

UNITED STATES DEPARTMENT OF STATE

May 2000

State

Magazine

A yellow hard hat and a rolled-up blueprint are positioned on a larger architectural drawing. The drawing features various labels such as 'ELEV', 'COPY STORAGE', 'OFFICE', 'RESTROOM', and 'PLANT'. The scene is set against a background of a detailed architectural plan.

**Renovating
State**



Earl Lubensky, center, one of 27 "Resident Officers" from the Foreign Service class of 1950, introduces the new U.S. base commander to the burgermeister of Fritzlar, a town in the American sector of West Germany. Lubensky and his classmates celebrated their golden anniversary on May 5 during Foreign Service Day at the State Department.

In our next issue: *Golden Anniversary, Class of 1950*

State

Magazine

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Contents

Department of State • United States of America



16

A new air-conditioning unit is airlifted to Columbia Plaza.

Photo by Greg Olson

6 Post of the Month: Lima

It's a fascinating place to live and work.

10 Office of the Month: Cultural Property

They're protecting the world's heritage.

14 Biotech: A Balanced Debate

The Hague hosts conference on biotechnology.

15 The Washington/Wireless File

Veterans celebrate 65 years of continuous service.

16 Foggy Bottom Gets Facelift

Renovations provide a quality work environment for State employees.

20 Students Mine Rich Lode

Course introduces students to mining, mineral markets and U.S. industry interests.

22 FSN Training

State demonstrates commitment to FSN training programs.

25 Medical Clearance

MED streamlines path to a healthy assignment.

28 Managing Your Civil Service Career

Try these strategies for a successful career path.

Marilen Maher, secretary at the U.S. Embassy in Lima, with native highland residents near Arequipa, Peru.



6

Photo by Jim Maher

C O L U M N S

2 From the Secretary

5 Direct From the D.G.

D E P A R T M E N T S

3 Letters to the Editor

4 In the News

25 Medical Report

29 People Like You

30 Obituaries

32 1999 Foreign Service
Promotion Statistics

32 Personnel Actions



On the Cover

Renovating State



FROM THE SECRETARY

SECRETARY MADELEINE ALBRIGHT

Democracy: A Rising Tide

Last year, the Pew Research Center asked Americans to rank the reasons for our country's success in the 20th century. Three factors topped the list: our Constitution, free elections and the free enterprise system.

Clearly, America's global leadership cannot be divorced from the reasons our own people give for our country's accomplishments. We are first and foremost a democracy. The fundamental message we convey to the world is that human progress depends on the ability of people to choose their own leaders, express their own thoughts, be rewarded for their own efforts and shape their own lives.

This is not a complicated message. But its power has transformed the world.

One hundred years ago, the number of countries with a government elected competitively and on the basis of universal suffrage was zero. Today it is 120.

Yet as the century begins, we are not complacent. For we understand that true democracy is never achieved; it is always a pursuit.

And we are concerned that in many countries, the arrival of electoral democracy has been accompanied by economic expectations that are, as yet, unfulfilled. Such frustrations raise the risk that public confidence in elected government will erode—and support grow for failed remedies from the past, including protectionism and authoritarianism.

We can do much to meet this challenge by helping more people in more countries become full participants in the global economy. That is why the Clinton Administration has worked hard to expand trade and investment in Africa, the Caribbean and Southeast Europe; to lift the crushing burden of debt that hangs over many poor countries; and to bring new members into the World Trade Organization and help them acquire the expertise and technology needed to meet their commitments and take advantage of liberalized trade.

Economic anxieties often reveal other problems. Quite a number of electoral democracies have either failed or fallen because their leaders are concentrating not on self-government, but self-enrichment, self-glorification and self-perpetuation in power. As a result, corruption is viewed by some as democracy's evil twin—a natural byproduct of greater freedom and less centralized control.

This is nonsense. Democratic elections provide no guarantee of honest government. But democratic institu-

tions provide the tools by which, over time, the habits of corruption can be curbed and its practitioners exposed.

Of course, free and fair elections are but one necessary part of the democratic picture. A full portrait is required—including markets that reward initiative; police that respect due process; legal structures that provide justice; labor organizations that are independent; and a press corps that is free to pursue the facts and publish the truth.

Such institutions do not arise overnight. They require not only the seeds of democratic ideals, but also the soil of democratic culture in which those seeds may take root and grow.

So we are working within global and regional institutions to strengthen democracy worldwide. We are using our assistance to foster vibrant civil societies and economic reforms that reward the hardworking many, not just the privileged few. And we are employing the tools of public diplomacy—including the Internet—to spread such indispensable ideas as liberty.

I am proud of the help that the U.S. Agency for International Development, the State Department and other U.S. agencies are providing to nations in transition. From Asia to Africa to the Andes, we are training judges, drafting commercial codes, advancing the status of women, bolstering civil society and otherwise helping to assemble the nuts and bolts of freedom.

The fundamental principles of democracy are not solely American or solely Western. They are universal. And that is why, in this effort, America has so many strong partners around the world.

In June, the Polish government will host an unprecedented global gathering of countries whose governments have expressed their commitment to democratic principles. I will join my counterparts not only from Poland, but also from India, Chile, the Czech Republic, Mali and the Republic of Korea as co-convenors of that conference. This Community of Democracies initiative will explore ways that we can cooperate more effectively in strengthening democratic societies and values.

These challenges will demand substantial attention from us all this year. But all are worth the effort. For nothing would make a more lasting contribution to world peace and prosperity than ensuring that the democratic tide remains a rising tide across the globe. ■

LETTERS TO THE EDITOR

Congratulations/Correction

Congratulations on your February/March issue. It covered a stunning range of issues with great impact.



William Bader, however, is hardly the first assistant secretary of State for Educational and Cultural Affairs. Eight persons held the position between 1961 and 1978 when the bureau was in the Department of State. The original bureau was abolished in 1978 and its functions transferred to the International Communications Agency, as USIA was known from 1978 to 1982.

Paul Claussen

Chief, Special Projects
Office of the Historian
Bureau of Public Affairs

Wild and Wonderful!



As a former Foreign Service officer and member of the Peace Corps, I was elated to read in your February/March issue that one in ten Foreign Service officers has served in the Peace Corps.

In the earliest days of the Peace Corps, the situation was reversed. Until 1964, there were no returned Peace Corps volunteers or staff to serve in Washington or overseas. The Corps was too new.

A few of us, each personally approved by Sargent Shriver, were fortunate enough to be loaned from State to the Peace Corps. Others

came from USIA and USAID. One of my first tasks was to help select and support Ambassador Bob Gelbard's group in Bolivia.

We all were proud and excited to be part of this wild and wonderful agency. I hope some of today's Foreign Service officers have a similar opportunity.

Margaret Beshore Boonstra

Gainesville, Fla.

Grateful Marines

Because of the highly interesting articles and materials, *State Magazine* is circulated electronically worldwide among those directly involved with the Marine Expeditionary Units

in what we call Forward Command Elements which work directly with State Department teams. Good work!

Harrell Coffey

U.S. Marine Corps (ret)

State Magazine Has Moved

State Magazine has relocated to SA-1, Room H-236. The telephone number is (202) 663-1700. The fax number is (202) 663-1769. The magazine's e-mail address is statemagazine@state.gov.

From the Editor

The American magazine landscape loses one of its oldest and best-known titles this month when *Life* publishes its last monthly issue. The publication was begun as a weekly in 1936 by publishing pioneer Henry Luce, who also founded *Time* and *Fortune*. *Life* was suspended from regular publication in 1972 and brought back as a monthly in 1978. For many, the changes in frequency, format and content took the life out of the magazine.

Now in its 53rd year, *State Magazine* continues to publish and this month looks at life at the post in Lima and at the activities of a little-known office, International Cultural Property Protection, whose mandate is to help protect the world's cultural heritage. The subject is receiving broad coverage in today's media.

And speaking of media, the *Washington File*, an institution since 1935, recently celebrated its 65th birthday, bringing together writers and editors of past and present. The Internet, they agree, has revolutionized the way the daily file is packaged and distributed.

We also follow a group of students enrolled in a reporting course on resources. It's a winding course with above-and below-ground-level looks at mining, mineral markets and the U.S. industry. Hold on to your hard hats.

Closer to home, we explore the renovations at Main State and Columbia Plaza as the Department seeks to provide a quality work environment for State employees moving from annexes in Rosslyn, Va., and from Main State itself. While Columbia Plaza is almost finished, the renovations at Main State continue.

Bonn Voyage!

After more than a half century, the Department of State officially ceased operations on the banks of the Rhine River in a flag-lowering ceremony (right) April 3 at the former U.S. Embassy in Bonn. Ambassador John Kornblum (standing in front of the podium) participated in the historic event along with (from left) Mike Hoff, general services officer; Truman Brown, transition supervisor; and Mike Polt, deputy chief of mission.



Photo by Steve Smith

Peru to Hold Runoff Presidential Elections

Peruvians will go to the polls again in late May in a runoff presidential election between incumbent Alberto Fujimori and his main electoral challenger Alejandro Toledo.

President Fujimori missed re-election in April's first round of voting by 0.2 percentage points short of the 50 percent vote total he needed for a first-ballot victory.

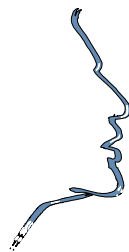
The U.S. government and the U.S. Embassy in Lima, along with the world community, took an active interest in the Peruvian presidential and congressional elections. From the outset, the United States declared its neutrality on the election's outcome but underscored that "only a free, fair and transparent electoral process will have legitimacy."

To encourage such a process, the U.S. government funded the work of several Peruvian election watchdog groups, as well as international observer missions from the Organization of American States and the National Democratic Institute/Carter Center. During the campaign, these groups issued periodic reports on electoral conditions and progress by the Peruvian government in key areas such as opposition candidate access to the media. On election day they were able to field thousands of poll watchers throughout the country and conduct "quick counts" of actual voting returns. Twenty-eight embassy employees and family members fanned out across the country as observers accredited to the OAS mission.

Lino Gutierrez, principal deputy assistant secretary for Western Hemisphere Affairs, in a speech celebrating Pan American Week, said, "never has democracy flourished in the hemisphere as widely as today." He added, however, that while democracy is more widespread, recent events remind us that democratic progress in the Americas "is neither immutable nor uniform."

