

UNITED STATES DEPARTMENT OF STATE

September 2000

# State

Magazine

*Saving Ancient  
Rock Art in Niger*

# In our next issue: China



## State

Magazine

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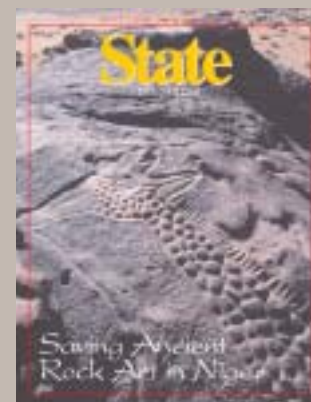
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*Embassy in Niamey energizes project to preserve 8,000-year-old rock art in Niger.*

Photo © World Monuments Fund  
Giraffe Rock Art site in Niger is on the World Monuments Watch List of 100 Most Endangered Sites, a project of the World Monuments Fund.



## FROM THE SECRETARY

SECRETARY MADELEINE ALBRIGHT

# Learning More About Islam

**A**s I approach the end of my fourth year as Secretary of State, I want to highlight briefly a topic that has increasingly merited our attention, and that is the need to improve mutual understanding between the United States and the diverse communities and nations that comprise the Islamic world.

The United States has no interest in the “clash” with Islam that some commentators have predicted. On the contrary, we have very substantial interests—ranging from stability to development to support for the rule of law—that we hold in common with most Muslim-majority states.

This gives us a compelling stake in working together with these nations where and whenever possible. Unfortunately, such cooperation is sometimes hindered by the perception that America is hostile to the Muslim faith or indifferent to the fate of those who practice it.

As representatives of America, we must explain our policies to Muslim audiences overseas in ways that engage their attention, respect their beliefs, and demonstrate understanding, but which also rebut those who distort our motives or unfairly judge our actions.

This poses one of the great challenges to our public diplomacy. We must get across the message again and again that U.S. policies are designed to promote peace, prosperity, justice and respect for international norms. Our policies are not based on, nor do they make, distinctions based on religious faith.

When we support peace in Bosnia or Northern Ireland, condemn human rights violations in Chechnya or Burma, or encourage democratic change in Iraq or Serbia, we are motivated by principle, not enmity or support for a particular religious belief or tradition.

This truth, and the facts behind it, should be stressed repeatedly in the public remarks we make, the articles we write, the interviews we give and the meetings we conduct.

In addition to correcting the record about what America does, we must also convey clearly who Americans are. In this connection, I applaud the efforts our public diplomacy teams are making to spread the word about how much Muslim-Americans are contributing to U.S. security, prosperity and diversity. Reports on “Islam in America” can be accessed through the World Wide Web in several languages. Equally vital are the international exchanges and people-to-people programs we conduct with Muslim-majority nations.

America at its best has an extraordinary story to share. So, in a different way, does Islam—a faith that honors consultation, cherishes peace and has as one of its fundamental principles the inherent equality of all who embrace it.

Although the State Department’s primary responsibility is to represent America to the world, describing the world to America can also be an important element of our job.

There is great value in conveying to domestic audiences the vital distinction between one of the world’s great religions—Islam—and the images that linger of extremist political acts committed in the past by certain Muslim individuals and groups.

Nothing could be less consistent with American principles than to judge the many by the actions of a few. Moreover, many widely held assumptions about the tenets of Islam—for example, regarding the status of women—are simplistic or wrong. If we want Muslims to understand America, we should encourage Americans to learn more about Islam.

At the same time, we must be sure to include in our discussions the growing number of Americans who are also Muslims. This group varies widely in background and interests but is in a unique position to strengthen cross-cultural ties.

Last December during Ramadan, I hosted Muslim-American leaders at an Iftaar dinner in Washington. Our Department has established an ongoing roundtable discussion with Muslim-American representatives. The President’s Interagency Council on Women consults regularly with Muslim-American women on how to support greater political and economic participation for their counterparts around the globe. And in our recruitment, we actively encourage young Muslim-Americans to apply for the Foreign Service, as part of our overall effort to promote diversity within the Department.

In developing our relationships with Muslim-majority nations in the future, as indeed with all nations, we must ensure both that we understand and that we are understood. It is inevitable that we will have disagreements. But those differences will be both less frequent and less dangerous if we have explored every opportunity to erase harmful stereotypes, build trust and create a strong record of cooperation.

In this way, we can hope that the new century will be renowned not for the clashes of civilizations once forecast, but for the progress of civilization upon which all our futures depend. ■

## The Web at Work

I read with interest Secretary's Albright's column, "Digital Diplomacy in the Diplomatic Age," in the June issue. Charleston is using a secure socket over the Internet to pay Foreign Service

National employees because of the inadequate means to make direct deposit into bank accounts. In doing so, the center has eliminated the printing of checks, delays in delivery and associated costs. Charleston has pioneered this service.

**Jerry D. Oswald**

*Charleston Financial Service Center  
Charleston, S.C.*

## A Memorable Crossing

The article, "50 Years of Friendship," in your June issue, was an interesting account of the intrepid souls sent to Germany in 1950 (as Resident Officers).

Germany was a first for me too—Frankfurt, Bonn and Munich—but in 1951-52. It was the photo of the troopship *Henry Gibbins* that brought back memories of my all-expense paid "luxury" crossing to

Europe during World War II. We were steaming along in the middle of the Atlantic in late December 1943 on a pitch-black night when all ships in our convoy stopped. U-boats were believed to be in the area. After a delay that seemed like two eternities, we finally got under way again and arrived safely in Belfast on Jan. 1, 1944.

Incidentally, I have been reading and enjoying *State Magazine* since February 1951.

**Jack Hawkins**

*Retired Foreign Service officer  
Mount Vernon, Wash.*

## A Virtual Community

The Associates of the American Foreign Service Worldwide is pleased to know that our e-mail

group, LIVELINES, is proving useful for offices in the Department. We want to stress, however, that LIVELINES is a free service (funded by the AAFSW) open to **all** members of the world-wide Foreign Service community, not just offices within the Department.

LIVELINES is part of the AAFSW online presence at <http://www.aafsw.org>. The topics of discussion are both wide-ranging and numerous. Moving with a piano and Fly America were among recent topics. Ever-increasing numbers of people are joining in—4,000 hits from all over the world in May—with the weekly average steadily increasing.

**Mette Becroft**

*President, AAFSW*

## From the Editor

If you thought all roads lead to Rome, think again. According to a recent newsletter from the U.S. Embassy in Rome, the city's founders created more than 80,000 miles of paved highways. They were military structures, however, designed, built, maintained and guarded by Roman legions, which used them to get from Rome to somewhere else. The only road that led to Rome was the Via Appia, known in ancient Roman times as the queen of highways.

In this issue, we follow roads to Rome and the Holy See. And we couldn't have visited at a better time. It's a Jubilee Year, and both posts are busy with the celebrations marking the event. So whether you're a history buff or not, we think you'll enjoy visiting with your colleagues at two embassies steeped in history.

Saving ancient rock art in a remote desert of Niger is our cover story. The location poses a real problem for the preservation of the art, but thanks to embassy officials and private organizations, the future looks hopeful.

The Olympics may have begun in ancient Greece, but this summer they are being staged in modern Sydney, Australia, where our colleagues at the U.S. Consulate General have been busy for the past two years preparing for the Summer Games. Their hard work should pay double dividends—this summer and four years from now for the staff of the U.S. Embassy in Athens, where the next Olympic Games will be held.

And finally, we share with our colleagues in Turkey the harrowing upheaval wreaked by two consecutive earthquakes and the challenges they posed to embassy personnel. It was, indeed, the year of living dangerously.

## Letters to the Editor

Letters should not exceed 250 words and should include the writer's name, address and daytime phone number. Letters will be edited for length and clarity. Only signed letters will be considered. Names may be withheld upon request. You can reach us at: [statemagazine@state.gov](mailto:statemagazine@state.gov)



Photo courtesy of U.S. Embassy, Nairobi

Justice Richard Kwatch, left, chairman of the August 7th Memorial Trust, receives a check from U.S. Ambassador to Kenya Johnnie Carson. They stand in front of the Cooperative Bank Building in Nairobi that was seriously damaged in the 1998 bombing.

## Check for Nairobi

A check for \$175,000 was recently presented to the August 7th Memorial Trust. The money, provided by USAID and local businesses in Kenya, will fund the construction of a park memorializing those killed and injured in the 1998 terrorist attack on the U.S. Embassy in Nairobi. The park, on the site of the former embassy, is expected to be completed by October. Ambassador Johnnie Carson presented the check to Justice Richard Kwatch, chairman of the trust, in a ceremony June 8.

## USIA's Memorial Plaque Rededicated at State

"Kasmuri bin Rosian, Singapore, 1950 ... Stephen H. Miller, Vietnam, 1968...Everly Driscoll, Kenya, 1981 ... Rachel Pussy, Kenya, 1998."

Twenty-five employees have lost their lives in the service of the former U.S. Information Agency, and Under Secretary for Public Diplomacy and Public Affairs Evelyn S. Lieberman read each name during the rededication of the agency's memorial plaque in the Diplomatic Lobby of the State Department. More than 50 persons—most former USIA employees paying their respects to fallen colleagues—gathered in the lobby near the plaque and a wreath of summer flowers.

Under Secretary Lieberman said she was proud that the names on the plaque honor Foreign Service, Civil Service and Foreign Service National employees of the former agency.

"Together they paint a small canvas of who we are and what we are about," she said, "the names of a diverse group of world citizens—of differing origins, various traditions, separate skills—but united in support of the mission we all serve."

The plaque, a simple white marble slab mounted with 25 brass medallions inscribed with the names of the honored employees, was moved from the entrance of the former USIA headquarters in southwest Washington following the agency's merger with the Department of State.

"We brought it here," Ms. Lieberman added, "just as we brought USIA's legacy and spirit of service."



The memorial plaque and flower wreath commemorate State employees who lost their lives in the service of the former USIA.

Photo by Dave Krecke

## Flag Raising at Moscow's New Chancery

The U.S. flag is now flying over the new U.S. Embassy in Moscow. The former chancery had been the only office building occupied by the embassy since the United States first established diplomatic relations with the former Soviet government in the 1930s.

The building of the new embassy, begun in the late 1970s, was halted in the mid-1980s after Soviet listening devices were discovered embedded in the structure. In the mid-1990s, U.S. work crews began tearing down the upper floors and replacing them with materials secured from U.S. sources. The building was completed in April of this year and occupied by the embassy in early May. Ambassador James F. Collins presided at the May 12 ceremony when Marine security guards hoisted the flag.



*Left, Marine security guards raise the American flag in front of the new U.S. Embassy in Moscow. Below, the American flag flies over the new embassy.*



Photos courtesy of U.S. Embassy, Moscow

## Dwyer Receives Edward R. Murrow Award

John P. Dwyer, coordinator of the Office of International Information Programs, received the Edward R. Murrow Award for Excellence in Public Diplomacy at a May 21 ceremony at the Fletcher School of Tufts University in Medford, Mass.

The honor, the highest award in public diplomacy, recognizes outstanding career accomplishments in public diplomacy in the tradition of Edward R. Murrow, director of the United States Information Agency from 1961 to 1964 under Presidents Kennedy and Johnson.

Since entering the Foreign Service in 1978, Mr. Dwyer has served in several Latin American countries and Washington, D.C. He was deputy associate director for Information at USIA, director of its Press and Publications Division and deputy director of the Office of American Republics. Mr. Dwyer has also received the Department of State's Superior Honor Award and USIA's Equal Employment Opportunity Award.

## Focus on Security Continues

The Bureau of Diplomatic Security is conducting mandatory refresher security briefings for Department employees—briefings that will continue until all employees, both overseas and in the United States, have attended. By mid-July, more than 6,000 employees had been briefed. To assist regional and post security officers in conducting refresher briefings, a video presentation is being distributed to overseas posts. Refresher training will continue annually, officials said.

In addition, the bureau has established an electronic Diplomatic Security Help Desk on both the sensitive but unclassified and classified Department networks to respond to inquiries from employees worldwide about the security program. An Intranet web site also has been established to provide employees with real-time access to pertinent federal and Department regulations, frequently asked questions and answers and other information about protecting classified information.

Diplomatic Security also announced that it will require all newly cleared employees to receive security briefings before they are issued building passes.

## DIRECT FROM THE D.G.

MARC GROSSMAN



# The way to make our institution ready for the 21st century is to focus on people.

**I**t was a humbling experience to take the oath of office on June 19 as director general of the Foreign Service and director of the Bureau of Human Resources. My belief in America's leadership in the world and in the effective conduct of our international relations has been the commitment of my professional life.

What better job description could we have than the one Secretary Albright gave in Senate testimony earlier this year: "Our Foreign Service, Civil Service and Foreign Service National personnel contribute every day to America—through the dangers they help contain, the crimes they help prevent, the deals they help close, the rights they help protect and the travelers they just plain help. They have earned our praise. They deserve our support."

We need a personnel system for the Foreign Service, Civil Service and our Foreign Service National employees that will produce the people who can lead and support the diplomacy America must have to meet 21st century challenges. The State Department is changing—from an organization whose main job is to observe and report into an organization that tells America's story, promotes America's interests and confronts the new, global dangers to our democracy. The State Department is changing from an institution of rigid categories to a team whose focus is on getting the job done no matter what service you are from or which bureau you call home.

The way to make our institution ready for the 21st century is to focus on people. We may not have tanks, ships or satellites, but we've got great people. That's why we were so pleased that the Secretary changed the name of the Bureau of Personnel to the Bureau of Human Resources.

So much is happening in the Bureau of Human Resources that will help produce the people a 21st century State Department will need. I salute "Skip" Gnehm, who, with the strong support of the Secretary and Under Secretary Cohen, hired people again, focused on the need for our Department to be more family friendly and start-

ed to implement the Overseas Presence Advisory Panel's recommendations for creating a "talent mindset" at the Department.

