

U.S. DEPARTMENT OF STATE

SEPTEMBER 2004

State

MAGAZINE



LUANDA

POST OF THE MONTH

A group of students practice using cameras in preparing their personal documentaries.



IN OUR NEXT ISSUE:

Looking through the lens of Romania's HIV-positive teens

State

MAGAZINE

Paul Koscak
ACTING EDITOR-IN-CHIEF

Dave Krecke
WRITER/EDITOR

Bill Palmer
WRITER/EDITOR

David L. Johnston
ART DIRECTOR

Lauren Bayton
INTERN

ADVISORY BOARD MEMBERS

Sylvia Bazala
CHAIR

Jo Ellen Powell
EXECUTIVE SECRETARY

Kelly Clements

Tom Gallo

Pam Holliday

Joe Johnson

Tom Krajewski

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TO INSPECT AND SERVE

Management Officer Kurt Luertzing, left, and Facilities Manager Scott Willard, right, show inspectors Janet Wilgus and Timothy Wildy some renovated buildings.

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ON THE COVER

A young Angolan woman looks out the window at a beach near the capital city of Luanda. *Photo by Christopher Dell.*



Diplomacy in a Democratic Age

As autumn arrives, we store away our summer paraphernalia and fond memories of vacations and rededicate ourselves to work. At such moments it's good to take stock of the broader context of our diplomatic labors. When I do that, what

strikes me is how much that context has changed in only a few decades.

It's not the end of the Cold War to which I refer, but more what the end of the Cold War has enabled. We now live in an era in which human capital, social trust and institutional capacity define national success far more than the sinews of heavy industries and iron-bound war machines. We shouldn't exaggerate change. Contrary to what some claim, military power and economic wealth still count and state sovereignty is not obsolete. But the entire context of world affairs is shifting and Americans, more than most, should see why. It's because freedom and democracy are on the rise, on a global scale.

When people gain a real stake in their own societies they begin to care deeply about the political arrangements that affect them. Stakeholder democracy is the dominant political trend in the world today, and that is what defines the contemporary formula for national power. The undeniable truth is that democracy enables a society to mobilize its productive assets as no other form of government can.

As physical boundaries become more porous with the spread of the information revolution, the dynamism of democracy is flowing across boundaries of all kinds like never before. As it does, political leaders find that they can no longer deal with each other in isolation from the societies they serve and apart from the principles their people hold dear. People power in a hundred forms, in a thousand combinations, is changing the character of international politics.

This new environment raises new demands on diplomacy. More issues crowd our agendas. Democratic publics, for example, won't tolerate in silence massive violations of human rights, even those taking place far away, in places like Darfur.

But the new demands on diplomacy are arising not just because citizens are more aware of wrongs to be righted, and not just because the threats of terrorism and pandemic disease are so obviously transnational. These demands stem more fundamentally from the fact that

free peoples empathize with each other and with those who yearn to be free. In short, the spread of freedom has broadened the awareness that we all live within a global human community.

The policy implications of that awareness are manifest. Decades ago communicable diseases were not seen as threats to international stability. Failing states in remote regions were not thought capable of constituting core threats to international security. The repression of women and minorities within state borders or trafficking in persons across those borders, were considered marginal issues when more traditional politico-military threats faced us, nuclear arsenals and all.

Today we grasp the relationship between repression, bad governance and the violent reactions they invariably provoke. We understand better the connection between justice and freedom to the one side, peace and prosperity to the other. We see that global security cannot be separated from global ethics, from what President Bush has called the non-negotiable demands of human dignity.

No nation can truly be safe, or rest content, when tens of millions of people fear the next sunset. So with the President's leadership we have devised the most generous and creative development policies since the Marshall Plan. We lead the global fight against HIV/AIDs. We fight against trafficking in persons. We assemble coalitions to stop collapsing governments in Liberia and in Haiti from wrecking widespread havoc. None of these efforts qualifies as a traditional great power's vital interest. But they are vital to both international security and to American interests in an increasingly democratized diplomatic environment.

Although our lives as diplomats have become more complicated, these are complications to be welcomed. Free nations don't harbor or support mass murderers and terrorists. Free nations don't produce concentration camps, gulags and mass graves for their citizens. Democratic publics, their military establishments bound to society under the rule of law, don't yearn for war.

Indeed, the new demands of our age are far overshadowed by the benefits that the trend toward freedom and democracy offers us. Despite the inherent difficulties of an age of rapid and profound change, our glass is more than half full. Now that summer is over, let us renew our determination to make all cups overflow with peace, prosperity, and the true fulfillment of the human spirit. Let us make the most of the opportunities before us. ■

Response to Baghdad Diary Letters

We received many letters about the Baghdad Diary article in the July-August issue of State Magazine. This article does not reflect the views of the Department of State. Publication of those remarks was an error of judgment. We profoundly regret any offense that the article may have caused and reaffirm our commitment to furthering gender equality in the workplace and opposing sexism in any form.—The Editor

Nice job....but

I just finished the superb article in the June issue on the students who were ambassadors for a day. The article was very informative but it was inaccurate in one important respect. It stated that the only people who tutor these students are from ECA and IIP. I am from IRM and was one of the tutors, and there are several from other bureaus who participated. I don't know who

obtained the information about this, but John Arbogast, the program's coordinator, would have told you that the tutors come from all over the Department.

Michelle Wood

Information Technology Specialist

Getting the Area Right

While I enjoyed reading the post of the month article on Athens in the July-August issue, there is one mistake that needs correcting. You list the land mass of Greece at "over 81,900 square miles," whereas the correct size is in fact 50,942 square miles. I suspect you used the wrong metric conversion factor to convert the 131,940 square kilometers listed in the CIA World Factbook as the size of Greece. You need to use a factor of .39 when converting area (square kilometers to square miles), not the .6 factor for converting distance (linear kilometers to linear miles).



Domenick DiPasquale

Retired FSO

Reston, VA

Many thanks for the lesson in conversion of square kilometers to square miles. We'll try not to make that error again.—The Editor

Correction

A caption on page 9 of the July-August issue misspelled the name of Paul Bremer, then head of the Coalition Provisional Authority in Iraq.

FROM THE EDITOR

Angola is emerging from a long period of civil conflict into a prosperous, peaceful future. After 27 years of strife, this sub-Saharan nation is beginning to enjoy a vibrant economy. It's a nation with European tastes and African roots and a new American embassy rising on a hill in Luanda.

Go behind the scenes with an inspection team as it takes a close look at the U.S. Embassy in Chad. You'll see these inspections follow a time-tested procedure that evaluates everything from employee morale to finances.

The Kyrgyzstan mountains provide the backdrop for a rescue so bizarre it could be the plot of a thriller novel: A group of stranded hunters are rescued by a helicopter that crashes. The surrounding events kept the embassy in the limelight.

Some employees in Tanzania are plunging right into Kiswahili, the national language—phonics, cul-

ture and all. The three-day immersion program makes newcomers' lives richer and more fulfilling and has lots of practical value.

Attending the military colleges at Fort McNair in southwest Washington, D.C., might be just the thing to enhance your career. Study some vital topics and earn a free master's degree while your paycheck keeps arriving. Where could you find a better deal if you qualify?

As the Department continues to improve its security, it hasn't overlooked other sites that draw Americans, such as overseas schools. Popularly known as soft targets, learn what's in store to protect these unofficial facilities.

GOOD Sports

TEAM BUILDING, BAKU-STYLE

Diplomats on tricycles? Development experts tossing water balloons? Security investigators digging in for a tug-of-war? Did someone slip something strange in the embassy's cafeteria food?

Actually, these were just a few scenes from the U.S. Embassy in Baku's first annual Field Day, an afternoon of team building and fun that brought a mission together that has expanded rapidly and split from one main chancery building into three separate facilities. Mission staff from all sections and agencies, together with their families, cheered each other on as they participated in fun competitions.

Spectators also enjoyed face painting and a martial arts demonstration. Embassy spouses held a bake sale, the nurse offered free health information

and blood pressure tests and the employee association sold hamburgers, hot dogs and ice cream.

It was a time for everyone from the embassy to relax together, compete in silly games and meet folks they work with but rarely

see in an informal setting. The event also demonstrated that the embassy is a good neighbor, generating more than \$1,000 in donations for a nearby school—enough to renovate a classroom and turn it into an English language learning center.

The outcome: a more cohesive embassy family, improved mission morale, new facilities for a needy neighborhood school and bragging rights for the winning tug-of-war team—at least until next year.



Coach and crowd cheer as a tug-of-war team digs in its heels.

Foreign Service Teens Connect Through Community Service

The Foreign Service Youth Foundation offers Foreign Service teens a support network to help them acclimate to U.S. culture after living abroad for several years. From transition workshops to bowling nights, the foundation's development program helps teens feel good about their new home and the people around them.

The teens launched a canned food drive as part of a community service learning program sponsored by a

two-year grant from the Una Chapman Cox Foundation, an organization that funds projects that benefit the Foreign Service. The food drive stocked the food pantry at the Arlington Diocese Office of Resettlement, which feeds refugees in the Washington, D.C., area.

Teens in the foundation hope to apply their global experience, multilingual skills and support network to help others. The group also organizes other community service events for refugees, such as movie nights, potlucks, outdoor games and pizza parties. These events foster understanding and friendship among cultures.

For more information on teen community service projects, call (301) 404-6655 or e-mail Melanie Newhouse, executive director, at fsyf@fsyf.org.

The Department's annual Combined Federal Campaign is set to kick off for 10 weeks starting Oct. 1. This year's goal is to raise \$1.775 million, slightly more than last year's achievement.

More than 3,000 national and international charities depend on the Combined Federal Campaign funds for support.



KID-VID WINNERS ANNOUNCED

Young filmmakers showcased their talent in the FSI Overseas Briefing Center and Foreign Service Youth Foundation's 2004 KID-VID Contest. The contest encourages Foreign Service youth, ages 10 to 18, to produce videos that reflect their view of housing, schooling, shopping and recreation at the post.

This year's first-place winners are Jake Fulton, 15, and Kayleen Fulton, 13, for their engaging production on Guangzhou, China. Their lively narrative and extensive footage provided a view of life in Guangzhou from a teen perspective.