(Editor's note: Lima is May's Post of the Month.)

Here's Lookin' at You!



The typical federal civilian employee is 46 years old and has 17 years of federal service, according to the U.S. Office of Personnel Management.

Of the 1.5 million full-time permanent employees, 55 percent are men and 45 percent are women. As for race and national origin, 30 percent are members of a minority group: 17 percent black, 6.5 percent Hispanic, 4.4 percent Asian/Pacific

Islander and 2.1 percent Native American. Just over 7 percent are disabled.

In terms of occupation, 87 percent are in white-collar jobs: 24 percent professional, 31 percent administrative, 20 percent technical and 11 percent clerical; 13 percent are in blue-collar jobs.

The agencies with the largest civilian workforces are the Departments of Defense, with 39 percent and Veterans Affairs, with 12 percent. Of the 25 percent with veteran's preference, 14 percent are Vietnam era veterans, according to OPM.

Employees to Pay Health Premiums in Pre-tax Dollars

A recent executive order will permit all federal employees to pay with pre-tax dollars their share of the premium costs under the Federal Employee Health Benefit program.

The change will increase an average employee's after-tax income by an estimated \$300 annually.

The U.S. Office of Personnel Management, which will issue policy guidance and procedures, expects the plan to be implemented by Oct. 1.

DIRECT FROM THE D.G.

EDWARD W. "SKIP" GNEHM JR.



Tools for the 21st Century

I can hear my daughter's laughter when she learns that her dad has written a column on computer usage. While she may consider me to be only slightly beyond computer illiterate, I do know and appreciate the value of this remarkable information tool. I do know the Bureau of Personnel is using it extensively to inform our employees worldwide and potential employees about the work we do.

I want to update you on the wealth of personnel information available from the various divisions of our bureau both on our internal home page and on the State Department's public web site at www.state.gov. I would also like to thank our public diplomacy colleagues for the wonderful communications resources they brought to State when our agencies merged—not only the information-rich web sites, but also the Worldnet and video conferencing facilities, which allow us to participate in conferences overseas without ever leaving Washington, D.C.

State's Intranet has revolutionized the bureau's ability to communicate with our far-flung posts in so many ways. For example, our Foreign Service National employees, U.S. overseas hires and admin officers frequently have questions about issues affecting personnel hired at post. Who handles compensation for Brazil? How can you get information about the health and travel insurance requirements for a group of FSNs coming to the United States for training? All of this information—which formerly required hours or even days of research—can be quickly accessed on our web page under the Office of Overseas Employment.

Finding the information needed before bidding for onward assignments, especially while serving overseas, has been a perennial challenge to our Foreign Service employees. This new technology is making that process so much easier. For example, Career Development and Assignments' web pages contain the "Bidding Tool" with key facts on all posts, outside training and assignment opportunities as well as Bid Express for electronic submission of bids.

The Family Liaison Office's web page helps Foreign Service family members grapple with the challenges of living abroad. The Family Member Employment Report lists positions (both inside and outside our overseas missions) currently held by eligible family members. FLO directs its clients to this page to learn the employment situation at their next posts.

Most of FLO's publications are also available on this web site and can be downloaded. Additionally, FLO uses e-groups on the Internet to communicate with family members quickly. Recent subjects discussed in this cyber venue were moving with a piano, the fly America rules, home-based businesses, childcare problems, job opportunities and tax laws.

When the rating season approaches, you'll want to turn to the Office of Personnel Evaluation's web site, which has the new Foreign Service evaluation form along with information on the evaluation process. Our Office of Retirement features details on

retirement planning and calculating your annuity. We are also putting the finishing touches on our Grievance Office site, which will include extensive information on Foreign Service and Civil Service grievance procedures. The home page of the coordinator for office management specialists has information for OMSers—from position descriptions and cables of interest to frequently asked questions.

The Office of Civil Service Personnel offers a summary listing of all jobs CSP is announcing with a link to the full text of their vacancy announcements. These are also on the OPM web site, www.usajobs.opm.gov. CSP's site also contains useful professional development and leadership guidance for employees who want to advance their careers.

The Office of Recruitment, Examination and Employment used online registration for the first time in 1999 for the Foreign Service Written Exam. Almost 60 percent of the 13,667 people who registered for the exam did so online. In addition, more than 2.4 million hits were registered on the recruitment pages of the Department of State web site in 1999. To better serve its customers, REE is in the process of adding a "chat room" during designated hours to answer potential candidates' questions.

I can't emphasize enough what a dramatic improvement these information platforms represent in our ability to keep people in the field informed of our activities and new initiatives. I know that many of you can recall when we relied on dog-eared copies of the FAM at our posts, cable traffic and long-distance phone calls to get our personnel questions answered. For those of you who graduated from college in the past decade, I'm sure this is all old news, and I imagine you are quite familiar with what is available. For the rest of us, however, it's time to move into the 21st century and make good use of these remarkable information tools. ■

By Chris Ward

*I*t is hard not to resort to hyperbole when discussing Peru. With the world's driest desert, the headwaters of the Amazon, some of the world's tallest mountains, one of the largest capital cities in South America and some of the most famous ruins anywhere, Peru is a fascinating place to live and work.

*Machu Picchu,
Inca ruins in Peru.*

Post of the Month:

Lima

Located on the West Coast of South America, Peru is roughly the shape of California but three times its size. Bordered from north to south by Ecuador, Colombia, Brazil, Bolivia and Chile, it features a geography that is wondrously diverse. Half the country is graced with heavy rain forest that encompasses the Amazon and Madre de Dios river basins. Much of the rest is composed of the celebrated Andes, the highest mountain range in the Americas. Along the Pacific coast is an extremely barren desert 25 to 40 miles wide.

The coast is also the home of the capital city, Lima, which recently celebrated the 465th birthday of its founding in 1535 by Francisco Pizarro, who called it the "City of Kings." Its population of approximately 8 million makes it the second largest capital in South America. But Peru is famous primarily for its cultural and historic treasures, which lure more than 200,000 American visitors every year. Chief among these is Machu Picchu, the ancient Incan ruin only a four-hour train ride from the Incan and later Spanish colonial capital, Cusco. It is one of the world's most enchanting sites, unforgettable in its scope and beauty.

Ambassador John R. Hamilton presides over a large and active embassy in Lima. More than 200 American and 400 Peruvian employees face many diplomatic challenges; primary among them are democracy, counternarcotics and economic development.

The embassy's role in promoting and strengthening democracy in Peru is critical, and this year's presidential elections have provided an opportunity for the mission to stress the importance of a free, fair and transparent electoral process. Additionally, the embassy promotes dialogue between the government and human rights activists on a wide range of human, civil and political rights issues, while working with government and nongovernmental organizations to strengthen civil society.

Counternarcotics is likewise a prime issue here, and the mission works closely with the government of Peru to decrease cultivation of the coca leaf in Peru. This campaign has been extraordinarily successful: in four years, production has been cut by 66 percent.

Lima is home to one of Latin America's largest missions of the U.S. Agency for International Development. With a total budget of \$120 million in 1999, USAID administers programs to promote democracy and rule of law, reduce poverty, address health and environmental concerns, expand educational opportunities for girls and promote local employment opportunities. One such USAID-sponsored alternative development initiative helps Peruvians produce and internationally market quality coffee.

A profusion of other policy concerns keeps Lima's embassy employees busy. Spurring economic prosperity is a priority as Peru emerges from three years of stagnant growth. Bilateral trade totals about \$2 billion in each direction, and the embassy plays an important role in promoting further trade. Another mission goal is helping to consolidate peace between Peru and Ecuador. Until recently, the two countries were engaged in the longest-running border dispute in the hemisphere. The United States helped to broker an agreement in late 1998, however, and now an ambitious border integration project supporting economic development on both sides of the border is reinforcing regional stability. The embassy also administers a humanitarian demining program along the Peru-Ecuador border.

Volunteer work by mission employees and spouses complements the embassy's official effort. The United States Embassy Association,

for example, undertakes numerous charitable activities to help those in need among Lima's residents. The year's highlight is the Christmas party for deaf and blind children, which last year celebrated its 36th anniversary. The association also sponsors a "Noche de Arte" charity art sale, featuring Peru's top painters, at the ambassador's residence.

Though a hardship post, Lima is a very agreeable city by most measures. The life-and-death trauma of terrorism is no longer a daily feature as it was in the 1980s and early 1990s. Petty crime, sometimes-frustrating traffic and frequent gray skies are the chief drawbacks to a posting in Lima. But temperatures are comfortable year-round, and the country's rich history is ever present. When the workday is over,



*Peruvian in native dress
blows on conch shell.*

Pictor Photograph

Mary Grandfield, consular officer, center left, and Giannina Etery, FSN in Consular Section, with Peruvian police officers visiting Totora reed boat builders on Los Uros floating island on Lake Titicaca.



tourism opportunities are nearly limitless. Many choose to explore Peru's pre-Columbian heritage such as the temple of Pachacamac, a short drive from the city. Farther south along the coast is Paracas, where penguins and sea lions cavort in a scrupulously maintained nature preserve. There's also the world-renowned Nazca Lines—enchanted mile-long tracings scratched into the desert floor by an ancient people.

Heartier adventurers may accept the challenge of walking the Inca Trail for three or four days. After hiking through "Dead Woman's Pass" at an altitude of 13,200 feet, travelers arrive at Machu Picchu, perhaps the most famous tourist destination in South America. Not too distant is Cusco, capital city to both the

Maggie Gunn, wearing white hat, wife of Information Management Office chief Richard Gunn, with local inhabitants on a street in Cusco, Peru.



Geography quiz: "Lima, Peru, is one of three countries in the world with a four-letter name that also has a capital with a four-letter name. Can you think of the other two?"

(Answer to geography quiz: 1) Lome, Togo; 2) Suva, Fiji)

Photo by Dick Gunn



Photo courtesy of U.S. Embassy Lima

Incas and the conquering Spaniards. A colonial jewel cradled in the Andes, Cusco is famous for its many cathedrals, most set on foundations built by Inca master masons more than 500 years ago. Other cities—Arequipa, Trujillo and Ayacucho—merit many days of exploring and enjoyment. Peru’s artisans display their work in the city squares, often at extraordinarily low prices. Gold and silver jewelry, textiles and alpaca sweaters, ceramics, hand-worked wood and a profusion of other traditional crafts are available in almost limitless variations.