Your colleagues in the Bureau of Human Resources want our system to be equitable, diverse, disciplined and effective. That's why we've chosen as our motto: "The Best Serving the Best."

To meet the obligations of our motto, we've got some work to do as a bureau. We want to do our part to make people proud to serve the United States and the Department. We want to keep building confidence in the Department's personnel system. Our system should be transparent, equitable and efficient. We should be easy to do business with. We want to recruit, retain and promote a diverse workforce selected from the nation's best candidates. (This means we will be asking many more of you to participate in the recruitment and promotion process!) We want to keep creating a Civil Service-Foreign Service-Foreign Service National team to encourage respect for the professionalism of all Department employees. We want to enhance customer service. We should promptly reply to inquiries and requests. We need to continue our use of new information technologies.

And there are other challenges all of us face. Here are three: First, every one of us must do a better job in protecting the nation's secrets. Second, every supervisor should be paying attention to the individual development of those for whom they are responsible. Third, we must support Ambassador Ruth Davis's great creation: the Leadership and Management School at the National Foreign Affairs Training Center.

Our goal is to provide the President and the Secretary of State with the right people who are in the right place with the right skills at the right time to carry out America's foreign policy. Every person in the Bureau of Human Resources is committed to meeting that objective. I hope you will join us in this effort. ■



# Rome

By Karyn Posner-Mullen

**T**he glory that is Rome is visible everywhere, especially now in a Jubilee Year when the city has once again proclaimed itself *caput mundi*—the center of the world.

The city is truly a living museum. Romans are literally surrounded by their heritage. Every layer of Italy's contribution to art, history, religion and government is visible on a daily basis, whether it's the magnificent ceilings of public buildings or the unexpected fresco on the exterior of an antique taverna. While this is the Christian era's 2000th birthday, Rome itself was founded much earlier—in 753 B.C., and Romans never forget that their ancestors transformed the known world.

To prepare for the Christian world's focus on Italy's capital, Rome has undergone a two-year cleanup and is more beautiful than ever. Most of the scaffolding has been removed to reveal delightful pastels. Varied shades of peach, pink, daffodil and ivory illuminate what were once the forbidding and pollution-darkened exteriors of buildings dating to the 14th century. Marble fountains are newly buffed and bubbling, and even the ancient, yet familiar, monuments are aglow. It is a magical place. And those who work at the U.S. Embassy in Rome are well aware of its allure. The consular section's Office of American Citizens Services has, in fact, braced itself for the 10 million Americans expected to visit Italy this Jubilee Year, an almost 50 percent increase.

The fabled Via Veneto is lined with exquisite shops, cafes and hotels, and the U.S. Embassy in Rome. Purchased by the U.S. government in 1945 and used as the embassy ever since, the building is part of an ancient property. Julius Caesar himself selected plantings for the grounds. In the 1950s, workmen discovered Roman ruins and evidence of the famed imperial Gardens of Sallust during embassy construction (see sidebar). Another discovery was a sculpture known as the *Cesarini Venus* by 16th century artist Giambologna, relegated to a neglected niche in the chancery and unrecognized until 1984. Now Venus rests gracefully at the foot of the Grand Staircase. She is lit at night for the enjoyment of strollers along the Via Veneto.



Palazzo Margherita,  
the chancery of the  
U.S. Embassy in Rome.

Photo by Massimo Olivieri

*"Villa Traverna,"  
the ambassador's  
residence.*



Photos courtesy of U.S. Embassy, Rome

A total of 313 Americans and 289 Foreign Service National employees focus on the many issues facing the United States in Europe. These include security, military, trade, economic matters and the environment.

Rome is headquarters for a number of international organizations. The embassy provides offices for the U.S. Mission to the United Nations Agencies for Food and

Agriculture, which include the Food and Agriculture Organization, the World Food Program and the International Fund for Agricultural Development. The special representative for the Southeast Europe Initiative is also based at the embassy.

With Italy home to major U.S. Department of Defense installations and activities, the main mission of the embassy's Office of Defense Cooperation is to support U.S. national security policy objectives and U.S. military stationed in the country. ODC also fosters U.S. government and industry participation in Italian defense initiatives and facilitates military activities based in Italy. Working with the Italian and U.S. military was particularly crucial during the war in Kosovo when the mission focused on the NATO alliance, working to enhance and strengthen relations with our Italian and other European allies. There are approximately 34,000 U.S. military members stationed in Italy. This number includes dependents. Both the embassy's Defense Attaché Office and the U.S. Sending State Office help coordinate liaison and legal matters between the U.S. and Italian militaries.

Economic, trade and environmental issues focus on enhancing the already strong relationship between Italy and the United States. U.S. policy underscores what America can do *with* Europe to pursue common values and interests, including the integration of the continent, boosting reciprocal trade, environmental and space cooperation, and solving disagreements with the European Union over food safety and agri-biotech products.

*Rome researchers Maria Carla Caporilli,  
left, and Caterina Minet confer on a  
research request.*



An energetic Foreign Commercial Service staff works closely with Milan-based counterparts to deliver the message that genetically modified foods from the United States are safe and healthful and an excellent alternative to foods grown with pesticides. Other FCS issues include protecting intellectual property rights by encouraging the passage of stricter Italian legislation; addressing questions on data privacy in e-commerce; and promoting the "Open Skies" agreement, which was recently signed by both governments and has opened Rome's airport to more U.S. carriers.

Last year, bilateral trade totaled about \$32.5 billion. Italy sent \$22 billion in exports to the United States and received \$10.5 billion in imports in return. To help correct the imbalance, the ambassador has created an initiative that encourages American commercial participation in the development of Italy's poorer southern region.

U.S. Customs and the Drug Enforcement Agency had significant successes this year. Customs recovered stolen items of antiquity from smugglers and returned them to a grateful Italian government. DEA cooperated with Italian authorities in the seizure of substantial quantities of illegal drugs.

Predictably, the embassy hosts many high-level visitors in a typical year. Last year, President and Mrs. Clinton visited three times, using the expertise of the consulate in Florence twice and the Palermo-based public affairs specialist once. Secretary Albright paid four visits to Italy, and Secretary of Defense Cohen visited U.S. bases on three occasions. Other cabinet members, congressional delegations, under and assistant secretaries of State and VIPs on private visits made Rome their destination.



*Above, computer expert Fabio Olivieri, left, and webmaster Giovanni Guasina at work in Rome. Below, an Italian Independence Day parade marches past the monument to King Vittorio Emmanuela II in the Piazza Venezia.*



Photos courtesy of U.S. Embassy, Rome



FSNs Caterina Minet, left, and Loredana Casolini at the former USIS building.

Photos courtesy of U.S. Embassy, Rome

These visits created opportunities for the embassy to communicate the U.S. message to Italian audiences on a host of significant issues. The administrative and public affairs sections are very active.

Mission spouses work with different churches and hospices and organize a number of events throughout the year, including the much-heralded “Welcome to Rome Party,” hosted by the deputy chief of mission each fall. The U.S. community also sponsors an annual picnic for orphans.

Embassy children have excellent international schools to choose from, and students from the official U.S. community are scattered among them all.

A new bilateral work agreement has created opportunities for spouses to work in the local community. Some of the jobs include teaching in the local schools and American universities, directing art and ceramics classes and private-duty nursing. The Community Liaison Office arranges Saturday visits to the Naples base exchange and tours to famous pottery factories and other points of interest. The CLO has a well-stocked library of tourist information. *Veneto Views*, the embassy newsletter, informs the community about operas, new restaurants, concerts, museum exhibitions, movies in English and special Jubilee Year events.

In June, economists ranked Rome the fourth most expensive city in Europe. In the past year, however, the dollar has appreciated against the lira, making consumer goods and travel less expensive in dollar terms.

# The Cryptoporticus:

By Bonnie Crispino

**A** unique archeological site within the U.S. Embassy compound in Rome gives employees a view of the private world of Roman emperors. An ancient Roman *cryptoporticus*, dating from the first century A.D., was discovered in 1950 when the motorpool garage was being constructed. A *cryptoporticus* (from the Greek word “crypto,” meaning hidden) is an underground passageway. This particular *cryptoporticus* connected the imperial residences within the famed Horti Sallustiani (Gardens of Sallust).

Over two thousand years ago, Julius Caesar owned the land where the embassy now stands. After his assassination in 44 B.C., the Roman historian Caius Sallustius Crispus purchased the property. Transforming Caesar’s gardens into a botanical delight, Crispus embellished the grounds with masterpieces of classical Greek sculpture, beautiful fountains and many other magnificent structures.

The excavation and conservation of the *cryptoporticus* were carried out between 1996 and 1998 in cooperation



Frescoes of the Antoninian-Severian Period (160-220 A.D.) on the *cryptoporticus* wall.

with the Superintendent’s Office of Archeology of Rome. Under the supervision of world-renowned restorers Paolo and Laura Mora, a team of experts—restorers, archeologists, technicians and engineers—completed the restoration of the passageway. Three of the corridor’s

The crime rate is quite low in Rome, and violent crime against tourists is practically non-existent. Pickpocketing is a problem on some of the more heavily traveled tourist routes, and lost or stolen passports comprise the majority of calls to the duty officer. Air pollution can be a problem for those with respiratory conditions. Traffic congestion is infamous.

To prepare for a tour in Rome, rent *Three Coins in a Fountain* and *Roman Holiday*, read Luigi Barzini's classic, *The Italians*, practice the language and learn the issues by calling up the major Italian dailies on the web: *Corriere della Sera*, *La Repubblica*, and *La Stampa* are the top three. But, above all, absorb your soccer terms. More than pasta, the *Azzurri* (Italy's national sports teams) are a national obsession. Proving you can talk soccer (KAHL-cho) will

Photo courtesy of Charles Littlefield



*Charles Littlefield, foreign information management specialist, rides his motorino around Rome, stopping in front of the National Gallery of Modern Art.*

definitely help maintain the excellent Italian-U.S. relationship.

In any case, come join the Jubilee! ■

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*The author works in the press section of the Public Affairs Office in the U.S. Embassy in Rome.*

# Passageway of Emperors

original windows remain. They once opened onto the ancient Via Porta Salaria, illuminating and circulating air within the structure.

The Roman frescoes in the main corridor are of the Antoninian-Severian Period (160-220 A.D.). They feature mythological images and figures clad in togas in the postures of Greek orators. Flowering vines and vases also decorate the frescoes.

Carbon residue, probably from a hanging brazier on the wall, suggests that the cryptoporticus served another purpose down through the centuries. Close examination of the frescoes reveals interesting "Paleo-Christian graffiti," signs of a Christian presence in the cryptoporticus, between the third and fifth centuries A.D.

During the reign of Emperor Nero, the persecution of Christians by the thousands began. They sought safe seclusion in which to

meet and pray. Inscriptions, scratched in the frescoes, attest that the cryptoporticus was used as an early Christian chapel. One can clearly see ancient Christian symbols, including the "monogrammic cross of Christ," believed to have been incised about 220-250 A.D.

The Horti Sallustiani was destroyed in 410 A.D. Terror filled Rome as the Visigoths, under their leader Alaric, entered the city wall through Porta Salaria. They sacked

Rome, including the magnificent gardens and the summer imperial residences within them.

The cryptoporticus's preservation and conservation are vital to preserving a significant cultural link to Rome's epic past. Access to the cryptoporticus is strictly controlled. Visits are limited and must be arranged through the Office of Fine Arts. ■

*The Paleo-Christian graffiti, visible just below the fresco.*




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*The author is the fine arts coordinator at the U.S. Embassy in Rome.*

# *The Holy See*



*A crowd gathers in St. Peter's Square for the Jubilee celebration for children on Jan. 1, 2000.*



Photo courtesy of L'Osservatore Romano

By Kristina A. Gill

Vatican City was established as an independent state in 1929. Its diplomatic history, however, goes back to the fourth century. Until the mid-19th century, the Pope exercised authority over a temporal domain that included vast tracts of modern Italy. In 1870, the Kingdom of Italy seized all Vatican possessions, denying the Pope his autonomous power. Despite this dispossession, most countries continued to recognize the Holy See as a unique international entity—a state without territory—and diplomatic relations were maintained.

The Holy See's strained relationship with Italy was resolved when the Lateran Pacts were signed on Feb. 11, 1929 (the Vatican's "National Day"). Italy finally recognized papal sovereignty over the Vatican and everything within the walls of Vatican City. What remained of the papal territories was 109 acres (making it the smallest state in the world, about the size of Georgetown University's campus). The territory is enough, however, to guarantee the independence needed for the exercise of the Holy See's spiritual and diplomatic mission.

The United States maintained consular relations with the Papal States from 1797 to 1870 and diplomatic relations with the Pope, in his capacity as head of the Papal States, from 1848 to 1868. These relations lapsed with the loss of papal territories in 1870. From 1870 to 1984 the United States lacked formal diplomatic relations with the Holy See, although some Presidents designated personal envoys. The United States has had full diplomatic relations with the Holy See since 1984. Ambassadors and other diplomats are accredited to the Holy See, not to the State of Vatican City.

The Pope, currently John Paul II, is the sovereign ruler of Vatican City and spiritual leader of the world's nearly one billion Catholics. He is elected for life by the College of Cardinals, whose members are appointed by the Pope. The government is administered through the Roman Curia and the Papal Civil Service. The equivalents in the Vatican hierarchy of prime minister and foreign minister are the Cardinal Secretary of State and the Under Secretary for Relations with States. The U.S. Ambassador to the Holy See works primarily with the latter.

The year 2000 is a special year for the Vatican. A "Jubilee Year" occurs only once every 25 years. It began on Christmas Eve with the opening of the Holy Door at St. Peter's Basilica and continues until Epiphany (Jan. 6th) of 2001. The Holy Doors at the three other major Roman basilicas are open as well. During this year, Catholics from all over the world, including thousands from the United States, will make a pilgrimage to Rome to renew their religious faith and to attend the many Vatican-sponsored events.

