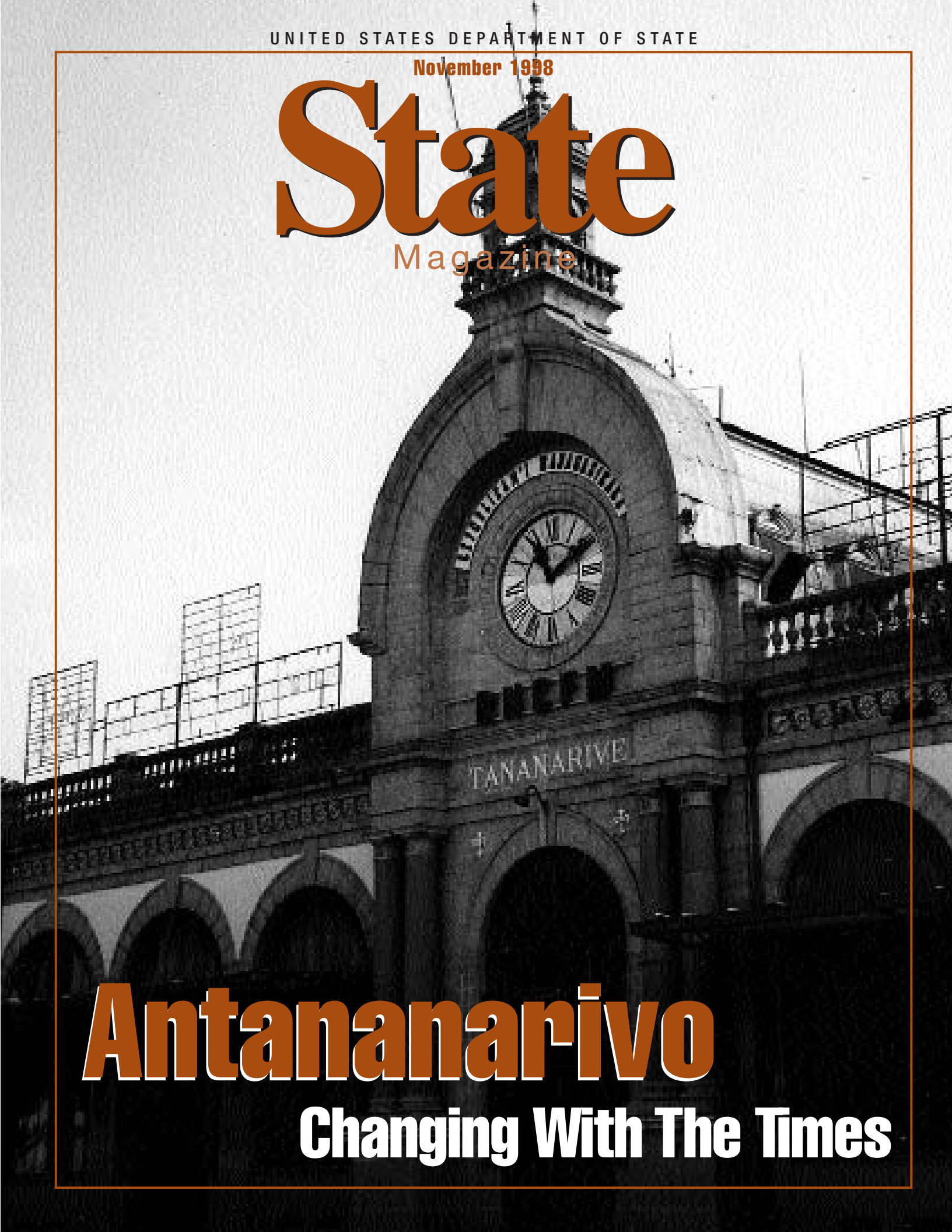


UNITED STATES DEPARTMENT OF STATE

November 1998

State

Magazine



Antananarivo

Changing With The Times

Coming in December:

Bureau of the Month—



Photo by Kip Schwabe

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The magazine welcomes State-related news and features. Informal articles work best, accompanied by photographs. Staff is unable to acknowledge every submission or make a commitment as to which issue it will appear in. Photographs will be returned upon request.

Articles should not exceed five typewritten, double-spaced pages. They should also be free of acronyms (with all office names, agencies and organizations spelled out). Photos should include typed captions identifying persons from left to right with job titles.

Material may be submitted on disks, e-mailed or faxed, in 14 point type, to (703) 812-2475. The mailing address is **State Magazine**, PER/ER/SMG, SA-6, Room 433, Washington, DC 20522-0602. Contributions may also be left in Room 3811, Main State. The magazine's main number is (703) 516-1667.

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Photo by Carl Goodman

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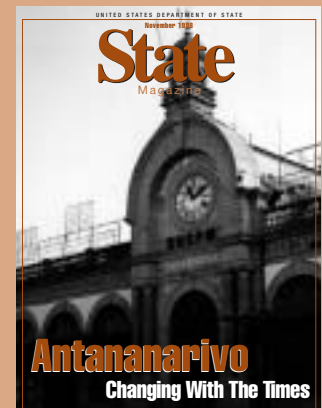
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Gare Soarano, the train station in Madagascar's capital.

Photo by
Eliana Saxton



FROM THE SECRETARY

Still Much Work To Be Done

Some decades ago, in the depth of Cold War tensions, the late journalist Walter Lippman wrote about the realities of his time in words that may serve as a warning to ours.

“With all the danger and worry it causes...the Soviet challenge may yet prove...a blessing. For...if our influence...were undisputed, we would, I feel sure, slowly deteriorate. Having lost our great energies because we did not exercise them, having lost our daring because everything was...so comfortable. We would...enter into the decline which has marked...so many societies...when they have come to think there is no great work to be done, and that the purpose of life is to hold on and stay put. For then the night has come and they doze off and they begin to die.”

Lippman’s fear is being put to the test in this decade. The Soviet challenge is gone. The military might and economic power of the United States is unrivaled. Certainly there are some among us who now believe “there is no great work to be done” and that all we have to do to ensure our prosperity, security and freedom is to “hold on and stay put.” If their views were truly to take hold and gather strength, I would fear gravely for our country.

Accordingly, as Secretary of State, one of my most important jobs is to call attention to the dangers that still confront us and to the direct connection that exists between the success or failure of our foreign policy and the day-to-day lives of the American people. Amid the hubbub of other events, this can be a challenging task. This fall, I have made a concerted effort to get out of Washington to speak to audiences in the South, the Midwest and on the Pacific coast.

My message responds to Walter Lippman’s warning. There are no shortcuts to leadership and no time outs to history. The tasks our generation confronts, although less obvious and dramatic than those of the Second World War or the Cold War, are just as important. There is no single battlefield, but rather a series of tests from Korea to the Balkans, and from Central Africa to the Middle East.

Overall, our challenge is to take the actions, forge the agreements and set the example that will enable us to bring the world closer together around basic principles of democracy, open markets, law and a commitment to peace. If we fail, we may see the progress that has been made toward building a more stable and prosperous world community unravel at 21st-century speed.

But if we succeed, the American people will benefit from a global economy that has regained its footing and resumed broad-based growth. Our neighborhoods will be more secure from the scourge of drugs and terror. We will find it safer, easier and more rewarding to trade, travel, invest and study abroad. And our armed forces will be called upon less often to respond to urgent and deadly threats.

Although the most we can hope for in our time is to build a solid foundation for such a world, it is nevertheless a tall order. It is, without doubt, “great work”—worthy of the American people, a challenge to this Department and essential to our future.

Madeleine Albright
Secretary of State

From the Editor

Although it's been nearly three months since the bombings of our embassies in Nairobi and Dar es Salaam, the healing process continues. While the Aug. 13 ceremony inside a hangar at Andrews Air Force Base, Md., was for family and friends, the memorial service at the National Cathedral in Washington, D.C., Sept. 11 was the nation's formal tribute to those killed and injured in the East African tragedy. It was a solemn but moving service filled with song and celebration, hope and inspiration. "We have lost something, but what remains is very important," said the Rev. Jesse L. Jackson so eloquently in his sermon.

In this issue, we discover two little-known activities responsible for delivering worldwide everything from our service pins and cars to computers (and this magazine). And we visit Antananarivo (which may be easier than pronouncing it), our post of the month on the Texas-size island of Madagascar, where a native icon, the lemur, holds court.

The goal of ergonomics, we learn in this issue, is not to endure aches and pains, but to "fit the environment to the worker." Enough said.

We also toast tandems and meet several couples who have survived and thrived in this special arrangement and who applaud the Department's appointment of a full-time coordinator for tandems.

Speaking of special arrangements, we are sort of tandems, too, in our reader-magazine relationship, and we encourage you to let us know from time to time how the "marriage" is doing.



our sister agencies. Without your teamwork, we could not have coped effectively with this crisis.

Susan Rice

Assistant Secretary for African Affairs

Thanks for Anti-Smoking Message

Dear Editor:

The Centers for Disease Control and Prevention would like to commend the U.S. Ambassador to Senegal, Dane F. Smith Jr., for his clear message, delivered on World No-Tobacco Day in May, about the tobacco industry's marketing activities designed to link their deadly products with images of wealth, glamour, sex appeal and sports. Through his actions and comments, Ambassador Smith has greatly strengthened the President's directive. In addition, the U.S. Embassy in Senegal donated one of its used computers to the new Senegalese anti-tobacco federation. This demonstrates one more tangible way for U.S. posts overseas to act upon the President's directive on international tobacco control, which encourages posts to "promote" and "assist" anti-tobacco activities in their host countries.

Michael P. Eriksen

*Director, Office on Smoking and Health
Centers for Disease Control and Prevention
Atlanta, Ga.*

Africa Bureau Says Thanks

Dear Editor:

On behalf of the Africa Bureau, I would like to express my sincere appreciation to all of those who lent support and provided hands-on assistance during the grave tragedy in East Africa. I am sincerely impressed and heartened by the overwhelmingly quick, steady and dedicated response of the Department of State and its extended family. So many worked under immense pressure and around the clock to mobilize emergency assistance and supplies, relocate embassy personnel and provide technical support—to meet the needs of not only our colleagues and their families, but also of the African victims of the atrocious Aug. 7 bombing in Kenya and Tanzania. Your staunch professionalism was matched only by your genuine and deep compassion.

This has been an emotional time for so many of us, a time of profound sadness and grief. But as Secretary Albright noted at Andrews Air Force Base on Aug. 13, "terror...cannot change America's determination to lead or strive with others to build a world where there is more hope and prosperity, freedom and peace." When I traveled with Secretary Albright to the region, I was struck by the effect of such a cowardly act of a few on so many Africans and Americans. I thank all of you for your tremendous hard work and dedication—spouses, Foreign Service National personnel, ambassador-designees, staff from regional bureaus (especially the Bureau of Inter-American Affairs that did an outstanding job coordinating memorial services), junior officers serving on overnight task force shifts and volunteers from

Letters should not exceed 250 words and should include the writer's name, address and daytime phone number. Letters will be edited for length and clarity. Only signed letters will be considered. Names may be withheld upon request.

*You can also reach us at
statemag@pererwpoa.us-state.gov.*

DIRECT FROM THE D.G.

BY EDWARD W. "SKIP" GNEHM JR.

As you read this column, the 1998–99 Foreign Service open assignments cycle is in full swing. This year we have implemented more changes to build on the innovations of past year. I want all Foreign Service personnel and Civil Service employees interested in excursion tours to understand these changes and the reasons for them.

Last year, we initiated an effort to streamline the whole assignment cycle by creating a timeline of measures to yield an orderly but rapid "cascade" of decisions from senior levels down. This year we are continuing the push. Our Senior Foreign Service and Foreign Service-01 colleagues were required to submit their bids this year by Sept. 18, before the Oct. 16 deadline for the rest of the Foreign Service. This head start enabled us to begin filling key slots earlier this cycle and to make progress on the most senior assignments. In the second week of October, the D Committee, led by Deputy Secretary Strobe Talbott, made recommendations for all chief of mission positions for the summer of 1999. We also picked candidates for 1999's Senior Seminar in October, well *before* other prestigious senior assignments were made. This month, we completed selecting our best 01s for training at the War Colleges and other educational institutions in 1999. Finally, the DCM Committee and the DCM/SEP Committee are scheduled to complete their selections by the end of the month. The streamlined assignments cycle allows candidates to know earlier where to focus their bidding efforts.

I want to continue to focus on some of our basic bidding guidelines during this assignment cycle. This past summer, I instructed the Career Development and Assignments staff to identify Foreign Service employees in the 1999 cycle who were subject to fair share bidding requirements or who had not served at least one tour in Washington in the past 15 years. Some of these colleagues received friendly "reminders" to include hardship and Washington jobs on their bid lists. I also told CDA to monitor closely the limits on continuous service in the United States—the so-called six-to-eight-year rules. Enforcing these guidelines is essential if we are to keep a Foreign Service built on equity and a balance of domestic and overseas experience. In talking with colleagues around the world, I am struck by their unanimous support for more rigorous enforcement of bidding rules.



Streamlining the Assignment Cycle

Tandem couples are a high priority for all of us in Personnel. As more and more tandems rise in seniority, we must show increasing flexibility and creativity to keep them together. Guided by ethics and antinepotism guidelines, we are strong supporters of same-post employment of both tandem members. I am happy to report that, in last year's assignment cycle, 95 percent of tandem couples were satisfied with their assignments.

We are working toward adopting a new policy to better align the tours of duty of new hires whose spouses are in the Foreign Service.

We are also taking steps to make the Hard-to-Fill exercise more transparent for Civil Service employees seeking excursions. I know that last year many Civil Service colleagues were frustrated to find that jobs listed on the Hard-to-Fill list instead went to Foreign Service employees bidding on stretch assignments. This year Civil Service Hard-to-Fill assignments will begin three weeks after the Foreign Service stretch season opens—to avoid misleading Civil Service bidders about the availability of Foreign Service jobs. I am also happy to report that Top Secret clearances will no longer be a precondition for Civil Service personnel to bid on Foreign Service Hard-to-Fill positions. This requirement deterred many otherwise qualified Civil Service bidders last year and was strongly criticized by the Civil Service ombudsman. In this cycle, all Civil Service employees with at least a Secret clearance are eligible to bid on these jobs, although they will need to have a Top Secret clearance before being allowed to leave for post.

Finally, in response to widespread urging by bureaus and others, I created a new Assignments Office in CDA designed to enable the counseling officers to do more of what they do best—counseling! This new office represents the interests of the bureaus and will avoid the conflicts of interest that occasionally arose in the past two years when the same counselor represented both bidders and bureaus.

In a perfect world, all employees would get their first-choice jobs and bureaus or posts their top candidates. There is no way I or any director general can make that happen. But my staff and I can work toward an open assignments process that meets the needs of the Foreign Service, responds to the personal and professional aspirations of our colleagues, best develops the officers who will lead us in the future and upholds the principles of transparency and equity. We know we have not yet reached those goals across the board, but we are continuing to focus our efforts in that direction. ■

Assisting FSNs in Kenya, Tanzania

Employees have contributed approximately \$150,000 to help State's foreign national employees in Nairobi and Dar es Salaam and their families through the Emergency Relief Fund for Foreign National Employees.

Established in 1994, the fund enables the Department to respond to crises or humanitarian requests on behalf of foreign national employees working for the U.S. government. In the cases of FSNs involved in the recent bombings, the fund will help defray costs not covered by the U.S. government, such as lodging for the family of an injured FSN who were medevaced with him for care in Germany.

Recent tragedies have caused the Emergency Relief Fund to run low, so additional contributions will allow State to respond quickly and compassionately to this and other emergencies like those caused by recent floods in West Africa and Hurricane Georges in the Dominican Republic.

Contributions may be made by check payable to the Department of State and earmarked for the Foreign National Emergency Relief Fund. The checks should be sent to:

DEPARTMENT OF STATE
FSN Emergency Fund
c/o Donna Bordley
FMP, Room 7427
Washington, DC 20520

The fund assists locally employed staff of all agencies, not just the Department of State. Donations are tax deductible.

Elder Care Forum Slated

The Association of American Foreign Service Women will convene an Elder Care Forum on Nov. 3 at Main State to discuss the realities of providing elder care, either overseas or from overseas. A panel of experts representing offices in the Department and other agencies will participate.

The forum is scheduled from 9:30 a.m. to 1 p.m. in Room 1912.

Envoys Nominated

Rand Beers—assistant secretary for International Narcotics and Law Enforcement Affairs

Craig Gordon Dunkerley—special envoy for Conventional Forces in Europe

Harold Hongju Koh—assistant secretary for Democracy, Human Rights and Labor

B. Lynn Pascoe—U.S. ambassador to Malaysia

Peter F. Romero—assistant secretary for Inter-American Affairs

Michael J. Sullivan—U.S. ambassador to Ireland

C. David Welch—assistant secretary for International Organization Affairs

More complete biographical information will be provided when these nominees are confirmed by the Senate.

Combined Federal Campaign Continues

The State Department's 1998 Combined Federal Campaign continues through Dec. 18.

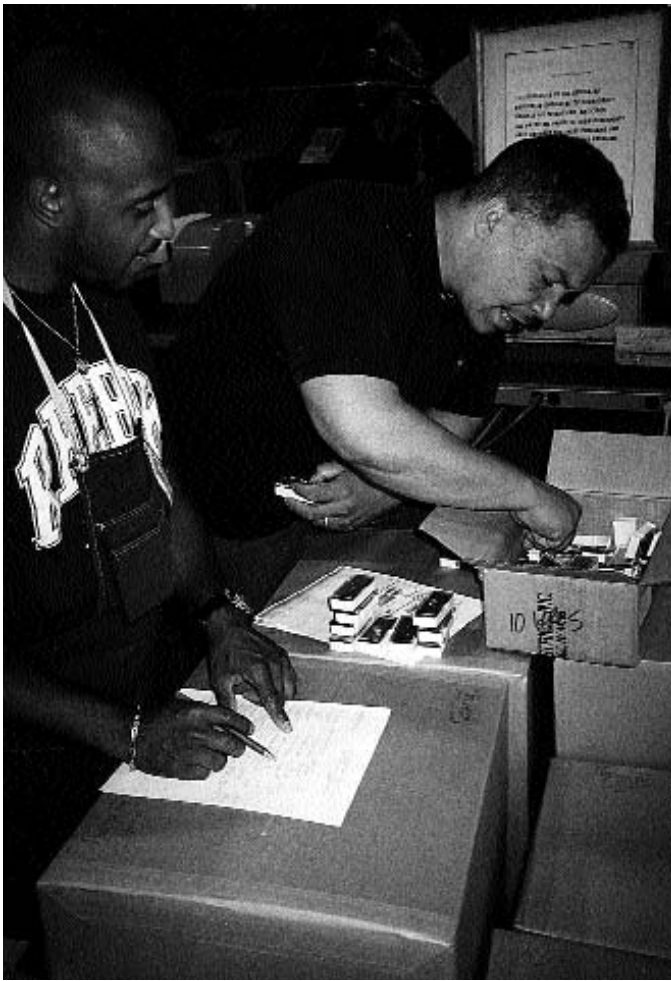
The campaign, which has a goal of raising approximately \$1.1 million, supports more than 2,500 voluntary and charitable organizations, including the Department's child care center, the Foreign Service Youth Foundation and the American Foreign Service Association Scholarship Fund. Employees are encouraged to give through the payroll deduction plan, which allows contributors to spread a donation over the entire year in relatively small amounts.

