

U.S. DEPARTMENT OF STATE

OCTOBER 2005

# State

MAGAZINE



## The Strong Hands of Democracy

*Political Officer Brook Hefright rides a yak above Lake Yamdong in Tibet.*



## IN OUR NEXT ISSUE: Living with History in Southwest China

### State MAGAZINE

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# 8

*From left, Iraqi President Jalal Talabani, Iraqi Prime Minister Ibrahim Jafari, U.S. Charge d' Affaires David Satterfield, Multi-National Force-Iraq Commanding General George W. Casey and Management Counselor Greg Engle attend an Independence Day celebration in Baghdad.*

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Iraq's young democracy rests in the ink-stained hands of citizens like this one who turned out to vote in January. *Photo by Scott M. Allen.*

## DIRECT FROM THE D.G.

AMBASSADOR W. ROBERT PEARSON



### Ask the D.G.

*This month, I am printing responses to some frequently asked questions that are of general interest to employees.*

**Question:** Are employees who have served in Iraq and Afghanistan more likely to get faster promotions? Does service in Iraq guarantee a good onward assignment?

**Answer:** Foreign Service Selection Boards make recommendations for promotions based upon precepts negotiated annually between the Department of State and the American Foreign Service Association. Selection boards, comprised of career Foreign Service employees and a public member, are guided by the precepts to recognize outstanding performance and to make a judgment about the ability of eligible employees to serve at the next higher grade. The precepts also direct selection boards to consider outstanding service under unusually difficult or dangerous circumstances, including in “areas of widespread warfare with U.S. combat troop involvement and with danger pay.”

As for assignments, no employee serving in Iraq or Afghanistan is or has been guaranteed a specific onward assignment. At the same time, last year we did encourage all bureaus to give favorable consideration to qualified, at-grade bidders who were finishing an assignment in Iraq or Afghanistan. CDA then worked closely with bidders and bureaus to try to get assignments that were high on the bidders’ bid lists.

**Question:** I have looked at the generalist and specialist career development program cables, and it seems the Department is asking us to do an awful lot in a relatively short time. How do you respond to this?

**Answer:** I believe our colleagues just starting on their careers should look at the Career Development Program as a road map for a substantial segment of their careers, perhaps as many as 15 or 20 years. It is not a rigid “ticket punching” plan, and I believe the CDP includes enough flexibility for Foreign Service employees to pursue satisfying careers that also ensure we have the skills and experience we will need in our senior ranks.

For those colleagues who are already well into their careers, we have very specific grandfathering provisions. Obviously, it would be unfair to ask someone who is currently well along in a career to go back and start again. Instead, for example, we’ve said to current FS-02 generalists, go back through your career and see which of these mandatory principles you have met or will be able to meet. We’ll be following the same grandfathering approach for specialists as we finalize the 17 different career paths that will apply to them.

**Question:** I am currently working in the Embassy on a Family Member Appointment but will be returning to the Washington area this fall. How difficult will it be for me to secure government employment during my spouse’s Washington tour?

**Answer:** While the federal employment process is in general a competitive selection process, family members who serve on an FMA or temporary appointments overseas for a cumulative total of 52 weeks may qualify for federal employment without having to compete. Under the provisions of Executive Order 12721, which provides for noncompetitive hiring eligibility, family members who meet the qualification requirements of the Executive Order may be appointed noncompetitively to Civil Service positions for which they qualify. Under the Executive Order, family members may also apply directly to job announcements that are open to both “status” candidates (those who already work for the federal government) and noncompetitive eligible candidates. Additionally, if you are currently on an FMA, you should ask that your post management office place you in Intermittent/No Work Schedule Status (INWS) when you leave post so that you remain on the Department employment rolls until your five-year appointment expires. That entitles you to apply for positions that are advertised for “Department of State employees only.” To determine if you qualify under E.O. 12721 and for additional information, please refer to the Family Liaison Office Internet site at <http://www.state.gov/m/dghr/flo/rsrscs/pubs/2093.htm> and the Intranet site at <http://hrweb.hr.state.gov/flo/employment/eoe.html>. You can also contact the FLO directly, and an employment specialist can provide you with guidance. ■

### TOPOFF: A NORAD Perspective

Thank you for the extensive coverage of the TOPOFF homeland security exercise (June issue). The Department's influence, however, was not limited to Washington and the embassies. As State's political adviser at NORAD-US Northern Command, I concurrently managed the foreign policy issues in Colorado Springs. For example, in parallel to the Canadian Embassy presence at State, our office worked locally with the Canadian political adviser assigned to NORAD.

As a homeland security exercise, Northern Command's homeland defense mission to assist the lead federal agency was evident. But we all agreed that the international component was underplayed. In the real world, engagement well beyond Canada, the United Kingdom and Mexico would be critical—for example, with the World Health Organization and the Pan American Health Organization. The military seeks the “seams” between commands, their elements or U.S. government agencies that interfere with optimum threat and consequence management

for homeland defense. The longer I am here, the clearer it is to me that a border is a seam that needs as much work as do other seams that inhibit our ability to protect the homeland.

**Deborah A. Bolton**  
*Political Adviser to the Commander  
 NORAD-US Northern Command  
 Peterson AFB, Colorado Springs*

### FSNs in Jamaica

In your February 2005 issue, your article on the Foreign Service National Relief Fund erroneously stated that FSN employees in Jamaica have received assistance from the fund. In fact, while FSNs in Jamaica were given the opportunity to apply for relief, none actually did. Post did pursue permission from the Department to grant advance salary payments to FSNs in Kingston in the aftermath of Hurricane Ivan and,

based on prevailing practice, the Department approved this approach. Several of them benefited from that opportunity.

**Steven J. Valdez**  
*Management Counselor  
 U.S. Embassy Kingston*

### Memorial Plaque Ceremony

The American Foreign Service Association appreciates the coverage of the memorial plaque ceremony as part of the Foreign Affairs Day article in the July/August issue.

However, we would be most grateful if you could mention that the memorial plaque ceremony is sponsored by AFSA, which is solely responsible for maintaining the plaques, located in the lobby of the State Department.



**Barbara Berger**  
*Coordinator for Professional Issues  
 AFSA*

## FROM THE EDITOR

While the immense tragedy unfolding in New Orleans transfixed the nation, the Department's professionals in Baghdad stood to post. Their can-do attitude permeates the U.S. Mission undertaking the nation's biggest foreign policy endeavor in a generation.

When embassy newcomers hit the ground in Baghdad, they start running immediately, thanks to a pilot program that gets most of the administrative work done early. The Orientation and In-Processing Center in Washington takes the paperwork burden off the people traveling to post, and saves millions of taxpayer dollars in the process.

Public diplomacy took center stage when the United States re-established its embassy in Baghdad in 2004. The new public affairs section quickly established a cultural affairs office, which soon sent 180 Iraqis to the U.S. through the Bureau of Educational and Cultural Affairs' International Visitor Leadership Program. Those Iraqis learned first-hand about American culture and values.

The Middle East Partnership Initiative was born with a clear presidential mandate: cultivate the democratic sprouts springing up in different parts of the Middle East. And by the way, from its Navy Hill location this office also promotes economic reform, education reform and women's rights.

With its secure Internet-based retirement network up and running, the Department is the first federal agency with a single database that holds the total capabilities of its active and retired workforce. RNet took another big step in August with password-protected accounts, which retirees can use to show interest in postretirement opportunities.

*Rob Wiley*

# EYE OF THE STORM

## Fund Established for Employees Hit by Katrina

An emergency fund to assist passport, Diplomatic Security and other New Orleans employees driven from their homes by Hurricane Katrina is now accepting donations. Many of the passport office's 165 workers live in Jefferson Parish, an area hit hardest by flooding.

"It's hard to envision the personal distress and financial disruption such a disaster would cause for any of us in the same circumstances," says Donna Bordley, the Department's gift fund coordinator.

Located on the 12th and 13th floors of an office high rise, the New Orleans passport office escaped major damage as the hurricane tore through the city and the nearby Mississippi and Alabama coastline.

"Our first priority is missing employees," says Florence Fultz, who directs field operations for the passport office. The bureau posted a number on its web site for workers to call. Many without telephones used text messages, e-mail or cell phones to inform the bureau they were safe, she says.

As the magazine went to print five staff were still missing. Employees were placed on administrative leave and will be offered temporary duty at other passport locations, she says.

With the New Orleans mayor ordering a mandatory evacuation and recovery months ahead at best, passport officials have farmed out work to facilities throughout the country and will eventually relocate the office.

"New Orleans for years has been our most productive office," Ms. Fultz says. "We were looking at 1.7 million applications this year."

The office, which services most Southern and some Midwestern states, remained open until Saturday before being evacuated two days before Katrina struck land Aug. 30. Meanwhile, the bureau sent a recovery team to secure the office and move files to a safe location.

The Federal Emergency Management Agency called the storm the worst natural disaster in U.S. history.

Tax-deductible contributions can be made by cash, credit card or check. The embassy cashier will accept cash and prepare an OF-158 tax deduction form. Credit card donations are done through e-mail. Send checks to Donna Bordley, Department of State, 2201 C St. N.W. RM/CFO, Room 7427, Washington, D.C. 20520, payable to "U.S. Department of State, employee emergency fund."

For more information, call Laurie Logan at (202) 663-2461.





*Speakers at the INR workshop.*

Partnerships and Peacemaking Opportunities in Asia” featuring INR Assistant Secretary Thomas Fingar, East Asian and Pacific Affairs Deputy Assistant Secretary Marie Huhtala, National Security Council Director for Asian Affairs Victor Cha and 300 other participants.

## Asian Pacific Month Program Features Cambodian Heritage

A cultural program featuring Cambodian heritage and dance highlighted a celebration of National Asian Pacific American Heritage Month in May. The Department’s Office of Civil Rights and Bureau of Intelligence and Research sponsored the event.

Ambassador Sichan Siv, the U.S. representative to the U.N. Economic and Social Council, gave the keynote speech. INR sponsored a workshop on “Transformational Diplomacy: U.S.

## Secretary Rice Lauds State’s Top Communicators

Ten Department officers engaged in public affairs and public diplomacy won public outreach awards for effectively communicating American values, national interests and foreign policy overseas and within the United States.

In presenting the honors June 30, Secretary Condoleezza Rice said, “Our mission at the State Department is to be America’s face to the world, and the voice for democracy and freedom. We must conduct two-way conversations with the American people and foreign audiences, and we must present and explain our ideas clearly. This requires dialogue, listening to others, cultural sensitivity and respect for diversity.”

She said this year’s recipients “represent a wide range of bureaus and embassies around the world. From developing relationships with Korean journalists to explaining the historic Iraqi elections to communicating with overseas audiences in Arabic and Chinese, the individuals we honor here today have gone above and beyond the call of duty.”

The 10 officers receiving the annual award were William E. Craft, director, Office of Multilateral Trade Affairs; Susan Hovanec, senior adviser for women’s issues; James Foster, director, Office of Korean Affairs; Bonnie Gutman, deputy public affairs adviser in the Bureau of East Asian and Pacific Affairs; Robert Manogue, an economist in the Office of Bilateral Trade Affairs; Richard Olson, director of political affairs in the Bureau of Near Eastern Affairs; Darrell Jenks, director, American Center for Educational Exchange in Beijing; Michael Keller, economics officer in Phnom Penh; Haynes Mahoney, public affairs counselor in Amman; and Joseph

Kruzich, who was recognized for his efforts during language studies at the Foreign Service Institute.

