the American public to gauge the worthiness of our foreign policy goals.

superpower. The need for increased security abroad led to the deployment of Marine guard detachments at many embassy buildings.

Today's Foreign Service, 1961–1999

The last 40 years have seen ever-increasing U.S. power and responsibility in world affairs, the intensifying and eventual ending of the Cold War and the emergence of global issues that cut across geographical and regional boundaries.

As Presidents struggled to manage complex foreign affairs crises, they came to rely on a conglomerate “foreign affairs community” that reflected the burgeoning bureaucracy involved in formulating and executing foreign policy.

Diplomacy was further redefined and expanded to deal with new foreign policy issues. State and the Congress responded to the modern problems of crisis management, terrorism, science and technology, the environment, human rights, narcotics and refugee affairs by creating new organizations at the bureau level. The proliferation of bureaus—there were 30 by 1990—enabled the Department to focus on the new problems of foreign policy, but it also threatened timely policy-making with recurrent bureaucratic bottlenecks.

Secretaries Warren Christopher and Madeleine Albright revived the essential role of Department and Foreign Service policy recommendations across the spectrum of foreign affairs concerns while seeking to streamline the policy-making pyramid.

In recent years, terrorism aimed at U.S. personnel overseas has intensified concern about protecting our embassies and missions abroad. In 1985, the Bureau of Diplomatic

Security began a major program to defend U.S. diplomatic and consular establishments from terrorism and espionage. This effort again moved to the forefront following the bombings last August of two U.S. Embassies in East Africa.

The Secretaries of State and their close advisers have used the most modern technology, communications and management techniques available to meet the recurrent crises and threats to U.S. interests around the world. An Operations Center was established in April 1961 to provide the Department with instant, worldwide crisis communications. The first computer was installed in the Department in 1962, and by 1972 computers managed most of its communications with posts abroad. Today, the Department relies extensively on information technology to function.

Modernizing the Foreign Service

The challenges and improvements of the Foreign Service through the 1960s and 1970s led to the Foreign Service Reform Act of 1980. It provided far more rigorous standards for recruitment and performance, improved the benefits of service and confronted problems of career advancement that were sapping morale within the service. The act created a new Senior Foreign Service for top grades and established a sharp distinction between Foreign Service and Civil Service employment.

Attempts to reform and reorganize the conduct of diplomacy and the Foreign Service during the past 15 years have often been hampered by budget and personnel cuts. Despite expanding responsibilities, State has remained one of the lowest-funded major government agencies with an ever-increasing daily impact on the lives of Americans—not only those who travel or conduct business abroad but also those concerned about the world role of the United States.

The collapse of international communism and the breakup of the Soviet Union reduced the danger of nuclear warfare but led to a world that poses even more diplomatic challenges. Terrorism, nuclear proliferation, international crime, nationalistic conflicts and economic crises remain. In addition, respect by nations great and small for the human rights of their people has become an insistent indicator by which many Americans gauge the worthiness of foreign policy goals and the effectiveness of their diplomatic representatives overseas. ■

The author is the Department historian.



The Foreign Service: *Through Ambassador Pickering's Eyes*

On the 75th anniversary of the Foreign Service, one of its best-known and most respected members reflects on what's changed in the Foreign Service—and what hasn't.

Forty years ago this summer, Thomas R. Pickering—now Undersecretary of State for Political Affairs—entered the Foreign Service's A-100 Officer Orientation Class.



*Undersecretary
Thomas R. Pickering.*

Photo by Kathleen Goldynia

Influenced by his college professors and motivated by a fascination with history and a strong interest in government, the future undersecretary took the Foreign Service written exam in 1953. It was a turbulent time in American society. Sen. Joseph McCarthy's anti-communist political crusade had taken a serious toll on the Department, and Ambassador Pickering said that highly politicized period highlighted the risks and disadvantages of government service. Following graduate school, service in the U.S. Navy and a stint as a Fulbright scholar in Australia, the future undersecretary joined the Foreign Service in 1959.

A strong sense of patriotism and a commitment to public service motivated Undersecretary Pickering and many of his fellow junior officers. But he is quick to point out that this sense of dedication isn't unique to his generation. He said it's a hallmark of the enthusiastic new Foreign Service officers he regularly addresses at swearing-in ceremonies. Ambassador Pickering calls these ceremonies, when new officers take the oath of office, one of the highlights of a job he said "ranks right up there with all the best jobs I've had" in the Foreign Service.

The undersecretary said that while dedication and commitment to service remain constants among Foreign Service members, much about the service has changed during his career—and for the better.

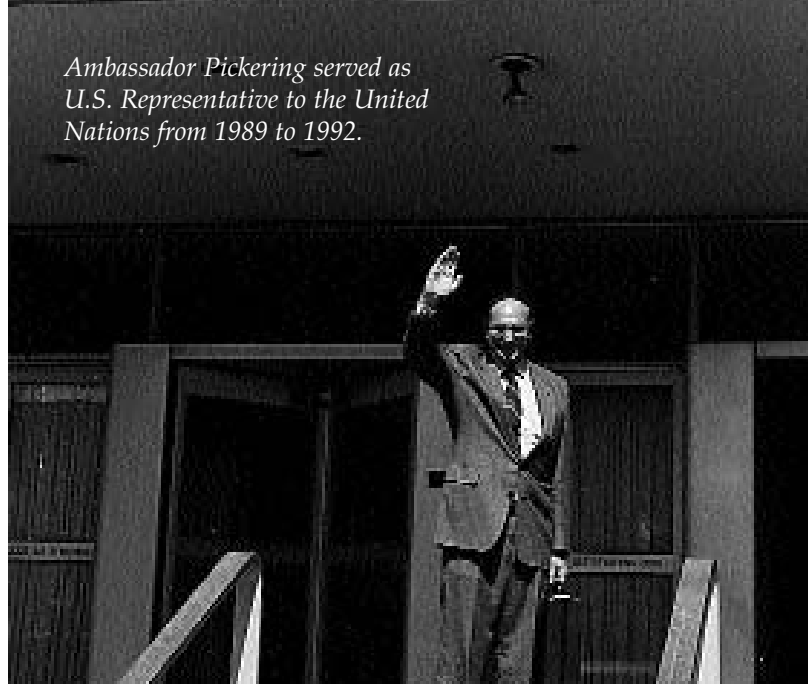
His wife, Alice Stover Pickering, offers a personal example. She joined the U.S. Information Agency in the mid-1950s and was posted to The Hague. When she married the future undersecretary, she was forced to resign—as all Foreign Service women were required to do at the time when they married. That rule changed in 1971, when a joint State/U.S. Information Agency/U.S. Agency for International Development memo announced that Foreign Service couples could retain regular status in the service after marrying if both remained available for worldwide assignment.

Undersecretary Pickering said his wife, like countless other Foreign Service spouses, has made a huge contribution to his career and to the service. He's gratified that the Foreign Service has moved beyond what he calls "the archaic practice" of evaluating wives on their husband's efficiency reports. But he said he'd like to see spouses who make a contribution to their partner's Foreign Service work "recognized, if not rewarded," for their efforts. "It's an area that the Foreign Service has yet to address," he said.

The assignment process has also undergone a huge transformation during Undersecretary Pickering's



Ambassador Pickering served as U.S. Representative to the United Nations from 1989 to 1992.



career—again, he said, for the better. The bidding process today “takes into account the evolution in American society and offers a more reasonable approach to both employee and service needs,” he said.

Early in his career, State’s personnel office worked directly with the regional bureaus to decide which Foreign Service member went to which post. While there were informal ways of influencing assignments, the undersecretary said the process had “no transparency.” There was also no way for Foreign Service members to signal their professional and family interests or to have a say in choosing an onward assignment other than to volunteer for difficult jobs—which is precisely what Ambassador Pickering did.

Above, the newly appointed U.S. Ambassador to Jordan presents his credentials to Jordan’s King Hussein in 1974. Right, Ambassador to Russia Pickering at a presentation of the sheep’s head on Olkhun Island. He served as ambassador from 1993 to 1996.



Ambassador Pickering, left, during a Sahara trip as ambassador to Nigeria, from 1981 to 1983.



Ambassador Pickering and Alice Stover Pickering, whom he said made a major contribution to his career, at the Arctic Circle in Finland in 1996.



He volunteered for his first overseas posting, as a political adviser to the 18-nation disarmament conference in Geneva—making him the first permanently assigned American staff member to a U.S. disarmament delegation. After that, he volunteered to go to Africa and was posted to Zanzibar, then to Dar es Salaam as deputy chief of mission. These assignments offered Undersecretary Pickering an opportunity to sharpen his management skills early in his Foreign Service career—skills he built on throughout his career, which included high-profile assignments as ambassador to Jordan, Nigeria, El Salvador, Israel, India and Russia; as the permanent representative to the United Nations, and in his current role.

The undersecretary is no stranger to danger. His career has included hazardous postings, and crime and terrorism abroad were very real threats early in his career as they remain today. Undersecretary Pickering said the growth of international terrorism and concerns about personal security, however, have become particularly severe and “clearly influence career choices and lifestyle in today’s Foreign Service.”

When Secretary Madeleine Albright asked Ambassador Pickering to return to the Department after a brief retirement and 16 years out of Washington, D.C., in seven different missions, she knew she would be getting an activist “Number Three” with a clear understanding of how diplomacy works in the field. He has made it a point to apply management practices that

worked well overseas to Washington, D.C., and to encourage the Clinton administration to take advantage of the special strengths that overseas embassies can offer.

One example was to adopt in Washington, D.C., a variation of the embassy country team meeting. The ambassador meets regularly with senior representatives of all the foreign affairs agencies to share information and ideas while building teamwork. As undersecretary, he championed the concept of a “corporate board” approach to senior management, with Department principals meeting to work on cross-cutting issues and offer advice and options to the Secretary. In addition, he has instituted weekly sessions that bring together the regional and international organization bureau assistant secretaries and holds frequent conferences with senior officials in other agencies. He also has championed the role of the assistant secretaries as the Secretary’s chief advisers and implementers.

Undersecretary Pickering has fiercely resisted “stove-piping” issues by participating actively in all aspects of the Department’s work. He describes himself as “the consummate generalist,” not only because he has served in every region except East Asia, but because he is convinced that U.S. foreign policy is an amalgam of functional and regional issues and interests. Partly as a legacy of his term as assistant secretary of the Bureau of Oceans, Environment and Science and also as a result of lessons learned as a chief of mission, Ambassador Pickering rejects the old-fashioned and artificial divide between “policy and management,” between “political” and “economic” issues and between regional and functional bureaus.

As the Department’s crisis manager and top career diplomat, Undersecretary Pickering engages in issues of security, consular affairs, personnel, administration, legislation, economics and finance, environment, human rights, arms control and narcotics. Department drivers report that he even briefs them on the fastest travel routes in downtown Washington, D.C.!



Ambassador Pickering, center, with fellow diplomats on an adventure trip on the Salmon River, Idaho.

His close working relationships with the other undersecretaries have paid dividends in the Department’s handling of the Asian financial crisis, the Africa bombings and many other challenges. Consistent with Undersecretary Pickering’s holistic approach to foreign affairs and his quest for synergy within the foreign affairs community, he has been a strong advocate of the President’s plan to consolidate the U.S. foreign affairs agencies.

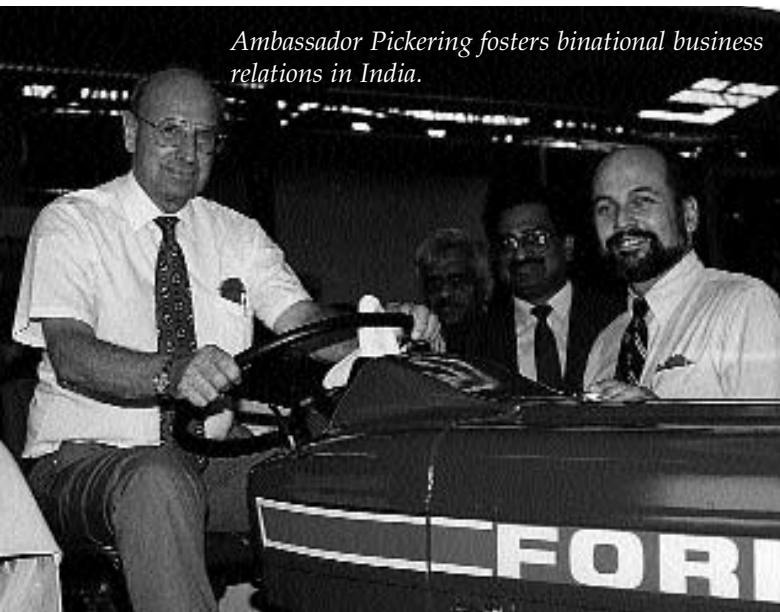
He said he cherishes his contacts in USIA, his wife’s former agency, and in the former Arms Control and Disarmament Agency. And the undersecretary is well known at home and overseas as a staunch ally and champion of USAID programs.