Contributors are free to designate their favorite charities from among those listed in the "CFC Catalog of Caring." Employees may designate up to five charities, officials noted.

Employees serving overseas are reminded that international service agencies are one of the major groupings under the CFC umbrella. Last year, these international agencies reached an estimated 150 million people in more than 100 countries.

The annual CFC drive is the only time of the year that federal employees are canvassed officially for charity. Employees are encouraged to return pledge cards to their CFC keyworker.

Last year only 32 percent of State employees contributed to the CFC, compared with 53 percent in federal agencies of comparable size, campaign officials said.



Aron Marble, left, and Brian White, Services Supply Center employees, inspect an order of service pins bound for Rangoon.

Two components of the Bureau of Administration's Logistics Management Office—the Supply Services Center in Springfield, Va., and the Diplomatic Pouch/Mail Facility in Sterling, Va.—provide critical support services to employees at home and overseas.

A 'State Secret'

Story and photos by Carl Goodman

Tucked away off Interstate 95 in Springfield, Va., outside Washington, D.C., is an operation that manager Mick Miller calls "too much of a well-kept secret."

That well-kept secret is the Department's Supply Services Center that receives, inventories and ships everything from cars and computers to safes, service pins and official photos of the President and Vice President—usually within three days.

"Our goal is to move, not park, items," commented the senior Foreign Service officer of a little-known operation conducted from a 47,000-square-foot facility near the U.S. Army's Fort Belvoir.

Part of the Bureau of Administration's Logistics Management Office, the center services all U.S. Missions overseas and domestic State entities, including some 40 annexes in the Washington, D.C., metropolitan area and other locations around the country. For example, the center delivers approximately 10 tons of paper weekly to Main State.

The center also prepares items for shipment by classified and unclassified pouch, regular air cargo, State-sponsored support flights and container ships. During 1997, the center prepared more than 500 20- and 40-foot containers for shipment overseas. This year, the staff expects to ship more than 200 State vehicles, some specially armored for diplomatic personnel serving in high-security areas of the world.

Another State facility, the Baltimore Logistics Center, a 1.7-million-square-foot facility at Middle River, Md., of which State occupies 250,000 square feet, handles most of the bulk shipments such as construction materials required by the Office of Federal Buildings Operations.

When an order arrives at Springfield, the center matches it up with a copy of the purchase order received earlier from the Office of Acquisitions Management, another



Rangoon employees Caroline Soe Myint, left, Noreen Shein and Mary Reuben inspect service pins on their arrival.

Logistics Management Office operation, to ensure that customers are getting what they ordered. Once verified, the order moves to A/LM's Diplomatic Pouch/Mail Facility in Sterling, Va., near Dulles International Airport, where it is bagged and tagged with an invoice and pouch number. If a customer requests a tracer, the Sterling facility can use any State pouch registry number to locate the shipment.

A diplomatic courier for 33 of his 37 years with the Foreign Service, Mr. Miller believes State organizations can profit from knowing more about the center's operations. He's pleased that the Foreign Service Institute is gearing up its administrative and general service officer courses to include lectures and visits to the warehouse, about 20 miles south of Washington, D.C. He hopes FSI's new efforts will help reduce mistakes and improve service for everyone.

The A/LM organization also manages the excess property disposal program for the Department (see sidebar). ■

Using and Disposing of Federal Property Properly

By Edward L. Jeter

The State Department and Department of Agriculture agreed in 1995 to have USDA dispose of State's surplus federal personal property and provide related services on request in the Washington, D.C., metropolitan area only.

The chief of the Supply Services Center, a part of the Bureau of Administration's Logistics Management Office, is responsible for the operational function of the excess Federal Personal Property Utilization and Disposal Program in the Washington area. Two property utilization and disposal specialists, Barry Wilson and Sandra Miller, are located at State Annex SA-4. They can be reached on (703) 644-3441 or (703) 644-3490, by fax at (703) 644-3477 or by e-mail. The specialists are responsible for the operational function of the program and act as the liaison between State and USDA. They oversee federal personal property use, including scheduling and removal, and screening of excess and surplus federal personal property at other federal agencies. They account for excess personal property by submitting reports to USDA and the General Services Administration for property transferred between State and other agencies. They maintain contact with other federal agencies personnel through routine visits and by telephone to resolve problems and ensure that the Department's Property Utilization and Disposal Program is operating effectively and efficiently. When requested, they will visit offices to assist with the actual disposal process.

The specialists also order and maintain a stock of office furniture and carpet, referred to as the F-stock. The F-stock consists of new executive (mostly wood) furniture and a small selection of new carpet. They operate a furniture rehabilitation program, in which furniture (mostly wood) can be refinished or reupholstered. They can also arrange for bureau personnel to screen what is referred to as "as-is" federal personal property at USDA or GSA. As-is property has been excessed in various conditions and is free, except for the cost of delivery (you can provide your own transportation), but must be used for official government business and accounted for as required by regulations.

USDA and GSA have an extensive furniture program of new and rehabilitated (on-hand, in-stock) furniture and as-is property. They also have literally hundreds of patterns to choose from to have furniture reupholstered. Even though these services are restricted to the Washington, D.C., area, Mr. Wilson and Ms. Miller will assist all Department personnel, regardless of their location, with questions about federal property use and disposal. Normally, excess federal personal property overseas is not returned to Washington, D.C., but is disposed of locally according to regulations. For more information, contact one of the following offices in the order listed: post general services officer; chief of the property management branch; chief of the Supply Services Center; and the Property Utilization and Disposal Unit.

The author is a property utilization and disposal specialist.

The Proof is in the Pouch

Pouches await delivery to Dulles International Airport for shipment overseas.

Story and photos by Carl Goodman

As jumbo jets take off and land at nearby Dulles International Airport, some 130,000 pieces of mail land daily at this 70,000-square-foot State-leased facility where all incoming and outgoing unclassified mail and pouches for the Department, its annexes and all overseas posts are processed.

The Diplomatic Mail and Pouch Facility at Sterling, Va., part of the Bureau of Administration's Logistics Management Office, was built to specifications for State and dedicated in 1990. The site employs 93 workers, many of them contract personnel. The facility processes three batches of incoming and outgoing mail daily. The number of pouches dispatched daily averages about 637 with each dispatch weighing about 6,300 pounds.



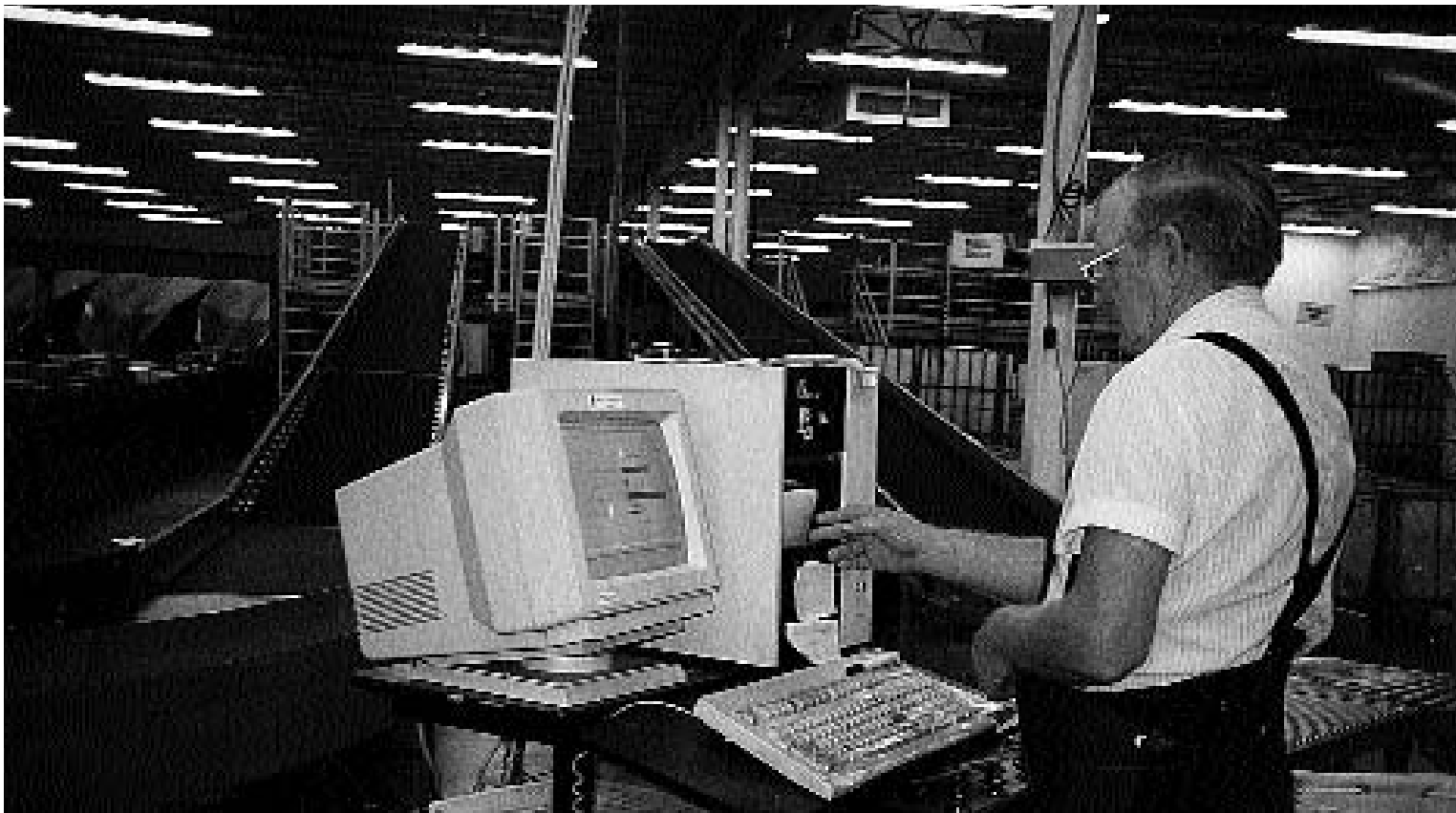
Above, Sterling Deputy Branch Chief Tom Hairston sends a package on its way after assigning a registry number, below.

All items earmarked for the pouch are X-rayed before being processed. In the process, some items are returned to the sender for violating established regulations governing weight (40 pounds maximum), size (not more than 26 inches long) and content (glass, liquids, aerosols, assembled weapons and live ammunition are prohibited).

The facility's automated system, installed for an estimated \$6 million in 1990 dollars, includes an optical character reader capable of scanning up to 38,000 letters per hour for zip codes. Computerized equipment with databases containing more than 30,000 addresses then locates the zip codes for letters lacking them and sprays the letters with bar codes. A bar-code sorter categorizes the mail by destination and sorts it into bundles. A 20-square-foot parcel sorter weighs and labels the bundles before messengers pick up the mail for delivery downtown. Outgoing parcels are bar-coded, processed and sent in pouches to Dulles.

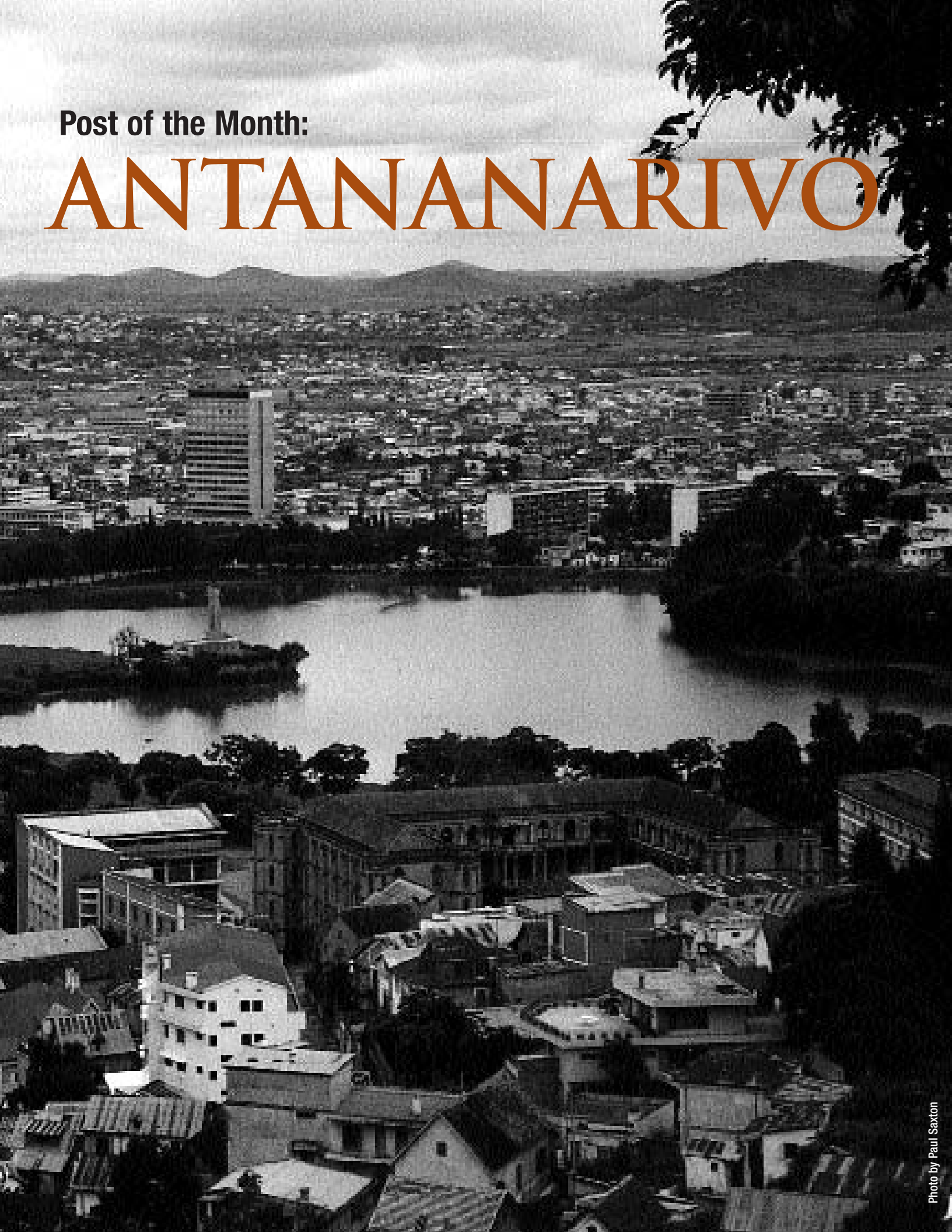
In addition to processing unclassified mail, the staff also supports the Secretary by storing and shipping unclassified radio and telephone packages used by the VIP team that accompanies her on her trips abroad. The operation also supports other government agencies domestically and overseas.

The Sterling facility is one of three branches of the Diplomatic Pouch Mail Division. The other branches are Operations and Classified Pouch. ■



Post of the Month:

ANTANANARIVO

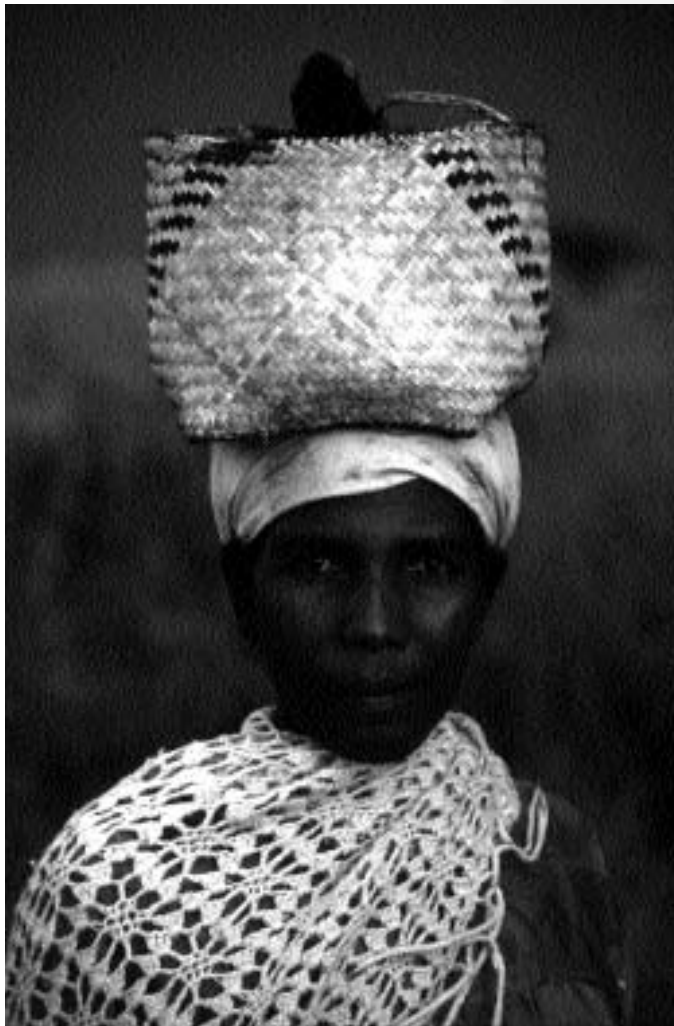


By Howard Perlow and Nyoka White

No description of Madagascar could be conveyed without using the word “unique.” The island—the world’s fourth-largest, excluding Australia—has been likened to an ark afloat in the Indian Ocean and a treasure chest of precious metals and gemstones. An early French explorer described Madagascar as a private sanctuary where nature “could work on different models from any she has used elsewhere.”