For those who choose to stay close to home, Lima proves remarkably cosmopolitan, with some of the best restaurants and live entertainment in Latin America. Peruvians love to boast about their cuisine, and visitors are pleased to find the boasting entirely justified. A hearty

meal might include a big plate of *criollo* delicacies—a flavorful mix of Spanish and Peruvian dishes with lots of chicken and rice, potatoes and beans—or a perfectly prepared ceviche—raw fish marinated in lemon juice and

From left, consular officers Mary Grandfield, Ray MacGrath, Katia Bennett and Ray’s son Matthew McGrath at Ventanillas de Otuzco near Cajamarca, Peru.



Photo by Patty Murer



Photo courtesy of U.S. Embassy Lima

Lt. Col. Jim Osborn, aviation chief of the Narcotics Affairs Section, and Candis Cunningham, NAS director, board helicopter for bilateral drug control flight.

peppers. Both styles testify to Peru’s masterful cooking. More courageous diners with a taste for the exotic may even try the Andean staple, *cuy* (guinea pig), which some say tastes “just like chicken.”

There is plenty to do and plenty to see in Peru. But most important, from a professional standpoint, Lima offers rewarding and stimulating work in a pleasant environment. Families with children are gratified by the presence of an excellent American school, the Colegio Roosevelt. Additionally, the atmosphere is suffused with a sense of optimism. Peru’s newfound stability, after a grueling period of terrorism and rampant inflation in the 1980s, is welcome to Peruvians and Americans alike. The bilateral relationship is solid, with expanding trade and a vigorous anti-drug effort bringing the two countries even closer together in the new century. ■

The author is the cultural affairs officer in Lima.

Office of the Month:

Cultural Property

Protecting the World's Heritage

By Dave Krecke

When the U.S. Information Agency merged with the Department of State last October, among State's many gains was a tiny gem of an office with a worldwide mandate: International Cultural Property Protection.

Part of the Bureau for Educational and Cultural Affairs, the unit administers the Convention on Cultural Property Implementation Act, a law that makes the United States party to the 1970 UNESCO Convention on the Means of Prohibiting and Preventing the Illicit Import, Export or Transfer of Ownership of Cultural Property. Law enforcement agencies regard the illicit international market in art—along with drugs and arms—as one of the top illicit trading activities in the world.

Archaeological and ethnological artifacts carry an intrinsic value that exceeds whatever price the market might assign them. They are irreplaceable objects that define a culture and represent the cultural patrimony of a nation. Although the image of Indiana Jones snatching a prized artifact from the Temple of Doom is a glamorous one, in reality he should have left the object in place. When scientifically excavated, archaeological artifacts provide far more information about the development of mankind. Sadly, there are unscrupulous individuals who, for personal short-term gain, are willing to sacrifice a nation's patrimony by pillaging it and feeding the demand in the illicit international antiquities market.

Developed and developing countries alike suffer from pillage. Rich or poor, few governments are able to adequately guard and protect archaeological sites, especially those in remote areas, or to protect indigenous groups from losing to the illicit art market ceremonial objects important to their traditional practices. With more than a third of its



Photo by John Stubbs

A Khmer period statue desecrated by pillagers in Cambodia. Angkor is on the World Monuments Watch List of 100 Most Endangered Sites, a program of the World Monuments Fund.



Priceless Khmer artifacts pillaged from nearby Cambodia are for sale in Bangkok antiques emporium.

territory in public or Indian land, the United States suffers significant pillage of Native American burial sites even with numerous laws to deter this practice. India's Archaeological Survey is government steward of more than 4,000 officially recognized historical sites throughout the South Asian subcontinent. With its limited budget, this under-funded department is forced to perform archaeological triage, preserving and protecting the highest priority sites while unprotected places often fall prey to pillagers.

The Convention on Cultural Property Implementation Act establishes a Cultural Property Advisory Committee, appointed by the President, to review requests from countries for U.S. import restrictions on their archaeological or ethnological artifacts whose pillage jeopardizes their national cultural heritage. As a significant destination for many pillaged artifacts, the United States may respond to these requests by imposing import restrictions, prospectively, through emergency action and/or bilateral arrangements with other countries.

The committee has 11 members—two from museums, three archaeologists, three experts in the international sale of cultural property and three from the general public. The panel reviews requests from countries seeking U.S. assistance

under the UNESCO Convention. The assistant secretary for Educational and Cultural Affairs provides the necessary technical and administrative support to the committee, which conducts extensive research and analysis before reaching its findings and reporting them to the Department of State. The under secretary for Public Diplomacy and Public Affairs exercises the delegated decisionmaking responsibility in these matters.

Recently, the State Department announced an emergency response to a request from Cambodia. As a result, the U.S. Customs Service now restricts the importation of stone archaeological material from the Khmer Empire (10th to 13th centuries). These materials illustrate the high degree of artistic, social and economic achievement of the Khmer culture of that period and testify eloquently to the culture's profound religious beliefs. At an alarming rate, many monuments and sites such as Angkor and Banteay Chhmar are being damaged and destroyed by pillagers, who remove these stunning sculptural and architectural elements with chisels and chainsaws for shipment to illicit markets abroad.

Agreements not only establish restrictions but also suggest strategies for preventing further depredation of the sites and plans for preserving these cultural resources. For example, in the U.S.-El Salvador bilateral agreement, both countries agreed that El Salvador should



gold Moche backflap (200–300 A.D.), worn by ancient warrior-priests from present-day Peru, onfiscated from smugglers in Philadelphia and turned to a museum in Peru.

Photo by Walter Ava



The new National Museum in El Salvador.

Frequently Asked Questions about Cultural Property

Q: When did the United States become a party to the 1970 UNESCO Convention on the Means of Prohibiting and Preventing the Illicit Import, U.S. Export and Transfer of Ownership of Cultural Property?

A: In 1983.

Q: What is the primary protection offered by the United States under the 1970 UNESCO Convention?

A: The United States may impose import restrictions on certain categories of archaeological or ethnological material, the pillage of which has placed the requesting country's national patrimony in jeopardy. This action would be in response to a request for such restrictions from a *State Party* to the 1970 UNESCO Convention. Such a restriction enables the United States to enforce its own import laws, since it cannot enforce the export laws of other countries. The import restriction would become effective on the date a descriptive list of the categories of objects is published in the *Federal Register*. After that date, the restricted objects may enter the United States legally only if accompanied by an export certificate issued by the country of origin.

Q: Is a U.S. import restriction retroactive?

A: No. Restrictions take effect from the date of publication of the *Federal Register* notice.

Q: Does the restriction apply to material that is already out of the country of origin but not in the United States at the time the restriction becomes effective?

A: No. However, there must be documentation verifying that it left the country of origin prior to the United States import restriction.

Q: Does an import restriction apply to objects on loan for exhibition purposes?

A: No. Objects on loan for temporary exhibition purposes are exempt from an import restriction when immunity from seizure has been granted by the Department under Public Law 89–259, "Exemption from Judicial Seizure of Cultural Objects Imported for Temporary Exhibition."

Q: May articles of stolen cultural property enter the United States?

A: No. It is unlawful to trade in stolen material. As a general rule, in the United States, title to an object cannot be conveyed if that object has been stolen.

Q: What is the difference between stolen and illicitly exported cultural property?

A: Generally, for an object to be considered stolen it must have an owner. An illicit export occurs when an object is taken out of the country of origin without a permit, if a permit is required. Most art source countries have national laws that (1) vest ownership in the state of all cultural assets, known and unknown, above the ground and below the ground, thereby making the nation the owner; and (2) restrict the export of cultural objects except for temporary exhibition, research or conservation purposes.

Members of the Cultural Property Advisory Committee meet with Assistant Secretary for Educational and Cultural Affairs William Bader, center; from left, Gary Vikan, director, Walters Art Gallery, Baltimore; right, Patty Gerstenblith, professor of law, DePaul University, Chicago.



Photo by Shawn Moore

use its best efforts to re-establish the national museum, destroyed by an earthquake some years earlier. Emboldened, Salvadoran cultural authorities took the agreement to their national legislature and requested funding for a new museum. The response was positive and the museum will officially open this year, giving Salvadoran citizens and visitors alike access to the legacy of pre-Columbian cultures that once thrived in this Central American country. In addition, the agreement and the museum development project opened up new professional exchange opportunities supported partly by ECA's International Visitors and cultural specialists programs.

Currently, ECA's Fulbright program is funding a scholar's work in Guatemala, where the United States has a bilateral agreement to protect sites of the Mayan civilization. In El Salvador, a similar program is developing grassroots public awareness of the importance of protecting cultural patrimony. A continent away in Mali, another Fulbright scholar is promoting archaeology in the Djenne region. Already, the bilateral agreement has reduced looting in Djenne, where a cultural mission from the national museum has established an educational program converting local looters into stewards of their cultural sites. At Peru's famous Sipan archaeological zone, the resident archaeologist has turned serious pillage into protection by

creating an archaeological park that gives local residents long-term economic gains from cultural tourism.

Cultural Property has produced an image database of categories of restricted items on its web site that shows scholars, museums, collectors, dealers and customs inspectors the types of material restricted, unless accompanied by an export permit issued by the country of origin. Now, interested parties from every corner of the globe can instantly and more accurately identify restricted cate-

gories of objects, using the Internet as a 21st century tool to reduce the incentive for pillage of yet undisturbed sites.

The United States' ability to restrict the importation of pillaged artifacts is an effective means of protecting nonrenewable cultural assets important to all nations for cultural, educational and scientific purposes. Cultural Property's permanent staff of two, supplemented by contract employees, supports the Department and the committee in this effort and has developed considerable expertise in global cultural heritage protection issues. ■

Smuggled Ancient Artifacts Returned to Turkey

More than 130 smuggled objects of antiquity dating back to the 9th century B.C. were returned to the Republic of Turkey in a State Department ceremony in March. Evelyn S. Lieberman, under secretary of State for Public Diplomacy and Public Affairs, presided over the ceremony in which the U.S. Customs Service repatriated the objects to Turkey's cultural minister, M. Istemihan Talay, who received them on behalf of his government.