Andrew Johnson, 14, earned second place with his production of life in Prague, Czech Republic. His footage included a thorough view of the school facilities and city landmarks.

There was a tie for third place. Brad Dunn Jr., Pablo Alaves, Sean Skinner, all 14, and Stephanie Skinner, 12, collaborated on a well-organized, informative narrative with colorful footage to describe the unique aspects of life in Mexico City. The Keen brothers, Thomas, 13, and Nicholas, 11, cooperated to portray life for young Americans in Yerevan, Armenia. Their video focused on the community school.

The Foreign Service Youth Foundation donated prize money to be divided among the top award winners. First- through third-place winners were invited to the annual Youth Award Ceremony in the Benjamin Franklin Room in July. Each participant received a personal thank-you letter from the Overseas Briefing Center and the Foreign Service Youth Foundation.

Contest judges recognized more than 15 participants from eight posts around the world for honorable mention. All entries were added to the center's video library. The center encourages students to participate in future contests because these videos are valuable resources for families considering assignments to the posts featured.

FSNs Hit the Jackpot on Visit to Kentucky

Foreign Service National employees from 22 countries visited the Kentucky Consular Center to learn more about the visa lottery for immigrants.



FSNs enjoy an afternoon in Cumberland Falls State Park during their visit to Kentucky.

The center conducts the Diversity Visa program, an annual lottery that issues 50,000 immigrant visas to people from countries with low rates

of immigration to the United States.

Typically, FSNs who work in consular sections in these nations explain the lottery program at home, while the Kentucky Consular Center supports their efforts by notifying winners, collecting initial paper-

work, scheduling appointments and mailing completely documented cases to posts.

Before the workshop, the FSN visitors knew their KCC colleagues only through e-mail, and neither side completely understood the other's role in the DV process.

"Now that I understand their role, I can do my job better," said Kingsley Onwubu of Lagos.

Not only did the FSNs use this chance to learn more about how KCC strives to make things easier for the post, they offered suggestions to make procedures more efficient.

The collaboration proved productive when both the center's staff and the FSNs were better informed at the end of the visit.

"It was exciting to learn about the role each FSN plays in the process," said Jaime Smith from KCC Data Entry. "I have always taken my position here really seriously and I know that each case we process directly affects the life of another person. Now I can relate a lot of the cases more personally when I recall some of the things I learned about the countries represented by the Foreign Service Nationals."

HOMELESS STUDENTS' MURALS SPEAK FOR THE PEOPLE

Through a grant provided by the public affairs section of the U.S. Embassy, homeless students of the Reyum Kasumisou Art School in Phnom Penh designed and painted a series of murals on the temporary exterior walls of the new embassy compound. Each of the mural's 10 images depicts an individual student's interpretation of democracy, with illustrations representing the right to vote, freedom to assemble peacefully, freedom of religion, freedom of expression and the freedom to participate in a nonviolent civil society. The project promoted democratic principles while it showcased the young artists' talents.



Officials inaugurate the student's mural. They are, from left, Ly Daravuth and Lim Vanchan, Reyum school representatives; Kep Chuktema, Phnom Penh governor; Nak Tanavuth, chief of international relations; and Charles Ray, U.S. Ambassador to Cambodia.



New Directions in Family Member Employment

My experience overseas and travels as director general have confirmed my conviction that providing job opportunities for family members overseas is critical to our mission. I know

that jobs for family members are an important consideration in the bidding process and a key factor in the quality of life. Creating those opportunities also helps us to attract and retain the best employees. We also are fortunate to have a body of well-educated family members with diverse backgrounds whose dedication to our mission is similar to their sponsoring employees.

Over the years, family members have built cultural bridges by working, volunteering and giving back to their communities. But demographics and expectations have changed. For some time now, family members have included qualified professionals who want to continue their careers. Dual professions and dual incomes are now the norm, and we have expanded our efforts accordingly.

Our goal is to close the gap between the 33 percent of spouses who are working and the 53 percent who want to work. To meet that goal, we are striving to improve opportunities for employment inside and outside our missions. Because working for the U.S. government remains the first choice for family members, we are looking at creative interagency solutions and encouraging open hiring practices across agency lines. For example, we are working closely with the U.S. Agency for International Development to make more of their positions available to qualified family members. We also are looking at ways to make the overseas hard-to-fill exercise work better for family members. This year, the cable announcing the availability of unbid positions will be better synchronized with the Foreign Service bidding process, making it easier for family members to plan and to apply.

For those interested in working outside our missions, we now have bilateral work agreements in place with 91 countries and de facto work arrangements with 53 others (<http://hrweb.hr.state.gov/flo/employment/workagreements.html>). We continue to expand those agreements, and ask posts to tell us if they are not working as

expected. Since 2002, the Strategic Networking Assistance Program has supported family members interested in jobs on the local economy. So far, 319 employees have been offered jobs at 19 posts participating in the pilot program and 195 have accepted positions—a 25 percent increase since 2002 for jobs on the local economy overseas. Employees and family members at participating posts responded positively to a recent survey, and we are expanding the program as they suggested.

We also are participating in the Spouse Telework Employment Program, a cooperative effort of five federal agencies and the Telework Consortium, to tap into opportunities for telecommuting worldwide. Response has been very positive, with 50 résumés received in the first week. Initially there will be six telecommuting positions available from private corporations for spouses of State employees working overseas. We hope to launch the program this autumn. To provide more options on the local economy, we also are increasing our networking domestically with multinational corporations and nongovernmental organizations, engaging the private sector on the value our family members can add to their organizations.

Where we can, we are improving conditions of employment. Family member appointments provide the same benefits as other federal employees, including participation in FERS and TSP and the option to enroll in federal health and life insurance plans. We also have seen creative thinking from posts, with requests to establish new positions with substantive portfolios at the FP-05 level and above. The Bureau of Diplomatic Security has supported our efforts through the interim security clearance, allowing quicker appointments to sensitive positions. Finally, the Personal Services Agreement Plus has provided a way to hire qualified non-U.S. citizen family members and other members of the household for mission positions overseas.

We all know the contributions that family members make to the Department's mission. But we also need help from everyone to develop additional creative solutions to improve employment opportunities overseas. Send me your ideas by e-mail on DG Direct. Our organization will be better for it. ■

The damaged façade of an ornate Portuguese-style building stands as a metaphor for the work left to be done in Angola, a country recovering from a generation of civil war.



POST OF THE MONTH



LUANDA

Peace Finally Grips This
Strife-Torn Nation

By Ann Galchutt and Inga Heemink



Above: A dramatic sunset bathes Luanda, Angola's capital, in color. Below: The embassy general services and maintenance staffs roast a pig for employee appreciation day.

Transition is the best word to describe Angola today: transition from war to peace, from humanitarian assistance to development, from trailers to a new \$40 million chancery. Luanda, the capital of this sub-Saharan country, can be painted only in bold, contrasting colors. It's an African city teeming with four million people and a distinct flavor of European architecture, cuisine and cafes. It's also a city grappling to rebuild its war-shattered infrastructure while sustaining a modern oil industry pioneering ultra-deep offshore exploration and a city where mangled war victims mingle with joyful children on their way to school and a better tomorrow.

In this vibrant and colorful city, a new U.S. Embassy compound is rising on Miramar Hill with a commanding view of the Bay of Luanda

and the ocean. Scheduled for completion in early 2005, the facility will enable staff from State, the U.S. Agency for International Development and others to carry out U.S. policy.



PHOTOGRAPHS: (ABOVE) CHRISTOPHER DELL; (BELOW) SARAH HAYES

Angolan culture blends African roots and Portuguese heritage. Portuguese explorers arrived in 1482, and despite their nefarious slave trade, Angola's colonial experience is clearly evident. Portuguese influence in food, music, religion, art, architecture and, above all else, sports remains strong. (The June 2004 European soccer championship found almost everyone in Luanda tuned in and cheering for Portugal.)

In 1975, Angola gained independence and three nationalist groups—the MPLA, the FNLA, and UNITA—vied for power. The MPLA, led by Agostinho Neto, controlled the capital and fought off coup attempts with Cuban troops and Russian advisers. Mr. Neto died in 1979 and Jose Eduardo dos Santos then led the MPLA in a two-decade-long civil war against UNITA. In response, the Reagan administration supported those opposed to the communist-led MPLA, making Angola a major Cold War battlefield.

In 1992, an internationally brokered peace agreement led to elections that confirmed dos Santos as president. UNITA disputed the results and the war continued for another 10 years. Finally, after 27 years of major armed conflict fueled by oil and diamond revenue, fighting ended after the death of Jonas Savimbi, the UNITA leader, in a February 2002 firefight.

Peace has firmly taken hold. Close to four million Angolans have returned to rebuild their lives. Small-scale commerce is flourishing and political attention is increasingly focused on the 2006 elections.

Angola, particularly Luanda, has a surprisingly pleasant climate, given its location just south of the Congo River and north of the Namib desert. Luanda has a semi-arid microclimate (cooled by the Benguela current from Antarctica) that moderates the tropical heat. The capital also enjoys a short rainy season, yielding pleasant evenings and hot but not uncomfortable days most of the year.

Deep-sea fishing is especially popular. Located where the cold waters of the Benguela current meet central Africa's tropical waters, Luanda offers some of the best sport fishing in the world and the chance to spot whales, dolphins and giant manta rays. For landlubbers, the wonderful beaches at Palmerinhas, Mussulo and Cabo Ledo as well as Kissama National Park are located within a two-hour drive of Luanda.

Without the war, travel restrictions have loosened and safety has improved throughout the country. Travel farther into the interior is becoming more popular for those seeking adventure and unspoiled vistas.