Vatican City is a fully functioning independent state with a military and police force, heliport, train station,



Photos by Hal Howard

*Embassy officers, from left, Mary Mendenhall, Hal Howard, Kristina Gill, Jennifer Dudley, Mark Powell and Joseph Merante gather on a terrace overlooking the palace of Septimius Severus before attending the Pope's annual address to the diplomatic corps.*

grocery store, pharmacy and department store; apartments; a post office; its own currency and postage stamps; national radio and television stations; Internet country code (.va); a semi-official newspaper; and practically everything else associated with a nation state. The Vatican operates a bank, as well as a pension and health care plan for its employees. There are approximately 813 residents of Vatican City and a total of 4,058 Vatican employees.

The embassies to the Holy See are not located within Vatican City. There is simply no space within the Vatican's walls to accommodate the missions of the 172 countries with full diplomatic relations with the Holy See. The Russian Federation and the Palestinian Liberation Organization have particular accords, and the Sovereign Military Order of Malta also has diplomatic relations. The U.S. Embassy to the Holy See is located approximately four kilometers southeast of St. Peter's Square on the Aventine Hill, with a view overlooking the ancient Roman Circus Maximus and

the palace of Septimius Severus on the Palatine Hill. It is one of the U.S. Missions in the world accredited to one country but located in another.

Vatican diplomacy is active throughout the world, especially in the Middle East, Africa and South America. While the United States and the Vatican share many common policy objectives, the two states occasionally take opposing



*FSNs, from left, Dante Grillea, Alessandro Nocito and Massimo Guelfi commute to work on their motorini.*



sides of an issue. The embassy's work involves almost every one of the Department's functional and geographic bureaus. Embassy contacts extend beyond the Vatican and its diplomatic corps to international Catholic organizations engaged in relief, development and conflict resolution activities worldwide.

One of the embassy's main non-Vatican contacts, the lay Catholic organization Sant'Egidio, played a prominent mediating role in conflicts in Mozambique, Rwanda and Burundi, Angola, the Balkans and currently in the Great Lakes Peace Process. Embassy political officers are heavily involved in African issues. Although the Vatican does not have diplomatic relations with China or Vietnam, its bishops are active there. The human rights portfolio is substantial because the issue of religious freedom touches many areas of the world, from China and Vietnam to Cuba, Russia and the Balkans.

Photo by Hal Howard



*Housekeeper Rachelle de Jethaline Senevirante and butler Felice Tran-Huu in front of several pieces of the Art in Embassies Spirituality in Art exhibition at the ambassador's residence.*

The embassy supports a variety of high-level visitors and in the past 16 months has hosted the Secretary of State, the deputy secretary, the under secretary for political affairs, the under secretary for global affairs, the White House chief of staff and senior U.S. military commanders in southern Europe, among others.

The embassy's representational workload is atypical. Each time the Pope performs a beatification or canonization or celebrates mass, the ambassador, the deputy chief of mission and at least one other officer is present. These events commonly occur on Sundays, but masses, as in the case of Christmas, New Year's, Epiphany and Holy Week, can also occur on other days. Official dress for men is modified "white tie" and for women, long black dress, black top and mantilla (black head covering).

The approximately 20 employees at the U.S. Embassy to the Holy See, divided evenly between Americans and Foreign Service National employees, find the work at this unique mission rewarding and appreciate the rich diplomatic history of their post. ■

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*The author is the political-public diplomacy officer in the U.S. Embassy to the Holy See.*

Photo courtesy of L'Osserratore Romano



*Ambassador Lindy Boggs presents her credentials to Pope John Paul II, sovereign ruler of the Vatican City State.*

# *The Office of Casualty Assistance: A Recommendation Becomes a Reality*

By Kendall Montgomery

**N**o one assigned to Nairobi and Dar es Salaam on Aug. 7, 1998, no Kenyan or Tanzanian colleague, no family member remains unchanged by the tragic events of that morning. The nearly simultaneous bombings of two American embassies caused overwhelming grief, pain and anger. Those normal reactions in the aftermath of a major disaster involving loss of life and severe injuries were compounded by frustration—frustration at the bureaucratic red tape survivors and victims alike encountered.

The Office of Casualty Assistance was established on Oct. 1, 1999, to reduce this frustration by providing a point of contact in the Department of State for victims of mass casualty or terrorist incidents affecting U.S. government employees at diplomatic missions abroad and Department of State employees in the United States. To be a victim, one does not need to have been injured or to have lost a loved one. A victim is a person whose life has been altered by an incident. The office's services are available to everyone who was assigned to Nairobi and Dar es Salaam as well as to those who have survived other critical incidents. In addition, and on a more reactive basis, the

*A tulip poplar, foreground, at Arlington National Cemetery is a living memorial to victims of 1998 bombings*



Photo by Ann Thomas

*Families and friends admire the newly dedicated plaques in the Department that honor the victims of the 1998 terrorist attacks.*



Photo by Ann Thomas

office is available to assist anyone who has experienced a personal crisis and is uncertain where to turn.

The Office of Casualty Assistance is looking back to incidents that have occurred in the past decade, providing support to victims or their family members by hearing their stories, finding answers to their questions, seeking solutions to their concerns and advocating on their behalf within the bureaucracy.

The office is involved in the present, reviewing legislation and regulations guiding the federal response to victims of crime and the compensation and benefits payable to victims and their survivors. It is also identifying programs in both the public and private sectors that can provide assistance to victims.

And the office is looking to the future, forming and training teams of volunteers from the Bureau of Human Resources to augment its staff of three and respond in

the aftermath of a critical incident, first by serving on a task force and later by being caseworkers for individual families.

In a letter dated Jan. 12, 1999, Admiral William Crowe, chairman of the Accountability Review Board convened to review the East Africa bombings, recommended to Secretary Albright that an Office of Casualty Assistance be established. His recommendation is now a reality. ■



Photo by Dave Krecke

*Kendall Montgomery, left, and Howard Kavalier stand in front of the plaque that memorializes victims of the 1998 terrorist bombings in East Africa. Mr. Kavalier's wife was among those killed in the attacks.*

*The author is director of the Office of Casualty Assistance.*



# Saving Ancient Rock Art in Niger

It isn't often in a Foreign Service career that a project so interesting lands in your lap.

Story and Photos by Ritchie W. Miller

Last January, the U.S. Ambassador to Niger announced that she was seeking someone for a unique project. She had just received from Under Secretary for Management Bonnie Cohen a book, *One Hundred Most Endangered Sites 2000*, published by the World Monuments Fund. The book's cover was a photograph of 8,000-year-old rock engravings of giraffes in the northern region of Niger. The attached, hand-written note read, "Hope you can help, . . . Bonnie."

Intrigued, I volunteered. After reading the book, I contacted Bonnie Burnham, the fund's president, who said her



From left, Alec Campbell, Ritchie Miller, Bassi Sidi Mohammed and Tuareg guard "Alzhoum" admire the giraffe engravings at Dabous.

organization was concerned that unsupervised tourist visits could irreparably damage the marvelous rock carvings. She understood that some organizations had already begun exploring the possibility of preserving the site, but she had heard nothing about those efforts for some time. She said a group called the Trust for African Rock Art, or TARA, had visited the site in 1997, and she suggested I contact their chairman, David Coulson.

I learned that Mr. Coulson had written two articles on the Dabous giraffes for *National Geographic* in the June and September 1999 issues. In our correspondence, he said much had already been accomplished, but more remained to be done. Living in Nairobi, he said, made it difficult for him to keep track of day-to-day developments with the Niger project. He was delighted to hear that the American Embassy was getting involved.

Niger had gone through some rough political times during the past four years and had emerged once again in late 1999 as a fledgling democracy. Since 1996, the government had changed hands a few times, straining personal contact and complicating travel within the region.

With American Embassy involvement, TARA would have an in-country go-between.

Our task was to energize the new government of Niger about this project and to assist with communications between the government and TARA. We began discussing the project with Deputy Minister of Tourism Alzouma Maiga, who seemed interested and was already aware of TARA's efforts. Having studied eco-tourism in Niger's Air Mountains, Mr. Maiga was receptive to the idea of preserving the rock art site and appreciated the economic potential of increased tourism to the region. The ambassador met with the minister of tourism to formalize our interest and to make the project a team effort. The minister of tourism gave

assurances that the government of Niger would cooperate fully with TARA and the American Embassy in preserving the rock art site.

Ambassador Barbro Owens-Kirkpatrick traveled to Agadez in northern Niger, an area dramatically different from the southern region near Niamey. Known as "the gateway to the Sahara," Agadez is a desert town with an Arabian nights flavor and home to the Tuareg people. The Tuaregs have dark olive or black complexions and exhibit strong, confident personalities. Historically, they are traders and nomads with an unusual gift for business.

The Dabous rock art site is a two-hour drive from Agadez. When the ambassador arrived at the site, she discovered that another organization, led by France's foremost rock art expert, Jean Clotte, was surveying the engravings. Although he was with a separate organization, Mr. Clotte was cooperating closely with David

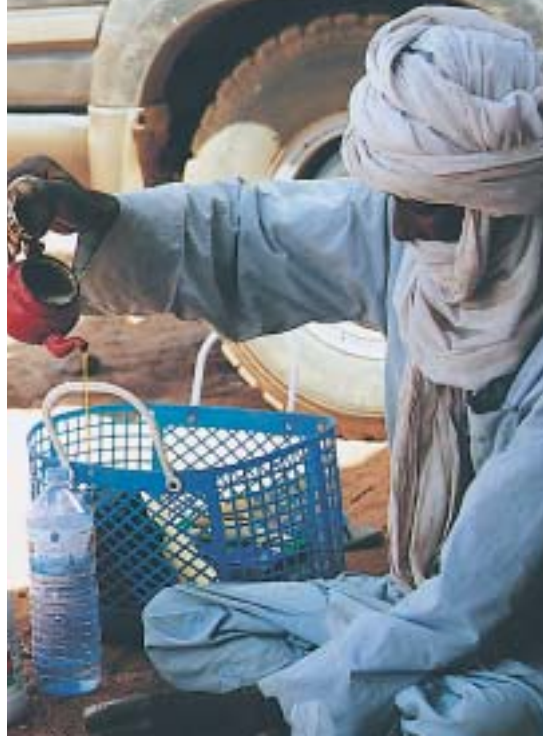


The neck and head of the large giraffe engraving at Dabous.

Coulson in preserving the site, boasting 800 distinct engravings. The most impressive carvings are of two giraffes, the largest measuring almost 5.5 meters (18 ft.) in length. It is the carving featured on the cover of the World Monuments Fund book.

Not long after the ambassador returned to Niamey and shared her experiences with me, I learned that David Coulson was planning another trip to Agadez with his friend Alec Campbell, former director of national parks in Botswana and co-author with Coulson of a book on African rock art. I made arrangements to accompany them on their trip.

David, Alec and I boarded a Nigravia plane for the two-

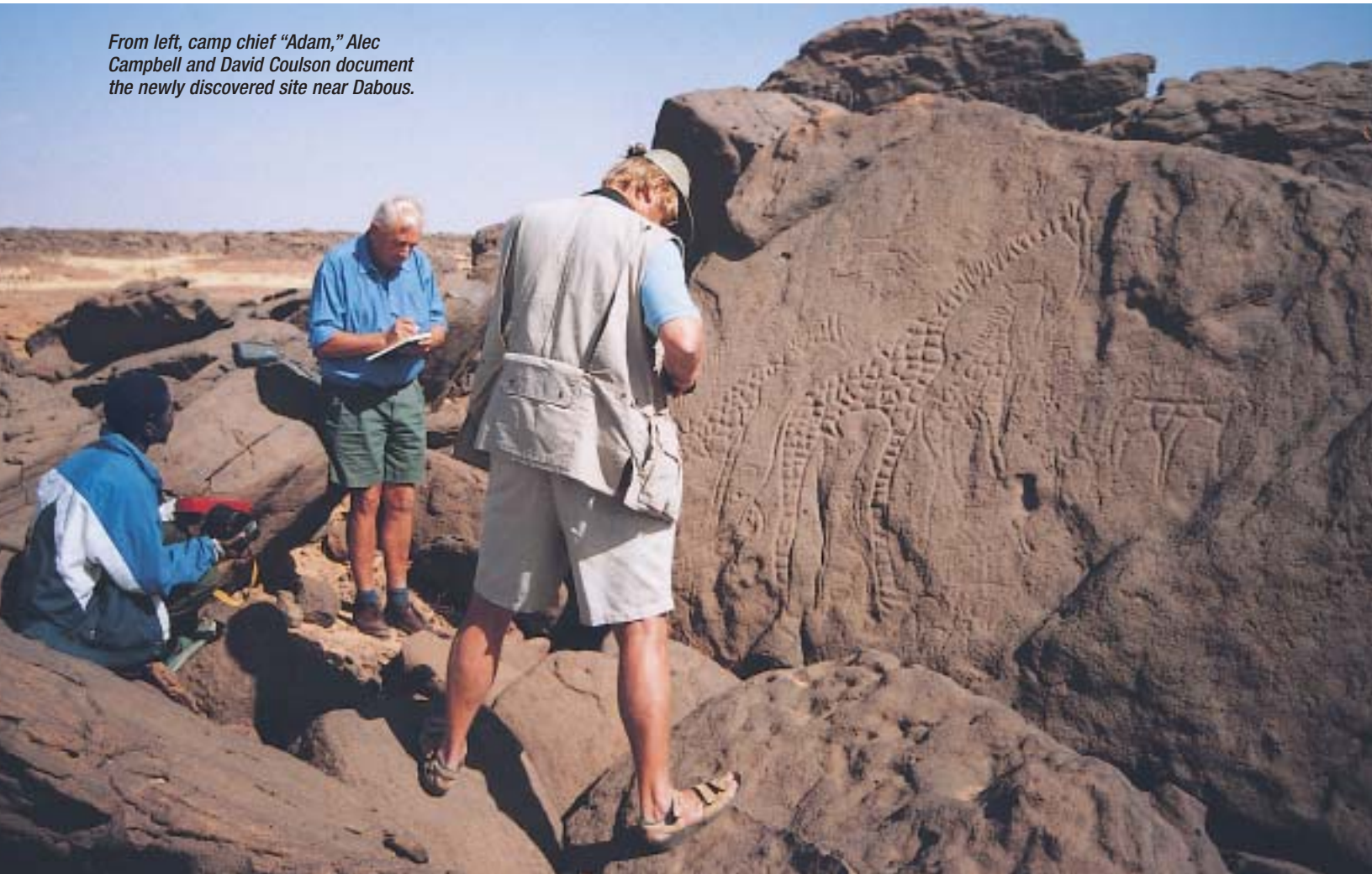


*Tuareg guard "Konto" prepares tea at the Dabous site.*

hour flight to Agadez. I was excited about visiting a site few westerners had seen and in the company of two of the world's leading rock art experts. We were greeted in Agadez by David's contact, Bassi Sidi Mohammed, a tall Tuareg gentleman dressed in the traditional light blue flowing robe and white turban. A sub-commander during the Tuareg rebellion, Sidi now owns a safari travel agency in Agadez that caters mostly to European tourists. He has a close relationship with the minister of tourism in Niamey, who is one of Niger's two Tuareg cabinet ministers.

