

UNITED STATES DEPARTMENT OF STATE

December 2001

State

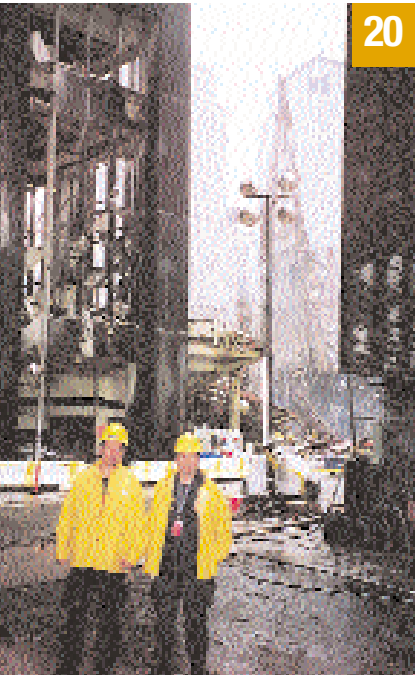
Magazine

China Hosts APEC 2001

Shanghai Welcomes Delegates

Contents

Department of State • United States of America



20

3 Anthrax Update

Department seeks to protect employees and restore mail service.

4 Food Bank

State joins drive to offset drop in food donations.

6 APEC China 2001

From protocol to protocols, Shanghai meeting was historic.

10 Post of the Month: Shanghai

Vibrant city offers diverse work experience.

15 Office of the Month: The Line

Advancing the Secretary's travel has its rewards.

18 Gift of Leave

Four recipients praise leave donation program.

20 Agents Aid City

DS agents help New York with rescue efforts.

22 Employees Come and Go

Terrorist attacks send reservists packing and others home.

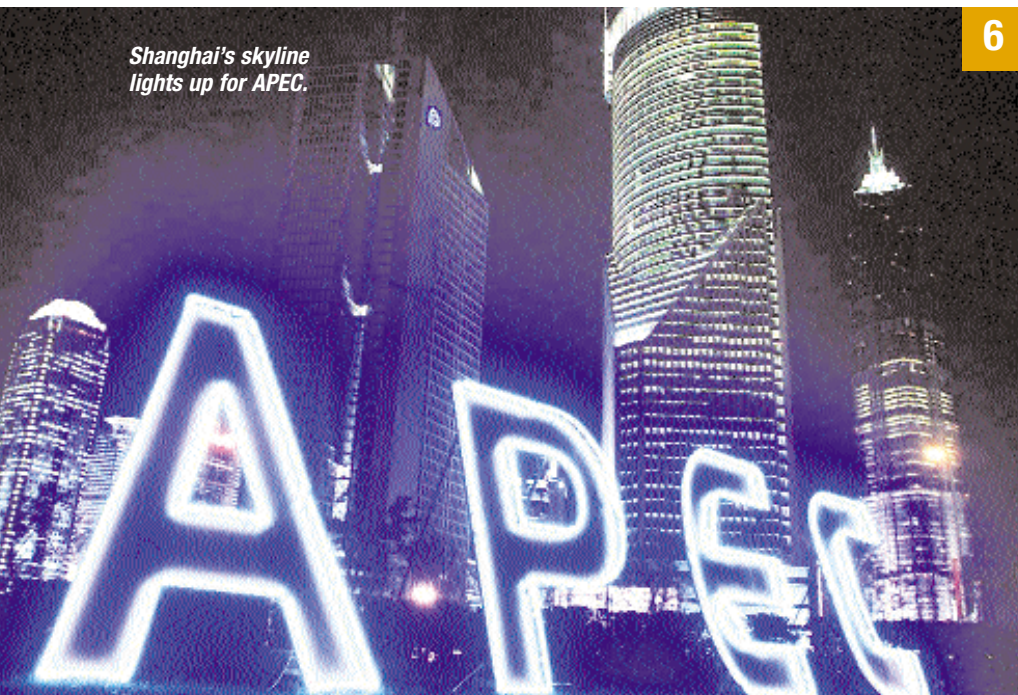
24 Navy Hill

This 'Hill' is closer and quieter.

26 International Boundary and Water Commission

Authority keeps the water flowing.

Diplomatic Security agents Jeff Thomas, left, and Tom Cummings pause after delivering generators and extracting equipment to Ground Zero. The agents were part of the FEMA search and rescue team.



Shanghai's skyline lights up for APEC.

6

Photo courtesy of APEC

C O L U M N S

2 From the Secretary

5 Direct from the D.G.

D E P A R T M E N T S

3 In the News

4 Short Takes

29 People Like You

30 Appointments

33 Personnel Actions

35 Education & Training

36 Obituaries



On the Cover

Chinese children perform traditional dance.

Photo courtesy of APEC



FROM THE SECRETARY

SECRETARY COLIN L. POWELL

Sharing Our Blessings

The events of Sept. 11 and their aftermath have reminded all of us of what really matters—family, friends, decency, honor, community, country. The values that unite our nation and make us strong—our belief in the sanctity of life, in tolerance, in justice, in freedom. The values that men and women all over the world hold dear.

The countless acts of courage we witnessed, the countless acts of kindness and the countless gestures of caring that people all over the world extended to us at this time of tragedy attest to the fact that the forces for good in this world far outnumber the forces of evil.

In these past difficult months, we have seen dramatic examples of how ordinary people can make an extraordinary difference in this world. How ordinary people with extraordinary commitment to others can save lives, give comfort and provide emergency assistance, whether at Ground Zero in New York and at the Pentagon or overseas, distributing relief supplies to the refugees and the displaced of Afghanistan.

Contributing to the 2001 Combined Federal Campaign is an important way that each of us can make a difference to people in need at home and abroad all through the year. The dedicated men and women of the 3,000 local, national and international charities that participate in the Combined Federal Campaign are out there every single day on the frontlines of compassion, serving our communities, our country and the international community, and building a better future for everyone.

I urge you to consider donating to the CFC by making a payroll deduction. Over the years, State Department employees have shown how much they care by sharing in this way. And I am proud to note that, year after year, the men and women of the State Department have consistently exceeded the dollar goals set by the CFC of the National Capital Area. I know that you will continue this fine tradition.

I also encourage you to donate to the Capital Area Food Bank, an umbrella organization that distributes food to more than 700 nonprofit organizations throughout the Washington, D.C., metropolitan area. Convenient collection points will be established in our office buildings, and we ask that you consider donating a pound per person of nonperishable food items and personal use products. The generous contributions of so many Americans to various relief funds in the aftermath of Sept. 11 have resulted in a drop-off in donations to local food banks nationwide. It's time to restock the shelves.

The Voluntary Leave Transfer Program is another way you can reach out to those in need. If you have "use-or-lose" annual leave, and you can't use it, don't let it be lost. Donate it to a colleague who is ill or caring for an ill family member.

Through CFC donations and contributions to the Food Bank and the Voluntary Leave Transfer Program, each of us can become an instrument of compassion and hope. In this joyous season, as we count our blessings, let us count among them one of the truest blessings of all—the blessing of helping others. ■

ANTHRAX UPDATE

As this issue goes to press, we are publishing the most recent (Nov. 12) Anthrax Update.

The State Department has been working closely with the Centers for Disease Control and Prevention to determine the source of anthrax exposure at the Department's main mail processing center in Sterling, Va. (SA-32).

The CDC advised the Department on Nov. 10 that eight samples out of 55 collected on Nov. 6 from the SA-32 pouch facility are positive for anthrax. Samples were collected throughout the facility, on surfaces and machinery, before any cleaning efforts were undertaken. The positive samples were collected from the three automated mail sorters at SA-32. Two of these samples were obtained from two separate sorters; the six other positive samples were all obtained from the third sorter.

One sample out of an additional 44 submitted to the Armed Forces Institute of Pathology is regarded as suspicious for anthrax. This sample was collected from the surface of a different mail sorting area in SA-32.

In addition, the CDC formally confirmed Nov. 10 that the organism obtained from the pouches in Lima, Peru, was definitively anthrax.

How are these results being interpreted?

The positive environmental sampling results reinforce the Department's understanding of where and how the State employee who worked at SA-32 was exposed to anthrax. The results support the theory that more than one letter like the one sent to Senator Daschle moved through the U.S. postal system, which includes the SA-32 pouch facility.

How do you know there isn't more than one letter?

We don't know. We will need to look through all the mail held up in the Department's mail system (in our mailrooms and in our pouches, both stateside and overseas). This process is already under way.

Does the mail go through one sorter or multiple sorters?

Usually one, but under certain circumstances the mail may go initially through one sorter and then require re-sorting through a second machine. There are three sorters at SA-32.

What is the Department doing to find these letters?

As soon as the Brentwood USPS facility contamination was discovered, the Department shut down its domestic and overseas mail systems. The action was taken because of the risk of contamination in the SA-32 facility, which receives most of its mail from Brentwood. All mail handlers were placed on prophylactic antibiotics. This precaution

State Annex 32, where positive samples of anthrax were discovered on sorting equipment.



was reinforced and extended when the employee at SA-32 developed inhalational anthrax. The Nov. 10 results confirm either that the State Department mail was cross-contaminated or that letters containing spores are in our mail system.

Working closely with the FBI and CDC, the State Department will examine all the mail located within the SA-32 pouch facility. In addition, all mail sent from SA-32, which has been held either in our mailrooms or in sealed pouch bags stateside or overseas, will be processed and thoroughly examined. Finally, overseas posts have been advised on how to screen their mail and have given every employee a checklist to follow to identify suspicious mail that might be received in the future.

How much mail has passed through the facility after anthrax was discovered?

We don't know yet. The mail in the positive Lima pouch sent from SA-32 on Oct. 22 was in the facility for about seven days (Oct. 15 – Oct. 22). Lima gets one pouch a week. The CDC will do more sampling in SA-32 and of the pouch bags to better understand the time and extent of the exposure.

When did environmental testing begin of all suspected sites, including Main State?

Environmental testing was begun on Oct. 26, beginning with the facilities that received mail directly from the USPS Brentwood facility. Two mailrooms in the Harry S Truman Building tested positive as well as one parcel in SA-3, which was picked up directly from the Brentwood facility. Since that initial testing, random environmental sampling has been done of a number of mailrooms, work areas and other locations such as the child care centers at SA-1 and FSI. All these sites have tested negative.

Are tests still being conducted and, if so, where and how often?

Random testing continues of State facilities in the Washington, D.C., area and an environmental monitoring

system is being implemented to test both domestic and overseas mailrooms regularly.

Why has it taken so long to get these results?

Since there was a presumed exposure in SA-32 (where an employee working there developed inhalation anthrax), the building was initially sealed and considered a crime scene. A protocol was developed to do extensive environmental sampling of the facility, in cooperation with the CDC and the FBI. With the positive results received Nov. 10, further testing of the facility will be required.

Is it safe to come to work?

The results out of SA-32, the two mailrooms in Main State and the unclassified pouch out of Lima confirm that we have had cross-contaminated mail in our system. There is also a good possibility that we may have a letter containing spores in our system. We presume that if this letter had reached its intended recipient, it would have been reported by now. A diligent search of our mail system should recover this letter if it was held up when the mail system was shut down.

Experts at the CDC and EPA concur with our response to the low-level contamination in our system and that we are not at risk by working in our buildings (except for SA-32 mail and pouch facility, which has been closed). While the low-level contamination does not pose any risk of inhalation anthrax, we are cleaning all our mailrooms proactively, both domestic and overseas, to be certain that we are doing what we can do to best protect our employees.

Will these results change the Department's recommendation about who should be treated?

The Department will discuss these results and their implications with the CDC. For certain, mail handlers who worked in SA-32 or who received mail directly from SA-32 (including the mail handlers at our missions abroad) will be advised to stay on the 60-day course of antibiotics. In light of the low level of cross-contamination in our mail system, CDC does not recommend extending the antibiotic prophylaxis to other types of employees or for employees who work outside mailrooms. ■

SHORT TAKES

Food Bank Benefits Needy



The Department will be collecting food Nov. 14 to Dec. 21 for the Capital Area Food Bank, an umbrella organization that distributes food to more than 700 nonprofit member agencies throughout the metropolitan area.

The generous contributions of so many Americans to various relief funds in the aftermath of Sept. 11 have caused a significant drop in donations to area food banks, and shelves are seriously low as the holiday season approaches.

Collection containers will be placed at entrances to the Harry S Truman Building, Columbia Plaza, NFATC and other annexes throughout the Washington, D.C., metropolitan area. The goal is a contribution of one pound of goods per person. Department employees could potentially contribute 10,000 pounds of needed items.

Suggested food items include canned proteins (tuna, salmon, chicken, peanut butter); canned fruits (pineapples, peaches, pears); 100 percent fruit juices (all sizes including juice boxes); pastas and sauces (spaghetti sauce); canned vegetables (mixed, green beans, corn); soups (beef stew, chili, chicken noodle, turkey and rice) and cereal.

Suggested nonfood items include diapers; deodorants for men and women; feminine products; toilet paper tissues; soap; toothpaste and shampoo.

Team Seeks Information on Hanssen

An intelligence community team has begun assessing the damage to U.S. national security caused by the espionage of FBI Special Agent Robert Phillip Hanssen.

The damage assessment team needs to establish the details of Mr. Hanssen's access to classified information but would also be interested in information on the full range of his official and unofficial activities, including his computer skills, relationships with others and potential motivation.

Anyone who remembers contact with Mr. Hanssen—and has not already reported that information to the FBI—please call toll free 1-866-819-5319. The team will arrange personal interviews to handle classified information.



Thanks to a Special U.S. Self-Help Fund, the Anglican Street Children's bakery project in Lusaka, Zambia, is up and running. In September, Ambassador David B. Dunn officially opened the bakery at the shelter housing 40 orphaned and abused children. Funded by a \$15,000 grant, the bakery will help feed and provide onsite training for the young residents. The bakery is one of 10 such projects funded in fiscal year 2001.

Giving—and Giving Back

By the time this reaches you, our uniquely American Thanksgiving Day will be over, and we will be looking forward to the holiday season. So before anything else, I'd like to take this opportunity to wish all of you a very joyous holiday season and happy new year.

Those of you in the Foreign Service will experience Christmas, Hanukkah and the New Year in different climates, conditions and locations. In Norway and Mongolia, it will be the coldest, darkest time of the year. In Canberra and Pretoria, the holidays fall in midsummer. Some of you are in countries where everyone is swept up in holiday enthusiasm. Others serve America in places where the embassy community will have to create its own special holiday spirit.

But whether you are celebrating by putting on your skis or firing up your barbie, you should know that your Department colleagues send you their warmest holiday greetings and best wishes.

This year, of course, we celebrate in the shadow of Sept. 11. Thousands of our fellow citizens will find this period especially difficult, because there will be so many empty places at the table—loved ones whose lives were snuffed out or those who will be absent from home protecting American security at home or overseas. I hope you will keep all of them in mind as well.

Giving to total strangers is also part of this holiday, and I (like so many other Americans) have watched with genuine admiration at how generous our fellow Americans have been since Sept. 11. From concerts to car washes, it seems everyone has focused on the need to give and to help the victims.