AT A GLANCE



Country name: Angola

Capital: Luanda

Government: Republic

Population: 10.7 million

Religions: Indigenous beliefs, Roman Catholic and Protestant

Languages: Portuguese, Bantu and other African languages

Land mass: 481,200 square miles

Approximate size: Slightly less than twice the size of Texas

Currency: kwanza (AOA)

Per capita income: \$1,900

Export commodities: Petroleum products, diamonds, coffee, sisal and fish

Life expectancy: 36.8 years

SOURCE: CIA World Factbook 2003



Above left: A fisherman returns to port with the day's catch. Above right: Matthew McDowell, information management specialist, greets Miquel Manuel, the young man he sponsors in the local Big Brother program, for a sports day. Below left: Embassy FSNs and members of the local guard force adjust their protective masks during a chem-bio training exercise. Below right: The fortress of Sao Miguel (Saint Michael) was constructed by the Portuguese in the 16th century.





Above: Nelo Inacio, the post's Portuguese language instructor, tutors Neil Eynon, financial management officer; Lillian deValcourt, public affairs officer; and Mark Biedlingmaier, administrative officer. Below: Consular assistant Ada Hellyer, left, reviews biometric procedures with ORKAND contractors Jessica Norris and Ralph Lim, and with FSN Riquita Sampaio, behind the glass.

Kalendula Falls in Malange province are spectacular but virtually unknown outside the country.

Life in Luanda, though improving steadily, still has a way to go. Like most capitals in the developing world, it's noisy and congested, due in part to cheap gasoline at 85 cents per gallon. The oil industry is also booming. American companies expect to invest more than 20 billion dollars during the next 10 years exploring in deep, technologically challenging offshore reserves.

New restaurants spring up weekly, adding Chinese, Indian and Thai to the already plentiful supply of Angolan, Portuguese and Brazilian cuisines. South African, European and Brazilian retailers bring in the latest goods as they compete in a growing market. Foods

and wines from around the world are widely available in both large supermarkets and small neighborhood stores. Of course, as in any boomtown, prices are high and new arrivals experience sticker shock.

Entertainment is limited. The few nightclubs and reputable bars compete with video parties at friends' homes or overnight beach excursions. Opportunities abound, however, to meet interesting and well-traveled expatriates from the international oil companies, humanitarian and development organizations and lively Angolans who pride themselves on hospitality and like to include Americans in their celebrations and festive events. As in many small hardship posts around the world, the American community is close-knit and welcoming.

Embassy Luanda offers unique opportunities for incoming officers and those who have been around the block. Both generalists and specialists have important responsibilities, making Luanda both an exciting and a fulfilling place to serve. ■

Ann Galchutt is an information management specialist and Inga Heemink is a political officer at the U.S. Embassy in Luanda.





The inspection team probes for information. From left, Janet Wilgus, Michael Lynch, Fernando Rondon, Robert Gribbin (chargé d'affaires) and Timothy Wildy.

OIG Strives to Keep Department Shipshape

BY PAUL KOSCAK

Looking out for the Department's interests while ensuring that operations are productive, efficient and aboveboard is a tall order. It's also done by just one office—the Office of the Inspector General.

From budgets to broadcasting, the OIG staff offers a fresh, independent look at our working environment and reports what it finds to ultimately improve the State Department. Perhaps best known for its traveling inspection teams that evaluate the Department's approximately 260 embassies, the OIG is far more

than meets the eye. It actually has six specialties: audits, inspections, investigations, security and intelligence oversight, information technology, and broadcasting. While they differ in expertise, they all work to improve management and determine if U.S. interests and policies are being promoted.

The Office of Audits examines procedures, evaluates management and checks balance sheets and financial statements for accuracy, legality and good business practices. Auditors determine if goals are being met and resources are used economically and wisely.

In Afghanistan, the office looked into allegations the Department was lax in ensuring that DynCorp carried out its agreement to provide protective services, housing construction and other operational support for the president of Afghanistan and the U.S. Embassy in Kabul. The auditors dis-

covered duplicate and erroneous billings as well as shortfalls in recruitment and training, requiring the huge government contractor to credit the Department approximately \$925,000.

While just one of six OIG divisions, the Office of Inspections overshadows the bureau in the minds of many employees because of its high visibility. Best known for visiting posts and Department bureaus, this team determines if everyone is working together to achieve policy goals and promote U.S. interests. It gauges whether resources are being used efficiently and economically, if finances are in order, if managers are doing their job and if employees are performing as expected. The team looks for fraud, waste and mismanagement and what measures for detection, correction and prevention are in place. It identifies deficiencies and recommends ways to eliminate them. It also highlights outstanding performance and accomplishments.



Above: Inspector Robert Torres looks over a supply room at the U.S. Embassy in Ankara, Turkey. Below: Louis McCall, assistant inspector general, is part of the show in Lagos, Nigeria, on a Voice of America affiliate.



When inspectors discover serious problems, the Office of Investigations takes over. It investigates criminal, civil and administrative misconduct. Investigators

examine allegations, reports or other information pointing to illegal activity or violations and assist the Department and other agencies in detecting and preventing fraud. Depending on their findings, a case may be turned over to Human Resources, Resources Management, Diplomatic Security or the Department of Justice. The office has a hotline—(800) 409-9926—that employees can call to report suspected waste, fraud, abuse or mismanagement.

In 2002, investigators responded to a complaint that a company providing explosives-sniffing dogs and handlers to the Department made false claims about its qualifications. The company's president was indicted by a federal grand jury and sentenced the next year to more than six years in prison and ordered to pay back more than \$708,000.

Keeping people, property and information abroad safe and secure is what the Office of Security and Intelligence Oversight does best. This office works closely with an embassy's security officer and other security and intelligence staff to ensure that good oversight and policies are in place. Security inspectors observe how security programs are managed, recommend improvements and suggest ways to cut costs.

During May's inspection in Chad, for example, the security team evaluated how vehicle barriers were posi-



Inspector Robert Torres meets with staff at the U.S. Embassy in Ankara, Turkey.

tioned at the embassy entrance, how guards screened visitors and what protective buffers were in place or being planned for embassy property.

Surprisingly, the OIG is sort of in the broadcasting business. When the 1998 Foreign Affairs Reform and Restructuring Act abolished the U.S. Information Agency, it gave the office oversight of all U.S. nonmilitary overseas broadcasting controlled by the Broadcasting Board of Governors.

The OIG's Office of International Broadcasting Oversight conducts and coordinates audits, program evaluations and special reviews to ensure the board is promoting U.S. interests through its broadcasting services. Programming by the Voice of America radio and TV Marti of the Office of Cuba Broadcasting as well as WorldNet Television and Radio Sawa of the Middle East Radio Network receive special focus. Radio Free Europe and Radio Liberty—which includes Radio Free Iraq and Radio Free Afghanistan—and Radio Free Asia are also evaluated by the office.

The Office of Information Technology appraises the Department's and the Broadcasting Board of Governors' information management and information security programs. The Broadcasting Board of Governors is a congressionally mandated agency that manages government-sponsored foreign broadcast operations.

The office examines how well the Department's technical infrastructure—computers, servers, networks and other electronic connections and communications—are protected from hackers and others who wage information warfare. The office ensures compliance with the Federal Information Security Management Act and the Government Paperwork Elimination Act.

INSPECTORS OFFER IMPARTIAL WORKPLACE EVALUATIONS

The inspection team's coming!

Just the thought of Washington brass combing through your records or grilling your staff behind closed doors might make some managers feel queasy, hide or both.

That would be unfortunate, and most rank and file might agree. The hatchet team just doesn't exist. At the least, inspections offer a fresh and candid evaluation of an embassy's management through the eyes of seasoned Foreign and Civil Service evaluators. For posts short on experienced staff, particularly in Third World regions where jobs are tough to fill, an inspection report can offer crucial guidance for new managers.

"The team is an independent body," remarked Ali Malloum, a Diplomatic Security investigator and Foreign Service National employee at the U.S. Embassy in N'Djamena, reacting to the OIG team's June visit. "It's an opportunity to bring up issues of life, morale and working conditions. I encourage our employees to speak their minds."

Two of Mr. Malloum's security staff did just that. "There's two to an office. We share computers," observed Nditedengar Dogossengar or "Joseph," as he's called. More space would improve working conditions, he said. Mahamat Moustapha thought some sort of risk insurance might come in handy. "I once refused entrance to a visitor and he tried to follow me home."

Kathleen Fitzgibbons, the embassy's Civil Service excursion tour political and economics officer who previously served in Nigeria, was also optimistic. "Because it's an independent team, fewer people will fight the findings."

Inspections, which usually take from 10 days to several weeks, depending on the size of the post, are scheduled every five years. Last inspected in 1997, the embassy in Chad was overdue. With just days to present its findings to management, the team wasted no time getting settled and started. Working from whatever space was available, they toured buildings, evaluated records, tested security and measured morale.

"We will interview all State Department Americans," said inspector Janet Wilgus.

Visiting first with the ambassador and then introducing themselves to employees at an embassy-wide meeting, the team explained how inspections are conducted. Team members answered questions, probed for problems and learned about issues confronting the staff. In a few days, the team compared their findings. As in all inspections, they reveal both

the strengths and shortcomings of an embassy, said Fernando Rondon, a former ambassador who led the team in Chad.

“Some items will go into the report,” he said. “A few will need immediate action.”

If fraud or other illegal activity is discovered, the team refers the findings to the inspector general’s investigators, since the inspectors lack enforcement authority. Still, the recommendations are “based on principles of good management. Posts would be foolhardy to ignore them,” Mr. Rondon explained.

Posts like Chad attract first-tour employees, short on Foreign Service experience but ready to apply their skills to demonstrate they can produce under difficult circumstances.

Security is another part of an inspection, said security specialist Mike Lynch of the inspector general’s Office of Security Intelligence and Oversight. Since the bombings of the Dar es Salaam and Nairobi embassies, buildings must meet tougher standards. Buffers between neighboring property or the street are considered, while walls, gates, electronic warning systems and other obstructions are evaluated.



Above: Motorists, bicyclists and pedestrians all share the road on one of N'Djamena's few paved streets. Below: Ali Malloum, Diplomatic Security investigator and Foreign Service National employee, encourages employees to work with the inspection team.



At times, Mr. Lynch just watches. He observes which vehicles are allowed into the compound. He checks for vehicle barriers and notes if they’re placed properly. “I look at the guards. Are there enough? Do they have communications? Do they have uniforms?”

Embassy housing is also scrutinized. “We’re not looking for aesthetics,” he said. “We’re looking for vulnerabilities.”