The ancient Greek, Roman, Hittite, Byzantine, Phoenician and Assyrian artifacts were pillaged from archaeological sites in Turkey and smuggled into the United States in 1997, destined for a gallery in California. The gallery's owner pleaded guilty in February to conspiracy in Oklahoma City, a transit point for the smuggled artifacts. Several individuals, including a reserve U.S. Air Force major stationed at Incirlink Air Base, were arrested in Turkey. If convicted, they face prison terms of up to seven years.

The arrests culminated a two-year investigation by U.S. Customs officials and the Turkish National Police, who



Some of the artifacts seized by U.S. Customs and repatriated to the government of Turkey.

cooperated closely in apprehending the Turkish ring-leader. An employee of the commissary at the air base, the ringleader hired men to loot tombs in Turkey and then offered the stolen artifacts for sale to collectors and art galleries. Following a lead on the smuggled goods in Oklahoma, U.S. Customs Agent William Wallrapp posed as a collector in undercover meetings with the suspected smuggler.

The State Department and the law enforcement community hope the successful prosecution of this case will deter further pillage and illicit trade in artifacts unlawfully and unscientifically removed from their country of origin.

While the standards of conduct of the Office of Government Ethics make no explicit reference to removing cultural property unlawfully from another country, Foreign Service employees are required to obey all U.S. laws and regulations concerning the illicit movement of cultural property. The diplomatic pouch and household shipment from assignments abroad may not be used for such purposes.

More information about the Department's efforts to protect cultural property can be found on the web site <http://exchanges.state.gov/education/culprop>.



Photo by Shawn Moore

From left, Assistant Secretary of State for European Affairs Marc Grossman, Assistant Commissioner of U.S. Customs for Investigations Bonni Tischler, Minister of Culture for the Republic of Turkey M. Istemihan Talay, Director of Monuments and Museums, Alpay Painili (seated) and Under Secretary of State for Public Diplomacy and Public Affairs Evelyn S. Lieberman.



Biotech:

A Balanced Debate

Informed debate can help overcome opposition to many items on the global agenda, judging from the experience of the U.S. Embassy in The Hague.

The embassy hosted an international conference on *Biotechnology: The Science and the Impact* in January with several goals in mind: demystify biotechnology; broaden the discussion of biotechnology in Europe beyond engineered foods; include pharmaceuticals and the benefits to the environment and the developing world; and foster a positive, open discussion of the pros and cons of biotechnology leading to a general consensus on the overall value of this technology.

Opposition to biotechnology in Europe is widespread but shallow—except among committed anti-biotech activists—embassy officials noted, giving policy makers, the media and public representatives the chance to hear scientists and other experts articulate the benefits of biotechnology.

In addition to informing more than 400 attendees, the conference triggered a series of articles favoring biotechnology in the leading Dutch press and reached well beyond The Netherlands. For example, the *Observer* newspaper in the United Kingdom carried a highly positive article summarizing the conference's main conclusions. The embassy's web site (www.usemb.nl), which carried a cybercast of the conference, texts of the speeches and biotechnology Qs and As, received 2,500 hits in the month following the conference.

Because the conference had high-quality, high-level speakers from many disciplines (biotechnology, genomics, industry, ethics, agriculture, development, government and consumer affairs), views were balanced and debate robust. The presence of skeptics and anti-biotech organizations at the podium and in the audience ensured that questions were bluntly asked and openly answered, giving the undecided and partially informed a chance to hear both sides. The biotechnology proponents had a better time of it, with opposition reduced in the end to arguing, "You may be right about the benefits and even the general safety of biotechnology, but I still just don't feel right about it."

By scheduling fact-based presentations on the benefits of biotechnology with those of leading opponents, the facts spoke for themselves. John Monyo of the U.N. Food and Agriculture Organization, based in Rome, delivered the conference's defining moment. Responding to a Greenpeace representative's plea for organic agriculture, Mr. Monyo said that he and many other Africans had grown up on organic agriculture and saw biotechnology playing a key role in solving the developing world's hunger problems.

For Europe, compelling figures linking research and development (number of patents) with economic growth showed how far behind the continent is already falling and indicated a bleak economic future if Europe continues to stick with status quo technologies. The conference gave three Dutch government ministers the opportunity to express their concern about lagging life science research and to announce new programs to promote biotechnology.

Embassy staff, meanwhile, made the following observations about organizing large conferences:

- The embassy's team approach worked well in organizing the conference on biotechnology.
- The assistance and collaboration of other U.S. embassies in Europe (particularly the U.S. Mission to the European Union) contributed significantly to the conference in identifying speakers, press and conference attendees from throughout Europe.
- Cybercasting, including taking questions from cyberspace, effectively expanded the conference's audience.
- A concerted effort to build a diverse audience, including nongovernmental organizations and parliamentarians, made the question and answer period ideal for all views to be heard.
- Finally, there is so much in the news about biotechnology that many in the international press are overloaded, think they already know enough and are interested only in "breaking news." An early and intensive effort is necessary to attract major international press to such events.

Biotechnology is only one item on the global agenda. But the controversy surrounding this topic is characteristic of today's lopsided debates on complex, scientific issues. The Hague conference suggests that discussion and informed, open dissemination of information advance understanding of multi-faceted global issues such as biotechnology. ■

The Washington/Wireless File: 'Long yet alive'

So here's to us, the Washington File
Let's keep it going for awhile
We celebrate years 65
Let's hope it stays long yet alive.

—Wendy S. Ross

By Bill Durham

Photos by Dave Krecke

In mid-1933, a group of U.S. ambassadors asked President Franklin D. Roosevelt and Secretary of State Cordell Hull to create a daily file of the formal texts of the Administration's major foreign policy pronouncements that could be cabled abroad. They could hear portions of presidential and other high-level speeches from the British Broadcasting Corp. on their radios overseas, but what they really needed were transcripts that would answer the question: "What did the official in Washington say exactly and how did he say it?"

On March 30, 1935, the State Department sent the ambassadors what they asked for: the first version of the Wireless File, official texts and transcripts of the highest-level U.S. foreign policy statements and other source materials.

President Eisenhower issued an executive order almost 20 years later at the height of the Cold War, establishing



A brass plaque honors Edward R. Murrow, CBS-TV anchor and U.S. Information Agency director, at 18th and Pennsylvania Avenue, Washington, D.C.

International Information Programs team leaders Al Head, left, and Bill Durham, celebrate the 65th anniversary of the Washington/Wireless File.



the State Department's international information programs, the WF prominent among them, in the U.S. Information Agency.

Late last month, a stalwart group of writer/editors—present-day keepers of that Wireless File flame—met over coffee and cake in State Annex 44 to celebrate the 65th anniversary and to reminisce about an institution now called the Washington File. While none of those present could remember the founding of the WF, a few fondly remembered meeting the agency's most distinguished director during the early '60s, legendary CBS-TV news anchor Edward R. Murrow. One old-timer reminded newer employees of the tiny, triangular memorial park honoring Mr. Murrow at the corner of 18th Street and Pennsylvania Avenue.

In more than six decades of overseas surveys, U.S. ambassadors and their staffs have confirmed that the

Continued on page 19

Foggy Bottom

Gets Facelift

*New Plaza Cafe
in State Annex 1.*

By Mark Butowsky

After years of planning, the Department of State has finally reached one of its critical facility milestones—the renovation of Columbia Plaza—and is moving toward another—the renovation of Main State. With funding and construction management assistance from the General Services Administration, the Department is reversing the deteriorating condition of its major facilities while it consolidates office space in the Foggy Bottom area and creates a better quality work environment for its employees. The plans for renovations and consolidation will achieve long-term cost and energy savings, enhance organizational affinities and increase employee productivity. They also will reduce the number of leased annexes in Northern Virginia.

Columbia Plaza, the cornerstone of the Department's overall plan, has now been completely renovated, offering more than 400,000 square feet of new office and special purpose space convenient to Main State. The newly renovated space was designed to incorporate modern building technology, maximize space efficiency and improve work areas. Earlier occupants familiar with the poor condition of the previous offices are likely to notice the upgraded elevators and lobbies. New heating and air-conditioning systems, while less visible, are critical to employee comfort. Old electrical equipment and wiring have been replaced, new fire alarm and sprinkler systems have been installed to bring the building up to safety codes and all asbestos has been removed from the building.

Other alterations at Columbia Plaza—ramps, automatic doors and vestibules at entrances, buttons and gongs for elevators—ensure that the building complies with the



requirements of the Americans with Disabilities Act. When integrated with state-of-the-art telecommunications, modern systems furniture has improved the office environment and increased flexibility. Special features include card key access to offices and improved security systems. A centralized computer room eliminates costly individual bureau data-processing support rooms, with their special telecommunications closets and trays, and simplifies cable management.

The project emphasized convenience and amenities for employees. For instance, the new cafeteria, already nominated for a GSA design award, offers a pleasant and convenient alternative to the area's limited food service and has a separate 24-hour vending and seating area for employees working long hours. Other employee conveniences include new locker rooms for bike commuters and joggers, automated teller machines and a planned newsstand in the building. The entire medical center has been consolidated on the second floor with easy access to a major entrance and a bright new child care center,

oachlander Davis photography

the Department's first. The color-coordinated finishes and panoramic views of Washington, D.C., complete the list of features of this long-awaited and successful building project.

The Main State headquarters comprises two building sections, the original Old State section constructed in 1939 and New State built 20 years later, with 2.5 million gross square feet of office and specialized space. Originally designed for 4,500 occupants with traditional office equipment, the building now houses more than 8,000 employees. The need to create appropriate office space for more employees and to repair a seriously deteriorating building demands major alterations and replacement of building systems.

The overall renovation will be accomplished in several stages over many years, beginning with the Old State section of the building. Although the first phase of office renovations



Photo courtesy of GSA

Above, the Jan. 8, 2000, helicopter lift. Below, from left, Llewellyn Hedgbeth, director of operations; Robert Mack, real property management director; and Mark Butowsky, projects management division chief, review plans for the basement retail service center.



Photo by Shawn Moore



Above, technicians prepare the cooling tower units for the helicopter lift on Jan. 8, 2000. Below, the centralized computer room in State Annex 1. Photo courtesy of GSA

will not start until this fall, work already has begun in the basement and on the roof of the building. Major pieces of machinery, which supplied heating and air conditioning to the entire building, were recently replaced, comfortably ahead of the summer cooling season. Four large air-conditioning machines, each the size of a locomotive engine, were installed in the basement, and a gigantic cooling tower was dramatically lifted by helicopter from the staging area at the Lincoln Memorial to the roof.