So as you look back over the events of 2001 and make resolutions for 2002, I ask you to consider another type of giving that each of you can do. And that involves giving back to the State Department—by Civil Service and Foreign Service members alike. This doesn't involve giving to total strangers, but total strangers stand to be the beneficiaries as well.

The "community service" I have in mind will strengthen the State Department as an institution, and there is a place in this for everyone.



For example, we need to generate enthusiasm for service on promotion boards. We need more of our very top performers available for duty with the Board of Examiners for the Foreign Service. We need more mentors—for junior officer classes when they first arrive for training at the Foreign Service Institute, as well as for new Civil Service employees. Moreover, we need to keep this mentoring process going as officers begin to move through their careers. Civil Service and Foreign Service officers can also help

train and develop our Presidential Management Interns, Career Entry Interns and Upward Mobility Candidates.

We need to involve more people in the process of recruiting broadly and meeting our diversity goals. And here I can cite a very specific example of what I'd like to see. Last September, just before the Foreign Service Exam (which attracted the largest number of minority candidates in our history), we enlisted senior officers to phone minority candidates and encourage them to take the test. It was wonderful to see assistant secretaries and other top officers of the Department take time from the demands of their workday to invest in the future of the Foreign Service by calling candidates to offer advice and encouragement.

I know giving is its own reward. But I'm also realistic enough to know that people in large organizations respond with greatest alacrity when they know their actions will be recognized—or at least not ignored. I am therefore taking a very hard look at how we can recognize and reward community service in the two parts of our career system that matter most—promotions and assignments. I am exploring ways in which the promotion boards or assignment panels can recognize those active in giving back to our institution.

Naturally, I would prefer to see virtue rewarded rather than have it be compulsory. Not all people are good at all types of outreach or community service. But I see potentially great benefit in recognizing those who give of their time and talent so that our Department of State is as strong, collegial, diverse and excellent as we all know it can and must be.

Happy holidays to you all. ■

The Oriental Pearl Radio and TV Tower in Shanghai's Pudong section.



From Protocol to Protocols, APEC 2001 Was Historic

Story and photos by Carl Goodman

Cal Ripken Jr. didn't attend APEC 2001, but his glove did. President George W. Bush gave Prime Minister Junichiro Koizumi of Japan, an avid baseball fan, a glove signed by the Baltimore Orioles legend during October's gathering in Shanghai of leaders from the 21 economies that comprise the Asian Pacific Economic Cooperation forum, commonly known as APEC.

The exchange of gifts among the APEC leaders was typical summit protocol. What was not typical was the protocol the leaders signed condemning terrorism, a political issue rare for a forum that normally focuses on trade and economic development. The antiterrorism

statement issued during the ninth annual APEC economic leaders' summit in China's financial hub was the first of its kind for the business-oriented forum.

Not only was the APEC summit the first meeting of its kind in the new century, it was held against the backdrop of the Sept. 11 terrorists' attacks on the United States. Fallout from those attacks threatens the global economy, spurring APEC leaders to issue an unprecedented statement. The leaders called terrorism a direct threat to APEC's vision of free, open and prosperous economies, principles all APEC members value.

The APEC meeting was also historic because it fell on the eve of talks sponsored by the World Trade Organization scheduled in Doha, Qatar, where trade

ministers were expected to launch a new round and welcome two important new trading entities, China and Taiwan.

While the spotlight was on the President and other Pacific Rim leaders, offstage a U.S. delegation from State and other federal agencies coordinated with their Chinese and other APEC counterparts to make sure everything ran smoothly. As policy staff from State, the U.S. Trade Representative and the U.S. Department of Agriculture negotiated the leaders' statements with APEC counterparts into the wee hours of the morning, White House and State travel office staff worked tirelessly, conducting back-to-back countdowns—from wheels down to wheels up (see related Office of the Month on page 15).

In fact, work on the successful Shanghai summit began as soon as the last APEC summit in Brunei ended in November 2000. C. Lawrence "Larry" Greenwood, senior U.S. representative to APEC; Douglas P. "Doug" Ryan, director of the Economic Policy Office in the Bureau of East Asian and Pacific Affairs, and his staff worked with more than a dozen U.S. agencies, including the U.S. Trade Representative and the Departments of Agriculture, Commerce and Education, to devise initiatives, programs and activities for APEC's "China year." The efforts focused on achieving APEC's vision of free trade and investment.

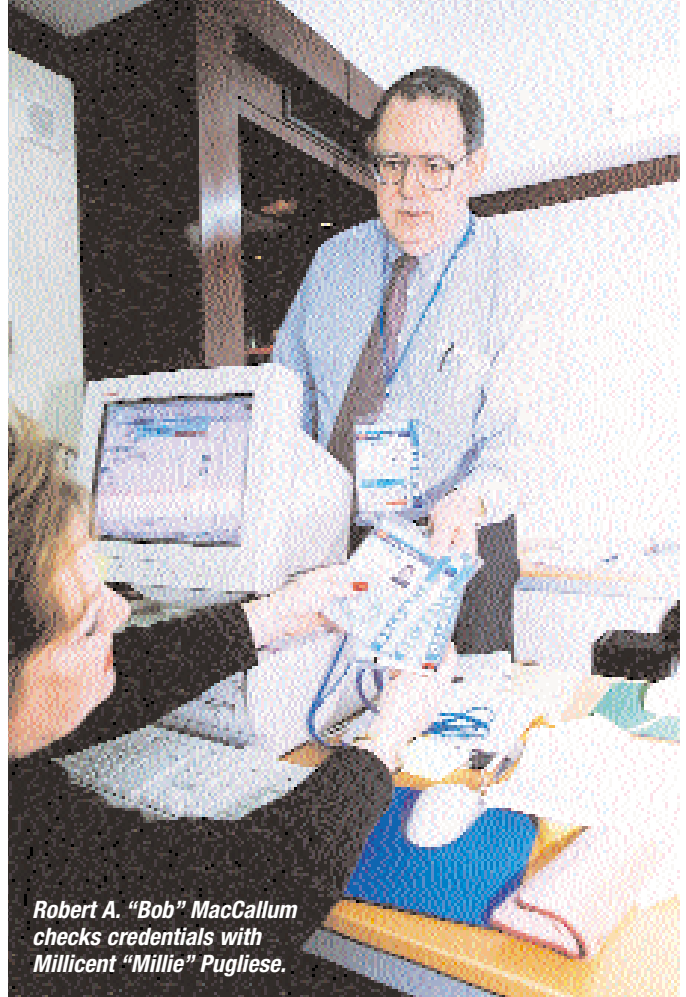
Nearly 100 U.S. government officials then worked assiduously throughout the year, in more than 100 meetings all over the region, to reach consensus among the many diverse members of the organization on initiatives ranging from trade and biotechnology to education and HIV/AIDS.

Secretary Powell, left, confers with U.S. Trade Representative Robert Zoellick.



Photo courtesy of APEC

Photo courtesy of APEC



Robert A. "Bob" MacCallum checks credentials with Millicent "Millie" Pugliese.

That effort was successful. Among America's achievements was the leaders' call for a new trade round, an important U.S. objective. APEC also endorsed the Shanghai Accord, a U.S. initiative that updates APEC's commitment to advancing trade and gives APEC new tools to implement that commitment. APEC also made an extraordinary forward-leaning statement on the benefits of biotechnology and the need for its rapid introduction.

"APEC was tested—by a slowing economy and the terrorists' attacks—and met that test with flying colors," Mr. Greenwood told reporters during one of many interviews he gave during the conference, which attracted more than 3,000 media representatives from around the world. Base camp for the throng of media was the International Media Center in Pudong's Mingzhu Park beneath the landmark Oriental Pearl Radio and TV Tower.

As for the forum's unprecedented declaration on terrorism, Mr. Greenwood said it would help cut financial flows to terrorists, strengthen aviation safety and security and enhance customs enforcement without impeding trade.

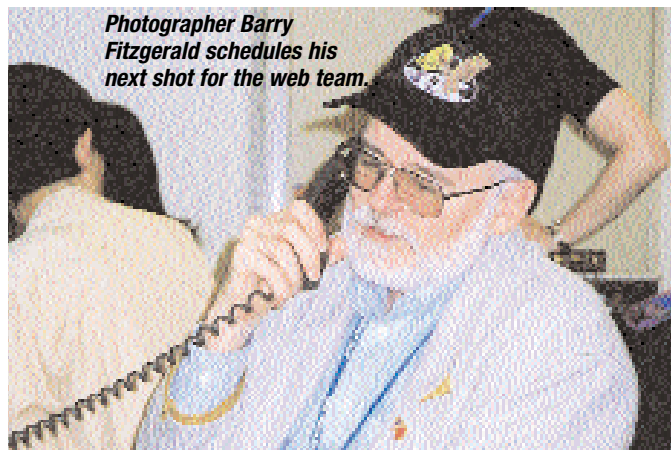
While content was the focus for Mr. Greenwood and EAP's Economic Policy Office, coordination and logistics com-



Left, Craig Allen, Larry Greenwood, Suzanne Lemandri and Nancy Travis finalize documents; center, Bill Crowell assists White House press corps; right, Jim Steele and Dick Eason confer.

manded the attention of Robert A. “Bob” MacCallum, director of the U.S. APEC Support Office. Mr. MacCallum, a retired Foreign Service officer who lives in Charlottesville, Va., described his job as “looking for the long poles in the tent.”

Staffing the office fell to human resources manager Louis N. “Lou” Lemieux, a retired Foreign Service officer from Portland, Maine. Mr. Lemieux forged a team of retired and active duty State employees supplemented by some 30 local hires—mostly young university-educated Chinese men and women. They helped with everything from transportation to language assistance.



Photographer Barry Fitzgerald schedules his next shot for the web team.

Mr. Lemieux said U.S. Embassy management in Beijing wanted the China Mission involved in APEC and dispatched “troops” from the embassy and consulates in Chengdu, Guangzhou, Shenyang and Shanghai. The consulate in Shanghai was heavily involved (see related Post of the Month feature on page 10).

Other support staff came from Bangkok, Seoul, Singapore and Tokyo.

Peter Spalding, a retired Foreign Service officer from Washington, D.C., and APEC veteran, was responsible for accrediting delegates to the conference—a critical process that became all consuming as the time for the conference drew near. More than 100 badges arrived late one evening and his staff were sorting them well into the night.

Transportation was one of the conference’s challenges, especially considering the tight security imposed by the Chinese hosts in the wake of the terrorists’ attacks in the



Larry Greenwood, left, senior U.S. representative to APEC, talks with Alan Larson, under secretary of State for Economic, Business and Agricultural Affairs.

United States. In the driver's seat was Richard Johnson, a retired Foreign Service officer and expatriate from Canberra, Australia, who was working on his third APEC conference. His 225-strong motor pool—limos, sedans, trucks, shuttle buses and vans—whisked delegates to and from destinations throughout the sprawling port city of more than 16 million residents that is divided by the Huangpu River.

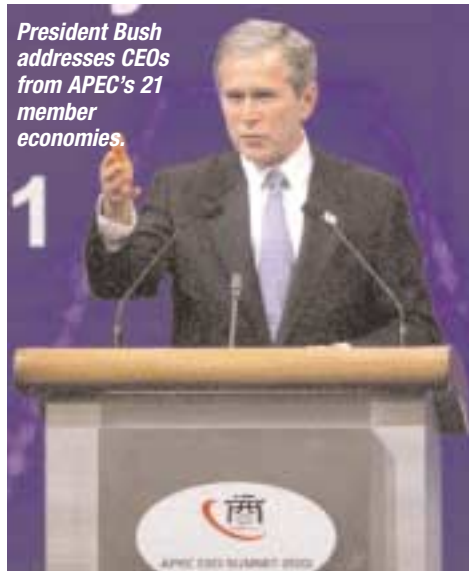
Conference activities were held in the old city and in Pudong, an area on the river's east side marked by skyscrapers. Tunnels and bridges connecting the city were heavily guarded and only vehicles with official APEC markings were allowed through. If an official was not in an authorized motorcade, that official was out of luck, Mr. Johnson said. Nothing was left to chance. Each official had a handler, officially a control officer, who made sure delegates were where they needed to be when they needed to be there.

Mr. Johnson said Shanghai was well prepared to provide the transportation services needed. He recalled that in Brunei, they used private cars of local citizens and in Auckland a fleet of taxis with their markings stripped away. Adrian Morse, a retired Foreign Service officer from Falls Church, Va., was stationed full time at Pudong International Airport to expedite arrivals and departures of some 11 flights. He arrived in Shanghai on Sept. 10.

Brian Googins from the Bureau of International Organizations' Office of International Conferences, which gets involved in most international conferences with large U.S. delegations, was



Gu Hong, Doris Chan, Solomon Wong and Li Chengwen staff the Information Resource Center.



President Bush addresses CEOs from APEC's 21 member economies.

Photo courtesy of APEC

responsible for finalizing arrangements for lodging, office space, computers and systems support. Working along beside him was Jim Leaf, the OIC's point man for next year's APEC conference in Mexico.

The caring and feeding of the White House press corps and others fell to public affairs officer Lloyd Neighbors and his China Mission staff. Webmaster Bob Holden and his team from the International Information Program office in Washington, D.C., provided conference news in English and Chinese, and Information Resource Center staff from Beijing, Hong Kong and Shenyang compiled up-to-the-minute news reports on the conference.

"Nobody said APEC was easy," observed EAP's Mr. Ryan at the forum's conclusion. "It just looks that way." ■

The author is editor of State Magazine.

About APEC

The Asian Pacific Economic Cooperation (APEC) forum was established in 1989 to promote economic integration around the Pacific Rim and to sustain economic growth.

APEC currently has 21 member economies: Australia; Brunei Darussalam; Canada; Chile; People's Republic of China; Hong Kong, China; Indonesia; Japan; Republic of Korea; Malaysia; Mexico; New Zealand; Papua New Guinea; Peru; Republic of the Philippines; Russia; Singapore; Chinese Taipei; Thailand; United States and Vietnam.