Ambassador Pickering is the first to acknowledge that his multifaceted career path—with no fixed “home” in a regional bureau—has been unusual, if not unique. But he said that illustrates the opportunities the Foreign Service offers its members, whether they are specialists or generalists such as himself, and “the beauty and the great strength of the Foreign Service.”

He said the Department needs and accommodates a broad range of people with multiple skills and diverse talents and interests—among them, his daughter Margaret, a State Civil Service employee and her Foreign Service officer husband, John Schmidt, currently serving at the U.S. Embassy in Islamabad.

Undersecretary Pickering said he has found that the system, whatever its flaws, has “a generally effective self-correcting tendency that allows it to remain strong yet flexible.” The proof, he said, is in the capacity of the Foreign Service to produce outstanding leaders over time “and to successfully manage the ever-changing and always challenging foreign policy concerns of the United States.”

After 40 years in the business of diplomacy, Undersecretary Pickering’s advice to his junior colleagues is straightforward: “innovate; look for a better way to get things done; be clear about where you think the policy should take us; and above all else—enjoy your career.” ■



Ambassador Pickering fosters binational business relations in India.

Using Telemedicine to Support Nairobi Bomb Victims

By Dr. Cedric Dumont

February marked the return to Nairobi of two of the four injured Kenyan U.S. Embassy employees evacuated to the United States and hospitalized at the Walter Reed Army Medical Center in Washington, D.C. The remaining Kenyan patients are expected to return home soon.

These patients had extensive injuries and required highly sophisticated medical care. When the Department decided to bring them to the United States for further specialized care, the Office of Medical Services began preparing for their eventual return to Nairobi and for providing continued medical support in Kenya as they recover from their injuries.

Faced with the challenge of providing sophisticated medical follow-up to people residing in a country with limited medical resources, Medical Services worked with Georgetown University Hospital and the Department of Defense to deploy a telemedicine platform to Nairobi and install it in the embassy health unit.

The telemedicine platform is providing reliable and immediate access to high-quality medical expertise during the upcoming months as these victims recover. As the patients progress through what is expected to be a slow and difficult recovery, the Nairobi Embassy health unit will have ready access to expert consultants at U.S. Army medical centers in Landstuhl, Germany, and Walter Reed.

Since the bombings last August, additional injuries have surfaced in U.S. Embassy employees, both Kenyan and American. A team of ear, nose and throat specialists visited Nairobi to evaluate and screen U.S. Embassy employees for hearing loss. As a result, some individuals were evacuated to Landstuhl for surgery and follow-up care. The telemedicine platform will also support them when they return to Nairobi.

The Office of Medical Services plans to take full advantage of this deployment of new information technology to obtain critical patient data and share it with remote medical consultants. X-rays of injured limbs, photographs of skin lesions and demonstrations of the range of motion of extremities will be shared “live” between the Nairobi health unit and medical experts in the MED office in Washington, D.C., Landstuhl and Walter Reed.

Immediate access to consultants and the rapid sharing of crucial medical information will improve the quality of



Dr. Cedric Dumont and health practitioner Barbara Mahoney conducting a telemedicine conference.

services provided—speeding up the treatment of medical conditions and reducing medical evacuations. The telemedicine platform will remain active until the health unit moves into its new location in the interim embassy, and the expertise gained in using this technology in Nairobi may later be applied at other health units overseas.

Telephone communication with the relocated Nairobi health unit has been difficult, but one of the most difficult issues has been grappling with how to evaluate, respond to and support the short- and long-term mental health needs of our communities following these events. The Office of Medical Services will explore using the telemedicine platform to provide remote mental health consultations for employees and their families remaining in Nairobi.

Would such a telecommunication platform be useful on the ground in Nairobi and Dar es Salaam hours after the bombings? Of course. The platform would have added tremendous value not only to the medical teams but to all the sections of the Department struggling to identify the needs of the survivors and the affected communities. Multiple obstacles, from technical glitches to “airway rights issues,” delayed the platform’s deployment. The Office of Medical Services is working with other Department bureaus and federal agencies to benefit from these “lessons learned” and to develop a plan on how and when to deploy such vital communication platforms on an emergency basis. ■

The author is the chief of the Office of Medical Services.

Remembering Kirby Simon

Kirby Simon was completing his first Foreign Service tour in Taiwan when the 33-year-old junior officer died in April 1995 from carbon monoxide poisoning.

The sudden and tragic loss of Mr. Simon—due to a faulty heater in his government-leased apartment—left a tremendous gap in the lives of those who knew and loved him and in the Foreign Service. At a gathering in New York following his death, family members and friends from around the world honored a brief life filled

with extraordinary achievements and marked by acts of volunteerism. Through the stories they shared, they remembered the witty, outspoken prankster whom one former colleague called “the first one invited to every party, and the last one to complain about a lousy day... the first to hold the door open and the last to walk through.”

Kirby Simon, his friends remembered, loved his three years in the Foreign Service. One former supervisor remembered that “For Kirby, the important part of the Foreign Service was service.” A co-worker recalled that he “was passionately committed” to the causes he believed in, and another, that he “made no apologies for standing up for what he believed was right,” while “bringing constant joy to other people.”

Struggling with their sudden loss, John and Claire Simon chose to memorialize their only child in a way that reflected how he lived—through giving and service. They established the J. Kirby Simon Foreign Service Trust four years ago this month as a charitable fund with the primary goal of expanding opportunities for professional and community service and the personal well-being of active Foreign Service officers and their families.

Since its inception, the trust has funded 25 projects in 24 countries spanning all geographic regions. Grants have ranged from \$400 to \$4,000, for total funding of more than \$40,000.

All the projects assisted through the trust are initiated and carried out in an unofficial capacity and not on official time by Foreign Service members, their family members and other U.S.

From the tragic death of a young Foreign Service officer comes an outpouring of volunteerism and hope.

government employees, regardless of nationality, serving at U.S. diplomatic posts abroad.

To date, the trust has funded projects that assist facilities for disabled persons, ecological projects, libraries, facilities for children, educational expeditions, summer day care programs, teachers’ training, shelters for abused women and writing competitions. It has also sponsored recreational sports teams for men and women.

Elizabeth Dunkel, who helped found the Merida English Library in Mexico thanks largely to the trust, called the J. Kirby Simon Trust grant “a gift from heaven.”

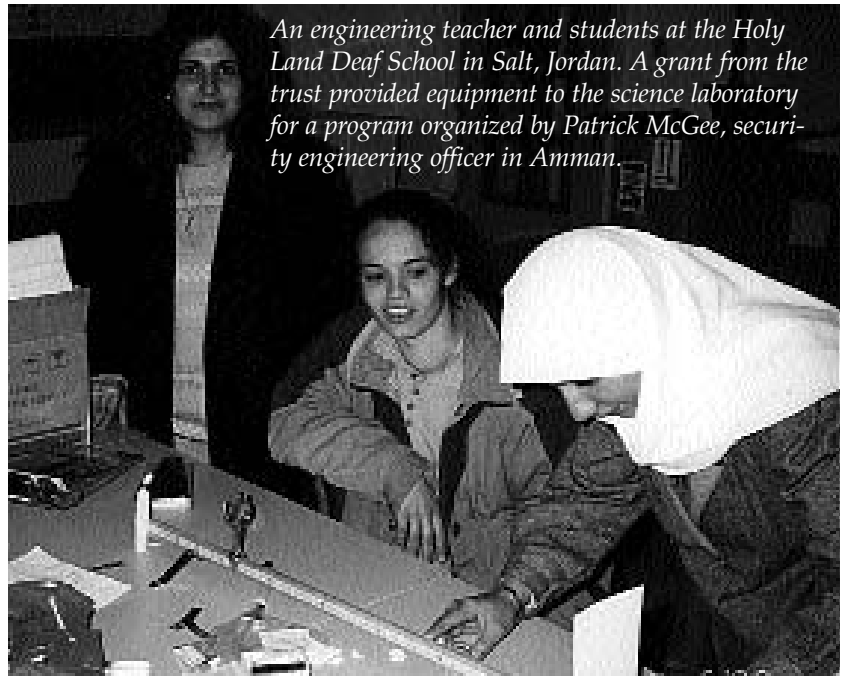
“We are a struggling group of Americans of all ages, who, through sheer force of will and desire have created a library out of nothing,” she reported to the trust’s board of directors. “We have grown immensely thanks in large part to the trust your gift inspired in us and others.”



Kirby Simon, seated, in Taipei with the Foreign Service Nationals colleagues and students he tutored in English, one day before he died.

All nine trustees on the board of directors knew Kirby well and have been involved with the Foreign Service either professionally or as family members. Five of the trustees were Foreign Service officers who served with Kirby in Taiwan or attended his same A-100 Foreign Service officer orientation class training. After reviewing proposals, the trustees vote annually on which submissions best support trust goals and Mr. Simon's memory. The trustees are currently evaluating 42 proposals and will announce awardees this month.

The J. Kirby Simon Foreign Service Trust has received contributions from 140 individuals and six family foundations. One of the most unusual gifts—one that board members say represents Kirby's own brand of originality—came from someone who received a speeding ticket and was permit-



An engineering teacher and students at the Holy Land Deaf School in Salt, Jordan. A grant from the trust provided equipment to the science laboratory for a program organized by Patrick McGee, security engineering officer in Amman.

Below left, Judith Smith, wife of Ambassador Dane Smith, holds a baby at the "Haven of Hope for Girls" in Dakar. The school, a temporary shelter for pregnant Senegalese girls, received funding from the trust. Below right, Sister Marie-Noel distributes food in Niamey, Niger. The trust purchased a refrigerator for medicine, baby formula and food for the Fraternity of Notre Dame orphanage in Niamey, supported by a U.S. voluntary support network headed by Francis Geake, State nurse practitioner; Pallie Wallace, embassy budget and finance officer, and her husband, Gaston Wallace.





Above, the trust helps fund an intercultural exchange partnership between an international school attended by children from the U.S. Embassy in Tegucigalpa and a local school. Debbie Schultz, an embassy family member, helps coordinate the program.

ted by the traffic court to direct the \$75 fine to the trust rather than to the state treasury.

To many, the J. Kirby Simon Foreign Service Trust represents the highest ideals and the best of the spirit of the Foreign Service. "To me, this story is magical on so many levels. It's about selflessness and service, it's about parental love and it's about doing the unexpected," noted one Foreign Service officer who has watched and marveled at the work of the trust since its creation.

Children of the Foreign Service National staff at the embassy in Gaborone, Botswana, board a van for a trip to a game reserve, part of an environmental education program the trust funded.