The next step is to vacate Old State to begin office renovations. This effort has already begun, with the renovation of swing space in offices previously occupied by the U.S. Agency for International Development and a complete renovation of the basement for the permanent relocation of the multimedia and retail service facilities. The Department is consolidating these functions into a bright new space directly linked to the cafeteria and convenient to all employees. The construction of the basement service center will be completed by summer 2001 and will feature a new snack bar, an improved



Photo by Shawn Moore

Rendering of basement retail facility.

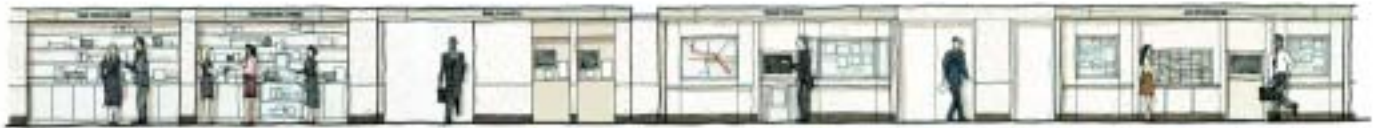


Stairway from cafeteria to retail service center.



Circle cafe

Storefronts and Kiosks



fitness facility and new locations for the Foreign Affairs Recreation Association, the post office and banking and other services.

The reorganization of the foreign affairs agencies and the creation of special task forces have increased the number of employees in Main State and have made it difficult to vacate Old State. Plans now call for Old State to be vacated in several sub-phases, with renovation work in the first part of the building beginning this fall. GSA already has funding available for the entire renovation of

Old State. The remaining New State portion will be completed several years later.

Questions about the Columbia Plaza or Main State Renovation projects should be referred to the projects management division within the Office of Operations, Telephone: 202-647-7455; FAX: 202-647-7475; E-mail: ButowskyMM@state.gov. ■

The author is chief of the projects management division in the Bureau of Administration.

Washington/Wireless *Continued from page 15*

texts and transcripts are the most “essential products” in the Washington File. In one survey, a Foreign Service officer said that “nowhere else can one get word-for-word transcripts so quickly.” Calling the WF “the primary tool of the FSO,” he added, “If we were cutting resources, the file would be the last to be cut.”

The computer and the Internet have revolutionized the WF. Since 1983, the file has been sent to embassies every evening via computer in five regional editions in English and in translations in Russian, Arabic, Spanish, French and, soon, Chinese. Now, the WF goes out by e-mail in one package. In late 1994, the WF discovered the Internet and not long afterwards posted texts and transcripts throughout the day, from morning till night, directly on its web sites. As a result, many embassies no longer wait until the next day to see and access major texts and transcripts. They do it from the Internet web sites that same day. When USIA and State merged last October, an inte-

grated State Department International Information Programs web page was created.

Until now, WF professionals had always claimed an indifference to technology. They didn’t care how the file was sent abroad just as long as it was sent out each evening. But the Internet has so revolutionized the way the daily WF is delivered that the technology has captured the imaginations of the writer/editors who compile it. A technology that gradually evolved from radio signal to teletype machines to early computers to the Internet now makes the file much more accessible to many more people around the world. And it does so instantaneously. The file has come a long way since those ambassadors made their entreaty to FDR 65 years ago. Today’s writer/editors love the new technology, and they are excited about exploring the possibilities it holds for the Washington File of the 21st century. ■

The author is the team leader for the central Washington File in the Office of International Information Programs.

Students Mine Rich Lode

By Michael M. Uyehara

My heart was pounding. We were deep underground. I was trying to keep my footing in a narrow tunnel, looking for dry spots in the thin layer of black mud while I threaded my way around a set of rail tracks. The lights from our helmets danced on the tunnel walls like confused bats. I didn't know if my rapid pulse was caused by the thin air at about two miles above sea level or the knowledge that I had more than a thousand feet of earth over my head.

Before descending, we received a mandatory briefing on our emergency breathing equipment. The briefing stressed there was virtually no likelihood we would need the equipment; but, if we did use it, we should keep our mouths sealed around the breathing tube even as the exothermic reaction was burning our lips. Better burned lips, we were sternly told, than death.

We were in the second day of the second week of the resources reporting officer course. Once a year, the Bureau of Economic and Business Affairs and the Foreign Service Institute offer this two-week class in cooperation with the U.S. Geological Survey. Split between Washington, D.C., and Denver, the course is designed "to provide participants with a comprehensive grasp of mining, mineral markets and the specific interests of U.S. industry in order to focus reporting on the mineral sector and strengthen advocacy for U.S. mining companies." The announcement fails to mention that the course is interesting and fun. It is the only FSI course I know of that incorporates a visit to the Smithsonian—in this case the Hall of Minerals at the Museum of Natural History.

The visit was for a good purpose. I've spent much of my life in the



A truck unloads rock for crushing at LaFarge Specification Aggregates.

Pacific “Rim of Fire,” the conjunction of tectonic plates where many of the world’s earthquakes occur. I was in the Philippines for the 1990 Baguio earthquake and for the 1991 Mount Pinatubo eruption. I was also in Japan for the 1994 Kobe earthquake. One might say I acquired my geological information and experience by accident. However, I was taking this course before assuming my position as the embassy resources reporting officer in Jakarta, an even more geologically active region. In that job, I would be speaking to mining engineers and geologists in covering Indonesia’s mining industry—an important source of gold, lead, copper and other minerals—and would need to be conversant in mining matters. Some grounding in basic geology would be essential, and the Museum of Natural History, it turns out, was an excellent resource, especially with the services of a museum docent.

The Bureau clearly wants only qualified people to enroll in the course, and the course announcement warns that participation is limited. The best candidates would be “mid-level economic or commercial officers” assigned to countries where the minerals sector is “an important element of the economy.” Only two other students were enrolled in my class: Jim Freund, who had served in Africa, was to be the resources reporting officer in Pretoria, and John Warner, a third-tour officer, would have broader responsibilities as the economic and commercial officer at the U.S. Embassy in Windhoek, Namibia. Obviously, the minerals sector is important in both of these major diamond-producing countries. South Africa is also well known for its precious metals, especially platinum and gold, while Namibia is a major source of uranium.

By the end of the course, I had a better sense of the geologic and economic realities of mining. In Washington, D.C. USGS geologist David Menzies sketched an overview of geology that prepared us well for the Smithsonian visit. Other officials briefed us on mining project financing, the metals future



From left, John Warner; Tom Turnipreed, LaFarge official; U.S. Geological Survey geologist Don Bleiwas; Jim Freund; and USGS intern Avery Patton on site of resources reporting officers course in Colorado.

markets, and human rights and environmental impacts. We spent one day meeting with officials at USGS headquarters to discuss their reporting needs and to hear about developments in our parts of the world. Later, in Colorado, we visited the Argo Tunnel plant (which treats water that becomes contaminated as it flows through old mines), the Henderson molybdenum mill, the Black Cloud lead/zinc mine, LaFarge Specification Aggregates’ rock quarry and the Cresson open pit gold mine.

The course also offered us a figurative excursion from the bureaucratic culture of the Department. We found that USGS has benefited from the transfer of parts of the former U.S. Bureau of Mines. And, unlike State, it is primarily a scientific research agency whose main purpose is information exchange.

We also encountered a mining industry that appears beleaguered. Industry representatives say that if a product hasn’t been grown, then it probably has been dug or pumped out of the ground. Despite the importance of extractive products, the mining industry clearly feels hamstrung by increasingly stricter environmental regulations and neglected by an administration that, in the view of the industry, considers mining a basic industry bypassed by a U.S. economy more enamored of cutting-edge technologies. Several people predicted that no new mines would be opened in the United States and asserted that mining companies, in fact, had virtu-

ally stopped exploration activities in this country. Yet, mining activities are critical to the economies of all but two of our states.

What we found, in reality, was an industry reliant on technological improvements to reduce costs and improve productivity. Our briefers stressed that an ore deposit was defined by the economic feasibility of its recovery. Advanced processes now permit the exploitation of ores with gold concentrations in the hundredths of a percent. I especially remember how we clustered around a computer in Victor, Colo., a town that surprised me with its unpaved streets. A mining official took a three-dimensional picture of the results of test drills with color-coded concentrations of gold ore, lifted it up and spun it around on the screen like a Bolshoi ballerina. We already had realized by then that successful mining combines science, intuition, perseverance and a huge amount of luck. Mining firms seize the slightest edge in technology to improve their rate of return. In the end, we discovered that mining is indeed a vital, high-tech industry.

I would hope more Foreign Service colleagues would take advantage of the course in the future. Besides resources reporting officers, those responsible for reports on environment, science and technology issues would benefit from hearing mining’s side of the story.



FSN Training:

Investing in the Future

By Janet Buechel

The acronyms—FSN, PSC, PSA, LES—seem to multiply with time. Regardless of the name, 57 percent of the people who work for the State Department are Foreign Service National employees—totaling more than 21,000 in 167 countries. FSNs provide more than services and corporate memory. They are the backbone of the Department and play an essential role in achieving U.S. foreign policy objectives. Their loyalty and dedication are legendary. Many FSNs have given their lives protecting U.S. embassies and employees.

Recruiting, developing and maintaining a skilled, professional workforce is essential to any organization. This is a particularly challenging task for the Department of State, given the broad range of skills required and the diversity of countries, cultures and languages of its employees. FSI's new FSN training program augments other ongoing efforts by regional and functional bureaus as well as overseas posts, where training opportunities also exist.

Training officer Sonja Sweek boards a train for New York with, from left, Public Diplomacy FSN trainees Ngo Dinh Quynh, Hanoi; Frances Mkandawire, Lilongwe; and Alice Borrell, Port of Spain.



FSI has created structured, predictable training opportunities for FSNs in political, economic, administrative and supervisory areas. The new FSN program joins other ongoing FSI initiatives in consular training and computer systems training (managed by FSI's School of Applied Information Technology). Additionally, FSI's new Public Diplomacy Training Division manages several highly regarded and long-standing FSN training courses that originated under USIA's Foreign Service National Employee Program, one that has brought thousands of public diplomacy FSNs to the United States for training and orientation since the 1950s. The FSNEP now includes four 3-week programs—Exchanges/Cultural, Information/Media, Information Resource Center and Thematic—in addition to a Web-based English writing skills course.

