

U.S. DEPARTMENT OF STATE

# STATE

MAGAZINE

SPECIAL SECTION  
**The AIDS Crisis**



**Amsterdam's  
Diverse Tradition**

OCTOBER 2008



# OCT 2008

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### ON THE COVER

Night settles over the gabled houses along Keizersgracht Canal in Amsterdam.

*Photograph by Getty Images.*

## The Largest Workplace Fundraising Campaign In The World



*If I can stop one Heart from breaking  
I shall not live in vain.  
If I can ease one Life the Aching  
Or cool one Pain  
Or help one fainting Robin  
Unto his Nest again  
I shall not live in Vain.*

– Emily Dickenson

This month, we are kicking off our 2008 Combined Federal Campaign, the largest workplace fundraising campaign in the world. As we do so, I would like to take this opportunity to publicly express my appreciation to those dedicated and enthusiastic employees who volunteered to serve as CFC key workers and coordinators. I also want to thank Worklife Programs Division Chief Patty Pittarelli and Program Coordinator Shelly Kornegay from the Office of Employee Relations for managing the CFC campaign for the Department.

Last year, approximately 40 percent of military, civilian and postal workers in the National Capital area made a pledge, demonstrating Americans' overwhelming generosity. Those pledges totaled \$60,799,022.84 to charities. Department employees generously donated more than \$2.1 million. Our goal this year is \$2.195 million, and in the past 10 years, we have exceeded our designated goal and achieved huge success.

Department employees have a history of being generous donors to CFC. In fact, the average gift given by our employees is one of the highest of all average donations in the National Capital area.

As the Director General, I serve as vice chair of the Department's CFC campaign, and I am delighted to report that in 2007, our agency earned the prestigious Million Dollar Circle Award for the sixth year in a row. Twenty-two bureaus met or exceeded the dollar goal that was set for the campaign, and 19 bureaus qualified for a CFC special award.

The 2008 CFC theme is "Be a Star in Someone's Life." I urge you to think of the difference you can make by contributing to a worthwhile cause. As Secretary Rice has said, the most basic public diplomacy is helping others.

Through the CFC, you can make a difference in the lives of others. Because of their association with CFC, four organizations affiliated with the Department—the American Foreign Service Association Scholarship Fund, the Fund for American Diplomacy, Diplomatic Security Special Agents Foundation and Diplotots Inc.—will receive contributions.

State Department employees have a history of helping others. You can build on this culture of public service and make the 2008 CFC a tremendous success. I look forward to sharing the end results of this campaign with you early next year.

We want to serve you efficiently and well. If you have questions regarding the CFC, please send them via unclassified e-mail to "Combined Federal Campaign" on the GAL. If you have any other comments or suggestions, please feel free to send them to me via unclassified e-mail at "DG Direct." ■



# news

## Language Study Done From a Distance

The schools of Language Studies and Applied Information Technology at the Foreign Service Institute have partnered in an innovative pilot program that uses state-of-the-art technology to teach language skills from a distance.

The effort got underway because Ambassador-designate to Guatemala Stephen McFarland wanted to learn K'iche', the nation's indigenous language. Part of the Mayan language family and with nearly a million speakers, K'iche' is the second most widely spoken language in Guatemala after Spanish.

However, FSI could not locate a K'iche' instructor in the Washington, D.C., area. The closest available instructor was at a language institute in Guatemala City.

With technology, however, distance is no longer a barrier to learning. Ambassador McFarland now studies with that instructor online every morning, using the Adobe Connect distance learning platform. The Web-based platform supports phone bridges, Webcams, chat, notes and file-sharing.

Those features and one-on-one instruction make for "a very effective learning platform," said Ambassador McFarland. "FSI's initiative in facilitating indigenous language instruction will aid my efforts to reach out to Guatemalan society."



# Embassies Commemorate Bombing Victims

Under a bright sky, the U.S. embassy community in Nairobi, Kenya, gathered August 7 on the grounds of the new embassy to honor the 218 persons killed 10 years earlier in the terrorist bombing of the embassy.

In attendance in Nairobi were more than 150 wives, husbands and children of the 44 embassy employees who were killed that day. They were joined by hundreds of Kenyan and American staff members and representatives of the many organizations that answered the post's call of distress in the attack's aftermath. The mission's Christian, Hindu and Muslim communities joined in prayer at the ceremony.

Ambassador Michael E. Ranneberger and former U.S. Ambassador to Kenya Johnnie Carson spoke about the terrible loss, and said the attackers failed to break the bonds between the Kenyan and American people and will be brought to justice. The speakers called for a recommitment to the future.

The reading of the names of those killed left attendees in tears.

A similar ceremony was held the same day in Dar es Salaam, Tanzania, where nine Tanzanians, one Kenyan and one Somali citizen were killed in the Aug. 7, 1998, attack on that post. The ceremony incorporated a wreath-laying, a local gospel choir, anthems by the embassy choir and invocations and benedictions by local clerics. Victims' family members, including 10-year-old Happiness Mwila, whose father was killed, joined current Ambassador Mark Green and then Chargé d'affaires John Lange for a memorial tree planting.

Ambassador Lange later wrote that the event "showed the bonds of friendship remain strong, and I am grateful for that."

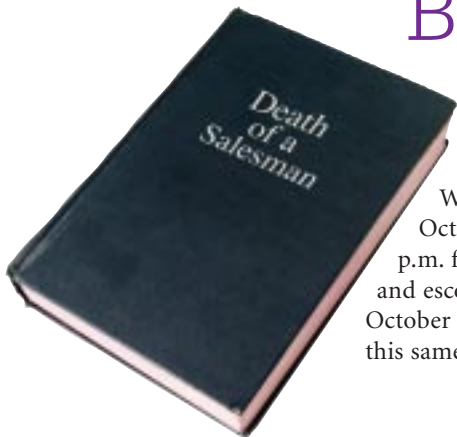
At the event, Tanzanian government officials, the diplomatic corps and Tanzanians and Americans working for the embassy now and at the time of the attack spoke of the strong ties between Tanzania and the United States, and how the ties have strengthened.



Former Ambassador to Kenya Johnnie Carson speaks at the embassy's commemoration event.

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## BOOKFAIR Opens This Month



The 48th annual BOOKFAIR of the Associates of the American Foreign Service Worldwide will open on October 17 from 2 p.m. to 5 p.m. for employees, spouses and escorted guests. From October 20-24, it will be open to this same group from 11 a.m. to

3 p.m. On the weekends of October 18-19 and 25-26, BOOKFAIR will be open to the public from 10 a.m. to 4 p.m.

As usual, the BOOKFAIR will include an Art Corner with items from all over the world and a Stamp Corner. This year, the merchants Silk Road Imports and Imperio Otomano will sell a

variety of quality imported goods, including oriental carpets, on behalf of the AAFSW.

The event takes place in the Exhibit Hall of the Harry S Truman Building. Public access is from C Street, N.W. BOOKFAIR accepts Visa and Mastercard and personal checks. For additional information, call 202-223-5796.



## Donation Benefits São Paulo Youth

The entry-level officers' committee and the employee association at the U.S. Consulate General in São Paulo, Brazil, recently completed a fundraising drive for the group Meninos do Morumbi, which offers youth an alternative to drugs and crime by teaching them music and dancing, and encouraging them in their studies.

In less than two months, consulate employees raised more than \$3,400 for Meninos, which had lost a sponsor. The check was presented by the groups' representatives and Ambassador Clifford Sobel at the post's Fourth of July party. Meninos, one of the most successful nonprofits in São Paulo, helps more than 4,000 children through artistic programs and provides more than 1,000 meals a day. The group performed once for President Bush. More information on Meninos is at [www.meninosdomorumbi.org.br](http://www.meninosdomorumbi.org.br).



Members of the group Meninos do Morumbi perform.

## Embassy Kathmandu Establishes Memorial

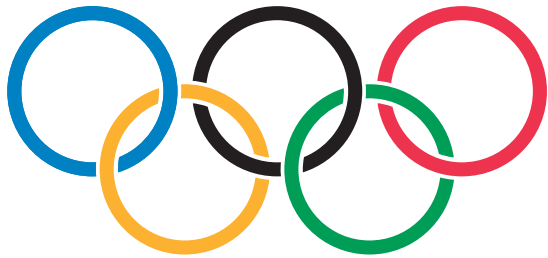
In April, U.S. Ambassador to Nepal Nancy Powell, former Ambassador to Nepal Ralph Frank and A. Peter Burleigh, the embassy's former deputy chief of mission, broke ground on a memorial garden to honor the American and Nepali staff who died in Nepal while in service to the United States.

The 15 names engraved on the memorial near the main entrances to the new embassy compound are those of former employees of the U.S. Agency for International Development, Peace Corps and Department of State who died in Nepal since 1954. They include two local guards killed by Maoist

rebels in 2002, several who died of disease or natural causes, a Peace Corps volunteer who was murdered in a remote village, and then-USAID Deputy Mission Director Margaret Alexander and USAID Foreign Service National Dr. Bijan Acharya, killed in a 2006 helicopter crash.



Ambassador Nancy J. Powell, left, speaks to Mission Nepal staff at the dedication ceremony. Bureau of South and Central Asian Affairs Deputy Assistant Secretary Evan Feigenbaum is at right.



## Olympic Salute: Mission Holds Its Own Games

As the world prepared for the 2008 Beijing Summer Olympics, the U.S. Embassy in Manila, The Philippines, hosted its own second annual Mission Games.

With nearly 1,500 Americans and Locally Employed staff representing 27 U.S. government agencies, the post is always looking for creative ways to unite mission members. The games involved some 200 participants divided among 10 teams pitted against each other in physical challenges that promoted cooperation, teamwork and fun. The games included Human Sudoku, Modern Patintero, the Padyak Trike Race, the Swimming Pool Challenge and everyone's favorite, the Team Tribal Dance and Cheer Competition.

"The Mission Games have become a much-anticipated way to bring our entire community together," said Ambassador Kristie Kenney.

Medals were won, but everyone came away a winner in this celebration of diversity, collaboration and communication.



Cheerleaders at the Mission Games thrilled attendees with a human pyramid.

## Embassy Ashgabat Opens Wi-Fi 'Hot Spot'

What may be the first official Wi-Fi access terminal, or "hot spot," at a U.S. embassy information resource center opened recently in Ashgabat, Turkmenistan. The hot spot is the first wireless access point in all of Turkmenistan.

Many participants in the opening ceremony stayed afterward to learn how to use the Wi-Fi system. One participant exclaimed, "This is so cool—I want to hang out here."

Laptops are relatively inexpensive in Turkmenistan, but the Internet reaches only an estimated 1 percent of the population. While the government has promised additional public Internet access, progress has been slow. There are long lines at the IRC, one of the few public Internet access points in the country. IRC patrons can wait in line for two hours or more for a

mere 30 minutes of Internet use. The few state-run Internet cafés, the only alternative, are either prohibitively expensive or have painfully slow Internet service.

The post's public affairs section and information management personnel saw wireless Internet access as a way of providing more people with Internet access and relieving pressure on the IRC's landline Internet access points. Public Affairs Officer Andrew Paul, Information Management Officer Michael Fotheringham and colleagues worked with Washington to facilitate the revised Department regulations that now allow Wi-Fi to be offered in embassy IRCs or libraries.

In Ashgabat, users will have faster Internet access and more options when they begin bringing their laptop computers to the IRC.





