

U.S. DEPARTMENT OF STATE

STATE

M A G A Z I N E

500

ISSUES AND
COUNTING

APRIL 2006

CONTENTS

STATE MAGAZINE + APRIL 2006 + NUMBER 500

10

500 and Counting!

In celebration of its 500th issue, *State Magazine* looks back at some of its biggest stories—the Cuban missile crisis, the release of the Iran hostages and the 1998 bombings of U.S. embassies.



22

Afghanistan's New Deal

Afghanistan launches a corps to restore its fragile environment—and create much-needed jobs.



34

Taking a Peek at Mom and Dad's Work Life

The normally staid halls of the State Department ring with the voices of children when parents bring their sons and daughters to Take Your Child To Work Day.



ON THE COVER

State Magazine this month celebrates its 500th issue as a magazine for all Department employees. In honor of the occasion, the magazine unveils a new, more modern design.

Photograph by Corbis



Post of the Month: San José

The joys —and challenges—of working in a tropical paradise.



16

- 14 Ride the E-Train**
FSI makes tracks as one of the top providers of online learning.
- 24 Hubs and Nations**
As these officers work to save the Dead Sea and stop illegal trade in wildlife, they also build partnerships among nations.
- 28 Drive and Courage**
For many women at the State Department, success took personal drive and courage.

- 32 Rich Experience**
In this exchange program, everyone wins.
- 36 Embassy in a Box**
A lone transformational diplomat in Malabo receives all kinds of constructive support.
- 40 Password Deleted**
It's out with passwords, and in with fingerprints.
- 44 Information Quest**
No matter what you call it, the Department's work/life program is here to help.

COLUMNS

2	FROM THE SECRETARY	42	SAFETY SCENE
3	READER'S FEEDBACK	46	APPOINTMENTS
4	EDITOR'S NOTES	46	RETIREMENTS
5	IN THE NEWS	47	OBITUARIES
38	EDUCATION & TRAINING	48	PARTING SHOTS

Congratulations on 500 Issues

Congratulations to *State Magazine* for 500 issues of excellence. Since 1961, *State Magazine* has been a leading source of news, information and commentary for our State Department family at home and abroad. It will continue to inform us for the next 500 issues and beyond.

As Secretary of State for more than one year now, I have become more convinced than ever that we have the finest diplomatic service in the world. I've seen the noble spirit of that service, a service that defines the men and women of our Foreign Service and Civil Service and our locally employed staff, many of whom are serving in dangerous places far away from their families. I see in all of you the desire and the ability to adapt to a changing world and to our changing diplomatic mission.

In his second inaugural address, President Bush laid out a vision "to seek and support the growth of democratic movements and institutions in every nation and culture, with the ultimate goal of ending tyranny in our world." To achieve this bold mission, America needs equally bold diplomacy, a diplomacy that not only reports about the world as it is, but seeks to change the world itself. I call this mission "transformational diplomacy."

Through transformational diplomacy, we must work with our many partners around the world to build and sustain democratic, well-governed states that will respond to the needs of their people and conduct themselves responsibly in the international system. Transformational diplomacy is rooted in partnership, not in paternalism, and in doing things with people, not for them. We seek to use America's diplomatic power to help foreign citizens better their own lives and to build their own nations and to transform their own futures.

To advance diplomacy in extraordinary times like those of today, we must transform old diplomatic institutions to serve our new diplomatic purposes. And so I have laid out a strategy that, over the next few years, will begin to shift our resources and reposition our diplomatic forces to

fully reflect the shifting global landscape of the 21st century.

This kind of challenge is sweeping and difficult but it is not unprecedented; America has done this kind of work before. In the aftermath of World War II, we turned our diplomatic focus to Europe



and parts of Asia. We hired new people, taught them new languages and gave them new training. Our diplomacy was instrumental in transforming devastated countries into thriving democratic allies who joined with us in the struggle to defend freedom from communism.

With the end of the Cold War, America again rose to new challenges. We opened new embassies in the countries of Central and Eastern Europe and we repositioned our diplomats to staff them. Our efforts helped newly liberated peoples to transform the character of their countries, and now many of them have become partners in liberty and freedom.

And it was my friend and predecessor Colin Powell who led the men and women of American diplomacy into the 21st century. He modernized the State Department's technology, transformed dozens of our facilities abroad and hired and trained thousands of new employees to be the diplomatic leaders of tomorrow.

Now, today, to advance transformational diplomacy all around the world, we in the State Department must again answer a new calling of our time. We must begin to lay the diplomatic foundations to secure a future of freedom for all people. Like the great changes of the past, the new efforts we undertake today will not be completed quickly. Transforming our diplomacy and transforming the State Department is the work of a generation, but it is urgent work that cannot be deferred.

President Bush has outlined the historic calling of our time. We on the right side of freedom's divide have a responsibility to help all people who find themselves on the wrong side of that divide. The men and women of American diplomacy are being summoned to advance an exciting new mission, and I thank you for your dedicated support of that mission. ■

“Transformational diplomacy is rooted in partnership, not in paternalism, and in doing things with people, not for them.”

Inspired by Clifton Wharton

I was pleased to see your piece “The African-American Heritage” in the February issue—most especially the part about Clifton Wharton.

Clifton Wharton was my first chief of mission—in 1960 at the American Legation in Bucharest. What an extraordinary gentleman! And what a great inspiration he was for me. And, I might add, for other colleagues.

How lucky I was, indeed, to have him as my first introduction to the Foreign Service. I’ve thought of that experience during my 33-year Foreign Service career and well beyond. I’ll never forget that man.

Dick Weeks

*Retired Foreign Service Officer
Milton, Delaware*

Leidesdorff Alley

In the February issue article on African-American diplomats, you mentioned William Leidesdorff, American vice consul at Yerba Buena (later San Francisco), as having been “sent” by the Department in 1845. The real story is different and far more complex.

Leidesdorff, who was born in the Virgin Islands to a Danish father and a Creole mother, arrived at Yerba Buena in 1841 from New Orleans, where he had been a successful merchant and sea captain, and became a Mexican citizen in 1844. Back then, most American consuls were prominent, long-term residents of their consular districts. Some accounts state that Leidesdorff left New Orleans after confiding to his Southern belle fiancée, Hortense, that he was partly of African extraction. It is said that Hortense’s family broke off the engagement and spread word of Leidesdorff’s African background throughout New Orleans’ high society.

This not only made him an outcast in that society but, according to some accounts, his African background could have led to his being forced into slavery in the South. Leidesdorff sold everything and

settled in the Mexican territory of California, which he had visited frequently on his sea voyages, and once again became prosperous and influential.

Vice Consul Leidesdorff worked under the supervision of the American consul at Monterey. Both of them were loyal to the United States and hoped—indeed conspired—for the U.S. annexation of California. Leidesdorff used his consular position to protect the American agitators of the Bear Flag Rebellion. By the time he died in 1848, in the city that had changed its name to San Francisco, he was once again living in U.S. territory.

I worked for eight years in the Merchants’ Exchange Building in San Francisco, California, behind which runs Leidesdorff Alley, and I have often gone to his alley for inspiration whenever I have faced adversity.

Lawrence A. Walker
*Senior Economic Officer
Abuja, Nigeria*

Best and Brightest

I noticed that in the February edition the term “the best and the brightest” was

Let Us Hear from You

Mailing Address
State Magazine
2401 E Street, NW
HR/ER/SMG, SA-1, Room H-236
Washington, DC 20522-0108

E-mail
statemagazine@state.gov

Phone
(202) 663-1700

Letters should not exceed 250 words and should include the writer’s name, address and daytime phone number. All letters become the property of *State Magazine*. Letters will be edited for length, accuracy and clarity. Only signed letters will be considered. Names may be withheld upon request.

used twice in reference to State personnel. I also occasionally hear this term used as part of human resources discussions within the Department. While State surely has many committed and clever employees, I find “the best and the brightest” term to be a bit off-putting and even ironic.

“The best and the brightest” phrase was popularized by author David Halberstam’s best-selling 1969 book of the same name, which addressed U.S. involvement in the Vietnam War. The phrase referred to President Kennedy’s “whiz kids”—leaders of industry and academia brought into his administration—who Halberstam characterized as arrogantly insisting on “brilliant policies that defied common sense” in Vietnam, often against the advice of career Department of State employees.

Indeed, Halberstam recently wrote the following concerning “the best and the brightest” term: “It went into the language, although it is often misused, failing to carry the tone or irony that the original intended.”

Dan Sheerin
*Bureau of Information
Resource Management*

We'll Take You Where the Action Is

Welcome to *State Magazine's* new look. To celebrate this 500th issue and in keeping with Secretary Rice's goal of transforming modern diplomacy, we asked art director David Johnston to create a bold new design that reflects the Department's biggest leap into the 21st century.

You hold the results: a publication that rivals the slickest of commercial magazines—without the advertising.

While the look has changed frequently since the first issue in May of 1961, the magazine's mission has remained remarkably constant: "to acquaint the Department's officers and employees, at home and abroad, with developments of interest which may affect operations or personnel." Along the way, someone added "to facilitate communication between management and employees," and our writers and editors have faithfully stuck to that mission.

Along with the new look, we offer these promises. We promise to keep open that vital communication link between management and employees. We promise to keep you informed on issues that affect your careers. We promise to help all the Department's agencies, bureaus and offices reflect the professionalism and dedication of their employees as they take care of the Department's—and the nation's—vital interests around the globe. And we make this promise above all else:

We promise to take you to the action.

We'll take you to the centers of major policy initiatives and show how Department professionals make them work in the

real world. For example, in this issue we highlight the Bureau of Oceans and International Environmental and Scientific Affairs' environmental hub concept and show how those hubs meet the Secretary's transformational challenge to do things *with* other people, not *for* other people.

Also in this issue we take you to Afghanistan for a close look at how a piece of American history inspired the Afghan Conservation Corps, which creates jobs for

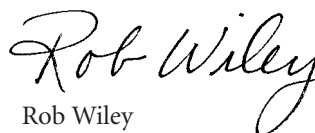
needy Afghans and helps preserve some of that nation's natural beauty.

We'll take you behind the scenes for upclose and personal looks at the inner workings of different Department policies and events, such as this month's look at how the Employee Relations office puts together the federal government's most elaborate and effective

Take Your Child to Work program.

We'll take you to places like Malabo, where your peers put together an Embassy in a Box. We'll take you to various posts where the whiz kids from Information Resources Management are plugging in fingerprint biometrics and unplugging old technology like user names and passwords. We'll take you to Estonia and Belgium, where locally employed staffers learn by walking in each other's shoes.

Enjoy the trip.



Rob Wiley
Editor-in-Chief



STATE MAGAZINE

MAGAZINE STAFF

Rob Wiley
EDITOR-IN-CHIEF

Alessandra Ann Scholl
DEPUTY EDITOR

Bill Palmer
WRITER/EDITOR

Jennifer Leland
WRITER/EDITOR

David L. Johnston
ART DIRECTOR

ADVISORY BOARD MEMBERS

Teddy B. Taylor
EXECUTIVE SECRETARY

Larry Baer
Kelly Clements
Pam Holliday

State Magazine (ISSN 1099-4165) is published monthly, except bimonthly in July and August, by the U.S. Department of State, 2201 C St., N.W., Washington, DC. Periodicals postage paid at Washington, D.C., and at additional mailing locations.

CHANGE OF ADDRESS

Send changes of address to *State Magazine*, 2401 E Street, N.W., SA-1, Room H-236, Washington, DC 20522-0108. You may also e-mail address changes to statemagazine@state.gov.

SUBSCRIPTIONS

State Magazine is available by subscription through the U.S. Government Printing Office by telephone at (202) 512-1800 or on the web at <http://bookstore.gpo.gov>.

SUBMISSIONS

For details on submitting articles to *State Magazine*, request our guidelines, "Getting Your Story Told," by e-mail at statemagazine@state.gov; download them from our web site at www.state.gov; or send your request in writing to *State Magazine*, 2401 E Street, N.W., HR/ER/SMG, SA-1, Room H-236, Washington, DC 20522-0108.

The submission deadline for the June 2006 issue is April 15. The deadline for the July/August 2006 issue is May 15.

NEWS

Top Israeli and U.S. Justices Speak at Symposium

Supreme Court Justices from the United States and Israel and other top legal minds joined U.S. Ambassador to Israel Richard Jones at a public symposium in Jerusalem marking the 50th anniversary of the Fulbright-Israel/U.S. Israel Education Foundation. The symposium, “International Influences on National Legal Systems,” was held Jan. 29 at Hebrew University and brought together U.S. Supreme Court Justice Antonin Scalia, Israeli Supreme Court President Aharon Barak, Harvard University’s Alan Dershowitz and Hebrew University Professor Ruth Gavison, among others.