Barriers, window protection and entrances are especially important, he added.

“We don’t go in with any prejudices,” Mr. Rondon said. “We try to reflect the facts and opinions from our study and interviews.”

Overall, the team probed everything from the consular officer’s role in protecting American interests to the proper use of vehicles.

Reacting to the findings, Alan Eastham, director of the Office of Central African Affairs, said the report covers the challenges of working in a developing country. “Chad is a poor country that’s been in armed conflict for most of its existence. The people working in Chad are among the most adventurous and creative.” ■

The author is the acting editor of State Magazine.

ACOLD M

EMBASSY TEAM HELPS RESCUE STRANDED HUNTERS

The embassy search team found the stranded hunters huddled in the back of their truck where they had survived the freezing temperatures for two days by eating ibex meat cooked with a blowtorch.

What began with a distress call to the embassy was ending with the thumping sound of an approaching rescue helicopter. The American-Kyrgyz hunting party could now plan their next meal at a table. Little did they realize the rescue would be as deadly as the danger they had just endured.

A huge snowstorm had trapped the hunters in the Kyrgyzstan mountains days before Barry Johnson, the embassy's border security and export control adviser, and his rescue team began their search near the Kyrgyz-Chinese border. Mr. Johnson, a veteran of Army Special Operations and an expert in winter rescues, was training the Kyrgyz Border Patrol in the use of snowmobiles to secure the nation's borders.

The rescuers maneuvered their snowmobiles through the snowbound mountains to locate and aid the stranded hunters until they boarded a helicopter that would presumably carry them back to the safety of Bishkek.

But soon after takeoff, the helicopter became unstable. The pilot struggled at the controls and barely

cleared an abandoned truck before disappearing over the rugged horizon. The team on the ground returned to their training site, unaware that the helicopter had plunged into the ground. The cockpit exploded in a shower of glass and snow, leaving two dead and seven seriously injured.

No sooner had Mr. Johnson's team arrived at their site than they learned of the crash. They headed back to the rescue after the embassy provided the downed craft's coordinates, cell-phoned by one of the passengers.

"The crash probably occurred because of overloading," Mr. Johnson said.

The embassy team together with the Kyrgyz Border Patrol heard rifle shots as they neared the crash site. Upon arrival, the rescuers began to perform triage and administered first aid before evacuating the most seriously injured.

Sleds were linked together and attached to a snow tractor to carry the victims to a station near the border and bring supplies back to the crash site.

OUNTAIN

BY ROBERT X. RODRIGUEZ

“I transported a woman with a pelvis injury who shrieked mercilessly the entire way, and I can still hear that sound,” Mr. Johnson said.

They worked tirelessly for two days to rescue all of the victims. The most seriously injured were transported to a local hospital in Naryn.

Two injured Americans at the Naryn medical facility who required special attention were transported with an embassy escort to a hospital in Bishkek.

As if their rescue wasn't perilous enough, the group found themselves stranded again when an avalanche covered the road leading from Naryn to Bishkek. It took three days for bulldozers to haul their vehicles to Bishkek. ■

The author is a Frankfurt-based information management specialist, who was on a temporary duty assignment in Bishkek and traveled to Naryn as the communicator on the embassy's response team.



Top: The embassy rescue team arrives at the site of the fatal crash to aid survivors and call for assistance. Above: Rescuers need rescuing after an avalanche blocks their escape route.





It was a big decision for Abby Rupp when she decided to join the Foreign Service in 1997. She had started graduate studies at the University of Virginia after graduating from Georgetown University's School of Foreign Service when she joined the State Department, not sure if living overseas was for her.

But it was an even bigger decision for her mother, who did the same thing several years later.

LIKE DAUGHTER, LIKE MOTHER

BY DAVID MOSHER

“Since middle school I had been interested in international affairs and had thought of working for the U.N.,” Abby said. “I liked the idea of working in different places around the world.”

One of those who influenced her decision and contributed to her career abroad was her mother, Elizabeth Mosher. Elizabeth had thought about joining the Foreign Service herself when she was younger.

“I didn’t think I would qualify,” Elizabeth said. “And I felt it just wasn’t the right time to do it.” She also was enjoying a career as a computer systems engineer.

Abby’s first assignment with the State Department was Chisinau, Moldova. Though her mother felt confident that Abby would be fine living abroad on her own, she wanted reassurance. Elizabeth went to Moldova six months after Abby’s arrival. “Once I saw her and the way life was there, as a parent I felt much more relaxed.” Elizabeth met and spent time with Abby’s colleagues and friends and had a firsthand look at life in an embassy. She also met Abby’s future husband, Chris Misciagno. Chris was an FSO stationed in Kiev whom Abby had met at a conference in Moscow.

When Abby moved to her next post in Accra, Ghana, Elizabeth visited her again in July 2000, this time to attend Abby and Chris’s wedding. During this trip Elizabeth considered joining the Foreign Service herself. She saw more of what life abroad was like. She saw the possibility of working as part of a team to help a country. “I saw efforts to provide money for infrastructure, for support homes for battered women and efforts to eliminate child labor. In providing a U.S. presence, FSOs provide aid to the country.”

In addition to the inspiration she was getting from the exposure to her daughter’s work and the excitement of living abroad, Elizabeth was influenced by conversations she had with two ambassadors, Katherine Robinson in Ghana and Brenda Schoonover in Togo.

“They were both women my age and were wonderful examples of career Foreign Service officers,” she said. “They encouraged me to apply to become an FSO.”

In November 2000, Elizabeth took the Foreign Service written exam and passed. The following June, she took the oral exam and passed it as well. Her daughter and son-in-law helped a little. “We both talked to her and gave her as much information as we could about the tests,” Abby explains. “We also tried to give her a realistic picture of what Foreign Service life was like.”

Soon after her only daughter and son-in-law transferred to their new post in St. Petersburg, Elizabeth arrived at hers in San Salvador in October 2002. She serves as a consular officer there.

“It is a challenge starting a new profession, but I don’t mind starting at the bottom,” says Elizabeth. “I don’t intend to stop learning. After 26 years, I wanted to do something different and to make a difference, but also to use my skills. I also wanted to give back a little to the country that’s given so much to me.”

Watching her mom become a Foreign Service officer has been a powerful experience for Abby. “One of the most moving days of my life was her swearing in. I am so proud of her and confident she will do well. A lot of who I am is because of the way she raised me. It was a wonderful chance to give her some of the support she’s always given me.”



The mother-daughter team of Elizabeth Mosher and Abby Rupp.

Elizabeth appreciated the support. “It’s not very often children can function as role models for their parents,” she said. “The situation has brought us closer. My daughter is also a good friend and colleague. What could be better than that?”

Mother and daughter will soon be able to spend more time together. Abby’s next assignment will be at the Foreign Service Institute, working as a consular training instructor. Elizabeth will begin her second tour in the executive office of the Bureau of Consular Affairs in Washington in a few months. ■

The author, former community liaison officer in San Salvador, is the husband of Elizabeth Mosher and step-father of Abby Rupp.

DIYO • HATANA • ASANTE • ASANTE SANA • STAN
TAFADHALI • KUNRADHI • JAMBO, HUKAMBO • KY
ERI • TUTAONANA • HABARI ZA ASUBUHI? • HABA
MCHANA? • HABARI ZA JIONI? • HABARI ZA USIKU?
IFAHAMU • UNAWENZA KUSEMA KIINGEREZA • MIM
ISI • WEWE • WAO • JINA LAKO NANI? WEWE NAN
AFURAHKI KUKUONA • HABARI GANI? UHALI GANI?
IJEMA • MBAYA • MKE • MUME • BINTI • MWANA •
MAMA • BABA • RAFIKI • CHOO KIKO WAPI? • HII NI
GANI? • HII NI NINI? • NITAINUNUA. • NAWENZA KUT
ADI YA BENKI? • IMEFUNGULIWA • NDYIO IMEFUN
KADI YA POSTA • STAMPU ZA POSTA • KIDOGO •
YINGI • YOTE • CHAKULA CHA ASUBUHI • CHAKUL

LANGUAGE IMMERSION ENRICHES ASSIGNMENT

CHA MCHANA • CHAKULA CHA USIKU • BILA NYAM
FYA! • MKATE • KINYAWAJI • MUME KAHAWA • CH
MAJI YA MATUNDA • MAJI • POMBE • DIVAI • CHUM
ILIPILI • NYAMA • NYAMA YA NG'OMBE • NYAMA Y
IGURUWE • SIFA SAMAKI • KUKU • MBOGA • MATU
MBOGA MBICHI • SWITI, KITINDAMLO • AISKRIMU
IAULI NI KIASI GANI? • TIKITI • UNAKWENDA WAPI?
INAISHI WAPI? • GARI LA MOSHI • By Susie Brown
IDEGE • STESHENI YA GARI LA MOSHI • STESHENI
ASI • MAHALI KUWEKA GARI • HOTELI • CHUMBA •
KIBA • MNA NAFASI LEO USIKO? • HAMNA NAFAS

ASI, PASIPOTI • KUSHOTO • KULIA • SAWA • JUU •



Top: One of the stops along the tour of Stone Town, Zanzibar, includes the old Persian baths. Middle: Janet Orr learns some of the local steps from a dance troop from Pemba. Bottom: Steven Morse enjoys the music of the horn player during an evening of traditional music and dancing.

An open-air room filled with new sounds and smells, overlooking the Indian Ocean, describes the setting of an immersion course on the island of Zanzibar, a place that many would consider an enjoyable vacation.

Here on the island, new embassy employees experience Tanzanian culture through the Kiswahili Language and Cultural Immersion program in the historic Stone Town.

The U.S. Embassy in Dar es Salaam is getting to be more and more of a family post. Not many positions are language designated, so new employees and their families often arrive in Tanzania without previous language or cultural instruction. While they can get by with English, learning simple greetings, salutations and phrases in Kiswahili is a small gesture that means a great deal. Kiswahili is a phonetic language and is not very complicated, and learning to use a few simple phrases can make experiences much more pleasant.

During three mornings of language instruction and two afternoons of cultural programs, participants learn important phrases and expressions and also learn about the culture, history and people of Tanzania.