The next day, we drove by land-cruiser to Dabous. Dabous is not a town or a city but a small area of land in the middle of the desert.

*From left, camp chief "Adam," Alec Campbell and David Coulson document the newly discovered site near Dabous.*



After driving for about an hour and a half on the main road out of Agadez, Sidi suddenly turned off the road and started driving into the desert. I wondered how he knew where to turn but decided not to think about it too much. After about 45 minutes we reached a small rock formation.

Sidi said this was a recently discovered site no westerner had seen. Both men quickly exited the landcruiser and began snapping pictures, taking Global Positioning System readings and discussing the find. The rock engravings were also of giraffes but not as large as those we would see later at the main site. After Alec finished with his portion of the survey, he took me for a small walk around the rock formation to describe what we had been walking on. Littering the ground all around us were pieces of petrified wood. Alec picked up a piece and examined it, explaining that 60 million to 80 million years ago a vast forest blanketed the area where we were standing. Pointing to other smoother more rounded stones, he explained that we were also standing in an area that was once under water during another period in the region's geological history. After a few hours spent documenting the new find, we moved on to the main site in Dabous, a 15-minute drive away.

When we arrived, two Tuareg men, guards hired by Sidi Mohammed at the bequest of TARA, approached us. They help tourists at the site avoid damaging the engravings. A large makeshift sign was erected in English and in French describing the history of the site and the "do's" and "don'ts" of visiting it.

David explained that the site is between 6,000 and 8,000 years old. It is in a region of the Sahara that was once a vast savanna, stretching for hundreds or even thousands of miles. The carvings were drawn by people during the "hunter-gatherer" period in Africa's history, long before ancient Egypt as we know it existed. At every turn we saw engravings of all kinds of animals: gazelles, giraffes, hippos, rhinos and lions, among others.

As we stood there marveling at the beauty of this rock art, David explained that his organization had headed an effort to take a mold of these large engravings in order to have a permanent record of the site should they ever be dam-

aged beyond repair. This effort was recorded in the September 1999 issue of *National Geographic*. The mold was sent to England, where craftsmen made a life-size aluminum cast. The cast was finished and was scheduled to arrive in Niamey from England last June. This cast will be presented to the Sultan of Agadez and the government of Niger at the Agadez airport in October.

Much was discussed about Dabous. It was agreed that every effort should be made to bring Peace Corps on board, as they would be working in the region anyway and could be the eyes and ears of TARA and the embassy during the preservation project. David explained that they hoped to build a catwalk around the site so tourists could see everything without actually walking on the surface itself. A new and better sign would have to be made for the site and posted in a different location. The possibility of opening a makeshift museum near the site or in Agadez to promote this and similar rock engravings was also discussed.

As with any project, funding is key. The World Monuments Fund in New York is keen to help. Their main benefactor, the American Express Foundation, is the philanthropic arm of American Express. Ambassador Owens-Kirkpatrick wrote the foundation to endorse TARA's request for funds. Her letter was instrumental in the foundation's decision to award TARA \$25,000 for the project.

I couldn't leave Niger without taking my wife to see these wonderful sites. So we planned a trip together with an embassy colleague. With Sidi Mohammed as our guide, we enjoyed the Tuareg experience: sleeping under the stars in a sandstorm, riding camels and eating exotic foods. It was a journey we will never forget.

My assignment in Niamey ends in early September. It's difficult to leave just as the project is beginning to take off, but I will be passing the torch to someone else in the mission who will carry the work forward.

Perhaps someday, we will return to view the Dabous rock engravings again, preserved in their 8,000-year-old glory. ■



*A close-up of an engraving at the newly discovered site near Dabous.*

*The author was the information program officer in the U.S. Embassy in Niamey, Niger, until the summer of 2000.*

# Istanbul's Year

By Juan A. Alsace

**A**t 3:02 am. on Aug. 17, 1999, employees of the consulate general in Istanbul were shaken awake by an earthquake measuring 7.4 on the Richter scale and epicentered at Izmit, 60 miles southeast of the city. First came the good news: all U.S. and Foreign Service National employees had survived. Then came the bad: a score dead; no, a hundred; no, hundreds; and then, increasing with numbing regularity, a death toll that would eventually escalate to 18,000. The U.S. Geological Survey described the tragedy as one of the most powerful earthquakes of the 20th century.

Consul General Frank Urbancic and family had just arrived in Istanbul four days earlier, on Friday the 13th, to begin his posting to the fabled city on the Bosphorus. Many of the staff were new as well, though the post was fortunate to have plenty of seasoned veterans and a capable FSN staff, people accustomed to dealing with the high-ranking visitors who shuttle through the city that remains Turkey's soul.

In fact, a White House site survey team had arrived to prepare for President Clinton's scheduled visit to Turkey and Istanbul for the summit of the Organization for Security and Cooperation in Europe. And Energy Secretary Bill Richardson was already in Istanbul for talks on the development of the Caspian energy pipeline. The weeks ahead promised the consul general a busy introduction to an ancient city accustomed to being at the forefront of history, and in retrospect, his arrival on Friday the 13th was something of a portent of things to come.

By the time President Clinton had pledged U.S. assistance to earthquake victims, four consulate employees were already en route to Izmit, where they encountered a Dante-esque scene: hundreds of collapsed buildings, a burning refinery casting a pallor of smoke,

*Fairfax County and Miami-Dade search and rescue teams look for survivors in the rubble left by the August 1999 earthquake in Istanbul.*



Photo courtesy of Fairfax County Search and Rescue Team



*The Aya Sofia and the Blue Mosque crown the Golden Horn with its ferry-boats in Istanbul's old city.*

Photo courtesy of Tahsin Aydogmus



chaos and death everywhere. The team, including FSNs Ibrahim Ozturk and Erdogan Koknaroglu, assistant public affairs officer Sue Schultz and regional security officer John Taylor, explored areas where U.S. search and rescue teams from Fairfax County, Va., would set up camp and eventually rescue four persons from the rubble. The consulate staff selected sites for the massive influx of U.S. humanitarian assistance, aid that included a model U.S. Marine-built 9,000-person tent city.

With the earthquake relief and aid effort behind it, the consulate general returned to its normal business: reporting on political Islam, human rights, tanker traffic and accidents on the environmentally sensitive and narrow Bosphorus, and the problems and potential U.S. firms face in one of the world's top ten emerging markets.

Still, when you sign on for a tour at the U.S. Consulate General in Istanbul, the first order of business is invariably supporting visitors. Lots of them. A steady stream of executive and legislative branch decision makers recognize Turkey as vital to advancing key strategic U.S. interests in the Middle East, the Balkans, Iran and Iraq. An ally on critical issues such as Caspian energy development and transport, Turkey supports the still unsteady nations of the Caucasus and Central Asia and takes a strong stand on counterterrorism.

Visitors go to Ankara to discuss these issues with Turkish officials, but they come to Istanbul, Europe's largest city (population 12 million), to discuss business, banking and commerce. Frankly, the city attracts visitors because it remains an exciting place—a touch exotic, not quite New World modern, perhaps even a hint of romantic, James

Bond-like danger (the hint of danger can be all too real—as when terrorists in June 1999 attempted to fire a light anti-armor weapon through the consulate's windows).

Sometimes it seems all 12 million Istanbulers are on those streets at the same time—heading to work, home, restaurants or shopping—creating monumental traffic jams that detract from the standard of living of this world-class city, otherwise fabulous in its diversity, historical importance and charm. Still, as one inches across the Bosphorus



*Consulate and military personnel survey potential sites for the distribution of U.S. aid and tents.*

Photo courtesy of the Consulate General, Istanbul

Embassy staff takes tea in a Turkish family's new home—a U.S. tent in Dogu Kisla.



Photo courtesy of the Consulate General, Istanbul

bridge from Europe to Asia at a maddeningly slow pace, the view down to the Golden Horn, with the minarets of the Blue Mosque and Aya Sofia standing against the setting sun, offers considerable compensation. That snail's pace drive home along the shore road can always be interrupted by a stop for *kebab* (meat on a skewer), *meze* (an assortment of appetizers) or other succulent Turkish delights.

Of course, it's the people that make Istanbul. Consider the everyday struggles of the average Istanbuler: \$4-a-gallon gas, inflation running at 80 percent (but dropping) and a commute that would justify road rage of the worst kind. But the *politesse*, consideration for strangers and downright hospitality of Turks, is truly legendary. No wonder a significant percentage of the Foreign Service officers who retire overseas decide to retire to Turkey.

The importance of Turkey and the many attractions of Istanbul made it an easy choice for the organizers of the November 1999 OSCE summit. The consulate—working closely with the embassy in Ankara—began preparations for the visit of President Clinton, who would lead the 700-person-strong U.S. delegation. The President would tour Istanbul's historic sites, of course, but he and his family would also go to Izmit to show support for the earthquake victims, travel out of Istanbul to other areas in Turkey and generate a visit of considerable length and complexity. He would also be heavily involved in bilateral meetings and participate in the signing of the "Istanbul Agreement" with Turkey and other key Caspian energy states.

As the consulate general prepared, another powerful earthquake struck on Nov. 12, just four days before the President's arrival. The epicenter of this 7.2 quake was further east and thankfully not nearly as devastating as the one in Izmit. The consulate staff facilitated yet another search, rescue and relief effort. By this time the teams were old hands at putting a relief pipeline in place. They did that job without breaking stride in their presidential visit preparations.

President Clinton arrived as scheduled on Nov. 16, proceeding immediately to Izmit, where he toured the Dogu Kisla tent city and met with earthquake victims. In what was, quite literally, the visit's most touching moment, a six-month-old baby playfully grabbed the nose of the leader of the free world, conveying the close human connection between the Turkish and American people.

The rest of the visit was a blur of images: the President and his family touring Aya Sofia and the Blue Mosque at twilight; the First Lady hosting a successful "Vital Voices" conference for women at Bosphorus University; the motorcade easing its way through the cramped and crooked streets of the old city for a presidential meeting with the Greek Orthodox Patriarch; consulate employees gathered together for the traditional "meet and greet" where the President thanked all Istanbul staff for a job well done; and the audible sigh of relief as Air Force One left for Athens and the wheels-up party began.

The year 2000 is well under way and the consulate general's future remains bright. A new office building appears to be on track, with initial construction beginning in the fall of 2000 and completion scheduled for the fall of 2003. This consulate, with more than 50 U.S. and 150 FSN employees, is already larger than most U.S. Embassies. As Turkey continues its economic growth and works toward integration with the European Union, more Turks will look to travel in Europe and abroad to the United States. The new consulate building will be a safer, more efficient place to conduct business and will allow for growth commensurate with Turkey's own.

Further into the year, there will be more visitors and major conferences. But after the roller coaster that was the second half of a memorable year, the U.S. Consulate General in Istanbul remains ready for whatever comes its way. ■

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*The author is the economic officer in the U.S. Consulate General in Istanbul.*



# Science and Diplomacy

By Anthony F. “Bud” Rock

*Today, there is no question about the integral role that science and technology must play in our diplomacy.*

—Secretary Albright

**T**ruly, the 21st century begins with an irreversible drive toward a global economy and a sprint toward the development of new technologies that promise security, prosperity and vastly improved quality of life. There’s also greater sensitivity to the basic needs of populations and stresses on the environment and natural resources.

Today’s crises often pit merchants against consumers, ivory tower scientists against the man in the street and, as always, politicians against politicians. The current contro-

versy between the United States and the European Union over trade in corn and soybeans produced through biotechnology, for example, involves each of these struggles.

This, then, is the challenging new diplomatic arena of the embassy officer responsible for environment, science and technology affairs—the EST officer. Far from an obscure seat on the country team, the EST function includes an assortment of compelling international issues.

At home, the Department has taken significant steps to strengthen U.S. capacity to keep pace with these developments and to integrate scientific and technological considerations more fully into the foreign policy process. Based on the work of a senior task force, Secretary Albright has instituted measures providing a strong policy framework and leadership structure within the Department on science and technology issues, as well as a supporting partnership with the scientific community.