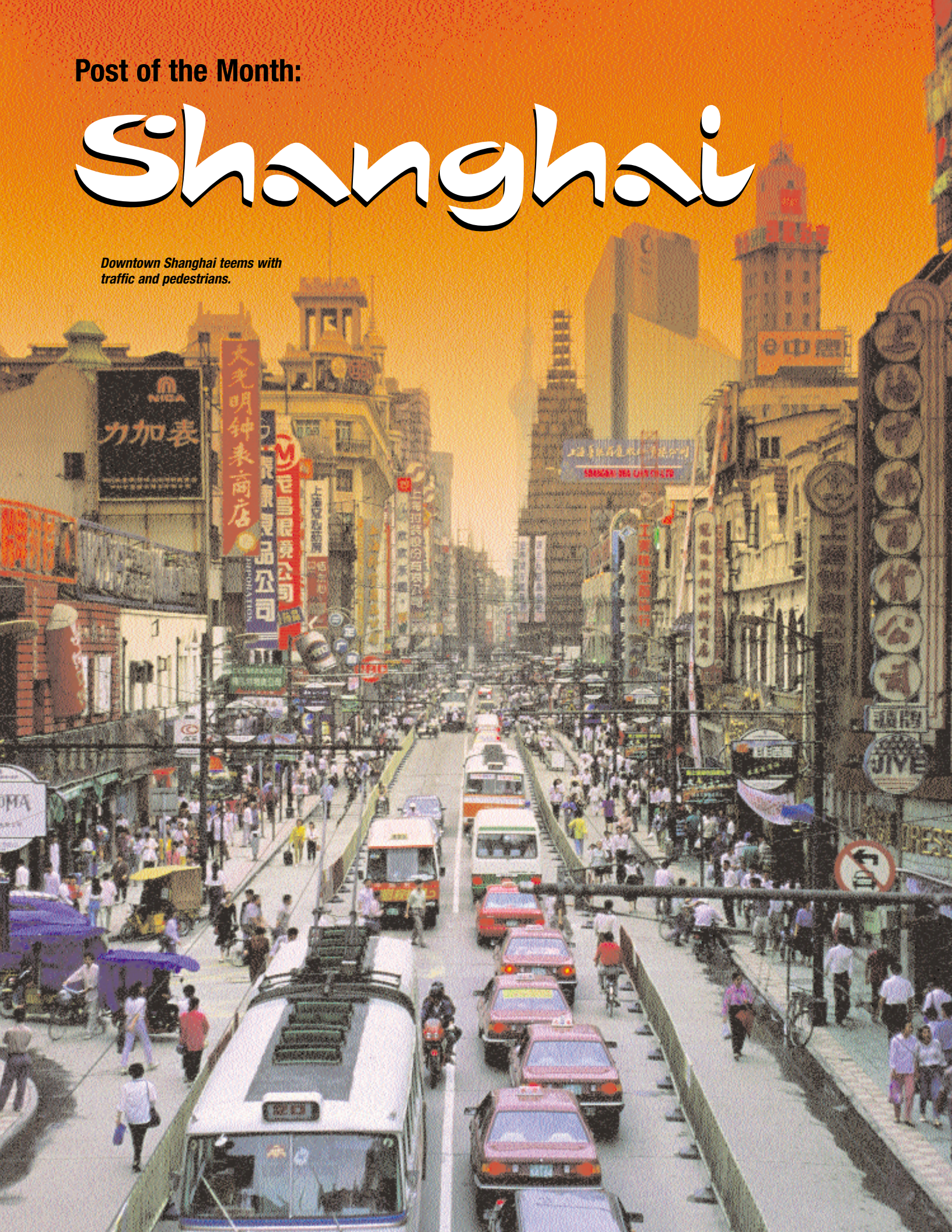
APEC is home to America's biggest customers, with more than \$500 billion in exports in 2000. The United States bought nearly \$700 billion worth of goods and services from other APEC economies in 2000. As a trading group, APEC accounts for about 50 percent of the world's exports and imports and nearly half of its population. APEC members take more than 60 percent of U.S. exports and provide nearly 65 percent of U.S. imports.

APEC's secretariat is in Singapore. Visit <http://www.apecsec.org.sg> for more information about APEC.

Post of the Month:

Shanghai

Downtown Shanghai teems with traffic and pedestrians.



Story by Renee Atkinson
Photos by Carl Goodman

En route from the international airport, first-time visitors to Shanghai often comment that they didn't expect the city to look so modern. Hundreds of glittering high-rises have replaced many of the traditional Chinese buildings, and ribbons of highway, light rail and construction for the world's first commercial magnetic levitation train bisect the city. In the older sections of downtown Shanghai, the buildings that do remain—800 have been designated as protected, landmark properties—date mostly from the early 1900s. British and French architectural styles dominate the old "concessions," adding an international air to the city once known as the "Paris of the Orient."

More than 16 million people make Shanghai the largest city in China and one of the largest in the world. It is the leading economic center of China, home to the Shanghai stock market, countless banks and business headquarters located both in the old city and in Pudong, an area of glittering new skyscrapers on the east bank of the Huangpu River.



A shop sign in Pudong.

The post's consular district includes the municipality of Shanghai and the provinces of Anhui, Jiangsu and Zhejiang. With a population of 193 million, the district accounts for more than 25 percent of China's gross domestic product—an economy the size of Indonesia and Thailand combined. Shanghai is also the largest international shipping port in China, lying at the confluence of the Huangpu and Yangtze rivers.

For Americans serving in Shanghai, this vibrant city presents a diverse work experience. Shanghai is an important stop for visitors and delegations from the United States, including a stream

of visits by congressional and cabinet members. The visits dominate the workload. Most of all, however, Shanghai is about business. The city has the third largest American Chamber of Commerce in the Asia-Pacific region and the fastest growing.

With China's impending accession to the World Trade Organization, the recent APEC meetings and the growing



A tourist ferry plies the Huangpu River with Pudong in the background.



Consulate staff, from left, are Jim Mayfield, Dave Hillon, David Atkinson, Julie Fu, Joe Wierichs, Andrea Lewis, Bob DeWitt and Robert Lee.

U.S. relationship with China, the U.S. Consulate General in Shanghai is an exciting and demanding place to work.

Digital videoconferencing helps the post spread U.S. views and expertise throughout the region. The post also interacts closely with government, business and academic sectors to

keep abreast of developments in the area and to develop cooperative programs on such topics as HIV/AIDS, rule of law and trade relations. Staff also track the more difficult subjects of religious freedom and human rights.

The post processed a record 100,000 non-immigrant visas in 2001, a 15 percent increase over the previous year. Plans are under way to move the busy operation from its present location (a series of renovated stables) to a modern office complex offsite outside the consulate compound.



Bob DeWitt, nonimmigrant visa manager, with secretary Ma Yu.



Procurement specialist He Weihua works the phone.

Offsite already are the Foreign Commercial Service and Agriculture Trade Office, which assist U.S. companies in understanding Shanghai's business environment and in expanding the market for U.S. products and services.

Even within this big-city atmosphere the consulate still has a cozy feeling. With the main compound located on three acres of historic property, employees can pick oranges in the late fall and eat lunch by the fishpond in the spring. Located in the Old French Concession, the main office building offers a glimpse of what Shanghai was like for foreigners in the early 1900s. The wood paneling,



Consular associate Julie Fu and political-economics officer Robert Lee, her husband, pitch in during consulate clean-up day.

stained glass windows and art deco ceilings recall a distant diplomatic past when consuls mingled with taipans and a host of international travelers and adventurers.

Living in a metropolis, many mission families enjoy excursions beyond the city. A one to two-hour train ride, for example, takes you to such historic cities as Suzhou, Hangzhou, Wuzhen or Nanjing. Suzhou is often called

the Venice of China with old canals, bridges and Chinese gardens intersecting the town. As the birthplace of Sun Yat Sen, Nanjing hosts several important universities, including the Hopkins-Nanjing Institute. Shanghai offers traditional housing, operas, temples, silk markets, tea plantations and acrobat shows.

Though China operates on the Gregorian calendar, most of the local festivals and holidays are based on the Chinese lunar calendar. These events provide a wonderful opportunity to learn about the history, customs and culture of China. The biggest holiday is the Lunar New Year, also known as Spring Festival. It is comparable to Thanksgiving in the United States, with everyone (or so it seems at times) traveling home to be with family.

Families living in Shanghai can choose from several good schools in the area that serve not only American students, but the large international expatriate community as well. Schools like the 1,000-plus student Shanghai American School, the British School and private religious academies provide competitive, challenging academic environments for school-age children.



Pedestrians use the city's many overpasses to cross busy streets.

Singles and couples can find nightlife activities in the many bars, pubs and discos and in the numerous Chinese and Western restaurants. For those willing to explore, the city offers a wonderful mix of culture. Open-air markets are plentiful, including everything from fruits and vegetables to the antique markets that offer everything from ancient phonographs to a porcelain bust of Chairman Mao.

Living in Shanghai does, however, offer the daily frustration of

A monument to the worker in People's Square.



cars and bicyclists vying for the same road space. How the laws of physics can be continually broken with two objects occupying the same space remains a mystery. Sanitation and air pollution are other concerns common to many large cities around the world.

Language is a challenge. Mandarin is the official language of China, and while it is spoken in Shanghai, it is often a local resident's second language. In Shanghai the local dialect is Shanghainese—a language entirely different from Mandarin. This often creates a great deal of confusion when

shopping. There are numerous language classes to boost skills and the ever-faithful calculator for bargaining.

This city's charms attract many "China hands" like Tess Johnston. She's the post's resident Shanghai expert who arrived in the early 1980s when the consulate first reopened. Retired from the Foreign Service, she has continued to make Shanghai her home. Her knowledge covers everything from architecture to the story of the nearly 20,000 Jews who came to Shanghai in World War II.

Even for those with a background in China, Shanghai offers a rare mix of East and West. From the Opium Wars to the reestablishment of bilateral trade in 1978 to hosting the recent APEC meetings, Shanghai brings together both the internal and external influences that have made it an international city. It offers not only trade in commercial goods but also a trade in culture, language and lifestyle not found in very many other parts of the world. ■

The author is the community liaison officer in Shanghai.

Author Renee Atkinson in the consulate garden.

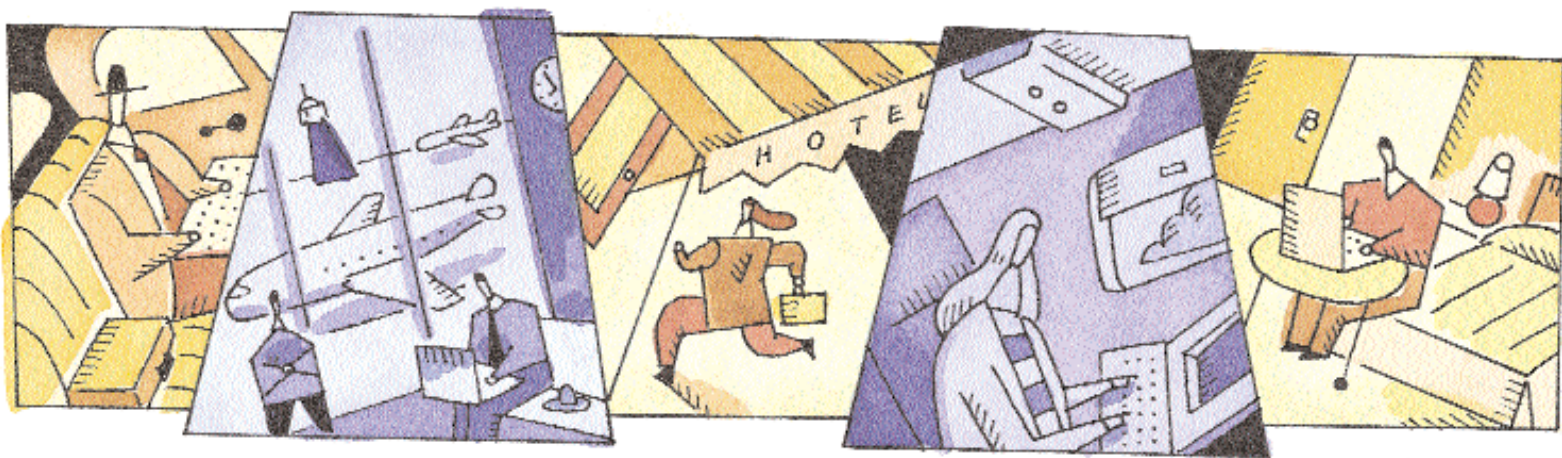


Longtime resident Tess Johnston has many Shanghai stories.



Office of the Month:

The Line



By Jennifer Harhigh

You're leaving for North Korea on a moment's notice, arranging meetings in presidential palaces, juggling briefing materials, schedules, motorcades and more. It's all in a day's work for S/ES-S, better known as the Line.

Legend has it that the name came from the original office layout, when desks were arranged in a single line. The desks may have changed, but the Line's task hasn't. The Line team, Foreign Service and Civil Service employees alike, supports the Secretary and other principals by advancing and facilitating the Secretary's domestic and overseas travel and managing the Department's policy paper flow.

The advance teams work with posts, Diplomatic Security, communications specialists and host country representatives to arrange all aspects of the Secretary's visits. The Line links the mission and Washington, D.C. Advance teams arrive one week before the Secretary, familiarize themselves with the mission and the host country, set up offices for the Secretary's party and prepare each event.

"I enjoy making sure the mission knows it's their visit and showing everyone the role they have to play in a successful trip," commented Line officer Dean Thompson.

Dana Murray, another Line officer, described the primary goal of any advance as making sure the Secretary's needs are met to accomplish his goals for the trip. Ms. Murray finds her work rewarding. "You lay the founda-

"You lay the foundations so the principals can do their work. You see history being made."

Advancing the Secretary's Travel

tions so the principals can do their work. You see history being made."

Mr. Thompson—one of the advance team members in Lima, Peru—agreed. He was in Peru for the Secretary's visit to a special session of the Organization of American States General Assembly on Sept. 11. As the tragic events of

that day unfolded, he was waiting for the Secretary to arrive at the OAS site and monitoring CNN. From the mobile office at the hotel, colleague Julie Fisher relayed Ops Center alerts to the party. Meanwhile, Line officer Courtney Austrian was with the Secretary and maintained an open line with the Ops Center. Quick decisions were made and within two hours of the attacks, the schedule for the OAS multilateral meeting had been changed, a crucial democracy clause adopted and the Secretary was en route to Washington, D.C.

"Flexibility is key to working on the Line," observed Nick Giacobbe, who arranged the next stop on the Secretary's Sept. 11 itinerary—Bogota, Colombia. Even though the visit was canceled at the last minute, work for the advance teams continued. They had to notify the Colombian government, coordinate a return flight on an Air Force C130 already in the region and make new arrangements with the hotel.

Line teams travel 40 to 50 percent of the time and keep their bags packed for any kind of weather. Line assistant Theresa Tierney traveled around the world—flying from Washington, D.C., to sunny Rome in July and then on to Australia, where it was winter. Mr. Giacobbe has traveled to nearly every continent during his tour—with advances to New York, Algiers, Paris, Pyongyang, Pretoria and Bogota.

Though hours on the road are long, with many 24-hour workdays, the Line finds time for fun too. Ms. Tierney recalled her personal tour of Jerusalem's Old City with the official gatekeeper of the Church of the Holy Sepulchre. Jill Copenhaver petted cheetahs during a Botswana safari. Ms. Murray was saluted at a tense checkpoint in Ramallah by a heavily armed Palestinian guard with a hand puppet.

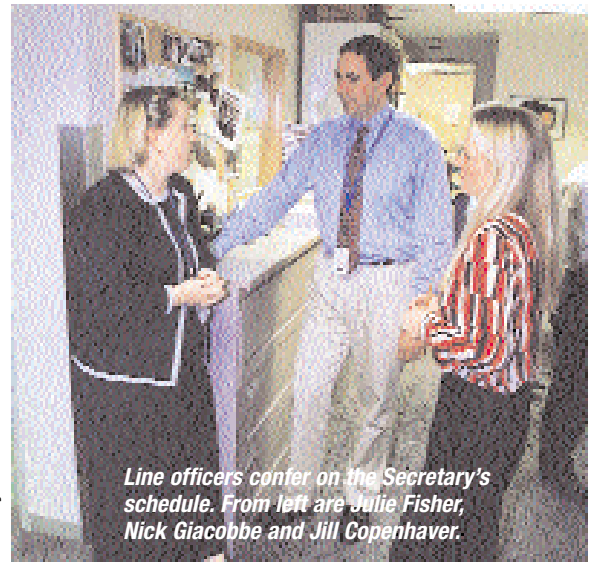
The Line's domestic side is no less important than the advance work. The Line facilitates and coordinates policy papers for the Secretary, deputy secretary and under secretary for Political Affairs, providing an unsurpassed overview of the Department and insight into how policy decisions are made. "We see 90 percent of what the Secretary sees," Mr. Thompson said. "We learn what he cares about and what issues make it to his desk."