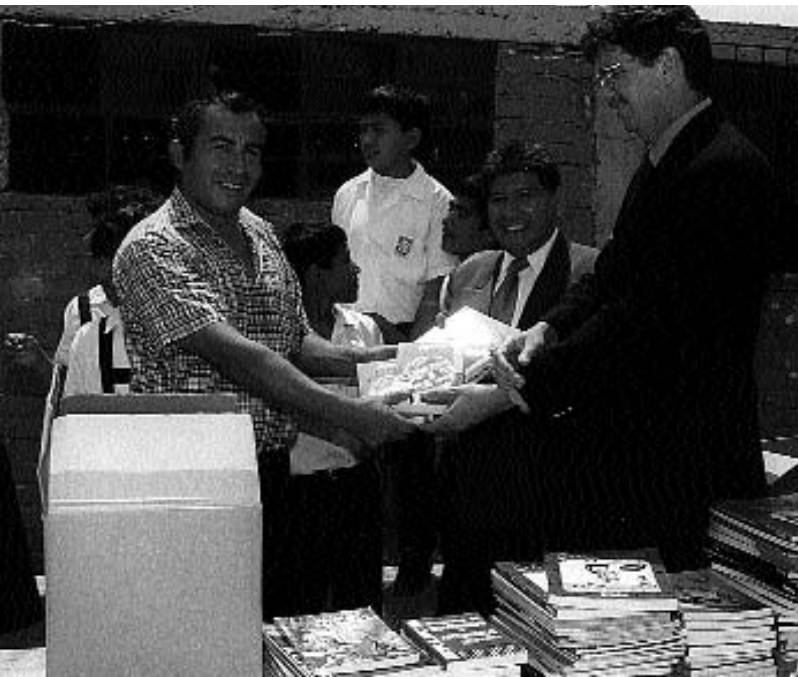
J. Kirby Simon Trust Projects Supported During 1997–98

- ◆ Caracas, Venezuela: A summer day camp for children of embassy employees
- ◆ Djibouti: A contest for young people writing prose or poetry in English or French
- ◆ Guatemala City: Installation of an alternative energy system using ocean waves to provide lighting for Guatemalan fishermen and for other village power needs
- ◆ Krakow, Poland: Educational activities for gypsy children in the Maskowice settlement
- ◆ St. Petersburg, Russia: A summer educational day camp for children of the U.S. Consulate General staff
- ◆ Tel Aviv and Jerusalem, Israel: Educational activities organized at the only nonsectarian, coeducational, multi-language school in the West Bank
- ◆ Expansion of the circulation of the nonprofit *The SUN—The Spouse's Underground Newsletter*, founded in 1991 and published by two Foreign Service spouses
- ◆ La Paz, Bolivia: Activities in support of an orphanage that serves 80 abandoned Bolivian children
- ◆ Gaborone, Botswana: Environmental educational program for children of the embassy's Foreign Service National staff
- ◆ Recife, Brazil: Educational-recreational parties for abandoned and orphaned children living in a local orphanage
- ◆ Ouagadougou, Burkina Faso: Support for a women's softball team, the "Gazelles of Burkina"
- ◆ Kinshasa, Congo: A weekend educational and recreational activity center for the deaf, staffed by professional volunteers
- ◆ Addis Ababa, Ethiopia: An audio library for visually impaired students at Addis Ababa University
- ◆ Tegucigalpa, Honduras: An intercultural exchange partnership between an international school attended by embassy children and a local school



Above right, The Hope of Flowers School in Bethlehem builds understanding between Palestinian students and their Jewish neighbors. A grant from the trust helps fund the school's English language program, supported by volunteers from the embassy in Tel Aviv and the consulate general in Jerusalem.

Above, left, the trust supports the women's softball team in Ouagadougou, Burkina Faso. The team was organized by Elizabeth Lavergne, the ambassador's secretary, to help local women gain self-confidence while building teamwork. Below, trust funds also are paying for books for the library in Lima, Peru's Villa El Salvador. John Dickson, the embassy's USIS director, right, helped establish the new library.



"But most of all, this is a story about remarkable people. By all accounts, Kirby was an extraordinary junior officer—a rising star and a wonderful human being. The trust supports the work of other terrific members of our community—those who use scarce personal time to try to make a difference."

The Foreign Service officer said the trust and its work reveal a heartwarming story about the family and friends of Kirby Simon, noting, "Their courage, strength and wisdom to move beyond their pain to start this generous trust should set an example for us all." ■

The author, a Paris-based Foreign Service officer who declined a byline, hopes the article will encourage interest in the J. Kirby Simon Foreign Service Trust and help others look at their own lives, values and ability to make a difference.

For More Information

For more information about the J. Kirby Simon Foreign Service Trust, visit its web site at www.yale.edu/lawweb/lawfac/simon/trust.htm, call (203) 432-2698, fax (203) 432-0063 or write to: J. Kirby Simon Foreign Service Trust, 82 Edgehill Road, New Haven, CT 06511. Proposals for funding by the trust are solicited each year through Department Notices, American Foreign Service Association cables, and advertisements and announcements in *State Magazine*, *The Foreign Service Journal* and other publications.

Bonn to Berlin:

One Embassy— Two Locations

By Richard Gilbert
Photos by Elke A. Jung-Wolff

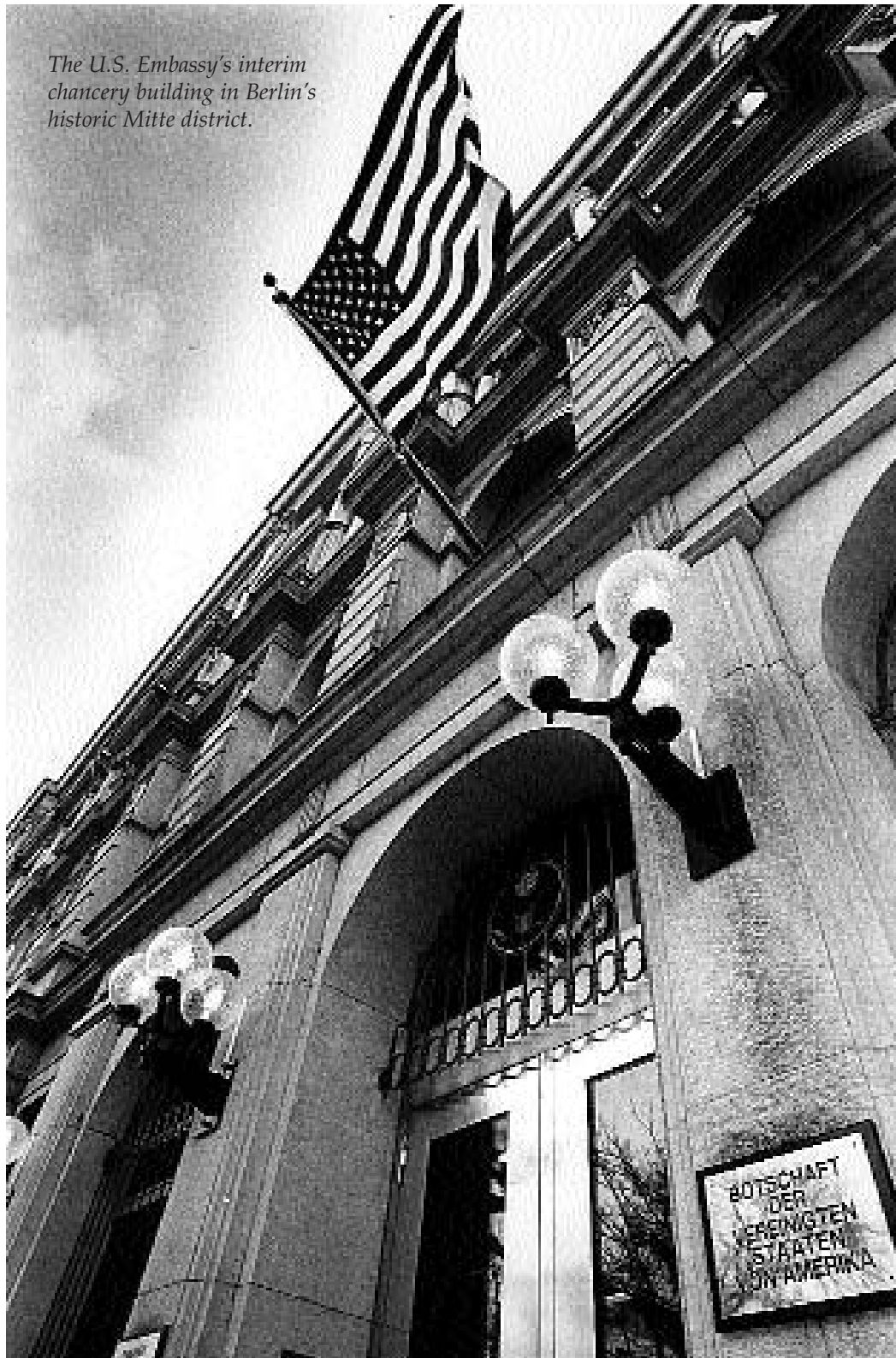
In September 1998, not far from where an ugly wall once divided lives and life in a great European city, Ambassador John C. Kornblum mounted a shiny brass plaque bearing the words “Embassy of the United States of America” on a refurbished 19th century building in Berlin’s historic center.

With those few turns of a screw, the U.S. Embassy, after an absence of 57 years, returned to a united and free Berlin, now capital of a whole and democratic Germany.

Affixing the plaque brought to a close the years of long-range U.S. planning that began with the fall of the Berlin Wall, the reunification of Germany and the 1991 German decision to transfer the government and Parliament from Bonn to Berlin in 1999. For the embassy, it marked the beginning of a new phase—managing the final move from Bonn and making a permanent home in Berlin for the diplomatic staff.

In the months since last September, U.S. officials in Bonn and Berlin have operated as one embassy in two locations. Weekly country team meetings are held in both cities on an alternating basis. Some of the embassy’s senior officers reside in Berlin, others in Bonn. There’s a single housing board, a united Community Liaison Office and a common embassy newsletter. The one-hour flight between Bonn and Berlin has become a sort of beltway. Videoconferencing is as familiar as a phone call.

The U.S. Embassy’s interim chancery building in Berlin’s historic Mitte district.



The revitalized Pariser Platz, Berlin's most famous city square, site of the prewar U.S. Embassy and possibly the new embassy office building, if security issues can be resolved.



This has been the U.S. Mission's transition year, the period before the last moving trucks depart Bonn and the United States' diplomatic enclave on the Rhine is closed down. U.S. diplomats have been guests in Bonn for nearly a half century, since John J. McCloy moved the offices of the U.S. High Commissioner for Germany from Frankfurt in 1951. Present plans call for the Department's presence in Bonn to terminate by the end of 1999, leaving behind only a small military liaison office to work with the German Ministry of Defense and other military elements that will remain in Bonn for a little while longer.

As staff members look forward to uniting the U.S. Embassy in Berlin and to the many diplomatic challenges that the new millennium holds, they also glance back with nostalgia and pride to the history and accomplishments of the Bonn years. To ensure that the manner of America's leave-taking is distin-

guished and memorable for the city and the people of Bonn, special events are being scheduled throughout the year.

For the foreseeable future, U.S. offices will be housed in four widely scattered locations in Berlin. The current chancery is the former East German Embassy building, now fully renovated, in Berlin's Mitte district. The Mitte location is just beyond the Brandenburg Gate and only a few blocks from the reborn Reichstag with its Norman Foster dome, home to Germany's Parliament beginning this year. The Clay Building, some 45 minutes away in Berlin's southwestern Dahlem district, was formerly part of the headquarters of the U.S. Commander in Berlin. Soon it will house the consulate and several other embassy sections. Meanwhile, the America House, which houses the exchanges and programs section of the U.S. Information Service, is in a historic building in the city's commercial center, and general services

maintains offices, repair shops and a warehouse at a compound 10 minutes from Clay.

Plans to construct a prize-winning new U.S. Embassy office building at Pariser Platz beside the Brandenburg Gate—the exact site where the embassy stood before its wartime destruction—must now be reviewed with an eye to security concerns. The staff is working closely with Berlin's mayor and the city's governing legislature to address those concerns so the project may proceed. While final plans are still being decided, it is clear, in light of the bombings in East Africa last August, that the future Berlin embassy must fully meet all requirements necessary to protect embassy employees, neighbors and clients.

The move to Berlin is not only a physical transition, but an intellectual and managerial change as well. The occasion is being used to reinvent the way the mission does business. In nearly 10 years, the staff has

moved from a time of separate embassies in the two parts of a divided Germany—a mission in West Berlin, six consulates general and more than 2,000 employees—to its present, much leaner configuration of one embassy, five consulates, a new regional support center in Frankfurt and fewer than 1,400 employees. The decade-long transition has been marked by detours, side steps and reversals, and occasionally efforts have generated heat in the bureaucracy. Not surprisingly, there are still issues to be resolved, but there is satisfaction in the years of management innovation, imagination and accomplishment.

The new Regional Support Center-Frankfurt, for example, is now fully operational with the move of the last regional service elements from Bonn to a newly purchased three-story office building near the Frankfurt Consulate General. Meanwhile, approximately \$55 million in sales of excess property have been generated in Germany, with the expectation that additional sales will raise \$20 million more to help cover the construction costs of a new embassy in Berlin. Among the sales was the remaining portion of the embassy's historic

Plittersdorf housing compound along the Rhine, where generations of Foreign Service families have lived since 1951. The compound will be turned over to the new owners in stages during the coming two years.

A new staffing pattern has been designed for the mission. In addition, the Foreign Service National staff for Berlin has been identified through a lengthy, complex process that took into account German labor law, Department regulations, past service, fair practices and the requirement for transparency. The past year has also seen a sharp acceleration in the transfer of U.S. positions from Bonn to Berlin. Since last summer, several embassy elements have completed moves to Berlin and Frankfurt, along with dozens of FSNs who took advantage of the embassy's relocation benefits.