What makes this Texas-sized island of 13 million people so unique? For starters, the land. Some 75 percent of Madagascar’s identified living species are endemic only to the island—among them eagles, lemurs, orchids, ferns, tortoises and chameleons.

Nature was kind with its creations, including in Madagascar’s mix no large carnivores or poisonous snakes. Nothing on the island, with the exception of crocodiles and malarial mosquitoes, threatens humans, while medicinal plants used in cancer-curing drugs offer tremendous promise. Extinct species provide interesting study as well. There are fossilized dinosaur bones that litter some parts of the island and eggs of the bear-sized “elephant bird,” extinct since the late 1700s.



The environment and geology in Madagascar are as varied as the wildlife. The island features caves that can swallow Carlsbad, unusual rock formations that recall “Indiana Jones” and canyoned rivers dotted with waterfalls. Depending on your sense of adventure, you can hike mornings in a rain forest and camp overnight in a desert reminiscent of the U.S. Southwest.

Underground riches include gold and other precious metals as well as fields of sapphires, emeralds and semi-precious stones.

Madagascar’s original settlers are thought to have come from Indonesia or Malaysia only about 2,000 years ago, stopping in India, Arabia and the African coast before reaching the island. Their culture today shows influences from all the lands they touched, as well as those of European traders who used Madagascar for water and food replenishment while en route to the East.

The people of the former Malagasy Republic, who are still referred to as “Malagasy,” all speak a common language. Yet they consider themselves to be 18 tribes, differentiated by dress, hairstyle and practices, including distinctive “fadys,” or taboos, that they take very seriously.

Their religions are predominantly Christian and Islam, but with unusual twists such as ancestor worship and, to us, strange burial rites. A friendly people, the Malagasy often invite mission employees to their homes and to weddings, burials and other ceremonies.

The people are also superb craftsmen, using Madagascar’s natural resources to create beautiful furniture, jewelry, art objects, cloth and embroidery.

By the 1860s, Madagascar had evolved from a land of several independent kingdoms to one unified kingdom, with embassies in Washington, D.C., London and Paris. It also welcomed U.S. commercial officers, who were stationed in Malagasy ports. Among them was Victor Stanwood, who was reportedly murdered by French rivals and is commemorated on a memorial plaque in the State Department lobby.



*Opposite page, an aerial view of Madagascar’s capital city.
Left, a Malagasy woman with a feathered friend.*

France took over the island in 1896. Although it turned Madagascar into a jewel of its empire, France's occupation did not come without cost, including an unsuccessful Malagasy rebellion in 1947 that left between 80,000 and 100,000 dead. The Malagasy finally regained independence in 1960, but today insist on the distinction of having been conquered and occupied, not colonized, by the French.

Madagascar's current president, Didier Ratsiraka, took control during a 1972 coup. His socialist regime had a disastrous impact on the country's economy, infrastructure and society. Roads, hotels, government buildings, hospitals, prisons, electricity and telephone services deteriorated. Decades of progress in education, health and social services were wiped out, and Madagascar devolved into one of the world's 20 poorest countries.

Life expectancy in Madagascar remains low, and infant mortality and birth rate are high. The island's per capita

income is just \$250 a year, with 70 percent of the population earning well below even that paltry sum.

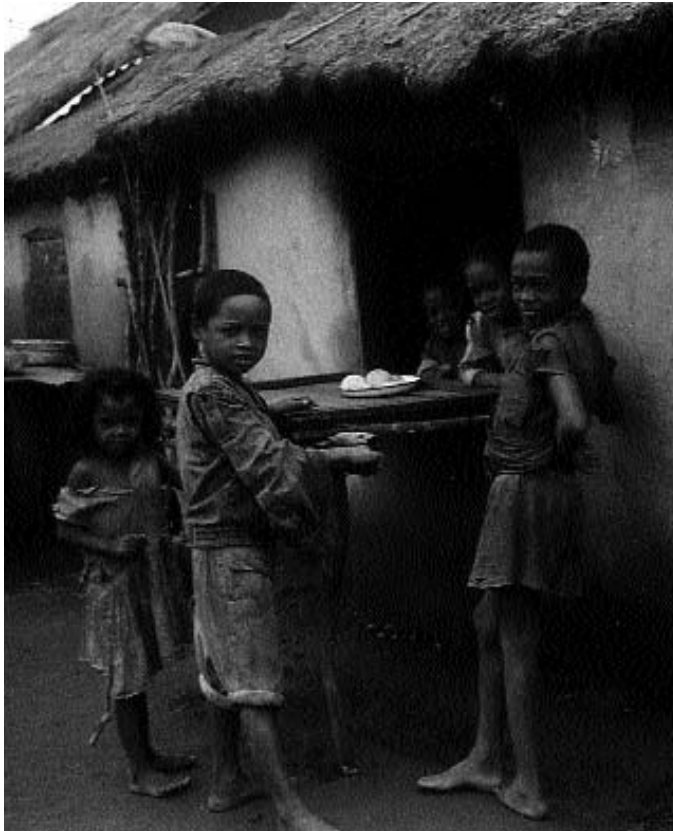
Ousted by largely peaceful protests in 1990, President Ratsiraka regained power in 1997 elections as a "born-again" democrat and capitalist after the interim government proved incapable of moving the country ahead.

Keeping the new democracy stable and helping the Malagasy regain economic ground are the overriding objectives of the four U.S. government agencies in Madagascar: State, the U.S. Information Service, the Peace Corps and the U.S. Agency for International Development.

USAID's concentration on improving family health is enhanced by Peace Corps health workers and the embassy self-help program. USAID's efforts to encourage private sector reform are supported by USIS experts. USIS' emphasis on strengthening the media and judicial reform are underlined in embassy speeches and interviews. The embassy focus on improving human rights finds support from the other agencies.



Richard Walker, son of former Antananarivo political officer James Knight, on the Antananarivo-Andasibe train.



Malagasy children in Antananarivo. Below, Ted Plosser, former general service officer in Madagascar, feeds a ringtail lemur.

Helping to save what's left of Madagascar's world-famous environment is another major mission goal, with most of the funding provided by USAID. An estimated 80 percent of the island's original forest already has been destroyed. Absent outside intervention, experts estimate that the remaining 20 percent—habitat for many of the island's unique creatures and plants—will disappear within the next 25 to 50 years. Madagascar has established several parks and preserves, but these too are under pressure from animal, timber and orchid smugglers.

USAID programs train park rangers and other workers, involve nearby residents in park planning and try to ensure that these residents receive benefits from any park income to compensate for income lost due to environmental protection measures.

USAID and the embassy can also take credit for helping save the Masaola Peninsula, one of the world's largest remaining tracts of tropical forest, where researchers regularly report finding new species of plants and animals. Although USAID and other foreign organizations had spent several years mapping, planning and training workers to establish the area as a park, reliable reports indicated that timber rights were likely to be signed over to an Asian company. The embassy and USAID convinced the government to do otherwise, and Masaola was officially established as a park last year.

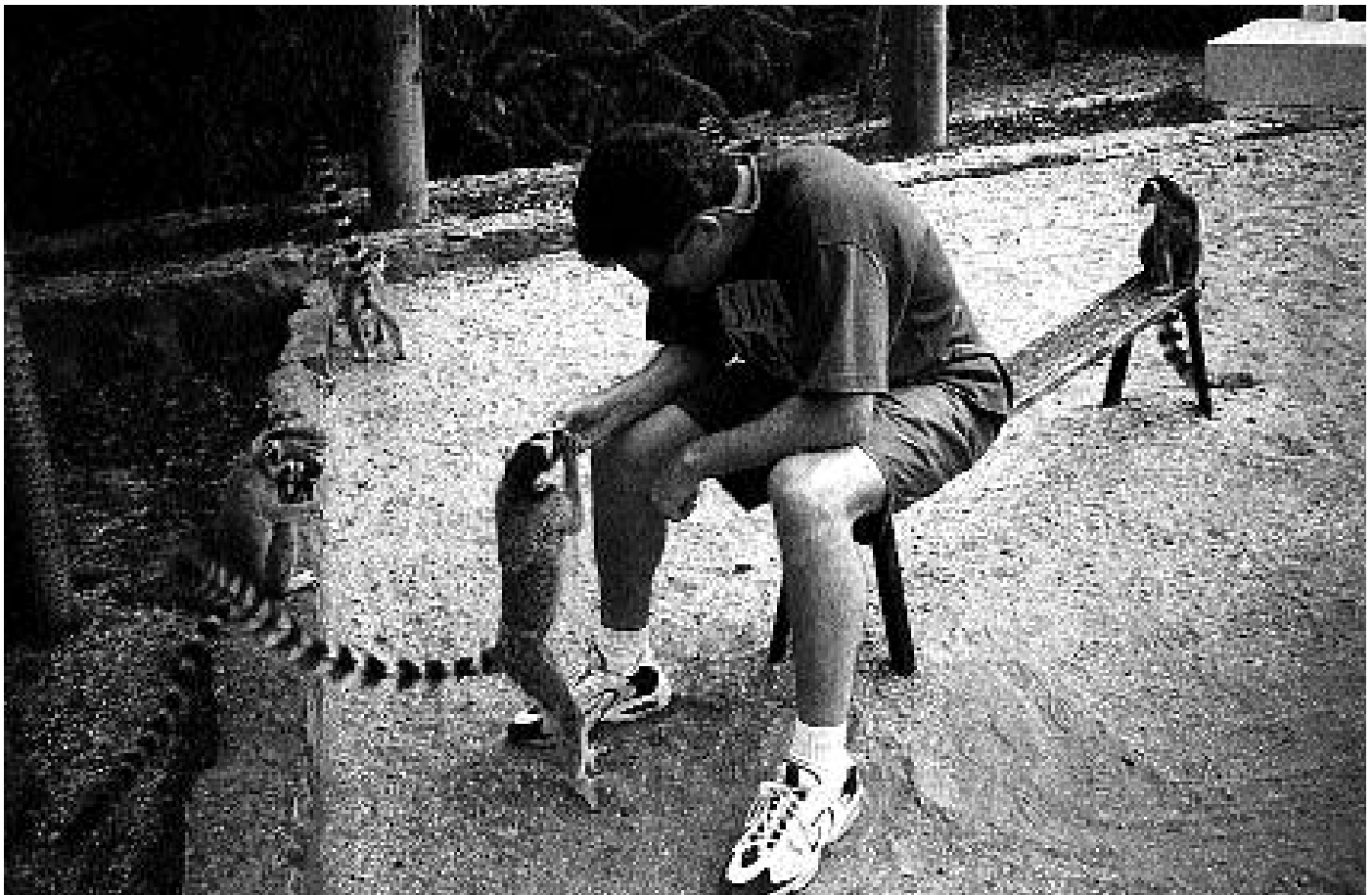


Photo by Hanne Skotte

Locals push a hotel shuttle bus out of the sand near Toliary.



Photo by Richard Walker

Given the lack of infrastructure, life for mission employees in “Tana,” as the locals call the capital of Antananarivo, has not always been easy. Within the past two years under President Ratsiraka’s new economic policies, however, things have gotten considerably better. American-style supermarkets and local markets offer an abundance of fresh fruits and vegetables, some of them

(that word again) unique to the island. Roads in town, as well as some of the national highways, are being paved and the buildings are being spruced up. Electricity outages are rare, cable channels such as CNN and TNT are available, and the phone system, including Internet and cellular connections, works well. More and more hotels and restaurants are opening up throughout the country.

Students at the American School of Antananarivo.



Photo by Eliana Saxton

The American School, with grades one through 10, has an excellent reputation. Classes are small enough for teachers to provide individual attention, and students do well when they go on to other institutions. Two of the school’s students, Ross Wilson and Ben Saxton, won this year’s “Kidvid” contest in State’s worldwide competition for a film on life in Tana.

Admittedly, cultural life, aside from some fine Malagasy musicians, leaves something to be desired. But most people consider the tradeoff—a naturalist’s paradise with a perfect climate that invites hiking, biking, camping or scuba diving—to be fair. The more sedentary among us prefer watching the annual whale migration, just lazing on a white sand beach or browsing at Tana’s many markets in search of that perfect antique, fossil or gemstone. ■

Howard Perlow is the former chargé d’affaires in Antananarivo and is currently the deputy chief of mission in Asmara. Nyoka White, his wife, is a retired USA officer.

By Paul Saxton

The USIS public diplomacy strategy aims to develop a foundation of trust and mutual understanding between Madagascar and the United States. Although there is a public diplomacy aspect to virtually everything the U.S. government does in Madagascar, most public affairs efforts are concentrated in three areas: building democratic institutions and promoting respect for human rights, economic reform and growth that leads to increased prosperity and trade with the United States and greater Malagasy awareness of the value of protecting their unique biodiversity.

USIS employs a wide mix of approaches and products to accomplish these program goals, including visits by short-term American experts, selected teleconferencing

Madagascar's Vice Prime Minister for Foreign Affairs Herizo Razafamileo looks on as Paul Saxton, former public affairs officer in Antananarivo, and his son Ben plant a tree.

using worldnet facilities and a recently inaugurated, extensively documented and well-maintained Internet web site. The office's efforts are backstopped by a large information resource center, operated by three trained reference librarians, that offers 5,000 program-related books, 100 periodicals and access to numerous U.S. databases.

At the heart of the USIS program is the largest self-supporting English teaching program in Africa, with close to 1,000 students drawn from the government, banking, media and business sectors. USIS' approach is to teach English and good governance to judges and parliamentarians, English and economic reform to bankers and businessmen, and English and journalistic techniques to the media.

Funding restraints have kept USIS' exchange programs relatively modest. It supports a U.S. Fulbright lecturer, various U.S. and Malagasy Full bright students, upwards of 10 international visitor grants and various mid-level grantees under the Hubert H. Humphrey academic exchange program. Although Madagascar is relatively

isolated from the United States and private resources are scarce, USIS offers counseling services for a surprisingly large number of Malagasy students interested in pursuing self-funded higher education in the United States. USIS also has begun work with a newly founded alumni association that potentially groups together all Malagasy who have studied and worked in the United States, both privately and as part of U.S. government programs. The office aims to use this organization as a further conduit for U.S. ideas and expertise.

USIS coordinates mission contact with the media and coverage of U.S. visitors and programs, and takes the lead role in a continuing dialogue with the media—an essential molder of public opinion.

The author is the former public affairs officer in Antananarivo.



Photo by Eliana Saxton

A Toast to Tandems

By Donna Miles

When Bob Winship married his Foreign Service Officer orientation class sweetheart Mary Gorjance in October 1985, he put a news flash in their A-100 class newsletter with the headline, "Econ Officers Marry—and Commit Career Suicide!"

The junior Foreign Service officers, who returned to their native Seattle for the ceremony and reception, cut into a wedding cake decorated with a world map and a miniature groom standing over Bob's post, Shanghai, and a miniature bride over Mary's, Amman.

It was their first taste of life as a tandem couple.

Fortunately, Mr. Winship's tongue-in-cheek prediction about their careers proved to be wrong. Today he's an international economist in the European Affairs Bureau's Office of European Union and Regional Affairs, and Ms.

Gorjance is an international relations officer handling multilateral chemicals issues in the Bureau of Oceans and International Environmental and Scientific Affairs.

Looking back over their 13 years as a tandem couple, they've shared many of the same experiences and cleared many of the same hurdles faced by State's 776 other tandem employees. They've struggled to find career-enhancing assignments at the same posts and endured separations and temporary career setbacks. But they're quick to admit they've enjoyed the rewards, too—especially the opportunity to forge satisfying foreign affairs careers as a couple.

State didn't always look favorably on tandem couples. Donna and John Hamilton entered the Foreign Service together in 1970 and married two years later, just after the Department changed the rules to allow married couples to both remain in the Foreign Service.

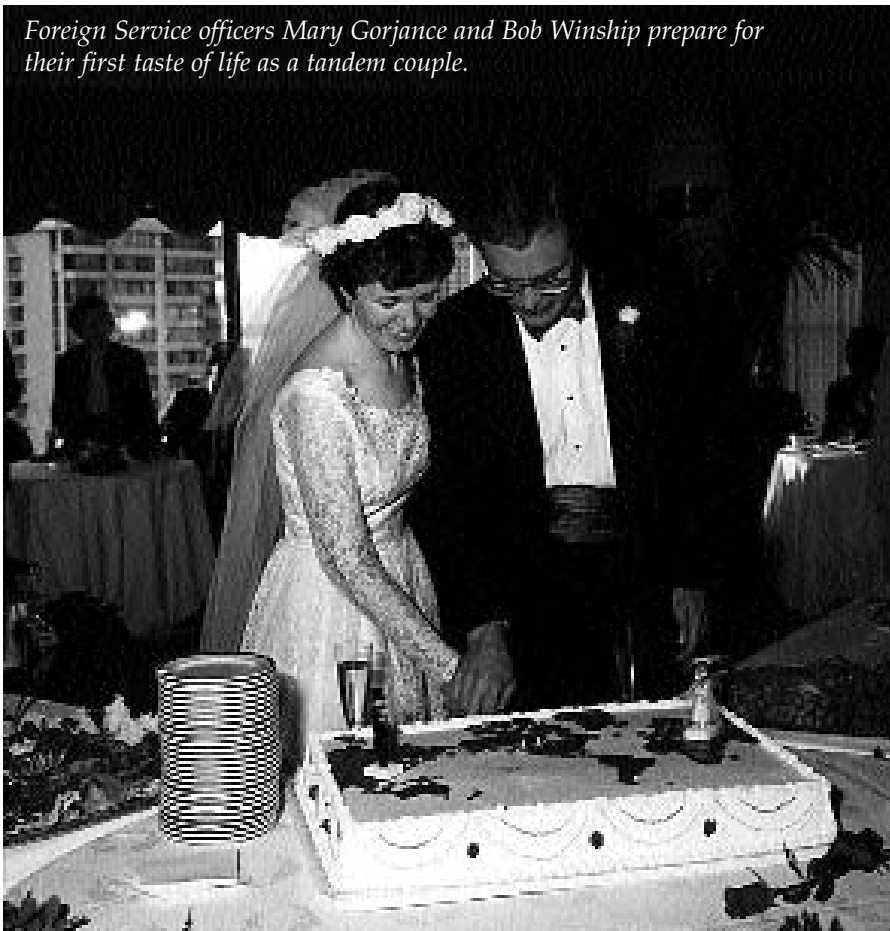
Twenty-six years later, the Hamiltons acknowledge they've enjoyed something almost unthinkable in the early 1970s—the opportunity to both lead successful Foreign Service careers. She's the principal deputy assistant secretary in the Bureau of Consular Affairs and he's the principal deputy assistant secretary in the Bureau of Western Hemispheric Affairs.