Ambassador Jones, as honorary chairman of the foundation, and Ron Prosor, director general of Israel’s foreign ministry, were among those who addressed more than 500 conference attendees from across Israel. Justices Scalia and Barak gave keynote addresses on “The Use of Foreign (Comparative) Law in the Interpretation of the U.S. Constitution” and “The Place of Comparative Law in Adjudication,” respectively.

The event provided an opportunity to reflect on comparisons of the U.S. and Israeli judicial systems as well as an opportunity for the audience and speakers to address how each nation confronts the challenge of protecting democratic institutions while preserving basic civil rights during the war on terror.

Following the symposium, the foundation hosted 60 high-level Israeli government officials, including Israeli Foreign and Justice Minister Tzipi Livni, academics and lawyers at a Fulbright-Israel 50th anniversary dinner.



U.S. Ambassador Richard Jones stands between U.S. Supreme Court Justice Antonin Scalia, right, and Israel Supreme Court President Aharon Barak.

Consular Offices Merge + Foreign Affairs Day + Junior Diplomats in Kuwait
+ Volunteers Fill Staffing Gaps + Tragedy in Karachi + Estonia’s Mini
Baby Boom + Black History Month Wraps Up + Grunts, Groans and Gasps

New Consular Offices Merge Windows and Walls with Spirits and Souls

In January, State Department officials dedicated the new state-of-the-art consular facility at the U.S. Consulate General in Guangzhou. In operation since August, it is designed to accommodate the rapidly growing demand for consular services in south China.

Situated in the richest and most populous province in China, the consulate general serves a consular district that accounts for one third of China's exports and has more than 200 million people.

The U.S. Consulate General in Guangzhou processes all immigrant visas for China. The adoption unit issues visas to Chinese orphans adopted by American citizens. The Department of Homeland Security's United States Citizenship and Immigration Service has offices in the facility.

Addressing local government officials, American business leaders, consulate employees and representatives of the media, Ambassador Clark Randt and General (retired) Charles Williams, director of the Bureau of Overseas Buildings Operations, praised the project as a model for future consular operations.

"This new office has exceeded everyone's expectations and desires," said Ambassador Randt.

The workspace has much larger waiting areas for the ever-growing number of visa applicants. The consular staff's work areas are spacious and allow for growth. The volume of visa interviews in Guangzhou is expected to increase steadily.

General Williams praised those involved for completing a "high-quality project within a short performance period of only 10 months." He noted that Chinese workers were trained to the highest U.S. safety and construction standards.

Consul General Edward Dong, who hosted the event, recognized the combination of factors that make successful organizations.

"Great institutions are made up of physical walls and windows combined with the minds, spirits and souls of the people who work there," he said. "This facility is one of those great institutions where highly trained and well-motivated American and Chinese employees utilize these fabulous facilities to provide outstanding service to American and Chinese customers."

The facility, in the heart of the business and financial district, is the largest of its kind, with 42 interview windows and 65,000 square feet of space. It cost nearly \$4 million.



Consular Section Chief William Martin, left, guides Ambassador Randt, General Williams and officials from Washington and Beijing on a tour of the new facility.

Foreign Affairs Day Focuses on Family

Foreign Affairs Day, the annual homecoming for retired Department employees, is Friday, May 5. This year's theme is the "Foreign Affairs Family."

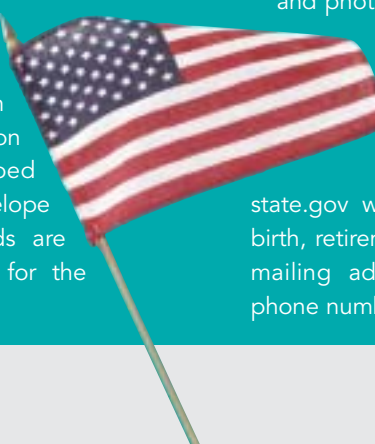
The program will include the American Foreign Service Association memorial plaque ceremony, two sessions of off-the-record seminars from regional bureaus on foreign policy issues, a coffee break to catch up with old friends and the traditional luncheon in the Benjamin Franklin

Room. Doors will open at the 23rd Street entrance at 8 a.m.

Retirees registering by e-mail should also return the yellow registration card in the stamped self-addressed envelope provided. The cards are used as a backup for the electronic database.

For guests, the full name, date of birth and photo ID number from a passport or license must be provided.

To be sure they are on the invitation mailing list, retirees can send an e-mail to foreignaffairsday@state.gov with their full name, date of birth, retirement date, photo ID number, mailing address, e-mail address and phone number.



Junior Diplomats Learn Embassy Protocol and Tennis Etiquette

What do you do with youngsters during a school break? In Kuwait, the U.S. Embassy organized a Junior Diplomat Program.

Under the auspices of Ambassador Richard LeBaron, a group of volunteers put together a three-day program for children ages 12 to 15 to familiarize them with embassy functions.

The children learned about visas and passports, security and diplomatic protocol. They were hosted by Mrs. LeBaron at the residence, where the staff gave them a royal reception. They went to movies, the Kuwait Scientific Center and Kuwaiti Towers. Lunch was at local restaurants, followed by tennis lessons at the embassy compound courts.

The culmination of the program was when the children chatted with the ambassador and received intertwined Kuwaiti-American flag pins and chocolate candy from the office management specialists in the front office.



Ambassador Richard LeBaron hosted a three-day Junior Diplomat Program for embassy children.

Volunteers Recruited to Fill Staffing Gaps

Last October, the U.S. Embassy in Kigali, Rwanda, was experiencing severe staffing gaps. The executive office of the Bureau of African Affairs recruited temporary duty assistants from a variety of sources. It also decided to develop a plan to better meet the needs of its posts. Using the Bureau of Western Hemisphere Affairs' successful

program as a model, African Affairs launched a pilot Volunteer Temporary Duty Program.

The program includes volunteer political and economic officers, public diplomacy officers, management officers, general services officers, budget and finance officers, office management specialists and infor-

mation management officers. Consular and regional security staffing gaps are handled by the respective functional bureaus.

The Bureau of African Affairs encourages U.S. direct-hire Foreign and Civil Service employees to volunteer and requests that supervisors support them. Once enrolled, volunteers are not obligated to accept any temporary duty assignments. They are simply notified of opportunities as they arise. The length of the temporary duty is worked out among the volunteer, the volunteer's supervisor and the funding office within African Affairs.

Several Civil Service employees who volunteered for short temporary duty were extremely helpful to posts. The volunteers also benefited by gaining firsthand knowledge of the inner workings of a U.S. embassy in Africa.

In a time of tight budgets, this program provides a way to provide support to posts and stretch limited funds.



These temporary duty volunteers found their way to Kigali: From left, Lt. Col. Lee Butler, Alvin Thomas, Jean Woynicki, Silvia Eiriz, Janet Wilgus, Sally Lindover, Ray Langston, Sandra Slaughter and Paul Engelstad.

Marines Put Embassy Civilians Through the Paces

PT, PT every day, build your body the DOS way!

More than 25 Department per-

sonnel and other members of the expatriate community in Abuja, Nigeria, enthusiastically participated in the Marine Security Guard "Honorary Mini Marine" physical fitness test in January.

Five age groups were designated: 1-17, 18-26, 27-39, 40-45 and 46 and up.

At 7 a.m., the Marines called all of the participants to the pull-up bar and demonstrated the proper techniques for a dead-hang pull-up and a flexed-arm hang. When the first participant was called to the bar, the Marines roused the crowd to cheers. With such overwhelming support, some of the participants surprised themselves by doing as many as 13 dead-hang pull-ups.

Next, they moved on to crunches, where they tried to reach the goal of 100 in two minutes. Some got up to 70.

The five-kilometer run was the farthest some had run in years. But everyone completed it.

Participants were replenished with juice and fruit while scores were added up. Ambassador John Campbell presented age-group winners with a physical fitness trophy and red, white and blue medal, which each wore proudly. Everyone wore smiles of personal accomplishment.

Embassy Staff Creates Mini Baby Boom

Estonia, a nation of 1.4 million people on the Baltic Sea, has struggled many years with a long-term issue posing a threat to its existence—a low birthrate and shrinking population. Ten years ago, Estonian Ambassador Peeter Olesk told the United Nations Population Division, "Estonians are threatened by an imminent crisis. A low fertility rate has been a characteristic feature for Estonia.

The birth rate has been decreasing rapidly since 1990."

The Estonian parliament attempted to address this threat by passing legislation in 2004 that allowed paid maternity leave for up to three years. Results are yet to be seen.

Sensing the need for leadership on this issue, the American and Estonian staff in the U.S. Embassy in Tallinn stepped bravely into the vanguard of the fight against population decline. Without regard for their own lost sleep or future contributions to college



Proud parents, a pregnant mom and some recent arrivals pose at the U.S. Embassy in Tallinn. Five families not pictured also have new arrivals under the age of one.

savings plans, the embassy staff decided to lead by example and show Estonia how to turn around its demographic crisis.

The statistics on the embassy's baby boom speak to the success of this effort: Out of about 80 total staff members, 12 births or pregnancies were recorded in the past year—a remarkable 15 percent annual population growth rate. If the rest of the country were to follow suit, Estonia's population could equal the entire world's current population by 2161. If even half of all humans were Estonian, the world might experience a massive cultural shift toward high-tech cell phone use and cross-country skiing, a sport in which tiny Estonia recently claimed three Olympic gold medals.



BLACK HISTORY MONTH REMINDS AMERICA OF ITS HIGHER PURPOSE

The State Department wrapped up a month of celebrations and special events honoring influential leaders in the African-American community on Feb. 27 in the Dean Acheson Auditorium. Although the Black History Month program focused on the legacy of Rosa Parks, it also shed light on the achievements

Black History Month is “a time to reflect on a people, a population who were among the founders of America,” she said, pointing out that African Americans were not, in fact, immigrants. “African Americans came here with European Americans, and together founded this country.”



Secretary Rice praised Black History Month as a time to reflect on the remarkable people who overcame the brutality of slavery to help found the United States of America.

of present leaders in the African-American community, most notably Secretary of State Condoleezza Rice. A future generation of leaders, lined up on stage wearing Myrtilla Miner Elementary School T-shirts, opened the program with song.

Following a brief introduction to the civil rights movement by Barry Wells of the Office of Civil Rights, Secretary Rice told the audience her views of why Americans celebrate African-American history. She drew lessons not only from America's history with slavery, but also from her personal experience growing up in Birmingham, Ala.

Secretary Rice said it was striking that they were able to do this despite the brutality and dehumanization they faced upon reaching our shores.

“The Constitution of the United States, which declared all men equal, which talked about inalienable rights, which talked about the pursuit of happiness, did not include African Americans,” she noted.

Viewed in this light, the civil rights movement of the mid 20th century marked a second founding of this country, she said. It was then that African Americans “finally delivered this country from its own contradictions to become the country that was for and by the people and where all men were created equal.”

The Secretary expressed hope in a people she sees are determined to make America serve its higher purpose, so all can live up to their potential.

Keynote speaker Ella McCall Haygan is one woman who overcame many obstacles to live up to her potential. She is now regional director of the Rosa and Raymond Parks Institute for Self Development, but she began as a high school dropout, a teenage mother and a victim of homelessness and abuse. Ms. Haygan overcame her situation with the help of an organization called Youth Pride, Inc.

Eventually, she earned her GED and went on to earn a bachelor's degree from American University and a master's degree from Catholic University. Today, Ms. Haygan is a licensed social worker and volunteers at Myrtilla Miner Elementary School in Washington, D.C.

“You go through stuff, and you learn to have faith in yourself—that you're somebody and you're worth something, and we try to teach this to the kids every day,” she said.

Foreign Service Specialist David Foy Killed in Bombing

David E. Foy, 51, U.S. Consulate in Karachi's facility manager, was killed in Karachi, Pakistan, on March 2 when a suicide car bomber crashed into his vehicle outside the consulate gates as he was arriving at work. He and his driver, Iftikhar Ahmed, were killed instantly, as were a Pakistani security guard and the suspected suicide bomber. Mr. Foy is the first facility manager to die in the line of duty.

Born in Arizona, Mr. Foy was a Navy veteran who joined the

Foreign Service in 2003. His first assignment was as a facility management specialist in Bishkek, Kyrgyzstan. He arrived in Karachi last September.

The Secretary directed that the flag at the Harry S Truman Building be brought to half-staff for three days in honor of Mr. Foy.

David Foy is survived by his wife, Donna, and by four daughters: Suzzette Hartwell, Cherish Foy, Shandra Jackson and Tamara Foy.



500

AND COUNTING!

BY ALESANDRA ANN SCHOLL

State Magazine celebrates the publication of its 500th issue this month. Since May 1961, the magazine has been chronicling noteworthy events and issues for all Department employees. Another version of the publication, for Foreign Service members, was published from 1947 to 1961.