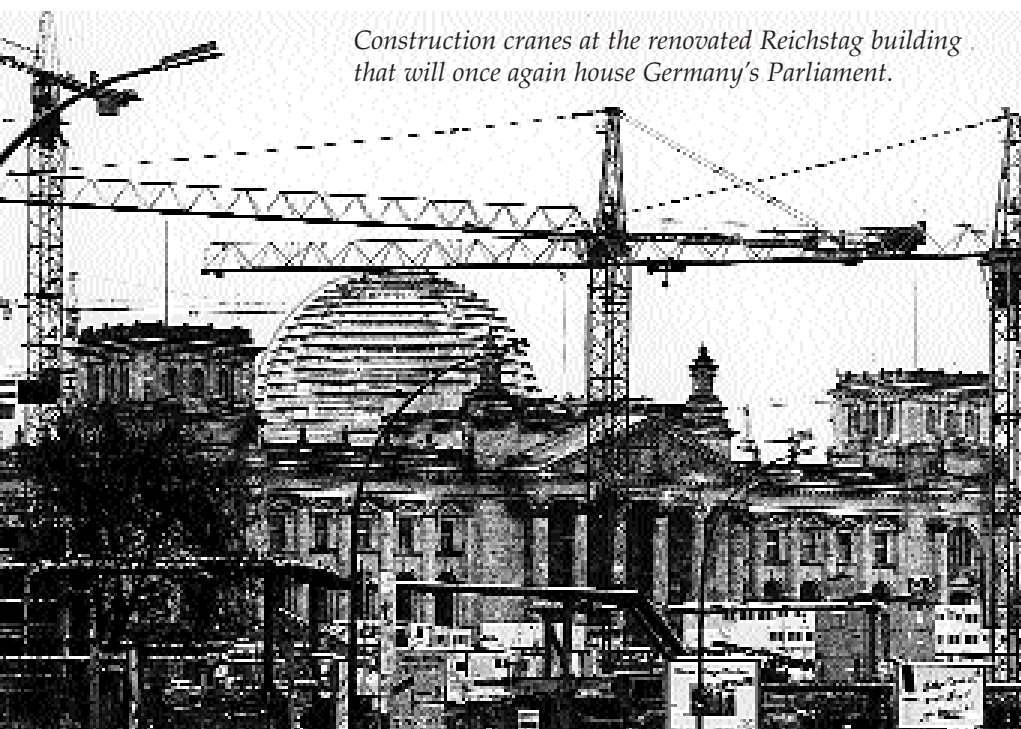
The major portion of the final move from Bonn will get under way following the G-8 Summit in Cologne in June. The embassy's Transition Office, responsible for coordinating the move to Berlin, has worked with the Regional Procurement and Support Office in Bonn and Frankfurt to forge a contract to move embassy furniture, equipment

and files to Berlin. The first moving trucks will arrive in July. At the same time, more than 50 families will leave Bonn for Berlin while others head off for reassignments worldwide. By Sept. 1, the Bonn Embassy chancery, so important to bilateral and multilateral diplomacy for nearly half a century, will have fallen mostly silent as administrative staff members handling final close-out duties prepare for the facilities' return to the German government. By the end of the year, the U.S. Embassy presence will be gone from Bonn.

There's still much to do in Berlin before completing the process of reshaping the mission that began so unexpectedly on that November night in 1989 when eager Berliners breached the wall. Resolving outstanding property issues and finding funding to revitalize Berlin's housing inventory are among these tasks. Together, with Berlin city officials and the German government, answers are needed to proceed with the construction of a new embassy office building that meets needs and security standards. There's also the need to join together in Berlin to build a new sense of community and style of embassy life to replace what was known and valued in Bonn.

There's been much press speculation about the deeper meaning for Germany of the move from Bonn back to Berlin. Certainly, as the years of the new century pass, the accomplishments of "the Bonn Republic" will pass into history and the events of "the Berlin Republic" will shape the daily headlines. U.S. diplomats will always remember their Bonn years and the enormous record of American achievement written there in the post-war world.

Those years may turn out to be, after all, only prologue. Mounting the brass plaque at the new U.S. Embassy in Berlin was only one more beginning in a story of U.S. diplomacy in Germany still being written. ■



Construction cranes at the renovated Reichstag building that will once again house Germany's Parliament.

The author is a retired Foreign Service officer in the Transition Office at the U.S. Embassy in Bonn.

Improving Intelligence Support to Diplomacy

By Marjorie Niehaus

Acting Secretary Strobe Talbott recently joined leaders of the congressional Intelligence Committees and the intelligence community to dedicate the Intelligence and Research Bureau's newly renovated 24-hour operations center. Phyllis E. Oakley, assistant secretary of INR, hosted the opening of the facility, which provides state-of-the-art electronic connectivity between the intelligence community and Department policy-makers.

"We in the Department depend on INR to put fast-moving events and emerging problems into perspective and to provide value-added insights on which to base policy decisions," said Deputy Secretary Talbott. "Dictionaries give two definitions for intelligence: secrets and wisdom. INR and the intelligence community produce a blend of both. We rely on it."

Sen. Richard Shelby, chairman of the House Permanent Select Committee on Intelligence, reflected on the significance of the new facility for all Department employees at home and overseas. "The Department of State needs the best possible intelligence not only to carry out U.S. diplomacy, but to protect its own people," he said. "The threat to embassies and American diplomats is at an all-time high. This attractive, modern facility will help the Department carry out its important work and will provide the opportunity for closer cooperation within the intelligence community family."

More than 50 years ago, President Harry Truman, Secretary George Marshall and others established an intelligence unit within State that evolved into the Bureau of INR. Since its inception, the bureau has maintained a secure area to store classified materials. As time evolved, this center has undergone many renovations. In the mid-1980s, clanking teletype machines and pigeon-hole mailboxes to receive all-source intelligence were replaced by computers. In the mid-1990s, computers were upgraded. This latest renovation gives INR and the Department state-of-the-art connectivity with other intelligence community components, military commands, operations centers and intelligence watches.

INR is the link between State's consumers of intelligence and the collectors and producers in the broader intelligence community. The ability of Department decision makers to implement effective foreign policies depends on timely access to the best information and analytic judgments. Every day INR strives to provide



At INR's ribbon-cutting are, from left, U.S. Reps. Julian Dixon and Sanford Bishop, Sen. Richard Shelby, Acting Secretary Strobe Talbott, Rep. Porter Gross and INR Assistant Secretary Phyllis Oakley.

Photo by Ann Thomas

policy-makers with the information, insights and interpretive analysis they need to make difficult choices.

Warning is a key element of intelligence. The new facility allows the 24-hour INR Watch to monitor global developments continuously and to alert policy-makers to important developments. Appropriately interpreted intelligence enables officials to devise better options and gives them an edge in negotiations and in the protection of Americans and U.S. interests.

INR's Office of Analysis for Terrorism, Narcotics and Crime and the TIPOFF program are housed in the new center. TIPOFF provides a terrorist lookout system to embassies, consulates and the Immigration and Naturalization Service, which helps prevent known terrorists from entering the United States. The newly renovated space also houses document handling and information support activities.

Today's accelerating pace of events, the explosion of information, and the growing number and complexity of U.S. foreign policy issues create tremendous demands and challenges for the intelligence and foreign policy communities. INR's newly renovated operations center helps diplomacy to meet those challenges. ■

The author is an intelligence operations specialist in the Bureau of Intelligence and Research.

State Launches Leadership Development Initiative

By Jo Ann Chastulik
and Laura Sells

In the next 10 to 12 years, the retirement rate among State employees is expected to triple. Retiring members of the baby boom generation will take with them a wealth of skills and expertise, creating gaps in the Department's supervisory, managerial and executive ranks.

The exodus will create opportunities for younger Civil Service employees to advance to leadership positions. But how will State make sure these employees are prepared to take on their new responsibilities?

A new Leadership Competencies Development Initiative created by the Bureau of Personnel is designed to help the Department develop its next generation of leaders. Although the initiative was developed for Civil Service employees, Foreign Service members are encouraged to use it as well to help plan their careers.

The initiative offers a systematic, logical and flexible approach to helping employees acquire the knowledge, skills and abilities needed to succeed at leadership levels in the organization. It provides a road map for employees' career development, from entry-to executive-level.

The initiative is built on leadership competencies—traits, skills, knowledge or abilities required to effectively carry out managerial tasks. After extensive research, the Office of Personnel Management identified 27 competencies essential to successful leadership in the federal government. State has adopted these competencies, exhibited in OPM's "Building Blocks for Leadership Competencies" pyramid as a foundation for developing its future leaders.

The pyramid shows the progressive nature of leadership competencies. Basic, nonsupervisory competencies serve as building blocks for competencies needed at supervisory, managerial and executive levels.

To help employees develop these leadership competencies, State developed a Leadership Competency Development Model that combines formal classroom training, rotational assignments, learning activities and self-directed activities.

It provides a road map for employees' career development, from entry- to executive-level.

Meanwhile, the Foreign Service Institute has created a competency-based Leadership Training Continuum that identifies competencies to be developed in each of its courses. FSI is also expanding its course curriculum to help employees develop their leadership competencies.

The Personnel Bureau and FSI held town hall meetings from February through April to explain the new Leadership Competency Development Model and the Leadership Training Continuum to Department employees. Additional meetings and visits are planned for Passport and Field Offices.

A brochure, "Leadership Competencies: A Roadmap to Leadership Development," also explains the initiative.

In the upcoming months, employees interested in taking part in the leadership initiative will complete a needs assessment, obtaining feedback from their supervisors, peers and customers and incorporating their own assessments.

This information will help employees determine which competencies they need to further develop and which are most important to their future success. Working with their supervisors, employees will use this information to prepare or update Individual Development Plans, or IDPs, describing what competencies they plan to develop, the time frames and the learning methods to be used.

Bureau training officers, Office of Civil Service Personnel Management and Career Development Resource Center staff members will also help employees prepare their IDPs.

Employees are encouraged to use the Leadership Competencies Development Initiative, along with FSI's Leadership Training Continuum, to gain the leadership competencies they need to succeed in their current positions, as well as future ones with more responsibility.

The time invested may help ensure that when opportunity knocks, employees will have the competencies they'll need to become tomorrow's leaders. ■

The authors are employee development specialists in the Bureau of Personnel.

Education & Training

Program	June	July	Length
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Language

Refresher Language	28		6 W
Russian LRU 201, Arabic LAD 201, Chinese LCM 201, Hebrew LHE 201, Japanese LJA 201, Vietnamese LVS 201			
F.A.S.T.	1		8 W
French LFR 100, Spanish LQB 100, German LGM 100, Italian LJT 100, Portuguese LPY 100			
		6	7 W
Albanian LAB 200, Amharic LAC 200, Arabic (Egyptian) LAE 200, Arabic (Modern Standard) LAD 200, Armenian LRE 200, Azerbaijani LAX 200, Bengali LBN 200, Bulgarian LBU 200, Burmese LBY 200, Chinese (Standard) LCM 200, Chinese (Cantonese) LCC 200, Croatian LHR 200, Czech LCX 200, Danish LDA 200, Dutch/Flemish LDU 200, Estonian LES 200, Greek LGR 200, Haitian Creole LHC 200, Hebrew LHE 200, Hindi LHJ 200, Hungarian LHU 200, Indonesian LJN 200, Japanese LJA 200, Khmer (Cambodian) LCA 200, Korean LKP 200, Lao LLC 200, Latvian LLE 200, Lithuanian LLT 200, Malay LML 200, Mongolian LMV 200, Nepal/Nepalese LNE 200, Norwegian LNR 200, Pilipino/Tagalog LTA 200, Polish LPL 200, Romanian LRQ 200, Russian LRU 200, Serbian LSR 200, Slovak LSK 200, Swahili/Kiswahili LSW 200, Swedish LSY 200, Thai LTH 200, Turkish LTU 200, Ukrainian LUK 200, Urdu LUR 200, Uzbek LUX 200, Vietnamese LVS 200			

Advanced Area Studies

During Language Training-weekly		—	3 H
Separate from Language Training	14		2 W
East Asia AR 220, Europe AR 291, Inter-American Studies AR 239, Near East/North Africa AR 240, South Asia AR 260, Southeast Asia AR 270, Sub-Saharan Africa AR 210, Russia/Eurasia AR 281			