But like most other tandems, the Hamiltons acknowledge their success hasn't been without some compromises.

Ms. Hamilton said they learned early on in their relationship, when she was posted to Bogota and he to Madrid, that they didn't want to accept separate assignments. "Nothing we encountered as a tandem couple has been as difficult as keeping a long-distance relationship going when assigned separately," she said. "This may be why we've never been willing to consider separate tours. Plus, once we had children, our top priority was keeping the family together."

And although they've served together in Mexico, Greece, Peru, Costa Rica and the United States, Ms. Hamilton did take nearly two years in a leave

Foreign Service officers Mary Gorjance and Bob Winship prepare for their first taste of life as a tandem couple.



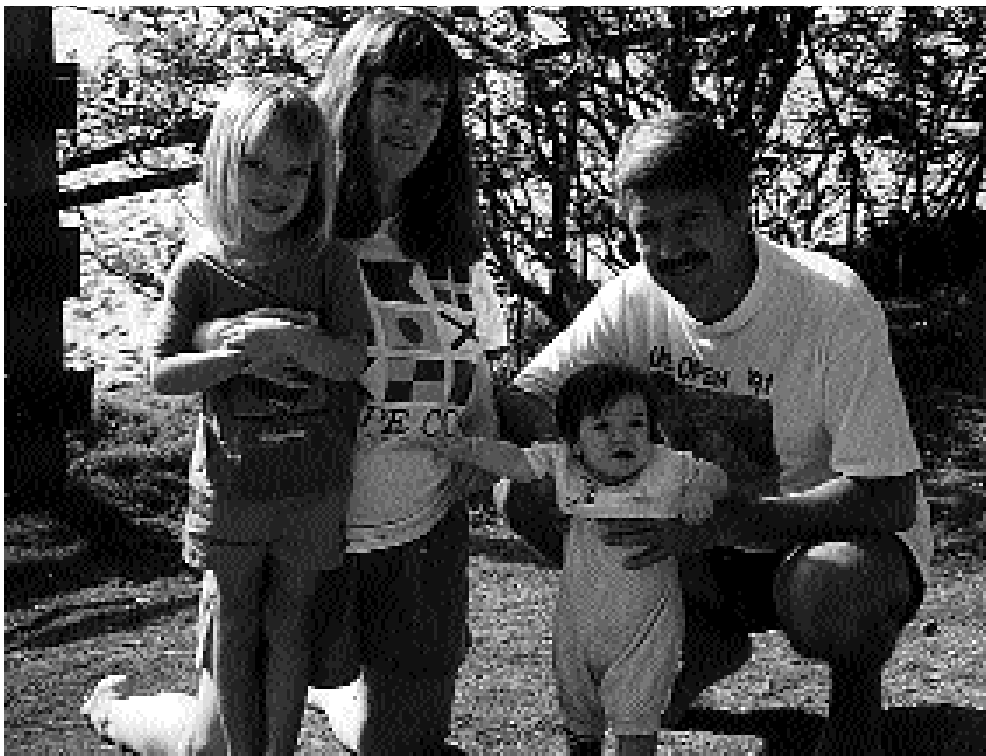


Donna and John Hamilton married in 1972, after State began allowing married couples in the Foreign Service.

without pay status during her career—about half of it when the couple's children were born.

In their efforts to be posted together, tandem couples sometimes find that their career choices become limited. "The challenges," said Craig Tymeson, director of the Foreign Service Institute's Orientation Division, "are usually in finding two career-enhancing positions at the same post that open at the same time for which we can both become top candidates."

Patty Murphy and Craig Tymeson, with their children Kristen and Hayley, say the challenge for tandems is to find two career-enhancing jobs at the same post.



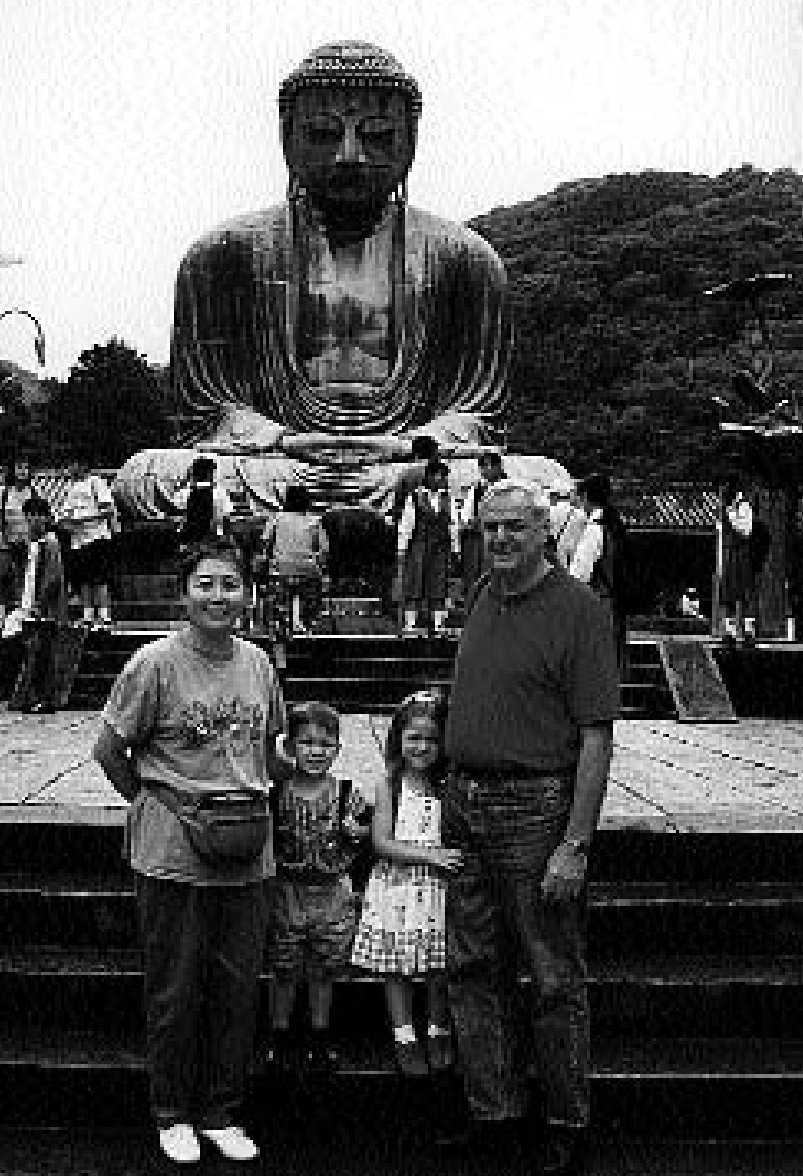
Another part of the challenge is State's nepotism policy that prevents family members from holding positions in which one rates the other. Mr. Tymeson said that policy makes it difficult for one spouse to accept top management positions overseas, such as deputy chief of mission or principal officer, because it's likely to affect the other spouse's job possibilities at the same post. He said he and his wife, Patty Murphy, director of FSI's Consular Training Division, "have worked that out so far by staying 'in cone' when overseas."

While State's nepotism rules prevent tandems from supervising each other, there is no Department policy against tandems serving together in the same office. When they were posted in Majuro, for example, Charles Ash, now post management officer in the Bureau of East Asian and Pacific Affairs, and his wife, Barbara Ash, now training coordinator at FSI's Overseas Briefing Center, worked side-by-side, making up one-half of the four-person embassy staff. However, in Washington, D.C., when they were assigned to the Operations Center, they served on different shifts, and when they were with the Board of Examiners, they were on different examination teams.

To avoid being separated, tandems sometimes accept lower-grade positions than they're qualified to fill. Adam Namm, a personnel officer, agreed to accept an out-of-cone "downstretch" for a year so he and his wife, Margaret Willingham, a political officer, could be posted together in Bogota. "It was a heck of a career sacrifice for me," he admitted. "Obviously this is going to happen to tandem couples, but it ain't fun."

Like most of State's tandems, Mitzi and Wallace Eustis prefer not to serve separately. During their 11 years together in the Foreign Service, they've been posted in Accra, Baghdad, Rome, Abidjan and, as of last summer, Addis Ababa. But during their last assignment they accepted separate postings—Ms. Eustis, as an office management specialist in Tokyo and her husband as budget and fiscal officer in Manila.

Mr. Eustis is quick to point out the separate postings were due to circumstances and choice, not a fault in State's "system." He said the separation actually had some positive payoffs. He realized he'd started to take some things for granted after 34 years of marriage, and watched his wife become more independent. And because Tokyo and Manila are just four hours apart by air, the Eustises managed to visit each other fairly often during their separation.



Mitzi and Wallace Eustis, with their grandchildren in Kamakura, Japan, accepted separate postings, but say they won't do it again.

Now they're back together in Ethiopia, where Mr. Eustis is the embassy's financial management officer and Mrs. Eustis, the deputy chief of mission's office management specialist. Mr. Eustis said reuniting with his wife has required some minor adjustments—he's had to watch less television, endure shopping trips, and go back to eating at the dining room table. "However, I wouldn't want to go through another assignment by myself," he said, turning serious. "One was enough."

Tandems who have been posted separately, then together, face what Mr. Eustis calls one of his pet peeves—housing regulations that treat tandems the same as other married couples. In effect, he pointed out, the Department gets two Foreign Service members for the housing costs of one. "But it doesn't take a rocket scientist to figure tandems come with more baggage, especially when they are coming from different assignments and may leave at staggered times to different postings," Mr. Eustis said.

Not all tandems agree that they're entitled to more benefits than non-tandem couples. One tandem Foreign Service officer suggested that if a tandem couple that has been posted separately has too many household effects to fit into a single residence, perhaps the State Department could pay to store the excess.

Most tandems agree that some of the policies regarding tandem couples might need some fine-tuning, and they're delighted with the Director General's renewed focus on the tandem issue. At the center of that focus is the appointment of a Department tandem coordinator.

Tandems say they hope the new coordinator, and the clarification of tandem policies, will help the Department resolve some of the concerns that have frequently surrounded the tandem issue. Tandems have complained that

Tips to (and from) Tandems

- Take the plunge, advised John Hamilton. "But recognize in advance that your assignment possibilities are geometrically reduced if you don't take separate assignments or lower your expectations."

- Make an effort to speak the same languages. When Craig Tymeson married Patty Murphy, he spoke Portuguese and she spoke French. They studied each other's languages in early morning Foreign Service Institute courses so they had a broader range of posts on which to bid.

- Buy a house you really like in the Washington, D.C., area. Mary Gorjance tells tandem couples to expect to be posted stateside for a fair part of their careers, because that's where the most jobs are concentrated.

- Be willing to accept hardship tours. Margaret Willingham and Adam Namm credit at least one of their joint postings to the fact that "no one else in the world had bid on either of our jobs!" Wallace and Mitzi Eustis have been assigned to just one European embassy during their 11 years as a tandem—and they considered that a "reward" for their hardship tour in Baghdad.

- Build your credentials. Michele Dunne, a Civil Service employee who has taken an excursion tour overseas, recommends expanding your résumé so you're marketable—in her case, wherever her Foreign Service husband is posted. She's working on a doctoral degree and has accepted rotational assignments that broaden her experience and get her known in the Department.

- Be willing to make compromises. But Donna Hamilton acknowledges that's not something unique to Foreign Service couples. "All couples have

the Department's only policy on tandems, until recently, seemed to be to avoid any appearance of giving them preferential treatment, for fear of legal action. Likewise, non-tandems report stories of non-tandem bidders who didn't get a particular position because it was assigned to a tandem bidding out of grade or cone, who got the job because the other spouse was being assigned to the post.

"There can be unrealistic expectations or unjustified feelings on both sides," acknowledged Mr. Tymeson. "While I think most tandems are realistic in their bid expectations, some are not and believe that the system owes them two good jobs. On the other side, I think that most non-tandems feel that tandems are a normal part of the system, but others feel they get too many advantages."

As the Department and the Foreign Service move beyond these differences, tandems say they're enjoying the professional and personal aspects of their arrange-

ments. And tandems say there are many: the opportunity to have a knowledgeable interlocutor at the dinner table, an "inside contact" to improve coordination between offices and dual Foreign Service incomes and benefits, among them.

"We've shared a lot of positive experiences in the Foreign Service, and we have achieved a better understanding of each other's professional cones," said Jemmy Bertot, who, with her husband, Ed Ramotowski, recently left their posts in Warsaw for assignments in Nassau. "And we have both had the opportunity to develop our careers and give each other mutual support."

Ms. Hamilton said State's tandem policies and the opportunities they offer consistently impress her contacts in other countries—and makes them a bit envious, too. "They speak well of the United States and of the Foreign Service," she said. ■

Surviving a Mixed Marriage at State

Foreign Service tandems say the Department has come a long way in recognizing the interests of tandem couples. But some tandem couples find their career opportunities are a bit more limited, as in the case of Charles and Michele Dunne.

Mr. Dunne is a 14-year Foreign Service officer in the Office of United Nations political affairs, dealing with Middle Eastern affairs. Until this summer, Mrs. Dunne was a Civil Service employee serving as special assistant to Phyllis Oakley, assistant secretary for Intelligence and Research. But she opted to leave State, at least temporarily, to pursue a doctoral program in Arabic literature. Her goal, she said, is to enhance her marketability so her career doesn't get sidelined as she accompanies her husband to his various assignments.

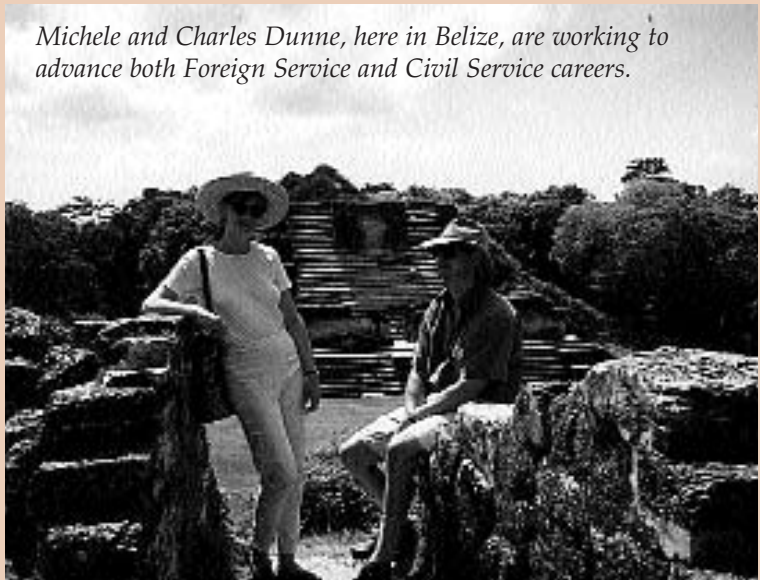
The Dunes met in the Bureau of Intelligence and Research and married in 1991. When Mr. Dunne was posted to Jerusalem, his wife, a political analyst with a master's degree in Middle East area studies, was accepted into the INR Bureau's Overseas Analyst Program. Three years later they returned to Washington, D.C., where they both landed career-enhancing positions.

"We agreed going into our marriage that both of our careers were important, and that any move we made had to be a positive move for both of us," Ms. Dunne said.

But with Mr. Dunne slated to go to Cairo next year, his wife recognized that she had two choices: to accept whatever position was available at the embassy, or to enhance her credentials so she could land a job outside the Civil Service system. For Ms. Dunne, it wasn't a difficult choice. "I want to be able to do the kind of work I like both in Washington, D.C., and overseas, while preserving my earning power," she said.

She's hopeful she'll eventually be able to return to State, because she and her husband both recognize the benefits of working together in the Department. "It's fun to be able to talk about your work and exchange ideas with

Michele and Charles Dunne, here in Belize, are working to advance both Foreign Service and Civil Service careers.



State's Policies on Tandems

By Gerri O'Brien

If Bob Winship and Mary Gorjance had married in the early 1970s, State would have required Ms. Gorjance to resign. And as a spouse, she would have been evaluated in Mr. Winship's Employee Evaluation Report. Fortunately for them and the 700-plus tandems the Department is tracking, the policy changed in 1972 to permit married female officers to pursue careers at State.

As in other public and private organizations around the country, the number of employees in two-income households continues to increase at State. More couples are choosing to work together for the federal government, and since the 1970s, they have moved up the ranks and are filling more senior positions.

Last year, during one of his first trips overseas, Director General of the Foreign Service and Director of Personnel Edward W. "Skip" Gnehm Jr. met with five tandem couples in Warsaw, Poland. The meeting prompted the director general to focus on some of the issues tandem couples face in their professional lives. On his return, he called for a briefing on tandem policy and a renewed effort by the Bureau of Personnel to monitor tandem assignments and provide assistance where necessary. I was appointed tandem coordinator for the Department and began combing the files for information on tandem policy while develop-

ing a database of State tandem couples. At the same time, because the 1998 assignment cycle was in full swing, a second database was created to track the 438 tandems who were bidding, or whose spouses were bidding.

Tandem policy, developed in consultation with the American Foreign Service Association, has evolved over the years. That policy, explained in 3 FAM 142.6-1, reaffirms the Department's intent to assign working couples together in jobs appropriate to their grades and qualifications. Tandems must take the initiative to make the Department aware of their status by notifying their career assignments officers in writing. As they submit their bids for onward assignments, tandems must indicate which partner's assignment takes precedence in each assignment cycle. An untenured spouse's assignment automatically takes precedence to permit that member an opportunity to gain tenure.

The Department is prohibited by law from discriminating on the basis of marital status. The Personnel Bureau's Career Development and Assignments Office is proactive in ensuring that no employee faces either an advantage or disadvantage in the assignment process due to marital status. For example, several criteria are considered by the panels when making tandem assignments, including service need, transfer eligibility, language competence, functional skills and career development considerations.