Line staff move policy papers for principals from start to finish. From tasking out a particular memo, to ensuring coordination among bureaus, to verifying the proper format, to getting it up to the Secretary on time, the Line is involved. Close cooperation with the regional and functional bureaus is essential.



Hitching a ride with the Air Force back to the States from Bogota are, from left, the author, Nick Giacobbe, Jill Copenhaver and Tracy Roberts, U.S. Embassy Bogota.

Photo by Courtney Austrian



Line officers confer on the Secretary's schedule. From left are Julie Fisher, Nick Giacobbe and Jill Copenhaver.

Photo by Paul Koscak



Embassy and Line officers make final arrangements at Lima airport for the Secretary's return to Washington, D.C. From left, Ambassador John Hamilton; Dean Thompson, SES-S; Tony Arias, Embassy Lima; Roberta Jacobsen, Embassy Lima; and Courtney Austrian, S/ES-S.

Photo courtesy of U.S. Embassy Peru

Saadia Sarkis, a 20-year Line veteran and currently the Line's inter-agency coordinator, makes sure that State Department policy memos, meetings and decisions are in harmony with other federal agencies, particularly the National Security Council. She said the main challenge is keeping track of the multitude of simultaneous meetings, events and trips. Ms. Sarkis thinks the Washington, D.C., and advance worlds fit together well: "Our job is to support the Secretary and other principals and help the bureaus support them, both here and overseas."

Typical assignments on the Line are 18 to 24 months, with frequent



Photo by Stephen Braun

Above, Line officers make hotel arrangements at the St. Regis Hotel in Beijing. From left, Carol Woodward, Line assistant; Anna Cui, apartment leasing manager; Dan Christenson, supervisory GSO, U.S. Embassy Beijing; Linda Lander, Line assistant; and Kelly Li, convention services manager. Left, Penny Williams, S/ES-S secretary, checks the status of a memo. Below, Carolee Cooper, left, and Theresa Tierney review schedules for an upcoming trip.



Photo by Paul Koscak

travel and shift work. Candidates for the Line must be nominated by their ambassador or assistant secretary. New recruits will be in good company—many Line alumni have had successful careers and are now ambassadors, assistant secretaries and other principals.

Current and former Line personnel agreed: the Line is an exciting place to work.

Ms. Austrian summed it up best, describing the rush everyone on the Line feels when the Secretary arrives.

“You’re standing on the tarmac as the Secretary’s plane arrives, you see the United States of America seal and you feel a rush of patriotism. And you think to yourself... this is why I signed up for the job.” ■

The author is an officer on the Line.



Photo by Paul Koscak

The Gift of Leave

Story and photos by Dave Krecke

Brenda Johnson hasn't been seriously sick a day in her life. But she is deeply indebted to the Voluntary Leave Transfer Program. It was a lifesaver three and a half years ago when tragedy struck her family.

Her husband was nearly killed in a vicious, criminal attack that left him paralyzed and needing a wheelchair. In the days and months after the attack, she was by his side constantly, supporting him as he bravely fought for his life, encouraging him as he endured months of painful rehabilitation and assisting him as he eventually gained the strength and mobility to return to work part-time.

While she worked full-time helping her husband, colleagues inside and outside the Department learned of her story and solicited leave so the Johnsons would have a source of income during those trying times. Through an informal network of e-mail messages, Ms. Johnson, then a staff assistant in the Bureau of Democracy, Human Rights and Labor, received more than six months of donated leave. Half of the hours were donated by federal employees outside the Department. The donations were more than enough to cover her period of absence. In fact, she returned some unused leave to the system.



Brenda Johnson appreciates the leave donated by friends and strangers alike as she helped her husband recover from his near-fatal wounds.

When asked how she managed to cope with the tragedy, Ms. Johnson says, "It's with a power beyond what is normal and with truly good friends who were

like brothers and sisters." She is extremely grateful to colleagues at State and employees from other agencies for their generosity and kindness.

Charron "Melonie" Parker-Hill, a computer specialist in the Bureau of Population, Refugee and Migration Affairs, injured her back lifting computers on the job. She had almost exhausted her leave two years earlier caring for a sick child. So, when her 45 days of worker's compensation leave ran out and the pain persisted, Ms. Parker-Hill was pleased to learn that she qualified for the leave transfer program. Although her need so far can be measured in hours rather than weeks, going with-



Melonie Parker-Hill hasn't used a lot of donated leave so far, but her injured back persists and she's relieved to know she can remain in the program.

out pay for even a single day is a burden few employees would want to endure. Like other recipients, Ms. Parker-Hill is grateful to those who donated leave and would like to thank each of her donors personally. Concern for confidentiality prevents the release of donors' names unless the donor asks that the recipient be informed. Few do.

Feeling sick one morning last December, Sabrina Watson, a computer specialist in the Bureau of International Organization Affairs, told the office secretary she was heading home to rest. The secretary sensed Ms. Watson was sicker than she thought and called a Department nurse to examine her. The next thing the mother of four knew, she was being rushed by ambulance to the Washington Hospital Center, suffering from what doctors later determined to be a heart attack. Back at work halftime after more than eight long months of recuperation, Ms. Watson praises the voluntary leave program and the donors, beginning with her immediate co-workers and extending to those in other bureaus.

"The program works," she says. "It's a blessing." While she understands that management must protect the confidentiality of the donors, Ms. Watson, too, wishes she could personally thank each of her donors who gave up their leave so that she could continue in pay status throughout her lengthy illness.

About a month before the birth of her son William in September, Erin Kraft, a Civil Service employee in the Bureau of Population, Refugee and Migration Affairs, learned from the bureau's executive director, Jim Kelly, that she qualified to receive donated leave. Even her husband, Steve, a Foreign Service officer in the Africa Bureau who tries to keep current on administrative matters, was surprised that through the leave transfer program Erin would continue to be paid during almost three months of maternity leave. While the paid leave will have a welcome impact on the new parents' bank account, Ms. Kraft seems more impressed by what the program says about the Department.



After her heart attack, Sabrina Watson is making steady progress. She's working halftime and is eager to let her leave donors know how grateful she is for their help.

"It shows that State management cares about its employees," she says.

Begun as a pilot project in the early 1980s, the Voluntary Leave Transfer Program became law in 1987. This win-win program is administered by each bureau's executive director. To qualify, recipients must have exhausted all of their annual and sick leave and face the prospect of at least three days of non-pay status.

Donors—from the Department and from any other federal agency except for a handful not in the program—may contribute up to half of the annual leave (sick leave cannot be donated) they would accrue in a leave year. Near the end of the leave year it is important to remember that an employee cannot contribute more leave than there are work-hours left in the leave year.

In 2001, approximately 160 recipients received 20,000 hours of donated leave from more than 1,000 donors, according to the Bureau of Finance and Management Policy.

Clearly, this is a program that works. ■



One of Erin Kraft's largest donors was her husband, Steve, a Foreign Service officer who contributed three weeks to her maternity leave.

The author is a retired Foreign Service officer and a writer-editor for State Magazine.



By Hinda Perdreaux

When the first plane hit the North Tower of the World Trade Center at 8:45 a.m., our 34th floor office at 26 Federal Plaza—just five blocks from the former World Trade Center—was evacuated.

Diplomatic Security staff readied a rescue operation once the fires were put out. When a second plane struck the South Tower, we realized this wasn't an accident. As the towers collapsed, communications failed, and debris and smoke choked the area, it seemed we were under aerial attack. The plan switched to evacuation as DS agents helped civilians racing from the scene. Agents guided the injured to aid stations and others away from the fires.

Our response presented a huge challenge. We assisted with relief efforts, staffed various command posts and informed headquarters of the latest developments in protecting dignitaries insisting on visiting New York City—all while accounting for our employees.

The next day, Diplomatic Security was immersed in assisting both the city police and fire departments. Much of the work involved traffic control near Ground Zero, as the disaster site became known. After eight hours of dealing with local residents, ambulances, firefighters and police officers from throughout the tri-state area, we were exhausted but inspired to continue.

On Sept. 13, Diplomatic Security donated four vehicles to city emergency officials. With the tragic loss of 340 firefighters and the destruction of fire trucks and other rescue vehicles, the fire department eagerly put us to work. We delivered gasoline for generators used by firefighters working inside the destroyed tow-

Photo by Getty Images

DS Agents Aid City

ers; transported firefighters from their firehouses in outlying boroughs to the site; drove doctors to work at local hospitals; and escorted emergency vehicles through tunnels closed to general traffic. We also staffed telephones to answer the barrage of questions confronting the rescue teams. We worked closely with firefighters from Los Angeles, Chicago, Georgia, Pennsylvania, Connecticut, Long Island, New York State and New Jersey. The dedication of each firefighter fueled our resolve to continue working in unglamorous but dangerous assignments.

Agents assigned to the New York field office and our satellite offices volunteered for 12-hour shifts. We also arranged for a professional chef to prepare soup for the rescue workers. Each day at 11 a.m., a van was dispatched to deliver 50 servings to the front



Diplomatic Security agents Collis Yaw, left, and Colin Sullivan walk through the dust and debris of the World Finance Center's destroyed 2nd floor lobby. The center, located next to the World Trade Center, was obliterated when the towers collapsed.



Diplomatic Security agents John Hampson, left, and Christopher Gu use a Department vehicle to help Department of Energy workers install cameras.

lines. Since firefighters were hesitant to leave the site, this was often their only meal for the day.

Our business contacts responded as well. After the intense heat and jagged debris destroyed the boots of many firefighters, Wolverine Footwear donated 6,000 pairs of steel-toe boots. Another company donated 2,000 miner's lamps to rescue workers digging through darkened voids and tunnels. A manufacturer of ladies' handbags gave 1,000 leather backpacks to the firefighters. Jansport and Swiss Army donated 800 canvas backpacks. The Tile Workers Association donated steel

kneepads. An Alabama footwear company sent thousands of pairs of socks.

Diplomatic Security agents supported city officials in still other ways. They brought in blueprints of the World Trade Center to help rescuers; assisted the FBI joint task force with evidence; provided escort service to the disaster area and helped with communication between government agencies. ■

The author is an assistant special agent assigned to the New York field office.



Remnants of aircraft landing gear retrieved by New York City police.

Rescue Efforts

In the Wake of Terrorist Attacks, Employees Come and Go

Story and photos by Paul Koscak

Responding to the Sept. 11 terrorist attacks means some employees are returning home while others are leaving.

More than 120 family members and other nonemergency employees are now evacuees from the U.S. Embassies in Pakistan, Kyrgyzstan, Turkmenistan, Yemen and Indonesia. At the same time, some employees serving in military Reserve and National Guard units have been recalled to active duty.

After trekking halfway around the world, a group of about 40 employees and family members were greeted by Grant Green, under secretary for Management, soon after arriving in the United States.

"This is a difficult time," he said. "It's difficult for those who are separated from loved ones. We sincerely care about your welfare."

The evacuees took advantage of authorized departure, a policy that gives certain employees and family members the option to leave a post when conditions become potentially dangerous. Political instability or natural disasters are other reasons for authorized departure, according to Ron Hawkins, a member of the crisis management team in the Operations Center.

"Evacuations are not uncommon," he said. "For instance, we evacuated people from the embassy in Minsk during Y2K because we were worried they'd get cold if the power went out."



Marine Lt. Col. Chris Rowan dons fatigues for active duty at the Pentagon's National Military Command Center.

At the briefing, representatives from transportation, the Employee Services Center, medical and administrative sections talked about getting resettled and going back to work.

Debbie Burns, an assistant to Wendy Chamberlin, the U.S. ambassador to Pakistan, said the Pakistanis she observed were sympathetic to Americans. "They were coming up to us and apologizing," she added. "Nobody was yelling at us or yelling anything anti-American."

What few civil disturbances there were occurred outside the city, recalls Carolina Bennett, who worked at the Family Liaison Office in Karachi. "You didn't feel threatened," she said.

Employees cannot choose when to return. That decision is made by the ambassador and must be approved by the under secretary for Management.

So far, 20 of the Department's 1,010 reservists and guard members have been recalled to active duty. Recalls range from a month to two years, with a year being the most common, according to human resources specialist Anita Brown.

Activated employees are placed on leave-without-pay. They accrue seniority, can voluntarily carry their health benefits and, by law, enjoy job protection for up to five years, she said.

Andrew Kotval usually provides advisory opinions in his consular affairs job. After three years with the Department, Army Sgt. Andrew Kotval is on security duty in the greater Washington, D.C., area as a military police officer with the District of Columbia National Guard. He joined the Minnesota National Guard in 1996 to break into the security field before transferring to the District's guard unit, the 274th Military Police Co. Sgt. Kotval's call-up is from nine months to two years.

"I wasn't that surprised," he said. "I knew it was possible and I was ready."

What may be surprising, however, is that Chris Rowan, who works in Sgt. Kotval's 11-person unit in the Bureau of



Faye Barnes, director of the Family Liaison Office, welcomes evacuees and their families to a briefing in the Dean Acheson Auditorium.

Consular Affairs, was also called to active duty. Two employees, almost 20 percent of the unit's workforce, are gone.

A Foreign Service officer for 10 years, Lt. Col. Rowan has been in the Marine Corps for 27 years, with 22 years in the Reserve. "Coincidentally, I was already scheduled for my annual training," said the lieutenant colonel who was recalled for a year. An artillery officer, Lt. Col. Rowan is assigned to the Marine Corps plans division and the National Military Command Center at the Pentagon.

"I'll be staffing 'the watch' as a crisis action officer," he said.

Kent Sieg, a foreign policy specialist in the historian's office with a doctorate in U.S. diplomatic history, will be trading in his books for the bars of a Coast Guard ensign for a year. A GS-13, his military pay is less than half of what the Bethesda, Md., resident now brings home.

"It's a chance to serve," Ensign Sieg said, rationalizing the salary shortfall. "It's certainly needed and it's the biggest call-up in Coast Guard history since World War II."

That may be because the entire Coast Guard Reserve has about 8,000 members.

Ensign Sieg, who joined the Coast Guard just a year ago through a three-week commissioning program at the Coast Guard Academy in New London, Conn., said he didn't think his training would be called upon so suddenly.



Kent Sieg from the Office of the Historian models the close-cropped haircut of an ensign in the U.S. Coast Guard.

The ensign will work as an intelligence officer at the National Maritime Intelligence Center in Suitland, Md. ■

The author is a writer-editor for State Magazine and a major in the Air Force Reserve. He's now serving as a public affairs officer at the Pentagon after being recalled to active duty for a year.