A panel established by the Bureau of Public Affairs and chaired by the Department’s spokesperson selected the recipients from among 27 nominees.



*Secretary Rice speaks at the awards ceremony. Watching, from left, are Clyde Taylor, executive director of the Una Chapman Cox Foundation, and Sean McCormack, assistant secretary for Public Affairs.*

The award carries a \$2,000 stipend, contributed by the Una Chapman Cox Foundation, one of the Department’s strongest private-sector supporters. The Foundation’s sole purpose is to fund activities that support the professionalism, effectiveness and role of the Foreign Service.

## Course Keeps Technology Managers on the Edge

It's no accident that the Department's computer infrastructure has grown faster in the past 10 years than at any other time in its history.

Thanks to the information managers who install and run the Department's worldwide data system, it's easier than ever for employees to stay connected. To keep those vital managers sharp, the Foreign Service Institute's School of Applied Information Technology launched a 10-month training program in 2004 that combines technology and leadership.

The program is open to Foreign Service information management specialists from grades FP-02 to FP-04 with at least six years of experience, a top secret clearance and no restrictions on worldwide assignments.

The course broadens the student's career and understanding of the Department's mission through details within the Bureau of Information Resource Management. The assignments provide an opportunity to apply the leadership training as well as develop professional contacts. Students may also earn industry certifications in Microsoft and CompTIA.



## INR Analyst to Work in Japanese Government as Mansfield Fellow

William Heinrich, an analyst in the Bureau of Intelligence and Research, is the first Department employee to be selected as a Mansfield Fellow, an intensive two-year program administered by the Maureen and Mike Mansfield Foundation.

Mr. Heinrich, who works in the Northeast Asia Division of the Bureau of East Asian and Pacific Affairs, will study Japanese for a year and then spend a year working in a Japanese government ministry or agency. He plans to gain an in-depth understanding of Japanese strategies to help cope with China's emergence as a regional power. He will focus on

Japanese views of how the U.S.-Japan alliance can be modified to better manage China's rise. He expects to develop a more sophisticated understanding of Japanese foreign policy-making.

Since the fellowships were established in 1994, 70 fellows representing 20 agencies and departments of the U.S. government have entered the program and now constitute a core of officials who serve as a resource to their agencies on Japanese issues such as trade, education, health, security and the environment.

## 45th Annual BOOKFAIR Aims for Big Bucks

October marks the 45th annual BOOKFAIR, sponsored by the Associates of the American Foreign Service Worldwide. The sale, which raises scholarship money for Foreign Service dependents and AAFSW community projects, began in 1960 with 7,500 books. Last year, more than 100,000 books were collected and approximately \$80,000 was raised. Art objects, collectibles, stamps and coins also will be sold.

The sale, in the Exhibit Hall of the Harry S Truman Building, starts Oct. 14, from 2 to 5 p.m., and continues Oct. 17-21, from 11 a.m. to 3 p.m., for employees, spouses and guests. During two weekends, Oct. 15-16 and Oct. 22-23, the sale is open to the public from 10 a.m. to 4 p.m. Books are half price on the last day. The entrance is on C Street between 21st and 23rd Streets N.W. Visa and MasterCard are accepted. Call (202) 223-5796 for more information.



## New Security Measures OK With Commissions

The Department is moving ahead with plans to improve the security and appearance of the Harry S Truman Building after obtaining approval from the National Capital Planning Commission and the Commission of Fine Arts in December.

It's a milestone of sorts, since studies and modifications dragged on for more than 10 years before the final concept was achieved. Yet the timing couldn't be better. Soon after the Sept. 11 terrorist attacks, Congress required the District to adopt an urban design and security plan to curb "the alarming proliferation of unsightly and makeshift security barriers impacting the historic beauty of Washington, D.C."

When the project is completed sometime in 2010, custom-designed low fences that seamlessly blend with the building's architecture will replace the concrete jersey barriers and temporary masonry planters. Extended sidewalks, benches, trees, landscaping and light-posts will create an inviting setting for employees and visitors. New guard

booths and retractable vehicle access barriers will replace the current equipment. Pavilions will be constructed at the primary entrances for easier screening of people entering the building.

The new streetscape will dramatically improve the building's appearance, accommodate pedestrians and keep vehicles at a greater distance for better protection.

The Bureau of Administration worked with Diplomatic Security, Karn Charuhas Chapman & Twohey Architects, Rhodeside & Harwell Landscape Architects and Robinson & Associates Historic Preservation Consultants in managing the improvements to be added incrementally during seven phases of construction to minimize disruptions.



Artist rendering of proposed C Street Screening Pavilion attached to New State.



**The Combined  
Federal  
Campaign runs  
from Oct. 3  
to Dec. 1.  
This year's goal  
is \$1.95 million.**

## FOR TOASTMASTERS, HOW YOU SAY IT COUNTS

Now there's another reason for State Department employees to polish their speaking skills. A new chapter of Toastmasters, the famous international speaking club with members who strive to perfect their pitch, recently formed at the Harry S Truman building.

"There's always something that can be improved, even among the most experienced members," says Norbert Tagge, an air systems specialist in Political-Military Affairs and a longtime Toastmaster.

The mission is much the same today as it was in 1924, when founder and YMCA director Ralph C. Smedley realized a group of boys visiting his club needed training in communication to enhance their speech and accept constructive criticism.

The Truman building chapter—about 40 strong—ranges from interns to senior executives. Their prepared and impromptu speeches—from the mundane to the controversial—are peer evaluated during their Thursday noon meetings. Nevertheless, it's the presentation not the subject that counts.

According to Mr. Tagge, the dialogue between speaker and audience is key, since it "shows what you're doing well, what you need to work on and brings the lessons home so you're constantly improving."

For more information, contact Erin Harbaugh at (202) 647-1039.

*An Iraqi flashes an ink-stained victory sign after voting in the January election.*



POST OF THE MONTH



# BAGHDAD

Can-do Attitude Defines Once-in-a-Career Experience

**By C. Alison Barkley,  
Susan Phalen and  
Robert S. Ford**

*A sandstorm obscures everything but the sign at Regional Embassy Office Al-Hillah.*

WELCOME TO REGIONAL EMBASSY OFFICE AL-HILLAH

## “Welcome to Baghdad”

says a greeter as the bus from the airport pulls into the International Zone. The passengers—soldiers and civilians—look oddly like summer campers as they pull off their helmets. But as the bus rolls to a stop, all assume their proper identity as they move into the rhythm of work in Iraq. Foreign Service officers, contractors and military personnel surround the bus to meet old colleagues and welcome new ones. The camaraderie is palpable—the kind of bond that comes from hard work toward a shared goal.

June 28 marked the first anniversary of the U.S. Embassy in Baghdad. The transition from the Coalition Provisional Authority has been marked by progressive changes in etiquette and procedure. Signs such as “No Long Guns in Cafeteria” began to appear. “Green Zone” became “International Zone.”

The U.S. Mission is undertaking the biggest foreign policy endeavor of the United States in a generation. It is an enormously ambitious program to rebuild a country shattered by 20 years of war and ethnic cleansing under a ruthless totalitarian regime. It involves rebuilding Iraq’s infrastructure while boosting the government’s ability to manage the country in a modern, open way. Keys to building democracy in Iraq are a new constitution and strong institutions, including an elected parliament, an independent judiciary, an elections commission and a human rights infrastructure.

Four regional embassy offices—in Mosul, Kirkuk, Basrah and Al-Hillah—that function like consulates, but without

*Assistant General Services Officer Essandra Collins and Supervisory General Services Officer Alison Barkley get a panoramic view of Baghdad from a tower in the International Zone.*



PHOTOGRAPHS (ABOVE): ENGINEERING SECURITY OFFICE; (BELOW): U.S. EMBASSY BAGHDAD

consular services, are on the front line of developing stronger and more responsive local government, often working with people who have never seen an American other than soldiers or Marines.

Despite the security and operational challenges, evidence of U.S. Mission outreach programs, such as American Corners, can be found throughout the country. Rehabilitated schools, bridges, airports and seaports attest to reconstruction progress. Iraqi television channels broadcast talk shows and news programs with diverse viewpoints and open, vigorous debate.

## MAKING HISTORY

On the political front, the Iraqi people turned out in large numbers to elect the transitional government in late January. More than 100 political parties were on the ballot. From Oman to Morocco, the Arab world witnessed a free election in one of its own countries. The transitional government has drafted a new constitution, and national elections are scheduled for December. Along the way, there have been lively debates on how to organize the parliamentary structure and committee systems, how to draw voting districts and formation of parliamentary blocs such as the Women's Coalition.

The typical mission workday extends from early morning until late evening. A normal day for a political officer might include a morning meeting with the ambassador and the president or prime minister, a mid-day meeting with an Iraqi academic and a late afternoon meeting with an Iraqi election commissioner, followed by an evening writing up notes for Washington readers.

The U.S. Mission in Iraq draws on the expertise of more than 1,000 direct-hire Americans from 12 agencies and 4,000 other personnel, including Foreign Service National employees, contractors and third-country security personnel. Adding coalition forces, the United Nations and NATO makes for a huge and diverse community. A day in the life of a Baghdad Foreign Service officer might include breakfast at the communal dining hall with a Korean officer; lunch squeezed in among an Italian colonel, a British contractor and a Lebanese translator; and dinner followed by a Fijian choir concert.

The International Zone is home to several thousand private Iraqis living side by side with expatriate contractors, journalists, diplomats and Iraqi government officials. Despite roadblocks, concrete barriers and razor wire, there are green spaces within the IZ. Recreational activities include swimming, soccer, running, bicycling, rollerblading, ping-pong, horseshoes, basketball and the occasional frisbee match. There are a few restaurants and ad hoc nightclub-like events such as karaoke night or performances by the well-loved, if obscure, American rock group the Baghdaddies.

The chancery building is home to the public offices of the embassy—consular, cultural affairs and the Foreign Commercial and Agricultural services. The much larger embassy annex houses all other embassy elements. The annex is a former presidential palace, where plywood parti-

## AT A GLANCE



**Country name:** Iraq

**Capital:** Baghdad

**Independence:** October 3, 1932 (from the League of Nations mandate under British administration)

**Population:** 26 million

**Median age:** 19.4 years

**Languages:** Arabic, Kurdish, Assyrian and Armenian

**Total area:** 437,072 square kilometers

**Approximate size:** Slightly more than twice the size of Idaho

**Currency:** New Iraqi dinar (NID)

**Chief exports:** Crude oil, crude oil-based products and food products

**Export partners:** United States (55.8 percent), Spain (8 percent) and Japan (7.3 percent)

SOURCE: CIA World Factbook 2005



tions divide huge, gilded ballrooms into cubicle workspaces. The marble floors, crystal chandeliers and decorated plaster and wood ceilings provide a curious backdrop to the spare cubicles.

A few blocks away, work has started on the new embassy compound, with move-in scheduled for the summer of 2007.