The 1998 assignment cycle—which serves as something of a window on the Department's handling of tandem couples as they travel their career paths—proved that it is no easier for a tandem couple than a single employee to be assigned to Paris. And like their single colleagues, tandem couples who bid and pursued hardship postings were quickly snapped up. This year's statistics disproved the myth that most tandems are assigned to the plum posts, since almost twice as many tandems were assigned to hardship postings as compared to non-hardship posts. Ninety-five percent of the tandem assignments made this past year were pretty straightforward. Those that gave the system problems inevitably involved complicated nepotism concerns. The only tandem-related complaint that arrived at the DG's desk this year was from a tandem couple who lost an assignment to another tandem!

Because more working couples are moving into the senior ranks, the word "nepotism" has been inevitably

State's Tandems at a Glance

These numbers are based on individuals who bid in the 1997–1998 assignment cycle.

- ▼ Total State tandem employees bidding: 438
- ▼ Tandems posted in Washington, D.C.: 195
- ▼ Tandems posted overseas: 213
- ▼ Tandems posted at hardship posts: 140
- ▼ Tandems posted at non-hardship posts: 73
- ▼ Tandems in leave without pay status: 13
- ▼ Tandems who retired: 16
- ▼ Tandems unassigned as of Sept. 30: 1

linked to many senior assignments. Designing supervisory "cut outs" for tandems assigned to managerial positions at small posts consumed enormous amounts of time and energy in the geographic bureaus and in the Bureau of Personnel this year. In the end, several assignments worked and several didn't, and State is seeking to mitigate the confusion over this issue by drafting clearer nepotism operating procedures.

Tandem couples have been very vocal in explaining their particular problems in seeking onward assignments together. The biggest problem for many was the coordination of assignment cycles with other foreign affairs agencies. Of the 438 employees tracked by the Department this year, 54, or 12 percent, have spouses working for other government agencies. These interagency couples often face insurmountable problems trying to coordinate appropriate jobs with different personnel systems and assignment schedules. State is seeking better assignment coordination with other foreign affairs agencies.

Many tandems expressed the belief that, while the system was cooperative in providing extended leave without pay, tour of duty flexibility, multifunctional and non-multifunctional opportunities and downstretch jobs, these choices often represented compromises that were not career enhancing. Many felt their promotion opportunities were hurt by assignments that permitted them to remain together. Although most tandems chose to stay together, 18 couples made the difficult decision to accept separate assignments this time around. For a variety of family and career reasons, 76 individual tandem members extended in their present jobs. As is the Department's policy, the panels continued to approve leave without pay as requested in one-year increments to tandems accompanying their spouses overseas.

An interesting new trend is emerging in the tandem picture. Because of past Foreign Service hiring freezes, State has a rising number of trained and qualified Civil Service personnel filling positions overseas. The result is a small but growing number of Civil Service-Foreign Service couples serving overseas and in Washington, D.C. These tandems believe their individual contributions are equal to those of other employees, and several Civil Service employees have questioned why they must wait until the hard-to-fill exercise before there is an opportunity for them to bid on overseas jobs. Right now, the Department has no plans to change the current bidding process. But it is well aware of the contributions of the Civil Service-Foreign Service tandems and will continue to watch this issue carefully.

The Director General remains committed to ensuring rewarding career opportunities for tandem couples. As always, the Department welcomes your comments and suggestions. If you have questions or need assistance, e-mail me on the unclassified system, call (202) 647-0586 or fax (202) 736-4520. ■

The author is the Department's tandem coordinator.

Report Chronicles Land Mine Threat

Land mines kill and maim some 26,000 people in more than 60 countries each year. But according to a new Department report on global demining, casualties from the land mine threat are declining, and there's solid progress in ridding the world of the indiscriminating weapons.

"Hidden Killers 1998" is the latest update of a 1994 report examining the humanitarian, economic and political implications of antipersonnel mines. The report has become an internationally recognized and respected reference on the global land mine crisis and the steps the international community is taking to solve it.

The newly released 1998 report concludes that the challenge of eliminating land mines from such countries as Afghanistan and Cambodia may be more within reach than was thought possible just four years ago.

"We now believe that the dimensions of the problem are less than previously estimated and that international intervention does make a big difference," said Assistant Secretary Karl "Rick" Inderfurth, director of State's Office of Global Humanitarian Demining. He said progress made during the last four years demonstrates that with a sustained international commitment, "the problem can be solved in a reasonable period of time, indeed, we believe by the year 2010."

Demining efforts have not been uniformly effective, Mr. Inderfurth acknowledged. He said efforts in some countries, like Mozambique, have been plagued by a lack of central coordination. And in Angola, one of the world's most heavily mined countries, renewed conflict is reversing progress made by mine-clearing efforts, he said.

But in many of the most affected countries, including Cambodia, Bosnia and Croatia, the death and injury toll is declining, Mr. Inderfurth said, and the Organization of American States has set a goal of making Central America mine-free by 2000.

In her preface to "Hidden Killers 1998," Secretary Madeleine Albright called the report's references to reduced casualties and lands restored to productive use a success story.

"And in providing lower, more realistic estimates of how many land mines remain to be cleared, it sends a message of hope," she said.

Nation Pays Official Tribute to Fallen

By Carl Goodman

They filed in quietly, solemnly. For many, it was reminiscent of an earlier ceremony at Andrews Air Force Base, Md. The flag-draped coffins were missing, but the memory of them lined up behind waiting hearses inside a hangar at Andrews lingered.

One State official described these public events as part of the “healing process” for the Foreign Service family as a whole—a family that has suffered “a violent blow.”

The Sept. 11 ceremony in the gothic, spired National Cathedral (officially The Cathedral Church of Saint Peter and Saint Paul) was the nation’s official salute to those Americans and East Africans killed and injured in the bombings Aug. 7 of the U.S. Embassies in Kenya and Tanzania. Paying tribute were the President and Vice President, the Secretaries of State and Defense and the Rev. Jesse L. Jackson.

Defense Secretary William Cohen, whose military members work side by side with the Foreign Service community abroad, noted that “lives are measured not by how long we live but by how we live.” They lived for freedom, he said of the bombing victims.

Secretary Madeleine Albright credited U.S. Ambassador to Kenya Prudence

Background: The National Cathedral. Below, President Clinton approaches the pulpit to pay homage to bombing victims.



Reuters photo by Win McNamee

Photo by Carl Goodman

Bushnell and Chargé d'Affaires John Lange for demonstrating leadership in Dar es Salaam under "incredible circumstances." She told the victims' families that they will always be part of the larger State Department family. "We are united in grief and in our determination to oppose terror," the Secretary said.

President Clinton said the occasion honored and celebrated the lives of those who perished in the service of their nation, and urged their friends and loved ones to seek comfort from the memory of the happiness they brought and the lives they touched. "Let us commit to open our hearts with generosity and understanding and always to work toward justice," the President said.

The Rev. Jackson, who delivered the sermon, described the bombings as "evil," not "religious" acts. "We celebrate their lives. We salute their service. We admire their life's choices," the guest minister said.

"We have lost something, but what remains is very important. There's still so much more to do," he said.

Thomas Jefferson Jr., associate director of the Office of Equal Employment Opportunity and Civil Rights, found those words especially poignant. He was among the more than 400 State employees at the morning memorial service.

Mr. Jefferson, who knew the late Consul Julian Bartley personally, said, "it was important for me to be here as a matter of respect."

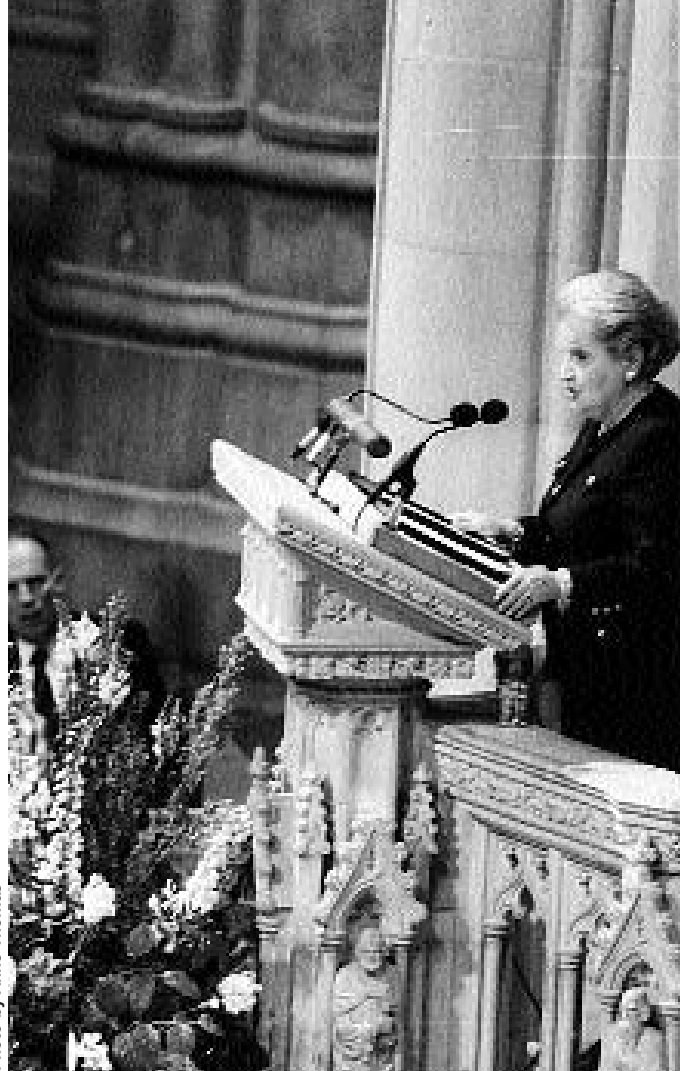


Photo by Anne Thomas

Secretary Albright expresses the Department's grief while employees, left, sing hymns.



Photo by Anne Thomas

Margaret McKelvey and Simeone Whittemore, both employees of the Bureau of Population, Refugees and Migration, also attended.

Ms. McKelvey, whose work covers African and Asian issues, said attending gave her "a sense of solidarity" with the rest of the Department. Ms. Whittemore, whose work covers Central Africa and who had visited both of the East African embassies before the bombings, said the ceremony gave her a chance "to reflect" on the courage it requires nowadays to do diplomatic work.

Niels Marquardt from the Bureau of Personnel, who served with Prabhi Gupta Kavalier in Paris, was pleased that the service honored not just Americans but Kenyans and Tanzanians, too. "It could have been us. It could have been me. It could have been anybody," the employee said.

A Peace Corps worker from the agency's Washington staff, who attended with several other colleagues, said that while they suffered no loss in their immediate organizational family, they were saddened by the loss in the larger Foreign Service family.

It was a loss evident in the faces and demeanor of those attending the service. ■

Personal Security: How to Protect Yourself

By Donna Miles

The recent bombings of the U.S. Embassies in Nairobi, Kenya, and Dar es Salaam, Tanzania, raised the consciousness of every State Department employee that terrorism poses a very real threat, both abroad and at home.

After the bombings, threats by known terrorist organizations and the recognized potential for retaliatory actions against U.S. citizens and interests—particularly representatives of the U.S. government—drove the Department to suspend or limit services to the public at some posts. The Bureau of Consular Affairs also issued a warning to U.S. travelers worldwide.

Officials urged Department employees and all Americans to take steps to lessen their vulnerability to terrorists.

John Conway at the Diplomatic Security Training Center in Northern Virginia said that boils down to three basic principles: maintaining a low profile, increasing security awareness and becoming a less predictable, less accessible target.

But that doesn't mean locking oneself in a closet, insists Mr. Conway. As director of the Department's Diplomatic Security Anti-terrorism Course, he teaches State employees bound for high- and critical-threat regions how to protect themselves so they can enjoy their overseas experience. "We teach people to increase their threshold of awareness, to recognize when they're most vulnerable and to know how to react if they encounter a problem," he said.

Here are some of the tips Diplomatic Security offers in the course—tips Mr. Conway said can help deter crime as well as terrorism, and are as effective on the streets of Washington, D.C., as those of Beirut, Lebanon:

Keep a low profile. Behave quietly and inconspicuously, and leave valuables, expensive jewelry and luggage—items that might mark you as a wealthy or important American—at home.

Be alert. Survey your surroundings and the people around you and keep an eye out for the unusual.

Avoid predictable patterns. Vary your daily routines, including the time you leave your home and office, the route you travel and the clothing you wear.



*Awareness is a key to
reducing vulnerability.*

Avoid discussing itineraries or travel plans indiscriminately.

Secure belongings when traveling. An unattended bag can be an open invitation to thieves as well as terrorists.

Stay away from dangerous areas. Don't use shortcuts or walk down narrow alleys or poorly lit streets.

Walk safely. Move confidently at a steady pace on the side of the street facing traffic. Walk in the middle of the sidewalk, between the curb and doorways, bushes and alleys.

Never travel alone after dark. Always let someone know where you are going and what time you expect to return, especially at night.

Recognize when you are being followed. Stay in safe areas and let followers know you're aware of their presence. Report details to the regional security officer.

Meet visitors in the lobby of your hotel. Don't give out your room number. Always keep your hotel and car doors locked.

Don't go into your home or hotel room if you find a door or window that's been opened since you left or signs of forced entry. Go to the nearest phone and call the regional security officer.

Carry belongings securely. Women should wear shoulder bags tucked under their arm and hold the strap. Men should put their wallets in their front trouser pockets or wear money belts.

Don't carry valuables in coat pockets, handbags or hip pockets. These areas are particularly attractive to thieves.

Don't carry vehicle, office and residence or hotel keys on the same key chain. If your car is hijacked, the thieves can gain entrance to your home or office, too.

Avoid using "gypsy" taxis that pick up more than one person per cab. Use a hotel or airport taxi. If there is no meter, always agree on the fare in advance.



Avoid displaying State identification badges in public.

Be wary of street vendors. While one has your attention selling you goods, someone else may be picking your pocket. And unfamiliar vendors might be surveillance operatives.

Book hotel rooms between the second and seventh floors. This prevents easy access from the outside but is low enough for fire equipment to reach.

Learn key basic phrases in the local language. This will enable you to ask where to find the police, a doctor or even the nearest bathroom.

Avoid displaying government or corporate identification in public or on luggage. Remember to remove or tuck away your State identification badge when you're outside the embassy, consulate or Department.

Don't open suspicious letters or parcels. Letter and package bombs designed to explode when opened have been disguised as letter, books, candy and figurines. Report questionable letters or packages received by mail or personal delivery to the regional security officer.

Drive defensively. Drive with the car doors locked, leaving ample maneuvering space between your vehicle and the one in front of you. If another driver tries to force you to pull over or to cut you off, keep driving and try to get away.

Keep a list of important numbers tucked away. Jot down your passport number, credit card numbers and other important numbers and keep them separate from the documents. ■

State Sponsors of Terrorism*

- ◆ Cuba
- ◆ Iran
- ◆ Iraq
- ◆ Libya
- ◆ North Korea
- ◆ Sudan
- ◆ Syria

**Based on "Patterns of Global Terrorism," an annual report of the Secretary's Office of the Coordinator for Counterterrorism.*

Terrorist Incidents Against U.S. Citizens

- **Aug. 7, 1998.** Terrorist bombings of the U.S. Embassies in Nairobi, Kenya, and Dar es Salaam, Tanzania, killed hundreds, including embassy personnel in Nairobi, and maimed thousands more.
- **Nov. 12, 1997.** Four employees of the Union Texas Petroleum Co., who were in Karachi, Pakistan, on temporary assignment, and their driver were murdered when their car was cut off in traffic as it crossed the only bridge leading to the UTP office building.
- **Feb. 23, 1997.** A Palestinian gunman entered the observation deck at the Empire State building in New York City and opened fire on tourists, killing a Danish man and wounding visitors from the United States, Argentina, Switzerland and France. A note carried by the gunman indicated the attack was against the “enemies of Palestine.”
- **Feb. 23, 1997.** The body of Frank Pescatore, a U.S. geologist and mining consultant working in Colombia, was discovered after he had been kidnapped in December 1996 by the Revolutionary Armed Forces of Colombia.
- **December 1996 to January 1997.** Sixteen letter bombs with Alexandria, Egypt, postmarks, disguised as holiday greeting cards, were delivered by mail to Al-Hayat newspaper bureaus in the United States, the United Kingdom and Saudi Arabia. One bomb exploded in London, seriously injuring two people.
- **June 25, 1996.** A dormitory that housed members of a multinational peacekeeping force in Dhahran, Saudi Arabia, was bombed, killing 19 U.S. Air Force members.
- **Feb. 15, 1996.** Terrorists launched a rocket attack on the U.S. Embassy compound in Athens.
- **July 4, 1995.** U.S. Dr. Donald Hutchings was abducted, presumably by terrorists, while trekking in the hill country of Kashmir.
- **March 8, 1995.** Terrorists armed with automatic rifles murdered two employees of the U.S. Consulate in Karachi, Pakistan, and wounded a third as they traveled in the consulate shuttle bus.
- **Jan. 6, 1995.** A fire in an apartment in Manila, Philippines, revealed conspirator Khaled Shaikh Mohammad’s plans to bomb 12 U.S. civilian airliners flying over the Pacific Ocean during a two-day period in January 1995.
- **Feb. 26, 1993.** Terrorists bombed the New York World Trade Center, murdering six people and injuring more than 1,000 others.
- **Jan. 25, 1993.** Mir Aimal Kansi murdered two people and seriously injured three others by firing an AK-47 assault rifle into cars waiting at a stoplight outside the Central Intelligence Agency Headquarters in McLean, Va.
- **Dec. 21, 1988.** Terrorists bombed Pan Am Flight 103 over Lockerbie, Scotland, killing 259 passengers and another 11 people on the ground.
- **April 2, 1986.** Terrorists bombed TWA Flight 840 as it approached Athens International Airport, killing four Americans, including one of the youngest victims of terrorism, 9-month-old Demetra Stylian Klug.
- **May 14, 1986.** A member of the Japanese Red Army terrorist organization led improvised mortar attacks against the U.S. Embassy in Jakarta, Indonesia. The projectiles landed on the roof and in a courtyard but failed to explode.
- **Oct. 7, 1985.** The Palestinian Liberation Front hijacked the Italian cruise ship Achille Lauro off the coast of Egypt, pushing wheelchair-bound U.S. citizen Leon Klinghoffer overboard.
- **June 13, 1985.** Terrorists hijacked TWA Flight 847, killing U.S. Navy diver Robert Stethem and dumping his body onto the tarmac.
- **During the 1980s.** U.S. citizens, as many as nine at one time, were held hostage in Lebanon, where they were chained in the dark, beaten and denied medical care. Three were murdered during their captivity.
- **In the past 22 years.** Terrorist actions in Greece have resulted in the deaths of four Americans and injuries to 28 others.