IN WARSAW, ANSWERS ARE AUTOMATIC

By Maria Rudensky Silver

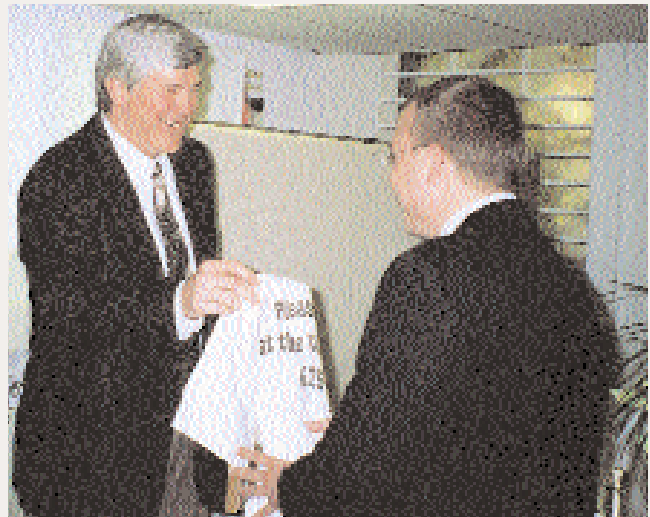
Have a question about dual citizenship in Poland? Or procedures to follow to apply for a fiancée visa application from Ukraine? Can you use your still-valid B visa even though it's in an expired passport?

The answers to these questions and many others are available automatically, 24 hours a day, seven days a week, 365 days a year to callers to the U.S. Embassy in Warsaw.

The embassy launched its new consular telephone recorded information system in October with a festive ribbon cutting. The new system uses 20 lines and CD technology and features a total of 65 messages. The messages answer basic queries about American citizen services, immigrant visas, including the visa lottery, and nonimmigrant visas.

The embassy's telephone traffic has increased substantially since the summer of 2000 when Polish citizens became eligible to participate in the Diversity Visa Lottery. The embassy created the new telephone service to help meet this demand. Initially, the new line handled only diversity visa queries but was soon expanded to include a full complement of consular topics and services.

For example, callers can learn how to apply for a passport, vote in U.S. elections, file an immigration petition for



Ambassador Christopher R. Hill, left, presents a T-shirt to Foreign Service National employee Jaroslaw Misiuk, a visa clerk whose voice is familiar to callers using the embassy's new automated information line.

a family member or obtain an appointment for a tourist visa interview. Operators are also available at specific hours to answer case-specific visa queries. Callers with emergencies can still speak to a member of the embassy staff.

Visit <http://www.usaemb.pl> for more information about the embassy's services.

The author is deputy consul general in Warsaw.

This 'Hill' Is Closer, Quieter and Rich In History

The original U.S. naval observatory is now home to State Department offices and Navy medical facilities.



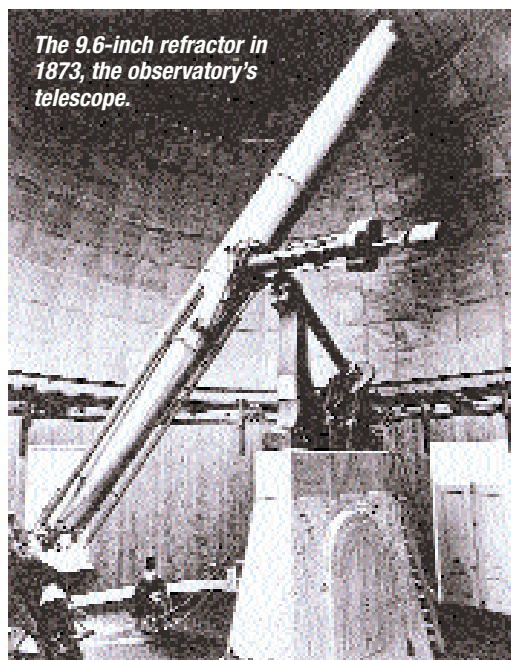
Photo by Paul Koscak

By Paul Koscak

Most State Department employees give Navy Hill little more than a passing glance as they walk along E Street, unless, of course, they work there.

Surprisingly, nearly 200 do. Several State Department offices occupy three stately buildings on the campus-like summit, a site once considered for the nation's Capitol. It's long been the home of the U.S. Navy's Bureau of Medicine and Surgery. For State employees in the East, South and Central buildings, the "Hill" is better known as SA-4.

Components of the Bureau for International Narcotics and Law Enforcement Affairs as well as diplomatic contingency programs and legal and counterterrorism offices make up State's presence on the 19-acre hilltop. When renovations to the Central building are completed by November, 300 State



The 9.6-inch refractor in 1873, the observatory's telescope.

Photo courtesy of U.S. Navy

employees will work on Navy Hill, said Ron Talak, who manages Department real estate. In contrast, nearly 500 Navy-employed civilians, contractors and military staff also work on the hill.

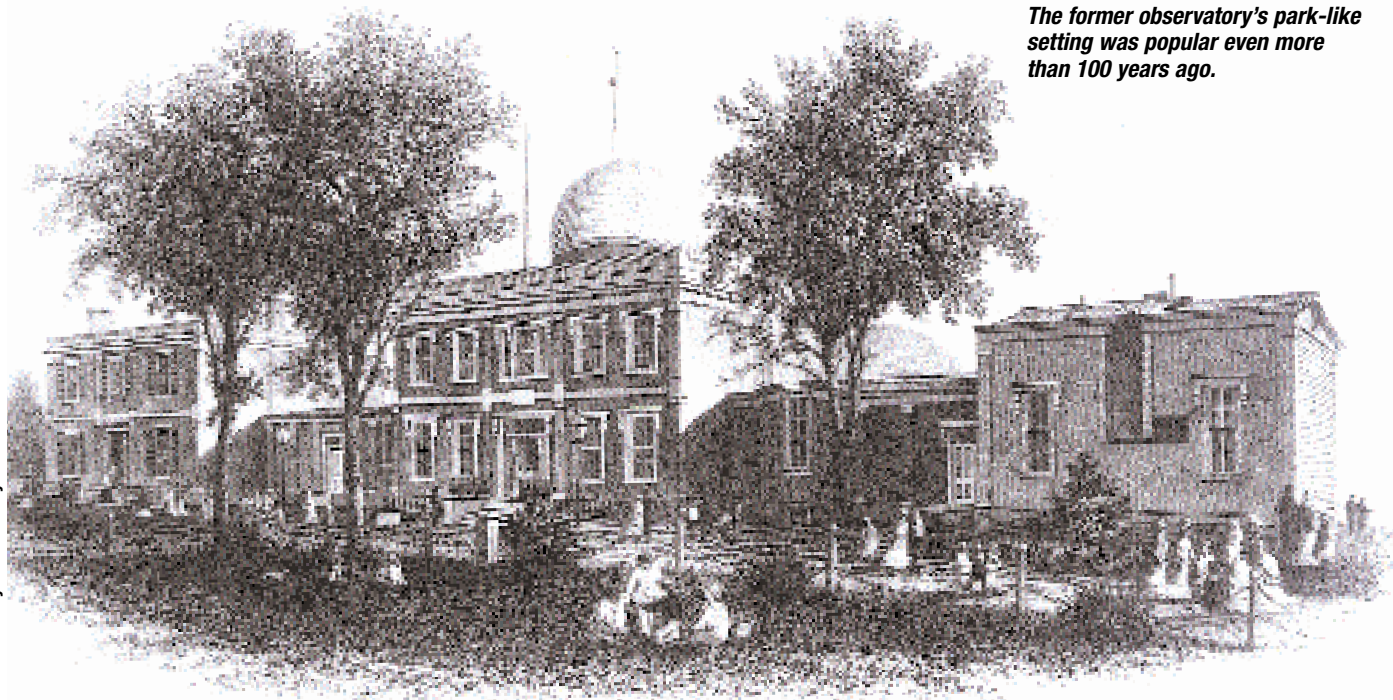
Navy Hill is more than a workplace. It's a location steeped in history and discovery and the site of the original U.S. naval observatory.

The earliest mention of the property was in 1664, when John Longworth acquired the land through a 600-acre grant from King Charles II. During the American Revolution and the War of 1812, the summit became a military camp and was simply called Camp Hill.

When the property was included in Pierre Charles L'Enfant's grand design of Washington, D.C., it became Reservation No. 4. Secretary of State Thomas Jefferson wanted the high ground for the new national Capitol. But Mr. L'Enfant chose Jenkin's Hill. President

The former observatory's park-like setting was popular even more than 100 years ago.

Photo courtesy of U.S. Navy



Washington agreed and today we know the place as Capitol Hill.

After Secretary Jefferson's location for the new Capitol was nixed, Reservation No. 4 remained an outback on the outskirts of a desolate city for 30 more years until another secretary of State changed that.

John Quincy Adams, a knowledgeable amateur astronomer, diplomat and later secretary of State and President, lobbied Congress to fund an observatory. Among other things, observatories provide data for nautical charts and almanacs, an area the Europeans excelled in at the time.

"On the comparatively small territorial surface of Europe, there are existing more than one hundred and thirty of these

lighthouses of the skies," Mr. Adams declared to Congress during his 1825 state of the union address. "While throughout the whole American hemisphere there is not one."

Congress kept refusing to fund the project. To beat the gridlock, the proposal was rewritten and presented as a depot for charts and instruments instead—so what that it might include a telescope and other astronomical instruments! The measure passed and the depot was established next to the White House.

The excitement of Encke's comet in 1842 moti-

vated Congress to authorize the secretary of the Navy "to contract for the building of a suitable house for a depot of charts and instruments. ..." It directed the President to choose a site. President John Tyler chose Reservation No. 4.

The hallmark building of Navy Hill is still the majestically domed, two-story observatory, completed in 1844. Its 23-foot copper-sheathed wooden dome revolved upon six-pound cannonballs set in a grooved cast-iron rail. A massive stone and brick pier once rose through the building's center to support the observatory's 9.6-inch German-made refractor telescope.

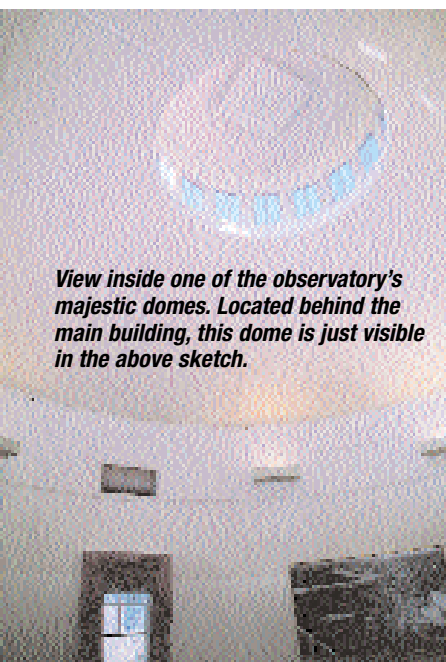
Abraham Lincoln, seeking solace from the pressures of the Civil War, visited the observatory twice, the first time with his secretary John Hay. On his second visit, Lincoln navigated Washington's dark and dusty streets alone, surprising the observatory's superintendent when he knocked on the dome's trap door.

The observatory acquired a massive, American-made, 26-inch refractor in 1874, the world's largest telescope at that time. Then in 1877, the observatory created a national sensation—not to mention headlines—by discovering Mars' two moons.

A more terrestrial problem, however, forced the Navy to move its august observatory to Georgetown Heights in 1893. Businesses along the Potomac's riverfront stifled the river's flow, creating a swamp near Navy Hill and a breeding ground for malaria-carrying mosquitoes. Nearby, an open sewer added to the blight.

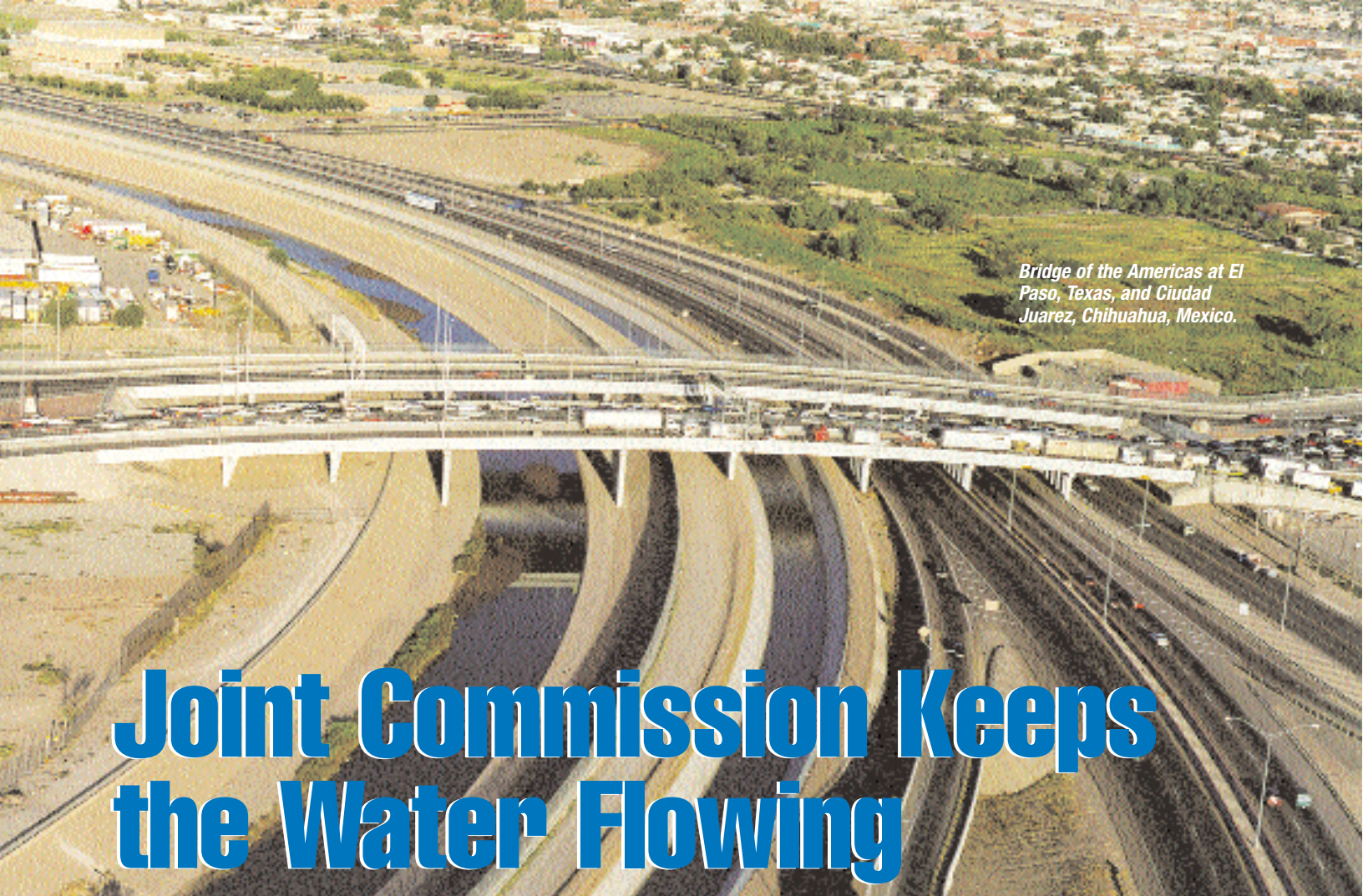
In 1894, the site was run-down and neglected when it became the Navy's Bureau of Medicine and Surgery that ironically featured a museum of "hygiene." The bureau still calls Navy Hill its home. ■

The author is a writer-editor for State Magazine.