Through the years, the magazine has undergone many changes. At first, it was a black-and-white publication called the *State Department News Letter*. In 1981, the publication name was simplified to *State*, but it was 1996 before limited splashes of color were added to the pages. In that year, it also was renamed *State Magazine*. Then in 1999, the publication became a full-color magazine with color photographs and illustrations.

Now, in response to reader suggestions and to mark the occasion of its 500th issue, the magazine has been redesigned so that it has a more modern look and is easier to read.

“The 500th issue is a milestone for the magazine and sets a new graphic standard,” said Art Director David L. Johnston. “The magazine will now look more like a magazine and less like a newsletter.”

Johnston and Editor-in-Chief Rob Wiley began planning the redesign last summer. Changes include more graphics, a contents page with more photos, and a better distribution of long and short articles.

Though the look and style of the magazine have changed over the years, one thing has remained the same: *State Magazine* has continued to report on the important events and issues occurring at the State Department. Below is a look back at some of the highlights the magazine covered during the past 45 years.

THE FIRST ISSUE

The inaugural issue contained a story explaining a widely heralded new project called the Peace Corps. Just two months earlier, President John F. Kennedy had signed an executive order establishing the Peace Corps, after challenging Americans to public service with these famous words: “Ask not what your country can do for you; ask what you can do for your country.”

The Peace Corps at that time was an independent agency within the Department of State. The newsletter devoted more than four pages to a description of the new concept.



Secretary William Rogers, left, and President Richard M. Nixon meet with Premier Chou En-lai during their historic mission to re-open contact with the People's Republic of China in 1972.

The first issue also included a story on the newly opened main State Department building at 2201 C Street in Washington, D.C., which was dedicated on Jan. 5, 1961.

“The State Department, which has contended with the frustrations of doing business in dozens of dispersed annexes since the turn of the century, at last has

most of its domestic forces under one roof,” the article stated.

In another section of the newsletter, two tiny photos showed the new U.S. Embassy in Baghdad and the embassy residence, which had just been completed in January 1961.

THE CUBAN MISSILE CRISIS

A year-and-a-half later, the focus of the newsletter was on the Cuban missile crisis. The November 1962 issue ran the full text of President Kennedy’s televised address alerting the world to the crisis. The next issue detailed the Department’s role in helping to resolve the crisis.

“At first only half a dozen people in the State Department, and equivalent numbers in other branches of the Government, knew the full details of the Cuban situation. ...To limit the possible spread of information during this period, senior officers did their own typing; some of the Secretary’s basic papers were done in his own handwriting,” stated an article in the newsletter.

In the following days, senior State Department officers were involved in a blur of meetings. Secrecy was of paramount importance, according to the article. At one point Department officials trying to resolve the crisis had to sneak into the building during the middle of a State Department dinner for Soviet Foreign Minister Andrei Gromyko. Reporters who saw them arriving at the Department assumed they were en route to the dinner. When the officers

TIME LINE

A LOOK AT THE TIMES OF STATE MAGAZINE

1940s

First issue of *Foreign Service News Letter* Published (1947)

State of Israel Founded (1948)



NATO Established (1949)

1950s

Korean War Begins (1950)

Rosenbergs Executed for Espionage (1953)

Soviet Satellite Sputnik Launches Space Age (1957)

Castro Becomes Dictator of Cuba (1959)



40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59

COVER MODELS



1947



1964



1982

were called to the White House later that evening, nine men rode in one automobile to avoid attracting attention to their cars, the newsletter reported.

NIXON VISITS CHINA

The March 1972 issue of the newsletter featured articles on President Richard M. Nixon's historic visit to the People's Republic of China in February 1972 and his mission to open contact with the country after decades of mutual estrangement.

"The China visit was a success from all angles," the newsletter reported. "As the Secretary told the Department's top officers on March 2, the President was delighted with the results and convinced that the trip had made an historic contribution to the national interest and to world peace. The President also felt the

gation together and praised them for the role the Department had played both in the course of the visit and during the preparations for it."

IRAN HOSTAGE CRISIS

The nation was stunned in November 1979 when Iranian radicals seized the U.S. Embassy in Tehran and took 66 people hostage—including American diplomats and U.S. Marines. Although some of the hostages were later released, 52 hostages remained in captivity for 444 days. When they were finally freed on January 20, 1981, the nation rejoiced.

Upon hearing the news, *State Magazine* reporter/photographer Donna Gigliotti flew to West Germany and, just 13 hours after the hostages had been released, was aboard one of the two buses full of the freed Americans.

"Hey, I want you to know: 'Wasted days and wasted nights'; that's our song," a long-haired William E. Belk, Foreign Service communications officer, told Gigliotti in the February 1981 issue. As the bus traversed the 20 miles to the hospital, people lined the streets, waving and cheering. Gigliotti reported that the newly freed hostages inside the bus cheered when an official updated them on the latest bowl game scores and the identity of the Super Bowl contenders. Some of the former prisoners wanted to



Secretary of State Cyrus Vance joins other State Department employees in the Department's Operations Center as they work to free U.S. hostages in Iran in 1979.

Department's contributions to the visit had been significant. In Shanghai, during the last night of the visit, he called the Department of State members of the dele-

talk all about their experiences in the previous months; others read their newspapers and tried to catch up on the news. The bus pulled up to the hospital a short time later.

1960s

Department of State Newsletter Debuts (1961)



Cuban Missile Crisis (1962)

Civil Rights Act Passes (1964)

Martin Luther King Jr. Assassinated (1968)

1970s

U.S. Pulls Out of Vietnam (1973)

President Nixon Resigns (1974)

North and South Vietnam Join to Form the Socialist Republic of Vietnam (1976)

Margaret Thatcher Becomes Prime Minister of Great Britain (1979)



60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79

“When the Americans arrived, they were greeted by an applauding crowd of hundreds ... some who leaned over balconies waving yellow ribbons,” wrote Gigliotti. Inside, the walls of the hospital were lined with children’s drawings scrawled with “Welcome home!”

The jubilant stories about the release continued in the next issue of the magazine. Twenty-eight pages of photos and stories showed the enthusiastic celebrations that took place in the United States and at U.S. diplomatic missions and around the globe when the world learned that the hostages had been freed.

THE FALL OF THE BERLIN WALL

In January 1990, *State Magazine* ran a dramatic eyewitness account of the day the Berlin Wall finally opened. For decades, the wall prevented East Germans and other Eastern Europeans from entering the West. Then on November 9, 1989, the German Democratic Republic lifted travel restrictions and allowed East Berliners to cross into democratic West Berlin. General Services Officer Mark Jackson drove to Berlin to celebrate the historic event that marked the symbolic end of the Cold War. He wrote a two-page article about his experience for *State Magazine*.

“I headed for Checkpoint Charlie, the famous crossing point on the Berlin Wall,” wrote Jackson. “Previously, it was a crossing for Allied military and for foreigners only. It hadn’t been open to Germans from either side. Tonight, this had changed.

“Thousands of Westerners jammed into the block-long area of the checkpoint to greet those coming over. The mood was like that at a carnival. A steady stream of pedestrians was crossing over, most of them with uncontrollable smiles, some

with tears, many looking dazed. They appeared shocked by the politeness of their own border guards and by the nearly effortless crossing, and were then thrilled by the welcome they received from thousands as they stepped over the line painted on the road,” wrote Jackson.

EAST AFRICAN BOMBINGS

The date August 7, 1998, will long be remembered as a day of tragedy and shock for the State Department. On that day, terrorists bombed the U.S. embassies in Nairobi, Kenya, and Dar es Salaam,



Airmen at Andrews Air Force Base, Md., unload a casket from an aircraft during a ceremony in which 1,250 Department employees welcomed home the remains of 10 of the Americans killed in the 1998 bombing of U.S. Embassy Nairobi.

Tanzania, killing more than 300 people and injuring more than 5,000. *State Magazine* covered the horrific attacks from multiple angles, devoting most of its October 1998

issue to the event and its aftermath. The magazine ran detailed eyewitness accounts of the bombings. Another article described the response of employees in Washington, D.C. There also was a story about the poignant memorial service at Andrews Air Force Base, where family members, President Clinton, Secretary Madeleine Albright and 1,250 Department employees gathered to pay their respects and welcome home the remains of 10 of the 12 Americans killed in Kenya.

In her remarks at the service, Secretary Albright said, “We are all diminished, for those we remember today reflected the strengths and diversity of our country. They were the kind of unpretentious but remarkable people who represent America in diplomatic outposts around the world. People doing their jobs, day in and day out—working for peace, strengthening democracy, healing the ill, helping those in need, winning friends for America.”

THE MAGAZINE IN 2006

Today, more than 33,000 copies of *State Magazine* are published 11 times a year and sent to State Department employees, contractors, retirees and others throughout the world. The purpose of the magazine is to help management and employees communicate and to acquaint employees with developments that may affect operations or personnel.

“On top of that, I view our job as reflecting the State Department work force: Foreign Service, Civil Service, locally employed staff and contractors,” said Wiley. “As they evolve, we evolve with them.” ■

The author is deputy editor of State Magazine.

1980s

State Goes From Newsletter to Magazine (1981)



U.S. Embassy in Beirut Bombed (1983)

Chernobyl Nuclear Accident (1986)

Berlin Wall Falls (1989)

1990s

Collapse of the Soviet Union (1991)

Oklahoma City Bombing (1995)

Hong Kong Returned to China (1997)

The Euro Becomes the New European Currency (1999)



2000s

Terrorist Attacks in N.Y. and D.C. (2001)

170 Dead After Bali Bombing (2002)

U.S. Launches War in Iraq (2003)

Tsunami Strikes Asian Coasts (2004)



80 81 82 83 84 85 86 87 88 89

90 91 92 93 94 95 96 97 98 99

00 01 02 03 04



Ride the E-Train

FSI JOINS ONLINE LEARNING QUARTET **BY LAURA SELLS**

The Foreign Service Institute is now one of four federal agencies authorized as an e-learning provider. On December 15, Under Secretary for Management Henrietta Fore and Dr. Jeff T. H. Pon of the U.S. Office of Personnel Management signed an agreement that made FSI the fourth member of the e-Training Service Provider Consortium.

Under the President's Management Agenda, the e-Training Initiative created the consortium to help unify and simplify e-training efforts across the executive branch.

What does this appointment mean for the Department? The e-Training Initiative, with close support from the Office of Management and Budget, mandates that agencies move their operations—such as learning management systems, collaborative training systems and distance-learning course development—and funds to an authorized training provider. Now recognized as an authorized provider, FSI can continue to meet the Department's business needs, as well as those of its many customer agencies.

While the Foreign Service Act and the Foreign Affairs Manual guidance designate FSI as the Department's training bureau, this expanded designation will likely attract increased interest from

other agencies, particularly those involved in foreign affairs. The Department can now meet its own business needs and sell services instead of buying them. It has a growing role in government-wide e-training efforts.

Exclusive Club

FSI's membership in the exclusive consortium is based on legislative authorities, its record as a service provider for many years to dozens of customer agencies and organizations and its premier



Above: Under Secretary Fore and OPM's Dr. Jeff Pon display the agreement designating FSI as a federal-wide e-training service provider. Right: Dr. Tom McMahon of FSI, second from right, participates on a panel with members of the three other authorized service providers at the Winter e-Learning Showcase and Learning Symposium.

PHOTOGRAPHS: FOREIGN SERVICE INSTITUTE



Dr. Jeff Pon, OPM, Cathy Russell, FSI, Jeffrey Koch, OMB, and Barry Wells, FSI, in discussion at the Winter e-Learning Showcase and Learning Symposium.

education and training program and practices. FSI has long been recognized for its unique foreign affairs expertise, its history of training employees of other agencies and the Department's authority to provide foreign affairs training to the federal government.

There are three other consortium members: the National Security Agency's FasTrac, the Department of Commerce's National Technical Information Service and Personnel Management's USA Learning. FSI's designation as an authorized provider for e-learning is a natural extension of the classroom and distance-learning training that FSI provides to more than 60 government organizations on a reimbursable basis.

Expanded Role

FSI now gains an expanded role in providing training to other agencies, greater demand for its online courses, outside requests for more online courses in more foreign affairs areas and much more attention as new customers experience and talk about the high quality of FSI's online courses and courseware. Because FSI courses are developed and often delivered with the collaboration of subject matter experts in other bureaus, the courses for other agencies reflect the experience of the entire Department.

FSI also participated last December with the other service providers in Personnel Management's Winter e-Learning Showcase and Learning Symposium, which highlighted the consortium and the vendors whose products are available from one or more of the consortium's members. Several hundred federal employees attended the showcase and heard industry leaders and government officials describe the promise and progress of e-learning in the federal sector.

FSI displayed its products, and its representatives sat on panels, mingled and marketed. FSI also represents the Department on the Learning and Development Advisory Council, a government-wide body that grapples with the future of learning for federal employees.