Diplomatic Terror

By Joanne Grady Huskey

I am the wife of a U.S. diplomat. Normally that sounds exotic, but as anyone who has been there knows, it has its pros and cons. My family and I have had culturally diverse, sometimes difficult, postings such as China during the Tiananmen Square massacre. But I have always been able to cope, find my niche and enjoy life in these extremely different cultures. I think now, though, that things have changed in a quantum way and it is increasingly more complicated and difficult to be the spouse of a U.S. diplomat living abroad.

In August I took my children, Christopher, 8, and Caroline, 5, to see the doctor at the U.S. Embassy in Nairobi. In the best of times I didn't like to take them downtown in Nairobi to the embassy because of safety concerns. But very reluctantly, I took the kids to get their pre-school physicals. It happened to be 10:30 a.m. on Aug. 7, a very fateful day. In fact, I was late for the appointment because the children had hidden the dog in the car and I had to go back and drop her at home, so it was 10:33 a.m., to be exact.

When we arrived at the embassy, there were only a few cars. We parked next to a truck. It wasn't an embassy truck, but little did I know it carried the deadly bomb. We went to the back gate, which led down to the basement and medical unit.

The guard at the back gate was acting strangely. He usually was very friendly to my children, laughing and teasing them. That day, I noticed he was very stressed and quiet and seemed not to want to open the gate. Again, I didn't realize that he already was under pressure already from the bombers to open the gate and let the truck drive into the embassy. We had walked right into the middle of their confrontation. The guard let us in and we entered the basement and went to the medical unit.

One minute after we entered, I heard a loud bang and remarked to the nurse, "That sounds like a bomb." We both said it was probably a bus that had backfired or something. But a mere 15 seconds later the whole world went crazy. The walls shook, plaster fell, chaos hit. Stunned, I could barely realize what had happened. I was on the floor and screamed for my children who were there in the darkness. We crawled to each other and held each



The blast scene in Nairobi.

Photo by Andrew A. Rahaman

other. They were all right. I told them to do exactly as I said and to follow me, and that we were getting out of there. There was cement dust all over and it was hard to breathe, so we got down low and tried in the darkness to figure out where the door to the hallway had been. I had a mental pattern in my head, but the room and hall had little resemblance to that mental picture. I held my children's hands and pushed through the rubble and darkness in the direction I thought we should

go. People were crying all around, the walls were down and it was hard to make sense out of the situation.

I was afraid that I would walk into an electrical wire or that there would be another explosion or that worse, the way out would be completely closed. I found light and we climbed through a hole into the garage, which had been completely obliterated. People were calling out of the darkness. We again saw light and followed the light to an opening up a ramp to the outside. It seemed as if the whole city were on fire, like an inferno and the spot where our car had been was the epicenter. We ran around the other side of the embassy. Miraculously as we did, I saw my husband running out the front door of the embassy at the exact same moment. My children screamed to him and he pulled through a fence and grabbed them. I was stuck until several people pulled open a steel fence and freed me.

By some miracle all four of us were alive. We all ran together down the street away from the embassy as people ran toward the embassy. It was chaos. My husband found a taxi and shoved us into it and went back to the embassy to help. We had a harrowing drive through the craziness to our home. We closed the door and we cried.

The days and weeks since that fateful day have been some of the hardest I have ever had to live. Many people I know were killed. How can I explain this evil to my children and make them feel safe in this world? The fear these events have evoked has been crippling. People in this city have pulled together to support each other in a beautiful way. Our family is going to stay here, and there is much to be done. We are trying to reestablish some sense of normalcy and continue our lives. ■

The author is the wife of James L. Huskey, a Foreign Service political officer in Nairobi.



State's newest Foreign Service members chat at a reception in their honor.

State's Newest JOs: A Snapshot

Photo by Sean Moore

By Donna Miles

Members of State's 88th Foreign Service Officer orientation class come from a vast array of backgrounds and bring to the Foreign Service a wide range of experiences.

The youngest, at age 22, already had almost a year at the George Washington University School of Law. Another pointed out that at age 50 he was not only the oldest class member, but also its youngest U.S. citizen—since 1993. The class members' average age was just under 30.

The 51 recently graduated FSO orientation class, or A-100 class, members hail from all parts of the United States—27 states and the District of Columbia—and the world. One was born in Cuba, one in France and still another in Croatia.

They bring a wide range of academic credentials to the Department, many of them earned at some of the United States' most prestigious colleges and universities. Two class members have doctoral degrees; 30, master's degrees; and seven, law degrees. All hold bachelor's degrees.

Ten of the new class members have experience as teachers and four as attorneys. One was a stockbroker, another a television producer, one a legislative analyst

and another a Marine Corps Security Guard at the U.S. Embassies in El Salvador and the Philippines. Seventeen already had State Department experience on their résumés before entering the Foreign Service.

What brought such a diverse group together was a love of travel and languages and a desire to serve the United States abroad.

Twenty-three-year-old Veronica Mobley said she was hooked on a Foreign Service career two years ago when she was an intern in the African Affairs Bureau. "Everyone I met was so intelligent, committed and interested in their jobs," said the graduate of Harvard University's Kennedy School of Government, where she earned a master's degree in public policy.

Benjamin Ousley, 24, said he looked forward to the opportunity to pursue a career in public service in a "challenging, fun environment." As a student of journalism and international studies at the University of North Carolina at Chapel Hill, he spent a semester abroad at the London School of Economics, in addition to time in Cuba working on a video documentary.

Elizabeth Power, 25, said she got a bit of a flavor of life overseas as a self-described "Army brat," and acknowledged that during high school she was "attracted by the

glamorous diplomatic life." She said she's since recognized that the Foreign Service life may not be quite as glamorous as she once thought, but she's still excited about the opportunity "to go out and make a difference somewhere."

John Grondelski, 38, came to the Foreign Service from Seton Hall University, where he was an associate dean at the school's seminary. A scholar of ethics who spent a year studying in Poland, he said he's long had an interest in Central Europe and Russia, and hopes to learn more about those regions and others as a Foreign Service officer.

Marc Tejtel, 50, a native of France, visited the United States for the first time in 1967, and moved to the States permanently six years later. After becoming a U.S. citizen five years ago, he vowed to follow his lifelong dream of becoming a diplomat. Mr. Tejtel said he hopes to bring the Foreign Service "the ability to see the world through non-American eyes as I work to promote American interests."

In welcoming the new junior officers, Edward W. "Skip" Gnehm Jr., director general of the Foreign Service and director of personnel, told them that "the Foreign Service is a special organization. It's family."

In an emotional address on Aug. 7, the day of the bombings of U.S. Embassies in Nairobi and Dar es Salaam, the director general told class members their careers will be punctuated with "some grand and glorious moments" but some very sad ones, too. He reflected on his own career and the opportunity it has given him to be a part of



Edward W. "Skip" Gnehm Jr., director general of the Foreign Service and director of Personnel, right, welcomes new members of the Foreign Service family.

Photo by Sean Moore

some of the Department's most sombering and its proudest moments—including the bombing of the U.S. Embassy in Beirut in 1983 and the raising of the U.S. flag over the embassy in Kuwait following the Gulf War in 1991.

"I think you chose a great career," Ambassador Gnehm told the class, reminding them that the Foreign Service isn't just a job, but a lifetime profession. "You stay with it through good times and bad times," he said. ■

Some Very Special Specialists

At age 57, Deane Parker has done a lot of living. He served 30 years in the military and worked for the U.S. Agency for International Development for six years, visiting 80 countries along the way. Now he's finally launching the Foreign Service career he's dreamed of for more than 20 years, to take on what he calls "the best job in the embassy"—that of a general services officer.

Mr. Parker was among 10 members of the Department's 44th Foreign Service Specialist orientation class. The class, which graduated Aug. 14, was evenly divided between general services officers and information management specialists.

Like Mr. Parker, 35-year-old David Elmo said he chose to become a GSO because he was attracted by the opportunity to live overseas while doing interesting work that makes a difference in other people's overseas experience.

It's a decision Mr. Elmo, a Civil Service employee in the Office of Foreign Buildings Operations' real estate division for more than seven years, made while serving in a Limited Non-Career Foreign Service Appointment at the U.S. Embassy in La Paz, Bolivia.

"My experience is that a GSO's job is very, very gratifying work," he said. "I'm looking forward to the human element of the job and the fact that it's always different and always challenging."

Mr. Parker agreed: "It gives you the immediate gratification of providing service to your customers, and having a direct impact on the morale of the mission. It's hard to imagine a better embassy job."

So why, you might wonder, did he wait until age 57 to join the Foreign Service? "You know the old question about what are you going to do when you grow up?" he asked with a smile. "Well, maybe this is me finally growing up!"

Ergonomics:

Keeping Work From Becoming a Real Pain in the Neck

By Donna Miles

Photos by Kathleen Goldynia

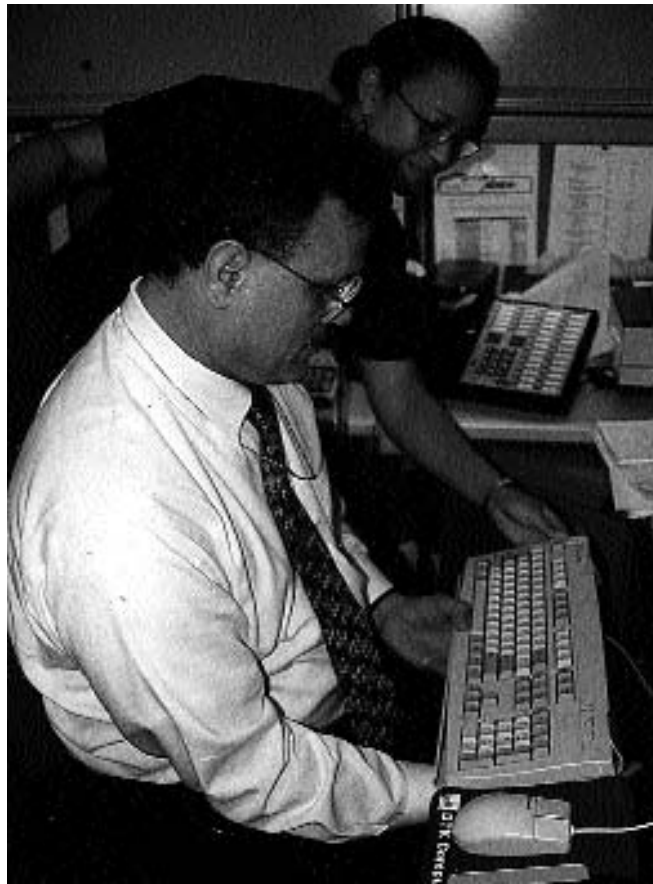
For Ruben Torres, executive director for the Finance and Management Policy Bureau, it started with a tingling in his thumbs. Librarian Alpha Rose at Main State's Ralph Bunche Memorial Library felt as though her right hand was going to sleep. Jack Markey, a consular affairs specialist in the Office of American Citizen Services, experienced severe neck and back pain.

Their symptoms may differ, but State Safety Specialist Regina McClelland said the source of their problems could likely be the same: the workplace.

Ms. McClelland is coordinating the Department's program in ergonomics, studying the relationship between people and their work environments. She said many State employees are in trouble or headed for trouble because they're placing unreasonable demands on their bodies at work.

They sit for hours at a time in front of a computer screen, often hunched over in a chair that's too high or low. They rest their arms against the sharp edge of their desk while writing or using a mouse for extended periods. They reach for reference documents from high shelves, and twist in their chairs to get files from lower drawers. They scrunch their neck to the side to hold a telephone against their shoulder, freeing their hands to type as they talk.

"People don't realize the stress and strain they put on their bodies on a daily basis," Ms. McClelland said. "The body has a tremendous range of motion and ability to adapt, so we tend to make adjustments to ourselves instead of our environment. The goal of ergonomics is to fit the work environment to the worker, not the worker to the work environment."



Safety Specialist Regina McClelland demonstrates proper keyboard positioning to Ruben Torres in the Finance and Management Policy Bureau.

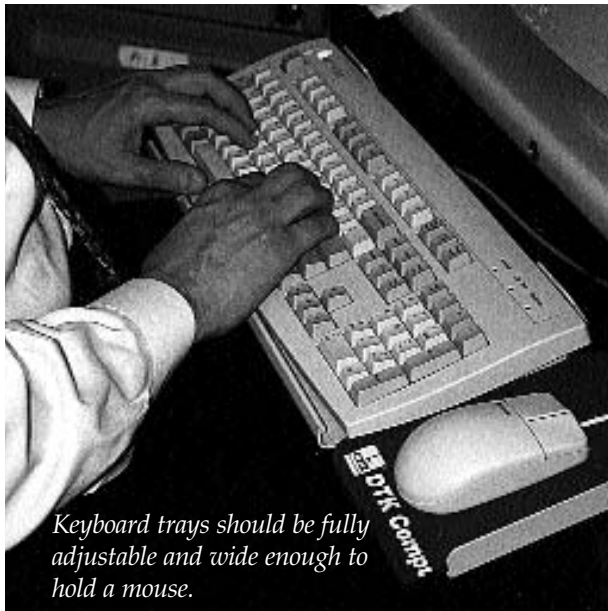
Most State employees engage in some variety of office work, where they're relatively safe from workplace injuries generally associated with heavy equipment and machinery. But Ms. McClelland said offices

can be breeding grounds for injuries that are every bit as debilitating.

Cumulative trauma disorders are injuries to the musculoskeletal and nervous systems caused by excessively repetitive motions, high force and awkward body postures. Also known as repetitive motion disorders or repetitive strain injuries, they occur mostly in the wrists, as in the case of carpal tunnel syndrome, and in the arms, neck and back. But these injuries can affect nearly all tissues, tendons, ligaments and muscles.

To help prevent cumulative trauma disorders, State started developing an ergonomics program about two years ago. Ms. McClelland, an employee in the Office of Safety/Health and Environmental Management, is creating an awareness of ergonomics throughout the Department by taking her message to domestic and overseas occupational safety and health officers and medical and personnel staff members. The Safety Office's goal is to train these key people within every bureau and post about ergonomics, not only so they can train their employees, but also so they can apply the lessons of ergonomics as they purchase furniture and conduct office operations. Eventually, Ms. McClelland hopes to reach all State employees through classroom or computer-based training courses about ergonomics being developed for the Department's future intranet system.

In the meantime, while the program is in its early stages, Ms. McClelland also offers to help bureau safety and



Keyboard trays should be fully adjustable and wide enough to hold a mouse.

health officers evaluate work environments in their organizations.

When she paid a visit to Mr. Markey's office, she quickly understood the reason for his neck and back pain. She moved his computer screen in line with his keyboard and computer to prevent him from twisting. She moved the files he uses most frequently closer to his desk to eliminate much of the reaching he was doing. She recommended that his office order him a new, adjustable chair with an armrest.

"She made me a lot more aware of the needs of the body," he said. "She drove home the point that you want to adapt your work environment to you, not adapt yourself to your environment."

She teaches employees to sit correctly in front of the computer in what she calls the "neutral position." She tells them to place their hands where they become a natural extension of the forearms and their wrists are straight—then adjusting the chair and keyboard height.

"People tend to go into an office and leave things as they found them," she said. "I tell them not to be afraid to adjust the chair, put a phone book under the monitor to raise it and to make other changes they need."

The average office worker spends more than 75 percent of the day sit-

ting. "So it's really important to ensure that they sit in the correct posture," Ms. McClelland said.

She calls the chair the most important feature in a work station. Most people's chairs, she said, are the wrong height and many don't offer the proper amount of support. "The bottom line," she said, "is that if you can't sit up straight, every other part of your body falls out of alignment."

Keyboards can be another source of trouble. "Keyboard trays are usually positioned too high and the mouse isn't in the proper position," she said. She moves employees' mice off their desktops and onto their keyboard trays so they're within an easy reach. She said keyboard trays should be fully adjustable and wide enough to accommodate a mouse.

She advises footrests to reduce pressure on the lower back while sitting, and encourages people who do a lot of telephone work to use headsets instead of their necks to hold the phone in place as they work.

And she talks to them about other factors that affect their work environment: lighting and noise levels, among them.

But no matter how suitable their work stations, Ms. McClelland said it's critical that people who spend much of their time at their desk to periodically stand up, move around and stretch. "That's what the body needs to do," she said.

In the Office of Language Services, interpreters and translators understand all too well the side effects of remaining too sedentary. One translator who spent hours at a time typing at a computer screen developed a shoulder injury that forced her into physical

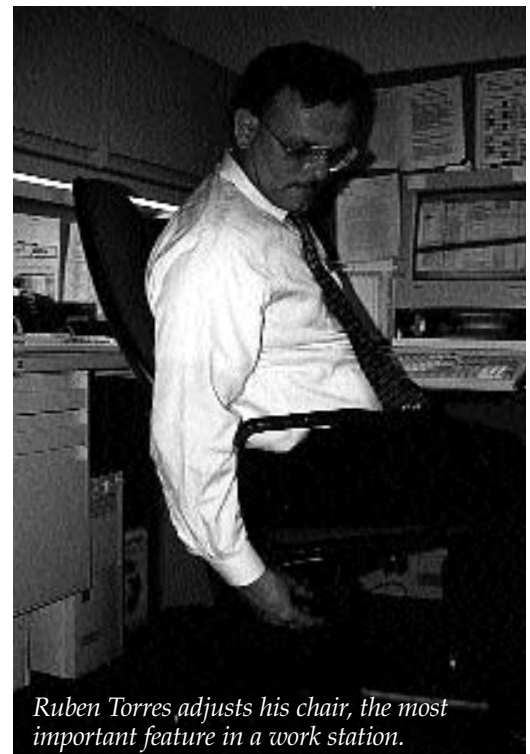
therapy and threatened to drive her to surgery.