## CA Begins Issuing Passport Cards

The Bureau of Consular Affairs has begun issuing the new passport card, which allows U.S. citizens to re-enter the United States by land, sea and air from Canada, Mexico, the Caribbean and Bermuda.

CA began accepting applications for the card February 1 and began producing it on July 14. By early September, more than 500,000 passport card applications had been received.

The credit-card-size passport card was designed for the residents of communities on the northern and southern borders of the United States who cross into Canada and Mexico frequently. It is less costly and

more portable than the passport book but has the same validity period, 10 years for adults and five years for children. The card costs \$45 for first-time adult applicants and \$35 for children under 16. Adults with valid passports can apply for the passport card by mail for \$20.

The Western Hemisphere Travel Initiative requires that Americans returning from Canada, Mexico, the Caribbean and Bermuda after June 1, 2009, present either the card or a passport book. As always, Americans returning from all other foreign destinations must have a passport book. For more information about the passport card, visit [www.travel.state.gov](http://www.travel.state.gov).



Assistant Secretary of State for Consular Affairs Janice Jacobs presents Deputy Secretary of State John Negroponte with his new passport card.

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### Deadlines

The submission deadline for the December issue is October 15. The deadline for the January 2009 issue is November 15.

# Next Stop: U.S.A.

MISSION RUSSIA RUNS  
WORLD'S LARGEST  
WORK/TRAVEL PROGRAM

**BY ERIC MORIN**

At 5:30 on a cold, damp morning in early March, buses from the Russian cities of Kazan, Vladimir, and Bryansk began arriving at the U.S. Embassy in Moscow. The bleary-eyed university students who shuffled off the buses had been on the road for 24 hours but were excited because they would soon complete their last step before embarking on the journey of a lifetime—a chance to spend their summer university

break working and traveling in the United States.

This year, Mission Russia issued visas to approximately 32,000 Russian university students as part of the Summer Work/Travel Program, the largest such program in the world. Embassy Moscow alone interviewed 25,000 applicants between February and May.

The program's long-term goal is to contribute positively to U.S.-Russian relations by increasing mutual understanding. Former U.S. Ambassador to Russia William Burns, now Under Secretary for Political Affairs, said the program is “a great means of connecting to the next

generation of Russians, opening up their understanding of America and building bridges between our two societies at a complicated moment in relations between our governments.”

Embassy Moscow's consular staff, he said, “deserves credit for its initiative and hard work, another reminder of the extraordinarily valuable role consular staffs play in American diplomacy.”

## **Erasing Suspicions**

Old suspicions about the United States remain in Russia, some 17 years after the fall of the Soviet Union. The work of changing Russian attitudes is thus a long-



The SWT's agency representative organizes SWT applicants.





**Clockwise from above:** Vice Consul Vincent Moore interviews an SWT applicant; two friends from Bryansk get ready for a summer in Myrtle Beach, S.C.; former U.S. Ambassador to Russia William Burns, now under secretary for Political Affairs, speaks with SWT students.

term project, and the SWT Program plays a key role. The real payoff will be in 20 to 30 years when the Russian SWT Program student of today becomes a high-level manager, teacher or elected official. The program lets the next generation of Russians see the United States, experience American culture firsthand, and develop their own opinions about it.

When the students arrived in the embassy's consular waiting area, green-shirted travel agency representatives moved them into lines and encouraged them as they headed off for their interviews. Many students were nervous: They'd never spoken to an American before—let alone a consular officer.

Vice Consul Vincent Moore calls the interviews “a nice change from the normal interview schedule.

“On SWT days we speak to hundreds of enthusiastic students from all over Russia,” he said. “Many come from places where we'll probably never go, so it is satisfying to be a part of their positive experience in the United States, and they give us an

interesting glimpse into the lives of Russian students.”

### Focus on Students

On SWT interview days, the embassy's entire consular section focuses on the students. Normal nonimmigrant visa interviews are not scheduled, waiting areas are reconfigured, and Locally Employed staff help manage applicant flow. This teamwork allows the embassy to process more than 1,300 SWT applicants each morning.

On the street outside the consular section, the students were all smiles and giggles as they learned their visas were approved.

“My best friend and I are going together to Myrtle Beach,” said one, from Bryansk. “It's going to be so cool!”

Her friend called it “the chance of a lifetime.”

There are many reasons why they see it as a chance of a lifetime. Almost all participating Russian students view the SWT Program as a great way to improve their English language skills and learn about

the United States. However, most do not see the program as a money-making endeavor; they plan to use their earnings to travel around the United States and shop.

There are also intangible benefits for the students. Those who return for a second or third year say they become self-reliant and mature while being on their own in the United States for the summer.

Most will return home to share their experiences with friends and families. Embassy Moscow, like many posts, follows up on the students who receive visas to find out if they returned. A recent study showed that more than 95 percent of the SWT Program students did so.

After the exhausting morning at the embassy, the students were off for a quick lunch and then back on the bus for the long ride home. They were already mentally packing their bags and preparing for their summer—a summer that will educate, challenge and show them the real America. ■

*The author is the U.S. Embassy in Moscow's SWT coordinator.*



# Listening Ear

OUTBRIEFINGS AID RETURNEES FROM HIGH-STRESS POSTS  
**BY RAY S. LEKI**

The High-Stress Assignment Outbrief Program represents a successful collaboration between the Foreign Service Institute's Transition Center and the Office of Mental Health Services within the Office of Medical Services. The four-year-old program has aided hundreds of employees from a variety of agencies after they completed high-stress assignments. A mandatory part of out-processing for employees returning from assignments in Iraq and Afghanistan, the program is highly recommended for returnees from any

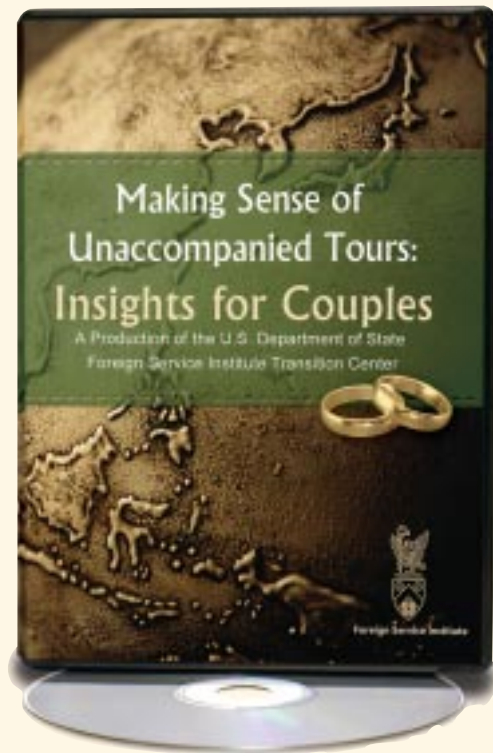
high-stress posting. Family members who were separated by an unaccompanied assignment are also encouraged to participate in special, individual sessions.

The program helps participants share information that may aid successful decompression and re-integration into their lives, families and careers. It also allows employees transitioning from dangerous and difficult tours to share observations and reflections, and offer advice to the Department and their successors.





The author outside his office at the Foreign Service Institute.



Unaccompanied assignments and other high-stress tours create new concerns for employees and family members and call for new skills, knowledge and attitudes.

The program is informational, not therapy or a screening. During the sessions, common readjustment issues are discussed and explained, and the realities of post-traumatic stress disorder and related psychological conditions are described. Employees are asked to comment on the quality, adequacy and relevance of pre-departure training, problems encountered, leadership strengths and

security officer at the U.S. Embassy in Baghdad, said, “One of the biggest helps when Bill came back was when he... participated in the Outbrief Program—when he talked to other people who had been through the same thing. That day was the first time he really started sharing with me.”

The lessons arising from the outbrief program have been forwarded to the Under Secretary for Management and the Director General over the last five years and were added to the FSI training and briefings for deputy chiefs of mission, advanced consular officers, senior human resource officers and career development officers. The lessons were also used by FSI’s leaders, tradecraft and language trainers, and in other offices. The Director General has sent leadership lessons arising from the outbriefings to all posts, setting higher expectations for supervisory performance worldwide. Finally, ideas expressed in the sessions have been included in several new FSI leadership and management courses on dealing with high-stress assignments.

weaknesses, meaningfulness of assignments, personal growth and satisfaction with follow-on assignments.

## Several Options

The outbriefings are available as a group-training event or as one-on-one programs with the employee’s choice of either the Transition Center director or mental health practitioners in the newly created Deployment Stress Management Program. Employees who have transferred directly to another overseas post may arrange outbriefings with the regional psychiatrist. Employees may also bring their spouse or a family member to an individual session.

After working with several couples who used the outbrief programs, the Transition Center produced a video for any employee deciding upon, separated by or returning from an unaccompanied assignment. The DVD *Making Sense of Unaccompanied Tours: Insights for Couples* is available at post through career development officers, community liaison officers, regional medical officers and psychiatrists, and from the Transition Center.

On the DVD, Chrissy Miller, wife of Bill Miller, former regional

## Promoting Adjustment

Ultimately, the biggest benefit of the outbrief program may be for those who are experiencing difficulty readjusting, by helping them to understand they are not alone. Returnees are generally healthy individuals who are decompressing from prolonged exposure to abnormal situations. Although no one can describe or predict what any particular individual will face, a range of probable responses can be anticipated and understood.

The outbrief program is changing the culture of the Department, making it more supportive of employees and family members and more resilient as a community. Unaccompanied assignments and other high-stress tours create new concerns for employees and family members and call for new skills, knowledge and attitudes. The outbrief program helps individuals and the Department community become stronger and better prepared for the challenges ahead. ■

*The author is director of the FSI Transition Center.*

# One-Stop Process

HR ENHANCES TRAVEL FORMS PROCESSING **BY SHANNON GALEY**

Taking a significant step to modernize its global travel operation, the Bureau of Human Resources is reorganizing the management and automation of the Permanent Change of Station travel process. For years, Foreign Service personnel traveled worldwide via an extensive paper trail that relied on external triggers and in-person verifications, which was time-consuming and frustrating.

HR is leading the effort to reengineer PCS travel to provide employees with one-stop shopping for their travel needs. Processing PCS travel is shifting from a manual process to one that's initiated electronically by the employee. In creating a more efficient process, the Department aims to eliminate duplication, reduce processing errors and streamline travel technicians' workloads to achieve greater efficiency. Employees will recognize the immediate benefits: faster travel-order processing and having travel information available on their desktops. More important, thanks to automation, employee pay will suffer fewer hits when adjustments are made during the permanent transfer of station.

## Leveraging Data

By reengineering such travel messages as the TM Eight arrival, TM Five departure and TM Two proposed travel itinerary/authorization cables, HR can leverage the personnel data that its systems already capture. As a result, users will need only to enter value-added information. Cables that were once processed by mail will now be sent by e-mail, and employees will be able to view their TM cable



by clicking on a link. Electronic travel messages and corresponding personnel forms will also be transmitted into the employee's PCS "eTravel" folder in their electronic official personnel folder.

"From the Foreign Service perspective, these travel messaging enhancements offer employees an incredible outlet to a huge inventory of regulations, guidance and Department databases that all pertain precisely to what the employee wants to do," said Foreign Service officer Rick Weston.