FSI continues to expand its production of innovative online courseware. Department employees are strongly encouraged to periodically look into the Institute's distance-learning courses and consider enrolling in courses that will help them enhance their skills and acquire new ones. The Internet-based learning management system is available from employees' offices or homes. Visit the FSI web page at <http://fsi.state.gov> to learn more. ■

The author is a management analyst in FSI's Office of the Executive Director for Management.

Out and About— Novel and Effective

Employees who wish to learn a new language can now obtain "Out and About" CDs from FSI. Each CD focuses on phrases, words and ways of getting things done in a language very different from English, in a culture very different from our own. The main themes for all "Out and About" products are:

Getting Around—Finding your way around an unfamiliar city using public transportation or driving;

Getting Food—Ordering food items and cultural dishes at a restaurant, shopping for food in the marketplace, etc.; and

Getting Things—Shopping for souvenirs, clothing and culturally specific items and dealing with the local currency.

The CDs fill a gap for those unable to take classroom language training.

Current "Out and About" products cover Ankara, Athens, Bangkok, Beijing, Cairo, Istanbul, Kiev, Moscow, Saint Petersburg, Seoul and Tokyo. More than 4,700 of these CDs have been distributed at FSI, at appropriate posts, by bureau desk officers and by others.

Innovative interactive exercises enliven the learning process and create unforgettable experiences. A favorite is the taxi director, which first appeared in the Beijing "Out and About" CD in 2001 and has been used several times since for cities where taxis are a mainstay of local government.

Athens, Bangkok, Beijing, Moscow and Seoul "Out and About" CDs are available to the public from the National Technical Information Service for \$60 each; other titles will be made available soon.



Sunbeams, filtered by clouds, silhouette two Costa Rican boys as they ride horses around the lake at Peace Park, in San Jose. The park was named for former President Oscar Arias, winner of the Nobel Peace Prize in 1987.





Blessed by Man and Nature

San José

By Gwendolynne Simmons



Above: Ambassador Langdale, seated, along with Mrs. Langdale and Peace Corps Director Terry Grumley, both standing, visits with children at an orphanage operated by Costa Rica's national child welfare authority, Patronato Nacional de la Infancia. Opposite page top: Nicky Emery, office management specialist for the deputy chief of mission, poses in her apron after winning the mission's "Iron Chef" contest. Bottom: Mission children participate in an egg toss contest at the annual Easter egg hunt and party held at the ambassador's residence.

Costa Rica is renowned as an ecotourism paradise and rightfully so. The mere mention of the country's name conjures up visions of rain forests, tropical beaches, volcanoes and abundant, exotic wildlife. Within its borders can be found more than 850 species of birds, 200 species of mammals, 1,400 varieties of orchids and 365,000 types of insects, spiders and crabs.

The beautiful resplendent quetzal, with its sparkling plumage of emerald green, is a bird that figures prominently in pre-Columbian mythology and whose rare feathers were once prized like gold or jade.

Democratic governance, once almost as rare as a quetzal's feathers in the rest of Central America, has been a hallmark of Costa Rica for more than half a century and is a source of tremendous national pride. The country has held 15 successive presidential elections since abolishing the military in 1949; all were conducted peacefully and

usually resulted in a transfer of power to another political party, as occurred this past February.

In lieu of spending on defense, Costa Rica has been able to devote public resources to education and health, and was one of the first countries in the hemisphere to create a pension system. With a literacy rate of 97 percent, the second-highest life expectancy in the hemisphere and a low rate of poverty, Costa Rica has stood out for decades as a Latin American model.

PROTECTING THE ENVIRONMENT

The country also has been a leader in establishing national parks and reserves. Approximately 27 percent of the country's surface area, comprising irreplaceable rain forest, dry tropical forest, islands, volcanoes and sites of historic or archeological importance, is protected.



AT A GLANCE



The capital, San José, is home to an extensive assortment of museums, theaters, restaurants, bars, discos and neighborhood markets. The city has more movie theaters per capita than any other city in Latin America. The importance of coffee to Costa Rica's early development is evident in the city's most famous landmark, the National Theater. The building, a replica of the Paris opera house, was built in the 1890s from the proceeds of the wealth generated by the worldwide boom in coffee consumption.

On the hillsides and volcanoes surrounding the capital are numerous small villages, rolling pastures, family farms and vast coffee plantations.

While its agrarian roots help explain Costa Rica's democratic development, the adoption of wise economic policies and a general embrace of globalization have helped the economy to adapt over time and to expand the country's middle class.

Though agricultural production and exports are still important to the national

Country name

Costa Rica

Capital

San José

Government

Democratic republic

Independence

September 15, 1821 (from Spain)

Languages

Spanish (official) and English

Religions

Roman Catholic (76.3 percent), Evangelical (13.7 percent) and Jehovah's Witnesses (1.3 percent)

Population

4 million

Total area

51,100 square kilometers

Approximate size

Slightly smaller than West Virginia

Currency

Costa Rican colon (CRC)

Per capita income

\$10,000

Industries

Microprocessors, food processing, textiles and clothing, construction materials, fertilizer and plastic products

Export partners

United States (46.9 percent), Netherlands (5.3 percent) and Guatemala (4.4 percent)

Import partners

United States (46.1 percent), Japan (5.9 percent) and Mexico (5.1 percent)



Above: Roy Fernandez and Betty McAdoo enjoy refreshments at the Turno de la Embajada Festival, held around Costa Rican Independence Day to celebrate Costa Rican cuisine and culture. Right: General Services officer Dennis Carpenter dances with one of the performers. Opposite page: Carmen Castro, budget and fiscal officer, is dressed for the mission Halloween trick or treat event.

economy, their role has diminished substantially over the past generation. Agriculture accounted for a third of Costa Rica's economy a quarter of a century ago; it now contributes just under 10 percent of gross domestic product. In its place, high-tech industries such as computer chip and medical device manufacture, service industries such as call centers and accounting businesses and, above all, tourism have come to the fore.

VISIT AND STAY

The country has a burgeoning reputation as a tourist paradise and some 700,000 U.S. citizens visit each year. Thanks to a relatively low cost of living,



PHOTOGRAPHS: U.S. EMBASSY, SAN JOSE

tens of thousands of American citizens have made the country their home.

Providing services to this ever-expanding customer base has taxed the embassy's small consular section, especially when coupled with the more stringent visa processing requirements necessitated by increased homeland security considerations. Work on a new, expanded consular section began in December and should be finished around August.

Peace Corps volunteers constitute another aspect of the U.S. presence. Some 80 volunteers work in small business development, child welfare or community development with rural and indigenous communities throughout the country.

Charity work is a high priority for many members of the embassy community. At Christmas, the community liaison office organized a toy drive to benefit the 65 children in a local orphanage. Several Peace Corps volunteers worked with members of the embassy community to create a colorful mural to brighten up the local Children's Hospital cancer ward. The mural brings smiles to the suffering youngsters and instills hope in both the patients and their families.

Costa Rica's proximity to Colombia contributes considerably to the challenges faced by the country in dealing with the scourge of the narcotics trade and drug addiction. Countering narcotics trafficking throughout the Central American isthmus and surrounding sea lanes is a major focus of the embassy. The Drug Enforcement Administration and U.S. Coast Guard coordinate counter-narcotics efforts with Costa Rican authorities and engage in drug interdiction operations. During 2005, DEA agents and Coast Guard personnel assisted in capturing more than 9,000 kilos of cocaine headed for U.S. shores. The embassy also supports demand reduction efforts focused on youth.

THE FREE TRADE DEBATE

As with the rest of the countries in the region, public debate in Costa Rica has focused for the past several years on the Central America-Dominican Republic-United States Free Trade Agreement, or CAFTA-DR. Despite having the most developed economy in the region, many Costa Ricans have been reluctant to embrace the agreement, and ratification

has languished behind the other six signatories of the arrangement.

The embassy has focused on explaining to the Costa Rican public the benefits of the CAFTA-DR agreement for local businesses and consumers. Working with the new government to ensure that the agreement is adopted by the legislature is a top priority for the mission in 2006. Ensuring that the agreement enters into force should help provide Costa Rica with the necessary tools to preserve and expand the country's vaunted economic and social achievements, and further solidify its long-standing democratic tradition.

There are many diversions for those living in Costa Rica. As in other Latin cultures, Costa Ricans love to dance. Numerous dance studios teach everything from ballet to hip-hop to the tango for children and adults. Sports are also important, with soccer being the most popular. Also popular are tennis, golf and swimming.

Another favorite pastime among mission families is horseback riding. The climate is ideal for riding, and beautiful views are all around. Riding is available in the rain forest, through coffee fields, on the beach and everywhere in between. Many people come to Costa Rica with no riding experience, but leave hooked on the sport. Children as young as five years old are eligible for English-style riding lessons.

THROUGH THE TREETOPS

For the more adventurous, canopy tours explore the elevated ecosystem of the rain forests with a bird's-eye view of the jungle. Passengers start on platforms built atop massive trees and ride between them on cables. This provides an incredible view of the landscape and offers the rider a fast-moving glimpse into

the habitat of the resident birds, monkeys, sloths and other critters. The less adventurous can walk across the gaps between trees on numerous suspension bridges.

Both coastlines of Costa Rica have a large number of beaches. Whitewater rafting is available from the beginner to the very advanced level. The country is world famous for deep-sea fishing. The warm waters are home to numerous sport fish, such as striped marlin, blue marlin, sailfish and tuna. There is great fishing in both the Pacific and Caribbean waters. Costa Rica has become a major surfing destination, not only for its breathtaking oceans, but also for its variety of surf sports. International surfing competitions are held annually.

Appealing to a broad range of interests, Costa Rica is a place where you can see a volcano erupt, watch turtles hatch, observe a troop of monkeys climb through the trees or just lounge at the beach. *Pura Vida!* ■

The author is community liaison officer at the U.S. Embassy in San José.





Left: This Kabul tree nursery received support from the Afghan Conservation Corps, including workers and materials. Below: From left, USDA development resources specialist Sarah Librea, USDA civil engineer Jon Fripp and USDA Afghan Conservation Corps team leader Otto Gonzalez show teachers how to demonstrate the importance of vegetation in preventing soil erosion and preserving good water quality.



On Feb. 26, 2004, a delegation led by Under Secretary for Global Affairs Paula Dobriansky inaugurated another cash-for-work Corps program: the Women's Conservation Corps pilot project at a 400-bed hospital in Kabul.

Women's Corps project supervisor Razia Rahimi told Under Secretary Dobriansky that Afghan women "were grateful for the organization that provides employment opportunities for the women. Really, it is a great and worthy step toward the rights of women. This program creates a good condition for women to work and take part in the rehabilitation of their country."

KABUL'S GREEN BELT

To celebrate the Afghan New Year, Nawroz, in March 2004, the Afghan Corps worked with numerous agencies to procure and distribute almost one million trees to restore the "Kabul Green Belt," which older Kabul residents remember as a favorite destination for picnics in their youth. Kabul Green Week was marked by planting trees in public locations throughout the city and by a variety of public events, including children's activities, formal receptions, entertainment and educational initiatives.

Despite inevitable delays, results were rapid. By April 2004, the Afghan Conser-

vation Corps was responsible for more than 70 projects in 18 of the 32 provinces in Afghanistan. The projects generated 370,000 labor days that assisted some 18,000 Afghan families.

Corps projects included nursery setup and operation, reforestation, water intake improvement, grounds beautification and roadside greening. Funding from the United States Agency for International Development began in May 2004 and continues to the present day, helping extend the reach of Afghan Corps programs in biodiversity.

The Corps added a Youth Conservation Corps in the summer of 2004, which focused on educational programs for school-age children to promote environmental awareness and stewardship through skits, songs and poster contests.

Corps activities provide critical employment opportunities for some of the country's poorest inhabitants while improving the natural resource base upon which rural people rely. As he learned of the Afghan Corps' progress, President Hamid Karzai became one of the project's most ardent advocates. In one early briefing, Karzai declared to Dewey, "I love this program. One of my ambitions is to someday become head of the Afghan Conservation Corps!"

Today, the Afghan Conservation Corps is supported by the Afghan government, USDA and USAID. It has 47 projects in 20 provinces, including tree nurseries, pistachio forest rehabilitation projects, tree plantations and hillside reforestation, environmental awareness and biodiversity conservation projects. The Kabul Green Belt is beginning to flourish. Reforestation is slowly improving environmental conditions throughout the region.

Women's Conservation Corps projects in Kabul, Herat, Mazar-e-Sharif, Kunduz and Jalalabad help women find work and develop skills in management, landscaping and beautification of public building grounds. About 120 women work daily to clean up garbage, plant flower gardens and create waste separation and composting areas. Persons with disabilities keep track of worker attendance, manage and water new seedlings and prepare wire baskets for seedling plantings.