Housing is modular and pragmatic—trailers with sandbags. Most residents find ways to individualize their living space, from magnets on the walls to pink flamingoes by the doorways to tiki lanterns. Several of the trailer parks, bearing names like “Edgewood,” “Riverside” and “Palisades,” are in palm groves, adding exotic flair. British personnel, housed temporarily in a parking garage in the IZ, named their quarters “Ocean Cliffs.”

The Morale, Welfare, and Recreation Association provides special meals and events on holidays, as well as publishing a weekly newsletter that features articles; announcements of fitness, sports and cultural activities; worship services and nightly movies. The palace has a sizeable movie theater and a swimming pool. A fully equipped gym on the grounds is always open.

#### MILE-HIGH MORALE

Despite hardships, morale is high because employees feel they are making a difference. Political, economic and public affairs officers

*Left: Ambassador Khalilzad, foreground, signs the documents turning over the embassy’s International Press Center to the Iraqis. Signing alongside him on behalf of the Iraq government is Mohammed al-Asadi, director general of the Government Communications Directorate. Below left: Brent Blaschke, regional coordinator, Regional Embassy Office Al-Hillah, poses by the Lion of Babylon. The REO is only a five-minute drive from the ruins of ancient Babylon. Below right: Iraqi citizens responded in droves for the first-ever chance to participate in a democratic election.*





*Above: Runners take off on a 5K run in March in the Presidential Palace compound. Below: Engineering Security Officer R. Scott Owens, right, does a security installation in a sandstorm.*

see their ideas and counsel put into practice. Efforts by administrative support staff make life easier and operations possible under difficult circumstances. The Department recognizes employees' efforts: the general services officer of the year, communicator of the year and human resources FSN of the year for 2005 all received their honors for service in Iraq.

Serving with Iraqi employees is particularly enjoyable and rewarding. Service with the U.S. Mission can be risky—two FSNs have been killed—but the bond among colleagues is quite strong. On Jan. 31, many went to the polls and brandished their ink-stained forefingers in triumph. Their

American colleagues applauded and congratulated them for their bravery.

The U.S. Embassy in Baghdad is a mix of opportunity and challenge, with new ground broken daily in the way an embassy is organized, supported and operated.

A recent example of a precedent-setting event was the handover of the embassy's International Press Center to the Iraq Government Communications Directorate. The IPC is the first facility of its kind in the Middle East dedicated to serving the day-to-day needs of a free and open press.

The significance of this handover cannot be overstated. Just a few short years ago, the idea of a free and open press in Iraq was inconceivable. Before 2003, all Iraqi media and public information organs were under the full control of the former regime. Iraqi journalists wrote what they were ordered to write or they were tortured, maimed or killed. The IPC has become a hub of activity for Iraq's emerging free press corps.

There are challenges to service in Iraq, to be sure. But the opportunities to make a difference in the lives of Iraqis and to advance the interests of the United States are correspondingly great. That is why the U.S. Mission in Iraq is such an extraordinary, once-in-a-career experience. ■

*Alison Barkley is supervisory general services officer, Susan Phalen is a public affairs officer and Robert Ford is political counselor at the U.S. Embassy in Baghdad.*

**Editor's note: For security reasons, the identities of Iraqi nationals are protected in this story.**



*Jim Bean, economic program director, left, Tammy Wincup, officer director, and Sonia Francesk, economic manager, review current projects.*



# Office Gives Middle East Reform an Extra Push

By Judith Trunzo



In Lebanon, 500 election monitors observed the recent parliamentary elections, provided voter education and conducted exit polling.

In Algeria, print and broadcast journalists are being coached to raise their standards.

In Bahrain, legal professionals are learning new ways to resolve disputes.

These are just a few results of the Department's effort to bring about reform in the Middle East.

In a region historically governed by sultans, princes, kings and dictators, popular rule, enfranchisement and open expression won't happen overnight, but the signs are there.

Freedom is replacing fear as men and women—some risking their lives—line up to vote in the Palestinian territories, Iraq and Lebanon.

Kuwaiti women can now vote and run for office. Lebanese people gather in Martyr's Square to demand democracy. Egyptians prepare for multicandidate parliamentary elections. Moroccan women achieve equality under a new family law.

## A T A G L A N C E

**Office name:** Middle East Partnership Initiative

**Symbol:** NEA/PI

**Office Director:** Tammy Wincup

**Staff size:** Washington office: 24, 3 interns; Tunis: 7; Abu Dhabi: 6

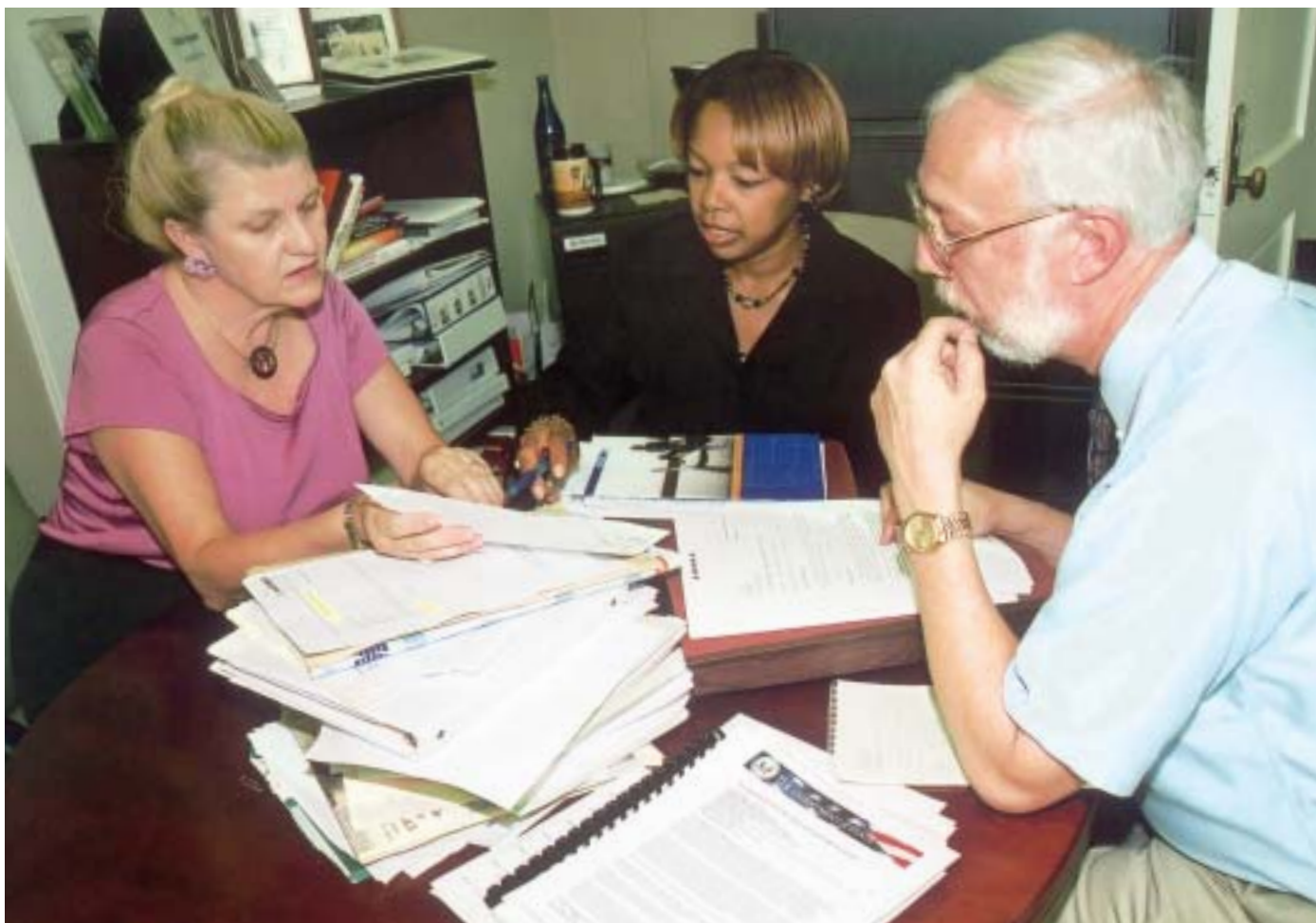
**Office location:** Navy Hill (SA-4)

**Web site:** [www.mepi.state.gov](http://www.mepi.state.gov)

To support these advances, President Bush launched the Middle East Partnership Initiative, an office backed by \$293 million in congressional funding and charged with developing innovative programs in four critical areas: democracy

*It's another report for Alice Armitage, foreign affairs officer, and Owen Kirby, political manager.*





*AnnaMary Portz, senior grants officer, left, Gwendolyn Dukes, grants specialist, and John Roney, program analyst, plan funding for media reform.*

promotion, economic reform, education reform and women's rights.

"The president and the secretary have charged us with an important mission—to support the people of the Middle East and North Africa in their fight for freedom," says Tammy Wincup, the office's director. "We're focused on working with

The regional offices, established in the summer of 2004 and headed by Foreign Service officers, provide policy, reform strategies and guidance to the Bureau of Near Eastern Affairs, embassies and private organizations. In 14 countries and the West Bank and Gaza, the office maintains coordinating committees to ensure support.

## Most of the office's work and funding is contracted or channeled through more than 70 local activist and reform organizations throughout the Middle East and North Africa

local democrats and reformers as they take critical steps toward greater political, economic and social participation for their citizens, especially women and youth."

With just a handful of people and borrowed space when launched in 2002, the office is now staffed by 24 Civil Service and Foreign Service employees at its Navy Hill location. It also has regional offices in Abu Dhabi and Tunis.

Most of the office's work and funding is contracted or channeled through more than 70 local activist and reform organizations throughout the Middle East and North Africa.

In supporting Lebanon's May elections, the office helped a group of local democracy organizations establish a web site explaining how to participate, within weeks of the protests in Martyr's Square. Similar Egyptian groups are also being



*Top: Two Bahraini business owners at a business summit for Arab women in Tunis promote their services. Bottom: Children receive lessons in critical thinking.*

funded to organize grassroots campaigns for the fall parliamentary campaigns.

The office helped Bahrain and Morocco negotiate free-trade agreements and encourages schools to teach critical thinking skills so youngsters can actively engage teachers, parents and the community. It supported translating American literature into Arabic for school libraries.

Women's rights are another office priority. For instance, a small grant from the U.S. Embassy in Rabat funds entertainment to familiarize women and entire communities with the newly enacted family code. The code's references to such topics as marriage, divorce, property and civility are portrayed by actors who stage nationwide performances rather than through dry classroom lectures.

In May, the office supported more than 200 women entrepreneurs from the region who attended a summit in Tunisia to sharpen their business, management and leadership skills, as well as create a peer network.

The office promotes programs that encourage countries within the region to share their successes. For instance, in Jordan the office is working to make Junior Achievement, funded by the U.S. Agency for International Development, a model business education program for Arab students everywhere. The program offers local



businessmen an opportunity to mentor students and teach entrepreneurial skills.

Last year, President Bush launched the Broader Middle East and North Africa Initiative at the Sea Island G8 summit in Georgia. The initiative promotes citizen and government dialogue, development of educational web sites, small business loans and entrepreneurial centers—furthering the President's commitment to reform.

Promoting freedom and democracy in the Middle East is in America's interest, not simply for the country's security, but also because freedom is an inalienable right for all people.