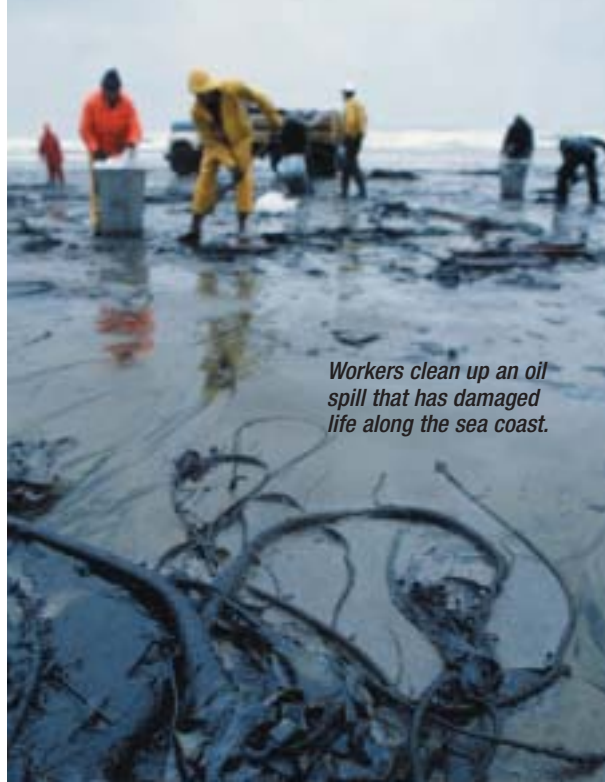
The first of my six EST-related assignments was in Israel, where Ambassador Thomas Pickering helped me

appreciate the significance of “technical” issues, from water sharing to satellite launches, in achieving our foreign policy objectives in the region.

It is the sheer diversity of these issues and their growing significance in U.S. foreign policy that make this portfolio so rewarding. As EST counselor at the U.S. Embassy in Paris, my day may begin debating food safety with consumer groups and end with a demàrche to the Foreign Ministry about weapons of mass destruction. In between, there may be a spirited exchange at the Ministry of Environment on climate change issues or a call on the Health Ministry to urge collaboration on fighting infectious disease.

EST issues are complex, varied and public. Because they are today’s hotly debated topics, EST counselors need to be prepared to understand and defend U.S. policies, even as they are learning the public views and official policies of the host country.

In fact, EST issues are hardly “foreign.” Nations often share global goals but work toward them through vastly different approaches. We struggle to reconcile domestic priorities with global responsibilities. Will it be economically feasible to meet greenhouse gas emissions



*Workers clean up an oil spill that has damaged life along the sea coast.*

targets? Can limited budgets at home support the fight against infectious diseases in the developing world? Can we achieve a balanced approach to managing potentially endangered species? What are the ethical consequences of advances in bioengineering?

Happily, approaches to these issues can result in cooperation more often than in conflict. EST officers enjoy opportunities to build relationships and strengthen the flow of information. With France, U.S. laboratories are joining in research in areas ranging from marine science to energy technology. American nuclear officials exchange views with the

French on the safety of aging reactors. U.S. Coast Guard officials offer guidance on emergency response following a severe oil spill off the French coast. Legal experts discuss bio-ethics issues. Universities and centers of innovation in both countries explore technology development partnerships—all with the assistance of the EST office.

### Dispelling the Myth

Many of us will recall from our university days those weighty academic debates over the rise and fall of political regimes. Few can recall the same exhilaration of defending a position for or against trade in bioengineered corn or the international transfer of hazardous materials. More and more, however, today’s class of Foreign Service officers comes equipped with academic, and often personal, experience in the global arenas of environment, science, technology and health.

This is an encouraging trend for the Foreign Service, and it reflects a more general sensitivity to these issues in our population. The EST function does not require advanced scientific credentials, only the intuitive skills and curiosity that all Foreign Service officers possess as they move from one assignment to another.

To resolve conflict or encourage cooperation in these so-called “technical” areas, the EST officer employs the very techniques that define diplomacy—gathering relevant data, developing a keen appreciation of interests on both sides of issues, formulating positions in close consultation with all interested parties, building coalitions among seemingly diverse groups, advising senior officials of the opportunities and pitfalls in various courses of action and obtaining results that ultimately uphold U.S. interests.

EST officers do not arrive at their posts with microscopes in their household effects. They are backed, however, by experts within the Department and in some 25 federal agencies whose responsibilities include every conceivable



*EST officer John Huffaker from the U.S. Embassy, Ottawa, maneuvers a robotic arm to a “hot cell” at a Canadian company, MDS Nordions, where medical waste is sterilized for disposal. Looking on are embassy intern Julie Bivul and MSD scientist Richard Goddard.*

Photo courtesy U.S. Embassy, Ottawa

area of environment, science and technology. So, while the embassy EST function is broad, the supporting resource base is one of the largest of any office within the mission.

## The EST Portfolio

Involvement in EST issues is arguably one of the best ways to gain experience with the tools and trade of American foreign policy. EST issues are often negotiated in multilateral forums, and various international organizations are tackling these topics with greater enthusiasm. Today's EST officer acquires a unique appreciation of the relationship between bilateral and multilateral diplomacy. Testing the pulse of the host country on issues assists U.S. negotiators, adds a new dynamism to the EST function and encourages a closer working relationship between missions and Washington.

Within the mission, "teams" are often formed to address global issues, reflecting the economic, political and often commercial dimensions of these topics. Coordination is critical, and EST officers have excellent opportunities to experience the mission at work from a variety of foreign policy perspectives.

In Paris, my ties are not only with government officials but also with legislators and representatives from industry, academia, nongovernment organizations and other private interest groups. Creative opportunities abound. My

colleagues and I organize informational seminars and videoconferences, official visits, joint research and even business advocacy.

In the Department, EST topics frequently overlap geographic and functional bureaus. The EST officer often communicates with several bureaus to support a negotiating objective. What, for example, are the economic implications of environmental actions taken by countries across several regions?

Global issues inspire some "unique" alliances among nations. EST jargon now includes the likes of the JUSS-CANZ (pronounced "juice cans," a grouping of like-minded countries on climate change issues: Japan, the United States, Canada, New Zealand, for example), Group on Hazardous Chemicals, the Umbrella Group on Climate and the Miami Group on Biosafety. These unusual groupings of nations encourage EST officers to be more attentive to the interests and actions of other countries within and outside their regions.

In every sense, the EST portfolio is about the future of U.S. foreign policy—always diverse, never dull and varied from post to post. As an experienced traveler on this career path, I recommend it highly to others. ■

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*The author is environmental, science and technology counselor at the U.S. Embassy, Paris.*

# Science and Diplomacy: A Brief History

While it's unlikely he would have used the title, Benjamin Franklin, our distinguished scientist and envoy to France from 1775 to 1785, was surely the first EST officer in American history. We lack a rich history of scientists as senior diplomats unless one considers Thomas Jefferson and John Quincy Adams, whose interests leaned heavily toward science and medicine.

Joel Poinsett, America's first minister to Mexico, from 1825 to 1829, was particularly accomplished in military science and archeology. A naturalist, too, he introduced the poinsettia to the United States. Pioneering ecologist George P. Marsh served for 25 years as envoy to Turkey and Italy prior to 1881. Chemist Henri Enri served as U.S. Consul in Basel, Switzerland, during the Grant presidency.

But the role of the modern science officer may be traced to Dr. Charles W. Stiles, who in 1898 accepted an assignment in Berlin at the request of then Ambassador Andrew D. White. Seeking to ease German restrictions on the import of U.S. pork, Ambassador White urgently sought someone "especially accustomed to the use of the microscope" to demonstrate the U.S. scientific approach to food safety.

Dr. Stiles, it seems, was accomplished not only in the lab but also in diplomacy. Ambassador White was so impressed with his skills that he convinced Washington to extend the scientist's appointment indefinitely "to look after American interests with respect to science."

There followed a tumultuous period of establishment and dissolution of science positions in our European embassies, designed largely to monitor the progress of foreign scientific research and support U.S. scientists abroad during and after the war years. The science function was formally established within the State Department in 1950 and received a strong boost in 1957 with the Soviet launch of Sputnik and renewed interest in the association between science and national security. In 1974, Congress authorized the establishment of the Bureau of Oceans and International Environmental and Scientific Affairs.

Today, the ease with which scientists communicate worldwide has rendered largely obsolete the traditional (and tedious) "science officer as reporter" function, replacing it with a more strategic role in policy development and implementation.



# Let the Games Begin



## U.S. Consulate General in Sydney Prepares for Olympic Games

By Cindy Gregg

**T**he Olympic Games. Just hearing the words invokes the spirit of adventure, the new frontier and the ultimate challenge. You can feel the excitement in the air. The anticipation is increasing in fervor and pitch. It is even visible on large billboards dotting the city, counting down the number of days until the Olympics begin.

"This is the biggest event in the world," observed Richard Greene, the U.S. Consul General in Sydney, "in terms of numbers, nations, media coverage and signifi-

cant business and political networking. This is a wonderful opportunity for the U.S. government to reach out and embrace the event in spite of the enormous logistical challenges."

Those logistical and support challenges are many. An estimated 50,000 American citizens will be among the half million people expected in Sydney for the Olympic Games. The telephone system will be inundated. Passports will be lost. Family members will be trying to locate children. Roads will be jammed. Traffic will come to a stand-

still. Consulate staff will have to maneuver through the crowded city to get to work. Hotels have been booked for the past year, and additional staff is still expected to arrive. Add to this the fear of terrorist attacks, the probability of political demonstrations and the projection of a 24-hour party atmosphere centering in the heart of Sydney in Martin Place, the site of the U.S. Consulate General. Now you can begin to understand the magnitude of the challenges facing embassy and consulate staff.

The U.S. Embassy in Canberra has been preparing for the Olympic Games for more than two years. Being ready for the inevitable and prepared for extremes have been pri-



*The staff of the U.S. Consulate General in Sydney prepares for the summer Olympics.*

Photo courtesy of U.S. Consulate General, Sydney



*The Opera House dominates Sydney harbor.*

Photo courtesy of Australian Tourist Commission

orities of the consular, political, security and administrative departments in the Sydney consulate.

"The embassy's reputation will be made or broken by the quality and speed of the services the consular office provides its citizens," predicted Steve Coffman, country consular coordinator. "We knew we had to provide American citizens a convenient way to access our services, a faster way to process lost passports and the guarantee of quality service." To ensure fast yet quality services, Mr. Coffman introduced a web page and a CD-ROM that will provide American citizens with the basic information about how to get new passports, find medical facilities and transfer funds. Visitors will be able to access CDs at various contact points throughout Sydney and Homebush Bay, the home of the Olympic Village. The web pages and CD—designed by Australian staff, Matt McKeever, Mary Robinson and Rosemary Cheung—took more than a year to complete.

Virginia Murray, political-economic officer, found that by mid-June the majority of her portfolio was Olympics-driven. "The Olympics have put new issues on my plate: one, the issue of drugs in sports, driven by the Australian government's push to get the right kind of test in place before the Games, and two, the indigenous communities' efforts to use the mass media that will be here to get their message out to the world," Ms. Murray said. As the Olympics start date approaches, her plate will become even more filled in her role as concierge to the U.S. presidential representative.

Alaina Teplitz, the administrative officer, and her staff, Peter Oeuchar, Charlene Stoner and Amanda Starfield, have been instrumental in organizing requests for leave; coordinating workforce scheduling; determining the logistics of travel and lodging, not only for the presidential delegation but also for the 30 TDYers coming to support the security and consular efforts; budgeting; and enhancing the working relationship with the Sydney Olympics Games Organizing Committee.



Swimmers splash around the Olympic Aquatic Center.

Photos courtesy of U.S. Consulate General, Sydney

For a number of years, Jim McCarthy and Phil Keeling of the Foreign Commercial Service have been developing and monitoring the business sector in preparation for the Games. Their view of the Olympics is quite different.

"While some people think the Olympics are about sports, the real action takes place in the business arena. The athletes aren't the only ones going for the gold. Major deals are being negotiated," Mr. McCarthy said.

"From the sponsorship point of view, it is estimated that U.S. corporations have put about half-a-billion U.S.

dollars into the Games," Mr. Keeling added. They share a concern that has not received much play in the press yet: the possibility of demonstrations equal to or greater than those in Seattle in December 1999.

John Kaufmann, Olympic Security Command, as his title suggests, has security as his first and foremost responsibility. "We have two major tasks: to provide security assistance to the Australian police and to ensure a safe environment for the U.S. Olympic athletes and visitors." Mr. Kaufmann has been working directly with the officials of the U.S. Olympic Committee and U.S. businesses on

activities as diverse as aviation security, biological and nuclear protection and explosion-detection dogs. "This is a diplomatic security and mission effort combined that incorporates all the federal agencies linked with the U.S. Embassy," the security official said.

The United States Olympic Committee has brought out the managers and coaches of every U.S. Olympic team, and Consul General Greene and his committee have participated in orientation sessions for the teams.

Approximately 5,000 accredited journalists will cover the Games and thousands more are expected

*Continued on page 32*



The Olympic Village in Homebush Bay.



# Your Health and Safety Are Our Priorities

By Stephen C. Urman

**W**ho do you contact if you're concerned about your health being affected by the chemicals associated with the renovation activity near your workplace? Do regulations of the Occupational Safety and Health Administration apply overseas? What are the biggest safety and health risks associated with working overseas? Will your evaluation report suffer if you complain formally to safety, health and environmental management officials?

These are frequently asked questions, and I'd like to describe how the safety, health and environmental management office and program are structured to minimize health and safety risks for all Department employees stateside and overseas.

First of all, U.S. law (monitored by OSHA's Office of Federal Agency Programs) requires every federal agency to have a comprehensive safety, health and environmental management program. Overseas work sites are included as well. While the Department has an extensive U.S.-based on-site technical support program, because of the breadth of its operations, SHEM must rely on collateral duty officers to coordinate and administer day-to-day programs for posts or domestic bureaus.