Language instruction focuses on basic phrases, greetings, salutations, terms and expressions necessary for



everyday tasks—purchasing groceries, asking directions and telling time (Swahili time is based on the sun, with 12 hours of daylight and 12 hours of night).



culture in Zanzibar and an evening of dancing and drumming with local performers.

Participants also get opportunities to enjoy the local and traditional foods like cassava chips, *ugali* (a cornmeal mash), *chapattis* (fried breads) and *forodhani*, a local seafood barbeque where one can find all kinds of seafood, chapattis, corn, chicken, beef and freshly squeezed sugar cane juice.

The course is particularly useful for newly arrived employees and their families, many of whom have not been to Africa or experienced Islamic cultures and have not had the opportunity to learn much Kiswahili before their arrival. The program complements the year-round Kiswahili instruction available at the U.S. Embassy in Dar es Salaam. ■

The author is the community liaison officer at the U.S. Embassy in Dar es Salaam.

Cynthia Akuetteh, center, deputy director of the African Bureau's economic policy staff, tours a Brazilian rice factory with ICAF classmates in the agribusiness group.



MILITARY COLLEGES PROVIDE DEPARTMENT OPPORTUNITIES

AT THIS SCHOOL, SECURITY IS THE PRIORITY SUBJECT

BY CLAIRE PIERANGELO

PHOTOGRAPHS: INDUSTRIAL COLLEGE OF THE ARMED FORCES

State Department employees interested in national security, war strategy or industrial studies—to name just a few disciplines—can apply for a nine-month master’s degree program through the Industrial College of the Armed Forces or the National War College at Fort McNair in southwest Washington, D.C.

The colleges are the Defense Department’s senior service schools that groom officers for higher rank and commands. But they also offer opportunities for

Civil Service and Foreign Service employees to advance their careers. Traditionally, within the student enrollment of about 300 are a limited number of employees from other federal agencies—the Secret Service, the Central Intelligence Agency and the U.S. Agency for International Development—and fellows from industry as well as military officers from other nations.

The industry studies program sets the Industrial College of the Armed Forces apart from other senior service schools. Students choose from among 20 industry specialties, from media to biotechnology to environment to land combat or space. These areas are researched and students explore issues and challenges confronting their chosen field. Domestic and international travel is part of the curriculum as well as oppor-



Above: Most members of the State Department student and faculty contingent gather on the campus of ICAF in 2004, the school’s 80th anniversary. Below: Alzadia Washington, a USAID employee and ICAF student, visits a Hungarian television studio on a media trip.

tunities to create lasting professional networks. Last year, the environmental industry group traveled to the Brazilian Amazon and the Ecuadorian Andes.

Other courses offered through the colleges include computer technology and national security with applications to public diplomacy, homeland security and computer-operated weapons systems.

It’s not all study, however. The program offers a mix of scholarship and athletics. Intramural softball starts off the year and school teams compete in a variety of sports, seeking to win the President’s Cup in competition with the National War College.

Regardless of the specialty, students receive training in crisis management, strategic thinking and interagency leadership and participate in seminars and role-playing exercises. Interagency training is more vital than ever as the Department increasingly works with other agencies in the national security community, according to Ambassador Johnnie Carson, senior vice president of the National Defense University.

For more information contact Mary Ann Thomas in the Bureau of Human Resources at (202) 647-3822. ■

Claire Pierangelo is a language student at the Foreign Service Institute.





SECURITY FOR SOFT TARGETS

KEEPING OUR OVERSEAS COMMUNITIES SAFE **BY LESLIE MURPHY**

Soft targets may be a new term in the Department's lexicon, but the term should be taken seriously because it concerns the safety of dependents, U.S. citizens and those who associate with U.S. missions abroad.

The Bureau of Overseas Buildings Operations, Diplomatic Security and Administration have established a Soft Targets Working Group and are developing programs to enhance security at nonofficial facilities frequented by U.S. citizens overseas. OBO's new initiatives division takes the lead in these programs by responding to congressional direction and recognizing that security involves more than embassy and consulate buildings.

In its report accompanying the Iraq Supplemental Appropriation, the House Appropriations Committee authorized additional funding to the Department to make soft targets more secure. The report noted that the committee is "concerned by the more frequent targeting by terrorists of locations that are not official U.S. facilities, but tied to the United States either symbolically or because of the activities they accommodate, so-called soft targets."

Congress views overseas schools—those attended by dependents of embassy and consulate employees and non-official U.S. citizens—as needing particular attention. Thus the first soft targets the Department focused on were overseas schools. The working group designed a program to further protect Department-sponsored over-

seas schools, those that meet the criteria for financial assistance outlined in the Foreign Affairs Manual. The Department has a long-standing relationship with many of these schools and already provides considerable financial assistance to them, over and above tuition. The schools were selected for the first phase of the program because approximately 60 percent of the dependent children of U.S. government employees attend these schools. Large student populations of nonofficial U.S. citizens, another concern of the U.S. Congress, also attend these schools.

Prioritizing the program in this manner allows the Department to protect employees' children and those of other Americans living and working abroad. These schools are not managed or controlled by the Department of State; thus their acceptance of any assistance is totally voluntary.

In the first phase of the program, the working group asked post security and administrative personnel to work with sponsored schools on a package of security enhancements the Department considers basic to any security program. These enhancements include coating windows with shatter-resistant film; granting schools access to the embassy or consulate radio network; and installing public address systems in school buildings. These steps mirror enhancements the Department has recently made to its own office buildings, support facili-

ties and residences. OBO funds these security measures through the Office of Overseas Schools' grant assistance program. Additional information on the Overseas Schools security grant program is available on the department's intranet at <http://aopros.a.state.gov>.

Since phase one began in mid-2003, almost all of the sponsored schools have chosen to participate. More than \$10 million has been obligated to fund the three basic types of security enhancements. Because the schools range in size and enrollment, support varies. The average grant per school for the first phase of the program is \$52,000.

Phase two addresses specific security requirements. This phase also mirrors OBO programs to strengthen security at government-owned facilities. While preference is given to schools in high-threat locations and those schools with large U.S. citizen student populations, the goal is to meet the security needs of all Department-sponsored schools. These additional enhancements may include features such as bollards or other barriers, perimeter controls, entrance control gates and access controls.

More than 70 percent of Department-sponsored schools have chosen to participate in phase two. So far, the Bureau of Diplomatic Security has approved approximately 400 security enhancement projects at 138 sponsored schools and has approved more than \$11.6 million for these upgrades.

The working group recognizes that many U.S. citizens attend schools other than the 188 schools assisted by the Department. A third phase of the schools program will address the security needs of nonsponsored schools with U.S. students and will eventually encompass all schools enrolling a significant number of U.S. citizen children overseas, resources permitting.

The working group will soon send a cable on the development and implementation of the third phase of the program for security enhancements at nonsponsored schools. They will ask post security and administrative personnel to contact the approximately 397 nonsponsored schools in their jurisdictions to determine if they need financial assistance in providing the phase-one basic security elements. A list of nonsponsored schools is available through the Office of Overseas Schools. Funding of these elements will begin in FY05.

Phase four of the security enhancement program will invite nonsponsored schools to identify additional security measures beyond the basic upgrades funded by phase

three of the program. This phase will ask schools to identify and correct specific vulnerabilities at those facilities on a case-by-case basis. As with earlier phases of the program, financial assistance will be offered for substantial improvements and enhancements to physical security on a site-specific basis.

The soft targets program is not limited to protecting schools. The working group has also developed a program to enhance security for embassy and consulate employee associations that have facilities off the official



Above and opposite page: Two of the many overseas schools that will benefit from new security enhancements.

compounds. Here again, the concern is that large numbers of U.S. government employees and other Americans gather at these locations, which could make them targets for terrorists. The working group has gathered information about these employee associations and identified specific security measures to protect them. So far, 24 of the 34 posts with off-compound facilities eligible to participate in this phase of the program have requested \$1.3 million in security upgrades. The Department will begin funding such improvements this fiscal year.

The need to identify and provide additional security for soft targets will be an ongoing effort that requires continued attention and funding. Other soft targets of concern include American university, religious and unofficial social and recreational facilities abroad. The Department has requested separate funding for this program in the President's FY05 budget. Given the high level of congressional interest, the Department anticipates that efforts to enhance security for Americans overseas will continue for the foreseeable future. ■

The author is a program analyst in the new initiatives division of the Bureau of Overseas Buildings Operations.

PROGRAM BRINGS
ISRAELI AND
PALESTINIAN WOMEN
TOGETHER AT HARVARD
BY CHERRIE DANIELS

WOMEN WAGING

PHOTOGRAPHS: (ABOVE); CORBIS; (OPPOSITE PAGE); CHERRIE DANIELS

Swanee Hunt, director of Harvard University's Women and Public Policy Program and former U.S. ambassador to Austria, hosted a group of Israeli and Palestinian women activists, journalists and politicians at Harvard's Kennedy School of Government in mid-April 2004 to discuss Advancing Women's Roles in Formal and Informal Peace Processes.

A diverse group of women participated in the four-day gathering, sponsored by the U.S. Embassy in Tel Aviv and the U.S. Consulate General in Jerusalem.

The group included five Israelis (one Israeli Arab and four secular and orthodox Israeli Jews, including the deputy speaker of Israel's Knesset, journalists and civil society leaders), three Palestinians (women's rights

Northern Ireland, Macedonia, South Africa, Guatemala, Burundi, Rwanda, the Democratic Republic of the Congo and Sudan.

The day's program ended in Ambassador Hunt's living room with a performance by an American bluegrass band, giving the women a chance to ease gently into the American culture and mindset.

The women spent the next two days with faculty exploring barriers that prevent women's voices from being heard in the Israeli-Palestinian peace process and developing strategies and resources to overcome those barriers. They discussed Track II approaches to peace

making, emphasizing unofficial and informal interactions that can bring parties closer together and improve the general environment for dialogue. Iris Bohnet, associate professor of public policy, focused on Negotiation, Trust and Betrayal—presenting research on gender and cultural differences in negotiation styles. Marie Danziger, director of Harvard's communications program, led a workshop on Communication in the Face of Political Tensions. The event highlighted findings in U.N. Security Council Resolution 1325 of October 2000 on Women, Peace and Security, which cited the critical role women have played in conflict resolution and prevention worldwide.