FSN participants have impressed their FSI instructors with the breadth of their knowledge and expertise, their dedication and commitment and their creativity and enthusiasm for their work. They have valuable insights on post management and operations useful in reshaping our training programs for American employees.

Networking with FSNs from other posts—and learning from the experience of colleagues from other countries—is one of the primary objectives of any FSN training program. In every course, participants are struck by finding colleagues from different countries on different continents who do the same work. Networking begins immediately, forging strong and lasting relationships. FSI recently heard from graduates of a 1998 political training course who reunited in Moscow to celebrate the first anniversary of their training. Amazingly, participants came from Moscow, Minsk and Brasilia! E-mailed photos were shared with the entire class, enabling those colleagues unable to attend the reunion to enjoy the celebration vicariously.

FSNs sometimes express the view that their U.S. supervisors don't seek their ideas or opinions often enough. In their courses at FSI, FSNs ask their instructors what the Department teaches American employees going abroad: Do they learn about managing people? About living in different cultures and learning new customs? About motivating people? FSNs suggest that supervisors who arrive at post meet with them and ask questions before putting new plans or procedures in place.

Photo by Ky Thompson



Above, FSO Marge Melun, second row, third from left, in her Capitol Hill home entertaining Public Diplomacy FSNs with her international hat collection. Below, from left, political assistant Denize Adams, embassy nurse Joy Davis, RSO guard inspector Kareen Young, visa assistant Murlene Yhan and personnel assistant Barbara Persaud discuss crisis management at U.S. Embassy in Georgetown, Guyana.

FSI has heard these comments so often that training programs now include a segment on “managing up.” This training helps FSNs to actively establish and build sound relationships with their American supervisors. The training emphasizes that relationships are a two-way street and that both parties must share the responsibility for communication.

FSNs often remark about the importance of being included in staff meetings or planning sessions, so their role can be active rather than reactive. One political FSN from a North African post observed that he routinely attends staff meetings, has frequent consultations with the ambassador and deputy chief of mission and contributes to the mission program plan. He was the envy of his peers. Of the more than 260 participants in supervisory workshops over the past year (primarily administrative personnel), more than 80 percent had not seen the International Cooperative Administrative Support Services performance standards that govern their work!

Upon completing training, many FSNs say they could contribute more to their sections if they were aware of the post or section’s goals and objectives. All leave energized about going back and discussing this with their supervisors. FSI encourages FSN graduates to ask about the mission performance plan and to volunteer to play a role in the process. FSNs want their American colleagues to



Photo by Jo-Anne Vaughn

know they are professionals with extensive knowledge and experience. They want to be part of the team.

A training program's effectiveness can only be measured by its impact on the performance of the trainees. FSI relies on feedback from participants and their supervisors for this aspect of the program review, and that feedback has been positive. The supervisory workshops, including a major segment on customer-focused management, have touched the largest number of students. One post reported, "The training has transformed the section! Everyone is energized about the customer surveys and is taking an active interest in improving services."

The political and economic training at FSI has been particularly well received and demand for those courses remains high. One post reported, "You did the miraculous. [Our employee] gained a sense of corporate identity with the State Department and established an indispensable network of colleagues and friends." Several

participants said the training gave them a chance to share their frustrations as well as to gain new perspectives and ideas. For others, the simple discovery that all FSNs worldwide were restricted from the controlled areas was a welcome revelation. They thought this was a post-specific rule that indicated a general lack of trust in the FSN staff.

FSNs are not only a tremendous asset to the Department. They are a vital link to understanding their countries and cultures. An investment in FSNs today can only enhance the Department's achievement of its foreign policy objectives in the future.

For more information on the various FSN training programs, visit FSI's web site on the Intranet at <http://99.4.241.2/>. ■

The author recently retired as coordinator of administrative training in FSI's School of Professional and Area Studies.

Training: FSNs Speak Out

WHA Bureau—FSN Supervisory Skills Workshop—December 1999

"After returning to post, I held a workshop in Rio for 29 FSN supervisors on the basics of the training we had in Fort Lauderdale. My personnel officer attended, too. The consensus was that American supervisors should have the training also and the personnel officer suggested that I could maybe give a 2-hour explanation to the American staff. My boss, the administrative officer, readily agreed. The training should actually be given by those familiar with the subject and with authority. On the other hand, so many requested that the workshop also be given to non-supervisory FSNs that I am now developing and adapting the first training for the others."

—Ana-Maria C. de Miranda

Personnel Assistant

U.S. Consulate General, Rio de Janeiro

NEA/SA Bureau—FSN Supervisory Skills Workshop—June 1999

"...I wanted you to know that since I've been back, we have been having weekly training classes with our American citizen services section. Customer service has been our main topic. I have been dealing with a difficult employee and was only successful because of your training. It was so much easier and, believe me, without the training, I honestly don't think I would have been able to do it. The employee understands the problem, we were able to talk about it amiably and at the end of the day, he understands what I want and need and there are no bad feelings."

—Ingrid Barzel

Consular Specialist

U.S. Embassy, Tel Aviv

FSN Political Tradecraft Workshop—September 1999

"...The greatest thing in this class is that it changed my vision of the world. Now, when I listen to the news or watch TV, I often think of one of you, drafting cables and reporting some information on the event."

—Kossomi Aboubacar "Bouback"

Political Assistant

U.S. Embassy, Niger

Public Diplomacy FSNEP—1999

"...The visit was an eye-opener for me. Now I understand what the United States has to offer to our international visitors. I am in a much better position to explain to our visitors—most of whom are first-time visitors to the United States—what to expect from their visits."

—J.P. Das

Cultural Assistant

U.S. Embassy, New Delhi

"I would like to emphasize the importance and usefulness of this training. First, the training gave me a precious opportunity to experience and observe various U.S. government media-related events and sites, such as the State Department press briefing, the Foreign Press Center, the Senate in session and congressional hearings. I used to have difficulties in briefing new Japanese correspondents to the United States and in the past had to depend upon information collected from different sources, and even from my own imagination. . . ."

—Yoshiteru Watanabe

Information Specialist

U.S. Embassy, Tokyo

Medical Clearance:

A Streamlined Path to a Healthy Assignment

By Carol Dorsey
Photos by Dave Krecke

This is the time of year when many Foreign Service employees and their families prepare for their onward assignments. Obtaining a medical clearance is an essential part of that process. Valid for two years or until the end of a tour, a medical clearance is required of every participant in the medical program—employee or eligible family member—who will reside overseas.

Medical Clearance Update

The medical clearance process has been streamlined this year. Employees and eligible family members may choose to complete a Medical Clearance Update form in lieu of completing the traditional physical examination. Employees and their Foreign Service health care providers review their health status and that of their family members to determine whether there are any health concerns that might require further tests or treatment. During this process, they may choose to complete only specific screening tests based on their age and per-

sonal health history. These recommendations may be made after discussions at post or after review of the file in Medical Clearances.

This streamlined medical clearance is available to all employees or eligible family members, in all agencies, regardless of age or previous medical clearance status (limited or unlimited).

Employees may also elect to have the complete physical examination.

Washington Assignments

Employees assigned to Washington, D.C., do not need a medical clearance. MED will not authorize payment for clearance examinations overseas or at a home leave address if an employee's next assignment is in the United States. Employees are entitled to physicals on their return to the United States, and those choosing to have exams should schedule them for MED's exam clinic after the busy summer rotation cycle, usually September through March.

Class 1 Clearances Issued Overseas

Another change in the clearance procedure allows the Foreign Service medical provider at post to issue a Class 1 clearance to persons already holding a Class 1—world-

wide available—medical clearance. The clearance may be issued after the provider reviews the completed history and physical examination or the update form and is satisfied that no additional medical testing is needed.

Health Maintenance Exams

Employees who opt to expedite the clearance process by completing the Medical Clearance Update form may still want additional studies or a physical exam at a later date to maintain their health. MED will continue to pay for these periodic evaluations, beginning with the initiation of the “clearance action” (completion of the Medical Clearance Update form) up to and through the completion of home leave. Routine health maintenance laboratory or diagnostic testing may be authorized. This routine testing might include any examination or diagnostic testing normally done as part of the traditional complete history and physical exam—pap smear, mammogram, routine blood screening for prostate specific antigen, cholesterol, liver function and other routine tests. The post health unit will authorize the requested examinations or tests. Health screening examinations will be offered in conjunction with the medical clearance update every two to three years or at the end of a tour.



Photo by Irene Crofford

Foreign Service Health Practitioner Cheryl Green, right, assists Teresa Wiegand in filling out her Medical Clearance Update form at the embassy health unit in La Paz, Bolivia.

Class 2 Clearances

Persons holding a Class 2 (limited) medical clearance may use either of the methods discussed to update their medical clearance. If they elect to use the update form, they must include pertinent medical reports and comments summarizing their current health status and outlining the recommendations for necessary follow-up care for the next year.



Receptionist Sandra Ealy greets the Charltons, Elyse, Amy, Milton and Anne, for their physical exams before their assignment to Brazil.



Above, Sylvia Flores, RN, exam clinic nurse, measures the height of Amy Charlton. Below, Anne Charlton meets Dr. Arthur Rollins before her physical at MED's exam clinic.



Elyse Charlton gets her tuberculosis test.

When preparing to bid, employees should also inform their career officers that they or their family members have a limited medical clearance (Class 2) or have developed a medical condition that could affect their worldwide availability. Career development officers work with the Office of Medical Services to ensure that appropriate assignments are made. Medical approval for an onward assignment depends on the nature of the medical condition and the health care capabilities of the proposed post. Direct transfers also require post medical approval from MED/Clearances prior to the transfer.

Long-term training

Employees need an updated medical clearance before beginning long-term language training. When they are assigned to language training, they should update their medical clearance immediately after being officially notified of the assignment.

Those currently serving anywhere in the United States who are seeking an overseas assignment should note that travel orders cannot be issued unless the employee and all family members who will accompany the employee and reside abroad have current medical clearances.