Working with the Youth Conservation Corps, the Ministry of Education developed a national curriculum on environmental science that is being introduced in schools. ■

The author is a foreign affairs officer in the Bureau of Oceans and International Environmental and Scientific Affairs.



Opposite page: East Africa hub officer Dan Balzer meets with villagers on the boundary of Uganda's Rwenzori National Park to discuss wildlife trafficking. Left: South Asia hub officer Katharine Koch takes a visit to a flash flood area in Tibet aboard the local mass transit system. Below: South America regional hub officer Jimmy Story, center, joins U.S. Agency for International Development environmental specialist Marcia Toledo, left, and U.S. Embassy in Lima, Peru, deputy economic counselor Hal Howard on a hike through Peru's Yanachaga Chemillen National Park.



other, and trust was built," he said. These neighbors were on the verge of nuclear war a few short years back.

The first formal peace agreement signed by the four provinces of the former Republic of Yugoslavia came about in large part because of behind-the-scenes support on water management issues from Budapest hub officers Nina Fite and Karyn Posner-Mullen. Because of the framework agreement on Sava River management and subsequent creation of the International Sava River Commission, these formerly warring countries now share expertise on sustainable development of the river, demining, navigation and flood control.

Common Ground

Former Secretary of State Warren

Christopher initiated the hub program nearly a decade ago to help the Department face new and growing environmental challenges, many of which require transnational cooperation to solve. The hubs are predicated on the idea that bringing stakeholders and leaders together across a region to work on a common environmental problem or threat can advance U.S. interests in ways that go far beyond the scope of the environmental issue itself.

Hub officers—carefully selected for their talents as entrepreneurs, strategic thinkers, skilled negotiators, program developers and diplomats—redefine the practice of diplomacy. Far from confining themselves to reporting, they are constantly on the road in their countries and regions of service, meeting with locals and hearing

their concerns.

Hub officers cover some of the toughest, most complex areas in the world—the Horn of Africa, Syria, the Democratic Republic of the Congo, Nigeria, the Caucasus and the tsunami-battered regions of Southeast Asia, to name a few. They use environment, health, science and technology cooperation to strengthen democratic institutions, transparency and the role of citizens in policymaking. They tackle some of the world's biggest development challenges, building partnerships that help foreign counterparts transcend traditional boundaries and work together toward a common goal.

These hub-initiated partnerships work. Following the deadly December 2004 tsunami in the Indian Ocean, Bangkok hub

concerned that they do not possess the ability to detect an outbreak of influenza among domestic poultry populations, prevent the spread of the virus to humans or handle an influenza pandemic.

Brazil-based hub officer Jimmy Story has developed a 10-day Voluntary Visitor program on avian and pandemic influenza, to begin in late April, for policy makers and technical officers from each South American country. The tour includes a visit to the Department of Health and Human Services Centers for Disease Control in Atlanta; meetings with relevant federal, state and local government agencies in the Washington area; and a trip to one major port of entry. The program will familiarize participants with the latest U.S. technology used to detect avian influenza and demonstrate local, state and federal government coordination to contain a potential influenza pandemic.

The program also builds upon relationships the World Health Organization's regional office for the Americas—the Pan-American Health Organization—is forging with the scientific and policy communities of each country through the creation of regional and national action plans to combat, prevent, prepare for and respond to an influenza pandemic. In the event of an influenza outbreak, these relationships may prove key to helping each country implement emergency procedures to halt, or at least limit, the impact.

Through these and many other regional activities, the 12 regional environmental hub officers use their diplomatic skills to advance U.S. interests in ways that go far beyond the environment. Their efforts make a real difference in the lives of the people with whom they work, from local and regional leaders to educators, medical professionals and entrepreneurs. In the words of Secretary Rice, these regional hubs are helping people “to better their own lives, and to build their own nations and to transform their own futures.” Carrying their well-honed regional skills into their onward assignments in senior leadership positions, hub officers offer a unique set of experiences to enrich the Department for years to come.

The author is a foreign affairs officer serving in the Office of Policy Coordination and Initiatives.

LIVING AND BREATHING ENVIRONMENTAL DIPLOMACY

BY ELINA SARKISOVA

The 2005 recipient of the Department's Frank E. Loy Award for Outstanding Environmental Diplomacy is the assistant legal adviser for Oceans, International Environmental and Scientific Affairs, Susan Biniatz. When Ms. Biniatz joined the

treaties. These include the International Space Station Agreements, the U.S.-Russia Maritime Boundary Treaty, the 1992 Framework Convention on Climate Change, the Kyoto Protocol, the U.S.-Canada Air Quality Agreement, the



bureau in 1991, countries were just developing the international legal framework for addressing a growing environmental concern—climate change. Negotiations also were under way on a biodiversity treaty, a new model for funding developing countries and a major action plan covering nearly all global environmental issues. Through her leadership, creativity and individual initiative, Ms. Biniatz helped shape the course of this expanding area of international law.

Interest in environmental issues was growing when she joined the bureau, she said. She found this area of law interesting, fast-paced and on the cutting edge.

“There are all kinds of new treaty devices that have been created to deal with specific issues that arise in environmental and oceans treaties, such as mechanisms for provision of scientific advice, expedited amendments to keep pace with evolving knowledge and multilateral compliance regimes,” Ms. Biniatz said. “All these constantly raise new legal issues.”

Since joining the Department as an attorney adviser in 1984, Ms. Biniatz has been involved in negotiating a number of

Susan Biniatz prepares a treaty document for signing by then-Secretary George Shultz. To his left is then-Soviet foreign minister Eduard Shevardnadze.

Economic Commission for Europe Convention on Transboundary Environmental Impact Assessment and various amendments to the Montreal Ozone Protocol and the Basel Convention on Transboundary Movements of Hazardous Waste.

Keeping up with the pace of international meetings, conferences and treaty developments can be challenging. As a lawyer, Ms. Biniatz faces a set of “living, breathing treaties” that constantly need revisiting.

“You can't just put a completed treaty away and wait for people to ask you questions,” she said. “To be helpful, you need to follow developments closely and be aware of the historical aspects of the different regimes.” ■

The author is a recent graduate of Georgetown University and a Career Entry Program paralegal in the Office of the Legal Adviser.





WOMEN AT STATE FOCUS
ON RESULTS, NOT GENDER

BY ELINA SARKISOVA

DRIVE & COURAGE

The crowd settles, the chatter subsides, the heavy doors close. Patricia Moller takes her seat among three other nominees for ambassadorships—one of two women awaiting confirmation by the Senate. Few people in the Foreign Service arrive at this culminating point in their careers. For many women at the Department, it took more than hard work and experience; it took personal drive and the courage to test society's limits.



Clockwise from above: Ambassador Patricia Moller, above, while serving as Deputy Chief of Mission in the U.S. Embassy in Tbilisi, visits eastern Georgia. Ambassador Moller, right, left Wall Street to join the Foreign Service. Jamison Borek, assistant legal adviser in the Office of the Legal Adviser, found more cultural presumptions than actual discrimination in the Department's Civil Service. Deputy Assistant Secretary for Human Resources Linda Tagliatela says men and women learn from each other by sharing different styles.



This may not be so obvious to a younger generation perhaps unaware of the struggles that defined women's professional careers just a few decades ago. This year's celebration of Women's History Month is a reminder that the current status of women in the Department workforce was not achieved without a fight.

Until the 1970s, a female Foreign Service officer who married a fellow FSO was expected to resign and concentrate on her duties as wife and mother. In fact, her husband's evaluation was based partly on her "performance" as a representational hostess and face of the U.S. government within the foreign community.

Re-creating Roles

Although the progressive spirit of the 1970s gave rise to a number of measures designed to make the government a more institutionally friendly place for spouses and families, not everyone was pleased.

"Many women felt shoved aside and discounted by the reforms," said Stephanie Kinney, one of the founders of the Family Liaison Office, which supports spouses and their families stationed abroad. What became known as the "Declaration of Spouses" separated the role of the wife from that of her husband.

After the Declaration, women—whether wives or employees—had to re-create their roles within the Department. Ms. Kinney worked closely with the Association of American Foreign Service Women and management to help women by providing information and representing family concerns when personnel and management policies were discussed.

"Our goal was to build institutionally an awareness and practice of considering the needs and appreciating the roles of spouses and their families," she said. "In the end, we proved that major change is possible at State if pursued in the right way."

Although less than a quarter of ambassadors are female, women have come a long way since the 1970s. In addition to measures adopted to provide women with institutional support within the Department, a number of suits alleging bias helped disassemble barriers that had kept women from rising through the ranks or even entering the Foreign

Service. A federal judge eventually ruled that the Foreign Service exam had discriminated against women, though different women were affected to different degrees.

"To an extent, it applied to all of us here at State, but I can't say that it affected me or my career in particular," said Ms. Moller, a career member of the Senior Foreign Service who was recently sworn in as ambassador to Burundi. She left Wall Street to join the Foreign Service in the mid-1980s and adapted quickly to government life. "From the beginning, I was willing to work really hard. When faced with a task, I would say to myself, 'Here is the job I need to do. I know I can do it. How can I add value to my work?'"

Cultural Presumptions

Jamison Borek, assistant legal adviser for legislation and management in the Office of the Legal Adviser, said she found

"Here is the job I need to do. I know I can do it. How can I add value to my work?"
—Patricia Moller

no institutionalized discrimination against women in the Civil Service, as there may have been in the Foreign Service. But she found a cultural presumption about women and their roles in society that hindered their ability to advance and succeed in the workplace on equal terms with men.

According to Ms. Borek, this kind of cultural discrimination may still exist, albeit subtly and even unconsciously. She said that if a woman were to show her temper during negotiations, for example, she would be judged more harshly than a man.

"The rules have been skewed in favor of what has traditionally been a male-dominated establishment, and unfortunately, women have been held to a

set of standards that are more difficult to meet," she said.

Ambassador Pamela Smith, a recently retired FSO, said she did not feel significant institutional discrimination during her career. In fact, her U.S. Information Agency entering class in 1975 was the first to have as many women as men.

"There was, however, a shared assumption among many men and women about women's roles in the Foreign Service," she said. "In general, women were thought best suited for consular, personnel, cultural and educational work."

Her focus on cultural and public affairs put her on one of the career tracks expected of women.

"Given my interest and prior experience in the field, I was following a natural inclination," she says. "With time, however, both the system and I evolved. Women began to explore new opportunities and make up for lost time.

"In Indonesia, I became press attaché against my natural inclination. Although I enjoyed my work as cultural attaché in Belgrade, I was curious to explore other possibilities."

During a Suharto-era clampdown on the press, she championed press freedom and advocated the release of detained local journalists. That experience opened her eyes to a more fast-paced and policy-oriented environment, she said.

Men and women may have different approaches, but all have similar goals, says Linda Tagliatela, deputy assistant secretary for Human Resources. "How women get there is different from men, but in the end, we all get there. We learn from each other by sharing different styles."

Ambassador Moller's recent confirmation hearing would have been unusual just 30 years ago. Women have made unprecedented progress in the Department. Although statistics make clear that there is still room for improvement, "it doesn't help to think about these things," said Ms. Borek, adding that what matters most is how well you can get the job done, not your gender. ■

The author is a recent graduate of Georgetown University and a Career Entry Program paralegal in the Office of the Legal Adviser.



Tiina Hoel, seated at left, enjoys lunch with colleagues from the U.S. Embassy in Brussels: teacher/trainer Ariane Carlier, seated at right; computer programmer Tessa Alexander, standing at left; and administrative assistant/receptionist Marion Hermans.

Rich Experience

What's it like to trade places with a colleague at another embassy? Two locally employed staff members in Estonia and Belgium, Tiina Hoel and Claude DeCorte, recently packed their bags and found out first hand how other embassies operate.

The U.S. Embassy in Tallinn's information resource management section partnered with the Brussels Tri-Mission IRM section to create a cost-effective method of training by exchanging LE staff

TRAINING
PARTNERSHIP
COSTS LITTLE,
GAINS MUCH

BY
WADE C. MARTIN

members. The idea was to create short-term training opportunities of mutual benefit at a substantially lower cost than normal classroom training.

The exchange allowed each participant the opportunity to gain hands-on, real-time training in a diverse working environment that was substantially different in size and physical layout from the home embassy.

Brussels' Senior Systems Administrator Claude DeCorte brought to Tallinn a great



Tiina Hoel, local area network manager at the U.S. Embassy in Tallinn, gained new perspectives at the U.S. Embassy in Brussels.

number of specialized information technology skills, such as patch management and systems management server remote administration skills, which will assist Tallinn in automating most, if not all, of its patch management requirements.