Administrative Training

COR Update	—	26	1 D
Appropriations Law PA 215	—	6	4 D
Customer Svc. PA 143	10	—	2 D
Budget & Fin. Mgt. PA 211	—	6	7 W
FSN Class. and Compensation PA 232	—	26	2 W
FSN Supervisory PA 248	7	—	1 W
General Svc.s Operation PA 221	21	26	11 W
Overseas Contr. Officer's Warrant Trng. PA 223	—	6	4 W
Basic Admin Mgt. PA 224	14	19	1 W
Pers. Course PA 231	—	6	7 W
Overseas Admin. Mgt. Course PA 243	21	—	2 W
ICASS Exec. Sem. PA 245	16	30	1 D
Working with ICASS PA 214	8, 29	—	4 D

Correspondence Courses: How to Be a Contracting Officer Repres. PA 130, How to Write a Statement of Work PA 134, How To Be A Certifying Officer PA 291, Intro to Simplified Acquisitions & Req. Overseas PA 222, Mgt. Controls Workbook PA 164, Trng. for Overseas Voucher Examiners PA 200, Trng. for Overseas Cashier PA 293, Trng. for Overseas Cashier Superior PA 294

Consular Training

Automation-Consular Mgrs. PC 116	7, 21	19	1.8 W
Advanced Consular Course PC 532	28	—	3 W
Anti-Fraud Programs PC 541	—	26	2 W
Consular Review & Automation PC 540	15	12	3 D

Continuous Enrollment: Congen Rosslyn PC 530, Consular Orient. PC 105

Correspondence Courses: Immigration Law and Visa Operations PC 102,

Program	June	July	Length
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Nationality Law and Consular Procedures PC 103, Overseas Citizens' Svcs.s PC 104, Passport Examiner's Correspondence Course PC 110

Economic & Commercial Training

Adv. Econ. Review Sem. PE 501	—	12	5 W
Applied Econ./Non-Econ. Officers PE 280	—	6	6 W
Econ. Issues PE 285	—	12	3 W
Aviation Policy and Negotiation PE 130	—	19	3 D
Country Data Analysis PE 504	21	—	2 W
Econ. Tradecraft PE 124	—	5	2 W
Energy and the Environ. PE 128	—	26	1 W
Export Promotion PE 125	28	19	1 W
Pol./Econ. Tradecraft PG 140	7	26	3 W
Res. Reporting Officer PE 103	—	19	2 W
Science, Tech. & Foreign Policy PG 562	14	—	2 D
Telecommunication Policy PE 131	—	22	2 D
U.S. Comm. Interest in the Pwr. Sector PE 132	—	26	1 D
U.S. Environ. Tech. Industry PE 133	—	27	1 D

Junior Officer Training and Orientation Training

Orient. for Foreign Svc. Officers PG 101	21	—	7 W
Orient. for Designated Posts PN 112	—	1	2 D
Orient. for Civil Svc. Emp. PN 105	—	14	3 D
Orient. for Foreign Svc. Spec. PN 106	14	14	3 W
Intro. to Work. in an Embassy PN 113	16	—	2 D

Leadership & Mgt. Development

Deputy Chiefs of Mission PT 102	13	11	2 W
EEO/Diversity Awareness for Mgrs. and Supervisors PT 107	3, 10, 17, 24, 28	8, 12, 15, 22, 29	2 D
Effective Public Speaking PT 113	30	1, 28, 29	1 D
Intro. to Mgt. Skills PT 207	21	—	1 W
Managing State Projects PT 208	—	26	1 W
Exec. Intro. to Project Mgt. PT 209	28	—	2 D

Office Management Training

Foreign Svc. Trng. For Entering Pers. PK 102	—	7	2.36 W
Civil Svc. Trng. for Entering Pers. PK 104	—	16	2 W
Office Mgt. Offsite PK 111	—	7	3 D
Foreign Svc. Trng for Civil Svc. Emp. PK 142	—	29	2 D
Proofreading PK 143	—	8	2 D
Drafting Corres. PK 159	—	26	1 W
Travel Regs. and Vouchers PK 205	8	—	2 D
Files Mgt. and Retirement PK 207	4	—	1 D
Mentor Trng. PK 208	—	12	1 D
Better Office English: Written PK 225	21	—	2 W
Better Office English: Oral PK 226	—	12	2 W
Writing Effective Letters and Memos PK 241	14	—	1 W
Office Mgt. 2000 PK 330	7	—	2 W

Political Training

Pol. Tradecraft PP 202	—	6	3 W
Pol./Econ. Tradecraft PG 140	7	—	3 W
Politico Military Affairs PP 505	—	7	3 D
Negotiation Art & Skills PP 501	7	—	1 W
Labor Officer Functions PL 103	—	12	3 W
Workers Rights Reporting PP 504	—	16	1 D
Orient. for Narcotics Control Officers PA 202	—	19	2 W

Program	June	July	Length
Security Overseas Seminar			
SOS: MQ 911	14, 28	19	2 D
Adv. MQ 912	8, 22	13, 27	1 D
TDY MQ 913	14, 28	19	1 D
Youth MQ 914	15, 22, 29	13, 20, 27	1 D
Overseas Briefing Center (non-SOS)			
Regs., Allowances and Fin. MQ 104	—	27	3 D
Deputy/Chief of Mission MQ 110	21	19	3 D
Protocol MQ 116	26	—	1 D
Young Diplomats Day MQ 250	14, 28	19	1 D
Post Options for Employ. and Tng. MQ 703	12	—	1 D
Targeting Job Market MQ 704	10	—	2 D
Long Distance Relationships MQ 801	5	—	4 H
Comm. Across Cultures MQ 802	4	31	1 D
Realities of Foreign Svc. Life MQ 803	5	30	1 D
Promoting United States Wines MQ 856	—	14	2 H
	26	—	1 D
Overseas Health Concerns MQ 857	16	—	2 H
Emergency Medical Tng. MQ 915	12	—	1 D
Career Transition Center			
Fin. and Estate Planning RV 103	—	28	1 D
Retirement Planning Sem. RV 101	—	26	1 W
Information Management Training			
Microsoft Project PS 180	—	19	2 D
PC/Win. Network 4.0 Fund. PS 201	7, 21	12, 26	2 D
Win. NT 4.0 Admin. PS 261	14	19	2 W

Learning languages at FSI.



Program	June	July	Length
Network Essentials PS 214	7	12	1 W
Internet for Power Users PS 318	7, 21	19	1 D
C-LAN End User Tng. PS 223	10, 24	22	1 D
Intro., Word 97 for Win. PS 232	16, 30	21	2 D
Intermediate Word 97 for Win. PS 233	9	14	2 D
Intro., Access 97 for Win. PS 250	2, 16, 30	14, 28	2 D
Intermediate Access 97 PS 251	23	21	2 D
Intro., Excel 97 for Win. PS 270	14, 28	19	2 D
Intermediate, Excel 97 for Win. PS 271	2	7	2 D
Intro., PowerPoint 97 for Win. PS 240	7, 21	6, 26	2 D
Intermediate PowerPoint 97 for Win. PS 241	24	28	2 D
MS Exchange Administration PS 269	28	—	1 W
Cable Express PS 284	2, 3, 4, 8	7, 8, 13	1 D
	9, 10, 11, 15,	14, 20, 21,	
	17, 18, 22	27, 28, 25, 29	
	23, 24, 30		
Cable Express Administration PS 285	1	6	3 D
MS Outlook PS 298	25	30	1 D
ALMA Overview-PC/Win. PS 501	7, 14, 21, 28	12, 19, 26	1 D
ALMA Overview-Word PS 502	8, 15, 22, 29	13, 20, 27	1.5 D
ALMA Overview Client Network PS 503	9, 16, 23, 30	14, 21, 28	4 H
ALMA Overview PS 505	10, 17, 24	1, 15, 22, 29	1 D
ALMA Overview-PowerPoint PS 506	11, 18, 23, 30	2, 16	1 D
Courses at Warrenton Training Center :			
Backup-Limited Comm. Oper. YW 119	—	26	2 W
TEL/KEY SYS—Intro to Tele. & Key Sys.			
YW 140	21, 28	19	1 W
Satellite Oper./Maint. YW 149	28	—	3 W
Intro. to Data Comm. YW 173	—	19	2 W
C-LAN—Class. Local Area Network YW 177	14	—	4 W
Refresher Comm. YW 164	1, 7,	6, 12,	4 D
	14, 21, 28	19, 26	10 W
IMS-Info. Mgt. Spec. YW 187	—	6	13 W
ADP—Auto. Data Proc. YW 190	15	27	4 W
SC-7 Operations & Maint. YW 192	—	26	3 W
CIP-Current Inst. Practices YW 203	7	—	4 W
Generators-Power Gen. Sys. YW 206	—	12	2 W
Comm. Terminal CT-7/9 YW 212	28	26	1 W
Wide-Band Digital Trans. Net. YW 213	14	—	2 W
SX-50—Mitel PBX SX-50 YW 219	—	5	1 W
SX-200D—Mitel PBX SX-200 Digital YW 220	7	12	1 W
SX-2000—Mitel PBX SX-2000 Analog			
YW 221	21	26	1 W
SX-20/200A—Mitel PBX SX-20/200			
Analog YW 222	14	—	1 W
Win. NT 4.0 Local Admin. YW 225	7, 14, 28	26	2 W
Network Ess. YW 228	21	19	1 W
ALMA Tech. Cert. YW 229	—	19	5 W
CLOUT 3.0 YW 230	—	5	3 D/10 W
Fast Backup YW 231	14, 28	12	1 W
Fast TERP YW 232	7, 21	5, 19	1 W
SMS YW 233	7	—	1 W
BPS-Black Packet Switching YW 334	7	12	1 W
Meridian 61C YW-497	—	5	2 W
Amanda Mail/MDR Account YW 498	14	19	1 W
Banyan Lan-Local Networks YW 640	—	26	2 W
Desktop Systems YW 642	7	5	1.5 W
	21	—	1.7 W
Black Router YW 745	—	19	1 W
Microsoft Exchange YW 749	14, 21, 28	12	1 W
IDNX/90 EXS, IDNX/20 and			
IDNX MICRO/20 YW 850	28	—	1 W

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

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

People Like You



Ambassador Stephen Bosworth, center, boards an F-14 "Tomcat" aircraft.

Photo by J01 John Musser

The Only Way to Travel

Forget the stereotype about senior diplomats traveling in chauffeured limousines and commercial aircraft. U.S. Ambassador to the Republic of Korea Stephen Bosworth recently hitched a ride to visit U.S. naval forces training in the region aboard an F-14 "Tomcat" fighter. Garbed in bulky flight gear, the ambassador was strapped into place just before the aircraft raced down the runway and rocketed into the sky. Shortly after takeoff, the F-14 made an "arrested landing"—the kind where it snaps to a sudden stop on an aircraft carrier—on the *USS Kitty Hawk*. Ambassador Bosworth toured the carrier, met its crew, watched flight operations and talked about the military's role in maintaining stability on the Korean peninsula. After a "catapult takeoff," in which the aircraft rockets into the sky because there's no runway, the ambassador was jetting his way back toward Seoul, excited by his supersonic adventure and impressed with what he'd seen. It's the only way to travel, he said.—*Lt. Cdr. Gil Mendez*



*Oliver Griffith
with his horn.*

State's Jazz Ambassador

He earned distinction in his Foreign Service officer orientation class as the member who had “run away to the circus.” Oliver Griffith isn’t convinced that taking time off from his master of music studies program at the New England Conservatory of Music to join the Carson and Barnes Circus Band was exactly “running away.” But he said his move “from Mozart to no-art” offered him adventure and a lesson in musical humility. It’s a lesson he said prepared him for his current role as a “jazz ambassador,” playing his saxophone in some of the world’s most remote places while performing his “day gig” as a diplomat. Currently the economic and commercial officer in Port of Spain, Mr. Griffith has performed in posts around the world, including Kigali, Caracas and Bangui. The best part of his musical role, he said, is getting the chance to play and sometimes teach America’s most famous indigenous art form—jazz—for audiences cut off from the outside musical world.



Jerry Blasenstein on the dance floor.