With new ideas and strategies still fresh in their minds, the consultation culminated in two participatory, results-oriented sessions led by Ambassador Hunt on Identifying and Overcoming Barriers to Women's Influence. In those sessions, the women developed an action agenda, listing strategies and potential local and international resources they could employ to elevate their voices both inside and outside the peace process.

Though the nine women from Israel, the West Bank and Gaza came to Cambridge, Mass., with different outlooks and political positions, the consultation helped them find common cause in working together to push the Israeli-Palestinian conflict onto a nonviolent track and to make political resolution more attainable. It also led to plans for expanding two-way visits and exchanges with Harvard and an ever-growing number of Boston-area coexistence and conflict resolution programs.

The women's leadership consultation, and especially that first day at Ambassador Hunt's home with Women Waging Peace, gave the Israeli and Palestinian women hope that one day they would be the international experts, reflecting on and analyzing their toughest years, and telling women living through some other far-off conflict how they played a part in a women's initiative that contributed to peace in the Middle East. ■



Bluegrass singer CD Collins, left, leads participants in singing songs of peace at the conference.

PEACE

and nongovernmental organization activists from East Jerusalem and the Gaza Strip) and the British head of an East Jerusalem NGO advocating nonviolence and democracy. Two women from Egypt also participated as observers.

On the first day, the group worked from early morning to late evening at Ambassador Hunt's home, engaging international experts affiliated with the U.S. NGO Women Waging Peace. The speakers had participated directly or indirectly in peace processes in

The author is assigned to the U.S. Embassy in Tel Aviv as director of its American Center in Jerusalem.



Upper left: Students check out the security screening x-ray machine at the Moscow embassy's entrance. Lower left: Four honorary embassy employees show off their newly minted badges. Below: Ambassador Alexander Vershbow greets the students and answers their questions about the embassy's operations.



Overseas Children See Embassies in Action

By Chris Ward and Leslie Silkworth

Moscow and San José were among the overseas posts participating in April's Take Your Child to Work Day. While more than 600 Washington-area children were treated to a day at the State Department, young people at these posts visited their embassies.

In San José, 16 youngsters sampled some tasks and challenges typically confronting most embassies, according to Fred Kaplan, the acting deputy chief of mission.

"Embassies can be somewhat mysterious places, especially to younger kids," he said.

The Marine guards opened their command center and answered questions about security. The group conducted mock visa interviews—refusing every applicant—and each child got a turn at the podium handling a simulated news conference complete with tough questions. Later, each child got photographed as "acting ambassador" using the real ambassador's desk.

After the exposure, one child admitted his mother's job "wasn't so boring after all."

While their child colleagues in San José put out press fires, the Moscow children got to experience real ones.



Their embassy tour included instruction on using a fire extinguisher to douse a diesel blaze—the bigger the better, they said. They watched Marine guards respond to a mock intruder and learned how to access passport information online.

Greg Anderson and Maureen McGeogh, the embassy's acting regional security officers, gave detection demonstrations with X-ray machines, metal detectors and personal screeners.

At the U.S. Agency for International Development, the kids learned how that agency supports Russian businesses and the nation's large orphan population.

The ambassador's private bathroom and shower seemed to highlight the office tours. After that revelation, each office manager was asked if they had showers. ■

Chris Ward is the cultural affairs officer in San Jose and Leslie Silkworth is the community liaison coordinator in Moscow.

Left: Loaded up in battle gear, a student wonders how she's going to take her next step. Below: A consular officer demonstrates some of his section's identification software.



MEDICAL REPORT



PHOTOGRAPH: CORBIS



WALK TO KATHMANDU

Regular exercise is crucial to health, but finding ways to exercise can be a challenge, particularly in less developed countries where health clubs are rare and weight control is clearly not high on the national agenda.

The U.S. Embassy in Dhaka is targeting scale tippers within its American and Bangladeshi community with a program called Walk to Kathmandu. It's based on simply walking 10,000 steps and cutting 100 calories each day. After having their blood

WHAT A DIFFERENCE 10,000 STEPS AND 100 CALORIES EACH DAY CAN MAKE BY DR. RICHARD NICHOLAS

participants are issued a free pedometer (an inexpensive one that only counts steps). Then they begin their virtual six-month, million-step walk from Dhaka to Kathmandu.

Tracking their steps during a routine day, most discover they take from 900 to 5,000 steps. They find interesting ways to increase their activity: using stairs instead of the elevator, parking further away, walking to work, delivering memos in person instead of by interoffice mail. They cut the 100 calories by leaving the last few bites on their plates, skipping desserts and avoiding salad dressing.

The program aims to effect small lifestyle changes that can have a big impact on long-term health and quality of life.

Sadly, two of the biggest killers in America are preventable. In 2000, 435,000 people died from tobacco and another 400,000 died from poor diets and physical inactivity, according to the Centers for Disease Control and Prevention.

All states except Colorado report more than 15 percent of their populations are super fat or obese. Twenty-two states report an obesity rate of 20 per-

cent or greater. Obesity is a major contributor to heart disease, high blood pressure, diabetes, arthritis and certain cancers.

Two out of every three Americans are now overweight or obese, defined as having a body mass index over 25. Calculate your own BMI by going to www.cdc.gov/nccdphp/dnpa/bmi/calc-bmi.htm and entering your height and weight. While the prevalence of obesity in Bangladesh is unknown, the incidence of obesity, often-unrecognized diabetes and high blood pressure in Bangladeshi staff rivals that of Americans.

Here's How You Can Walk to Kathmandu

- To avoid injury, work up slowly. If you have any concerns about your program, talk to your physician.
- Using a pedometer, log your daily steps for two weeks.
- Take the highest number of steps per day and use that as your daily goal. Aim for that for the next two weeks.
- At the end of the second two weeks, decide if you're ready to add 500 steps to your goal.
- Continue this strategy until you finally reach 10,000 steps a day. Remember, it takes one million steps to walk to Kathmandu.

Check with your physician if you experience any pain or discomfort. Pain is a warning signal that something is wrong. Your goal is to keep active for the rest of your life. Don't go overboard and pull a muscle that will put you out of commission.

Whether it's 10,000 steps or some other activity, it takes about six months to change a behavior. If you dedicate yourself each day for six months, you're likely to make your goal permanent.

For more help visit <http://www.smallstep.gov/>, <http://www.shapeup.org/> and <http://www.americaonthemove.org/>. ■

The author is the regional medical officer at the U.S. Embassy in Dhaka.

ALPINE DELIGHT

WHEN THE MIST PARTS, GENEVA IS A PILOT'S DREAM **BY BILL PALMER**

An assignment to Geneva offers neck-craning beauty: the city, the lake, the foothills, rounded grassy mountains and jagged snow-capped Alpine peaks.

Peter Jensen will tell you that a bird's-eye view is the best way to take it all in—and easier on the neck. Those lucky enough to get an invitation from this information specialist assigned to the U.S. Mission in Geneva and his friend “Emily” would concur. Mr. Jensen is a licensed pilot and Emily his little Cessna Skyhawk. In good weather, they can often be seen flying favorite routes in Switzerland and France's Haute Savoie.

The alpine view is very different from the broad veldt of South Africa where Mr. Jensen first started flying in 1984. Unfortunately, his subsequent assignments to Taipei and Ankara provided few general aviation opportunities. The Hague looked more promising, but it proved to have low skies, high winds and sky-high prices. He bought his first plane, “Dolly,” a Piper Cherokee, in 1998 after earning his private pilot certificate.

He hit pay dirt when he was assigned to Geneva, with its scenic beauty and well-maintained, well-regulated airports. Even the skies don't escape the Swiss compulsion for orderliness. Mr. Jensen notes that Swiss air traffic controllers can be grouchy when not perfectly and immediately obeyed.

On the first Saturday of summer, after a gray and blustery spring, Mother Nature served up a real treat—a gentle four-knot breeze, a cloudless sky and crystal-clear visibility. Mr. Jensen and a few friends climbed aboard Emily for some Alpine vistas. They went out through the high valley near Chamonix just north of

Mont Blanc, Europe's highest peak. They entered the long Rhone Valley, set between commanding mountain chains, and landed at Sion. The flight back to Geneva followed the south shore of Lac Lemman, with Montreux, Vevey and Lausanne beckoning from a distance. As they drew close to Evian, they encountered a surprise: some French Air Force fighters putting on a precision acrobatics display for a big crowd. Emily and her passengers stayed clear of the smoky loops and curlicues



The weather is clear and Peter Jensen, with his Cessna Skyhawk “Emily,” is ready to fly.

and pressed on, back to Geneva and its immaculate grass runway. The very next day, Mont Blanc disappeared again into the mist.

After logging about 60 hours a year in Europe, Mr. Jensen is moving on to the U.S. Mission of the United Nations in New York, where he'll be buying a new plane, finishing his instrument rating and exploring the urban vistas of the Northeast. ■

The author is a writer/editor for State Magazine.

APPOINTMENTS



Chief Executive Officer of the Millennium Challenge Corporation. Paul V. Applegarth of Connecticut, a leader in international financial management, is the first chief executive officer of the Millennium Challenge Corporation. He has been a managing director at Emerging Markets Partnership, an

asset management firm focused on international private equity and debt investments in emerging markets in Asia, Eastern Europe, Latin America and Africa. He was chief operating officer of the Emerging Africa Infrastructure Fund and founding managing director of Emerging Africa Advisers. Prior to founding EAIF, Mr. Applegarth reviewed investment proposals across EMP's funds. From 1997 to 1999, he headed EMP's Hong Kong office. Prior to moving to Hong Kong, he was responsible for EMP operations in the Philippines and Indonesia and oversaw its transportation activities. Before joining EMP in 1994, Mr. Applegarth worked in asset security for Lehman Brothers/American Express. He was chief financial officer of United Way of America as a loaned executive from both companies and part of the management team assigned to clean up the scandal-plagued organization. During his tenure, UWA returned to operating profitability. From 1983 to 1986, he headed Bank of America's project finance activities worldwide and led its North American Investment Banking Group. Mr. Applegarth held positions at the World Bank from 1974 to 1983, and has served as a director of several companies and nonprofit organizations. He was a White House Fellow from 1981 to 1982 and is a Vietnam veteran.