Every post is required to designate a management officer as the post occupational safety and health officer. They are typically administrative or general services officers or facility managers. For domestic operations, each bureau must have at least one domestic occupational safety and health officer to help implement programs in domestic work environments.

SHEM provides the POSHOs and DOSHOs with technical support, resource materials, training and on-site assistance. For example, some employees spend 40 percent of their time traveling and providing on-site assistance to 120 posts annually. The focus of the visits is to provide training and program implementation guidance and support through formal classroom presentations, field surveys and one-on-one discussions with members of post's SHEM committees and at town hall meetings when necessary.

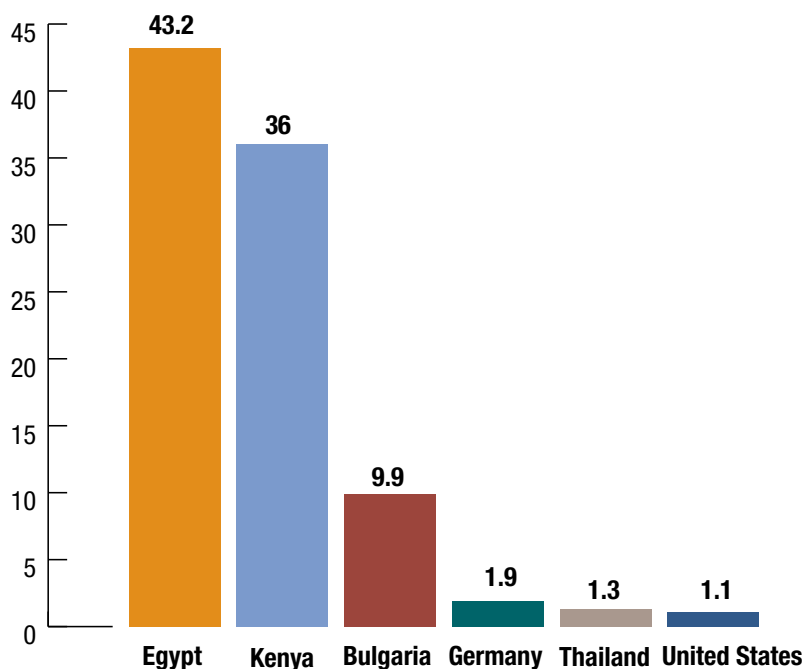
Supplementing the on-site assistance are formal training programs for potential POSHOs at FSI as well as overseas seminars for managers assigned as POSHOs in central locations in the six regions. These officers are your first points of contact. They will contact us if they are unable to address your particular concern. If you don't know your POSHO or DOSHO, contact your deputy chief of mission or domestic executive office.

An effective SHEM program encourages employees to report hazards and mishaps, participate in inspections and prevent injuries and illnesses. Federal law and FAM regulations protect employees from reprisal for participating. Secretary Albright has issued a policy statement supporting employee involvement and reprisal protection. It states that *no employee will be subject to restraint, interference, discrimination or reprisal because he/she has identified an unsafe or unhealthful working condition.*

Posters incorporating her statement are common in most workplaces. As a Department of State employee, you have the right, for example, to:

- be informed of safety or health hazards associated with assigned jobs as well as the policies and procedures adopted to protect you from these hazards;

Deaths/100 Million Kilometers Driven



- report safety and health hazards to your supervisor as well as your POSHO or DOSHO;
- be adequately trained in the proper use of tools and materials;
- be informed of hazards associated with chemicals as well as appropriate protective measures; and
- be furnished with personal protective equipment as necessary to protect against work-related hazards.

If you are involved in an accident—whether you are injured on the job or simply a witness—it is your responsibility to promptly inform your supervisor as well as your POSHO or DOSHO. SHEM accident report forms (DS 1663) are available from your POSHO or DOSHO or on SHEM’s Intranet site (<http://99.4.40.3/opssaf-shem>). Make sure your reports are accurate and complete—the more information the better. The forms are sent to the SHEM office, where every single one is analyzed and acknowledged with appropriate feedback. Your reports help uncover the various causes of and are crucial in helping prevent mishaps, not just at your work site but at others as well. The report of a serious motor vehicle accident, for example, in one of our vehicles, accompanied by outstanding photos, alerted us to a tire blowout caused by a manufacturer defect. Thanks to the thoroughly documented report, SHEM was able to apprise all fleet managers of the hazard and recommend protective measures.

Working overseas does, unfortunately, present greater risks to you and your family members. In many countries, there is no safety or environmental “umbrella” similar to that furnished by OSHA, Environmental Protection Agency or the Department of Transportation. Particular areas of concern are motor vehicle operations, misuse of pesticides, swimming pool safety and carbon monoxide exposure.

The graph accompanying this article, for example, shows motor vehicle fatality rates in some countries are 40 times higher than those in the United States.

The Department has an aggressive SHEM program to protect you and your overseas family members. We investigate all serious mishaps and track trends so that we can alert employees worldwide and develop programs to address risks. We also need your help to reduce these risks to the lowest level possible. While we often cannot completely manage hazards outside of our control, risk management and safety awareness can prevent many needless losses.

Your POSHO and DOSHO have valuable information for you. Make an appointment to discuss post or bureau-specific safety or health concerns. In addition, the SHEM Intranet site includes material on residential safety and health as well as other documents to help you cope with overseas safety and environmental hazards. Ensuring the health and safety of employees and their families is a priority in all SHEM operations. ■

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*This author is the director of the Office of Safety/Health and Environmental Management.*

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## **Sydney** *Continued from page 30*

at some point during the Olympics and the Paralympics that follow. Christopher Fitzgerald, public affairs officer, and Rhylla Morgan from the consulate’s public affairs section visited Homebush Bay in April with staff from the embassy’s public affairs section in Canberra. They were impressed with the world-class facilities the Australians have provided and the incredible job of completing the infrastructure well before the Games begin.

Mr. Greene plans to leave a template for the U.S. Embassy in Athens, the next diplomatic establishment to host the Olympic Games. “We feel strongly about this last step,” he said, “because we didn’t have any assistance, not even a road map.” The consulate general started planning two years ago, developing detailed management and contingency plans. He said their attention to detail had paid off.

As the numbers on the billboards continue to count down, 30, 29, 28, the excitement continues to grow. Tickets are being snapped up, 27, 26, 25, and more athletes arrive each day. Sydney is being carefully groomed, 24, 23, 22, and the consulate staff is prepared.

Let the Games begin. ■

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*The author works in the public affairs section of the U.S. Embassy in Canberra.*

## 2000 KID VID Contest Winners

The Overseas Briefing Center and the Foreign Service Youth Foundation have announced the winners of the 2000 KID VID Contest. This year, there was a tie for first place. Matthew Williams, 18, produced a technically sophisticated, well-organized and highly informative video on Manila. Dan Zimmer, 11, shared the honor for his video on Antananarivo. His engaging narrative reflected the interest he has developed in the unique aspects of his post. Third place went to Carol Lohman, 10, for her enthusiastic video on life in Vilnius. Her entry included a broad range of the suggested elements and some helpful footage of the city, community activities and the school.

The contest is open to all family members ages 10 to 18 who are stationed at an embassy or consulate abroad. Contestants are asked to submit videos that reflect typical daily life for young people living at their posts. Entries include information on housing, schooling, shopping and recreation at the post from a young person’s point of view. The videos can be group or individual projects. All entries become a permanent addition to the Overseas Briefing Center’s Video Library.

# Pathfinder Pilot Finds the Way

By Maru Corrada

**H**ave you ever found yourself with a health condition overseas that makes you wish your embassy nurse could consult quickly with an U.S. medical expert?

If your answer is yes, the Pathfinder Pilot will interest you. The pilot is so named because it “finds the path” between a patient with a need and a healthcare provider with the required expertise. The individuals are in two different physical locations, however, and the “path finding” is done using a telemedicine computer.

The Office of Medical Services is conducting the telemedicine pilot now through December under the auspices of the Department of Defense and Georgetown University’s Imaging Science and Information Systems Center. Dr. Cedric E. Dumont, director of Medical Services, and nurse practitioner Jennifer L. Grise, chief of Medical Informatics, are coordinating with Georgetown telemedicine experts on the deployment of telemedicine computers at posts in three regions: United States, Caribbean and Africa.

*Specialist studies computer-transmitted images.*



Clinical providers can collect information and images on patients and transmit this information electronically. On the other end, medical specialists can read the information and images and then engage in a “long distance” consultation with an embassy. The pilot deploys telemedicine computers at seven health units: Washington, D.C., and Ft. Lauderdale; in the Caribbean—Santo Domingo and Port au Prince; and in Africa—Nairobi, Dar es Salaam and Yaounde. Working in close collaboration with the Bureaus of Information Resource Management and Diplomatic Security, six consultation paths will be available via the OPENNET: Santo Domingo and Port au Prince with Ft. Lauderdale; Dar es Salaam with Nairobi; and Ft. Lauderdale, Nairobi and Yaounde with Washington.

The telemedicine computer is very versatile. Just about any instrument that you are used to seeing in an internist’s or family doctor’s office can be connected to the computer. Common instruments include those used for ear, eye and skin examinations. The Office of Medical Services is particularly interested in testing telemedicine in two areas where diagnoses essentially depend on images: the review of abnormal x-rays (radiology) and the evaluations of skin abnormalities such as rashes and tropical skin infections.

It is certainly never easy to find a new way to do something old, but what are the alternatives to telemedicine? Only costly medical evacuations, delays in proper medical treatment, inaccurate diagnosis or second opinions without adequate information.

This is not what anyone wants to experience whether you are a patient needing care or a clinical provider needing accurate information. The pilot will last until December 2000 and seeks to learn how telemedicine can be best used in our overseas environment. ■

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*The author is manager of information services in the Office of Medical Services.*

## STATE OF THE ARTS

### Upcoming Performances



Pianist Carlos Cesar Rodriguez

- ◆ **Sep. 13:** Hispanic Heritage Month Celebration, Spanish Dance
- ◆ **Sep. 27:** Hispanic extravaganza
- ◆ **Oct. 11:** Carlos Cesar Rodriguez, pianist extraordinaire
- ◆ **Oct. 25:** Gloria Machado, Brazilian concert pianist

*Note: Unless otherwise indicated, all performances are on Wednesdays at 12:30 p.m. in the Dean Acheson Auditorium. They are free to State employees.*

## Viola!

By John Bentel

**T**he State of the Arts Cultural Series and the Foreign Affairs Recreation Association recently featured the viola, piano and guitar as well as vocalists and a sizzling tango festival.

Viacheslav Dinerchtein, a talented Russian-born violist, demonstrated his and the viola's virtuosity with *Sonata Per Apreggione* by Schubert. He was accompanied by pianist Ya-Ting Liou.

In their second joint appearance, Nancy Paris Hines and Frank Foster performed popular jazz selections intermingled with humorous vignettes.

Pianist Suhn-Hee Kim performed familiar classical selections from Mozart to the Romantic Period. Classical guitarist Paul Moeller, meanwhile, performed Baroque music, showing a mastery of ornamentation and sensitivity.

Students from Georgetown University and State Department employees presented their annual piano recital. Richard Livingston began with Beethoven's *Ode to Joy*, followed by Georgetown's Tom Kruger and Courtney Kramer playing Handel's melancholy *Sarabande*.

S. Wesley Cross II, also from Georgetown, played Hansberg's *Chant d'Amour* and Satie's beautiful *Gnossienne*. Sophomores Susanna Locasio and Jane Park performed Bach's *WTC Prelude in E flat minor* and Chopin's *Fantasia Impromptu*, while State's Bill Carlson performed the first movement of Ravel's *Sonatine*.

To end the recital Maria Guadalupe Carias of the Organization of American States, a longtime supporter and series artist, performed Chopin's *Bolero* and Liszt's *Variations on a Theme by Paganini*.

The Manny Bobenrieth Sextet began the tango festival with the new sounds of Astor Piazzolla's music, a blend of tango, jazz and classical music that revolutionized the tango in Argentina.

This sextet included Manny Bobenrieth, accordion; Kathleen Burchedeau, piano; Chuck Redd, vibes; Chuck Underwood, guitar; Bruno Nasta, violin; and Thomas Fowler, double bass. The sextet's music energized the audience.

The tango festival continued with The City Dance Ensemble comprised of Bobby Sidney, Ludovic Jolivet and technician Paul Emerson. They presented a program called "Solone." City Dance bills itself as 'athletic' and 'multicultural,' which was evident in the humorous and frenzied selections. ■

*The Manny Bobenrieth Sextet kicks off the tango festival.*



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

# People Like You



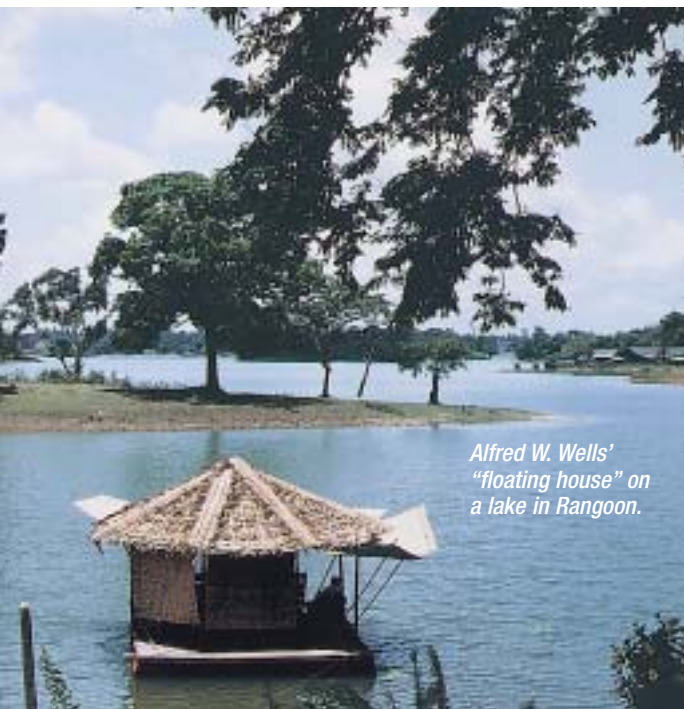
Top, "Chip" McElhattan trains at a local natatorium in Jerusalem. Right, "Chip" still swims for the Montgomery Ancient Mariners and the U.S. team, York Swim Club of Vienna, Va.