On Top With Tap

If you ever notice a car with the license plate, “ON TAP,” the driver might not necessarily be a beer lover. It might be Jerry Blasenstein from State’s Bureau of Information Resources Management, who pounds the computer keys as chief of the client/server applications branch by day while tapping the dance floor by night. Mr. Blasenstein is a tap dancer, using metal taps on his shoes to make rhythmic, syncopated patterns on a (preferably) wood floor. He’s a member of “Taps and Company,” a Washington, D.C.-based troupe that has appeared at the Kennedy Center and other local venues and made several television appearances, including one on Good Morning America. “When a tap dancer can ‘pound iron,’” he said, “all is right with the world!”

O B I T U A R I E S

Theresa A. Ferrara, 71, died of cancer Oct. 23, 1998, in Portland, Maine. Ms. Ferrara was posted in Addis Ababa and Nairobi in the 1960s and served at other posts overseas as well as in Washington, D.C. She retired in 1977.

Emma Jane Gammell, 82, a retired Foreign Service officer and librarian for the U.S. Information Agency, died Jan. 9 in Alexandria, Va., of Alzheimer's disease. Ms. Gammell joined the Foreign Service in 1952 and served in Saigon, where she taught English and directed a library. She later served as a library director or book translation supervisor in France; Washington, D.C.; Morocco; Afghanistan; Lebanon and the United Kingdom. She retired in 1976.

George D. Henry, 78, a retired U.S. Information Agency Foreign Service officer, died of cancer Jan. 21 in Arlington, Va. Mr. Henry served 30 years in the Foreign Service with assignments in Germany, Yugoslavia, Israel and India. He retired in 1980.



Irvin S. Lippe, 84, a retired Foreign Service officer who specialized in labor affairs, died Feb. 26 in Vero Beach, Fla. Mr. Lippe joined the Foreign Service in 1951 as one of the first labor attachés. He served in Havana, Singapore, Brussels, Geneva, Paris, London and in Washington, D.C., in the bureaus of European Affairs and International Organizations. He retired in 1974.

Gordon P. Merriam, 99, a retired Foreign Service officer, died Feb. 16 in South Bristol, Conn., after a short illness. Mr. Merriam, a Near East expert, served in Beirut, Damascus and Aleppo before being assigned to Paris to study Arabic and Turkish. From there, he served in Istanbul, Cairo, Tehran and Washington, D.C., where he became chief of the division of Near Eastern Affairs and a member of the Secretary's policy planning staff. He retired in 1949.



Dolores Ortega Myers, 65, died Jan. 2 in Mesa, Ariz., of cancer. Ms. Myers joined the Foreign Service as a secretary in 1955 and was posted to Tokyo from 1956 to 1958, where she met her future husband, Emmett L. Myers, a Marine Security guard who later joined the Foreign Service. Ms. Myers left the Foreign Service to accompany her husband on assignments, but rejoined in 1989. She served as a secretary in Panama City and Guadalajara until her resignation in 1991. Ms. Myers was the mother of Diplomatic Security Service Special Agent Robert E. Myers of Phoenix.

John F. O'Donnell, 81, a former Foreign Service officer, died Jan. 9 in Belmont, Mass., after a brief illness. Mr. O'Donnell joined the Foreign Service in 1948 and served in Bangkok, Florence, Bonn, Paris and Washington, D.C. He retired in 1973.



J. Theodore Papendorp, 70, a retired Foreign Service officer, died Aug. 10 after a long illness. Mr. Papendorp joined the Foreign Service in 1954 and was posted in England, Hungary, the Netherlands, France and Belgium and at the U.S. Mission to the United Nations. He retired in 1987 and became a consultant on Eastern European affairs.

O B I T U A R I E S



Lee McLeod Peters, 55, a retired Foreign Service officer, died of a heart attack on Jan. 16 in McLean, Va. Mr. Peters joined the Foreign Service in 1967 and served overseas in Asuncion, Saigon, Bangkok—

where he established the Orderly Departure Program for Vietnamese refugees—and Islamabad, where he was the refugee counselor. His Washington, D.C., assignments included tours in the Bureaus of East Asian and Pacific Affairs, Latin American Affairs and Administration. He served at the U.S. Mission to the Organization of American States until his retirement in 1995.



John Stewart Service, 89, a retired Foreign Service officer, died Feb. 3 in Oakland, Calif. Mr. Service passed the Foreign Service entrance exam in 1933. While awaiting formal entry, he took a clerkship at the consulate in Yunnanfu, China. After entering the Foreign Service in 1935, he was assigned to Peking as a language student. During his career, Mr.

Service served in Shanghai, Chungking and Yen-an. After World War II he served briefly as a political adviser to Gen. Douglas MacArthur in Japan, then was posted to New Zealand and the United Kingdom. He retired in 1962 and was honored by the American Foreign Service Association and received DACOR's Foreign Service Cup for meritorious activities during retirement.

Andrew W. Smith, 73, who retired from State in 1995 with 52 years of government service, was murdered along with his sister Bessie A. Faison, 77, in their Washington, D.C., home on Dec. 19. Mr. Smith began working for the State library in 1948 in the circulation branch. He left the Department to serve in the Army during the Korean Conflict, but returned in 1952 to the library where he worked until retiring.



George H. Strunz, 91, died on Nov. 7 in Costa Rica following a long illness. Mr. Strunz began his career in 1943 as a clerk at the U.S. Embassy in Costa Rica. He joined the Foreign Service in 1947 and served in economics and consular affairs positions in Mexico, Colombia, England, Canada, Spain and in Washington, D.C. He retired in 1967.

Jane Monroe Thompson, 78, director of the Department's Art in Embassies Program in the 1970s and 1980s, died of pneumonia on Feb. 3 in Santa Fe, N.M. Ms. Thompson served two tours of duty in Moscow and later directed the Art in Embassies Program as a Foreign Service reserve officer. While accompanying her husband on a tour in Vienna, she organized a soup kitchen, child day care center and handicraft workshop for refugees of the Hungarian revolt.

Leland W. Warner Jr., 78, a retired Foreign Service officer, died Jan. 13 of heart disease in Topeka, Kan. Mr. Warner joined the Foreign Service in 1945. He and his Foreign Service wife Naomi McCachren were posted in Afghanistan, Greece, the Netherlands, Mexico, Ecuador and Nicaragua.

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

FOREIGN SERVICE

Transfers

Acosta, Daniel J., Pre-Assign. Tng. to Guadalajara
Ames, Susanne, Seoul to Accra
Arbesu, Arnaldo, Pre-Assign. Tng. to Guadalajara
Arvis, Constance C., NGOs to East Asian and Pac. Affairs
Baganz, Vienna K., Bonn to Caracas
Baide, Ana P., F.S. Specialist Intake to Mexico City
Bare, Robert A., Pre-Assign. Tng. to Seoul
Baron, Jeffrey J., Intell. and Res. to East Asian and Pac. Affairs
Bartlett, William M., Dem., Human Rights and Labor to Foreign Service Institute
Bass, John R. II, European Affairs to Deputy Sec. of State
Bell, Thomas A., Nairobi to Tokyo
Bendt, David C., Belgrade to Administration
Bimmerle, Diann M., Bissau to Bangkok
Bolden, Charles H., Diplomatic Sec. to Madrid
Brittain, Jaime L., Bonn to Personnel
Brokenshire, Kent C., Yaounde to Kinshasa
Brown, Lee R., Pre-Assign. Tng. to Naples
Brown, Linda M., Euro. Affairs to Foreign Service Institute
Browning, Michael J., Personnel to Chief Fin. Officer
Bunton, Cynthia R., Diplomatic Sec. to DOAP
Burns, Jillian L., Amman to Operations Center
Byrnes, Shaun M., Rome to European Affairs
Callahan, Deborah B., Athens to Personnel
Carter, Bruce E., European Affairs to Foreign Service Institute
Casebeer, Cheryl A., Deputy Sec. of State to Bujumbura
Claffey, Daniel Patrick, Perth to United States Info. Agency
Claxton, Pamela M., Seoul to Personnel
Collins, Bernhard B. Jr., Diplomatic Sec. to European Affairs
Copas, David N. Sr., Tegucigalpa to Medical
Crenshaw, Carole, Muscat to Geneva
Daley, Thomas E., Lagos to Bangkok
Dalland, Raymond S. Jr., Sarajevo to European Affairs
Dick, Dennis M., Info. Res. Mgt. to Frankfurt
Dickey, James E., Nairobi to Harare
Eason, Bobby F., NGOs to Public Affairs
Edwards, Kimberley A., New Delhi to Personnel
Edwards, Rebecca L., Bratislava to Personnel
Ensher, Henry S., Near Eastern Affairs to Dem., Human Rights and Labor
Ferry, Richard D., Info. Res. Mgt. to Shanghai
Fisher, Gordon C., Moscow to SEOP
Fitzgibbons, Timothy T., Pre-Assign. Tng. to Mumbai
Freeman, Roger M. Jr., Econ. and Bus. Affairs to Cairo
Fuhrer, Mary Jo, Niamey to Personnel
Garno, David L., Frankfurt to Bangkok
Gelner, Michael, European Affairs to Bonn
Gordon, Ann V., Dem., Human Rights and Labor to Foreign Service Institute
Gottlieb, Carmen R., London to Personnel
Hamilton, Joseph A., Pre-Assign. Tng. to Tashkent
Hammer, Michael A., Reykjavik to Natl. Sec. Council
Harris, Melanie S., Pre-Assign. Tng. to Yaounde
Hawkins, Paula G., Lima to Personnel
Hayward, Lavonya M., Seoul to Executive Secretariat
Hengel, Douglas C., European Affairs to Foreign Service Institute
Hering, Barbara A., Prague to Monterrey
Hirn, Clyde M., Nairobi to Pretoria
Kass, Nicholas S., Ankara to European Affairs
Kirkpatrick, Alexander T., Inter. Narc. and Law Enfor. Affairs
Korff, Philomena F., Manila to Personnel
Krieger, Nanette A., Diplomatic Sec. to Foreign Service Institute
Laborde, Malcolm Jr., Info. Res. Mgt. to Beijing
Lambert, Lynne F., Budapest to Personnel
Lambert, Mark B., East Asian and Pac. Affairs to Foreign Service Institute
Landers, Linda S., F.S. Specialist Intake to Berlin
Lannon, Margarita R., La Paz to Personnel
Limbaugh, Larry L., Frankfurt to Pretoria
Limeri, Patricia R., Harare to Manama
Lockard, JoAnn M., Pre-Assign. Tng. to Almaty
Lopez, Helena L., Leave Without Pay to Personnel
M-Martin, Kahindo W., Port-au-Prince to Personnel
Mays, Terri, Cairo to Geneva
McCourt, Doris M., Lusaka to Karachi
McGevna, Helena N., Personnel to European Affairs
McKee, Jewel L., Personnel to Beijing
Miller, A. David, European Affairs to Foreign Service Institute
Mirk, Karen, San Salvador to Personnel
Mueller, William A., Dushanbe to Tbilisi
Musser, Susan W., Personnel to IRM
Mutijima Page, Susan D., Personnel to Kigali
Norvell, Yolanda, Luxembourg to Panama
Osius, Theodore G. III, East Asian and Pac. Affairs to Office of the Vice President
Oudkirk, Scott M., Pre-Assign. Tng. to Ankara
Phipps, Brian, Lahore to Near Eastern Affairs
Pina, Jeannette C., Ho Chi Minh City to Medical
Popadiuk, Roman, Defense Dept.
Pressley, Franklin B. Jr., Nairobi to Frankfurt
Reed-Rowe, Helen P., Kingston to Medical
Reid, Walter S., Foreign Service Institute to The Hague
Rigaud, Roger C., Pre-Assign. Tng. to Port-au-Prince
Rubio, Sheila L., Rome to Personnel
Russillo, Victor L., Frankfurt to European Affairs
Schlachter, Mark M., Yaounde to Warsaw
Schofer, Rachel J., Pre-Assign. Tng. to Mexico City
Semilota, Judith H., F.S. Specialist Intake to Windhoek
Shanahan, Joseph M., Frankfurt to Cairo
Skavdahl, Roger A., Bogota to Executive Secretariat
Smith, Virginia F., Asuncion to Port-au-Prince
Soraghan, Ann G., Warsaw to Brussels
Stanger, Clayton M., Pre-Assign. Tng. to Nassau
Story, James B., Pre-Assign. Tng. to Guadalajara
Swanson, Timothy, Pre-Assign. Tng. to Seoul
Thomason, Olin, Info. Res. Mgt. to Frankfurt
Tobias, Barbara J., Bangkok to Oceans and Int'l. Envir. and Sci. Affairs
Torrance, Thomas E., Int'l. Org. Affairs to East Asian and Pac. Affairs
Towns, Valerie Jackson, Moscow to Brussels
Treharne, Barbara M., Panama to Bridgetown
Vick, Jeffrey C., Pre-Assign. Tng. to Warsaw
Vizer, Brian J., Info. Res. Mgt. to Western Hemispheric Affairs
Wagner, Cheryl A., Ankara to Budapest
Wagner, David A., Info. Res. Mgt. to Foreign Service Institute
Walker, William G., Personnel to European Affairs
Walsh, Barnaby, Kampala to African Affairs
Weir, Gerald W., Info. Res. Mgt. to Phnom Penh
Weisberg, Robert I., Warsaw to Caracas
Wheeler, Abbie J., Seoul to Consular Affairs
Wheelock, Stephen A., Foreign Service Institute to Managua
Williams, Shelly M., European Affairs to Moscow
Williams, Susan M., Berlin to Personnel
Wills, David E., Western Hemispheric Affairs to Frankfurt
Wood, Linda L., The Hague to Antananarivo
Youmans, Bruce A., F.S. Specialist Intake to Tunis
Zabriskie, Peggy S., Bridgetown to Nairobi