Some of the benefits arising from TM's automation are:

- Allows for timely initiation of employee post allowances/benefits,
- Abolishes the "middle tier" in handling personnel actions and data,
- Promotes faster processing,
- Allows immediate TM status and greater visibility for the employee,
- Increases communication between PCS travel support staff and employees, and
- Reduces employee frustrations.

## The Cornerstone

Automation of the TM Eight arrival cable is the cornerstone to a fully reengineered PCS travel process. TM Eight confirms the employee's arrival by transmitting the effective date of arrival at post and pertinent assignment-related data. This replaces manual creation of the "arrival at post" cable and SF-50, Notification of Personnel Action. TM Eight allows human resource officers to enter the employee's actual date of arrival at post into the Post Personnel System, and this information is then transmitted to the Global Employment Management System to generate an electronic SF-50. The SF-50 is automatically forwarded to Payroll and used to initiate employee post pay and allowances. Automation of this process saves more than 1,300 labor hours in HR's executive office alone.

The Proposed Itinerary Travel Message, or TM Two, is now being pilot-tested at





The TM automation team includes, from left, Stephen Backmeyer, Michael Wilson, Rob Aruta and Ray Wei.

several posts. It allows Foreign Service employees to electronically view, construct and submit for approval and authorization their travel itineraries from post. TM Two is available via the Web from the Department's HR Online system. Pilot participants in TM Two testing say it "connects all the loose ends" and "brings the employee's personal considerations alongside automated regulations."

### Automation Ahead

HR is now developing an automation of the TM Five departure from post cable, that allows HROs to enter an employee's actual date of departure from post into the Post Personnel System. This information is also sent to GEMS to generate an electronic SF-50 that places employees in an in-transit status. The SF-50 will be transmitted to Payroll and to gaining posts, as well as the bureaus and organizations that require information to adjust employee pay and allowances.

Employees will also notice an immediate change in two travel forms. The first will be that used in the domestic arrival process. Rather than completing a paper DS-1707, the Leave, Travel, and Consultation Status form, employees will be able to access a TM Web page through HR Online. Assignment notification and departure information will already be there, and employees need only select their leave type and leave dates, and confirm their arrival information.

HR is constructing a similar automated process for the DS-1552, the Leave Data-Departure for Post form, which employees will also be able to access online prior to departing for post or domestic assignments. Employees will be able to validate the form's information, enter their last day at a domestic assign-

ment and include any approved leave or training. The forms will be processed electronically for approval by the Employee Service Center, and the information transmitted to GEMS to generate an electronic SF-50.

HR/EX is also automating the HR/CDA Travel Technician function of processing travel orders and related actions. Because the function is now under the oversight of HR/EX, HR travel technicians can provide more streamlined support to employees and their eligible family members during the PCS travel process.

Efforts like the automation of the TM process will provide the accurate and immediate information critical to moving employees and their families around the world. ■

*The author is a project manager in the Bureau of Human Resources.*



**Above:** Members of the TM automation effort are, from left, John Cleckner, Brent S. Gilmore, Kishor Bhojani, Biochau Nguyen and Pat Duggan. **Left:** Other members of the TM automation effort are, back row from left, Tracy Calhoun, Dustin Vuong, Nadia Trammell, Aveen Devaiah and Marie Hensley. In the front row they are, from left, Loisteen Clark, Kevin Phelps and Kash Tajammul.

**33.2**  
**MILLION**

People around the world living with HIV/AIDS

**NUMBER**  
**1**

Cause of death in Sub-Saharan Africa

**5,**  
**700**

People die every day due to AIDS

**2.1**  
**MILLION**

People died from AIDS in 2007

**25**  
**MILLION**

People have died from AIDS since the beginning of the pandemic

**NUMBER**  
**4**

Cause of death globally

**2.6**  
**MILLION**

New HIV infections last year

**15**  
**MILLION**

Children have lost one or both parents due to HIV/AIDS

**90**  
**PERCENT**

Of people living with HIV/AIDS live in Africa







Michele Moloney-Kitts, left, assistant U.S. Global AIDS Coordinator, visits a PEPFAR-supported program in Kenya that provides treatment, care and other services.

# Multi-agency Strategy

DEPARTMENT COORDINATES WORLDWIDE FIGHT AGAINST HIV/AIDS  
**BY DON YACOE**

**S**everal years ago in Tanzania, a young woman named Bertha became very ill. After learning she was HIV-positive, she entered a program supported by the U.S. President's Emergency Plan for AIDS Relief and started receiving antiretroviral treatment.

"If not [for this treatment], I would have been dead a long time ago," she said. "Now, I can do anything; I'm healthy and I'm strong."

Bertha's story, told in the documentary "Saving Lives

Creating Hope", available at [www.PEPFAR.gov](http://www.PEPFAR.gov), reflects the personal impact of PEPFAR partnerships with local leaders around the world. Like 1.73 million other AIDS-infected people worldwide, Bertha has a second chance because of the treatment programs PEPFAR supports.

Before PEPFAR began its worldwide fight against HIV/AIDS in 2004, the prospects for people living with HIV in the developing world were grim; and because HIV/AIDS mainly kills people between 15 and 50 years old, it was taking away a generation of adults in their



# THE FIGHT AGAINST AIDS



**Left:** Bertha, who is receiving AIDS treatment, works as a hospital counselor in Tanzania. **Right:** Ambassador Mark Dybul greets a child at a PEPFAR-supported preschool in Botswana.

most productive years, creating instability and despair. At the beginning of 2003, it is estimated that only 50,000 people in all of sub-Saharan Africa were receiving antiretroviral treatment. Today, 1.68 million people there do.

PEPFAR was launched by President Bush in May 2003 as a \$15-billion program funding HIV/AIDS prevention, treatment and care over five years. Since 2004, with bipartisan Congressional support, PEPFAR has committed \$18.8 billion to the global fight against HIV/AIDS, focusing on 15 countries in Africa, the Caribbean and Asia. PEPFAR also supports bilateral programs in nearly 100 additional countries. On July 30, the president signed into law the Tom Lantos and Henry J. Hyde United States Global Leadership Against HIV/AIDS, Tuberculosis, and Malaria Reauthorization Act of 2008. This legislation expands the U.S. government commitment to the program for five additional years, from 2009 through 2013. One of the keys to PEPFAR has been the public health strategy to pursue close partnerships with the countries and people affected by HIV/AIDS. Programs are developed in coordination with host nations' national strategies to fight HIV/AIDS, collaboration that strengthens the capacity of the countries to respond to their HIV/AIDS epidemics.

Bilateral and multilateral partners, private foundations, the private sector, nongovernmental organizations and community- and faith-based organizations all play key roles in setting up comprehensive HIV programs in these countries. Especially important is the U.S. government's close cooperation with the Global Fund to Fight AIDS, Tuberculosis and Malaria in support of national strategies. The United States was the first and remains the largest contributor to the fund, providing 30 percent of its contributions. In fiscal 2007, PEPFAR partnered with 2,217 local organizations, up from 1,588 in fiscal 2004.

PEPFAR also involves partnering by seven U.S. government agencies, coordinated through the Office of the U.S. Global AIDS Coordinator within the State Department. PEPFAR also involves the U.S. Agency for International Development; the Departments of Commerce, Defense, Health and Human Resources, and Labor; and the Peace Corps. The staff of the Office of the U.S. Global AIDS Coordinator is a mix of Department employees, contractors and public health professionals detailed from other agencies.

"The success of PEPFAR is firmly rooted in partnerships, in the American people working hand in hand with the people of the world to build systems and to empower individuals, communities and nations to tackle HIV/AIDS," said Ambassador Mark Dybul, the U.S. Global AIDS Coordinator.

PEPFAR's reach is impressive. From fiscal years 2004 through 2007, it helped prevent mother-to-child HIV transmission during more than 10 million pregnancies and helped prevent an estimated 194,000 infant infections. Over the period, it also supported life-saving antiretroviral treatment for approximately 1,641,000 men, women and children, and supported care for more than 6.6 million people, including more than 2.7 million orphans and vulnerable children.

Despite progress in the global fight against HIV/AIDS, the pandemic remains an emergency. With PEPFAR coordinated through the Department, the government developed a unified, strategic approach to an international health care problem, bringing together the HIV/AIDS programs of many agencies in one unified initiative. ■

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*The author was a senior communications adviser in the Office of the U.S. Global AIDS Coordinator and is now a technical writer in the Bureau of Information Resource Management.*



An HIV-positive child receives care at one of Guyana's health facilities.

# Frontlines Report

AIDS BATTLE PROMOTES GROWTH AND DEMOCRACY **BY DAVID M. ROBINSON, KAREN LYNN WILLIAMS AND PETER R. HUBBARD**

**H**IV/AIDS can decimate a workforce and stunt a country's growth. In hard-hit areas, fighting the disease is a first step to economic success and democratic stability. But that's only half the story. The U.S. President's Emergency Plan for AIDS Relief also fights poverty and helps build strong democratic

institutions. In Guyana, PEPFAR creates jobs, supports trade and shows that democratic institutions can respond to their most vulnerable citizens.

Many of the same tools that prevent HIV and treat AIDS also boost trade, improve education, and build citizen confidence in government services and private-sector partnerships. In Guyana, PEPFAR is a catalyst for that synergy. Together, diverse partners support Guyana's Ministry of



Health in providing universal access to treatment and care, helping HIV-positive people become more productive and economically independent, and promoting trade.

### Small Loans

PEPFAR is helping people living with HIV/AIDS access small loans provided by a micro-financing program. These people have been unable to receive loans through traditional means, and the loans enable them to expand their small businesses and support their families.

Even after a short time, the program has helped many HIV-positive entrepreneurs attain a better life. Before obtaining one of the loans, one woman and her husband worked long hours but could not produce enough goods to meet customer demand. With their loan, they purchased material, increased production and hired several family members, expanding the loan's benefits.