View inside one of the observatory's majestic domes. Located behind the main building, this dome is just visible in the above sketch.

Photo courtesy of U.S. Navy



Bridge of the Americas at El Paso, Texas, and Ciudad Juarez, Chihuahua, Mexico.

Joint Commission Keeps the Water Flowing

By Sally E. Spener

While immigration and drug trafficking still dominate U.S.-Mexico relations, there's another issue that often gets overlooked—water.

The parched border between the two nations stretches from the Gulf of Mexico near Brownsville, Texas, along the Rio Grande's meandering 1,254 miles to El Paso, Texas. After that, with the exception of a 24-mile stretch of the Colorado River, the border is a stark desert nearly all the way to the Pacific Ocean.

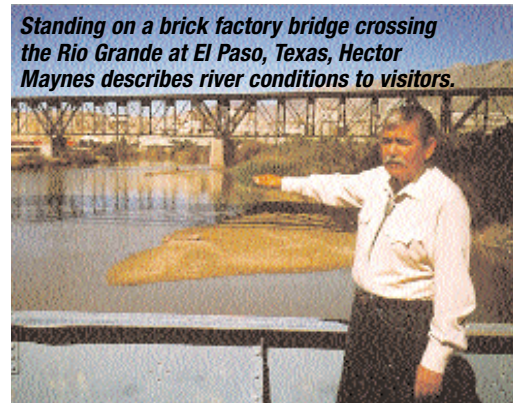
As the Rio Grande's course varied during the decades so did land and water claims. To settle boundary disputes and other issues the International Boundary and Water Commission was established in 1889. The group, which receives foreign policy guidance from the State Department, is made up of both American and Mexican officials. The commission is still going strong today and oversees numerous projects that both hinder and advance water flow.

For instance, it constructs and operates aqueducts, levees and dams to prevent floods as well as to ensure that farmers and other water users on both sides of the border receive their share of water. To fight pollution, the commission also builds and operates numerous sewer plants. The commission also maintains 258 land markers—each

a 6-foot obelisk—as well as hundreds of smaller markers defining the two nations' borders between the Gulf of Mexico and the Pacific Ocean.

Even with a commission to resolve boundary disputes, solutions can take time. One case, for example, took a century to resolve. It was at El Paso, Texas, and required redirecting the Rio Grande River. At the center of the problem, begun in the mid-1800s, was a southward shift of the Rio Grande. As the river inched southward, Mexico lost territory. Like the river, efforts to resolve the boundary dispute ebbed and flowed.

Finally, in 1963, the Chamizal Convention settled the matter. Under the treaty, the commission built a four-mile long concrete-lined channel to the north and redirected the river through the man-made stretch. The federal government relocated 5,500 residents and transferred 630 acres to Mexico and 193 acres to the United States. More than 30 years later, visitors to Caudal



Standing on a brick factory bridge crossing the Rio Grande at El Paso, Texas, Hector Maynes describes river conditions to visitors.

American Dam at El Paso, Texas, diverts water from the Rio Grande into the U.S. canal system.



The first big project was Falcon Dam near Roam, Texas, and Caudal Guerrero, Tamaulipas, in the 1950s and Amistad Dam upstream near Del Rio, Texas, and Ciudad Acuña, Coahuila, the following decade. The two reservoirs comprise 150,000 acres and can hold three trillion gallons of water. The dams, which have been operated by the commission since they were completed, also generate hydroelectric power for both countries and attract boaters and anglers.

The treaty led to wastewater treatment plants in San Diego, Calif., Nogales, Ariz., and Nuevo Laredo, Tamaulipas, across the border from Laredo, Texas. Each of these plants treats millions of gallons of raw sewage daily that would otherwise pollute local rivers or beaches and pose a health risk to residents of both countries.

Guars, Mexico, can still see the former riverbed boundary, now a dusty stretch dotted with parks and soccer fields. In a peculiar irony of this treaty, the commission's Mexican-section headquarters in Caudal Guars now occupies a building that once housed the U.S. Border Patrol.

The treaty received renewed commitment in February when President Bush met with Mexican President Vicente Fox. Since 1992, Mexico has lagged behind in its commitment to deliver sufficient water to the United States. This annoyed Texas farmers. The two presidents "had a frank discussion about water resources and living up to our mutual treaty obligations," according to the commission.

The Treaty of February 3, 1944, as it's called, defined the commission's modern role. It set guidelines to control the flow of the Colorado, Tijuana, and Rio Grande rivers in determining how the United States and Mexico would share water.

The commission is a leader in protecting border communities from flood. The largest of these projects is the Lower Rio Grande Flood Control Project. Its system of levees, floodways and diversion dams protects 920,000 Texas residents from devastating floods. At Anzalduas Dam on the Rio Grande near McAllen, Texas, and Reynosa, Tamaulipas, American and Mexican commission staff share a single control room.

This triggered a surge in joint construction and operation of international dams and storage reservoirs. The treaty places emphasis on solving border sanitation problems.

"The commission's work directly impacts the millions of Americans and Mexicans that live along the border," said Dennis Linskey, coordinator for U.S.-Mexican border affairs. "Creating access to clean drinking water, improving the quality of the local environment and managing flood control and hydroelectric projects enhance the overall state of U.S.-Mexican relations." ■

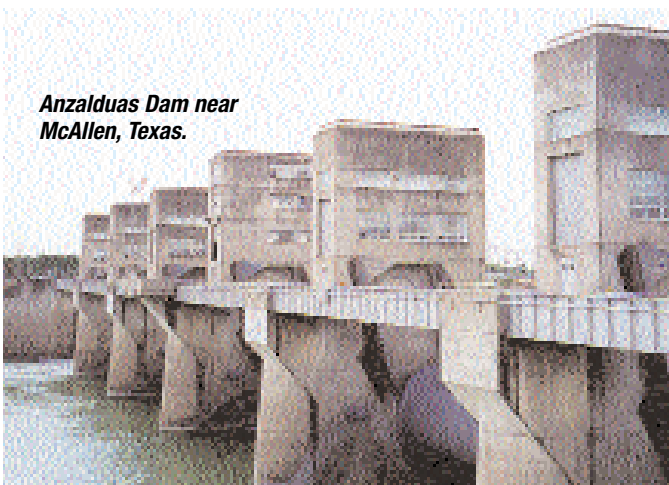


Commissioner Carlos M. Ramirez, left, with the State Department's Mary Brandt and Dennis Linskey at a symposium in Mexicali, Baja Calif., in September 2001.

ation of international dams and storage reservoirs. The treaty places emphasis on solving border sanitation problems.

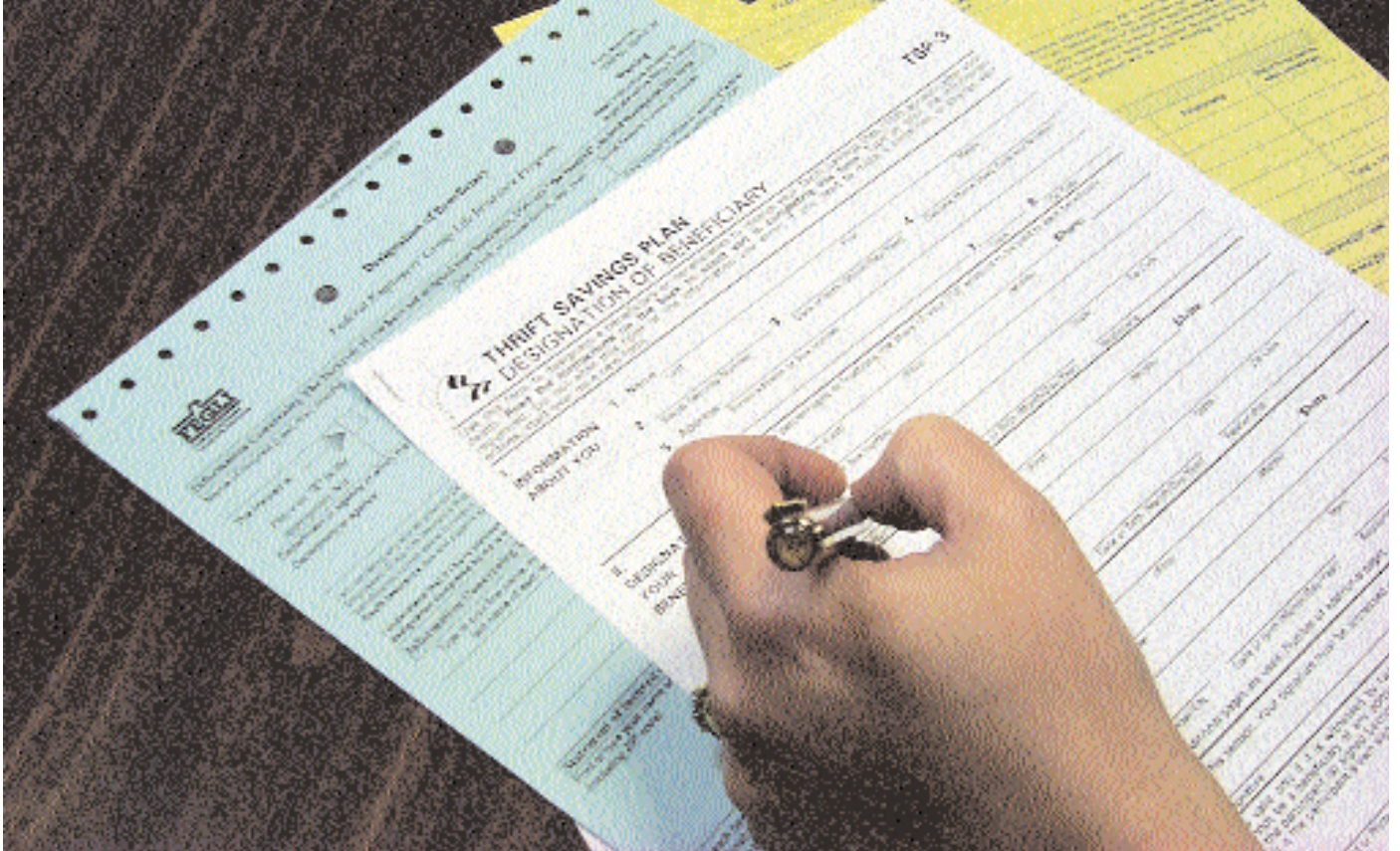


Commissioner Carlos M. Ramirez and Mrs. Ramirez, wearing red, attend a State Department luncheon for Mexican President Vicente Fox in September 2001.



Anzalduas Dam near McAllen, Texas.

The author is the public affairs officer for the International Boundary and Water Commission.



Review Your Personal Affairs

By Regina Belt

When was the last time you reviewed your paperwork to make sure that if the unthinkable happened, your family would be able to settle your estate quickly and according to your wishes?

If you are like many State employees, you designated your beneficiaries while filling out the flurry of forms we all faced when we first joined the Department. But your situation may have changed since then and if you haven't updated your beneficiary designations, your current wishes might not be met.

The Department has seen a rise in cases in which unpaid compensation and life insurance benefits were awarded to beneficiaries named 10 to 15 years earlier—before changes in family status created by divorce, marriage, births and deaths.

That's why the Employee Services Center—the contact office in the event of the death of an in-service Department of State employee, dependent or eligible family member—encourages employees to review their personal affairs periodically, especially their beneficiary designations. Forms to check are the Designation of Beneficiary for Unpaid Compensation (Standard Form 1152), Federal Employees Group Life Insurance (SF-54 or SF-2823), retirement paperwork (SF-3102, SF-2808 or OF-137) and the Thrift Savings Plan enrollment form (TSP-3).

By law, survivor benefits are paid in order of precedence:

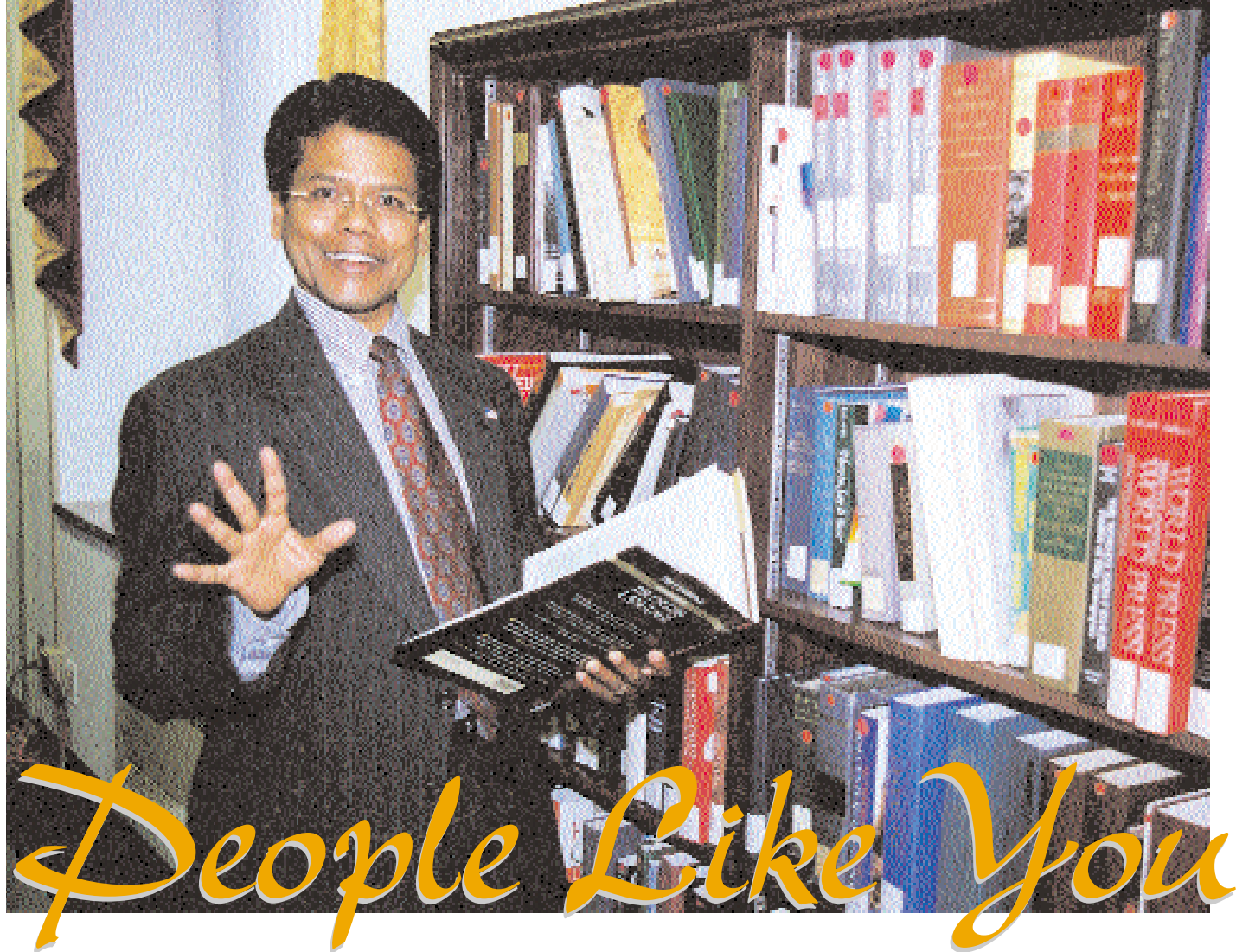
- First, to the designated beneficiary or beneficiaries;
- Second, if there is no designated beneficiary, to the widow or widower;
- Third, to the child or children in equal shares, with the share of any deceased child distributed among that child's descendants;
- Fourth, to the parents in equal shares or the entire amount to the surviving parent;
- Fifth, to the executor or administrator of the estate; and
- Sixth, to other next of kin under the laws of the domicile at the time of the death.