Appointments

Ashraf, Assiya, Diplomatic Sec.
Boyle, Melissa A., Diplomatic Sec.
Bucknor, Colin P., Diplomatic Sec.
Bultemeier, William W., Belgrade
Conrado, Jorge I., Diplomatic Sec.
Crowley, Kate S., Diplomatic Sec.
Dech, Robert W. II, F.S. Specialist Intake
Densmore, William E., Diplomatic Sec.
Dickerson, Brett T., Diplomatic Sec.
Dunham, Sharon P., Bangkok
Grullon, Marlon T., Diplomatic Sec.
Hill, Richard J. Jr., F.S. Specialist Intake
Ibarra, George, F.S. Specialist Intake
Kondrak, Irena E., Diplomatic Sec.
Kunzler, Michael L., Diplomatic Sec.
Latham, Michael F., F.S. Specialist Intake
Lawless, Jason C., F.S. Specialist Intake
Lefler, Jeffrey S., Diplomatic Sec.
Leitch, Mark W., F.S. Specialist Intake
Leveque, Timothy L., Diplomatic Sec.
Lynn, Bradley R., Diplomatic Sec.
Martin, Timothy W., F.S. Specialist Intake
Martinez, Vincent O., Diplomatic Sec.
Meinhardt, Eric L., F.S. Specialist Intake
Meininger, Vernon R., F.S. Specialist Intake
Merino, Stefan P., Diplomatic Sec.
Monroe, David M., Diplomatic Sec.
Murphy, Kevin W., Diplomatic Sec.
Nace, Galen J., Diplomatic Sec.
Nichols, Michelle A., F.S. Specialist Intake
O'Neill, Heidi E., F.S. Specialist Intake
Recinos, Helen G., Ankara
Rehme, Ann E., F.S. Specialist Intake
Renner, Matthew T., Diplomatic Sec.
Rosselot, Jason R., Diplomatic Sec.
Shimizu, Donna, Tunis
Steele, Laurel E., Chengdu
Swanberry, Michael S., Diplomatic Sec.
Twining, Michael J., Diplomatic Sec.
Wheeler, Kelly L., F.S. Specialist Intake
Williams, Reginald L., F.S. Specialist Intake
Withrow, Rachel D., Diplomatic Sec.

FOREIGN SERVICE

Retirements

Hayes, Linda A., Bangkok
Hosey, Earl D., Frankfurt
Hylton, William D., Frankfurt
Jones, Franklin D., Chief Fin. Officer
Long, Marbie M., European Affairs
Mattson, Gregory L., Lisbon
McGlinchey, James M., Econ. and Bus. Affairs
Pursell, Jeffrey N., Diplomatic Sec.
Ryan, Lola May, Port-au-Prince
Ryan, Mary K., Montreal
Sorensen, Paul D., Diplomatic Sec.
Theros, Patrick N., Doha
Tinney, Philip M., Info. Res. Mgt.
Tompkins, Tain P., Personnel
Walker, Lannon, Personnel
Wayker, Audrey E., Geneva

Resignations

Allen, Lisa B., Pretoria
Alvarado-Ortiz, Julie, Brasilia
Bird, Leslie J., Cotonou
Conner, Lisa G., Population, Refugees, and Migration
Dunshee, Anette M., Manila
Greer, Natasha, Personnel
Hemmat, Joanna, Caracas
Hession, Sherry B., Melbourne
Holmstrom, Alexandra, Paramaribo
Kidwell, Virginia R., Personnel

Konnor, Jan M., Leave Without Pay
Korff, Philomena F., Personnel
Loveland, Yvane L., Mexico City
Morris, Gregory C., Mexico City
Park, Charles E., Info. Res. Mgt.
Quiroz, Monica, Mexico City
Smith, Jean Kennedy, Dublin
Stayer, Susan E., Ulaanbaatar
Toliver, Barbara J., Berlin
Watts, Jeff, Bishkek

CIVIL SERVICE

Promotions

GS-3

Evans, Rita R., Worker Trainee Initiative
Robinson, Sandra A., Worker Trainee Initiative

GS-4

Barton, Michael J., Houston Passport Agency
Marines, Lucia G., Houston Passport Agency
Mathew, Cherian, Houston Passport Agency
Wilson, Anika, Oceans and Int'l. Envir. and Sci. Affairs

GS-5

Lai, Joleen G., Honolulu Passport Agency
McLaughlin, Ernest R., Administration
Trinh, My Tu, San Francisco Passport Agency

GS-6

Feimster-Gray, Lawanda D., Consular Affairs
Roberts, Tajuana, Int'l. Org. Affairs
Weaver, Doris A., Administration

GS-7

Cano, Dora C., Chief Fin. Officer
Gayle, Sean P., New York Passport Agency
Hobbs, Jerilyn A., Consular Affairs
Hunt, Janet L., Consular Affairs
Jackson, Ines M., Chicago Passport Agency
Johnson, Sybil S., African Affairs
Khan, Naveed J., Int'l. Org. Affairs
Lawrence, Jacqueline A., Western Hemispheric Affairs
Lee, Kermit L., Washington Passport Agency
Parker-Hill, Charron M., Population, Refugees, and Migration
Smith, Geoffrey T., Econ. and Bus. Affairs

GS-8

Butler, Donna M., Office of the Sec.
Crawford, Fernesia T., Administration

GS-9

Bulles, Dolores A., Inspector General
Elsea, Jennifer K., Legal Adviser
Freeman, Carol A., Global Affairs
Hood, Travis J., Seattle Passport Agency
Jackson, Michelle R., Chief Fin. Officer
Lucas, Cheryl A., Inspector General
Matthews, Gerald C., Personnel
Matthews, Gregory L., New Orleans Passport Agency
Mullane, Alma, Philadelphia Passport Agency
Rowe, Lisa M., Executive Secretariat
Singletary, Mary F., Administration
Stepan, Gregg K., Legal Adviser
Stepney, Sandra E., Personnel
Washington, Adrienne M., Int'l. Org. Affairs
Watson, Christina B., Inspector General

GS-11

Garcia, Angela T., Consular Affairs
Jackson, Dorietha M., Oceans and Int'l. Envir. and Sci. Affairs
Kasperbauer, Charles T., Washington Passport Agency
McCormick, Dianna, Inspector General
McDonald, Angela R., Inspector General
Robertson, Susan G., Office of the Sec.
Sanchez-Perea, Anna M., Western Hemispheric Affairs

GS-12

Brown, Eric C., Administration
Duff, William E. III, Econ. and Bus. Affairs
Hardy, Michelle R., Diplomatic Sec.
Lee, James W., Foreign Service Institute
Littlefield, Marlene E., Nat. Passport Center
Portsmouth, NH
Loyer, Jane M., Foreign Buildings

McDermod, William J., Nat. Passport Center
Portsmouth, NH

Phillips, Steven E., Public Affairs
Pizza, Karen Ann, Nat. Passport Center Portsmouth, NH
Segars, Elizabeth N., Personnel
Tucker, Sharon, Consular Affairs
Uhrich, Dorothy W., Personnel

GS-13

Branch, Danny L., Info. Res. Mgt.
Escobar, Mario A., Info. Res. Mgt.
Franks, Robert S., Population, Refugees, and Migration
Glover, Rita M., Personnel
Gross, Cheryl A., Public Affairs
Irick, Kenneth W., Fin. Officer
McDaniel, Ernestine, Chief Fin. Officer
Mills, Pamela A., Personnel
Sells, Laura T., Personnel
Thomas, Willie J., Info. Res. Mgt.

GS-14

Bowden, Alfred J., Info. Res. Mgt.
Claman, Kimberly H., Econ. and Bus. Affairs
Engel, Veda T., Personnel
Manogue, Robert D., Econ. and Bus. Affairs
McReynolds, Sherrie, European Affairs
O'Brien, John J., Administration
Silva, John C., Administration
Tso, Kin Fai, Administration

GS-15

Bright, Fank W., Administration
Cabral, John L., Info. Res. Mgt.
Elliott-Kimmel, Elizabeth, Administration
Hedges, John S. III, Info. Res. Mgt.
Saboe, Cynthia M., Inspector General

CIVIL SERVICE

Resignations

Benjamin, Lillian D., Inspector General
Berry, Barrett T., Consular Affairs
Bevilacqua, Nichole, S/EEOCR
Bruno, Cynthia K., Leg. Affairs
Burnham, Katie P., Personnel
Butler, Monique, Western Hemispheric Affairs
Cardona, Edilberto, Western Hemispheric Affairs
Carrenard, Sheila M., Chief Fin. Officer
Chang, Phillip, Administration
Colston, Courtney V., Administration
Cooper, Rebecca J., Int'l. Org. Affairs
Davis, Nachele E., Consular Affairs
Davis, Nicholas, Personnel
Degonia, Thomas M. II, Inspector General
Devigne, Renee Y., Inspector General
Dial, Cynthia L., East Asian and Pac. Affairs
Garrett, Johnnetta, European Affairs
Giles, Ayesha R., Foreign Service Institute
Gimondo, Ronald L., Int'l. Org. Affairs
Hart, Tamika D., Int'l. Org. Affairs
Henderson, John L., Administration
Ho, Song C., Chief Fin. Officer
Hunt, George, Administration
Infelise, Erik W., Administration
Iversen, William T., Language Services
Jackson, Lantra, Foreign Buildings
Johnson, Marquitta D., Foreign Buildings
Johnson, Sarah L., Chief Fin. Officer
Johs, Steven M., Population, Refugees, and Migration
Jones, Stacey B., Foreign Buildings

Kohlenbush, Elizabeth, Foreign Buildings
Kramer, George, Personnel
Kushner, Irina R., Inspector General
Lawrence, Torey I., Econ., Bus. and Agric. Afrs.
Lewis, Johnny, Info. Res. Mgt.
Liebel, Catherine Z., Administration
Manatt, Michele A., Western Hemispheric Affairs
McCarthy, Karen L., Int'l Boundary Commission
Miller, Kelvin L., Consular Affairs
Miller, Kendall T., Washington Passport Agency
Olson, Peter Murray, Legal Adviser
Orr, Steven E., Administration
Padlan, Anneliese N., Administration
Paige, Tamika J., Administration
Palmer, Jason S., Legal Adviser
Parker, Candace, European Affairs
Perry, Victoria L., Medical Director
Pierce, Ernestine M., Chief Fin. Officer
Redding, Louis A., Foreign Buildings
Robinson, K. Monique, European Affairs
Sermmons, Sandra R., Personnel
Shadyavichyus, Yakov, Foreign Service Institute
Shinnick, Elizabeth, Log. Mgt.
Shoatz, Jermaine, Administration
Smoot, Jahwarrior, Administration
Snyder, April C., Int'l. Org. Affairs
Tang, David, Global Affairs
Tran, Annie, Legal Adviser
Vines, Sybil, Foreign Service Institute
Williams, Ned B. III, Office of the Sec.