For more information, visit [www.mepi.state.gov](http://www.mepi.state.gov) or call (202) 776-8545. ■

*The author is the office's senior public affairs adviser.*



# The American Experience

**PUBLIC DIPLOMACY EXPOSES YOUNG IRAQIS TO AMERICAN CULTURE**

BY MICHAEL POLYAK

**W**hen a U.S. Embassy was reestablished in Baghdad in late June 2004, its new public affairs section started a cultural affairs office. The primary focus was outbound exchanges—Iraqis going to the United States. The office used the Bureau of Educational and Cultural Affairs' International Visitor Leadership Program, for example, to send 180 Iraqis to the United States to learn about American culture in areas such as education, governance, religion, journalism, youth leadership, women's issues, nongovernmental organization management and ethnicity.



The cultural office also enabled dozens of Iraqis to receive various U.S. government scholarships and grants. Graduate students were quick to learn about the Fulbright program and inundated the office with applications. The 2005/2006 Fulbright program awarded 34 grants. As word spread, so did applications, and the 2006/2007 program grew to 50 grants.

Some of the first Fulbright grantees have

“As a journalist, I admire the First Amendment. One dream of mine is to lobby here in Iraqi Kurdistan for a similar idea,” he says. “I learned optimism in the States and how it feels to enjoy equal opportunities.”

The cultural office sent 8 Iraqis this past year to the United States under the Foreign Language Teaching Assistants program. Next year, it hopes to send 20. Seven grants were awarded for participants in Model United Nations programs.

The public affairs section assists talented Iraqi students with their applications for the Youth Exchange and Study program, as well as the Partnership for Learning—Undergraduate Studies program. Some Iraqi women entrepreneurs will soon be studying and working on business opportunities in the United States under another program funded by the Middle-East Partnership Initiative.

Our only impressions of New York were from movies, so we expected to see car crashes and people brawling. We were shocked to find that New York was a safe city and also how socially conservative the Americans are. They actually have families and rather normal lives.

returned to Iraq, including Ali (a fictitious name for security reasons), who studied health policy and management at Harvard.

“I have learned many new concepts,” he says, “and I could see some of the innovations in medicine and health that would have been difficult for me to imagine in Iraq. I also established a good professional network, which will be of great advantage for my future career and for my future projects in Iraq.”

Another recent Fulbright grantee admits to being nervous about visiting New York City because of perceived crime and violence.

“Our only impressions of New York were from movies, so we expected to see car crashes and people brawling,” he says. “We were shocked to find that New York was a safe city and also how socially conservative the Americans are. They actually have families and rather normal lives. Also, they are tolerant of Muslims, and the Muslims we met were able to be (religiously) observant without difficulties.”

A Kurdish Fulbrighter who studied journalism at American University says he may seek a political career, become a human rights activist or establish a think tank modeled after the Brookings Institution.

Thousands of copies of American books translated into Arabic are now in Iraq thanks to embassy book translation programs based in Amman and Cairo. Titles range from classic novels and collections of poetry to texts on governance and constitutional development. Many are available in 14 “American Corner” reading rooms established at universities and public libraries across Iraq. These locations also have computers and Internet access.

American scholars have come to engage Iraqis face-to-face through the “Ambassador Series” speakers program. Last year’s participants included Roslyn O’Connell, past president of the National Women’s Political Caucus; Leslie Gelb, president emeritus of New York’s Council on Foreign Relations; Fouad Ajami, director of Middle East studies at Johns Hopkins University; Phebe Marr, a senior fellow at the U.S. Institute of Peace; and Anthony Cordesman, a security analyst at the Center for Strategic and International Studies.

The U.S. Embassy in Baghdad has high hopes for expanding its cultural outreach in 2006 by offering educational advising, organizing summer study and short-term research programs and launching a webcast series as a low-cost supplement to its other speaker programs. ■

*Michael Polyak is serving with the public affairs section of the U.S. Embassy in Baghdad.*

**Editor’s note: For security reasons, the identities of Iraqi nationals are protected in this story.**



*Dhyana Parker, a senior program assistant, left, guides a customer through the paperwork.*

# CHECKING IN

New System Keeps Personnel Specialists Safe—And Arrivals Productive

**By Jay Anania**

When John Lavelle arrived in Baghdad last year for his seventh overseas assignment as the deputy management counselor, he experienced something new—no large stack of forms or computer training to complete. “I arrived at 3 p.m. and started work right away,” recalls Mr. Lavelle. At his previous posts, Lavelle couldn’t start working until he completed an orientation that usually took several days.

Thanks to a pilot program developed for the new Baghdad embassy, most of that processing is done before an employee leaves Washington, so Mr. Lavelle and others are ready to work when they arrive.



Left: New staffers review what's required before traveling to their new assignments. Above: Members of the new Orientation and In-Processing Center are, from left, Dhyana Parker, Dedra Swimpson, Monica Reeves, Shirley Norlem, Dan Santos, Tom Tracy and Fred Krage.

“Anything that makes our jobs easier is a welcome change. We’ll be in a war zone, after all.”

“This is all about taking the burden off of people going to, or already in, Baghdad,” says Shirley Norlem, manager of the new Orientation and In-Processing Center in the Harry S Truman Building.

Planning personal and financial arrangements, issuing a badge, providing computer and computer security training, as well as gathering personal information for the post’s database are among the services the center provides, tasks traditionally done after an employee arrives at a new location. The center also assists with travel clearances and arrangements for military air transportation.

Accomplishing these tasks in Washington keeps support personnel to a minimum—and out of harm’s way—in dangerous locations like Baghdad. It’s the reason the center was formally opened in May 2004 by then Under Secretary for Management Grant Green.

But other benefits soon became clear. Processing is quick, with a goal of just one day; millions of dollars are saved from decreased travel and per diem expenses; and the project supports the

president’s management agenda to right size the U.S. government overseas.

The center was inspired by a similar electronic check-in program for Hong Kong and the embassy’s specific needs, based on a visit in early 2004 by a joint State-Defense fact-finding team.

Dan Santos, the center’s task force director, managed the new system aimed at easing the burden on Baghdad-bound volunteers.

“We didn’t want them thinking about paperwork when they should be concentrating on safety, security and their mission,” says Mr. Santos.

Supervisor Dedra Swimpson, who also served on the task force, personally assisted more than 200 Baghdad-bound staff with the paperwork. The center processes not only department volunteers, but also employees from all agencies assigned to posts in Iraq. They receive a processing package, which includes information about conditions in Iraq, personnel and agencies on post and an explanation of how the in-processing works.

“We want to ensure the people who go to Baghdad go there in direct support of the mission,” says John

Limbert, American Foreign Service Association president. “We don’t want any more people there than absolutely have to be there.”

It is an approach that’s comforting to Muhammad Hutasuhut, deputy chief of staff for policy operations for the Iraq reconstruction management office. “Anything that makes our jobs easier is a welcome change,” he says. “We’ll be in a war zone, after all.”

Mr. Hutasuhut was processed through the center in late April. It’s his second Iraq tour since 2003.

Since the preprocessing system proved successful in Iraq, the department hopes to use it for other dangerous or underserved posts, including Kabul, Khartoum and selected posts in Africa, according to Mr. Santos.

Mr. Lavelle, meanwhile, says he hopes his next overseas assignment takes advantage of the new system.

“I’ll be looking forward to it now that I have seen how it can be done better.”

For more information, visit <http://moms.m.state.gov>. ■

*The author is acting chief information officer of the Department.*



# UP AND RUNNING

RNet Links Active and Retiree Assets in a Single Database

By **Bill Palmer**

No entity of the federal government has ever had a single database that held all the capabilities of its workforce and retirees—until now.

In May, the Department launched RNet, a secure Internet-based retirement network. As Director General W. Robert Pearson said at the time, RNet “recognizes the lifetime relationship between annuitants and the Department.” Employees and retirees can access forms, sign up for bulletins, link to other retirement-related sites and send inquiries to the Office of Retirement.

In late August, RNet took its next big step: password-protected personal accounts. Now, retirees can indicate an interest in postretirement opportunities such as WAE (rehired annuitants who fill temporary personnel needs), the

Operational Readiness Reserve and the Standby Response Corps. The SRC will be composed of active duty and retired employees who can be deployed at home and abroad to deal with situations that exceed the

scope of the normal assignment process. Chosen in part for their specific experience, corps members may train and deploy together on short notice to help defuse a crisis or rebuild a nation.

After expressing an interest in any such opportunities, retirees are directed to EP+ Professional Profile, a new self-assessment tool based on the same EP+ used by employees, where they can enter areas of expertise such as countries, languages and competencies that are not readily visible from the information normally retained by an agency. “They can tell their own story,” listing only those areas for which they would like to be considered, says Office of Retirement Director David Dlouhy.

**NET**



The Department recently added EP+ for Retiring Employees. EP+, EP+ for Retiring Employees and EP+ Professional Profile are at the core of the Department's effort to know and better manage the tremendous talent available in employees and retirees.

### Global Database

RNet will be the source for identifying the retiree component of the SRC and for compiling a global WAE database. Previously, WAE data was decentralized among the bureaus.

able and eventually submittable online. The goal is to make the retirement process completely electronic from application through annuity receipt.

### Secure Access

In addition to the usual password login system, part of RNet's security safeguards is a verification mechanism that matches information provided by users with information already stored in their personnel file. This will limit RNet personal accounts to former employees. Retirees should be able to log in to the secure site as soon as they are in the annuitant database—a month or so after they begin receiving their annuities.

"AskRNet," a new retirement knowledge base with information from the Office of Retirement and the RM Retirement

Accounts Division in Charleston, will jump to the Internet through RNet, Mr. Dlouhy says. AskRNet is available right now to employees through the Department's Opennet.

What about retirees who don't have computers or Internet access? "Find people to help you," Mr. Dlouhy suggests. "Go to the library or ask your kids and grandkids." The transition to doing business electronically will take a couple of years, and during that period accommodations will be made.

"We're sensitive to the issue of the demographic breadth of the retiree population," he says, noting that more retirees are using computers than might be generally realized. "The RNet e-mail inbox is full."

Ultimately, to fulfill its potential, RNet must depend on the Department's 24,000 retired employees to open their personal accounts, sign up for RNet bulletins and complete their professional profiles. To that end, Mr. Dlouhy's office has been active in promoting it by sending brochures to all retirees and annuitants and preparing a PowerPoint presentation that was unveiled on Foreign Affairs Day and will be taken on the road to retiree groups around the country.

"We'll be posting information on the RNet site and sending e-mails to people asking them to check the site for new information," Mr. Dlouhy says. ■

*The author is a writer/editor at State Magazine.*

**ULTIMATELY, TO FULFILL ITS POTENTIAL, RNET MUST DEPEND ON THE DEPARTMENT'S 24,000 RETIRED EMPLOYEES TO OPEN THEIR PERSONAL ACCOUNTS, SIGN UP FOR RNET BULLETINS AND COMPLETE THEIR PROFESSIONAL PROFILES.**

"When Iraq happened, we realized we didn't have full management information on the 1,400 WAEs in the Department," Mr. Dlouhy says.