Instead, Ms. McClelland recommended a new ergonomically correct chair that the office's program analyst, Helen Bennett, said "adjusts in every way except turning itself into a chaise lounge." The ailing employee also received a stand next to her computer screen to hold reference material, a better organized work station and an intensive program of physical therapy. All have relieved the employee's symptoms and may have eliminated, or at least postponed, the need for surgery.

"We've all become so dependent on computers that everyone is glued to their computer screens day in and day out," said Ms. Bennett. "We feel like we're wasting time when we get up and move, but it's critical to our health."

Computers aren't the only culprits. Ms. McClelland said some State operations demand quick-paced repetitive work that can lead to injuries.

Alcy Frelick in the Bureau of Consular Affairs experienced severe pain and a loss of strength in both arms when she was a consular officer in Auckland, New Zealand. As



Ruben Torres adjusts his chair, the most important feature in a work station.



Safety Specialist Regina McClelland demonstrates the “neutral” keyboard position for Ruben Torres.

one of just two consular officers there, Ms. Frelick said she constantly counted money, opened and closed safes, worked at a computer keyboard and signed her name as many as 100 times a day. The motions gradually took their toll as she developed what was diagnosed as occupational overuse syndrome. Her doctor prescribed complete rest for three weeks, some workplace modifications and a program of physical and occupational therapy.

Now Ms. Frelick incorporates ergonomic awareness into her daily activities. When she arrived for her latest assignment in Washington, D.C., she brought her own ergonomic keyboard, which she plans to use for the rest of her career. She reorganized her desk area, adjusted the angle of her computer monitor, requested a different chair and started using the speaker feature on her phone to reduce stress on her neck.

“Once you run into problems, they’re not going to go away unless you modify your work style,” she said.

Delores Fairbanks, a senior cataloger and rare book specialist in the Ralph Bunche Library, noticed pain

“People don’t want to be seen by their supervisors and coworkers as whiners, especially when there’s no visible sign of a problem,” said Ms. Frelick. “So the tendency is to ignore the problem until it becomes so serious that they have no choice.”

in her hands until Ms. McClelland pointed out the way she grabbed heavy reference books—a motion she repeated many, many times daily using one hand instead of two and putting too much pressure on her thumbs. “I was getting early signs of what might have become tendonitis,” she said. “Regina showed me how to reduce the stress I put on my thumbs, and while I still have some symptoms, it’s not nearly as bad as before.”

Ms. McClelland said her job goes beyond educating employees about ergonomics. She’s also working to

educate managers—not only so they understand their employees’ problems, but so they can take steps to prevent them in the first place.

“People don’t want to be seen by their supervisors and coworkers as whiners, especially when there’s no visible sign of a problem,” said Ms. Frelick. “So the tendency is to ignore the problem until it becomes so serious that they have no choice.”

Sometimes that can be too late. Ms. McClelland said cumulative trauma disorders usually appear gradually, and the longer they are allowed to progress, the longer they take to heal if they haven’t become irreversible. The resulting costs, in medical expenses as well as worker productivity, can be immense.

That’s why Ms. McClelland insists that an awareness of ergonomics isn’t just good for employees—it’s good for the whole Department. “The bottom line is that an employee who feels good is going to work better,” she said.

It’s a message Mary Spruell, a paralegal specialist in Diplomatic Security Services, understands firsthand. She experienced pain on a daily basis before she finally elected to have surgery to alleviate her carpal tunnel syndrome in 1995. Three years later, thanks to surgery and a new, ergonomically sound work station, much of that pain is gone. “It’s hard to have a positive attitude when you don’t feel well,” she said. “I can’t tell you what a difference taking care of the pain has made in my attitude and my work.”

Ms. McClelland said she hopes State’s ergonomics program reaches people before they experience the pain of cumulative trauma disorders. But for those already noticing symptoms, she said it’s not too late.

“A lot of people attribute their aches and pains to aging or something that they can’t control,” she said. “My message to them is that if they apply the principles of ergonomics in all of their activities—whether at work or at home—they don’t have to live with aches and pains.” ■

A Navy Seabee clears the embassy basement in Nairobi.

Photo by Andrew A. Rahaman



The Nairobi Experience From a Safety Perspective

By Andrew A. Rahaman

"We need someone to go to Nairobi to work with the military, Diplomatic Security and maybe with the FBI because of possible contamination in the embassy building. Can you go?"

Two days later I was in Nairobi, Kenya. The bomb that destroyed the U.S. Embassy on Aug. 7 ruptured a diesel fuel pipe in the building, spreading fuel throughout the second floor of the basement, or B2. As part of the Office of Safety/Health and Environmental Management, my job was to minimize the health and environmental risks for anyone entering B2.

The first day set the tempo. I arrived at the embassy with protective suits, rubber gloves and respirators and was immediately tagged "the hazardous materials guy." As I was about to begin my first walk-through, one of the workers said, "There are lots of wires, rocks and jagged edges. You'd better use these gloves we bought at the local hardware store." I recognized them immediately as asbestos products unavailable commercially in the United States, so I spent the next 20 minutes collecting the gloves from the workers for disposal.

Inside the building was almost every imaginable construction hazard, but what struck me most was the complete destruction. It looked like a tornado had been let loose. The area was littered with concrete, brick, desks, paper, filing cabinets, wires and hazardous material. Down in B2, we found two to four inches of diesel fuel, wastewater and building debris.

A joint task force, or JTF, established after the blast included a team of U.S. Navy Seabees to clear the building. Before entering B2, the JTF wanted an explanation of how the Seabees could work safely in this environment and an "all-safe" declaration that the crew would not get hepatitis or suffer health effects from the wastewater and fuel.

My plan was straightforward. It called for testing the air, pumping out B2, limiting decontamination, providing protective equipment, stringing lights and removing rubble from the hallways. At this point, the area would be cleared for access and people could remove materials from B2.

Air testing indicated that oxygen levels were safe, the atmosphere was not explosive and the general toxicity level was low. Steve Montgomery, facility maintenance

Continued on page 35

In the Aftermath of the Bombings

By Dr. Cedric Dumont

The Loss

The reality of what happened to our communities in both Dar es Salaam and Nairobi is difficult to grasp. Working with the task force in Washington, D.C., convened within hours of the tragedy, the medical office's first priority was to assist our injured colleagues and friends rapidly. It forced me to distance myself emotionally from the unfolding events.

This was not a time to feel but to act. The pleading and frightened voices on the phone from our bombed embassies and the devastating pictures so graphically projected on CNN made the staff cringe and sigh, but we kept on going, knowing our friends depended on us. It was particularly difficult to hear the names of the missing and the dead; but it still was not real, it still was a dream.

When faced with grief and loss, the human psyche needs time to accept the reality of such horrible events. This awareness, for me, came in layers. Having worked nonstop for more than 20 hours in the Operations Center and returning home in the early hours of Aug. 8, I walked by the memorial plaque at the C Street entrance of Main State. A single bouquet was lying there, unobtrusively, a quiet reminder that all was not well in our Foreign Service family.

The reality began to set in. Another layer of my psychological protective armor was peeled away when I accompanied the Secretary on her visit to see the wounded in Germany and at Walter Reed Army Medical Center in Washington, D.C. The courage, resilience and generosity of our injured friends and colleagues were profoundly moving. Despite injuries that spoke volumes about the violence they had suffered, our wounded colleagues were giving, sharing with us their pain, their loss and their relief at seeing us.

It was not a dream anymore. This disaster had really happened. Finally, reality came into full focus when we visited the bombed embassies. There the horror and vio-

lence of this crime came to me in full force. As we walked the dark, bloodstained corridors and devastated offices, we asked ourselves, how could anyone do this? With each wave of reality comes anger, followed by guilt and sorrow. The Foreign Service family, as a whole, has suffered a violent blow. It will take time to recover.

Debriefings and Closure

Recognizing that the emotional trauma of these events will cause even more casualties if not properly handled, a team of mental health professionals, including Foreign Service, U.S. military and Kenyan and Tanzanian counselors, was organized to support our communities in Dar es Salaam and Nairobi. We are grateful for their invaluable support and assistance during this crisis. For several days, crucial incident debriefings were held at both posts for all employees and their family members. These debriefings permitted our colleagues and their families to tell their stories and express their feelings about the traumatic events they had experienced. Such interventions are invaluable in reducing both the short- and long-term physical and emotional distress associated with traumatic events and quickly restoring community cohesion and effectiveness.

Specific public events also were crucial in moving toward closure for our communities and for the Foreign Service as a whole. The memorial services in Dar es Salaam and Nairobi, the return of the deceased to Andrews Air Force Base, Md., and the visit of the Secretary to Nairobi and Dar es Salaam were healing events, providing comfort and solace. The memorial service at the National Cathedral on Sept. 11 added to the healing process.

Rebuilding in a Difficult Environment

Life after the bombings is not easy in Dar es Salaam and Nairobi. Terrorism is still a threat. In Nairobi, a suspicious Federal Express package kept employees cowering for more than two hours in the basement of the embassy's temporary headquarters at the U.S. Agency for International Development as the package was removed cautiously from the premises. (It turned out to be docu-

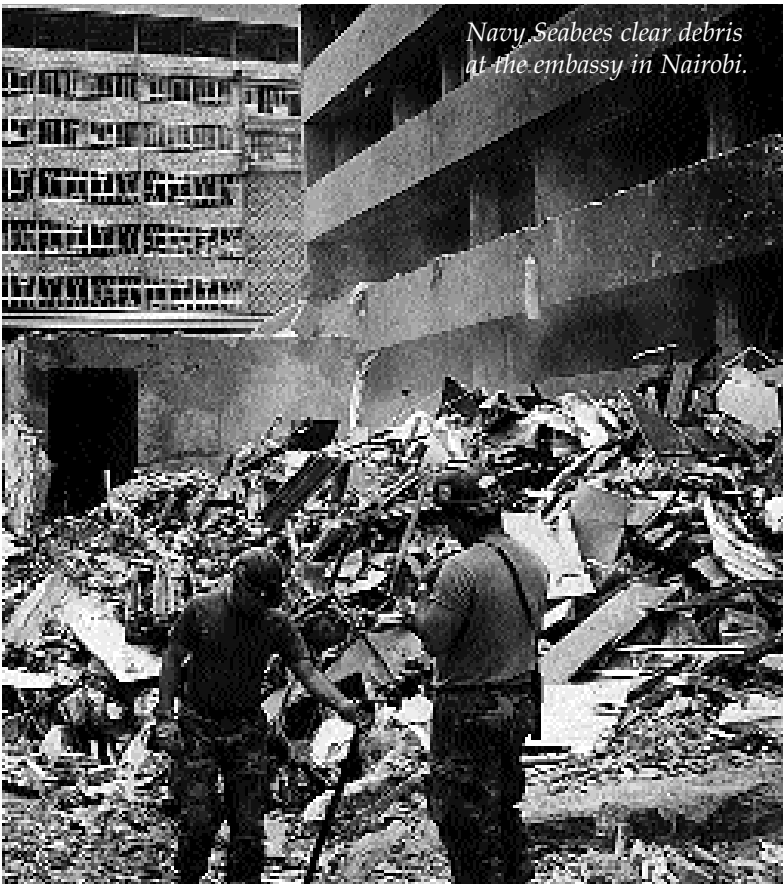


Photo by Andrew A. Rahaman

Navy Seabees clear debris at the embassy in Nairobi.

ments from the Department). Despite additional traumas, the embassy communities remain resilient and supportive of one another.

The “morning-after” perspective is difficult to face, especially when you have lost your colleagues, friends and chancery. Suddenly, your work environment is constrained. You’ve lost your “space” and you still have to face the challenges of everyday life in a foreign country. All the minor irritations, such as delays in deliveries, loss of mail or even being the victim of some petty crime, take on brand-new dimensions in this stressful environment. Family squabbles are more frequent; the work remains constant—too much! (“Look at all those VIPs coming!”); and stress and fatigue take their toll.

Recognizing the need to provide long-term support to these posts, the undersecretary for Management has authorized families to “stand down” and rest. Being a proud people—proud of our country and of our role as diplomats—it may be difficult to admit that we are tired mentally and physically and that many have not come to full grips with the enormity of what has happened. That will come with time. What is important is that they take advantage of all means possible, such as R&R and annual leave, to rest and recuperate. The Office of the Medical Director’s mental health staff will continue to closely monitor and assist our communities in both Dar es Salaam and Nairobi. ■

The author is chief of the Department’s Office of Medical Services.

Safety continued from page 33

specialist in Nairobi, and I rigged up sump pumps and strung water hoses outside.

A local contractor assured us that a tanker truck would be at the embassy the following morning to pump the liquid into. The tanker truck didn’t come. That afternoon at the facility warehouse, I spotted several 2,000-gallon plastic containers and conveniently, a large flatbed truck. Two hours later, the pumps were turned on removing the liquid into these containers. The pumps were started again the following morning but were being clogged by debris and the Seabees wouldn’t enter the area until the liquid was cleared.

Here I learned one of the first rules of responding to an emergency. Don’t come up with a plan unless you are part of the plan. I grabbed two flashlights, my hard hat and brooms and a volunteer from the Bureau of Diplomatic Security and started moving concrete, blasted-off doors, ceiling tiles and overhead wires out of the way. Then, to disinfect the area, a bleach-and-water mixture was spread around B2 and pumped out.

The commanding general of the JTF was given the B2 tour and eventually four Seabees were fitted with respirators, protective suits, gloves and boots and started to string lights. We continued to push brooms and clear the hallway rubble. Diplomatic Security personnel started clearing water-logged pouches, mail and cash.

While the cleanup continued, a team from Foreign Buildings Operations was tasked with securing a future building site. As part of the team, I evaluated one of the proposed sites for potential environmental liabilities and health hazards. I found industrial waste being pumped directly onto the ground just outside the property line. The safety office is currently refining procedures to determine the scope of the contamination and ways to eliminate potential health hazards—not to mention environmental liabilities—if FBO selects this particular site for the future embassy.

We at the safety office learned many lessons from Nairobi. First, after a disaster, communication is key. The administrative section did an outstanding job of keeping communications open, holding daily meetings with the security, medical and facility maintenance staff, and others.

Second, everyone needs a plan. FBO is incorporating these lessons learned into its emergency preparedness response plan. This enhanced plan will ensure that if the Department ever faces a similar crisis in any part of the world, the Department has an immediate and coordinated response on real estate, construction, safety, environmental, administrative management and facilities maintenance issues to help protect the safety of U.S. Embassy employees and support the mission. ■

The author is a certified industrial hygienist and safety professional with the Office of Safety, Health and Environmental Management.

U.N. Web Site Is Rich Resource

By Flora M. Evon

Have you tried to find United Nations information lately? If you have, you've likely discovered that new technology has revolutionized the storage and retrieval of this vast source of data, and that it's all as close as the Internet.

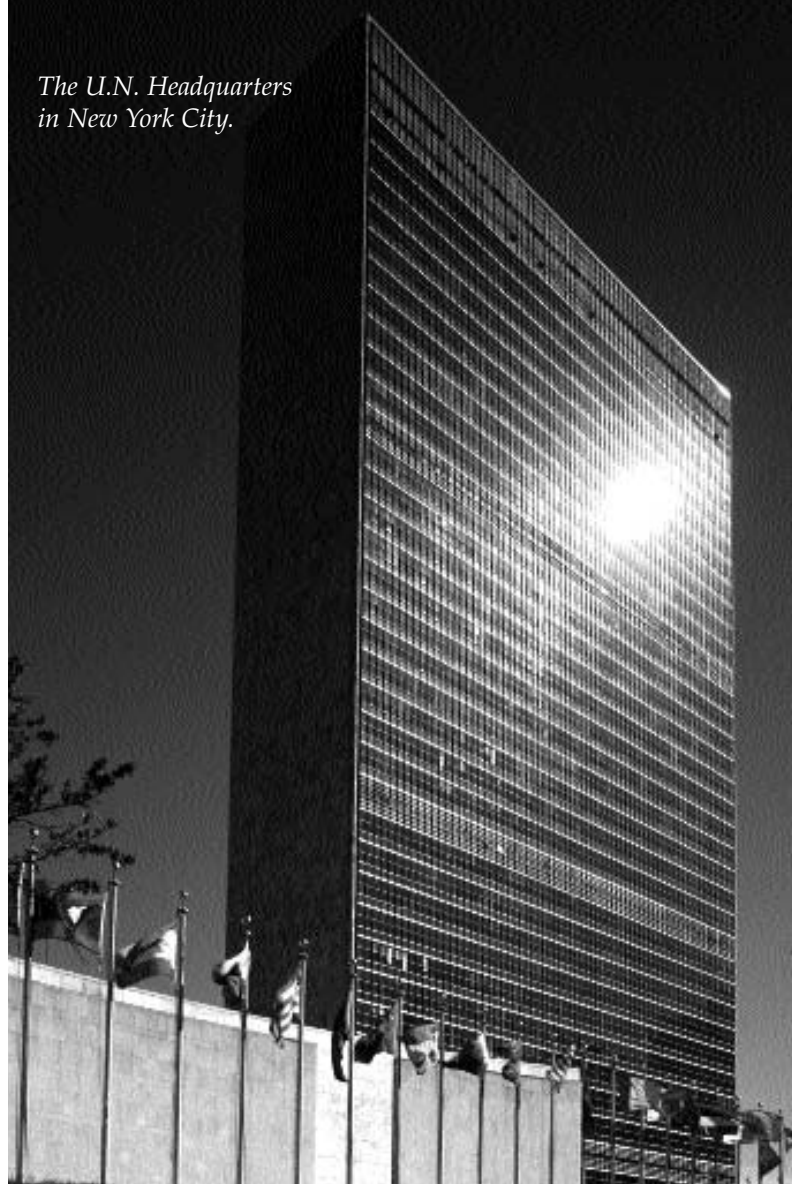
The United Nations has capitalized on recent advances in information technology to provide electronic access to its publications, documents, press releases and other information. An electronic and communication-oriented United Nations offers higher-quality documents faster and at less cost and to a broader audience.

How do you tap into this vast resource? One of the most popular sites on the Internet is the U.N. home page at www.un.org. When the page was launched in 1995 to coincide with the United Nations' 50th anniversary, it became an immediate success. Its popularity has continued, with millions of hits monthly. According to a recent U.N. report, the site averages 700,000 to 800,000 hits per week.