Appointments

Abasolo, Jeffrey, Consular Affairs
Brown, Serrica Nachele, Consular Affairs
Coneway, Casey W., Consular Affairs
Del Sesto, Gino J., Int'l. Org. Affairs
Hargraves, Ruth E., Mgt.
Hart, Maria I., Consular Affairs
Hunt, Geoffrey A., Administration
Jones, Kristyn M., Consular Affairs
Junk, Mancharee, Western Hemispheric Affairs
Kotval, Andrew C., Consular Affairs
Lang, Alan, Office of the Sec.
Larson, Christian S., Consular Affairs
Leeds, Timothy P., Consular Affairs
McCarthy, Karen L., Near Eastern Affairs
Pierce, Ernestine M., Int'l. Joint Comm.
Reback, Richard N., Inspector General
Ross, Robin L., Medical
Sanders, Robert S., Inspector General
Taylor, Larry D., Administration
Tendencia, Editha D., Consular Affairs
Wheat, Lynn M., Administration
Williams, Antonette, Foreign Service Institute
Zeleny, Diane R., Inspector General

Reassignments

Howell, Melanie D., Personnel to Consular Affairs
Keller, Cecilia A., East Asian and Pac. Affairs to Econ. and Bus. Affairs
Padgett, Patricia L., Personnel to Int'l. Org. Affairs
Sulak, Arlette A., Foreign Buildings to Log. Mgt.

Thomas, LaShawn P., Consular Affairs to Office of the Sec.
Thompson, Bruce D., San Francisco Passport Agency to Boston Passport Agency
Torres, Ruben, Chief Fin. Officer to Personnel

Retirements

Casso, Geraldine J., New Orleans Passport Agency
Desimone, Frank P., Office of the Sec.
Edwards, Rebecca, Oceans and Int'l. Envir. and Sci. Affairs
Feltaut, Beverley T., European Affairs
Nichols, Philip V., Info. Res. Mgt.
Thompson, Samuel, Office of the Sec.
Valley, Robert G., Los Angeles Passport Agency

USIA FOREIGN SERVICE

Appointments

Arbuckle, Robert H., USIA pipeline
Deguzman, Janina M., USIA pipeline
Devalcourt, Lillian, USIA pipeline
Hall, Jennifer J., USIA pipeline
Huth, Christina Maria, USIA pipeline
Kelly, Thomas E., USIA pipeline
Johnson, Eric A., Information
Labensky, Steven J., USIA pipeline
Lafave, Helen G., USIA pipeline
Ohlson, Thomas W., USIA pipeline

Olbrysh, Kevin, USIA pipeline
Pappas, Demitra M., USIA pipeline
Rodriguez, Alberto, USIA pipeline
Ross, Rebecca A., USIA pipeline
Russell, Amy E., USIA pipeline
Taylor, Kathryn A., USIA pipeline
Teal, Christopher, USIA pipeline
Webster, Susan C., USIA pipeline
Wierichs, Frank J., USIA pipeline

Retirements

Adofu, Miriam W., Administration
Beasley, George, USIA pipeline
Berrington, Robin A., West European Affairs
Di Palma, Lucille R., USIA pipeline
Gosende, Robert R., USIA pipeline
Green, Arthur E., USIA pipeline
Henning Jr, Herman W., USIA pipeline
Huffman, Franklin E., East Asian and Pacific Affairs
Martin, M. Lynne, Information
Rose, Victoria A., USIA pipeline
Welch, James D., Office of the Director

Resignations

Blanck, Amanda L., Thailand
Robinson, Timothy H., Educational & Cultural Affairs

("USIA pipeline" refers to employees between domestic and overseas assignments.)

USIA CIVIL SERVICE

Promotions

GS-3

Allen, Monique Renee, Human Resources

GS-4

Graham, Crystal D., Educational & Cultural Affairs

Felita Renee, Educational & Cultural Affairs

Hilliard, Tiffany D., Research

GS-6

Cooley, Shaunda R., Comptroller

Stanley, Olen L., Comptroller

GS-7

Armstrong, Dora Lee, Comptroller

Kavalou, Anfsa Anna, General Counsel

GS-8

Addison, Arlene, Information

Adgeron, Elizabeth, Information

Craig-Davis, Elizabeth, Information

Gross, Michael A., Information

Miller, Laseane, Information

Newman, Tracey E., Information

GS-9

Adamson, Lynn M., Educational & Cultural Affairs

Askew, Katrina C., Educational & Cultural Affairs

Diggs, Barbara Jean, North African, Near Eastern and South Asian Affairs

Dorsey, Sheranda C., Congressional & Intergovernmental Affairs

Turner, Marsha E., Administration

Webster, Tara Marset, Technology

GS-11

Aiken, Nicole D., Technology

Robinson, Karen L., General Counsel

Simms, Gloria, Educational & Cultural Affairs

Thomas, Susie E., Security

Thurston, Loris E., African Affairs

Woodland, Paula, Security

GS-12

Denby Jr., Harry W., Comptroller

Giovetti, Jeannette, Administration

Mclendon, Alex, Human Resources

GS-13

Ginyard, Shirley Ann, Information

Jackson, Jamie A., Technology

Moore, Rebecca Jean, Educational & Cultural Affairs

GS-14

Brown, Martha A., Educational & Cultural Affairs

GS-15

Rubinson, Adam J., Director

WG-6

Felton, Kevin M., Administration

Jones Jr, Ryland S., Administration

WG-7

Thompson, Linda Marie, Administration

Appointments

Abrams, Stephen O., Technology

Barcliff, Tiffany M., Human Resources

Blessing, Ralph A., Educational & Cultural Affairs

Goodwin, Paul A., Technology

Gibbs, James H., Human Resources

Krecke, David Karl, Management

Lambert, Linda M., Director

Leporatti, Louis J., General Counsel

Scott, Henry C., Educational & Cultural Affairs

Spotter, Ellen G., Information

Resignations

Jarvi, Jill M., Educational & Cultural Affairs

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

State Assesses Antidrug Efforts

The United States and its allies made solid gains at the drug trade's expense in 1998, according to the Bureau for International Narcotics and Law Enforcement Affairs in its new report on U.S. drug policy and program developments.

The report points to progress in key areas of drug control, including crop reduction, drug interdiction, cracking down on trafficking syndicates, bolstering law enforcement and judicial systems and curbing drug money laundering. It cites a downward trend in illicit coca cultivation in Colombia, Peru and Bolivia, its primary sources.

But the report says that controlling opium poppy, a bush that grows widely and is used to produce heroin, is a more difficult proposition. Further complicating this difficulty is the fact that 79 percent of the world's opium poppy is cultivated in Burma and Afghanistan, countries where the U.S. government has had limited influence.

The report lists the drug trade as "one of the pillars of international organized crime" that remains "one of the principal post-Cold War threats to international stability." It calls for the United States to continue offering leadership and assistance in the global antidrug effort.

The report describes the certification process, an annual review by the United States to determine whether major drug-producing or transit countries are actively working to fight the drug trade, as "an unusually effective instrument of public diplomacy."

When the ‘Rolls’ Were Called Up Yonder

By Dan Clemmer

1924 was a year of change—in the Foreign Service that was facing reorganization, in the State Department and throughout the United States.



Former President Woodrow Wilson died and became the first President to be buried in Washington, D.C. The Washington Senators—the city’s major league baseball team—won its first and only World Series title. The Key Bridge linking Georgetown and Rosslyn, Va., opened. President Calvin Coolidge, who defeated John W. Davis in that year’s election, delivered the first political speech by a President on the radio and became the first President to broadcast from the White House. The first photograph sent by radio facsimile transmission across the Atlantic was that of Secretary of State Charles Evans Hughes.

Jimmy Carter became the first future U.S. President born in a hospital. Two female governors—Nellie Tayloe Ross in Wyoming and Miriam Ferguson in Texas—were elected. The first regular transcontinental airmail service was established between New York City and San Francisco. In the arts, E.M. Forster wrote *A Passage to India*, Thomas Mann, *The Magic Mountain* and George Gershwin, *Rhapsody in Blue*. The first Winter Olympic Games were held in Chamonix, France. Vladimir Ilyich Lenin, leader of the Russian revolution, died. China and Great Britain recognized the United Soviet Socialist Republic, and Benito Mussolini abolished all non-Fascist trade unions in Italy.

The State Department, too, was going through a transition with the introduction of the modern Foreign Service, one relying more on professionalism than patronage. And so was the State Department library.

The library had grown to approximately 120,000 volumes by 1924. Housed in Room 308 of the State, War and Navy Building, today’s Old Executive Office Building, the room was graced with stained glass above the doors and had book stacks on the main floor and on three balconies that ran around the room to form a spectacular atrium.

Library employees from that period remembered that the polished brass balcony rails reflected sunlight in the

eyes of readers so intensely that the rails were finally painted gray. They also remembered that the brass doorknobs were embossed with the seal of the State Department.

The library had been in that room since 1875, and part of the collection remained there until 1960 when it was moved to its present location in Main State. In 1922, the Declaration of Independence and the Constitution, both of which had been on display on the first floor, were transferred to the

Library of Congress for safekeeping. They were then sent to the National Archives when it was created in 1934.

In 1924, Gaillard Hunt, a distinguished historian and chief of the publications division, died. He had been given charge of the library in 1921 when the Bureau of Rolls and Library was abolished. (The “rolls” refer to rolled-up documents kept in the bureau along with treaties, archival material, laws and other kinds of documents.) The library had been in the bureau off and on since the bureau’s birth in 1874. In a flurry of reorganization that continues to this day, the library was moved organizationally again in 1924, 1925, 1929 and 1933, when it became part of the Division of Research and Publications.

In today’s library is found the State telephone book for 1924 which contains numbers for about 600 people. The number for the Department was Main 4510, and the number for Secretary Charles Evan Hughes was Branch No. 1. Home phone numbers were provided for almost all employees. Telephone and street addresses of approximately 50 chanceries of foreign embassies and legations in Washington, D.C., and New York also were given. The 1924 telephone book also addressed telephone etiquette with this brisk directive: “Answer calls promptly. Do not say ‘Hello.’ State name and office as ‘Mr. Jones, Division of Passport Control.’” Instructions for calling the operator were also provided: “Move the receiver hook up and down slowly two or three times. This is sufficient to operate the signal at the switchboard. A rapidly repeated or lengthy flash will prevent the operator’s response from being heard.” ■

The author is State’s chief librarian.

75 YEARS AGO, THE MODERN FOREIGN SERVICE WAS ESTABLISHED. BUT DID YOU KNOW...

74 YEARS AGO, THE FIRST PERSONNEL REFORM WAS PROPOSED!

WHAT IF WE GIVE PEOPLE SPECIALTIES AND GIVE THEM CONES?

LIKE HINE CONES? (I WOULD BE A MANAGER!)

NO, NO, LIKE ICE CREAM CONES - I'M A FUDGE BUMBLE!

OKAY, OKAY, DOES ANYONE HAVE ANY SERIOUS IDEAS HERE?



25 YEARS AGO, THE FIRST AIR MESSAGE WAS SENT INTO SPACE.

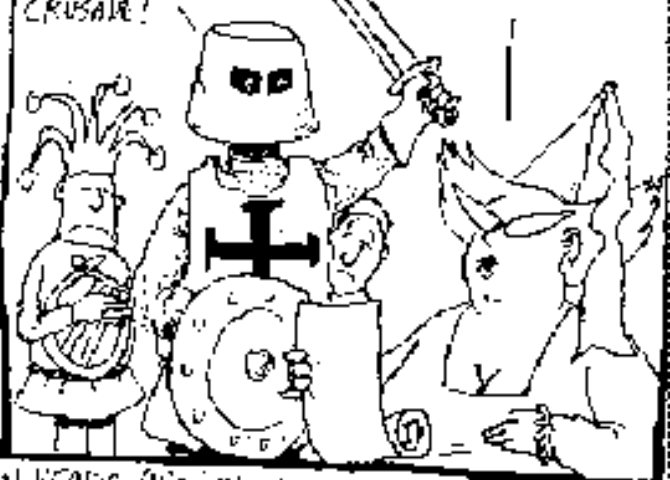
HEY, NOBODY IS STANDING UP WHEN I ENTER THE ROOM!



800 YEARS AGO, THE FIRST TRAVEL ORDER WAS ISSUED!

BUT GOOD M'LADY, WE MUST HASTEN TO JOIN THE HOLY CRUSADE!

IF THEY'RE NOT ON YOUR ORDERS, THE MISTIFELS AREN'T GOING ANYWHERE...



300 YEARS SINCE THE FIRST SUCCESSFUL AGENCY INTEGRATION ... AND THE NATIONAL WITCHBURNING AGENCY GETS THAT HALF OF THE ROOM.



ONE MILLION YEARS AGO, THE FIRST MEMO WAS REJECTED BY A STAFF ASSISTANT.

I THINK THIS NEEDS WIDER MARGINS.



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