Remember

All employees and their eligible family members must have an updated medical clearance before arriving at their next post. The Department may withhold medical benefits from employees who proceed to a foreign posting without proper medical clearances for themselves or family members. Clearance status can be confirmed by contacting **Medical Clearances at 202-663-1668.** ■



The author is chief of medical clearances in the Office of Medical Services.

Managing Your Civil Service Career



We plan our vacations months—even years—in advance. But according to Tanya Bodzin, a career counselor in State’s Career Development and Resource Center, many Civil Service employees don’t put a lick of planning into their careers.

“It’s like we’re out on the road hitchhiking. We take the first ride—the first job offer—rather than focusing on what direction we want to be headed toward,” she told employees who gathered for her recent noontime seminar at Main State, “Proven Strategies of Successful Career Managers.”

Successful career managers, Ms. Bodzin explained, are people who set career goals, work toward them and achieve them. They’re not afraid of change—in fact, they

welcome it—and they’re always evaluating their careers to see what’s ahead and to ensure they’re not headed in the wrong direction or worse, into a dead end.

Ms. Bodzin told the group the most successful career managers build their professional careers on a set of proven strategies that can work for anyone.

They identify the specific skills or talents they enjoy using and are good at and those they’re weak in and need to improve. Meanwhile, she said, they work to become an expert in what they do or some special aspect of the job so they’re recognized by their co-workers and possibly, future supervisors. “Everybody needs to become a ‘limited edition,’ who’s the very best at some aspect of what they do,” Ms. Bodzin said.

Next, successful career managers also get to know where they’re going professionally. They research jobs they might want to pursue, getting to know the office, organization and management. They talk to people who work in a field they’re interested in pursuing or an office they’d like to join to get an “insider’s” viewpoint.

They also network with people who have the authority to hire or mentor them, Ms. Bodzin said, and then let people know they are looking for a new challenge.

Once they identify their professional destination, Ms. Bodzin said successful career managers chart the course to take them there. This involves polishing up resumes and other application documents, practicing interviewing techniques, taking brush-up courses to improve their qualifications and volunteering for special assignments to

become better known by those who are hiring. It involves reviewing less tangible abilities, too, Ms. Bodzin said, such as critical thinking and presentation skills.

But Ms. Bodzin said it also involves marketing—learning to recognize and “sell” their talents to a potential employer. People who successfully manage their careers use every opportunity to let others know what they’ve worked on recently, what “fire” or crisis they helped resolve or the most recent project they completed.

“People don’t like to talk up their successes because they see it as bragging,” she said. “But the truth is that people who don’t share their accomplishments with others are missing a golden opportunity to promote themselves and their careers.” ■

People Like You



Rolondo Fuentes, left, argues with Chris Dilworth as Heather Blank looks on.

Still in the Swing of Things

Jacob Hardaway, right, likes his work and after 58 years of federal service has no plans to retire. Described by colleagues as “a character with a lot of vitality,” Mr. Hardaway says, “the secret is keeping busy and focused.” His federal career dates from 1940, when he joined the Army. He retired from the military in 1963 and joined the U.S. Information Agency as a courier/driver and later as a labor foreman. He currently is distribution monitor for logistics management in the Department. For the past 13 years, he has cooked dinner monthly at his church in Arlington, Va., for the area’s homeless residents. Besides his community work, he also enjoys raising vegetables and following sports, especially golf, which he plays during visits to Columbus, Ga., his hometown.

‘The Play’s the Thing’

A small and very close community, the U.S. Embassy in Asunción boasts painters, singers, dancers, writers and musicians. Alison Dilworth, vice-consul and theatre enthusiast, decided to put their talent to use. In searching for a script, she discovered a comedy, “Love, Sex and the IRS,” by Lt. Col. John Cherniga from the Office of Overseas Defense Cooperation. Convincing embassy staff to dedicate two hours a day for six weeks of rehearsals was her next challenge. Of the eight cast members, only one evening performance worked for all. So opening night would be closing night, too. Stephen McFarland, embassy charge, and his wife, Karin, volunteered their patio as the set. With their lines and costumes perfected, opening night finally came—along with the rain. The cast was devastated. They had worked for weeks and now it was raining on their parade. But 20 minutes before show time, the clouds parted and the show went on. The actors’ boisterously entertaining performance had the audience rolling in the aisles.



O B I T U A R I E S

James "Bobby" Byrd, 60, a member of the Civil Service, died Feb. 7 in Washington, D.C. Mr. Byrd joined the State Department in 1989 after serving as a motor vehicle operator in the Bureau of Administration, General Services Management Division, and working for numerous other federal agencies. He also served over 22 years in the U.S. Army.



Nadine Jones Cunningham, 77, wife of retired Foreign Service officer Robert Cunningham, died Jan. 4 in San Francisco. Mrs. Cunningham accompanied her husband on assignments in Canada, Germany, Turkey, South Africa and Italy. She served as support staff for intelligence research in Washington, D.C., Turkey and South Africa.

Enoch Sevier Duncan, a retired Foreign Service officer, died Jan. 10 in Tuscon, Ariz. Mr. Duncan joined the Foreign Service in 1946 and served in Egypt, Kuwait, Lebanon, Washington, D.C., and South Africa. He was deputy chief of mission in Iraq from 1965 to 1967 and in Jordan from 1967 to 1969. A bomber pilot during World War II, he retired from the Department in 1974.



Edward Lewis Eberhardt, 77, a retired Foreign Service officer, died of a heart attack Feb. 17 in Corvallis, Ore. Mr. Eberhardt served in Cuba, Mexico and Washington, D.C. He served in the U.S. Navy's Pacific Fleet in the 1940s, prior to joining the Foreign Service. He retired in 1965.



Abol Fazl Fotouhi, 82, a retired Foreign Service officer, died of a heart ailment Jan. 10 in Fort Washington, Md. Mr. Fotouhi became a U.S. citizen in 1943 and served in the U.S. Army during World War II. He joined the Foreign Service in 1952 and served for more than 20 years as a public affairs officer in Japan, Brazil, Pakistan, Nigeria, Malawi and Washington, D.C.

Jay W. Gildner, 73, a retired Foreign Service officer, died of cardiovascular failure Jan. 14 in Washington, D.C. Mr. Gildner joined the U.S. Information Agency in 1955 and served in Germany, Canada, Israel, Iran and Washington, D.C. He served as assistant press secretary to President Kennedy in 1961. Mr. Gildner served in the U.S. Army Air Corps during World War II.

James R. Ruchti, 88, a retired Foreign Service officer, died of cancer Jan. 10 in South Bend, Ind. Mr. Ruchti served in Kenya from 1963 to 1967 as deputy chief of mission and later as consul general in Stuttgart from 1970 to 1974. He served in World War II and remained in the Army Reserves until 1981 when he retired as a lieutenant colonel.



Isa Khalil Sabbagh, 82, a retired Foreign Service officer, died of a heart attack Jan. 15 in Jeddah, Saudi Arabia. Mr. Sabbagh joined the U.S. Information Agency in 1958 and served in Saudi Arabia, Kuwait and Lebanon. He served as an interpreter and adviser to Presidents Johnson, Nixon, Ford and Carter during peace missions to the Middle East.

James F. Wiley, 59, a retired Foreign Service information management specialist, died of lymphoma Jan. 19 in St. Louis, Mo. Mr. Wiley joined the Foreign Service in 1965 and served in Finland, Rwanda, Jamaica, Democratic Republic of the Congo, Iran, Italy, South Africa, Russia and Washington, D.C. He retired in 1994.

To report deaths of Foreign Service and Civil Service retirees, contact the Office of Retirement at (202) 261-8960 (voice) or (202) 261-8988 (fax). Obituary information, including photos, may be submitted by the family or their representative directly to *State Magazine*, U.S. Department of State, Bureau of Personnel, Office of Employee Relations, Room H-236, SA-1, 2201 C St. NW, Washington, DC 20522-0102. Fax: (202) 663-1769.

1999 Foreign Service Promotion Statistics

The Bureau of Personnel has prepared the following statistical summary of promotions granted on the basis of recommendations made by the 1999 Selection Boards. The data show the number of members who competed, the number promoted and the percentage of those competing who were promoted. Additionally, the data gives the average time-in-class and length of service of employees eligible to compete for promotion and those promoted. Readers should note that the data have little significance for competition groups with relatively small numbers of promotion opportunities. The data are organized by class and primary skill code (i.e., functional field for generalists and occupational category for specialists). Multifunctional promotions of generalists in classes 01, 02 and 03 are shown in separate groups by cone. A summary explanation of the various skill code groups at each level is provided below; detailed information on this aspect may be obtained from the 1999 Selection Board Precepts.

Competition Groups	Number Competed	% Competed Promoted	Promotees' Average Length of Service Competed	Promotees' Average Length of Service Promoted	Average Time-in-Class of Competed	Average Time-in-Class of Promoted
FEMC TO FECM (Classwide competition of all eligible officers)						
Admin. Generalist	21	0	0.0	7.6	0.0	26.7
Consular	12	0	0.0	7.0	0.0	30.0
Economic	33	0	0.0	7.1	0.0	28.8
Political	70	5	7.1	7.4	7.3	30.7
Labor Officer	1	0	0.0	7.8	0.0	33.4
Psychiatrist	1	0	0.0	9.7	0.0	19.0
Medical Officer	3	0	0.0	6.6	0.0	15.8
Total	141	5	3.5	7.3	7.3	29.2
GENERALIST FEOC TO FEMC (Classwide competition of all eligible officers and competition by cone)						
Admin. Generalist	38	8	21.1	4.3	5.2	22.8
Consular	33	6	18.2	4.7	5.5	25.0
Economic	38	11	28.9	4.6	5.0	24.6
Political	67	18	26.9	5.0	5.6	24.3
Labor Officer	1	0	0.0	4.7	0.0	19.8
EST Officer	1	0	0.0	2.4	0.0	13.5
Narcotics	2	0	0.0	5.2	0.0	13.9
Total	180	43	23.9	4.7	5.4	24.0
FS-1 TO FEOC (Multifunctional competition of all eligible officers and competition by cone; eligibles include only those requesting threshold review)						
FUNCTIONAL PROMOTIONS						
Admin. Generalist	87	12	13.8	6.2	5.8	21.7
Consular	87	7	8.0	6.3	8.0	21.7
Economic	76	9	11.8	6.4	5.4	21.3
Political	127	10	7.9	6.1	6.2	21.1
Labor Officer	1	1	100.0	4.7	4.7	25.5
EST Officer	3	1	33.3	1.6	4.7	6.6
MULTIFUNCTIONAL PROMOTIONS*						
Admin. Generalist	13	1	7.7	7.0	4.7	19.8
Consular	40	3	7.5	7.5	6.0	21.2
Economic	34	2	5.9	6.7	6.2	21.6
Political	80	15	18.8	6.9	6.5	21.4
Labor Officer	1	0	0.0	4.7	0.0	25.5
EST Officer	2	0	0.0	2.4	0.0	9.9
Narcotics	1	0	0.0	3.7	0.0	10.5
Total	402	61	15.2	6.2	6.2	21.3
FS-2 TO FS-1 (Multifunctional competition of all eligible officers by cone)						
FUNCTIONAL PROMOTIONS						
Admin. Generalist	142	17	12.0	5.8	8.6	16.7