Keeping the exchange focused on learning was critical. And the learning experience was far different from that of a classroom. Interacting with end-users in real time and confronting challenges that differ from those of their everyday environment, the pair experienced what it was like to work at another post in another country.

Mr. DeCorte said he was surprised to find that Ms. Hoel is the only information technology LE staff member in Tallinn and was impressed by her ability to manage multiple requirements as a Jill-of-all-trades.

A second benefit of the exchange was the large amount of money that each post saved on training. The idea was to create a learning experience for less than the cost of sending a staffer to one week of training at the Foreign Service Institute or a regional training center. The partnership exchange accomplished that. By taking advantage of available housing and modifying traditional per diem amounts, the

missions provided a rich learning experience at a very minimal cost to post.

“Staying in temporary duty quarters offered a break from the standard small hotel rooms,” said Mr. DeCorte. “Having access to movies in the community liaison office and staying close to Tallinn’s Old Town were added benefits.”

The third goal of the Tallinn-Brussels training partnership was to develop an off-site core of knowledge. If either post were to be overcome by natural disaster or terrorist attack, the other post would be in an excellent position to send someone with hands-on post experience to give a helping hand in returning operations to normal.

Both IRM sections feel that this is just the beginning of a long and powerful training continuum that will benefit each post and EUR as a whole. The money saved and the experience gained will mean a win-win situation for the Department.

“I think it was a great experience,” said Ms. Hoel. “On-the-job training was a good idea, and I think it should not stop here.” ■

The author is the information management officer at the U.S. Embassy in Tallinn.

“
I think it was a
great experience.
On-the-job
training was
a good idea, and
I think it should
not stop here.





DAY to CARE

CHILD TO WORK WINS YOUNG HEARTS AND MINDS **BY JENNIFER LELAND**

It's not exactly child's play. One group of young visitors selected the best piece of real estate for a new U.S. Embassy. Other groups met with diplomats at the German and Lithuanian Embassies, while others learned about the State Department's role in assisting refugees and how Diplomatic Security protects the Secretary.

Still, the assortment of activities offered annually on Take Your Child to Work Day—aimed at helping children understand their parents' work and perhaps inspiring new career interests—draws growing crowds thanks to the efforts of dedicated State Department employees. Last year more than 600 children aged 9 to 15 took part in more than 50 activities. This year's event is scheduled for Thursday, April 27.

The Department exposes children to all the diplomatic arts during Take Your Child to Work Day, including the art of working together as a team, above, and real art, right.



“We’re always looking to add new activities because the number of children participating is growing, though the list of bureaus able to host events is not,” says Penny McMurtry, a special projects officer in the Bureau of Human Resources who has coordinated this event for the past four years. “Success is overwhelming the program.”

When the Ms. Foundation first launched the Take Your Daughter to Work Day event in 1993—predecessor to the current event for sons and daughters—coordination of activities at the State Department was left to individual bureaus. While the day’s activities still revolve around bureau-hosted sessions, the Bureau of Human Resources has taken on a larger supporting role so children can benefit from multiple activities.

As interest in the day surged, the Department launched an online registration system to circumvent much of the clerical work necessary to match children with activities. Today, the Department’s Take Your Child to Work Day program is one of the most extensive in the federal government.

Each year, the day starts with the children being sworn in as “employees for a day” by the Secretary or other high-ranking Department official. Children usually participate in two bureau-sponsored activities in the morning, then have the opportunity to job shadow their parents for the remainder of the day.

Geographic bureaus tend to develop programs that draw on the cultural aspects of the countries they cover. Some even host embassy visits and video conferences that allow American children to connect with the children of overseas locally employed staff. Last year, the Bureau of Overseas Buildings Operations brought in special guests Dr. Dimitar Mihaylov, the Bulgarian Embassy’s first secretary for Political and Cultural Affairs, and his daughters Reni and Mimi, to speak about their schools. Eleven-year-old Reni did most of the speaking and performed a traditional Bulgarian folk dance, while 9-year-old Mimi was the special assistant for support.

“Ultimately you want to have an activity that’s interesting and fun for the children,” says Ms. McMurtry, “but something that also starts the employment process flowing.”

Bureau representatives, critically important to the day’s success, have been creative in using topics and specialties to capture the

“Ultimately you want to have an activity that’s interesting and fun for the children, but something that also starts the employment process flowing.”



An international event: although the U.S. Embassy in Dushanbe, Tajikistan, is an Adult Eligible Family Member-only post, Ambassador Richard E. Hoagland obviously enjoyed hosting Take Your Child to Work Day for the local folks and their children.

interest of young children. Mary Jean Dixon, a human resources specialist in the Office of Employee Relations, is coordinating this year’s events. She worked as the Bureau of Overseas Buildings Operations’ representative last year and says the session on how to build an embassy was “interpreted through a child’s perspective.” After an interactive start-to-finish overview of OBO’s work, the children were so full of questions that it was hard to keep the session limited to two hours, she said.

Though bureaus take great pride in the popularity of their sessions with the young visitors, it seems the day allows even seasoned Department employees to fill gaps in their knowledge. Ms. Dixon says this year, as last year, she looks forward to gaining a heightened awareness of other bureaus. She also said she hopes to see a record-breaking number of participants.

“Besides the reactions and excitement of families,” she says, “the sheer leap in numbers from year to year speaks for itself.” ■

The author is a writer/editor for State Magazine.



The Yaounde/Malabo team poses with the first visa from the newest U.S. consular section: from left, Freddy Mangala, Yaounde systems technician; Greg Prewitt, assistant regional security officer, Yaounde; Jeffrey Spence, Yaounde administrative counselor; Ambassador Niels Marquardt; Malabo Deputy Chief of Mission Sarah Morrison; Manuel Guerrero, Malabo management specialist; and Chris McCabe, Yaounde vice consul.

Embassy in a Box

YAOUNDE STAFF
BUILDS 'JOB 1':
A NEW CONSULAR
SECTION FOR MALABO
BY BILL SWANEY

Ambassador, carpenter, management officer, welder, security officer, computer technician, consular officer. I smiled as I read the curious manifest.

We assembled an “Embassy in a Box” on the airport tarmac in Yaounde, Cameroon, and boarded a charter flight loaded down with everything from office furniture to visa forms for an expedition to our “other” post: Malabo, Equatorial Guinea.

PHOTOGRAPHS: (ABOVE) WILLIAM SWANEY; (OPPOSITE PAGE) JOSE SANTACANA



The first applicant, Equatorial Guinea Foreign Minister Micha Ondo Bile, right, accepts his visa from Assistant Secretary for African Affairs Jendayi Frazer as Ambassador Niels Marquardt looks on.

Perhaps best known as the setting for the book *Tropical Gangsters*, Equatorial Guinea is a study in contrasts and rapid change. As we landed, we passed over huge oil rigs and a new stadium, while yam farmers strolled across the unfenced airfield to their plots. In the city, gleaming new buildings are popping up, but potable water remains scarce and malaria is still a scourge to the average citizen.

Since the discovery of oil in the 1990s, the transformation of this tiny enclave of Spanish speakers in the Gulf of Guinea has been breathtaking. U.S. companies have already invested \$15 billion here, in an expression of confidence that the economic changes will soon extend to the political and social realm.

The Yaounde Embassy team was coming to support our lone transformational diplomat in Malabo, Deputy Chief of Mission Sarah Morrison, as she prepared for the visit of Bureau of African Affairs Assistant Secretary Jendayi Frazer and Dr. Cindy Courville, senior director for Africa at the National Security Council. “Job One” was to transform a bathroom and barren storage closet of the embassy/residence into a new consular section.

While Ambassador Niels Marquardt, who is accredited to both countries, pressed Equatorial Guinea’s president to speed efforts to improve the rule of law, invest in people and improve the commercial climate, our carpenter built a

U.S. companies have already invested \$15 billion here, in an expression of confidence that the economic changes will soon extend to the political and social realm.

shelf for a fingerprint reader. Meanwhile, our management officer scoured the facility and found desks and cabinets, while the welder finished installing a window salvaged from Yaounde. Our security officer talked to the guard force about chasing off visa fixers, while the computer technician figured out how to protect our equipment from the elements.

As the consular officer, I worked out the logistics and accountability aspects of how to offer non-immigrant visa services using a “circuit rider” temporary duty officer from Yaounde who would stay in Malabo for a day or two of appointment-only interviews before returning to Cameroon. A second American officer with consular credentials was to join the Malabo staff in April. The section has no local staff yet and no waiting room, but boasts full connectivity to consular systems.

After our efforts, supported by the Bureau of Consular Affairs and others, the first visa produced at this unique section was presented to the country’s foreign minister by Assistant Secretary Frazer. I smiled again, savoring the challenges and rewards of bringing America to the world, and the world to America. ■

The author is consular chief of the U.S. Embassy in Yaounde.

EDUCATION + TRAINING

Student Records Online

Need your class schedule or an unofficial transcript of training taken through FSI? Visit the FSI Registrar's Office web page on the Department of State OpenNet at <http://fsi.state.gov/admin/reg>.

Mandatory Leadership Training

Leadership training is mandatory for Foreign Service and Civil Service employees at the FS-03/GS-13 levels and above to ensure that they have the necessary preparation for increasing levels of responsibility. FSI's Leadership and Management School offers the required courses to meet these mandatory training requirements, and other leadership courses for all FS and GS employees.

Mandatory Courses

FS-3/GS-13

PK245 Basic Leadership Skills

FS-2/GS-14

PT207 Intermediate Leadership Skills

FS-1/GS-15

PT210 Advanced Leadership Skills

Managers and Supervisors

PT107 EEO Diversity Awareness for Managers and Supervisors

Newly promoted FS-OC/SES

PT133 Senior Executive Threshold Seminar

Senior Policy Seminars

FSI's Leadership and Management School offers professional development and policy seminars for senior-level executives of the Department and the foreign affairs/national security community.

For more information contact FSI's Leadership and Management School at (703) 302-6743, FSILMS@state.gov or <http://fsiweb.fsi.state.gov/fsi/lms>.

FasTrac Distance Learning: Learn at Your Own Pace, When and Where You Want!

All State Department employees, LEs and EFM's are eligible. With your FasTrac password, you may access the entire FasTrac catalog of more than 3,000 courses, from home or office (Intranet or Internet). Courses cover numerous topics, such as project management, computer skills and grammar and writing skills,

as well as soft skills such as leadership. To view the FasTrac catalog, visit the FasTrac web site at <http://fsi.state.gov/fastrac>.

FSI Distance Learning Program

An extensive menu of FSI-developed distance learning courses is also available to eligible participants on the FSI learning management system. See (U) State 009772 dated January 14, 2005, or the FSI web page (Distance Learning) for information.

Dates for FSI Transition Center Courses are shown below. For information on all the courses available at FSI, visit the Schedule of Courses on the Department of State's OpenNet at <http://fsi.state.gov>. See Department Notices for announcements of new courses and new course dates and periodic announcements of external training opportunities sponsored by FSI. For additional information, contact the Office of the Registrar at (703) 302-7144/7137.

Security

	May	June	Length
MQ911 SOS: Security Overseas Seminar	1, 15	5, 19	2 D
MQ912 ASOS: Advanced Security Overseas Seminar	9, 23	13	1 D
MQ914 YSOS: Youth Security Overseas Seminar		20	1 D

Foreign Service Life Skills

	May	June	Length
MQ104 Regulations and Finances		21	3 D
MQ110 Deputy/Chief Mission Spouse		12	3 D
MQ115 Explaining America	6		1 D
MQ116 Protocol and U.S. Representation Abroad	20	17	1 D
MQ200 Going Overseas for Singles	13		4 H
MQ210 Going Overseas for Families	13		4 H
MQ220 Going Overseas Logistics for Adults	13		4 H
MQ230 Going Overseas Logistics for Kids	13		4 H
MQ703 Post Options for Employment and Training		1	1 D
MQ704 Targeting the Job Market		6	2.5 D
MQ801 Maintaining Long Distance Relationships		10	4 H
MQ802 Communicating Across Cultures	5		1 D
MQ803 Realities of Foreign Service Life		2	1 D
MQ854 Legal Considerations in the FS	24		2.5 H
MQ915 Emergency Medical Care and Trauma Workshop		7	1 D
MQ250 Young Diplomats Day		19	1 D

Career Transition Center

	May	June	Length
RV101 Retirement Planning Seminar		27	4 D
RV103 Financial Management and Estate Planning		29	1 D
RV104 Annuities, Benefits and Social Security		28	1 D

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

Bon Voyage

With a Little Help from His Friends

Secretary Condoleezza Rice hosted a Flag Ceremony in February for Ambassador W. Robert Pearson upon his retirement from the Foreign Service. The Secretary presented an ambassadorial flag to Ambassador Pearson and the American flag to his wife, Margaret Pearson. She also conferred upon him the Department's highest honor, the Secretary's Distinguished Service Award, in recognition of Ambassador Pearson's exceptional service.