The next big feature—Annuitant Express—will be available by October. Retirees will be able to access their monthly pay statements electronically through RNet. They will also be able to perform operations such as changing their address, bank information, tax withholdings and other discretionary information. This feature reflects the Bureau of Resource Management's efforts, Mr. Dlouhy says. The bureau partnered with the Office of Personnel Management to build the feature, which is patterned after the OPM Employee Express system.

Early next year, a lifetime learning component will be added to the web site. It will help with training for the SRC and share postretirement educational opportunities with retirees.

As of Sept. 1, the Office of Retirement had converted all 19,000 active employee retirement files to electronic files. Some 24,000 retirees' and annuitants' paper personnel files are now being scanned into electronic files, a process that will take 15 to 18 months. The plan is to enable retirees to access their retirement files through the secure Internet site.

RNet now provides all Civil Service and Foreign Service retirement, beneficiary and Thrift Savings Plan forms in one location. Rather than having the user look for a particular form, the Office of Retirement has taken a functional approach—"What do you want to do?"—and has put packages of forms together by topic. The first step was assembling all the forms in one place. The next phase is to convert the downloadable forms so they are fillable/printable/download-

**BEHIND  
THE  
SCENES**



*Real fires add to the urgency of the CERT drill for Sarah Andriamanana.*

# MEASURING RESPONSE

BOMB DRILL TESTS EMBASSY EMERGENCY TEAM **BY SANDRA W. BAGLEY**

Phones rang, meetings droned on and on, the health unit treated an employee and the community liaison officer prepared welcome kits for new arrivals—a typical afternoon at the U.S. Embassy in Antananarivo, Madagascar.

But once a man placed a briefcase containing a bomb under a chair in the public affairs area and then called the embassy receptionist with a chilling threat, all the routine went out the window.

“Because you are our enemy, we will destroy you. There is a bomb in your building and you will all die,” the caller calmly warned before hanging up.

The receptionist immediately called the main entrance security post. An alarm quickly blared and the emergency plan for bombs was activated. Embassy staffers broadcast a bomb warning in English and Malagasy throughout the building, but

it was sometimes difficult to understand because of a faulty public address system.

This was a drill, but not an ordinary one. Employees were told to check their areas for any unusual packages. Five minutes later, an employee found the strange briefcase, triggering a second alarm and an announcement to evacuate the building.

The back door of the embassy flew open, and about 200 people made their way to the pre-assigned staging area. The guards halted all pedestrian and vehicle traffic and kept everyone away from the building to prevent injury from flying debris should the bomb explode. Wardens taking attendance at the staging area discovered that three employees were missing.

Adding drama to the drill, a health worker feigning injury came running from the embassy.



*Top left: Quick initial treatment for burn victims may save lives. Top right: Lolo Ramangasolo, foreground, fights the fire and protects himself by keeping a buddy close by at all times. Bottom left: Trained to be resourceful, CERT members used a broom and steel rod as splints for Roger Rakotoarilala. Bottom right: Tahina Rabetrano, Willy Ramada-Ramanitra, Solofomiandaza and Eugene Ratovoarison work together to evacuate a bomb drill victim.*

“It went off!” she yelled. “The bomb went off and people are hurt!”

She reported that one victim had collapsed while trying to exit the back of the embassy and claimed there was another seriously injured person in the building.

Fortunately, none of these events happened. This very realistic drill was designed to test how the embassy’s large and well-trained community emergency response team would perform. The Antananarivo team consists of 27 local and American volunteers from State, the U.S. Agency for International Development and the Peace Corps.

The team received 25 hours of training and passed a written exam, as well as physical and decisionmaking tests. Each member keeps a duffel bag of personal protective equipment and first-aid supplies and is qualified to respond to nearly any threat. For this drill—a bombing that caused serious casualties complete with realistic-appearing bleeding and eviscerated wounds—the team was challenged to its limits.

Just five people knew from the start that all the action during the 90-minute event was faked. Although the team found and removed the two injured victims from the embassy, the drill—far more sophisticated than past exercises—revealed areas where the team needed improvement.

Without Marine guards and with limited medical and emergency resources in the surrounding community, the embassy’s emergency response team is vital and the benefits are widespread. The program trains employees for natural or man-made disasters while the health unit gets qualified rescuers and first-aid responders who can supplement the medical team. Team members also benefit their neighborhoods and eventually other posts with skills that can be applied to anything from a traffic accident to a cyclone to a choking victim.

Protecting people is a top priority for Department management. Antananarivo’s experience shows what’s possible with the proper financial and administrative support. ■

*The author is a nurse practitioner at the U.S. Embassy in Kigali.*



*Participants listen to a lecture on strengthening democratic institutions.*

# Young Leaders Discuss Democracy at Quito Conference

By James Mallar

More than 400 young leaders converged on Quito, Ecuador, in June to discuss how to revitalize democracy in Latin America and to focus youth attention on the upcoming Organization of American States Summit of the Americas to be held in Argentina in November.

The International Youth Leadership Conference of the Americas, sponsored by the U.S. Embassy in Quito, drew participants—most of whom ranged from 17 to 30 years

old—from nongovernmental organizations, businesses, public institutions, high schools and universities from throughout the Western Hemisphere.

Besides the U.S. Embassy in Quito, which supported participants from all 22 provinces, 10 posts in the Bureau of Western Hemisphere Affairs—Barbados, Chile, Colombia, Costa Rica, El Salvador, Mexico, Nicaragua, Panama, Peru and Venezuela—sent 33 participants to the conference.

The U. S. Embassy in Quito funded the participation of four U.S. speakers. Two professors—Robert Shapiro from Columbia University and Jonathon Nagler from New York



*Top left: Ambassador Kristie Kenney, second from right, poses with Ecuadorian conference participants after hosting a lunch at her residence.*



*Above: A guide lectures on historical sites in Quito. Bottom left: The author poses with two conference participants who are leaders of an Ecuadorian indigenous farmers coalition.*

**“It has been the experience of a lifetime to attend this conference and openly exchange ideas with young people from other countries who share a similar desire to improve the politics in Latin America.”**

University—analyzed political campaigns in democratic societies, elections and effective communication strategies. Kate Kelsch, director of the Project of New Tactics in Human Rights in Minnesota, and Ashley Barr, director of the Office of Human Rights at the Carter Center, provided a hands-on approach for developing coalitions and social networks.

Ambassador Kristie A. Kenney hosted a lunch for 18 participants from Ecuador to discuss how to strengthen democratic institutions, as well as constructive actions they could take to positively influence the 2006 presidential elections.

Ninety-five percent of participants received scholarship support to attend. One participant from Ecuador said, “It has been the experience of a lifetime to attend this conference and openly exchange ideas with young people from other

countries who share a similar desire to improve the politics in Latin America.”

Many plan to work together to implement the strategies for change that they developed during the conference. One student from Mexico has even created a web blog so that participants will have a forum to continue their dialogue.

A young woman from Colombia summed up the general attitude of the participants: “We as young people are the future of our respective countries, and we have the knowledge and ability to strengthen democratic institutions in Latin America and improve the lives of people throughout our region.” ■

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*The author was a summer intern in the public affairs section at the U.S. Embassy in Quito.*

*George Atkinson, the secretary's science adviser, right, inspects a collider, hardware used to accelerate atomic particles at a research facility in Geneva.*



# Science Adviser Advocates for Greater Technical Savvy

By Paul Koscak

When George Atkinson was selected by Secretary Colin Powell to become his science and technology adviser two years ago, he considered the job “an exciting experiment.”

If the theory of diplomatic evolution states that science and technology creates better diplomacy, maybe this experiment will prove it. Commitment and effort are what it takes, according to the University of Arizona chemistry and optical sciences professor. Maybe an axiom is in order here. If  $S$  = scientific facts,  $E$  = effort and  $D$  = number of diplomats who understand, then  $S (E^2) = D$ .

“We have much to do to properly integrate science into policy,” he says. “Global science is moving ahead faster than diplomatic understanding.”

That’s because most Foreign Service officers might have difficulty recalling the last science or math course they completed. “Nobody is suggesting that scientists should be put in charge of policy, but since most people at State are not educated in science, they would benefit from those who have scientific experience,” Mr. Atkinson says.

As adviser, he’s responsible for increasing understanding and application of science and technology at the State Department.

Science-based decisionmaking will lead to better diplomacy, Mr. Atkinson says, when officials look beyond just forging international accords that don’t keep pace with emerging technology. Advances in nanotechnology—engineering at the molecular level—and biomedical research, for instance, often outpace international agreements. “The science of the 21st century is more than the bureaucracy surrounding science and technology agreements.”

Only since World War II has the United States been an international scientific leader, investing in research, education and technology. Right now, he says, the world is divided between countries that buy technology and those that create it. “If you buy, your access to the latest advances becomes limited to how much money you have.”

India, he says, is a good example of a nation that embraced science, particularly in agriculture. “India went from receiving aid to feed its people to exporting food and technology, especially information technology.”

To improve diplomatic understanding and awareness and to share ideas that keep the United States on the cutting edge

of technology, Mr. Atkinson is drawing some of the nation's top technical talent to the department. He's also bringing together leading international scientists to tackle the political, social and economic impact of the latest scientific research in vaccines, genetics, infectious disease and agricultural engineering.

In 2004, Mr. Atkinson organized the first "Perspectives" conference, designed to encourage discussions between scientists and government policymakers. Held near Oxford, England, the three-day weekend event brought together Department officials and leading American and European scientists and policymakers. The conferences foster interna-

Economic and Business Affairs, promoting agricultural biotechnology and protecting food and water supplies from terrorists.

David Eastmond, an environmental toxicology authority from the University of California, works with the Bureau of European Affairs on chemical regulation and legislation.

Melba Crawford, a mechanical engineer and space researcher from the University of Texas, works with the bureaus of International Organization Affairs and Intelligence and Research to increase potable water in developing nations, develop tsunami detection systems and advise the U.S. ambassador to the U.N. Educational, Scientific and Cultural Organization.

Julian Adams, an evolutionary biologist from the University of Michigan, is assigned to the U.S. Agency for International Development to improve food production in developing countries using genetically modified crops.

Bruce Averill, a chemist from the University of Toledo, works in the Bureau of Western Hemisphere Affairs, assessing and developing geothermal energy resources in Central and Latin America.

And energy is where the Department and the science adviser are working with the Department of Energy toward a monumental breakthrough in nuclear fusion. Partnering with France, Japan, Russia, China and the European Union, the Department is a major player—and Mr. Atkinson a senior negotiator—in developing the world's first fusion reactor.

Unlike fission, where energy as well as radioactive waste is created by splitting plutonium or uranium atoms, fusion forces hydrogen atoms together. The reaction is what happens in the sun, producing essentially limitless, clean power—"environmentally friendly energy for the ages," as he describes it. "How you push the atoms together and then contain the tremendous heat is a major scientific challenge." Magnetic fields are considered the best option, he says.

Only an international effort can achieve such a feat. At least \$12 billion will be invested during the next 10 years to build a pilot plant in France. Mr. Atkinson says the host country will pay 50 percent of the cost. "The host nation gets the site, the non-hosts get the opportunity to be fully engaged." ■

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*The author is deputy editor of State Magazine.*



## Decades of Accomplishment and Still Leading the Charge

George Atkinson becomes animated when speaking about science and technology. His finger stabs the air for emphasis, he leans forward to drive home a point and he radiates an infectious enthusiasm that science and diplomacy can mix well. He believes they are essential elements of 21st century U.S. diplomacy.