Photos courtesy of Dale McElhattan Jr.

## Still in the Fast Lane

Dale E. "Chip" McElhattan Jr., regional security officer at the U.S. Consulate in Jerusalem, was an All-American swimmer in prep school in 1980. Two decades later, the tall, athletic Foreign Service specialist is still going strong. While on R&R in the States this summer, he competed in long-distance competitions along the East Coast and most recently in the World Master's Swimming Championship in Munich. Last year, he set a national record for his age group (30-39 years) in the 400-yard freestyle relay. He also finished second in the nation in the 200-meter short-course freestyle and fourth in the 200-yard freestyle in the 35-39 age group—the fastest group in master's swimming. He's been invited to be a guest player on Jerusalem's only semi-professional water polo team. And if that isn't enough to keep him busy, he also serves as a volunteer coach for his son's swim team. While his son, Dale, 7, is a champion swimmer in his own age group, he wants to be a professional golfer when he grows up.



Alfred W. Wells' "floating house" on a lake in Rangoon.

Photo courtesy of Alfred W. Wells

## Solving the Housing Shortage

When he was stationed in Rangoon in the 1950s, retired Foreign Service officer Alfred W. Wells found himself in bit of a dilemma. His wife had returned permanently to the States for medical reasons, and he was informed that their embassy-provided house was needed for another family. Three bachelor colleagues invited Mr. Wells to share their house near a lake for everything but sleeping. The problem: his snoring. The solution: a floating bedroom—or houseboat about 15 x 15 ft. in size and made of teak, bolts, nails and barrels. Local carpenters erected a thatched-roof hut over the platform and Mr. Wells, a qualified architect and urban planner, added "walls," mats that could be raised or lowered, depending on the weather. He also ran a rope from a tree on the shore through two metal loops on the side of the houseboat and out to an anchor about 200 ft. offshore. An electric cable went from his friends' house along the bottom of the lake and up to the houseboat. Besides electricity and a mosquito-free zone, amenities included a bed, chairs, table and radio. When completed, there was a launching ceremony, complete with champagne. The bottle was dutifully smashed—after its contents had been consumed.

# Education & Training

Program	Sept.	Oct.	Length
<b>Language</b>			
<b>BASIC, L-100</b>			
French, German, Italian, Portuguese, and Spanish	5	—	24 W
Other Languages	5	—	23/24 W
<b>F.A.S.T., L- 200</b>			
French, German, Italian, Portugese, Spanish and other languages	5	—	8 W
<b>Early Morning, L-300</b>			
Arabic, Chinese (Mandarin), French, German, Italian, Portuguese, Spanish & Russian	—	2	17 W
<b>Advanced Area Studies</b>			
<b>Advanced</b> —During full-time Language Trng.—Weekly			3 H
Albanian AR 563, Andean Republics AR 533, Arabian Peninsula/Gulf AR 541, Baltic States AR 588, Brazil AR 535, Bulgaria AR 564, Caucasus AR 585, Central America AR 539, Central Asia AR 586, China/Hong Kong/Taiwan AR 521, East Central Europe AR 582, Eastern Africa AR 511, Fertile Crescent AR 542, Former Yugoslavia AR 562, Francophone Africa AR 513, French-Speaking Europe AR 592, German-Speaking Europe AR 593, Greece/Cyprus AR 589, Haiti AR 536, Iberia AR 591, Insular Southeast Asia AR 571, Italy AR 594, Japan AR 522, Korea AR 523, Lusophone Africa AR 514, Mainland Southeast Asia AR 572, Mexico AR 531, Mongolia AR 524, Nordic Countries AR 596, Northern Africa AR 515, Poland AR 587, Romania AR 569, Russia/Belarus AR 566, South Asia AR 560, Southern Africa AR 512, Southern Cone AR 534, The Caribbean AR 538, Turkey AR 543, Ukraine AR 565			
<b>Intensive</b>			
Near East/North Africa AR 240	18	—	2 W
<b>Administrative Training</b>			
Management Control Workshop PA 137	25	—	2 D
Financial Mgmt. Officer's Course (O'S) PA 211	—	23	7 W
Working with ICASS PA 214	12	24	4 D
Appropriation Law PA 215	—	24	4 D
Accounting, Vouchering & Cert. PA 216	—	30	1 W
General Services Operation PA 221	—	2	10 W
Basic Admin Mgt. PA 224	25	30	1 W
Personnel Management Course PA 231	—	2	7 W
American Personnel Management PA 235	—	2	2 W
Post Personnel Management PA 236	—	16	2 W
ICASS Executive Seminar PA 245	—	11	1 D
<b>Distance Learning</b>			
<b>Correspondence Courses:</b> How to Be a Certifying Officer PA 291, How to Be a Contracting Officer Rep. PA 130, How to Write a Statement of Work PA 134, Intro. to Simplified Acquisitions & Req. Overseas PA 222, Mgt. Controls Workbook PA 164, Trng. for Overseas Cashier Supervisor PA 294, Trng. for Overseas Voucher Examiners PA 200.			
<b>Computer Based Training (CBT):</b> Purchase Card Self-Certification Trng. PA 297, Overseas Cashier (CD ROM Version) PA 295, Basic NEPA Record Keeping (Overseas) PA 226			
<b>Consular Training</b>			
Cons. Employee Prof.O/S Seminar PC 106	11	—	1 W
Cons. Leadership Dev. Conference PC 108	—	1	1 W

Program	Sept.	Oct.	Length
Automation for Consular Managers. PC 116	18	—	1 W
Wksp. for Sr. Nonimmigrant Visa FSNs PC 121	—	30	1 W
<b>Continuous Enrollment:</b> Congen Rosslyn Consular PC 530, Consular Orient. PC 105, Overseas Citizen Services PC 535, Passport & Nationality PC 536, Immigrant Visas PC 537, Non-Immigrant PC 538, Consular Review & Automation PC 540			
<b>Correspondence Courses:</b> Immigration Law and Visa Operation PC 102, Nationality Law and Consular Procedures PC 103, Overseas Citizens' Services PC 104 (6 Days), Passport Examiners' Correspondence Course PC 110			
<b>Curriculum and Staff Development</b>			
Basic Facilitation and Del. Workshop PD 513	—	4	3 D
Visual Aid Basics PD 520	15	—	1 D
Prof. Skills Dev. for CLOs PD 515	—	2	1 W
<b>Orientation Training</b>			
Orientation for CS Employees PN 105	19, 26	11	3 D
Washington Tradecraft PT 203	11	30	1 W
<b>Executive Programs Training</b>			
EEO/Div. Awareness for Mgrs. and Sup. PT 107	7, 11, 14, 21, 28	5, 19	2 D
Foreign Affairs Leadership Seminar PT 119	17	—	2 W
Advanced Management Skills PT 210	—	23	9 D
<b>Management Development Training</b>			
Managing Change PT 206	—	4	1 D
Intro to Management Skills PT 207	11	—	1 W
Managing State Projects PT 208	25	—	1 W
Strategic Planning & Perf. Meas. PD 529	—	12	2 D
Supervisory Studies Seminar PK 245	—	23	1 W
<b>Public Diplomacy Training</b>			
Manag. Staff & Res. for Pub. Aff. Campgn. PY 101	7	—	1 D
Admin. Pub. Dipl. Operations Overseas PY 105	6	—	2 D
Pub. Dipl. and Information Tech. PY 106	5	—	1 D
An Evolving America PY 110	8	—	1 D
Access. Info. Res. at Home & O'Seas PY 202	—	19	1 D
<b>Office Management Training</b>			
FS Office Mgmt Spec. Trng. for Entr. Pers. PK 102	—	16	3 W
CS Office Support Prof. Trng. for Enter. Employ. PK 104	11	—	2 W
Senior Secretarial Seminar PK 111	6	—	3 D
CS Office Support Prof. Program PK 206	26	—	16 W
Writing Effective Letters & Memos PK 241	—	16	2.5 D
<b>Political Training</b>			
Arms Control & National Security PP 203	—	16	1 W
Negotiation Art & Skill PP 501	18	—	1 W
Human Rights in the Foreign Policy Proc. PP 507	26	5	1 D
Global Issues PP 510	25	—	3 D
PRM Orientation PP 516	5	—	4 D
Congressional Relations PP 204	—	25	3 D

Program	Sept.	Oct.	Length
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### Economic & Commercial Training

Economic and Commercial Studies PE 250	11	—	36 W
Environ., Science and Technology PG 562	11	—	1 W

### Overseas Briefing Center

SOS: Security Overseas Seminar MQ 911	11	16	2 D
Adv. Security Overseas Seminar MQ 912	19	24	1 D
TDY Security Overseas Seminar MQ 913	11	16	1 D
Protocol MQ 116	—	28	1 D
Welcome Back Workshop MQ 300	—	21	1 D
Trans. to Wash. for Foreign-Born Spouses MQ 302	—	21	1 D
Employment Planning MQ 700	—	30	1 W
Targeting the Job Search MQ 704	—	31	2 D
Realities of Foreign Service Life MQ 803	22	—	1 D

### Career Transition Center

Retirement Planning Seminar RV 101	25	—	1 W
Job Search Program RV 102	—	2	8 W
Financial & Estate Planning RV 103	27	—	1 D
Annuities and Benefits & Social Security RV 104	26	—	1 D

### Information Management Training

Microsoft Project PS 180	18	—	3 D
PC/Windows NT 4.0 Fundamentals PS 201	18	24	2 D
Access 97 Intro. PS 250	11, 13	13	2 D
Access 97 Intermediate PS 251	7	26	2 D
Excel 97 Intro. PS 270	11, 20	4, 24	2 D
Excel 97 Intermediate PS 271	6	17	2 D
Internet Concepts PS 218	6, 19	12	1 D
Internet Concepts PS 318	8, 21	13	1 D
PowerPoint 97 Intro. PS 240	20	16, 31	2 D
PowerPoint 97 Intermediate PS 241	28	17	2 D
Word 97 for Windows, Intro. PS 232	18	12	2 D
Word 98 for Windows, Intermediate PS 233	25	12	2 D
CableXpress Client PS 284	6, 20	3, 11, 19	1 D
		23, 31	
CableXpress Administration PS 285	18	16	4 D
MS Outlook PS 298	15	12, 30	1 D
CA Systems for IMS PS 310	25	2	1 W
ALMA O'View—PC/Windows PS 501	11, 25	23	1 D

Program	Sept.	Oct.	Length
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ALMA O'View—Word PS 502	12, 26	24	1.5 D
ALMA O'View—Client Network PS 503	13, 27	25	0.5 D
ALMA O'View—Excel PS 505	14, 28	26	1 D
ALMA O'View—PointPoint PS 506	15, 29	27	1 D

### Professional Development Division

Basic Communication Operations YW 119	4	4, 18	2 W
TEL/KEY SYS—Intro. to Tele. & Key Sys. YW 140	—	2, 9, 23	1 W
SC-3-Satellite Operations YW 149	—	4	3 W
DATAComm—Intro. to DATAComm YW 173	11	2, 16	2 W
CLan/Class Local Area Network YW 177	25	30	3 W
TERP YW 184	18	4, 18	2 W
EXACOM YW 186	4	23	1 W
IMS-Information Mgmt. Specialist YW 187	—	4	
SC-7 Satellite Oper. and Maint. YW 192	—	30	3 W
Wide-Band Digital Transm. Networking YW 213	—	16, 29, 30	2 W
SX-50—Mitel PBX SX-50 YW 219	4	9	1 W
SX-200D—Mitel PBX SX-200 Digital YW 220	11	—	1 W
SX-2000—Mitel PBX SX-2000 Analog YW 221	18	23	1 W
SX-20/200A—Mitel PBX SX-20/200			
Analog YW 222	25	30	1 W
Network Essentials YW 228	11	11, 18, 25	1 W
CLOUT YW 230	4	9, 30	1 W
FAST Backup YW 231	18	9, 30	1 W
FAST TERP V YW 232	25	16	1 W
Commercial Terminals YW 234	—	2, 16	2 W
NT Advanced YW 240	4, 18	2, 30	3 W
Adv. Netwkg.—Adv. Netwkg. YW 241	—	2	2 W
Radio YW 244	11, 18, 25	2, 9, 16, 23	1 W
Wide-Band Net YW 250	25	30	2 W
PS-Black Packet Switch YW 334	11	23	1 W
Meridan 61C YW 497	18	9, 30	2 W
Banyan LAN YW 640	11	16	2 W
Desktop Systems YW 642	4, 5, 11	2, 9, 16	2 W
	18, 25	23, 30	
Black Router YW 745	18	16	1 W
Microsoft Exchange YW 749	11, 18, 25, 27	23	1 W

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

For additional information, please consult the course catalog or contact the Office of the Registrar at (703) 302-7144 or consult the FSI web site at [www.fsiweb.gov](http://www.fsiweb.gov).

## Retirement Planning Seminar Moves to NFATC

The popular Retirement Planning Seminar moves this September to the National Foreign Affairs Training Center. For the past decade, the seminar has been one of the most well-attended courses at the Department, with more than 10,000 participants from State, the Agency for International Development and other federal agencies. The seminar's new location will better accommodate the increasing number of participants as well as offer them the advantage of a campus atmosphere and ample parking.