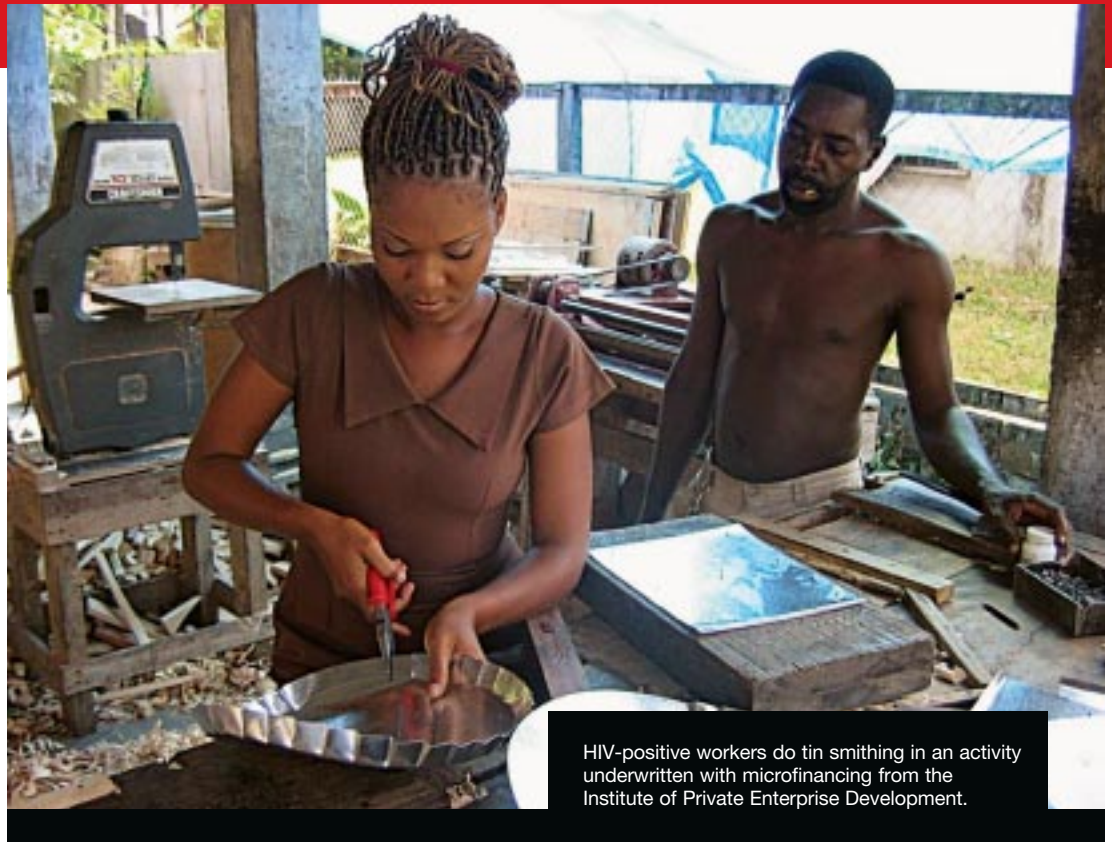
"This is truly the best thing that has happened to me since learning I had HIV," said the woman, whose name was withheld for privacy. "I am able to make ends meet and give my daughter who was born HIV-positive more nutritious food. Even my doctor says he has never seen me so happy."

As of June, more than 90 loans had been completed, with a cumulative value of \$38,000. These were disbursed to HIV-positive entrepreneurs in such fields as poultry, livestock, lawn maintenance, sanitation, graphic design, craft production and Internet café services.

Through PEPFAR Guyana's strong private-sector partnership initiative, an estimated \$206,000 worth of financial and in-kind resources were provided to support orphans and vulnerable children, media campaigns, national and community events, and transportation for physicians to reach patients in remote areas. Through these partnerships, companies receive support for workplace prevention of HIV/AIDS and policy development for sustainable approaches to protecting the workforce and communities where they operate.

### Trade and Treatment

Another dimension of the PEPFAR Guyana program is the convergence of trade and treatment that occurs through the supply-chain management program. Guyana's highly profitable nontraditional agricultural sector exports butternut squash, peppers and fresh fish to the United States, Europe and the Caribbean. However, such products need access to cold storage and controlled distribution—as do AIDS drugs. PEPFAR Guyana saw the connection and with partners from the Economic Growth program, private sector and Guyana's ministries of Agriculture and Health constructed a state-of-the-art cold-storage warehouse that serves



HIV-positive workers do tin smithing in an activity underwritten with microfinancing from the Institute of Private Enterprise Development.

farmers and doctors. The only facility of its kind in Guyana, the warehouse is the gateway for exporting to new markets and guarantees that the HIV-positive will get safe, effective medicine.

Using partnerships to fight HIV/AIDS involved a joint central and local focus. One outgrowth of this was the creation of an information technology laboratory at a secondary school in one of Guyana's remote areas. The Ministry of Education offsets the lab's monthly Internet costs, and the regional government financed the material and labor costs for the facility's modifications. The lab's computers introduce HIV/AIDS information to students and youths in the community and enhance their computer skills.

There are also capacity-building initiatives underway to strengthen civil-society organizations and better equip them to influence national decision-making. Thus, a number of civil society partners have engaged in various advocacy activities, including combating trafficking in persons and domestic violence, and supporting the Child Protection Act and HIV/AIDS policy development.

PEPFAR in Guyana involves a strong country team approach that includes representatives of the U.S. Agency for International Development, the Centers for Disease Control and Prevention, the Departments of Defense and State, and the Peace Corps. This multi-dimensional, multi-sector approach demonstrates the direct relationship between HIV/AIDS treatment, economic success and democratic stability. It also underscores how, whether through a major program like PEPFAR or short-duration activities such as hospital ship visits, medical diplomacy is becoming Transformational Diplomacy. ■

*David M. Robinson was Ambassador to Guyana, Karen Lynn Williams is the chargé d'affaires at the U.S. Embassy in Guyana and Peter R. Hubbard is director of the U.S. Agency for International Development Mission in Guyana.*



A teenage girl asks a U.S.-funded peer-mentoring group a question during a presentation on HIV/AIDS.

# Moving Mountains

AN EMBASSY EVOLVES TO FIGHT HIV/AIDS **BY MATT STREMLAU, CHRISTOPHER M. SMITH AND W. PATRICK MURPHY**

“I have seen the light!” During a period of upheaval that scorched Southern Africa in the early 1800s, the chance of being murdered by marauding tribes was so great that King Moshoeshoe, the founder of Lesotho, shouted that greeting each morning at dawn. His compassionate brand of diplomacy—

he offered gifts to defeated enemies—forged an independent nation that was largely created from refugees.

Today, Moshoeshoe’s diplomatic acumen provides lessons to fight a modern enemy in this isolated but proud country: HIV, the virus that causes AIDS.

The fight against HIV/AIDS in the Kingdom of Lesotho, a country the size of Maryland, is literally an uphill battle. The mountainous nation has the highest low point of any country in the world. Eighty percent of its 1.8 million inhabitants reside in rural mountain villages, many more than 9,000 feet in elevation. More than 60 people become infected with HIV/AIDS each day. One out of every four members of the dominant Basotho tribe are infected, nearly half of all sexually active adults.

HIV/AIDS stymies development, burdens families who must care for the sick and creates new generations of orphans—nearly 200,000 Basotho children have lost one or both parents. AIDS has reversed many of the nation’s



public health victories, which were realized after independence, when life expectancy climbed to nearly 60 years. A Basotho child born today can expect to live only 38 years.

## Winning Hearts

Under the leadership of Assistant Secretary for African Affairs Jendayi Frazer and U.S. Global AIDS Coordinator Mark Dybul, the Department has responded to the HIV/AIDS crisis in Africa, where the disease has been most devastating. The Department's undertaking in Lesotho, a tangible example of Secretary Rice's Transformational Diplomacy, has won the hearts and minds of a population that is vulnerable to poverty and disease but increasingly appreciative of U.S. development and foreign policy objectives.

U.S. Ambassador to Lesotho Robert B. Nolan and an interagency team at the U.S. mission stand at the epicenter of Lesotho's fight against the HIV epidemic. In recent years there has been a transition from using a regional platform to implementing a more effective in-country presence under the U.S. President's Emergency Plan for AIDS Relief. This has led to the return to Lesotho of the U.S. Agency for International Development and to new programs administered by the Centers for Disease Control and Prevention and the departments of Defense and Labor. The ability to monitor programs locally allows the post's PEPFAR team to tailor approaches to local conditions and help people get the treatment they need more quickly. Peace Corps is an active member of the PEPFAR Task Force, and its 85 volunteers are involved in the HIV programs.

Mission Lesotho, a once-small U.S. mission, has become a dynamic command center that supports dozens of U.S.-based universities such as Columbia, Johns Hopkins and Georgetown, and nongovernmental organizations such as Population Services International. The mission's PEPFAR budget has grown from \$4 million in 2005 to the nearly \$30 million projected for 2009.

Side by side with PEPFAR stands the U.S.-funded Millennium Challenge Account Compact, a new \$362 million poverty-reduction initiative designed by the Basotho people. One-third of the new compact will fund health-related activities, representing the MCA's first venture into the health sector. These efforts include renovation of 150 health clinics and more than a dozen ART/TB service centers, and the construction of a new national reference laboratory, a blood collection center and dormitories for the National Health Training College.

## Strengthening Relations

Much as Moshoeshoe enhanced Lesotho's defenses by providing cattle and grain to refugees, PEPFAR strengthens relations between the United States and Lesotho through humanitarian interventions. PEPFAR's policy objectives focus on preventing mother-to-child transmission, behavior change that reduces multiple-concurrent partnerships, integrated TB/HIV services, universal access for counseling and testing, and addressing the urgent need to train more health care workers.

Not just a state-to-state arrangement, PEPFAR reaches previously untouched sectors of Basotho society by partnering with diverse organizations to battle HIV. These include military forces, the private sector, and international donors such as Irish Aid and the Global Fund to Fight HIV/AIDS, Tuberculosis and Malaria. PEPFAR also coordinates with U.S.-based organizations operating independently in Lesotho, such as the Clinton Foundation, Partners in Health and the Baylor College of Medicine.



Members of the Basotho tribe await treatment at a remote village clinic that is slated for an upgrade funded by the Millennium Challenge Account.

## Embassy Evolves

The embassy combats the spread of HIV/AIDS by having mission employees participate in quarterly HIV-awareness training. The embassy also partners with the Lesotho Defense Force to undertake community prevention efforts in remote corners of the country, and the public diplomacy section sponsors activities incorporating HIV/AIDS prevention messages such as puppet shows and speakers on HIV vaccine research. The post's special projects office assists community organizations that care for those affected by HIV/AIDS and grants scholarships to high-achieving children orphaned by AIDS-related deaths. It is launching a new PEPFAR-funded grants program focused exclusively on mitigating the village-level impact of the disease.

Lesotho was created and has survived by deftly using its power to help as a means to win the loyalty of tribes alienated by violent chaos. Taking that lesson, Mission Lesotho and PEPFAR are transforming health care in Lesotho and changing how the U.S. government fights this disease. In the process, the embassy has changed its presence in Lesotho by stepping up to defeat the world's greatest epidemic and helping Lesotho in its latest fight for survival. ■

*Matt Stremmlau is acting PEPFAR coordinator, Christopher M. Smith was a public diplomacy political/economics officer and W. Patrick Murphy was the deputy chief of mission at Mission Lesotho.*



The author rides aboard a helicopter on her way to Baghdad International Airport.

# A Cultural Buffet

LES FROM MEXICO EXPERIENCES EMBASSY BAGHDAD  
**BY MARTHA PINEDA**

I first learned about the possibility of serving on a temporary assignment at the U.S. Embassy in Baghdad a year ago, and I responded almost immediately. The Foreign Agricultural Service office of the U.S. Department of Agriculture needed someone to help train its new administrative assistant, also a Locally Employed staff member.

FAS also needed help organizing an agricultural conference to be co-hosted by FAS Administrator Michael Yost and Iraq's senior deputy minister of Agriculture and to support FAS participation in the Iraq-U.S.

Dialogue on Economic Cooperation, which involved high-level visitors from the Department of State, U.S. Treasury, U.S. Agency for International Development and USDA.

The assignment seemed unique and

unprecedented, as are many other jobs in Iraq. It also appealed to me because I knew it would represent a contribution to the mission and because of the personal experience I would gain.

My home nation of Mexico is an emerging country that is constantly changing, and where citizens increasingly want to learn about other cultures so as to identify practices that will benefit Mexico's development.

To get the Iraq assignment, I had several interviews, and then Agricultural Counselor Jonathan Gressel confirmed my 29-day assignment—one that stretched to 45 days to allow me to assist with the agricultural conference.





Because all departments and bureaus share goals and resources, those who serve in Baghdad must be ready for teamwork.

### Practical Pointers

I started preparing for a journey I will never forget.