Ambassador Pearson's final posting was as Director General of the Foreign Service and Director of Human Resources.





Lance Corporal Rodney Molt, part of the Marine Guard at the U.S. Embassy in Tegucigalpa, Honduras, learns about fingerprint biometrics from public key infrastructure technician Jerome Alston, part of the Public Key Infrastructure deployment team from Washington, D.C.

Password Deleted

BIOMETRIC LOGIN WILL REPLACE USER NAMES AND PASSWORDS

BY JOSEPH M. BRACELAND AND BARBARA C. KUEHN

In December, Vientiane, Laos, became the first overseas post to use fingerprint biometrics combined with Public Key Infrastructure technology to access the OpenNet Sensitive But Unclassified network. This marked the end of the traditional requirement for user name and password to authenticate computer users onto the network.

Since then, eight other posts—Tegucigalpa, Honduras; San Salvador, El Salvador; Valletta, Malta; Thessaloniki and Athens, Greece; Tunis, Tunisia; Quebec and Toronto, Canada—have begun to use this cutting-edge technology, bringing the total number of employees using match-on-card biometrics for network access to more than 1,000. All future PKI installations will now include the new biometric feature.

The support of Information Resources Management bureau staff, in conjunction with the upgraded infrastructure provided by the Global IT Modernization program and increased coordination with the Bureau of Diplomatic Security in providing smart ID cards, has contributed to the success of what are now called PKI/BLADE installations.

The new PKI/BLADE system provides increased security and convenience for both domestic and overseas OpenNet users. Once enrolled, users simply insert their Department smart ID badge into the connected reader and place their finger onto the reader for automatic log-on into their Windows desktop. Users will no longer have to worry about remembering user names and passwords. The inherent insecurity of

password use—through sharing, loss or forgetfulness—is eliminated.

Biometric log-in improves security through a two-factor authentication process. This includes something you have—a smart ID badge—and something that uniquely identifies you—your finger. By implementing biometric log-in, one of the main reasons users contact their help desk will be eliminated. Recent studies within the Department and from industry sources show that password resets account for up to 30 percent of all help desk activity. At the Department, this translates into estimated savings of almost \$7 million a year.

Caracas, Curaçao, Port of Spain and all South African posts are scheduled for upgrades in the first and second quarters of this year. An aggressive deployment sched-

ule should make this technology available to every OpenNet user by the end of fiscal year 2007.

BLADE

In mid-2005, the PKI Program Office introduced BLADE functionality into its new deployments. BLADE, which stands for Biometric Logical Access Development and Execution, adds biometric log-in capability to the PKI product.

From the beginning, the PKI/BLADE program was developed with an eye toward user privacy. The biometric is only a mathematical representation, or template, of a user's fingerprint. This template is stored and matched on a secure area of the smart ID badge and cannot be extracted during the matching process or at any other time.

Another important feature is liveness testing. This means that artificial fingers cannot be fashioned with a person's fingerprint. Fingers must be real and connected to a live person to access the system. The vendors selected by the Department use a number of methods to counter malicious intent. All products adhere to the U.S. government's current security and information processing standards.

In keeping with the Department's objective to provide single sign-on capability for all Department applications requiring authentication, the PKI/BLADE Program Office has been working with application owners to make this a reality in the next release of their systems. Then, OpenNet users will simply log in once biometrically and be able to access a number of applications from the Intranet without repeating an additional log-in process. Applications such as iPost and INFOCENTRAL already offer this capability.

The original BLADE pilot was completed in October 2002. Although it was a resounding success, the current implementation is a vast improvement over the original, as it draws from lessons learned and the advances made in technology over subsequent years.

Because the first overseas deployments last year involved integrating new technology into the Department's primary unclassified system, the rollout of the final product was careful and methodical. To ensure the success of the project, it was necessary to work closely with vendors, since there weren't any production systems with all of the requirements needed by the Department to meet its existing charters.

Many of the choices along the way were made to accommodate the unique environment found at the Department. Fingerprint biometrics were selected over other choices, since most users cannot allow microphones (voice biometrics), cameras (facial and iris biometrics) or large devices (handprint or retinal biometrics) into their workspaces. Privacy and security concerns also drove the requirement for match-on-card technology, which does not store any identifying biometric information outside of the confines of the smart card.

PKI TECHNOLOGY

A public key infrastructure is a combination of technological, organizational, legal and security systems that enable enterprises to protect the security of their communications and business transactions on the Internet. Encryption provides data security to users by encoding messages, so that contents are unrecognizable during transmission. Digital signing provides the user a means for signing documents electronically. Since digital signatures using PKI are legally binding, this can save users a tremendous amount of time and money by reducing the need for services such as express mail.

Currently, the Department has more than 28,000 PKI users worldwide, including more than 100 overseas posts. Employees can use the technology to encrypt e-mails and digitally sign documents. This functionality is especially useful in meeting federal legislative requirements to protect sensitive data such as employee medical records and social security numbers.

Other legislation, such as the Government Paperwork Elimination Act, requires the use of digital signatures on official documents. As a result, PKI will play a key role as the Department moves from InfoForms to E-FORMS. Plans are under way to replace a number of official forms with digital signing capability. The advantages are tremendous. As an example, Foreign Service employees in remote posts who have slow, unreliable mail service will be able to e-mail their digitally signed expense forms to Washington in real time.

Personnel at posts with a number of annexes will be able to e-mail Employee Evaluation Reports to each other for final digital signatures, rather than physically delivering paperwork from building to building.

As a result of its commitment to improve information technology systems security, the IRM bureau, in conjunction with DS, has made great strides in the deployment of smart cards, a robust PKI and biometric log-in capability for its 50,000 unclassified users worldwide. With this strong foundation, the Department is well poised to meet current and new e-Government directives with the latest rollout of PKI/BLADE deployments.

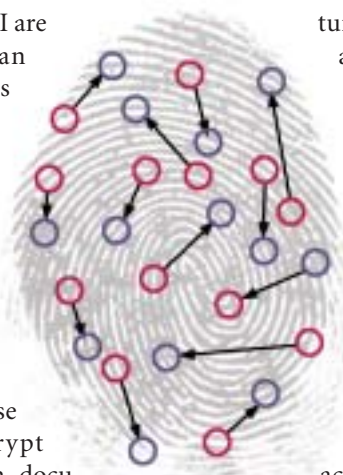
In August 2004, President Bush signed Homeland Security Presidential Directive number 12. It requires that all federal agencies implement PKI and biometrics. It also mandates the use of smart identification badges, which must adhere to a specified format. Although the Department will eventually replace the smart ID badges

currently in use, the PKI infrastructure is well established and already close to fully complying with the directive requirements mandated for October 2006.

In early 2004, State qualified for and became the fifth member of the Federal Bridge Certificate Authority. This group manages the exchange of PKI certificates used to sign and protect official documents and e-mails across agencies. The Department was the first agency to achieve cross-certification with the FBCA at the high assurance level.

Acceptance into this community is a large step toward true interoperability in the federal arena and will bring the Department one step closer to the Secretary's goal of interagency collaboration and cooperation.

Now a part of our security infrastructure, PKI/BLADE is not a panacea, but it promises to make electronic communications at the Department easier and more secure in the future. ■



Joseph M. Braceland is a biometrics analyst and Barbara C. Kuehn is the BLADE program manager.



MOLD

BY GREG WOLFE

“That’s funny,” said Dr. Fleming as he looked at a petri dish growing staph bacteria he was about to discard. The Scottish physician had been searching for new antiseptics to fight bacterial infections that had killed thousands of wounded World War I soldiers. What looked “funny” were areas in the dish devoid of the staph bacteria that also had a common mold growing. That mold was penicillium.

This accidental discovery of the mold’s natural defense against bacteria in 1928 led to the modern age of antibiotics which have saved countless lives.

Most people regularly enjoy the most familiar fungi—mushrooms—in all kinds of dishes. Some cheeses, such as Roquefort, camembert and brie, are made by growing mold in or on curdled milk. Yeast fungi help us make beer, bread and nutrition supplements, such as beta-glucan.

The most important benefit from fungi and molds is not culinary, but the role they play in the natural breakdown of dead organic matter. Anyone who has had a compost pile knows how the slowly rotting vegetation is turned into a nutrient-rich fertilizer. Molds break down the vegetation, recovering and releasing nitrogen and other elements essential for plant growth.



A wooded area about the size of a football field produces 3.2 tons of dead leaves and other plant material each year. Without mold breaking down vegetation, forests would have buried themselves in their own waste long ago. Without molds in the environment, new plant life would have no nutrients on which to feed, and the “circle of life” would instead be a straight line with a dead end.

NOT ALL MOLD IS GOLD

As important as fungi and molds are in our foods, medicines and the life cycle of our planet,

we don't want them growing indiscriminately in our homes and workplaces.

Mold and its spores contain allergens (as do pollen, dust mites and pet dander), meaning that in some people, sensitivity to molds can cause allergic reactions such as allergic rhinitis or asthmatic symptoms. Because naturally occurring outdoor molds are important sources of allergens, the American Academy of Allergy, Asthma and Immunology has begun publishing mold spore counts (as seen in the sample below), along with pollen counts, for major U.S. cities on its web site, www.aaai.org.

National Allergy Bureau Pollen and Mold Report		
TREES	 Low Concentration	Total Count: 3 / m ³
WEEDS	ABSENT	Total Count: 0 / m ³
GRASS	ABSENT	Total Count: 0 / m ³
MOLD	 Low Concentration	Total Count: 101 / m ³

View Details of Report • View Diagram of Data • Using The Gauge

In addition to allergens, some molds produce volatile organic compounds with musty odors that can cause eye, nose and throat irritation. For agricultural employees exposed to high levels of mold spores in grain elevators and the like, certain molds can cause lung infections in the same way bacteria do.

In 1990, serious lung effects in infants from a particular type of black mold were reported by the U.S. Centers for Disease Control, and the term "toxic black mold" came into existence. Since 2000, the CDC has stated that an association is not proven because of significant flaws in the original studies and the lack of an association in other homes with the same mold.

While experts agree that excessive moisture is the underlying cause of indoor mold growth, moisture also promotes other allergy-causing pests. In a recent study of 135 patients referred to a clinic for mold symptoms, rigorous examinations found that although their symptoms were related to their environment, most of these patients were not sensitive to mold.

"Dampness is clearly shown to correlate with lung problems," says allergist Jonathan Bernstein, director of the allergy clinic at

the Cincinnati Veterans Administration Medical Center. "Cockroaches, dust mites...A lot of these can grow in damp environments."

Visible mold growth in homes has become an important issue for real estate transactions. Besides health concerns, mold creates odors, destroys wood with rot and ruins interior finishes with stains.

KNOCKING OUT MOLD

Molds need food, air, the right temperature and water to grow. They prefer dark, damp, warm environments and can grow on anything from basement walls to garbage pails to houseplants. Moisture can come from excessive humidity, condensation, outside water infiltration (flooding, leaking roofs or basements), leaky plumbing and sewer backups.

Moisture control is the key to preventing and controlling indoor mold growth. We cannot prevent all outdoor mold spores from finding their way into our homes and workplaces. We can only make our indoor environment inhospitable to those spores so they don't grow. Dry surfaces cannot support indoor mold growth.

What can you do?

- Keep indoor moisture under control. Locate and fix leaks in your plumbing or building envelope (roof, foundation, walls).
- If the inside does get wet from leaks or flooding, dry out the wet areas as quickly as possible. Ventilate bath and shower areas to help dry them out after use.
- If mold grows on porous surfaces (such as carpeting, wallpaper and ceiling tiles), discard them, since they are not easily dried out and cleaned.
- If mold grows on hard surfaces, wipe them clean with detergent or a solution of 10 parts water, 1 part household bleach.
- If you believe you have symptoms related to mold exposure, consult your medical provider.

More information is available in the Safety, Health and Environmental Management Division's Checklist for Mold Prevention, Recognition and Clean-up found on the SHEM intranet site. ■

The author is a certified industrial hygienist and certified safety professional in the Safety, Health and Environmental Management Division. The pollen and mold counts are provided with permission from the National Allergy Bureau and its participating station in Sarasota, Fla.

HEALTHY HERO



Linda Shrestha, a registered nurse, works in the exam clinic in the Office of Medical Services.

Better Food and All That Jazz

Like many others, Linda Shrestha made a New Year's resolution: Become healthier in 2006. To Linda, that meant eating in a healthier manner and finding a fun way to exercise regularly. She joined Weight Watchers and a Jazzercise class, and has taken off 15 pounds in the first two months of her new regimen.

"My clothes are starting to become baggy—I've gone down two dress sizes," she says with a smile. "I think I may need a new wardrobe."

Linda expects to continue with her program to maintain a healthy weight and eating style. "It's not just about weight," she says. "I feel better in so many ways."