If you're satisfied with this legal precedence, it's not necessary to designate your beneficiaries. But it is if you want to change the precedence or name another person, firm, corporation or their legal entity as your beneficiary.

Last wills and testaments do not override the beneficiary designations you have on file at the State Department. Retirement annuities stipulated by the courts as part of a divorce settlement do, however, as does the law governing eligibility for the survivor's annuity.

For questions regarding specific programs and benefits, or to get new Designation of Beneficiary forms, contact your executive office or administrative/personnel officer. You may also visit EmployeeServicesCenter@state.gov or telephone (202) 647-3432. ■

The author is chief of the Employee Services Center.



From Island to Ivy: The Making of a Teacher

Some look East for inspiration. Patrick Mendis was already there, so he looked West.

A native of Sri Lanka, Mr. Mendis said his impoverished childhood inspired him to identify with some of America's legends.

"I couldn't believe that a man who lived in a log cabin could become President," Mr. Mendis said of Abraham Lincoln.

Although Mr. Mendis can't run for President, he did live in a mud hut with a coconut-thatched roof. "I dreamed about the freedom in America and studied the biographies of Thomas Jefferson and Patrick Henry," he said.

Peace Corps volunteers and 4-H exchange students visiting his village reinforced the teenager's attraction to American culture. That's when Mr. Mendis decided that he, too, would become an exchange student. In 1978, with lots of commitment and drive—but no English skills—he attended high school in Minnesota for a year as an American Field Service-sponsored scholar.

It was all uphill from there, including extra hours after school studying English.

But the drive to succeed—fashioned after the American pioneer spirit he so admires—paid off hand-

somely: By 1989, Mendis earned a master's degree in public affairs and a doctorate in geography and applied economics. Later, a series of grants and fellowships brought him to Harvard, Yale and Columbia. That's a long way from island to ivy.

When Mr. Mendis isn't working in the Bureau of Educational and Cultural Affairs as an executive assistant, he's usually teaching. Teaching, he said, is his way of giving something back. In 1997 he signed on with the University of Maryland to teach graduate courses to American service members in the NATO command. The job uprooted him frequently—England, Italy, Germany, Spain and Turkey as well as China, Japan and South Korea in the Pacific Command.

"Given my background, teaching our men and women in uniform was the best way I knew how to serve my country," he said.

Now an adjunct professor of management at the University of Maryland graduate school, Mr. Mendis recently earned the Department's Meritorious Honor Award and is the vice-chairman of the Secretary's Open Forum.

"I spent a decade in learning, another decade in teaching and this is my decade for public service," Mr. Mendis said.

APPOINTMENTS



Under Secretary for Public Diplomacy and Public Affairs. Charlotte Beers, a business leader and advertising executive, is the new under secretary for Public Diplomacy and Public Affairs. She chaired J. Walter Thompson Worldwide, the world's largest advertising agency, from 1999 to 2001. She headed Ogilvy & Mather

Worldwide as chair and chief executive officer from 1992 to 1997. Before launching her advertising career in 1960 as brand manager for Uncle Ben's Inc., Ms. Beers was a math teacher in Alvin, Texas. She and her husband, William Beadleston, have five children.



U.S. Ambassador to Latvia. Brian Carlson of Virginia, a career member of the Senior Foreign Service, class of Career Minister, is the new U.S. Ambassador to Latvia. He managed overseas operations for the under secretary for Public Diplomacy and Public Affairs from 2000 to 2001. He was director of the office of European Affairs at the U.S.

Information Agency from 1998 until 1999, when the agency merged with the Department. After the merger, Mr. Carlson headed the Office of Public Diplomacy for the Bureau of European Affairs. He has served in Caracas, Belgrade, Sofia, Oslo, London and Madrid. He and his wife Marcia have one daughter.

U.S. Ambassador to the Republic of Indonesia. Ralph L. "Skip" Boyce Jr. of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Indonesia. He was deputy assistant secretary for East Asia and Pacific Affairs from 1998 to 2001. After entering the Foreign Service in 1976, Mr. Boyce served in Tehran, Tunis, Islamabad, Bangkok and Singapore, where he was deputy chief of mission and chargé d'affaires. Mr. Boyce was also deputy chief of mission at the U.S. Embassy in Bangkok. He and his wife Kathryn have two children.



U.S. Ambassador to Sierra Leone. Peter Chaveas of Pennsylvania, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Sierra Leone. At the time of his appointment, he was political adviser to the commander in chief of the European Command in Stuttgart, Germany. He served as

U.S. Ambassador to Malawi from 1994 to 1997 and directed the Office of West African Affairs from 1993 to 1994 and the Office of Southern African Affairs from 1991 to 1993. Mr. Chaveas has also served in Johannesburg, Lagos, Lyon, Niamey, Kaduna and Freetown. He was a Peace Corps volunteer in Chad. He and his wife Lucille have two children.



Representative of the United States to the Vienna Office of the United Nations and to the International Atomic Energy Agency. Kenneth Brill of Maryland, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new Representative of the United States to the Vienna Office of the United

Nations and to the International Atomic Energy Agency. He was principal deputy assistant secretary in the Bureau of Oceans and International Environmental Scientific Affairs from 1996 to 1999 and U.S. Ambassador to Cyprus from 1996 to 1999. He was consul general in Calcutta and deputy chief of mission in New Delhi. He has also served in Accra and Amman. Mr. Brill and his wife Mary have two children.

U.S. Ambassador to Costa Rica. John J. Danilovich of California is the new U.S. Ambassador to Costa Rica. As principal of Danilovich and Co., a firm specializing in joint ventures between the United States and Europe, he was a business leader with a strong background in foreign affairs. From 1987 to 1990, he was a partner and consultant with the Eisenhower Group. From 1991 to 1996, he served as a member of the board of directors of the Panama Canal Commission and chaired the commission's transition committee. Mr. Danilovich and his wife Irene have three children.



U.S. Ambassador to Estonia. Joseph M. DeThomas of Pennsylvania, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Estonia. He was deputy assistant secretary in the Bureau of Nonproliferation from 1999 to 2001 and directed the Office of European Regional Affairs in the

Bureau of European Affairs from 1998 to 1999. He was deputy chief of mission in Vienna from 1997 to 1998 and in Addis Ababa from 1990 to 1993. He has also served in Mexico City, Bonn and Tehran. Mr. DeThomas and his wife Leslie have one son.

U.S. Ambassador to Romania. Michael E. Guest of South Carolina, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Romania. He was deputy assistant secretary for Legislative Affairs and deputy chief of mission at the U.S. Embassy in Prague. Since joining the Foreign Service in 1981, Mr. Guest has also served in Hong Kong, Moscow and Paris.



Assistant Secretary for Educational and Cultural Affairs. Patricia de Stacy Harrison of Virginia, author and co-chair of the Republican National Committee from 1997 to 2001, is the new assistant secretary for Educational and Cultural Affairs. During 2000, Ms. Harrison was a visiting fellow at the University of Pennsylvania's

Annenberg Public Policy Center. In 1973, she co-founded with her husband E. Bruce Harrison Co., an environmental public relations firm. From 1969 to 1973, she worked as a freelance writer. Before that, she was a real estate broker. She and her husband Bruce have six children.

U.S. Ambassador to Sweden. Charles A. Heimbold Jr. of Connecticut, deputy chairman of the board of the Federal Reserve Board of New York and chairman of the board and chief executive officer of Bristol-Myers Squibb, is the new U.S. Ambassador to Sweden. He joined Bristol-Myers in 1963 as a staff attorney and rose to CEO in 1995. From 1960 to 1963 he was an associate attorney for Milbank, Tweed, Haley & McCloy LLP, a New York law firm. He has served as a director of the Federal Reserve Bank of New York since 1999 and as deputy chairman since 2000. A member of many corporate boards, Mr. Heimbold has chaired several charitable organizations,

among them, Phoenix House, a nonprofit organization devoted to drug abuse treatment for adults and children. He was an officer in the U.S. Navy from 1954 to 1957. He and his wife Monika have four children.

U.S. Ambassador to the Dominican Republic. Hans A. Hertell of California, an attorney with Hans H. Hertell Law Offices in Puerto Rico, is the new U.S. Ambassador to the Dominican Republic. He has chaired Beers/American Builders Corp. and the American Builders Corp. of San Juan since 1999. From 1992 to 1996 he was managing director for the Caribbean and Latin America areas for Black, Kelly, Scruggs & Healy, a Washington, D.C., law firm. He was president and chief operating officer of PonceBank, Ponce, Puerto Rico. He and his wife Marie have three children.



U.S. Ambassador to Tajikistan. Franklin Pierce Huddle Jr. of California, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Tajikistan. At the time of his appointment, he was consul general in Toronto. Before that, he was consul general in Bombay. Mr. Huddle was country

director for Pacific Island Affairs in the Bureau of East Asian and Pacific Affairs. From 1990 to 1994, he was deputy chief of mission of the U.S. Embassy in Rangoon. He has also served in the Philippines, Thailand and Nepal. He and his wife Chanya have one child.

U.S. Ambassador to the Republic of Yemen. Edmund J. Hull of Virginia, a career member of the Senior Foreign Service, class of Career Minister, is the new U.S. Ambassador to the Republic of Yemen. Before assuming his ambassadorial position, Mr. Hull was principal deputy coordinator for Counterterrorism from 1999 to 2001. Before that, he was director of U.N. Peacekeeping Operations in the Bureau of International Organization Affairs from 1997 to 1999. He was deputy chief of mission at the U.S. Embassy in Cairo from 1993 to 1996. He directed the Office of Near East Affairs at the National Security Council from 1991 to 1993. Mr. Hull has also served in Tunis, Jerusalem, Beirut, Amman and two tours in Cairo. He was a Peace Corps volunteer in Mahdia, Tunisia. He and his wife Amal have two children.



U.S. Ambassador to Kuwait.

Richard H. Jones of Nebraska, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Kuwait. He was U.S. Ambassador to the Republic of Kazakhstan from 1998 to 2001 and U.S. Ambassador to Lebanon from 1996 to 1998. Before that, he direct-

ed the Office of Egyptian Affairs in the Bureau of Near East Affairs. Mr. Jones joined the Foreign Service in 1976 and held a variety of positions in the Bureau of Economic and Business Affairs before being assigned to Paris as an economic policy adviser in the U.S. Mission to the Organization for Economic Development and Cooperation. He also served two tours in Saudi Arabia. Mr. Jones and his wife Joan have four children.



U.S. Ambassador to The Gambia.

Jackson McDonald of Florida, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to The Gambia. He joined the Foreign Service in 1980 and has served in Bangladesh, Lebanon, France, the Soviet Union, Kazakhstan and Côte d'Ivoire. He was principal officer in

Marseilles and deputy chief of mission both in Almaty, a post he opened in 1992, and in Abidjan. Mr. McDonald and his wife Françoise have three children.



U.S. Ambassador to the Kingdom of Lesotho.

Robert G. Loftis of Colorado, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Kingdom of Lesotho. He was deputy chief of mission at the U.S. Embassy in Maputo from 1999 to 2001. He joined the Foreign Service in 1980

and served in Geneva, Wellington, Brasilia and Bissau. Mr. Loftis and his wife Elizabeth have two children.



U.S. Ambassador to Nepal.

Michael E. Malinowski of the District of Columbia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Nepal. He was deputy chief of mission at the U.S. Embassy in Manila from 1999 to 2001, serving as chargé d'affaires for the last year of his assignment.

He directed the Office of Pakistan, Afghanistan and Bangladesh Affairs in the Bureau of South Asian Affairs from 1997 to 1998. In 1989, Mr. Malinowski was deputy to the President's special envoy to the Afghan resistance. He was principal officer at U.S. Consulates in Peshawar and Maracaibo. He has also served tours in Colombo, Kabul and Mexico City. He and his wife Karen have been married since 1975.

U.S. Representative to the European Office of the United Nations.

Kevin E. Moley of Arizona, a self-employed private investor with extensive federal government experience, is the new U.S. Representative to the European Office of the United Nations with the rank of ambassador. A former consultant with Colorado-based Kinetra, LLC, he was president and CEO of Integrated Medical Systems, Inc. of Golden, Col., from 1996 to 1998, and senior vice president of PCS Health Systems, Inc. of Scottsdale, Ariz., from 1993 to 1996. Mr. Moley was deputy secretary from 1992 to 1993 and assistant secretary for Management and the Budget from 1989 to 1992 at the U.S. Department of Health and Human Services. He held senior positions in the Health Care Financing Administration of HHS from 1984 to 1988 and was active in the 1984 Bush presidential campaign. From 1974 to 1983, Mr. Moley was regional marketing manager for New England Life Insurance Co., in New Orleans. He was district group manager of CNA Insurance in Philadelphia from 1969 to 1974. He earned a Purple Heart in Vietnam during his service as a Marine from 1965 to 1971. Mr. Moley and his wife Dorothy have one child.

U.S. Ambassador to Kazakhstan.

Larry C. Napper of Texas, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Kazakhstan. He was coordinator for East European Assistance from 1998 to 2001 and U.S. Ambassador to Latvia from 1995 to 1998. Mr. Napper served as chargé d'affaires and deputy chief of mission at the U.S. Embassy in Bucharest from 1989 to 1991. He was deputy director of the Office of Southern African Affairs from 1986 to 1989 and a congressional fellow in the office of Representative Lee Hamilton from 1983 to 1984. He has also served two tours in Moscow and one tour in Gaborone. Before entering the Foreign Service in 1974, Mr. Napper was an officer in the U.S. Army from 1969 to 1972. He and his wife Mary have two sons.



U.S. Ambassador to the Democratic Republic of Zimbabwe. Joseph G. Sullivan of Virginia, a career member of the Senior Foreign Service, class of Career Minister, is the new U.S. Ambassador to the Democratic Republic of Zimbabwe. He was U.S. Ambassador to Angola from 1998 to 2001. He co-chaired the Israel-Lebanon Monitoring Group based in Nicosia from 1997 to 1998 and was special coordinator for Haiti from 1996 to 1997. He served as principal officer of the U.S. Interests Section in Havana from 1993 to 1996. He was Diplomat-in-Residence at Georgetown University in 1993 and deputy assistant secretary for Inter-American Affairs from 1989 to 1992. Mr. Sullivan has also served in Tel Aviv, Lisbon and Mexico City. Before entering the Foreign Service in 1970, he was a health service officer at the National Institutes of Health. He has two sons.