Experience, flexibility and creativity become your best tools on the job in Iraq. I found that it is important to have learned in advance as much as possible about where you are going but to have no preconceptions, and instead start building the kind of experience you want to have once you arrive. For example, if you are likely to arrive too late to reach the embassy and therefore must spend the night at Camp Sully, you should book a room there in advance. If you want to receive your salary and additional allowances on time, make sure everything is prepared correctly beforehand. If you want someone to greet you when you arrive, ask for a sponsor ahead of time.

Generally speaking, do not take for granted any recommendations in your deployment guide. For instance, if it says you need a country clearance, bring five copies of it with you.

Another bit of advice is to always keep things in perspective, which will cultivate patience. On arrival, you may be overwhelmed by the paperwork required to process any request. But remember, this is a huge mission with lots of people wanting things and a limited number of people providing those things. All those processes help keep the operation running smoothly. Sometimes, you will even have to stand in lines, but they are really not that bad.

Shortly after arrival, you may start missing your loved ones back home. The best remedy is to try to meet new people and learn how things are where they come from. The mission is a “cultural buffet” of nationalities, and it never hurts to learn from others who, like you, are also from somewhere else.

It’s also good to remember that cooperation and interaction with representatives of other bureaus and agencies is crucial. For instance, our office’s meetings in the Red Zone had to be coordinated with the regional security office. Because all departments and bureaus share goals and resources, those who serve in Baghdad must be ready for teamwork.

Otherwise mundane matters such as providing for your well-being or your sense of community can become important issues. In the end, though, these are your responsibilities. Only you can take care of yourself and make connections with others.

Volunteering for Iraq requires commitment and some proactive learning. I am grateful to have served in Baghdad with a great staff at the office of agricultural affairs and a great embassy. ■

### Keeping in Touch

You can call home any time, but some prefer setting call schedules so that those at home will be expecting the call and not engaged in another activity.

*The author is a Locally Employed staff member with the Foreign Agricultural Service at the U.S. Consulate General in Monterrey, Mexico.*

**Clockwise from top:** The author in downtown Amman, Jordan; the author with Iraqi children; the Two Swords Monument in Baghdad’s International Zone.





The Librarian of Congress, Dr. James H. Billington, left, meets UNESCO Director-General Koichiro Matsuura.

# Focus on UNESCO

U.S. MISSION EMPHASIZES LITERACY, WORLD HERITAGE  
**BY CAITLIN BERGIN**

The United States played a central role in founding the United Nations Educational, Scientific and Cultural Organization in 1946 in the aftermath of World War II. Such Americans as Eleanor Roosevelt and Senator J. William Fulbright aimed to build an organization that would promote peace by promoting mutual understanding through joint initiatives in education, culture and science.

However, philosophical and political differences led the United States to withdraw from UNESCO in 1984.

By 2002, however, these differences had diminished to the point where the United States felt more comfortable with the organization. As President Bush declared when announcing his decision to rejoin

UNESCO, “The organization has been reformed, and America will participate fully in its mission to advance human rights, tolerance and learning.”

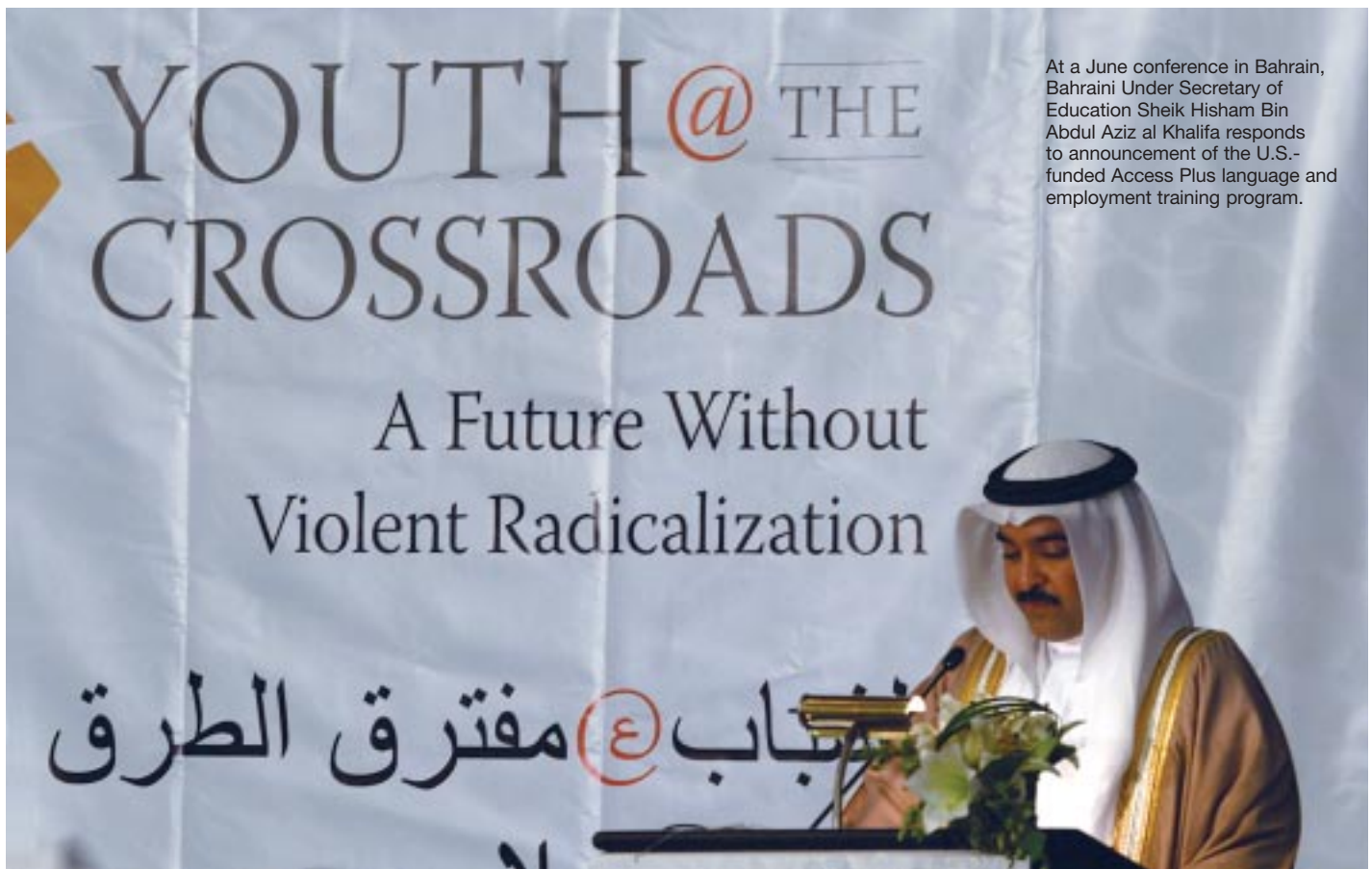
Since early 2004, the Department of State has maintained a small delegation to UNESCO under the leadership of Ambassador Louise Oliver. The staff is a mix of

Foreign Service officers, locally employed Americans and French, and detailees from the departments of Education and Health and Human Services, and the National Science Foundation.

## *U.S. Representation*

The mission’s staff works closely with UNESCO’s Secretariat and delegations from around the world to advance U.S. goals. The work includes representing the United States at twice-yearly meetings of UNESCO’s 58-member executive board and at the General Conference, which brings all of UNESCO’s 193 member states together every other year for program and budget decisions. In addition, the mission works closely with the almost 100 representatives on the U.S. National Commission for UNESCO.





At a June conference in Bahrain, Bahraini Under Secretary of Education Sheik Hisham Bin Abdul Aziz al Khalifa responds to announcement of the U.S.-funded Access Plus language and employment training program.

*The Literacy Initiative for Empowerment, another UNESCO initiative, focuses on countries with literacy rates of less than 50 percent or those with more than 10 million people lacking literacy skills.*

The range of issues UNESCO covers is vast: education at all levels, bioethics, ocean science, fresh water issues, natural and cultural preservation, and freedom of expression, to name a few.

The focus in education has been on literacy. First Lady Laura Bush, as honorary ambassador for the United Nations Literacy Decade, has led in the international campaign to significantly reduce illiteracy by 2013. With strong U.S. support, UNESCO has held six regional conferences in all parts of the world to promote literacy and educational opportunity.

Another UNESCO initiative is the Literacy Initiative for Empowerment, which focuses on countries with literacy rates of less than 50 percent or those with more than 10 million people lacking literacy skills. A third effort is the Teacher Training Initiative in Sub-Saharan Africa, which helps countries train large numbers of teachers—a necessity if Africa is to wipe out illiteracy. Additional educational programs focus on countries with special needs, such as Lebanon and Afghanistan.

### **Scientific Emphasis**

Harnessing science and technology to improve lives is another U.S. priority at UNESCO. The United States is a strong supporter of UNESCO's Intergovernmental Oceanographic Commission, which

plays a central role in development of the new international tsunami warning system. The mission also works closely with UNESCO's International Hydrological Program, which develops strategies for increasing the supply of clean drinking water and emphasizes water management, particularly in Africa and in post-conflict countries such as Iraq.

Natural and cultural preservation is also a U.S. interest. UNESCO's most visible and popular program in this area is the World Heritage Program. Elected to the World Heritage

Committee in 2005, the United States helps monitor the conservation and preservation of 878 World Heritage sites and helps decide which sites should be added to the World Heritage list. The United States also tries to protect endangered movable objects by working with museums in developing countries and is active in issues relating to the restitution of illegally removed cultural property.

In addition, the U.S. mission works with UNESCO's Information and Communication Sector to promote freedom of expression, an essential component of civic engagement and democracy. UNESCO is also working with the Library of Congress to establish a World Digital Library.

After four years of hard work, the United States now plays an active and positive role in UNESCO's various multilateral initiatives. However, keeping UNESCO focused on areas that advance U.S. interests will require a long-term sustained effort. With UNESCO's member states having other agendas and the United States having no veto power, the United States must stay focused and continue to strengthen this organization to help promote U.S. goals and improve the lives of people worldwide. ■

*The author was the public affairs officer at the U.S. Mission to UNESCO.*



People enjoy an autumn day at a sidewalk cafe along the Leliegracht Canal.





*post of the month*

# Amsterdam

Beyond Canals and Tulips | *By Shigh L. Sapp*



The Westerkerk or “western church” is the final resting place of famous painter Rembrandt.

# Amsterdam

in the 1890s surprised U.S. diplomat and author James Weldon Johnson. “I had always thought of Venice as the city of canals,” he wrote. “It had never entered my mind that I should find similar conditions in a Dutch town.”

Now, canals plus the ubiquitous cheese, tulips, windmills and wooden shoes have become the most familiar images of Amsterdam. And though the first three of these stereotypes are generally true, they sometimes hinder understanding of the Netherlands today. Beyond the renowned architectural veneers and lively entertainments that make Amsterdam one of Europe’s top tourist destinations is a complex culture seeking to integrate a diverse population while preserving traditional values. For example, sometimes overlooked in this traditional “Dutch” cultural landscape is a vibrant Muslim community, making up about 5 percent of the population. Integrating that immigrant population successfully is seen by the government as an important social and political priority.

Similarly, behind the U.S. Consulate General in Amsterdam’s historic brick façade, located near two of the world’s great museums, a diverse team of Foreign Service officers and Locally Employed staff work to see through the stereotypes, provide consular services and spread American ideas and values.