Are you, or do you know of, a Healthy Hero in the Department of State? Someone who has made significant progress toward becoming healthier and is willing to share the experience? If so, please contact The Healthier State program at callinansg@state.gov.



Work/Life: By Any Other Name...

BY MARY JEAN DIXON

Ever wonder why some Work/Life information listed in Department newsletters or on posters refers to IQ:Information Quest, some refers to LifeCare and some refers to Federal Occupational Health, or FOH?

All these names are related to a Work/Life benefit the Department has provided to all permanent Department employees since May 2000.

LifeCare is the agency that provides the information and materials; FOH is the agency that coordinates LifeCare's services with the Department; and IQ:Information Quest is the Department's program name for the contracted Work/Life services. The Work/Life Programs Division of the

Employee Relations Office manages the IQ:Information Quest program benefit.

FOH, a service unit within the Department of Health and Human Services' Program Support Center, is the largest provider of clinical, wellness/fitness, employee assistance program (known as ECS in the State Department), work/life, and environmental health and safety services to the federal government. FOH ensures that client confidentiality and record security are strictly maintained in accordance with applicable laws to protect both the employee and the employer.

LifeCare Inc. is one of the largest privately owned employee benefits organizations in the U.S. and is the exclusive provider of life event management services.

IQ:Information Quest is the Department's program name for the work/life services provided by LifeCare through contractual agreement with FOH. Initiated in May 2000, the Department's program was originally called the LifeCare Program. To provide program continuity, the Employee Relations Office later decided to create a Department-specific program name—IQ:Information Quest—for these services.

Through the IQ:Information Quest program, Department employees have access to the following LifeCare services:

- Personalized research and referrals made by trained, professional specialists in a number of areas, including family, health & wellness, education, legal,



financial, work and daily life. Following the employee's initial toll-free telephone or online contact, the LifeCare Specialist will do research to identify and prescreen service providers that match the employee's needs. Free initial consultations for financial, legal and counseling services and/or discounted counseling and consultation rates are available.

- Information available on the web site addresses work/life needs such as adoption, becoming a parent, newborn and child care, college and technical schools, relocation, career development, financial planning, legal assistance, convenience services, retirement planning, elder care and services for adults with disabilities and illnesses.

- Live webcast seminars on a variety of topics.

- Educational kits, including:

- FOH's Prenatal Kit, available only to employees or their spouse/partners who are currently expecting or adopting a

child, provides education on proper prenatal and childcare.

- FOH's Child Safety Kit, available to parents with children under the age of three, helps parents identify and protect their children from the most common, unintentional childhood injuries.

- FOH's Adult Care Kit, available to those who use adult care counseling, education and referral services, contains helpful educational resources and products that benefit employees who care for elderly loved ones.

- The monthly IQ:Information Quest Work/Life Newsletter is currently published as a Department Notice.

- Work/life/wellness informational sessions, open to all Department employees, and related educational materials.

Section 5 of the U.S. Code authorizes federal agencies to establish health service programs to promote the physical and mental fitness of employees, and recom-

mends that the services be extended to employees' families where practical.

All permanent Department employees in the U.S. or overseas and employees on family member appointments are eligible for IQ:Information Quest program services, which are available via toll-free telephone and online connections. Employees should register at FOH's web site, www.worklife4you.com. After registration, employees can request or access LifeCare resources via the FOH web site or through LifeCare at www.Lifecare.com. Employees who encounter registration problems can call the toll-free Worklife4You HelpDesk at 888-604-9565.

Department offices interested in learning more about LifeCare work/life speakers and resources should contact the author in the Employee Relations office. ■

The author is the dependent care coordinator in the Employee Relations Office, Work/Life Programs.



U.S. Ambassador to the Netherlands

Roland Arnall of California, a businessman, is the new U.S. Ambassador to the Kingdom of the Netherlands. Previously, he was chairman of the board of Ameriquest Capital Corporation, a financial services company. He is an active citizen and philanthropist. He is founding co-chairman and trustee of the Simon Wiesenthal Center and the Museum of Tolerance. He and his wife support animal protection, artistic, educational, medical, human rights and religious organizations around the world.



U.S. Alternate Representative for Special Political Affairs in the United Nations

Jackie Wolcott Sanders of Virginia, a national security affairs specialist, is the new U.S. Alternate Representative for Special Political Affairs in the United Nations and U.S. Alternate Representative to the Sessions of the U.N. General Assembly. Previously, she was ambassador to the Conference on Disarmament and Special Representative of the President for the Non-Proliferation of Nuclear Weapons. Her 20-year federal government career includes nine years on Capitol Hill and two tours as a deputy assistant secretary of state. She is married.

***retirements**

Foreign Service >>>

- Embrey, Edgar Leroy
- English, Thomas Steven
- Espada-Platet, Luis
- Garrison, Jeffrey W.
- Goldstein, George J.
- Grabow, George F.
- Harrison, William G.
- Hartley, Sandra L.
- Heaton, John William
- Hedges, William L.
- Huber, Carol A.
- O'Connor, Burke
- Renz, Karl J.
- Ressler, H. Kirkby
- Rock, Anthony Francis
- Sandate, Celio Francisco
- Washington, Gilder
- Weis, John G.
- Williams, Kevin W.
- Wills, E. Ashley
- Wright, Janet L.
- Wright, Phillip E.

Civil Service >>>

- Bartee, Patricia A.
- Bond, Peggy Lee
- Borek, Ted Andrew
- Bournes, William V.
- Breland, Carlus W.
- Caggiano, Robert A.
- Campbell, Vera L.
- Clark, Cookie C.
- Coleman, Albert Bernard
- Cosby, Pauline Bennett
- Dowling, Bernard C.
- Ebetino, Jack
- Ely, Helen Karen
- Foldvary, Frank C.
- Gale, Jacqueline Mary
- Gary, James P.
- Gikakis, Nicolas
- Graziano, Virginia Joan
- Head, Mildred C.
- Hunt, Barbara
- Jones, Patricia Ann
- LaPrince, Beverly J.
- Liverpool, Gregory B.
- Martin, Rose M.
- Money, Brenda M.
- Nelson, Arlyne Mae
- O'Brien, Thomas P.
- Phillips, Randolph S.
- Ryan, Timothy E.
- Sass, Frank N.
- Sheedy, Thomas Brian
- Tolbert, Jeanette M.
- Uhrich, Dorothy Walker
- Veney, Lorraine J.
- Warzywak, Esther Janie
- Wilks, George L.
- Zakrociemski, Lauren S.



<<< **Harry Field Cooper IV**, 57, a security engineering officer, died Dec. 9 of a heart attack. He joined the Department in 1975 and served overseas in Addis Ababa, Nairobi, Bangkok, Frankfurt, London and Beijing. On a domestic assignment, he provided technical security support to the Secretary of State.



<<< **Robert Adams Lincoln**, 84, a retired Foreign Service officer, died Dec. 14 of cancer in Falls Church, Va. He served with the Army Air Corps during World War II and in 1955 joined the U.S. Information Agency. His overseas postings included Damascus, Colombo, Ankara and Saigon. After retirement, he lived in London, where he did research and economic writing. He later moved to Virginia.

His interests included old planes and cars; he built replicas and drove them in parades. He was also an artist and published poet.



<<< **Patricia Boyd Messner**, 47, a Civil Service employee and wife of Foreign Service officer Kenneth Messner, died Sept. 13 of lung cancer while on vacation in Plymouth, England. She served nearly 20 years in domestic and local-hire positions overseas, including Stuttgart, Banjul, Helsinki, Moscow and London.

Barrett Marshall Reed, a retired Foreign Service officer with the U.S. Information Agency, died Dec. 17 in Hereford, England. He served with the Army in World War II. After retiring

from USIA in 1979, he lived in Hereford and enjoyed reading, traveling, walking and studying the history of the local area.

Claude Gordon Anthony "Tony" Ross, 88, a retired Foreign Service officer, died Jan. 18 of pneumonia complicated by acute lymphoma in Washington, D.C. He joined the Department in 1940 and served overseas in Mexico City, Quito, Athens, Noumea, Beirut, Cairo and Conakry, and was ambassador to the Central African Republic, Haiti and Tanzania. After retiring in 1974, he conducted inspections of overseas posts for the Department and devoted himself to promoting international understanding and the education of students aspiring to careers in international relations. He enjoyed traveling and was a graceful dancer.



<<< **Eric Edward Svendsen**, 61, a retired Foreign Service officer, died Jan. 28 of cardiac arrest in Alexandria, Va. He served with the Peace Corps in Iran before joining the Department in 1971. His overseas postings included Liberia, Bulgaria, Senegal, Yugoslavia, Ghana and Austria. After retiring in 1997, he worked as a tax preparer and served as chief election officer for Fairfax County. He enjoyed traveling

and genealogical research.



<<< **Guadalupe Yameogo**, 70, a retired Foreign Service specialist, died Jan. 18 in Arlington, Va., following a long illness. She joined the Department in 1963 and served in 10 countries. She was executive assistant to American ambassadors in Burkina Faso, Sierra Leone (during a coup d'etat), Honduras and Peru. She was active in women's organizations abroad. After retiring in 1998, she accompanied her

husband Joanny on assignments to Indonesia and the Democratic Republic of the Congo.

In the Event of a Death

Questions concerning employee deaths should be directed to the Office of Casualty Assistance at (202) 736-4302. Inquiries concerning deaths of retired employees should be directed to the Office of Retirement at (202) 261-8960.



PAGE16



PAGE22



PAGE34



PAGE40



We all have similar goals. How women get there is different from men, but in the end, we all get there.



Linda Tagliatela
"Drive and Courage"
 Page 28

COMING IN MAY

Packing library aisles
in Kathmandu

Promoting literacy in
the Bahamas

Pursuing career
opportunities at the
U.S. Army War
College

Celebrating religious
tolerance in Basrah

... and much more!

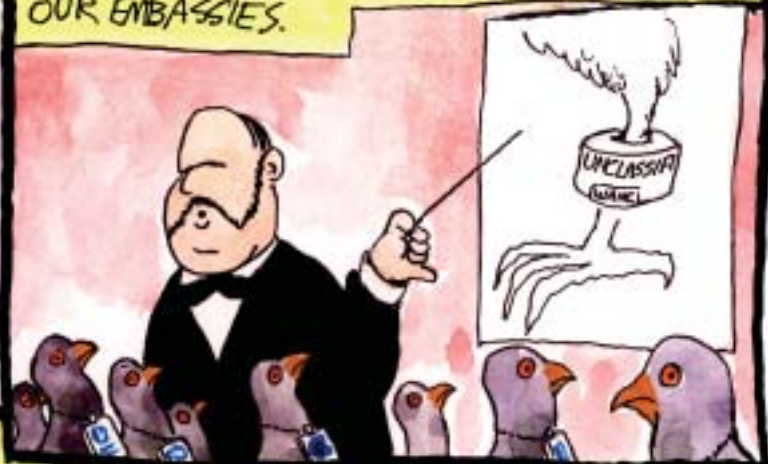


Remember to visit us online at

www.state.gov/m/dghr/statemag

LYING IN STATE: GREAT MOMENTS IN STATE MAGAZINE HISTORY

1886: ASSISTANT SECRETARY OF STATE FOR COMMUNICATIONS J. THURSTON CORNBLOOD BRIEFS MEMBERS OF THE DEPARTMENT'S HOMING PIGEON CORPS ON NEW TECHNOLOGY FOR COMMUNICATION WITH OUR EMBASSIES.



1913: MILLARD FANNING HORNBOTTOM, BUREAU OF AUSTRO-HUNGARIAN AND OTTOMAN AFFAIRS, RECEIVES THE SECRETARY'S AWARD FOR RARE FORESIGHT FOR HIS ANALYSIS: "HOUSE OF HAPSBURG: THE KEY GLOBAL POWER FOR THE NEXT CENTURY AND BEYOND."

1804: POST OF THE MONTH GRAND DUCHY OF BIGNOSIA



1967: ELWOOD BIGGLES OF OFFICE OF BEATLEMANIA COUNTERPROLIFERATION RECEIVES FIRST AWARD FOR MERITORIOUS GROOVINESS.

1794: FIRST ISSUE OF "STATE" MAGAZINE PRINTED WITH UNFLATTERING BACK PAGE CARICATURE OF SECRETARY OF STATE EDMUND JENNINGS RANDOLPH. THE SECRETARY SAYS HE IS NOT OFFENDED, BUT CARTOONIST-DIPLOMAT BARTLEBY CUMMINGS ANTWITTY IS STILL FLOGGED.





U.S. Department of State
Bureau of Human Resources
Washington, DC 20520

Official Business
Penalty for Private Use

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

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

State Magazine
HR/ER/SMG
SA-1, Room H-236
Washington, DC 20522-0108