U.S. Ambassador to the Republic of Poland. Victor H. Ashe of Tennessee, four-term mayor of Knoxville, is the new U.S. Ambassador to the Republic of Poland. In 2003, the U.S. Conference of Mayors awarded Mayor Ashe its Distinguished Public Service Award in recognition of his 15 years of outstanding service to

the citizens of Knoxville. Mayor Ashe served four years on the National Service Corporation Board during the Clinton administration and the Advisory Commission on Intergovernmental Relations during the administrations of George W. Bush, George H.W. Bush and Ronald Reagan. He and his wife Joan have two children.

U.S. Ambassador to the Republic of Romania. Jack D. Crouch II of Missouri, formerly a senior Defense Department official and an associate professor of defense and strategic studies, is the new U.S. Ambassador to the Republic of Romania. He was assistant secretary of Defense for International Security Policy from 2001 to 2003 and



principal adviser to the Secretary of Defense for NATO policy. From 1993 to 2001, Mr. Crouch was associate professor of defense and strategic studies at Southwest Missouri State University in Springfield. He also co-founded PalmGear.com, the Internet's leading source of Palm OS software. From 1990 to 1992, he was principal deputy assistant secretary of Defense for International Security Policy. He served as military legislative assistant to Senator Malcolm Wallop (R-Wyoming) from 1986 to 1990 and was the senator's staff designee on the Senate Armed Services Committee. From 1984 to 1986, Mr. Crouch was assistant director for strategic programs in the U.S. Arms Control and Disarmament Agency and an adviser to the U.S. delegation on nuclear and space arms talks with the former Soviet Union. He and his wife Kristin have two children.

U.S. Ambassador to the Lao People's Republic. Patricia M. Haslach of Oregon, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Lao People's Republic. From 2002 to 2004, she directed the Office for Afghanistan. She headed the economic section of the U.S. Embassy in Islamabad from 2000



to 2002. Ms. Haslach was deputy chief of the economic section in Jakarta from 1997 to 2000 and in Lagos from 1994 to 1996. She served with the U.S. Mission to the European Union in Brussels from 1993 to 1994. She managed the Latin American region for the Foreign Agricultural Service of the U.S. Department of Agriculture from 1990 to 1992 and served as agricultural attaché at the U.S. Embassy in New Delhi from 1987 to 1990.

U.S. Ambassador to the Republic of Côte d'Ivoire. Aubrey Hooks of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor and U.S. Ambassador to the Democratic Republic of the Congo (Kinshasa) from 2001 to 2004, is the new U.S.

APPOINTMENTS



Ambassador to the Republic of Côte d'Ivoire. Prior to his assignment in Kinshasa, Mr. Hooks was U.S. Ambassador to the Republic of Congo (Brazzaville) from 1996 to 1999. Between the two assignments, he coordinated the African Crisis Response Initiative, a program that provided peacekeeping training to soldiers of participating countries in Africa. From 1992 to 1995, he headed the economic section at the U.S. Embassy in Warsaw. He was a member of the U.S. delegation to the Conference on Security and Cooperation in Europe in Helsinki during 1992. Mr. Hooks also served abroad in Rome, Tel Aviv, Port-au-Prince and Ankara and in an earlier assignment to Warsaw. He is married and has six children.



U.S. Ambassador to Sierra Leone. Thomas N. Hull III of New Hampshire, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Sierra Leone. He was deputy chief of mission in Addis Ababa from 2001 to 2004. Mr. Hull headed public affairs sections in Pretoria, Lagos, Prague, Mogadishu and Ouagadougou and served earlier tours in Pretoria and Kinshasa. He directed the Office of African Affairs at the U.S. Information Agency from 1995 to 1997 and was executive assistant to the counselor of USIA from 1986 to 1988. Mr. Hull was a Peace Corps volunteer from 1968 to 1970. He and his wife Jill have one daughter.



U.S. Ambassador to the Republic of Chile. Craig A. Kelly of California, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Chile. From 2001 to 2004, Mr. Kelly was executive assistant to Secretary of State Colin L. Powell. Before that, he served for two years as executive assistant to then-Under Secretary of State for Political Affairs Thomas Pickering. Mr. Kelly has served overseas in Bogotá, Rome and Paris. In Washington he served in the Bureaus of Western Hemisphere Affairs and European and Eurasian Affairs as well as at the National Security Council.



U.S. Ambassador to the Kingdom of Belgium. Tom C. Korologos, a former senior staff member in the U.S. Congress, assistant to two presidents, prominent businessman and, most recently, senior counselor with the Coalition Provisional Authority in Baghdad, is the new U.S. Ambassador to the Kingdom of Belgium. He was a longtime member of the U.S. Advisory Commission on Public Diplomacy and a charter member of the Broadcasting Board of Governors. He played a key role in the passage of the President's Iraq reconstruction budget request. From 1975 to 2003, Mr. Korologos was president and chairman of the executive committee at Timmons and Co., a Washington, D.C., consulting firm he co-founded. He directed congressional relations for President Reagan's transition in 1980–81, was senior adviser to Senator Bob Dole during his 1996 presidential campaign and was a member of the Bush-Cheney transition team in 2001. Mr. Korologos served in the Nixon and Ford administrations as deputy assistant to the President for Legislative Affairs (Senate) and served nine years under Senator Wallace F. Bennett (R-Utah) as his chief of staff in the U.S. Senate. Earlier in his career he was a journalist with the *New York Herald Tribune*, the *Long Island Press*, the *Salt Lake Tribune* and the *Associated Press*. Mr. Korologos was an Air Force officer from 1956 to 1957. He is married to Ann McLaughlin Korologos, former U.S. Secretary of Labor in the Reagan administration.



U.S. Ambassador to the Republic of Yemen. Thomas C. Krajeski of Virginia, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Republic of Yemen. Mr. Krajeski directed the Office of Northern Gulf Affairs, dealing with all aspects of Iraq policy and the full range of Iran issues. From July to October 2003, he was a political adviser on Ambassador Bremer's staff in Baghdad. From 1997 to 2001, Mr. Krajeski was principal officer and consul general at the U.S. Consulate General in Dubai. He has also served in Kathmandu, Madras (now Chennai), Warsaw and Cairo. He and his wife Bonnie have three children.

APPOINTMENTS



U.S. Ambassador to Finland. Earle I. Mack of New York, a prominent businessman and chief financial officer, is the new U.S. Ambassador to Finland. He was senior partner and chief financial officer of Mack Co., a firm headquartered in Rochelle Park, N.J., that invests in and manages commercial real estate. A member of the board of directors of the National Realty Committee, Mr. Mack has written extensively for the *ABA Banking Journal* and *The Mortgage and Real Estate Executives Report*. Dedicated to the arts, Mr. Mack was chairman of the New York State Council of the Arts and a member of the boards of directors of the New York City Ballet and the Dance Theater of Harlem. He also served as an officer in the U.S. Army. He is married and has two children.



U.S. Ambassador to the Democratic Republic of the Congo. Roger A. Meece of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Democratic Republic of the Congo (Kinshasa). He was U.S. chargé d'affaires in Nigeria from the fall of 2003 to the summer of 2004. Before that, Mr. Meece was U.S. Ambassador to the Republic of Malawi. He has served extensively in Africa, first as a Peace Corps volunteer in Sierra Leone in the early 1970s, then as a Peace Corps staff member in Washington, Niger, Cameroon and the

Republic of Congo (Brazzaville) and as Peace Corps country director in Gabon. Since joining the Department in 1979, Mr. Meece has served as deputy chief of mission in Brazzaville (Republic of Congo) and Kinshasa (Democratic Republic of the Congo), as Consul General in Halifax and in U.S. Embassies in Cameroon and Malawi. In Washington, Mr. Meece served in the Bureau of International Narcotics Matters, on detail to the Office of the Vice President and, most recently, as director for Central African Affairs in the Department.

U.S. Ambassador to Iraq. John D. Negroponte of New York, permanent U.S. Representative to the United Nations from 2001 to 2004, is the new U.S. Ambassador to Iraq. Mr. Negroponte was executive vice president for global markets of The McGraw-Hill Companies prior to his appointment to the U.N. A career member of the Foreign Service from 1960 to 1997, he served at eight different Foreign Service posts in Asia, Europe and Latin America and held positions at the White House and the Department. He was U.S. Ambassador to Honduras from 1981 to 1985, assistant secretary for Oceans and International Environmental and Scientific Affairs from 1985 to 1987, deputy assistant to the President for National Security Affairs from 1987 to 1989, U.S. Ambassador to Mexico from 1989 to 1993 and U.S. Ambassador to the Philippines from 1993 to 1996. Mr. Negroponte and his wife Diana have five children.



PERSONNEL ACTIONS

FOREIGN SERVICE RETIREMENTS

Baker, Dorothy E.	Hopkins, Alexander M.	Novak, Robert K.
Baker, Terri Lee	Huser, Victor J.	O'Connor, Kim M.
Biggers, Randall Virgil	Irwin, Jeffrey C.	Pollick, Arthur Lee
Bourne, Leo J.	Jorgenson, Mary C.	Reca, Robert J.
Brahney, Kathleen J.	Korky, Ann Kelly	Reeves, Sidney V.
Brown, Herbert R.	Kosier, Lily S.	Reynolds, Rebecca Gail
Buccellato, Michael B.	Larocco, James A.	Rice, Barbara J.
Buske, Mark S.	Mansfield, Robert N.	Riner, Jeffrey S.
Casey, Lincoln E.	Manuel, John D.	Turner, Lois E.
Corcoran, Patrick J.	Millard, Katherine Joan	Turpen, Juliette S.
Flood, Sharon M.	Mills Jr., Ramsey Zack	Vajay, Gyorgy
Gundersen, Jon	Montgomery, William Dale	Vogel, Frederick J.
Haines, Ellen K.	Morin, Erick G.	Wick, David Steven
Hansen, Ruth E.	Moss, James C.	Zanfardino, Ralph
Hartman, Jan	Norman, Robert L.	