## History and Infamy

The consulate general building played an infamous role in the history of Amsterdam and the Netherlands. It was constructed by Baron Willem Frederik van Heukelom in 1912. The glitzy family mansion, which housed a valuable collection of Chinese porcelain, was sold to the German government in 1938 and became the German Consulate General.

During World War II, the building was the Nazi headquarters for the Amsterdam region in occupied Holland. The German army and police headquarters were housed in adjacent buildings.

Early in the war, the Nazi authorities held frequent rallies in front of their offices. And in 1943, with Allied bombers heading for Germany flying overhead almost every day and night, the area was fortified with slit trenches, barbed wire and roadblocks guarded by German soldiers and declared off-limits to ordinary citizens.

The defeated Nazis abandoned the building in 1945. The U.S. government purchased it in 1948, and it has been used as the consulate general ever since.



(LEFT, CORNER; FAR LEFT TOP AND BOTTOM; U.S. CONSULATE GENERAL AMSTERDAM; (MIDDLE); THERESA HANDAYANI





Immigrant Visa Specialist Vivian Wyatt is honored for her 30 years of service to the Consulate General.



Enjoying the Independence Day celebration aboard the USS Elrod are, from left, Mayor of Amsterdam Job Cohen, Consul General Marjorie Ames, Commander Todd Beltz and Mayor of Amstelveen Jan van Zanen.



Non-immigrant Visa Specialist Heidi Westfa, seated at left, and Vice Consul Shigh Sapp participate in the "Destination Abroad" event hosted by the University of Amsterdam.



## Small Country, Big Mission

The United States Mission to the Netherlands has diplomatic facilities in two cities that are relatively close together: the embassy in The Hague and the Consulate General in Amsterdam. The Hague is the seat of the Dutch government, while Amsterdam is the capital.

The embassy promotes strong bilateral ties between the United States and the Netherlands and works to increase cooperation on counterterrorism, enhance U.S. economic prosperity and fight international crime and drugs.

There is no consular section at the U.S. Embassy in The Hague, so all consular services for the Netherlands, including assistance to American citizens and visa services for temporary visitors and immigrants to the United States, are provided by the consulate general.

More than one million Americans visited the Netherlands in 2007. About 40,000 Americans reside in Amsterdam's consular district, resulting in hundreds of Consular Reports of Birth Abroad and more than 4,000 passports being processed annually. Repatriations, many involving individuals suffering from mental illness, and arrests of American citizens represent a significant part of the post's American-citizen caseload.

The consulate general's nonimmigrant visa unit adjudicates more than 21,000 applications per year. Thirty-two percent of those applicants come from other countries and represent more than 150 nationalities. The immigrant visa unit also faces a challenging workload due to the diverse pool of applicants.

## Developing Leaders

Beyond the numbers, nothing encapsulates the consulate general's commitment to U.S. mission goals better than its efforts to develop leadership and promote involvement in the



Consulate General staff members visit Amsterdam's Central Police Station during Consular Leadership Day in 2007.



From left, Consul Daniel King, Maria De Armeteras, Johannes Fritzlin and Elisabeth Van Eyck pose during the Independence Day celebration.



Consulate staffers wear red to show support for women's heart disease awareness.

PHOTOGRAPHS: (TOP AND BOTTOM): U.S. CONSULATE GENERAL AMSTERDAM; (CENTER): THERESA HANDAYANI; (OPPOSITE PAGE): KRISTEN EVENHOUSE



Amsterdam community. Since January 2007, the consulate general has devoted one day each month to leadership and professional development through a variety of activities, resulting in a more cohesive staff, improved cross-training and increased productivity.

This commitment to leadership development has not come at the expense of fun. In January, the consulate general marked the one-year anniversary of its monthly Consular Leadership Days by holding an improvisational comedy workshop. The goal was to tie together all of the previous leadership activities and focus on nonhierarchical leadership. The day culminated with an improvisational comedy performance by consulate general staff before 75 colleagues at the embassy.

The staff also participates in numerous public outreach efforts, ranging from voter assistance meetings to lectures on American politics. This year's Independence Day celebration on board a U.S. naval vessel moored in the center of the city delighted guests and demonstrated the consulate general's commitment to fostering the bilateral relationship and celebrating shared values.

The consulate regularly hosts public events and invites members of the community to discuss a variety of topics, from the arts to current affairs. A visiting assistant secretary of state led a roundtable



The U.S. Consulate General in Amsterdam on a cloudy day.

discussion with returned Fulbright Fellows that centered on immigration policies in the United States and the fellows' advocacy of American educational institutions and work experiences with their colleagues in the Netherlands.

"It's not only cooks who wear long knives," goes the Dutch adage about being misled by appearances. Those who think of

Amsterdam only by its postcard stereotypes will miss what is really happening in this dynamic European capital. Behind the scenes is a city tackling complex issues and dealing with 21st-century integration, while also maintaining its traditional culture. ■

*The author is a vice consul at the U.S. Consulate General in Amsterdam.*

## At a Glance



**Country** Netherlands

**Capital** Amsterdam

**Total area** 41,526 sq km

**Approximate size** Almost twice the size of New Jersey

**Government type** constitutional monarchy

**Independence** January 23, 1579 (from Spain); officially recognized on January 30, 1648

**Population** 16.64 million

**Language** Dutch and Frisian (both official)

**Currency** euro (EUR)

**Per capita income** \$38,500

**Import partners** Germany (17.6 percent), China (10.5 percent) and Belgium (9.3 percent)

**Export partners** Germany (24.4 percent), Belgium (13.5 percent) and the United Kingdom (9.1 percent)

**Internet country code** .nl



PHOTOGRAPH: FOTOLIA



# The Gift of Guardianship

DECISION CAN ENSURE CONTINUITY FOR CHILDREN **BY KELLY A. LONG**

Every day, conscientious parents work to provide what's best for their children: a nice home, healthy food, trips to soccer practice and perfect attendance at school concerts.

What about selecting a legal guardian?

Have you stopped to consider the places you travel to and where you live and work overseas while serving the Department? Who would care for your children if you did not return home?

Parents often fail to imagine a situation in which they are not present to raise their children. However, we live in an unstable and often unfriendly world; parents should be proactive about their children's future. It is not unthinkable that children could lose both parents in a fatal incident. If a parent dies or is incapacitated, there could be legal intervention and custody determination by a judge if the parent failed to legally establish a guardian. Officially designating child guardianship can be one of the most important and lasting gifts parents can give their children.

## Time to Talk

The first step is to begin the discussion. As with all

contingency planning, it is best for parents to consult an attorney when the time comes to legally designate a guardian. Parents should decide who should be entrusted with guardianship. By discussing your possibilities and creating a sound plan before visiting the attorney's office, you are more prepared to make a well-thought-out and practical decision.

When thinking about potential guardians, experts say, it's best to consider those who have similar values and parenting style, and are willing and financially stable. In blended families, it's best to reevaluate your values as a parent and discuss them with the child's birth or legal parent. It is especially important for single parents to name a guardian since they are their children's sole parent and also know their children's needs. It may also help to talk to a close friend or family member when considering a guardian.

Who would be the best choice? The most commonly chosen guardians are siblings, grandparents, godparents, aunts, uncles or close family friends. Whomever you are considering should be someone with whom your children

would be comfortable and who can offer your children the same quality of life and values they have now. Guardianship is not an honorary title—it is a serious undertaking that requires immense responsibility. A guardian ensures a positive living environment and sense of stability for a child and is not supposed to add stress to an already traumatic situation. Parents must consider the circumstances of each potential guardian and not be swayed by emotion or family attachments. You must weigh the pros and cons carefully.

## Crucial Questions

Depending on your situation, here are some questions to consider when choosing a guardian.

- How old are your parents and are they physically and financially up to the challenge of guardianship?
- Does your brother have a large enough home to accommodate new family members?
- Does your younger sister have ambitions that would interfere with parenting?
- Have your aunts and uncles been around children?

Asking the tough questions will allow you to look at the long-term picture. You may find that a close family friend with children is a more appropriate solution. Between parents, this discussion can sometimes spark an argument over whose relative is best suited or most deserving, but it is a discussion that must be held.

Whomever you select to be the guardian, it is important to legally formalize the choice. This designation can and should be amended if circumstances change or you subsequently decide someone else would be more suitable. Once you have taken this important step, however, you will feel more comfortable knowing that you have secured your children's future.

For more information about establishing child guardianship, visit the Family Liaison Office Web site at [www.state.gov/m/dghr/flo](http://www.state.gov/m/dghr/flo), call (202) 647-1076 or visit room 1239 at Main State. FLO's resources include lawyer referrals and "cheat sheets" to help make the tough decisions. ■

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*The author was a summer intern in the Bureau of Human Resources.*



Ambassador Nancy Brinker, second from right, gathers with diplomats at the Kennedy Space Center in Florida.

# The People Side of Diplomacy

PROTOCOL OFFICE PROMOTES INTERNATIONAL UNDERSTANDING

**BY KATY BALLENGER MITARAI**

The Office of the Chief of Protocol is not simply about shaking hands and greeting visitors. Besides welcoming dignitaries, coordinating ceremonies and credentialing diplomats, the office builds bridges of mutual understanding because protocol is the people side of diplomacy, the face of America to the world.

The Office of the Chief of Protocol has 69 employees and five divisions: Ceremonials and Outreach, Diplomatic Affairs, Visits, Blair House and Management, which keeps the office within budget.

The Ceremonials division plans and executes arrangements for official functions hosted by the Secretary of State and other

U.S. officials, including state luncheons, swearing-in ceremonies and diplomatic dinners.

April Guice, a 20-year Protocol Office veteran, said one of her earliest experiences was the state luncheon given by then Secretary of State George Shultz in honor of then Soviet Premier Mikhail Gorbachev.

"I can still vividly recall my incredulity at seeing the Soviet flag being flown beside the United States flag in the Benjamin Franklin Room," she said.

## Lessons Learned

When Nancy Brinker accepted the position of U.S. Chief of Protocol, she recalled a

simple lesson her mother taught her: "Leave things better than when you found them."

She spent more than 30 years of her life fulfilling a promise made to her sister, Susan G. Komen. As Komen lay dying of breast cancer, Brinker promised to do everything in her power to spare others the horror of the disease and this became the passion of her life. She also served as U.S. ambassador to Hungary.

Under Brinker's leadership, the office of Protocol modernized and evolved, promoting and strengthening bilateral relationships. For instance, the office turned to foreign diplomats for information, surveying more than 180 ambassadors to learn what they wanted to experience in America, who they wanted to engage with and what issues were of most concern. The diplomats' responses focused on the U.S. economy, health care and disease, science, technology, energy and security.

As a result, the office created a new Outreach division to give foreign ambassadors the opportunity to experience more of America by exploring these topics and connecting with American leaders and institutions. In the past 10 months, Protocol has organized nearly 60 outreach events.



Protocol has also created a new Speaker's Series for foreign diplomats to hear lectures from experts in medicine, health science and the economy, and has hosted dinners and events on American culture. For instance, there was a private viewing of the Edward Hopper exhibit at the National Gallery of Art and a visit to a Washington Nationals baseball game. Ambassador Brinker has also hosted foreign ambassadors at her home for lunch.