## Bookfair

The Associates of the American Foreign Service Worldwide will hold their 40th annual bookfair Oct. 14-15 and Oct. 21-22, from 10 a.m. to 4 p.m. in the State Department's C Street lobby between 22nd and 23rd Streets. Thousands of used books, art objects, collectibles, stamps and coins will be available. Admission is free and books are half price on the last day. Proceeds from the bookfair benefit Washington area community projects and the AAFSW Scholarship Fund. For more information, call (202) 223-5796.

## APPOINTMENTS

**Special Negotiator for Nagorno-Karabakh and New Independent States Regional Conflicts.** Carey Cavanaugh of Florida was recently confirmed as special negotiator for Nagorno-Karabakh and New Independent States Regional Conflicts with the rank of ambassador. Mr. Cavanaugh is a career member of the Senior Foreign Service, Class of Counselor. He has been director for Southern European Affairs in Washington and deputy chief of mission in Bern. He has also served in Moscow, Berlin and Rome.



**U.S. Ambassador to Mongolia.** John R. Dinger of Florida is the new U.S. Ambassador to Mongolia. Mr. Dinger is a career member of the Senior Foreign Service, Class of Counselor. He has been minister counselor and consul general in the American Embassy in Tokyo since September 1998. Earlier, Mr. Dinger was director of the State

Department's Office of Press Relations and deputy director of the Office of Japanese Affairs. He has served in Johannesburg, Sapporo, Tokyo, Fukuoka, Rio de Janeiro and London. Mr. Dinger and his wife, Michie, have one child.



**U.S. Executive Director to the Asian Development Bank.** N. Cinnamon Dornsife of the District of Columbia is the new U.S. executive director to the Asian Development Bank with ambassadorial rank. She has been serving as U.S. alternate executive director to the bank in the Philippines since 1994. Ms. Dornsife has served as

Washington representative, Southeast Asia program field director and assistant representative in Indonesia for the Asia Foundation as well as with the World Bank, the U.S. Department of Agriculture and the U.S. Asia Environmental Partnership.



**Chief Delegate to the Joint Consultative Group of the Treaty on Conventional Armed Forces in Europe.** Gregory Govan of Virginia was accorded the rank of ambassador during his tenure as chief delegate to the Joint Consultative Group of the Treaty on Conventional Armed Forces in Europe. Mr. Govan served 31 years

in the U.S. Army, including in Vietnam twice, the former East Germany and the former Soviet Union. Attaining the rank of brigadier general, he completed his military career as director of the On-Site Inspection Agency. Mr. Govan also served in Vienna with the U.S. Mission to the Organization for Security and Cooperation in Europe. He and his wife, Jane, have three children.

**U.S. Ambassador to Poland.** Christopher R. Hill of Rhode Island is the new U.S. Ambassador to Poland. Mr. Hill is a career member of the Senior Foreign Service, Class of Minister-Counselor. He is currently the senior director for Southeast European Affairs at the National Security Council. Before his assignment with the NSC, he was ambassador to Macedonia and special envoy for the Kosovo crisis. Mr. Hill has served in Poland, the former Yugoslavia, Albania and Korea. He is a recipient of the Robert S. Frasure Award for Peace Negotiations. Before joining the State Department, Mr. Hill was a Peace Corps volunteer in Cameroon.



**Special Negotiator for Chemical and Biological Arms Control Issues.**

Donald A. Mahley of Virginia was accorded the rank of ambassador during his tenure as special negotiator for Chemical and Biological Arms Control Issues. From 1964 to 1992, Mr. Mahley served as a career officer of the U.S. Army and since 1992, as a career member of the Senior

Executive Service. He served as director of defense policy and arms control on the National Security Council staff and deputy director of the defense plans division at NATO. He is married to Julianna Mahley.



**U.S. Ambassador to Argentina.**

James Donald Walsh of Pennsylvania was confirmed by the Senate as the new U. S. Ambassador to Argentina. Mr. Walsh is a career member of the Senior Foreign Service, Class of Minister-Counselor. He is currently serving as deputy chief of mission at the U.S. Embassy in Madrid. Prior to his assignment in Spain, he served

as deputy chief of mission in Canada and Argentina. Mr. Walsh's other overseas assignments have included Kenya, Mexico, Belgium and Zimbabwe. Before joining the State Department, Mr. Walsh was a contracting officer with the Department of the Navy. He and his wife, Rebecca, have one child.



## PERSONNEL ACTIONS

### Civil Service Retirements

**Bird, Judith Ann**, Southeast Asia and Pacific Division  
**Birn, Jacqueline M.**, Europe, Central Asia, Africa and the Americas  
**Bruce, David C.**, Special Operations Division  
**Clark, Judith Lee**, the Executive Director  
**Colton, John P.**, Multilateral Nuclear Affairs  
**Gutberlet, M. Regina**, Overseas Briefing Center  
**Hamrin, Carol Lee**, China Division  
**Jahn Iii, William H.**, Multilateral Affairs  
**Kerner, Rita**, International Joint Commission  
**Schwartz, Judith E.**, Academic Exchange Programs  
**Thomas Jr., Edgar**, Programming Branch  
**Weston, Diana Joyce**, Public Communications  
**Young, Valria C.**, Aviation Policy and Programs Team  
**Yu, Wen Mei**, Architective and Engineering Division

### Foreign Service Retirements

**Baranowski Jr., Stanley**, Pretoria  
**Bauduin, Leonard E.**, Maintenance Branch  
**Bonsteel, Christopher M.**, Wireless Services Branch  
**Brackman, Stella S.**, Humanitarian Assistance Office  
**Campello, Marie**, Office of the Assistant Secretary  
**Carper, John F.**, San Salvador  
**Couey, Gary**, Strategic Planning/Satellites  
**Dawson Jr., William C.**, Western Hem. and East Asia Division  
**Dickman, Shirley J.**, Hong Kong  
**Dodman, Timothy J.**, Moscow  
**Dudley, Randall R.**, Riyadh  
**Ecton, Stephen M.**, Office of the Assistant Secretary  
**English, Burt Frederick**, Africa Area Branch  
**Farrar, Lawrence F.**, State/Defense Exchange Officer  
**Felder, Robert C.**, Cotonou  
**Flynn, James E.**, Port of Spain  
**Gilstrap, Opal Kay**, Human Resources  
**Glaspie, April C.**, Capetown  
**Gomez, Pamela Lisle**, Secretariat, Board of Examiners  
**Gong, Richard D.**, Jakarta, Java  
**Gonzales, Alfred**, Canton

**Hewitt, Susan M.**, Foreign Service Assignments Branch  
**Isaacson, Paul Wilton**, Legislative Affairs  
**Juni, Frank E.**, San Francisco Field Office  
**Konrath, Robert Paul**, Special Domestic Assignment Program  
**Lanpher, Edward Gibson**, Secretary of Defense  
**Martinez, Valentino E.**, Sarajevo  
**Mauger Iii, G. Nicholas**, International Development Assistance  
**Mckee, Helen E.**, Tokyo  
**Mears Jr., Thomas W.**, North Atlantic Treaty Org.  
**Meyers, Michael W.**, Asuncion  
**Nicholson, Marc E.**, Brasilia  
**Reams, Peter Robert**, Senior Level Division  
**Schrock, Albert E.**, Financial Operations Oversight and Coordination  
**Shaw, Marilyn Y.**, Prague  
**Watson, Edward L.**, Canberra  
**Whiteside, Janet S.**, Suva, Viti Levu  
**Wood, Diana Elizabeth**, Econ. Security and Trade Div.

### Foreign Service Grievance Board Summary

With this issue, *State Magazine* resumes publishing summaries of selected Foreign Service Grievance Board decisions. Our aim is to help employees better understand the important role the board plays in resolving disputes between employees and the Department, as well as to highlight examples of board decisions that might be of particular benefit to employees and supervisors.

Reported cases will provide general information about matters that can be grieved, remedies available through the grievance process and significant Grievance Board precedent. As a principle of good management, disputes and grievances should be resolved through discussion among the parties or mediation at the lowest possible level. An employee whose grievance has been denied by the agency or has not been resolved within the 90-day statutory period for agency review, however, may appeal to the Foreign Service Grievance Board.

Further information on the grievance process is available in 3 FAM 4400-4470 and at the Grievance Staff (HR/G) home page on the Department's OpenNet at <https://hrweb.hr.state.gov/grievance/index.html>.

### 'Unsatisfactory' Rating

(FSGB 99-033) The grievant, an untenured specialist, received a rating of "unsatisfactory" in a performance appraisal, an action which, under 3 FAM 587, required that the employee be referred to the director general for separation. Because of an administrative oversight, the employee was not referred to the director general for separation, but remained on the rolls and was twice reviewed for tenure, unsuccessfully. At the end of the employee's five-year limited appointment, the employee was notified of impending separation for failure to obtain tenure.

The grievance argued that the employee had, in fact, been harmed by not having had the "unsatisfactory" rating referred to the director general, since under 3 FAM 587 ("Separation of Specialist Candidates for Unsatisfactory Performance") referral to the director general could have led to counseling by the director general and to a special probationary-type evaluation under 3 FAM 559.5b(2). The Department argued that 3 FAM 587 did not apply in this case, since the employee had never been proposed for "Separation...for Unsatisfactory Performance."

The board found that the two cited regulations should be read together and in light of 3 FAM 521.2e (which requires a probationary period prior to an unsatisfactory rating), so as to require that an untenured specialist who is performing unsatisfactorily be given notice of deficiencies and an evaluated trial period in which to improve, before a rating of "unsatisfactory" may be issued. The board decided that since the grievant did not have an evaluated trial period, the "unsatisfactory" evaluation should be expunged and the grievant should be given more time in which to try to demonstrate suitability for tenure.

## O B I T U A R I E S



*Lester S. Anderson*, 85, a retired Foreign Service officer, died of pancreatic cancer on Jan. 24 in Issaquah, Wash. During his 17 years in the Foreign Service, Mr. Anderson served in Costa Rica and Guatemala. He retired in 1974.



*John M. Gregory Jr.*, 69, a retired Foreign Service officer, died of pulmonary disease on March 27 in Falls Church, Va. Mr. Gregory joined the Foreign Service in 1957 and served in Japan, South Korea and Washington, D.C. Mr. Gregory also served in the U.S. Army. He retired in 1984.



*Walter A. Hayden*, 66, a retired Foreign Service officer, died of a heart attack on April 20. Mr. Hayden was a resident of Alexandria, Va. He joined the Foreign Service in 1958 and served in Egypt, Morocco, Algeria, Somalia, Switzerland and Washington, D.C. Mr. Hayden retired in 1983.

*Ingeborg Hempel*, 78, a retired Foreign Service secretary, died Jan. 15 in North Hollywood, Calif. Her Foreign Service posts included Ghana, the Central African Republic, Liberia, Italy, Austria and Russia.



*Evan A. Kopp*, 44, an economic officer in the U.S. Embassy in Zagreb, Croatia, died April 10 of head injuries suffered in a car accident in Slovenia on April 2. Mr. Kopp joined the Foreign Service in 1993 and also served in Mexico and Colombia.

*L. Wade Lathram*, 83, a retired Foreign Service officer, died of respiratory failure on April 15. Mr. Lathram, of Falls Church, Va., joined the Foreign Service in 1952. He served in India, Turkey, Vietnam, South Korea and Washington, D.C. Mr. Lathram also served in the Army Air Forces during WWII. He retired from the Foreign Service in 1974.



*John D. Markin*, 51, a retired Foreign Service officer, died in an accident April 18 in Hobe Sound, Fla. Mr. Markin joined the Foreign Service in 1984. He served in Germany, Turkey, Italy and Egypt. Most recently, Mr. Markin was the deputy director of the Florida Regional Center in Fort Lauderdale.

*Helen Semmerling*, 91, a retired Foreign Service officer, died April 30. Ms. Semmerling, a resident of Bessemer, Mich., worked at the State Department as an information and education specialist. Ms. Semmerling also served in India and Pakistan. Earlier, she was an information specialist for the Department of the Army. Ms. Semmerling retired in 1968.



*John W. Webb*, 76, a retired Foreign Service officer, died of a heart attack on April 17. Mr. Webb served in Liberia and Greece during his 13-year Foreign Service career. He also served in the U.S. Navy during WWII and later in the Army Reserve. A resident of Waldorf, Md., Mr. Webb retired in 1975.



*Kenneth C. Wimmel*, 66, a retired Foreign Service officer, died of cancer on March 2 in Bethesda, Md. Mr. Wimmel joined the Foreign Service in 1961 and served in India, Bangladesh, Malaysia, Vietnam, Taiwan, the Philippines and Egypt. He retired in 1991.

# THE PRESS CONFERENCE

... AND WE HAVE A WRITTEN STATEMENT ON THE UNDER SECRETARY'S PARTICIPATION IN WRESTLESMAKDOWNMAMA 2000. WITH THAT, I'LL TAKE QUESTIONS.

WHAT'S THE LATEST ON THE PEACE PROCESS?



OUR POSITION CONTINUES TO BE ONE OF URGING ALL THE PARTIES TO WORK TOGETHER ON A DIALOGUE ABOUT REFORM.

DOES THAT ANSWER APPLY TO ANY PARTICULAR PEACE PROCESS?

I'LL HAVE TO CHECK ON THAT FOR YOU.



WOULD YOU CALL THE FOREIGN MINISTER OF ICKYSTAN "PLEASANTLY PLUMP"?

NO.

SO WHAT DO YOU FIND UNPLEASANT ABOUT HIS PLUMPNESS?



NEW TOPIC: HOW MUCH WOOD WOULD A WOOD CHUCK CHUCK IF...

I'M NOT GOING TO GET INTO HYPOTHETICALS.



DO YOU DENY THAT YOU ARE HIDING BIGFOOT AND ELVIS?

I CAN NEITHER CONFIRM NOR DENY...



I THINK THEY'RE ON TO US - YOU BETTER GO OUT THE JOGGER'S ENTRANCE!

Yo.



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