On leave from the University of Arizona, Mr. Atkinson is an accomplished researcher, lecturer and entrepreneur, with an international outlook. He holds a doctorate from Indiana University and

*George Atkinson has been the science adviser since 2003.*

conducted physical chemistry research at the National Institutes for Science and Technology.

He's been a visiting professor at universities in France, Germany, Great Britain, Israel and Japan, earning international awards for achievements in his field and was named "outstanding teacher at the University of Arizona."

Since 1973, he has delivered more than 600 lectures at conferences and universities, developed 66 U.S. and foreign patents and is currently president and chief executive officer of Innovative Lasers Corp.

"Science," he says, "is taking opportunity derived from understanding and turning it into reality as a benefit to humankind."

tional cooperation, networking opportunities and an understanding of each nation's capabilities, priorities and resources.

"We consider where the fields will be in 10 years," he says. "It's also good public relations. It shows the next generation the U.S. commitment to science-based decisionmaking."

In 2003, Mr. Atkinson launched the Jefferson Science Fellowships to attract tenured scientists and engineers from U.S. colleges and universities to the Department. The professors work for a year using their skills to support American foreign policy. The sponsoring institution pays salaries and the MacArthur Foundation and Carnegie Corporation offset living expenses.

Five scientists are now on board.

Kalidas Shetty, a microbiology and food safety expert from the University of Massachusetts, is assigned to the Bureau of

# Summer in the City

## MY INTERNSHIP AT THE DEPARTMENT OF STATE BY STACY SESSION

As the 2005 American Foreign Service Association/Thursday Luncheon Group summer intern, I began my introduction to the State Department on June 6 in the Office of International Health Affairs, located in the Bureau of Oceans and International Environmental and Scientific Affairs. This internship has been a defining experience that helped me clearly recognize a future career in international affairs, as well as develop a deeper understanding of and appreciation for international health issues.

The AFSA/TLG internship program was established in 1996 as a small step toward raising awareness of and increasing diversity in the Foreign Service. Each summer, one

In IHA, I learned that the main objective is to protect U.S. security and global economic growth by promoting global health. To accomplish this goal, IHA works with various U.S. government agencies to facilitate the policy-making process regarding bioterrorism and health security, environmental health, infectious diseases, health in post-conflict situations and surveillance and response. Most of the work I performed in this office was related to bioterrorism and biodefense.

Under the watchful eye of Marc Ostfield, senior adviser on bioterrorism, biodefense and health security, I learned about the implications of biological and chemical weapons that threaten public health and the significance of international cooperation and preparation in the event of a bioterrorism attack. I also learned about the process of making policy and played an active role in planning and communicating various IHA initiatives to U.S. embassies around the world.

IHA's willingness to give me real work assignments made me feel like a part of the office and encouraged me to make the most of my internship experience. As an intern and first-time visitor to Washington, D.C., I also took full advantage of the tours, brown bag luncheons with guest speakers and special events planned specifically by our intern coordinator. We visited Capitol Hill, the Library of Congress, the Supreme Court, Ford's Theatre and other famous landmarks during our short but eventful summer.

This internship was a powerful personal learning experience for me. I had the opportunity to develop professional



*Summer intern Stacy Session at work in the Office of International Health Affairs.*

working skills, identify my strengths and improve my weaknesses. Through the AFSA/TLG internship program, I met many distinguished Foreign and Civil Service officers, ambassadors and other government officials, and gained from their knowledge and expertise in international affairs. I also met a number of Rangel and Pickering fellows and learned more about new entry programs, such as the Presidential Management Fellowship. The constant support and encouragement from the IHA staff, as well as mentoring from AFSA and TLG, made this summer internship a phenomenal experience that I will build upon as I pursue a career in international affairs. ■

minority student is given the opportunity to explore a career in international affairs at the State Department. AFSA and TLG jointly work within the Department to place the AFSA/TLG intern in a high-profile office where the student is given substantive, meaningful work.

AFSA and TLG provide mentoring, support, networking and guidance, and also pay a stipend to the student. Some key players made this experience possible: Lori Dec, AFSA; Roy Chavera, OES's Bureau of Democracy, Human Rights and Labor; Stacy Williams, Bureau of Western Hemisphere Affairs; and Harold Foster, IHA. I am truly grateful for their hard work and commitment to this program. The AFSA/TLG internship program is a unique partnership that I hope will continue so that future interns can benefit as much as I have from this program.

*The author was the 2005 AFSA/TLG summer intern and is currently a sophomore at Florida A&M University.*



# Piano Prodigies Highlight Concerts

By John Bentel

Recent noontime concert performances hosted by The Foreign Affairs Recreation Association and the State of the Arts Cultural Series included a variety of talented musicians: a violinist, cellists, piano prodigies and a three-person band.

Composer and pianist Steven Gerber presented five of his contemporary compositions, accompanied by Emil Chudnovsky, violin, and Daniel Levitov, cello. Emil was born in Russia to renowned violinist Nina Belina and the late Israel Chudnovsky, the eminent opera conductor. Daniel is head of preparatory cello at the Peabody Institute. The audience responded positively to this “new” music.

Four piano prodigies performed music that belied their age. In addition to their astonishing technique, they exhibited outstanding musical maturity. Nine-year-old Sarah Goodman played works by Li-Ly Chang, Tchaikovsky, Liszt and Korsakov/Rachmaninoff. Yvonne Chen played Bach and Verdi/Liszt. Ashley Seto performed Bach and Chopin. Alan

Woo played works by Liszt, Yi Zhang and Prokofiev. These talented musicians have been soloists with symphonies. The audience rewarded them with a standing ovation.

Back by popular demand for their second performance, WIRED played a repertoire of ‘50s and ‘60s music. Amanda Wilkins sang several Beatles songs beautifully. She was accompanied by her husband Ricky Wilkins, keyboard, and “Big Ed” Reedy on drums. An enthusiastic audience insisted on an encore.

Cellist Alison Bazala, whose parents are Department employees, explained the styles and character of the various movements of the Bach Second Suite and played brilliantly, earning a standing ovation. She has performed as a soloist and chamber musician in the United States and internationally and is currently acting associate principal cellist with the Annapolis

Symphony and a member of the Alexandria Symphony Orchestra. ■

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

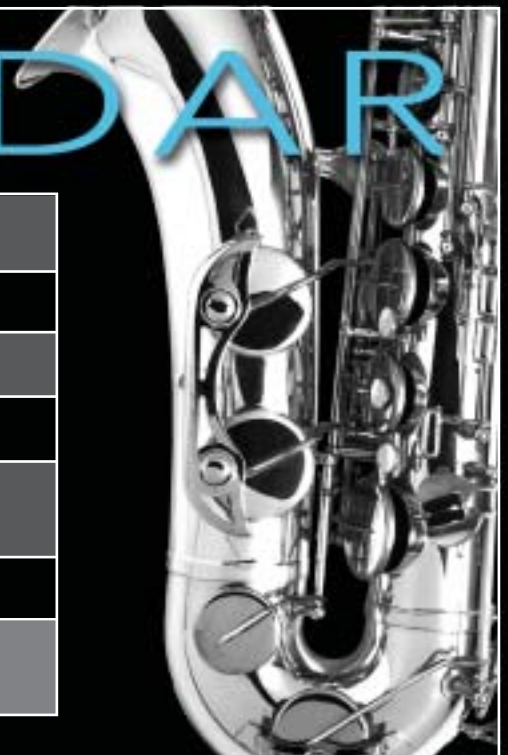


*Pianist and composer Steven Gerber is flanked by violinist Emil Chudnovsky and cellist Daniel Levitov.*

## CALENDAR

October 12	Daniel Schlosberg, 17-year-old pianist/composer
October 26	Elvis is in the house
November 9	76-year-old ragtime pianist “Susie” and Sam Brock
November 23	Jazz pianist Dr. Harold Kaufman
December 7	Jeannette Fang, winner of the Young Artists International Piano Competition
December 21	Christmas program

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



# Back to School

BACKPACKS CAN BE A PAIN IN THE BACK **BY REGINA McCLELLAND**



Are your children bending over backwards to get an education? Maybe it's their backpack.

The U.S. Consumer Product Safety Commission estimates that about 13,260 backpack injuries were treated at doctors' offices, clinics and emergency rooms in 2000.

As textbooks get heavier and some schools abandon storage lockers or pupils find them inconvenient, children are compelled to carry all their daily supplies.

Few of us are concerned about back pain until we experience it. Until then, we take the strength and flexibility of our backs for granted. If you've ever experienced debilitating back pain, you won't easily forget it.

Most people think back pain results from wearing down the bones, ligaments and tendons, part of the natural progression of aging. But back strain can create problems at any age.

Backpacks are practical and trendy, but it's important to understand how their weight is supported. The entire load rests on the back, pulling the spine backward. Resisting this force can lead to back strain.

According to *The Washington Post*, more children than ever are seeing medical professionals for muscle aches, fatigue, numbness and pain in the shoulders, neck and back. The popularity of backpacks during the past decade may explain this trend.

A study of 11- and 12-year-olds by the London-based National Back Pain Association found that 80 percent were wearing backpacks improperly and that some were hauling as much as 60 percent of their body weight.

Encourage your children to be physically active to stay strong and healthy. A sedentary lifestyle also contributes to back problems.

As an adolescent, my son frequently complained of backaches. His pediatrician diagnosed a mild case of scoliosis. Of course, I wanted to get him a back

brace. In my research, however, I found that the best approach was to help him strengthen his back. I bought some exercise equipment, but I also suggested that he carry a backpack on wheels to school. His reply was an emphatic "no." Apparently, this was "uncool" and a great insult to his masculinity. Nevertheless, the back strengthening exercises cured his back pain and he stands quite tall as he enters his sophomore year in college.

Clearly, properly using backpacks can avoid these problems.

No one should carry a backpack weighing more than 20 percent of their body weight, and no one should carry more than 25 pounds. The accompanying chart, offered by the American Physical Therapy Association, lists limits for full backpacks.

Here's more guidance when selecting and using a backpack.

- Select a backpack with wide, padded straps and wear both shoulder straps to distribute the weight to both shoulders.
- Look for a backpack with good padding on the area that rests against the back.
- Select a backpack with several compartments to distribute the load.

Avoid very large backpacks that only encourage stowing too much.

- Look for features: saddlebags, backpacks with curved or molded backs and bottoms, inflatable air bags, handles, wheels and interior rack frames.
- Avoid briefcases or book bags, which are carried with one hand. These tend to destabilize the spine and cause the child to lean to one side.
- Pack heavier items closer to the back. Pointy and bulky items should not rest against the back (even with padding).
- Carry only what's needed.
- Adjust the straps so that the backpack hangs just below the shoulders and rests on the hips and pelvis. If it hangs lower, strain is more likely.
- Bend both knees when lifting heavy packs.