Because the foreign ambassadors were interested in getting outside Washington, D.C., to experience the full fabric of American society, Protocol created the "Experience America Tour." The tour has taken ambassadors to Florida and California to meet top leaders and tour institutions such as the Kennedy Space Center, Ronald Reagan University of California-Los Angeles Medical Center, Miami Port Authority, Hewlett-Packard and Google. The tour also offered briefings by venture capitalists, former Florida Governor Jeb Bush, Secretary of the Interior Richard Kempthorne and former Secretary of State Shultz.

### Close Liaison

The Diplomatic Affairs division works

with 186 foreign missions in the United States, totaling 150,000 diplomats. The division is a liaison to the foreign missions on matters concerning the rights and immunities of each embassy, foreign government personnel and employees of international organizations. Diplomatic Affairs welcomes foreign ambassadors as they begin their service in the United States and addresses issues or problems that may arise involving members of the diplomatic community. This is a delicate matter, since the decisions made and actions taken could have a reciprocal impact on U.S. personnel serving overseas.

Diplomatic Affairs staff member Ian Meyeroff said he serves the diplomatic community with professionalism and courtesy because the members of that community are his customers.

According to Holly Coffey, deputy assistant chief of protocol for Diplomatic Affairs, "What we do and how we do it has a very direct impact on the lives of those we serve and reflects on our country and our government."

The Protocol office also stays busy working with visiting dignitaries. As of August, the office in 2008 had supported more than 166 high-ranking visits,

# At a Glance

## Office name

Office of the Chief of Protocol

## Symbol

S/CPR

## Office director

Ambassador Nancy Brinker

## Staff size

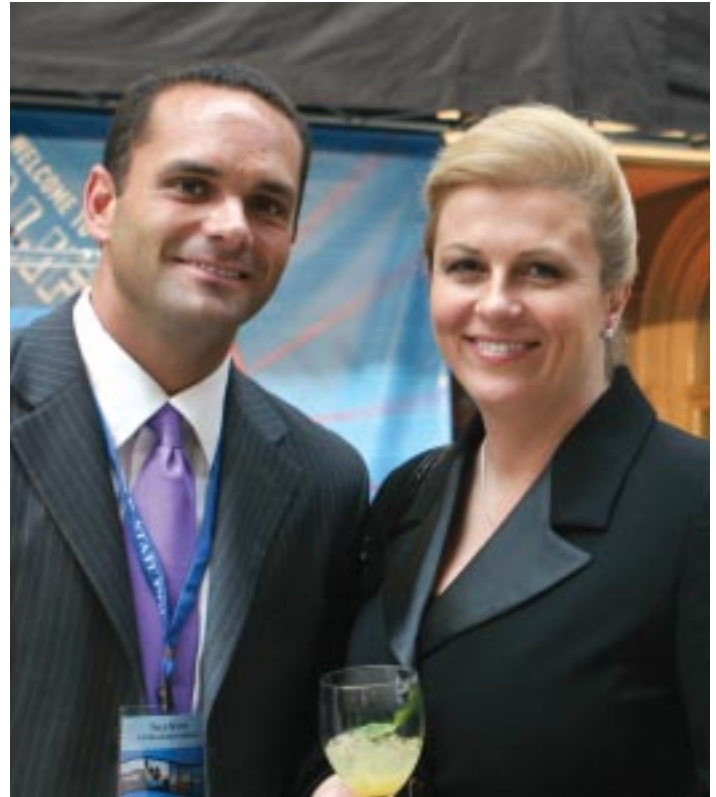
69

## Office location

2201 C Street, N.W., Room 1238

## Web site

[www.state.gov/s/cpr](http://www.state.gov/s/cpr)



**Left:** Protocol Officer DiAnne Owen meets Kenyan Ambassador Peter N.R.O. Ogego. **Above:** Yale Scott, left, a protocol officer, meets with Croatian Ambassador Kolinda Grabar-Kitarovic.

including the historic visit of His Holiness Pope Benedict the sixteenth. To ensure that every visit meets the highest standards, the Visits division works with the dignitary's government and the U.S. Secret Service, Bureau of Diplomatic Security and the Department of Homeland Security, and representatives of Andrews Air Force Base and the White House.

### **Trips Coordinated**

The Visits division also coordinates Presidential delegations to overseas events such as the Olympics and state funerals. Penny Price, a protocol officer in the division, has arranged dozens of delegations and traveled with many Cabinet secretaries and other prominent Americans on these missions.

“Working with Cabinet members, government officials and private citizens on Presidential delegations is challenging and rewarding,” she said.

When foreign leaders visit the President, they sometimes stay at Blair House, the President's official guest house. With a staff of 14, Blair House has been behind the scenes of many notable events in American history.

There have been numerous international Presidential trips overseas in the past year. The Protocol office provides guidance to the White House on protocol matters, including forms of address, local customs, cultural nuances and gift exchanges. ■

*The author is the director of public affairs in the Office of the Chief of Protocol.*



**Top:** Ambassador Brinker greets French President Nicolas Sarkozy at the White House. **Center:** The author, right, and Congo's Ambassador to the United States Faida Mitifu. **Bottom:** Gathered in a Protocol Office meeting room are, first row from left, Office Director Ambassador Nancy Brinker, Maria Graciela R. Enriquez, Dean Lewis, Angie Young, Leslie Harnish, Ian Meyeroff and Veronica Ruano. In the rear from left are Sterling Watts, Shirley Stewart-Coates, Myrna Farmer, John Pearson and Andrew McGarrity.







# Cultural Series Features Pianists and Choral Group **By John Bentel**

The Foreign Affairs Recreation Association and the State of the Arts Cultural Series recently presented concerts featuring an exciting array of pianists, as well as the State Department's own T-Tones choral group.

Paulene Bowen led off the yearly recital of Caryl Traten Fisher's piano students from the State Department and Montgomery College by playing *The Whale* by Cox. Anne Quinn beautifully performed Chapman's *Broken Dolly*. Richard Livingston played four challenging selections: *Gavotte* by Telemann, *Mignonette* by Mozart, *Theme from Symphony #1* by Brahms and *Pony Express*. Returning for his fourth recital, Dana Floyd played selections of *America* by H. Carey, *Here and Now* by Luther Vandross and *Prelude in C Minor* by Morovsky. Yoko Sawanobori performed Gillock's *Castanets*.

For his first recital, Ricky Jackson played *Little Prelude* by Bach, *Repos* by Tansman and *Chopin* (from *Carnaval*) by Schumann. Jo Lozovina presented *Prelude in C Major #1*, *Well-Tempered Clavier* by Bach and *Ava Maria* by Gounod/Bach. Dorothy Ryan played Beethoven's *Pathetique*, *2nd Movement*, *Adagio*. Diana Walker played

*Bach's Prelude #22 in B Minor*, *Well-Tempered Clavier*, Schumann's *Daidsbundler #2* and Kobalesvsky's *Novellette*. Carol Hoffman played Ponce's *Malgre Tout*, *For the Left Hand Alone* and Scriabin's *Etude #10*. Erin Harbaugh closed the recital with Bach's *Prelude #16 in G Minor*, *Well-Tempered Clavier*, and Handel's *Passacaglia*, *Suite #7*.

Steinway Artist Virginia Hogan, a native of Rio de Janeiro, played an all-Chopin program with velocity, sensitivity and confidence, and provided insight into Chopin's life and musical development. Her encore was composed by fellow Brazilian Hector Villa Lobos. She studied under one of Brazil's foremost pianists, Arnaldo Estrella, and has performed as a soloist throughout the Americas, Africa and Europe.

The T-Tones performed Vivaldi's *Gloria*, accompanied by a guest instrumental group. Conductor Kathryn Schultz seamlessly brought together instrumentalists and vocal-

ists. The T-Tones include Civil Service and Foreign Service personnel from throughout the Department.

Pianist Valerie Stern proved to be musical and engaging. Her Bach selection was smooth, and the voices in the fugue were delineated and clear. Her virtuosic Chinese piece seemed to depict birds flitting back and forth. ■

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*The author is a computer specialist in the Executive Secretariat.*



## Coming Events

**October 1**

Dr. Sonya Sukuhee Kim,  
International Classical Pianist

**October 15**

Sonia Goulard,  
Classical Piano

**December 17**

Holiday Program

Performances are on Wednesdays at 12:30 p.m.  
in the Dean Acheson Auditorium.

# Road Rules

ARE YOUR TIRES READY FOR RETIREMENT?

**BY TERRY CARRAWAY**

*Are your tires old?* If so, they might present a safety hazard. Let's look at what can happen with old tires, how you can tell if your tires are too old and what to do if your tires are getting old.

*What happens as tires get older?* The materials in the tire degrade. The National Highway Traffic Safety Administration says high temperatures, coastal climates, improper storage and infrequent use increase the rate of degradation. Most degradation is due to chemical changes in the rubber and could lead to catastrophic tire failure while you are driving. The NHTSA estimates that about 400 fatalities in the United States each year can be attributed to tire failure. And you can't always see evidence of this gradual degradation by looking at the tires.







**Do you know how old your tires are?** You may think you do, but most likely you know only when you bought the tires, not when they were made. Tire manufacturers make tires in batches. The tires are then stockpiled in a warehouse waiting to be sold. So your “brand new” tires could be several years old when purchased.

The good news is that the date of manufacture is marked on each tire, as seen in the image below. On the tire’s sidewall is a long number that starts with “DOT” and is the specific code for that brand, model and size. At the end of the number are four digits in an oval patch. This number indicates the week and year the tire was made; if your tire is stamped with 1008, it was made in the 10th week of 2008.

On newer tires, this number is stamped into the outside wall and is

readily visible. Older tires may have it on the inside wall, requiring removal of the wheel and tire to see it. Don’t forget to check all your tires, including the spare. There is no guarantee they were all made at the same time. If the car has different-size tires on the front and rear, it is likely the tires were not made at the same time.

**How old is too old?** There is presently no legal limit on the age of a tire. Tire life is affected by the conditions and environment where tires are stored and used. Many manufacturers say 10 years is the maximum service life for their tires. Both the United States and European Union are considering legal limits on the age of tires.

**So, what do you do?** Visually check your tires regularly and have them examined by an expert, such as a tire dealer, every five years for evidence of degradation or damage that you might not recognize. Learn how old your tires are by looking for the date code at the end of

the DOT number. Finally, if your tires are approaching 10 years old, consider buying new ones.

**What can you do to treat your tires well?** Check tire pressure regularly—preferably once a week. Low tire pressure can create excess heat in the tires, causing faster degradation. Low pressure also reduces gas mileage. Tire pressure should be checked before driving the vehicle or after it has sat for at least three hours. The proper tire pressure for your vehicle can normally be found on a sticker inside the driver’s door. If there is no sticker, check the owner’s manual.

Your tires are your car’s only contact with the road, and if one fails, you could lose control of your car. Tires, unlike wines, do not get better with age. To avoid a catastrophic tire failure, check your tires. If there are signs of degradation or if they are approaching 10 years old, it is time to go tire shopping. ■

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*The author is a certified industrial hygienist with the Safety, Health and Environmental Management Division.*





# Appointments



## U.S. Ambassador to Paraguay

Liliana Ayalde of Maryland, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Paraguay. Previously, she was mission director in Colombia for the U.S. Agency for International Development. She also served as mission director in Bolivia. Her other overseas assignments with USAID include Bangladesh, Guatemala and two tours in Nicaragua.