CIVIL SERVICE RETIREMENTS

Alicea, Patricia	Kivi, Ahto
Brooks, Karen A.	Levine, Burton I.
Bushelle, Noel A.	Liang, Peh M.
Coulter, Gary M.	Mack, Robert J.
Cunningham, Jeannine L.	McCannell, Robert J.
Devoe, Russell David	Nickels, David K.
Estephan, Hilda Zakhem	Pittman, Carolyn J.
Fisher, Cecilia M.	Ross, Wendy S.
Goodman, Carl W.	Silver Jr., Ezel
Grant, Steven A.	Sirota, Renee H.
Guiney, Maureen E.	Thomas, Martha Ann
Holmes-De Haven, Kerry L.	Toleman, Stuart C.
Humenik, Martha J.	Tome, Pedro
Hupka, Terri L.	Watts, Stephen R.

O B I T U A R I E S



Leroy E. "Lee" Beal, 73, a retired Foreign Service officer, died February 2, 2002, of complications related to cancer in Bethesda, Md. After serving in the U.S. Marine Corps, he joined the department in 1956 as a diplomatic courier and later became an administrative officer.

His overseas posts included the Philippines, Uganda, Turkey, Jordan, Indonesia, Jerusalem, Taiwan and Germany. He was in Jordan during the 1967 Arab-Israeli war and supervised the evacuation of 600 Americans and other nationals. He also played an active role in the closing of the American embassy and the establishment of the American Institute in Taiwan in 1978–79. After retiring in 1991, he worked as a grant writer, specializing in sub-Saharan Africa and the Sudan, for MacFadden & Associates in the Office of Foreign Disaster Assistance.



Robert L. Bruce, 72, a retired Foreign Service officer, died May 23 in Springfield, Va. of cancer after a brief illness. He had 39 years of combined federal service. After serving four years in the U.S. Air Force, he entered the Foreign Service in 1959. An African-area specialist, his overseas postings included Mexico City, Accra and Lagos.



John P. Foster, 75, a retired Foreign Service officer, died May 5 of a brain tumor in Washington, D.C. During a 23-year career with the U.S. Information Agency, he served in Athens, Tehran, Kabul, Saigon, Accra, New Delhi, Amman, Manila and Durban.

He retired to Rumney and Haverhill, N.H., where he worked with the International Visitors Program and the Federal Emergency Management Agency as a public affairs officer.



Edward M. Goldberger, 87, a retired Civil Service employee of the U.S. Information Agency, died June 8 in Tenafly, N.J. He joined the Voice of America in 1946, where he was a news writer/editor, radio producer, and deputy director and director of the VOA New York

Program Center. In the late 1950s and early 1960s, he produced "The American Theater of the Air," an acclaimed series of radio adaptations of plays that included Thornton Wilder's *Our Town*, Arthur Miller's *Death of a Salesman* and Tennessee Williams' *The Glass Menagerie*. The series was voiced by some of the era's most prominent actors on the Broadway stage.

Barbara Good, 76, a retired Foreign Service officer, died May 13 of Alzheimer's disease in Monterey, Calif. She joined the department in 1951 as a Foreign Service secretary and later served as a cultural affairs officer with the U.S. Information Agency. She served in Rome, La Paz, Buenos Aires, Kobe, Paris, Calcutta and Amman. She was a founder and president of the Women's Action Organization of State, AID and USIA, which worked for equitable treatment for women in the Foreign Service and Civil Service. After retiring in 1988, she continued to promote the status of women in the U.S. and internationally.



David P. Hansford, 82, a retired Foreign Service medical officer, died June 4 in Cedar Park, Texas. After serving in the U.S. Army Air Corps and attending medical school, he joined the department in 1965. His overseas postings included Monrovia, Addis Ababa, Pretoria and Bangkok.

After retiring in 1975, he practiced medicine in Texas, attended an Episcopal seminary and provided spiritual care to the elderly.

O B I T U A R I E S



Diane W. Hurley, 62, wife of Bureau of Information Resource Management Civil Service employee Charles Hurley, died May 24 of melanoma. She married her husband in 1964 and accompanied him on Foreign Service overseas tours to New Delhi, Panama City and

Casablanca. She worked in the consular section in the New Delhi embassy. She retired from the U.S. Department of the Navy as a computer specialist in 2004.



Dallas L. Jones Jr., 89, a retired Foreign Service officer, died June 14 of congestive heart failure in Hyannis, Mass. He served on the battleship *Nevada* during the D-Day landings. His overseas postings with the department included Oslo, Paris, Madrid and Geneva. While serving on the

Policy Planning staff in Washington, he was instrumental in launching the annual Group of Eight summits. After retiring, he moved to Massachusetts, where he was active in his church and wrote a book about his journey of faith.



Leonard M. Kraske, 57, a retired Foreign Service employee, died May 30 of melanoma in East Greenwich, R.I. His overseas postings included Panama, Switzerland, Iceland, Italy and Russia. He retired in 2003. His 22 years of federal service included four years in the U.S.

Coast Guard.



Isabel Berreira Lowery, 79, a retired Civil Service employee, died June 1 in Santiago de Compostela, Spain, following an automobile accident. She worked for 10 years at the American Embassy in La Paz and was then hired as a Spanish instructor at the Foreign

Service Institute in 1965, where she taught until 1987. She insisted on the value of cross-cultural instruction, testing standards, immersions and other practices that are now language teaching standards. After retirement, she taught at government agencies, including the FBI.

John W. Mowinckel, 82, a retired Foreign Service officer, died May 7, 2003, in West Palm Beach, Fla. He was a highly decorated U.S. Marine Corps officer assigned to OSS who landed at Omaha Beach and was the first U.S. military officer to reach Paris after D-Day. His overseas postings included Rome, Kinshasa, Rio de Janeiro and Vienna. After leaving the department, he had a successful business career before retiring to Florida.



Kiyonao Okami, 90, a retired Foreign Service officer, died December 19, 2003, of kidney failure in Winchester, England. A native of Japan, he was briefly interned after the Japanese attack on Pearl Harbor before joining the U.S. Office of War Information. He joined the

department as a research analyst and later ran the Japan Area Studies program at the Foreign Service Institute. After joining the Foreign Service, he served in Naples, Dublin and Tokyo before retiring in 1973. He had subsequent careers in business and education, lastly as dean of Winchester's Shoei College for Japanese girls.

O B I T U A R I E S



Mary J. Singhouse, a retired Foreign Service officer, died May 6 in Pittsburgh, Pa. She served during World War II with the American Red Cross in Italy and Germany. During her career with the department, she was posted to Belgrade, Stockholm, Tehran, Bangkok, Tel Aviv, Brussels, Dublin, London and Genoa.



John Henry St. Denis, 71, a retired Foreign Service officer, died March 15 in Los Angeles, Calif. He joined the department after serving as a U.S. Navy officer and a Marine aviator. His overseas postings included India, Nigeria, El Salvador, Mexico, Korea, Thailand,

Venezuela and Argentina. After his retirement, he was a community activist and was pursuing a master's degree in theology at the time of his death.

Wayne A. Swedenburg, 78, a retired Foreign Service officer, died May 16 of prostate cancer in Middleburg, Va. He served with the U.S. Army Air Corps during World War II. After joining the department in 1948, he served in Europe, the Middle East, Southeast Asia and Africa—often during times of war, insurrection and civil unrest. After leaving the department in 1985, he returned to his family's cattle farm, vineyard and winery in Middleburg, where he assisted in its operation and management.



Merle McDougald "Doug" Werner, 91, a retired Foreign Service officer, died May 19 of poly fibromyalgia in Falls Church, Va. He was the last survivor of the 20 World War II war correspondents who landed with U.S. troops in Normandy on D-Day. He joined the

department in 1952 and then transferred to the U.S. Information Agency, where he served until 1970. His overseas postings included Stockholm, Vienna, Manila, Taipei and Seoul. After retiring from USIA, he worked for VOA for about 10 years.

IN THE EVENT OF DEATH

Questions concerning deaths in service should be directed to the Employee Services Center, the Department's contact office for all deaths in service: Harry S Truman Building, Room 1252, Department of State, Washington, DC 20520-1252; (202) 647-3432; fax: (202) 647-1429; e-mail: EmployeeServicesCenter@state.gov.

Questions concerning the deaths of retired Foreign Service employees should be directed to the Office of Retirement at (202) 261-8960, Retirement@state.gov.

Questions concerning the deaths of retired Civil Service employees should be directed to the Office of Personnel Management at (202) 606-0500, or through their web site at <http://www.opm.gov>.

THE STATE OF YOUR HOROSCOPE

ARIES With the moon entering Virgo and your assignments officer exiting the office, you may find yourself with a surprise posting to Outer Ickystan.



TAURUS Writing your safe combination on the waistband of your underpants may help you remember, but it is still a Security violation.



GEMINI A mysterious stranger will sweep you off your feet and disappear with your stapler.



CANCER When Tropical Cyclone Tammy hits, the crew of a freighter will be rescued, but the ship will go down and your household effects will swim with the fishes.



LEO In hindsight, you'll figure you should have known the host country authorities wouldn't be amused by that stunt with the llama, the maple syrup, and the flamethrower.



VIRGO Dream bigger: why couldn't you be the next acting deputy assistant section chief some day?



LIBRA Love may be in the air, or it could be the scent of reheated venison nachos from the next cubicle.



SCORPIO "Kill or be killed" is an approach that kept our prehistoric ancestors alive, but it will make for a very tiresome staff meeting.



SAGITTARIUS It will be an unpleasant discovery that diplomatic immunity is not respected by piranhas.



CAPRICORN That big negotiation on sauce subsidies will go much more smoothly if you don't wear your "lucky" tube top.



AQUARIUS The ability to bend spoons with your mind is impressive, but it's still no substitute for answering your e-mail.



PISCES Although the Ambassador thinks you're swell, that doesn't mean she wants to hear your accordion interpretation of "The Lion King."



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