Competition Groups	Number Competed	% Competed Promoted	Promotees' Average Length of Service Competed	Promotees' Average Length of Service Promoted	Average Time-in-Class of Competed	Average Time-in-Class of Promoted
Consular	133	10	7.5	6.2	7.9	17.3
Economic	154	17	11.0	6.2	8.0	16.3
Political	195	17	8.7	6.2	6.5	17.1
MULTIFUNCTIONAL PROMOTIONS*						
Admin. Generalist	40	4	10.0	6.7	5.5	17.6
Consular	55	3	5.5	10.2	4.1	25.4
Economic	45	10	22.2	6.8	6.7	17.2
Political	75	15	20.0	6.6	5.8	17.6
Narcotics	5	0	0.0	4.0	0.0	8.3
Total	656	93	14.2	6.1	7.1	16.9
FS-3 TO FS-2 (Multifunctional competition of all eligible officers and competition by cone)						
FUNCTIONAL PROMOTIONS						
Admin. Generalist	94	26	27.7	5.3	5.5	11.7
Consular	97	18	18.6	5.7	5.3	12.1
Economic	129	29	22.5	4.9	5.2	10.6
Political	162	34	21.0	5.1	6.2	10.9
MULTIFUNCTIONAL PROMOTIONS*						
Admin. Generalist	32	6	18.8	5.7	7.1	11.9
Consular	37	11	29.7	6.0	6.6	12.4
Economic	50	9	18.0	5.1	5.7	10.7
Political	75	14	18.7	5.3	6.5	11.0
Total	522	147	28.2	5.2	5.8	11.2
FS-4 TO FS-3 (Tenured junior officers competed classwide; FP generalists competed by cone or administrative subfunction)						
Admin. Generalist	54	29	53.7	4.3	3.9	6.1
Consular	54	36	66.7	4.3	3.8	6.5
Economic	40	23	57.5	4.0	4.2	5.7
Political	41	28	68.3	3.2	3.0	5.2
Unconed	62	23	37.1	2.7	2.6	3.7
Total	251	139	55.4	3.7	3.5	5.4
FEOC TO FEMC (Competed by occupational category)						
Info Mgmt Technical	1	0	0.0	4.7	0.0	28.4
Diplomatic Courier	1	0	0.0	5.7	0.0	36.0
Psychiatrist	3	1	33.3	3.6	4.7	9.8

*A number of officers competed functionally and multifunctionally. Thus, they are included in both competition groups, and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she did not compete functionally in the second session.

Competition Groups	Number Completed	% Completed Promoted	Promotees' Average Length of Service	Promotees' Average Length of Service	Promotees' Average Length of Service	Promotees' Average Length of Service	Promotees' Average Length of Service
Security Officer	7	1	14.3	4.5	5.7	23.8	25.0
Information Management	2	1	50.0	3.0	3.6	28.4	25.1
Construction Engineer	4	0	0.0	4.1	0.0	14.3	0.0
Medical Officer	10	2	20.0	4.4	4.2	10.5	9.3
Total	28	5	17.9	4.2	4.5	17.1	15.5
FS-1 to FEOC (Eligibles include only those requesting threshold review)							
Finance	12	1	8.3	7.9	7.8	19.3	32.0
Info Mgmt Technical	3	1	33.3	6.1	7.8	23.9	21.9
Information Management	19	2	10.5	4.5	4.2	23.0	18.1
Diplomatic Courier	2	1	50.0	5.2	4.7	33.3	32.7
Psychiatrist	1	1	100.0	5.3	5.3	5.3	5.3
Security Officer	44	8	18.2	6.1	5.9	22.3	22.2
Security Engineer	4	0	0.0	7.0	0.0	18.5	0.0
Facilities Maintenance	3	0	0.0	4.5	0.0	21.2	0.0
Construction Engineer	5	0	0.0	5.7	0.0	13.8	0.0
Medical Officer	3	1	33.3	6.0	6.5	6.0	6.5
Health Practitioner	3	1	33.3	3.4	1.7	24.8	21.1
Total	99	16	16.2	5.8	5.6	21.1	20.8
FS-2 to FS-1							
Finance	40	5	12.5	5.3	6.5	14.2	11.0
Personnel	14	1	7.1	4.2	5.7	21.4	20.1
General Services	17	3	17.6	5.0	5.4	18.3	19.1
Information Management	78	6	7.7	5.3	4.4	19.1	22.0
Info Mgmt Technical	14	1	7.1	6.5	6.7	20.8	20.2
Diplomatic Courier	5	1	20.0	4.5	2.7	17.1	12.8
Security Officer	158	13	8.2	7.4	8.7	17.7	19.5
Facilities Maintenance	5	0	0.0	4.9	0.0	8.1	0.0
Security Engineer	57	2	3.5	5.7	7.8	12.5	12.1
Construction Engineer	9	2	22.2	4.5	5.8	10.2	11.4
Medical Technician	0	0	0.0	0.0	0.0	0.0	0.0
Health Practitioner	7	3	42.9	4.7	4.7	15.9	13.7
Total	404	37	9.2	6.1	6.6	16.8	17.3
FS-3 to FS-2							
Finance	13	5	38.5	2.1	2.3	7.0	7.8
Personnel	6	3	50.0	4.9	3.0	19.6	23.1
General Services	30	6	20.0	4.9	4.7	12.8	10.7
Information Management	58	16	27.6	5.0	4.8	18.4	20.6

Competition Groups	Number Completed	% Completed Promoted	Promotees' Average Length of Service	Promotees' Average Length of Service	Promotees' Average Length of Service	Promotees' Average Length of Service	Promotees' Average Length of Service
Info Mgmt Technical	47	5	10.6	6.8	6.9	14.3	14.3
Diplomatic Courier	12	1	8.3	6.2	4.7	28.3	31.8
Security Officer	171	32	18.7	5.5	6.1	12.5	12.7
Security Engineer	11	8	72.7	5.4	5.1	8.8	8.2
Facilities Maintenance	13	5	38.5	4.2	4.2	6.4	6.9
Construction Engineer	14	4	28.6	2.6	3.3	3.3	4.3
Medical Technician	3	0	0.0	8.7	0.0	16.4	0.0
Health Practitioner	5	5	100.0	4.8	4.8	8.1	8.1
Office Mgmt Specialist	9	0	0.0	5.6	0.0	32.0	0.0
Total	392	90	23.0	5.3	5.1	13.8	13.0
FS-4 to FS-3							
Finance	2	0	0.0	1.7	0.0	7.2	0.0
Personnel	8	3	37.5	2.8	3.1	11.5	11.7
General Services	12	11	91.7	2.8	2.9	8.1	8.1
Information Management	131	68	51.9	3.2	2.6	12.6	10.9
Info Mgmt Technical	37	10	27.0	5.0	5.2	7.8	7.1
Diplomatic Courier	27	3	11.1	5.5	6.7	12.3	17.4
Security Officer	30	24	80.0	5.6	4.9	8.9	8.2
Security Engineer	4	4	100.0	1.8	1.8	1.8	1.8
Facilities Maintenance	35	5	14.3	3.3	3.8	3.5	3.8
Construction Engineer	1	0	0.0	2.1	0.0	2.1	0.0
Medical Technician	1	1	100.0	3.0	3.0	5.6	5.6
Health Practitioner	0	0	0.0	0.0	0.0	0.0	0.0
Office Mgmt Specialist	83	4	4.8	5.0	8.0	23.7	24.7
Total	371	133	35.8	4.1	3.5	13.1	9.9
FS-5 to FS-4							
Information Management	136	34	25.0	4.9	3.6	9.6	6.4
Office Mgmt Specialist	156	31	19.9	4.6	6.8	17.3	18.1
Total	292	65	22.3	4.8	5.2	13.7	12.0
FS-6 to FS-5							
Office Mgmt Specialist	189	44	23.3	4.7	6.3	11.8	12.9
Total	189	44	23.3	4.7	6.3	11.8	12.9
FS-7 to FS-6							
Office Mgmt Specialist	78	60	76.9	4.7	4.6	7.4	7.0
Total	78	60	76.9	4.7	4.6	7.4	7.0

PERSONNEL ACTIONS

Foreign Service Retirements

Anderson, Mary Lee, Moscow
 Collins Jr., Bernhard B., Euro. Sec. and Political Affairs
 Hall, Rudy G., Acquisitions Management
 Haydt, Alan R., Hanoi
 Karika, Audrey J., Budapest
 McCabe, Michael V., Bilateral and Regional Affairs
 Prietsch, James R., Dignitary Protection Division
 Raven-Hamilton, Eleanore, Assistant Secretary

Civil Service Retirements

Ahn, Choong-Sik, Northeast Asia Division
 Bandurski, Bruce Lord, International Joint Commission
 Bow, Carolyn D., International Accounts Division
 Bowers, Maureen K., Contract Administration & Procurement Branch
 Erb, William A., Oceans Affairs
 Hitt, Peggy M., Presidential-Vice Presidential Travel Sup Staff
 Morrison, Peggy B., Disbursing Division
 Shapiro, Paul A., International Visitors
 Sopko, Catherine J., The Executive Director
 Stedman, Louise F., Human Resources Branch
 Taylor, Elaine, Miami Passport Agency

The author is an economic officer in Jakarta.

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