## U.S. Ambassador to Austria

David F. Girard-diCarlo of Pennsylvania, a lawyer and community activist, is the new U.S. Ambassador to the Republic of Austria. Previously, he served as managing partner, chief executive officer and then chairman of Blank Rome LLP. He also was chairman of Blank Rome Government Relations LLC. He has served on state and national transportation boards and held leadership positions in business and cultural organizations in Philadelphia and elsewhere.



## U.S. Ambassador to Moldova

Asif J. Chaudhry of Washington state, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Moldova. Previously, he was deputy administrator of the Foreign Agricultural Service in charge of the Office of Global Analysis. His overseas postings with FAS include Cairo, Moscow and Warsaw. He is married and has three children.



## U.S. Ambassador to Togo

Patricia M. Hawkins of Virginia, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Togolese Republic. Previously, she served in the bureaus of African Affairs and Human Resources. Her overseas assignments with the U.S. Information Agency and the Department include Paris, Kinshasa, Ouagadougou, Bogotá, Abidjan and Santo Domingo. She is married to Foreign Service officer Richard Hawkins and has two children.



## U.S. Ambassador to the Netherlands

James B. Culbertson of North Carolina, a businessman and political activist, is the new U.S. Ambassador to the Kingdom of the Netherlands. After serving in the Army and working in the private sector for several years, he founded Financial Computing in 1974. He was North Carolina co-chair for the Bush campaign in 2000, chairman in 2004 and one of eight co-chairs for the 2005 inauguration. He is married and has a daughter and two grandsons.



## U.S. Ambassador to Guyana

John Melvin Jones of Virginia, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Co-operative Republic of Guyana. Previously, he was special advisor for the Office of the Coordinator for Stabilization and Reconstruction in Iraq. He also served as Provincial Reconstruction Team leader in Diyala Province, Iraq. His other overseas postings include Burkina Faso, Honduras, Belgium, Thailand, Costa Rica and the Dominican Republic.



# Appointments



## U.S. Ambassador to Guatemala

Stephen G. McFarland of Texas, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Guatemala. Previously, he was director of Stability Operations Training at the Foreign Service Institute. Before that, he led a Provincial Reconstruction Team in western Iraq. He has been deputy chief of mission in Paraguay, Guatemala and Venezuela. Other overseas postings include Ecuador, Peru, El Salvador and Bolivia.



## U.S. Representative to the European Union

Kristen Silverberg of Texas, a lawyer and government official, is the new U.S. Representative to the European Union with the rank of Ambassador. Previously, she was assistant secretary for International Organization Affairs. Before that, she was a deputy assistant to President Bush. In 2003, she was a senior advisor to Ambassador Paul Bremer in Baghdad. Before joining the government, she practiced law at Williams and Connolly. She is married.



## U.S. Ambassador to Cape Verde

Marianne M. Myles of New York, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Cape Verde. In Washington, she was director of the Office of Recruitment, Examination and Employment. Her most recent overseas assignments were deputy chief of mission in Montevideo and principal officer in Naples. She has also served in Brasilia, Rio de Janeiro, Porto Alegre, Rome and Bogotá.



## U.S. Ambassador to Panama

Barbara J. Stephenson of Florida, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Panama. Previously, she was deputy senior advisor to the Secretary and deputy coordinator for Iraq. She also worked for the Office of the Coordinator for Reconstruction and Stabilization. Her overseas postings include Belfast, Curaçao, South Africa, The Hague, San Salvador and Panama. She is married and has two children.



## U.S. Ambassador to Botswana

Stephen J. Nolan of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Botswana. Previously, he was executive director of the Bureau of African Affairs. Prior to that, he was staff director of the Foreign Service Board of Examiners. His other overseas assignments include Nairobi, Harare, Dakar, Berlin, Jerusalem and Cape Town.



## U.S. Ambassador to Liberia

Linda Thomas-Greenfield of Louisiana, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Liberia. Previously, she was principal deputy assistant secretary in the Bureau of African Affairs. Prior to that, she was a DAS in the Bureau of Population, Refugees and Migration. Her overseas postings include Nigeria, The Gambia, Kenya, Jamaica, Pakistan and Switzerland.



# Obituaries



**Alice W. Davies**, 91, a retired Foreign Service nurse, died July 1 of natural causes in Sun City, Ariz. She joined the Department in 1963 and served in Afghanistan, Ecuador, Ethiopia, Sri Lanka, Indonesia and China. She also

served as chief nurse of the Foreign Service. She retired in 1979 and moved to Hawaii where she traveled, developed her art work and was a museum docent. She later moved to Sun City. She worked all her life for pay equity for women.



**Donald Edward Graves**, 79, a retired Civil Service employee, died July 2 of cancer at his home in Washington, D.C. A leading Kremlinologist who predicted the collapse of the Soviet Union, he worked for the

Central Intelligence Agency before joining the Department in the 1960s as chief of Soviet Internal Affairs in the Bureau of Intelligence and Research. He served overseas in Moscow and Baku. After retiring in 1992, he was a Boy Scout leader and volunteer reader for the blind and dyslexic. He enjoyed sailing, making furniture, gardening and music.



**Stephen Kurt Fischel**, 59, a retired Civil Service employee, died June 28 of an aortic aneurysm in Vancouver, Canada. Before retiring in 2005 after 30-plus years with the Department, he was chief of the Office of

Legislation, Regulations and Advisory Assistance with Visa Services. He was an expert on immigration law and represented the Department in President Bush's immigration reform effort. He served on the board of directors of the State Department Federal Credit Union and was an avid hockey fan.



**David J. Hakim**, 89, a retired Foreign Service officer, died August 10 in San Jose, Calif. He immigrated to the United States from Egypt in 1946. During his 28-year career with the Department, he served overseas in Indonesia, Peru and

Australia. He retired in 1975 and lived in San Diego until 1999, when he moved to San Jose.

**Herbert Donald Gelber**, 76, a retired Foreign Service officer, died Aug. 18 of complications from multiple myeloma in New York, N.Y. He joined the Department in 1957 and became a political-military specialist. He served in Greece, Turkey, Pakistan, India, Great Britain, Nigeria, Belgium and as ambassador to Mali. He retired in 1995, but was recalled to active service and in 1996 served as deputy to the U.S. Representative to the United Nations for management and reform.

**Lois B. Jassie**, 67, wife of retired Foreign Service officer Newton "Larry" Jassie, died July 1 of bladder cancer at her home in Bethesda, Md. She accompanied her husband on postings to South America, Europe, Asia and Africa. She trekked in the Himalayas and did archeological work in Tunisia. She retired in 1999 from CEM Corp., where she was a senior scientist. She played volleyball, tennis and softball and ran in a triathlon in 2000. She enjoyed foreign films, opera and classical music.





**Charles N. Van Doren,**

84, a retired Civil Service employee with the Arms Control and Disarmament Agency, died Aug. 23 of congestive heart failure in Washington, D.C. He served in the military during World War II and joined ACDA in 1962. He worked on international agreements designed to block the spread of nuclear weapons. After retiring in 1981, he served as a consultant, wrote and taught seminars in nuclear energy law at Georgetown University. He was a gifted pianist and composer and loved theater, poetry, short stories and puns.



**Barbara Loyce Ward,**

74, a retired Foreign Service secretary, died May 20 in Tampa, Fla. After a brief career as a circus elephant rider, she joined the Department in 1975 and served overseas in New Delhi, Bonn and Lisbon. After retiring in 1988, she worked for the Air Force in Tampa. She enjoyed international folk dancing and was an active flamenco dancer.

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## *retirements*

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### FOREIGN SERVICE

- |                        |                         |
|------------------------|-------------------------|
| Booth, William J.      | Lowther, Charles Allen  |
| Bergner, Jeffrey T.    | Martin, Eddie H.        |
| File Jr., Loren F.     | Matchey, Barbara A.     |
| Graham, Christopher P. | Michaels, Donna         |
| Green, George B.       | Miller, Clifton L.      |
| Gregoire, J. Philippe  | Oltyan, Andrew Walter   |
| Hahn, Michael          | Rangel, Barbara J.      |
| Hamric, Mary Susan     | Ren, Linda R.           |
| Heinsbroek, Donna M.   | Ries, Charles Parker    |
| Keough, Susan E.       | Safta, Linda Lavonne    |
| Liddle, Edward M.      | Shockley, Lola Kathleen |
| Lindsey, Lynette C.    | Tavernier, Penelope     |
| Lockwood, Danny Duane  |                         |

### CIVIL SERVICE

- |                        |                       |
|------------------------|-----------------------|
| Bailes, Kenneth Neil   | Koniuszkow, Elizabeth |
| Blake, Donald E.       | Magin, Patricia       |
| Collins, Crystal L.    | Nguyen, Bac Hoang     |
| Davis Jr., John Joseph | Noonan, Henry J.      |
| Heckman Carol S.       | Rivera, Antonio Cruz  |
| Hibbard, Donald E.     | Williams, Francis K.  |
| Hubbard, Virginia      |                       |

## The Fight Against AIDS



When the United States launched the U.S. President's Emergency Plan for AIDS Relief in 2003, the need for a coordinated worldwide effort against the disease was clear. For instance, just 50,000 people in sub-Saharan Africa received antiretroviral treatment at the time, and overall prospects for people living with HIV in the developing world were grim. Since 2004, bipartisan Congressional support committed almost \$19 billion to the Plan, focusing on 15 countries in Africa, the

Caribbean and Asia.

The Department's Office of the U.S. Global AIDS Coordinator was charged with coordinating the partnership efforts of seven U.S. government agencies, including the U.S. Agency for International Development; the Departments of State, Commerce, Defense, Health and Human Resources, and Labor; and the Peace Corps. With a staff filled with Department employees, contractors and public health professionals detailed from other agencies, this office helped support life-saving anti-retroviral treatment for more than 1.6 million men, women and children and helped provide care for more than 6.6 million people, including more than 2.7 million orphans and vulnerable children.

Here's one way to combat the growing discord between the U.S. and Russia: increase mutual understanding for the long haul while adding positive contributions to the difficult relationship with current programs to alleviate old suspicions left over from Cold War days. The U.S. Embassy in Moscow hits both targets with its summer work/travel program, billed as the world's largest—and perhaps most effective. By mid September, Mission Russia had issued visas to some 32,000 Russian university students. Under Secretary for Political

Affairs William Burns credits the program for communicating American values to the next generation of Russians and expanding their understanding of the U.S.

"Can we talk?" could be the motto for the High Stress Assignment Outbrief Program, a collaborative effort between the Foreign Service Institute's Transition Center and the Office of Medical Services. Mandatory for employees returning from assignments in Iraq and Afghanistan, the four-year-old program is highly recommended for anyone returning from a high-stress posting. The program focuses on information, not therapy. Participating employees are encouraged to share information that might help others decompress from stressful assignments and successfully return to more normal professional and personal lives.

Last but never least, a final salute to our colleagues en route to their final posting: *Alice W. Davies; Stephen Kurt Fischel; Herbert Donald Gelber; Donald Edward Graves; David J. Hakim; Lois B. Jassie; Charles N. Van Doren; and Barbara Loyce Ward.* ■

*Rob Wiley*

Rob Wiley  
Editor-in-Chief

## Coming in November

- Recording a Typical Mission Mexico Day
- Office Practices Diplomacy's "Golden Rule"
- Foreign Press Centers Go Conventional ... and much more!



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