For more information, visit <http://ergo.human.cornell.edu/backpacks/cubackpacks.html>. ■

*The author is an Occupational Safety and Health Specialist in the Division of Safety, Health and Environmental Management.*



## BACKPACK WEIGHT GUIDELINES

Keep body and backpack size proportionate

Person's Weight (lb.)	Maximum Backpack Weight (lb.)	Percentage of Weight
60	5	8%
60-75	10	13%
100	15	15%
125	18	14%
150	20	13%
200 or more	25	13%

*Nalini Rhea is fourth from top in her eight-woman shell.*



**PAIN + JOY= A PASSION FOR ROWING** BY BILL PALMER

**N**alini Rhea is a petite, well-toned woman with a ready smile and a spring in her step. Hard to believe that just over a year ago she was overweight and depressed. She and her husband—they are a Foreign Service tandem couple—returned to Washington in 2001 after 12 years abroad, mostly in developing countries, and she quickly gained 37 pounds. She enjoyed her reintroduction to processed and junk food rather too much and, on top of that, quit smoking.

So she joined a gym and discovered it had an indoor rowing center. She tried the ergonomic rowing machines and was hooked. Before long, she was out on the water rowing in an eight-woman

shell, plus a coxswain. And this year, just her second of competitive rowing, she and her eight crewmates took second place at the Capital Sprints on the Anacostia River.

“I find it amazing that I can do this,” says Nalini, who has always loved the water but hadn’t played any sports in 30 years before she started rowing. Most of the women in her boat are bigger and taller than she is.

She compensates with hard work. She rows six days a week—on the water, indoors or both—and does cardio and weight training besides. She sets her alarm clock for 5 a.m. on Saturdays. A commitment like that takes a passion for rowing, and she obviously has it. A tiny oar dangles from her necklace as

she leans forward and enthusiastically demonstrates different rowing strokes.

“Something drives me,” she says, “but I don’t know what it is.”

It isn’t an easy sport. After just five minutes on the water, lactic acid builds, causing acute muscle discomfort. She says at that point rowers ask themselves: “Why am I doing this?” and “When is the pain going to stop?” And yet, by the time she gets out of the 250-pound fiberglass shell after a two-hour workout, she has a feeling of well-being and joy at what she has accomplished.

There are two types of rowing. Sweep rowing is done in shells as a pair, four or eight, with one oar per rower. Sculling is done in a single shell, a double, a quad or (rarely) an octuple,

## PEOPLE LIKE YOU



*After the I-95 commute, it's great to get out on the river.*

with two oars per rower. Nalini is competitive as a sweep rower, but is learning to scull a single in case she can't find sweep rowing at her next post—Tunis.

She particularly loves sprint races of 1,000 to 1,200 meters that last four

minutes or less, but she also participates in the longer 5,000-meter races. Her club competes in daylong regattas and sends boats to national competitions. Her boat would have competed this year in the U.S. Masters Nationals, except that her crewmates weren't all available. She is determined to make it next year before she leaves for Tunis.

Rowing is a popular sport in the D.C. area, and Nalini recommends it to people of all ages. "If I can row, anyone can row," she says. Being able to swim and tread water are prerequisites, though.

Rowing needn't be competitive; all clubs also have recreational programs. It is a great form of physical therapy and adaptive rowing programs can even accommodate people with disabilities. Rowing puts no impact on

joints and is popular, for example, with ex-runners who have blown out a knee but still like vigorous aerobic exercise. Rowers do get injured; sweep rowing can lead to back injuries if proper technique is not learned early on. Accidents are rare, she says.

Most rowers use club boats, but rowers can buy a used single shell for around \$3,000, she says.

Nalini, who until recently was office manager for the principal deputy assistant secretary in the Bureau of African Affairs, may buy a shell from Italy to use in Tunis. She doesn't know what kind of waters she may find there besides the ocean, but she will find them and she will row. ■

*The author is a writer/editor at State Magazine.*

## START ROWING

There are more than 100 crew teams and rowing clubs in the D.C. area. Some of the principal ones are listed below.

### NORTHERN VIRGINIA

**Prince William Rowing Club** ([www.pwrc.org](http://www.pwrc.org)) Started in 1990, PWRC serves Woodbridge, Dale City, Manassas and adjoining areas, offering adult (masters and collegiate level) sweep rowing programs. It also hosts summer rowing programs for 9th-graders and above. It is located on the Occoquan reservoir and accessed from the Oxford Boathouse in Lake Ridge Marina Park in Prince William County.

**Occoquan Boat Club** ([www.rowobc.org](http://www.rowobc.org)) OBC offers both sweep rowing and sculling in singles, doubles, sweep fours and sculling quads for all ages. The club also sponsors rowing camps, clinics and major regattas. It is located on the Occoquan Reservoir and is accessed from Sandy Run Regional Park in Fairfax County.

**Sandy Run Rowing Facility** ([www.nvrpa.org/sandyrules.html](http://www.nvrpa.org/sandyrules.html)) Sandy Run houses boats for eight high school rowing teams, one college, two rowing clubs (OBC and the Northern Virginia Rowing Club) and more than 40 individual rowers. It is located on the Occoquan Reservoir and accessed from Sandy Run Regional Park.

**Lake Braddock Crew** ([www.bruincrew.com](http://www.bruincrew.com)) A high school rowing club, it is located at Bull Run Marina on Old Yates Ford Road. Started in 1999, it is a non-funded varsity sport in Fairfax County and a nonprofit boosters club.

### WASHINGTON

**DC Strokes Rowing Club** ([www.dcstrokes.org](http://www.dcstrokes.org)) Established in 1991 on the Potomac, it now operates out of the Anacostia Community Boathouse. It offers novice programs as well as recreational and competitive rowing for all age groups and experience levels.

**Capital Rowing Club** ([www.capitalrowing.org](http://www.capitalrowing.org)) This club offers sweep rowing and sculling programs for all levels and ages, including seniors. Formed in 1988, it operates out of the Anacostia Community Boathouse.

Other well-known clubs offering sweep rowing and sculling programs from high school through adult novice to experienced rowers are **Alexandria Rowing Club** ([www.rowalexandria.org](http://www.rowalexandria.org)), **Potomac Boat Club** ([www.rowpbc.net](http://www.rowpbc.net)), **Thompson Boat Center** ([www.thompsonboatcenter.com](http://www.thompsonboatcenter.com)) and **TC Williams Crew** ([www.tcwcrew.org](http://www.tcwcrew.org)).

For more information about rowing clubs, news and event results, check out [www.row2k.com](http://www.row2k.com).

# APPOINTMENTS



**U.S. Ambassador to Spain and Andorra.** Eduardo Aguirre Jr. of Texas, a banker and government official, is the new U.S. Ambassador to Spain and Andorra. Previously, he was the first director of U.S. Citizenship and Immigration Services in the Department of Homeland Security. Before that, he was vice chairman and chief operating officer of the U.S.

Export-Import Bank. He had a 24-year career with Bank of America, lastly as president of international private banking. He is married and has two children.



**U.S. Ambassador to the Republic of Botswana.** Katherine Peterson Canavan of California, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Botswana. Until recently, she was director of the Foreign Service Institute. From 1998 to 2001, she was ambassador to the Kingdom of

Lesotho. Her other overseas assignments include Kingston, Tijuana and Windhoek.



**U.S. Ambassador to the Republic of Liberia.** Donald E. Booth of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Liberia. Until recently, he was director of the Office of Technical Specialized Agencies in the Bureau of International Organization Affairs. Before that, he was director of the

Office of West African Affairs. His previous overseas assignments include Athens, Bucharest, Brussels, Monrovia and Libreville. He is married and has three children.



**Coordinator for Counterterrorism.**

Henry A. Crumpton of Virginia, a career intelligence officer, is the new Coordinator for Counterterrorism, with the rank of Ambassador at Large. He joined the Central Intelligence Agency in 1981 and served most recently as chief of the National Resources Division. He was also deputy chief (operations) of the CIA's

Counterterrorist Center from 1999 to 2001 and led the CIA's Afghan campaign from 2001 to 2002.



**U.S. Ambassador to the Republic of Malta.** Molly Hering Bordonaro of Oregon, a political activist and community leader, is the new U.S. Ambassador to the Republic of Malta. Until recently, she was a principal in the Portland office of the Gallatin Group. She also worked in commercial real estate and owned a strategic consulting firm. She is married and

has three children.



**U.S. Ambassador to the Republic of the Fiji Islands, the Republic of Nauru, the Kingdom of Tonga, Tuvalu and the Republic of Kiribati.**

Larry Miles Dinger of Iowa, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Republic of the Fiji Islands, the Republic of Nauru, the Kingdom of Tonga, Tuvalu and the

Republic of Kiribati. He was ambassador to the Federated States of Micronesia from 2002 to 2004. His other overseas postings include Kathmandu, Suva, Canberra, Jakarta and Mexico City. He is married and has three children.



**U.S. Ambassador to the Russian Federation.** William J. Burns of the District of Columbia, a career member of the Senior Foreign Service, class of Career Minister, is the new U.S. Ambassador to the Russian Federation. Until recently, he was assistant secretary for Near Eastern Affairs. He was ambassador to Jordan from 1998 to 2001. He has also served

as acting director and principal deputy director of the Policy Planning Staff and senior director for Near East and South Asian Affairs at the National Security Council. He is married and has two daughters.



**U.S. Ambassador to the Republic of Malawi.**

Alan W. Eastham Jr. of Arkansas, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Malawi. Until recently, he was director of the Office of Central African Affairs. His overseas assignments include Kathmandu, Peshawar,

Nairobi, Kinshasa, Bordeaux, New Delhi and Islamabad. He is married and has two sons.

## APPOINTMENTS



### **Under Secretary for Management.**

Henrietta Holsman Fore of Nevada, a government official and businesswoman, is the new Under Secretary for Management. Prior to her appointment, she was director of the U.S. Mint in the Department of Treasury. Previously, she served with the U.S. Agency for International Development and founded the United States Asia

Environmental Partnership. Earlier, she was chairman and president of Stockton Wire Products. She is married.



### **Assistant Secretary for Diplomatic Security and Director of the Office of Foreign Missions.**

Richard J. Griffin of Virginia, a high-level government official, is the new Assistant Secretary for Diplomatic Security and Director of the Office of Foreign Missions, with the rank of Ambassador. Until recently, he was inspector general of the Department

of Veterans Affairs. He previously served as deputy director of the U.S. Secret Service, where he began his career in 1971.



### **U.S. Ambassador to Iraq.**

Zalmay Khalilzad of Maryland, a high-level government official and academic, is the new U.S. Ambassador to Iraq. Until recently, he was ambassador to Afghanistan. Previously, he served at the National Security Council as senior director for Islamic Outreach and Southwest Asia Initiatives. He headed the Bush-Cheney transition

team for the Department of Defense, was a counselor to Secretary of Defense Rumsfeld, and worked for RAND, where he founded the Center for Middle Eastern Studies.



### **U.S. Ambassador to the Kingdom of Cambodia.**

Joseph A. Mussomeli of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Kingdom of Cambodia. Until recently, he was deputy chief of mission in the Philippines. His other overseas assignments include Cairo, Colombo, Rabat

and Manama. He and his wife Sharon have three children.



### **U.S. Ambassador to the Islamic Republic of Afghanistan.**

Ronald E. Neumann of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Islamic Republic of Afghanistan. Until recently, he served in Baghdad as the embassy's principal interlocutor with the Multinational Command. Before

that, he was ambassador to Bahrain. He was also a deputy assistant secretary in the Bureau of Near Eastern Affairs and ambassador to Algeria. His other overseas postings include Abu Dhabi, Sanaa, Tabriz and Dakar. He is married and has two children.