Coordinator for Counterterrorism. Francis X. Taylor of Maryland, a retired U.S. Air Force brigadier general with extensive experience in special investigations, is the new Coordinator for Counterterrorism with the rank of ambassador. He was commander of the Air Force Office of Special Investigations at Andrews Air Force Base from 1998 to 2001 and held the same position at Bolling Air Force Base from 1996 to 1998. Gen. Taylor was director of special investigations in the Office of the Inspector General in the Office of the Secretary of the Air Force from 1995 to

1996. From 1994 to 1995, he was director of mission guidance in the Air Force Office of Special Investigations. He was commander of AFOSI Region 2 at Langley Air Force Base in Virginia and held the same position at Osan Air Base in the Republic of Korea. He was deputy commander of the 487th Combat Support Group at Comiso Air Station in Italy. From 1984 to 1987, he was deputy director for operations, counterintelligence and investigative programs in the office of the deputy under secretary of Defense for Policy at the Pentagon. He and his wife Constance have three children.



U.S. Ambassador to Guinea. R. Barrie Walkley of California, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Guinea. After joining the Foreign Service in 1982, he served in Yaounde, Lahore, Pretoria, Islamabad and as deputy chief of mission at the U.S. Embassy in Kinshasa. In 1993, he was seconded to the United Nations and served as U.N. spokesperson in Mogadishu. He and his wife Annabelle were Peace Corps volunteers in Somalia. They have two children.

PERSONNEL ACTIONS

Foreign Service Retirements

Alexander, Gary Roy	Felthousen, Betty Ann	Lambert, Lynne Foldessy
Andrus, Donald Bruce	Foulger, Thomas Frank	Leininger, Wayne Stephen
Becelia, Joseph F.	Gallazzi, Joseph	Lennon, Edward A.
Bennett, John E.	Hortoland, Elka Haubold	Long, John D.
Blackburn Jr., Robert Q.	Hunter, Donald Carter	Lundin, John E.
Bodeen, Virgil D.	Jacobs, Mark L.	Lyons, Christopher D.
Brand, Julee A.	Jamison, Michael	Maisto, John F.
Buczacki, Jeffrey J.	Jones, Glenn T.	Mandel, Judy T. Landstein
Bumbrey, Sallybeth M.	Kane, Marian Ann	McNaull, Michael E.
Casey, Patricia M.	Kaufmann, John Henry	McWilliams Jr., Edmund F.
Ellice Jr., Douglas V.	Kish, Stephen Charles	Mustain Jr., Robert W.
Essington Sr., Robert R.	Krug Jr., William A.	Nielsen, Barbara Haven

Civil Service Retirements

Ashcraft, Doreatha M.	Hicks, Carrol S.
Baker, Richard A.	Lazar, Lawrence D.
Block, Eileen F.	Ross, Thelma C.
Einhorn, Robert J.	Sayyad, Vara L.
Gans, Jean M.	Siegel, Jeffrey R.
Hainsey, Gail V.	Ulan, Michael K.



Training Continuum Is Critical

Story by Thea Bruhn
Photos by Bob Kaiser

Popular wisdom used to say that too much time spent in training was not career enhancing, that it was better to learn on the job.

Popular wisdom is changing.

There has been a growing consensus, strongly advocated by Secretary Powell, that training is not only important but imperative. The next step toward creating a rational approach to training was unveiled in September, with the publication and distribution of the Training Continuum for Foreign Service Generalists.

Katherine Peterson, director of the Foreign Service Institute, praised the new training development tool as "one part of the career development ladder, with assignments and on-the-job experience completing the structure."

Secretary Powell has emphasized the importance of training in his own career as an Army officer and has suggested that training must assume greater importance at the State Department. Under Secretary Grant Green has voiced strong support for training at all levels of the Department and for training at FSI in particular. The Training Continuum is one of numerous initiatives Director General Ruth Davis promoted when she directed FSI, and she continues to raise the profile of training and to encourage officers to see it as a significant component of a successful career.

"The continuum provides a broad overview of appropriate training Foreign Service officers should consider as

they plan their careers in the Department," FSI Director Peterson said. She cited the need for generalists to develop skills they need at each level of their careers and to build a solid foundation of skills so they are prepared to assume increased responsibility. "Foreign Service officers are generalists," she said, "but they are also expected to have expertise in one of the five cones: administrative, consular, economic, political and public diplomacy."

The Training Continuum includes suggested courses and training opportunities for both aspects of officers' work in the Foreign Service. Tradecraft courses prepare them for work in their cones, while leadership, management and supervisory courses develop more general skills. The continuum highlights training important for all generalist officers throughout their careers, but officers should be aware of other training critical to performing Foreign Service work successfully.

For example, officers need fluency in foreign languages to communicate effectively overseas, and they need to understand the cultural dynamics of the countries where they are assigned. They need to be able to work in a global environment where technology and contemporary approaches manage resources. Today's world requires proficiency with computers and other forms of technology.

Officers need to acquire leadership and management skills early and throughout their careers, rather than only when they move into management positions. All assignments require some leadership and management. Officers should review the new Training Continuum for



Announcing FSI's publication of a new training continuum are, from left, A. Ellen Shippy, dean, School of Professional and Area Studies; Ruth A. Davis, director general of the Foreign Service and director of Human Resources; Grant Green, under secretary for Management; Katherine H. Peterson, director of FSI; and Mary Ryan, assistant secretary for Consular Affairs.

Foreign Service Generalists in conjunction with the earlier Leadership and Management Continuum.

According to Ms. Peterson, FSI will be developing similar volumes for specialists.

"The Training Continuum should be a useful tool for officers, human resources officers, supervisors and others," the FSI director said. "I encourage you to give us feedback on the continuum. As we develop and refine such career tools, we want to ensure that they are responsive to the needs of our State Department employees."

Copies of the continuum have been distributed to all Foreign Service generalists, personnel officers in the Department and overseas and all career development officers in the Bureau of Human Resources. The Training Continuum for Foreign Service Generalists is also available through the FSI web site on OpenNet. Additional copies are available through FSI's School of Professional and Area Studies (Carol Gullion, tel: [703] 302-6940; e-mail: gullioncl@state.gov). ■

The author is an education specialist at FSI.

Courses: National Foreign Affairs Training Center

Education & Training

PLEASE NOTE! Language start date change

The start currently advertised as Feb. 25, 2002, moves to March 4, 2002. End dates are changed as follows:

Course	Currently Scheduled Date	New End Date
FAST	4/19/02	4/26/02
BASIC 23 Wks	8/02/02	8/09/02
BASIC 24 Wks	8/09/02	8/16/02
BASIC 30 Wks (German)	9/20/02	9/27/02

The new dates for Intensive Area Studies, Section 0002, FY2002, are:
Start 02/18/02 End 03/01/02

Dates for FSI Transition Center courses are shown below. See the Department Notices for announcements of new courses and new course dates. For information on courses, visit FSI's schedule of courses on the Department's intranet at www.fsiweb.gov.

Course	Jan.	Feb.	Length
TRANSITION CENTER			
Security Overseas Seminar			
SOS: Security Overseas Seminar MQ911	7	4	2D
ASOS: Adv. Security Overseas Seminar MQ912	15	26	1D
TDY Security Overseas Seminar MQ913	7	4	1D
Security Overseas Seminar, Youth MQ914	23		1D
Transitions (OBC)			
Regulations Allowances & Finances MQ104	12		3D
Protocol & U.S. Representation Abroad MQ116	23		1D

Course	Jan.	Feb.	Length
Going Overseas – Logistics for Adults MQ220	27		2.5H
Post Options for Employment & Training MQ703	26		1D
Targeting the Job Market MQ704	24		2D
Managing Rental Property Overseas MQ853	16		2.5H
Emergency Med. Care and Trauma Wkshp. MQ115	9		1D

Career Transition Center

Retirement Planning Seminar RV101	26		4D
Financial and Estate Planning RV103	28		1D
Annuities and Benefits and Social Security RV104	27		1D

EXTERNAL TRAINING OPPORTUNITIES FSI SPONSORS

FY 2002 USDA Graduate School Courses at FSI:

Management Analysis: Overview	12		5D
Mgt. Analysis: Des. and Cond. a Study	20		5D
Merit Systems Principles	30		1D
Consulting Skills for HR Professionals			Dates TBA
Processing Personnel Actions			Dates TBA
Basic Position Classification			Dates TBA
Basic Staffing and Placement			Dates TBA
Basic Employee Benefits for Personnelists			Dates TBA

See your Bureau Training Officer for information about attending FSI-sponsored, two-week residential management seminars and long-term career development training opportunities. Length: H = Hours, D = Days

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

O B I T U A R I E S



Andrew Andranovich, 76, a retired Foreign Service officer, died Sept. 14 of a heart attack in Chula Vista, Calif. He served in Cairo, Jerusalem, Haifa, Tokyo, Seoul, Bonn and, for two tours, in Ankara. During World War II, Mr. Andranovich served with the U.S. Army in Central Europe.



Richard S. Barnsley, 85, a retired Foreign Service officer, died of Parkinson's disease Sept. 10 at his home in Alexandria, Va. He served with the U.S. Information Agency from the late 1940s until his retirement in the early 1970s. He served in the Philippines, Lebanon and Washington, D.C. Mr. Barnsley was an officer in the U.S. Army Air Force

during World War II.

Robert "Russell" Black, 83, a retired Foreign Service officer, died May 9 at Providence Medical Center in Kansas

City, Kan. For almost 30 years, he served with the U.S. Information Agency in Munich, Baghdad, Cairo and Washington, D.C. A reporter and Voice of America announcer at the time, Mr. Black covered the funerals of Presidents Kennedy and Eisenhower. As a U.S. Army Air Force pilot during World War II, he was wounded in action and awarded a Purple Heart.

John Bovey Jr., 88, a retired Foreign Service officer, died Sept. 21 in Cambridge, Mass. He served in Rotterdam, Casablanca, Paris, the Hague and Oslo, where he was deputy chief of mission. During World War II, Mr. Bovey served as an officer in the U.S. Navy.



John L. Kuhn, 88, a retired Foreign Service officer, died Sept. 22 of a heart attack near his home in Falls Village, Conn. He joined the Foreign Service in 1947 and served in Johannesburg, Marseilles, Strasbourg, Paris and Rome, where he was consul general. An officer in the U.S. Navy during World War II, Mr. Kuhn served in the Pacific Theater.

Remembering Former Diplomats in Rome

By Loretta Phillips

The English-speaking community knows this quiet corner of Rome simply as the Protestant Cemetery. Considered one of the most beautiful in the world, the cemetery is the final resting place of English poets John Keats and Percy Bysshe Shelley.

In early July, a U.S. Embassy group paid respects at the graves of the 12 American diplomats buried there. Stopping at each grave to place a small floral bouquet and an American flag, the visitors reflected on the diplomats' lives and offered a moment of silence in their memory.

At the grave of George Perkins Marsh, the first U.S. Ambassador to Italy and chief of mission for more than 21 consecutive years, Chargé William P. Pope read an excerpt from a recent biography of the 19th century diplomat. ■



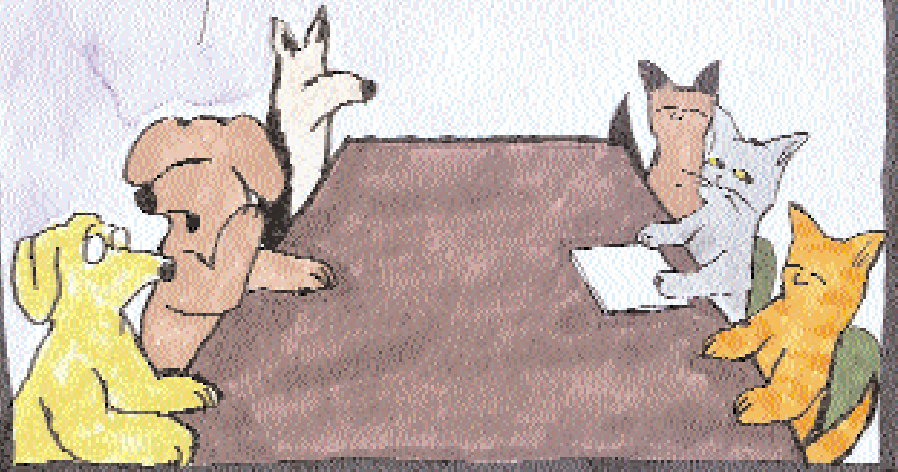
Photo by Alvaro Sebastiani

Chuck Keil, left, consul general, and Chargé William P. Pope pay their respects at the grave of one of the American diplomats buried in Rome's Protestant Cemetery.

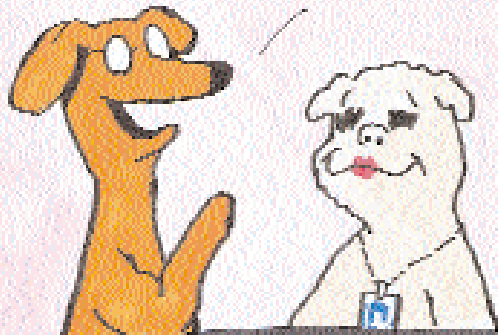
The author is special assistant to the ambassador at the U.S. Embassy in Rome.

WHEN DIPLOMACY GOES TO THE DOGS

WHERE ARE MY BARKING POINTS?



I MAY NOT BE THE BIG DOG, BUT BY GOLLY I'M THE DEPUTY ASSISTANT BIG DOG!



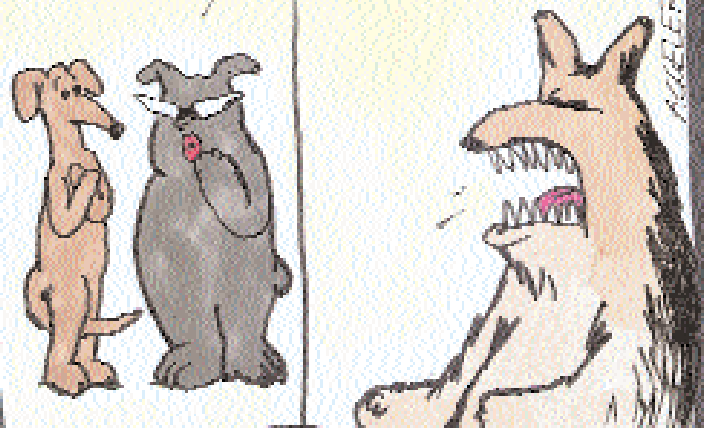
SURE I'VE BEEN CONED CHIHUAHUA, BUT I'M HOPING TO BECOME MULTIFUNCTIONAL AS A GREAT DANE...



SORRY, DUTCH, BUT THESE BONES ARE ON A STRICT "NEED TO GNIUW" BASIS.



DON'T WORRY- AMBASSADOR SHEP'S BARK IS WORSE THAN HIS BITE.



ANGELER 2001