### **U.S. Ambassador to the Republic of Cape Verde.**

Roger Dwayne Pierce of Virginia, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Republic of Cape Verde. Until recently, he was deputy chief of mission in Honduras. His other overseas assignments include Amsterdam, Cairo, Istanbul, Calcutta, Santiago and

Mexico City. He is married and has three children.



### **U.S. Ambassador to Brunei Darussalam.**

Emil M. Skodon of Illinois, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Brunei Darussalam. Until recently, he was deputy chief of mission in Italy. Before that, he was foreign policy adviser to the Air Force chief of staff and helped coordinate

diplomatic and military actions in the war on terrorism. His other overseas postings include Singapore, Perth, Kuwait, Baghdad, Vienna, East Berlin and Bridgetown. He is married and has two daughters.



### **U.S. Ambassador to France.**

Craig Roberts Stapleton of Connecticut, a former ambassador and businessman, is the new U.S. Ambassador to France. He served as ambassador to the Czech Republic from 2001 to 2004. Previously, he was president of Marsh and McLennan Real Estate Advisors and was a partner with President Bush in owning the Texas Rangers baseball

team. He is married and has two children.

## APPOINTMENTS



**U.S. Ambassador to the United Kingdom of Great Britain and Northern Ireland.** Robert H. Tuttle of California, a businessman and former White House staffer, is the new U.S. Ambassador to the United Kingdom of Great Britain and Northern Ireland. Until recently, he was co-managing partner of Tuttle-Click Automotive Group. From 1982

to 1989, he served on the White House staff as assistant to President Reagan and director of presidential personnel. He serves on the board of the Ronald Reagan Presidential Library. He is married and has two daughters.



**U.S. Ambassador to the Slovak Republic.** Rodolphe M. Vallee of Vermont, a businessman and political activist, is the new U.S. Ambassador to the Slovak Republic. Until recently, he was owner of R.L. Vallee, Inc., and previously worked for several companies involved in the operation of renewable energy facilities. He was appointed by President Bush to the

Advisory Committee for Trade Policy and Negotiation in 2001, served as a member of the Republican National Committee from 1999 to 2004, and chaired the Vermont delegation to the 2004 Republican National Convention.

## RETIREMENTS

### CIVIL SERVICE RETIREMENTS

Agromayor, Manuel E.	Farmer, Tanya M.	Queen, Doris
Arriza, John Gerald	Florence, Richard E.	Rohrback, Sharon L.
Boots, Thomas J.	Friebel, Kathy A.	Spicer, Shirley K.
Brown, Constance C.	Giddings, Stephanie L.	Springer, Lawrence T.
Bulles, Dolores A.	Gower, Gary H.	Styrsky, Kathryn E.
Chandler, Virginia M.	Jordan, Joanne L.	Taft, Renee
Cooper, Glendena C.	Joseph, Cora	Turner, John F.
Cruzvergara, James	Matthiesen, Kenneth B.	White, Durie Neumann
Davies, James	Moon, Lendora Marsh	
Esser, Barbara Elisabeth	Peterman-Smotherman, B. E.	

### FOREIGN SERVICE RETIREMENTS

Adams, Linda K.	Hughes, Barbara F.
Bigler, Gene E.	Khelfa, George F.
Bohlmann, Marie	Lanphear, Louise Charlotte
Bucklew, Carl L.	Murphy, John Gerard
Burgess, John F.	Neighbors, Lloyd W. Jr.
Christian, Collette M.	Presgrove, Barbara Anne
Estrada, Roland G.	Quintus, John Allen
Failla, Sebastian R.	Rounds, Stephen R.
Fiorini, Marc A.	Rutledge, Alvin David
Flores, Marguerite D.	Stoffer, Howard
Gallucci, Gerard M.	Trowbridge, John Russell
Gutensohn, Lynn D.	Young, William L.



# O B I T U A R I E S

*Richard Morton Albaugh*, 83, a retired Foreign Service officer, died July 2 in Indiana from complications of Alzheimer's disease. Before joining the Department, he served with the Army during World War II. His overseas assignments included China, Taiwan, Japan, France, Ethiopia, Norway and Afghanistan. He retired in 1976.



*Davis E. Boster*, 84, a retired Foreign Service officer, died July 7 of natural causes in Arlington, Va. He served with the Navy during World War II and joined the Department in 1947. He headed the U.S. delegation to the Conference on Security and Cooperation in Europe, which led to the Helsinki Accords on Human Rights. He served as ambassador to

Bangladesh and Guatemala and also served in Moscow, Bonn, Mexico City, Kathmandu and Warsaw. After retiring in 1979, he was director of Radio Liberty.



*Gregory Elftmann*, 58, counselor for public affairs at the U.S. Embassy in Sweden, died July 4 of heart failure in Stockholm. Prior to joining the Foreign Service in 1983, he conducted underwater and conventional archaeology in Greece. He served overseas in Quito, Buenos Aires, Athens, Vladivostok and Riga.



*Virginia Mary Fitzpatrick*, 84, a retired Foreign Service officer, died July 2 in Falls Church, Va. She joined the Department in 1949 and served overseas in Korea, Indo-China, Bangkok, Rome, India, Khartoum, Accra, Moscow and Venezuela. She retired in 1975.

*Norman H. Frisbie*, 74, a retired Foreign Service officer, died June 18 of a heart attack in Vienna, Austria. Before joining the Department, he served in the Army. His overseas assignments included Manchester, Frankfurt, Warsaw, Poznan, Maseru, Prague, Nairobi, Munich, Brussels, Vienna and Antananarivo. After retiring to Vienna in 1991, he became an accomplished cook.



*Vera Gordon*, 86, a retired Civil Service employee, died August 6 of Alzheimer's disease in Wetumpka, Ala. She served for 37 years as diplomatic receptionist to the Secretary—including secretaries Rusk, Rogers, Kissinger, Vance, Muskie, Haig and Shultz—before retiring in 1987.



*John V. Hedberg*, 79, a retired Foreign Service officer, died July 13 of cancer in Olney, Md. He served in the Navy during World War II. He joined the Department in 1962 and served overseas in Sweden, Iran and Argentina. After retiring in Silver Spring, Md., he enjoyed carpentry and ceramics.

*Lucy "Penny" Norton Johansen*, 95, a retired Foreign Service officer and widow of Foreign Service officer Beppo Johansen, died July 19 of a brain hemorrhage in Lasne, Belgium. She served overseas in Tokyo, Zurich, Montreal, Turin and Florence, where she retired in 1969. She later moved to Maine and then Belgium.

*Ellenanne Marsh LeClair*, 83, widow of retired Foreign Service officer Leo LeClair, died July 8 in Peterborough, N.H. She joined the Office of War Information during World War II, where she met her husband. She accompanied him on overseas postings to Athens, Paris, Algiers, Bordeaux, Beirut, Colombo and Ottawa. After retirement, she was active in her local hospital auxiliary.



*Charles Edwin "Nick" Nicklas*, 81, a retired Foreign Service officer, died April 24 from complications of a stroke in Potomac, Md. He served in the Army during World War II. After joining the Foreign Service in 1956, he served overseas in Manila, Santiago, Rio de Janeiro and Saigon. After retiring to Florida, he started a second career as a realtor. He enjoyed baseball and horse racing.

# O B I T U A R I E S



*Sarah See Seigel*, 60, a retired Foreign Service officer, died July 12 of breast cancer in Arlington, Va. She joined the Department in 1979 and served overseas in Paris. In Washington, she served as special assistant to the chief financial officer.

*Carroll Milton Terry*, 100, a retired Foreign Service officer, died April 16 in Storrs, Conn. He served in the Navy during World War II and joined the Department in 1948. He served in China, Manila, Vienna, Madrid and Quebec. He retired to Texas in 1962, served as a consular agent in Ibiza, Spain, for several years and later moved to Connecticut. He was an avid musician.

*Michael J. Tretola*, 66, a retired Foreign Service specialist, died Aug. 24 in Murrells Inlet, S.C. He served in the Army before joining the Department. His overseas assignments included Panama, Lebanon and South Africa. He traveled frequently throughout the Middle East, China and Africa in support of Secretary Kissinger's "shuttle diplomacy." He retired in 1988.

*Eva Turcu*, a retired Foreign Service National employee, died July 23 in Vienna, Austria. After more than 30 years of service with the U.S. Information Agency, she retired in 1987. She was instrumental in the founding of the Austrian Association of American Studies.



*Edward L. Watson*, 62, a retired Foreign Service specialist, died July 3 of leukemia in San Antonio, Texas. Before joining the Department, he served in the Army. His overseas assignments included Bangkok, Moscow, Mexico City, Kinshasa, Panama City, Paris and Canberra. He retired in 2000.



*Rosa O. Whitted*, 52, a Civil Service employee, died April 23. She started her government career in 1972 with the Department of Labor. After serving with the Department of the Treasury and Office of the Personnel Management, she joined the Department in 1993 and at the time of her death was comptroller in the Bureau of Population, Refugees and

Migration.



*Donald R. Woodward*, 69, a retired Foreign Service officer, died of multiple myeloma July 17 in McLean, Va. After serving in the Peace Corps, he joined the Department in 1963. His overseas postings included Mexico, Jamaica, Pakistan and Afghanistan. He retired in 1990, but continued working for the Department as a consultant. After being diagnosed with multiple myeloma, he became a patient's advocate and a board member of the International Myeloma Foundation.

## IN THE EVENT OF DEATH

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

# THE ADVENTURES OF HARLAN BONMOT, MEDIOCRE TRANSLATOR



(AMBASSADOR, I HAVE SUMMONED YOU HERE TO LODGE A VIGOROUS PROTEST IN THE STRONGEST TERMS.)

THE MINISTER HAS INVITED YOU HERE BECAUSE HE THINKS YOU ARE STRONG - AND VIGOROUS.



(WE CAN NO LONGER TOLERATE YOUR HIGH-HANDED INTERFERENCE IN OUR INTERNAL AFFAIRS!)

HE WELCOMES OUR HIGH LEVEL OF INTEREST IN HIS COUNTRY.

(YOU CANNOT TREAT US AS SWINE - YOU UNLEASH A FLOOD OF ANGER AND RESENTMENT!)

SOMETHING ABOUT BACON, I THINK. AND WATER, MAYBE A SWIMMING POOL. SEEMS HE HAS A HANKERING TO SWIM...



SPLENDID - PLEASE INVITE THE MINISTER OVER TO THE RESIDENCE FOR BACON BURGERS POOLSIDE!

(THE AMBASSADOR WISHES PORK UPON YOU AND HOPES YOU SOON SWIM WITH THE FISHES...)

FIRST RATE TRANSLATING THERE, BONMOT. HARD TO MAKE OUT WHAT HE'S SHOUTING, THOUGH...

IT CAN ONLY BE ANGUISH THAT HE DOESN'T HAVE HIS SPEEDO HERE IN THE OFFICE.



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**Contributions to assist victims  
of Hurricane Katrina can  
be made through the  
Combined Federal Campaign.  
A separate fund to assist  
employees displaced by the  
storm has also been set up.**