There are frequent enhancements to the web site, including a U.N. reform page, information about the year 2000 issue, ReliefWeb, CyberSchoolBus, access to U.N. resolutions and links to U.N.-related home pages. Among other popular U.N. Internet sites are an official web site locator for the U.N. System of Organizations at www.unsystem.org and the Dag Hammarskjold Library home page at www.un.org/Depts/dhl.

Another unique source for U.N. documentation is the optical disk system. In the early 1990s, the United Nations began storing documents originating in both New York and Geneva on optical disks. Using optical disks, many U.N. full-text documents are accessible for the first time online and can be transmitted to users via high-speed telecommunications links. This storage and retrieval system contains most full-text U.N. documents from 1993 to the present in all official languages—Arabic, Chinese,

*The U.N. Headquarters
in New York City.*



English, French, Russian and Spanish. In addition, resolutions and decisions since 1946 by the General Assembly, Security Council, Economic and Social Council and Trusteeship Council are on the system. The optical disk system permits online searching, printing or downloading.

Initially, access to the system was limited to U.N. missions and State's Bureau of International Organization Affairs, which served as the system's first remote test site. The system became available to Internet users through a web server interface at the United Nations in November 1996. This enhancement is password protected and was limited at first to specific user groups, such as permanent missions and governments. The online system is now available, however, by subscription through the U.N. sales section at an annual fee of \$1,500.

As popular and useful as the U.N. home page is, only a small fraction of the millions of U.N. publications issued since 1946 can be accessed from the site. Because the page is continually updated, only topics of current interest remain online. The U.N. optical disk also has limitations for retrospective research because only documents from

Continued on page 38

Training State's Office Support Professionals

A Foreign Service Institute program is boosting Civil Service support staff skills and pride in their professions.

By Patricia Pugsley

I've been proud to call myself a secretary for 18 years and have always enjoyed learning new things about my job. Yet State was the first place I'd ever worked where I was actually given formal training especially geared toward improving my career skills.

When I first joined the Department four years ago, I attended a course at the National Foreign Affairs Training Center for entering Civil Service secretaries. I was impressed at the time with the office management training staff, so when I got the opportunity to take part in the

Virginia Taylor, left, and Thomasine Hurd, right, lead a classroom role-playing exercise.

Civil Service Office Support Professionals Program, I jumped at the chance. I knew I would learn a great deal and that many subjects would be useful to any State employee, not just office support staff. What I didn't expect when I signed up for the course was that I'd learn a lot about myself as well.

The annual 16-week Civil Service Office Support Professionals Program is intended for secretaries, program and administrative assistants and clerical employees, grade GS-6 and above, with at least two years' experience at the Department. The course begins with a four-day orientation process, with attendance one day per week for the rest of the course. Since it began as a pilot three years ago, the program has graduated approximately 200 students.

Before orientation, each student's supervisor is required to complete a skills checklist rating the student's competencies in nine categories covered in the program. These skills include interpersonal communication, oral and written communication, customer service, work management, business of State, office technology, workload delegation, self management and career management. Students are rated again on these same skills toward the end of the course to measure their progress.

The employees' supervisors also are required to attend part of the orientation, to meet for a mid-session evaluation, to discuss progress with their employee and to attend the graduation.

A basic premise of the program is that students cannot change in any fundamental way unless they change their basic patterns of thinking and interacting. The role of secretaries and other support staff has changed dramatically and will continue to change in the years ahead—and we were told that we will need to continue learning throughout our careers. We were also told that we will have to take responsibility

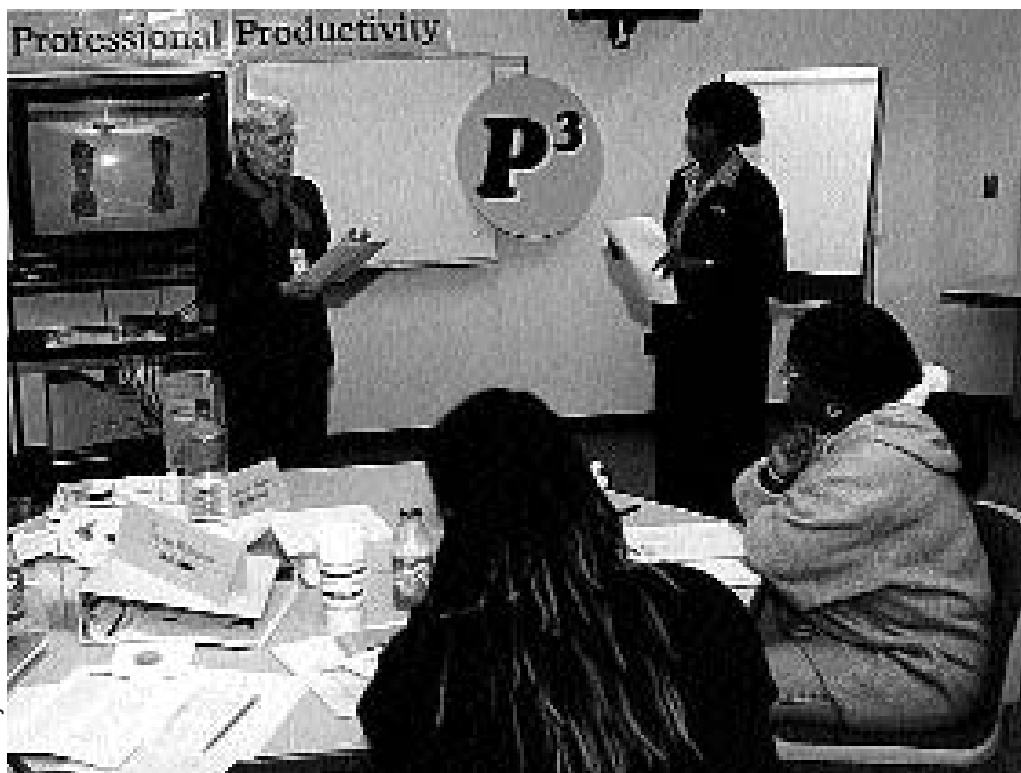


Photo by Bob Kaiser

Continued on page 38

1993 to present are on the system. So most older U.N. documents are unavailable through the U.N. home page or its optical disk system.

If the U.N. information you need isn't on the web, where can you find it? There are several sources. You can visit the research section of the Bureau of International Organization Affairs' Office of Policy, Public and Congressional Affairs in Room 3428 at Main State. The section has a comprehensive collection of U.N. publications and documents dating back to 1946 stored in paper, microfiche or electronic formats.

To meet demand for quick access to current and historical U.N. information, the section is migrating to an electronic research environment. Online access to the previously mentioned U.N. optical disk system is available either through a high-speed direct connection or by dial-up access on the Internet. Both allow for retrieval and limited search capability of recent documentation. A CD-ROM electronic index is available for those searching the microfiche collection for U.N. publications issued in the last eight years. Other electronic resources for the storage, retrieval and search of U.N. materials are under review. If you have a reference question and want personal assistance, the reference staff is always available to assist researchers, retrieve documents and answer subject requests on U.N.-related issues.

What is the best source for historical U.N. information outside State? U.N. depository libraries, located worldwide, receive material published by the United Nations and agree to make it accessible to the public, free of charge. Many libraries in the United States serve as depositories for U.N. materials.

You can access the list of U.N. depository libraries on the web at www.un.org/MoreInfo/Deplib/index.html, or inquire at your local library for the name of one in your area. In Washington, D.C., U.N. materials are deposited with the Library of Congress [(202) 707-5647] and the U.N. Information Center [(202) 331-8670].

In the past 52 years the U.N. system of organizations has issued a wealth of information on a variety of subjects—political and security affairs, population data, trade statistics, reports on human rights and women's issues, treaties and more. This information has traditionally been available in specialized collections, depository libraries or U.N. Information Centers. Now, it is becoming accessible electronically via the Internet and other sources. As U.N. Secretary General Kofi Annan stated in his 1997 report on the work of the organization, the "power of information, clearly recognized by the founders of the United Nations, has been elevated to a higher plane in recent years with rapid advances in information and communications technology." ■

The author recently retired as a technical information specialist in the Bureau of International Organizations.

for increasing our professionalism and advancing our own careers.

The OMT staff started the program promising to pull students from their "comfort zone"—an ongoing theme throughout the course. The first step outside the comfort zone was for every class member to meet someone new in the room, shake hands using the left hand, learn something about the new acquaintance and have that person sign a paper left-handed.

The course has several core subjects and electives, including critical thinking, customer service, conflict management, grammar and proofreading, time management, written and oral communication and office technology, as well as career management, goal setting and team building.

These segments include lectures by instructors and hands-on involvement and almost always led to lively discussions during lunch in the cafeteria. Students are also required to write and deliver two speeches that are critiqued by the instructor and class members.

The group learned much about the Department, visiting the Operations Center, the Office of the Secretary and the Executive Secretariat and learning about specifics involved in forming a task force. On the administrative side, class members take apart a personal computer, learn to identify the hardware and its functions and put the computer back together again.

In addition to their assigned course work, students also are required to read books and view videos and complete a paper outlining what they had learned.

The three-day team building and goal-setting segment was the final, and for some of us, the favorite part of the course. Separated into teams, class members had to complete several challenging tasks, some of them quite physical. A "trust circle" exercise involved class members standing in a circle and falling backward into each other's arms. Another task required eight or nine students to figure out how to stand together on a small wooden box. Still another exercise, called "crossing the swamp," required class members to work together using boards to cross an imaginary swamp on the ground without stepping in the "water."

The exercises taught us how to trust, how to be more honest and how to find solutions together. I learned the most about myself in this segment.

The end of the course was emotional for many, especially when we realized how much fun we'd had, what we had learned and what an important part of our lives the course had become. At graduation, we all shared pride in the fact that we are *professionals*, and that our services are essential to the Department. I believe that the course made us even more so. ■

The author is an office support professional with the Office of Civil Service Personnel Management.

O B I T U A R I E S

Willis C. Armstrong, 86, assistant secretary for economic affairs from 1972 to 1974, died of cancer May 31 in Arlington, Va. Mr. Armstrong began his government career in 1939 in Moscow, where he was a translator, interpreter and Russian language tutor. He joined the Foreign Service in 1958 and served in Ottawa, London, and the Office of British Commonwealth and Northern European Affairs. After leaving the Foreign Service in 1967, he was a professor and lecturer before being named president of the U.S. Council of the International Chamber of Commerce, then assistant secretary of State.



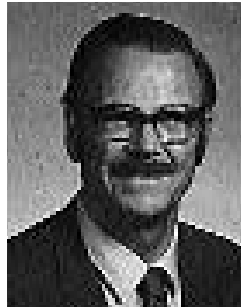
James Orson Belden, 84, a retired consular officer, died Aug. 12 in Wilmington, Del., of pneumonia. Mr. Belden began his State career as an administrative assistant in Brussels in 1947. He later served in South Africa, London and Paris before retiring in 1973.

Thomas J. Cross, 60, died Aug. 23 in Brandon, Fla. An electrical engineer, Mr. Cross served 31 years with the Foreign Service, receiving the Meritorious Honor Award in 1981, 1982 and 1984. He also received appreciation awards for his work from Vice President George Bush in 1982 and former President Jimmy Carter in 1984.

Charles R. Carlisle, 69, a former Foreign Service officer, died July 26 of cancer in Barnstable, Mass. Mr. Carlisle joined the Department's trade agreements and treaties division in 1956. During his 14-year Foreign Service career, he served in several trade divisions, specializing in negotiations involving commodities. After leaving the Foreign Service, he worked in the commodities industry before becoming deputy director general of the General Agreement on Tariffs and Trade.



Mel Croy, 72, a retired Foreign Service officer, died Dec. 15, 1997, in Pismo Beach, Calif. He joined the Department after World War II and served for 25 years before retiring as a deputy executive officer.



Arden Edward DuBois, 91, a retired Foreign Service officer, died Aug. 17 in Naples, Fla. Mr. DuBois joined the Foreign Service in 1940 in Havana, Cuba, where he served until 1945. During his 30-plus-year career, he was posted in Brazil, Honduras, the Dominican Republic, Mexico and Germany. In Washington, D.C., he served in the

languages division until his retirement in 1973.

John J. Dugan, 87, died May 8 of a cardiopulmonary disorder in Fairfax, Va. Mr. Dugan worked for State for 14 years before retiring as a chief auditor in 1972.

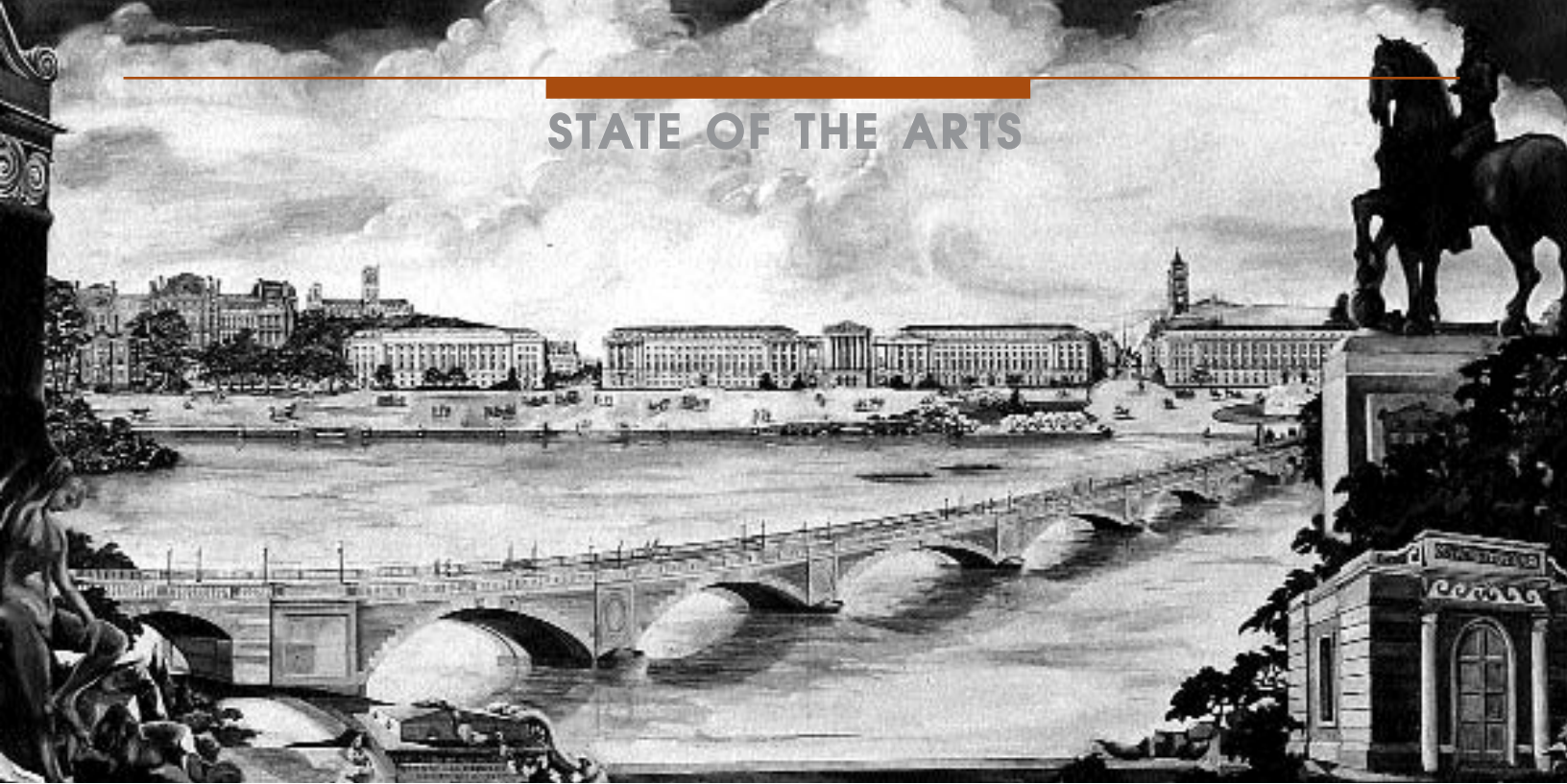
Richard B. Finn, 80, a retired Foreign Service officer, died Aug. 17 of a stroke in Washington, D.C. Mr. Finn joined the Foreign Service in 1947 and served in Japan during and after the Allied occupation. He wrote a book in 1992, *"Winners in Peace: MacArthur, Yoshida and Postwar Japan,"* recalling that experience. In the 1970s he was active in State Department negotiations for the return of Okinawa to Japan. After retiring from the Foreign Service in 1979, Mr. Finn became an adjunct professor at American University and administrative director of Harvard University's U.S.-Japan Program. In 1987 he received an imperial decoration from the Japanese government.



Patricia Olson Folan, wife of Foreign Service officer Patrick M. Folan, died on Aug. 6 of ovarian cancer in Fairfax, Va. Mrs. Folan was a Peace Corps volunteer in Brazil from 1965 to 1967 and accompanied her husband on assignments in Belgium, Portugal and Italy. She had been a member of the State Department cancer support group since 1990.



Lillian A. Ross, 83, a 23-year Department employee, died Aug. 25 in Morganton, N.C. Ms. Ross joined the Foreign Service in 1952 as a budget and fiscal officer and served in Dakar, Montevideo, Khartoum, Leopoldville, Quito, Bonn, Prague, Taipei, Caracas, Madrid and Washington, D.C. Before retiring in 1975, she received the Meritorious Service Award.



An imaginative view of Washington, D.C., as painted on a wall mural by Bob Parke.

Architect draws on experience

By Donna Miles

Second-grader Bobby Parke used to frustrate his teacher because he often found sketching the house across the street from his classroom more interesting than doing his multiplication tables.

But half a century later, Mr. Parke, a trained architect who's a personal service contractor in State's Office of Foreign Buildings Operations, has developed a healthy respect for mathematics. And as the manager of State's archive of architectural and engineering drawings of U.S. chanceries, ambassadors' residences and consulates, he's merged his respect for math with his love of art.

Mr. Parke, who grew up in a Foreign Service family, has a long history of capturing his international experiences artistically. When his father, Robert B. Parke, was posted in Tehran, 12-year-old Bob built a scale model of their villa.

And because his family, like all other Foreign Service families at

the time, traveled between posts by ship, the young Mr. Parke displayed his fascination with these vessels through drawings of multi-funneled ocean liners plunging at precarious angles into the deep.

The road that took Mr. Parke from being a second-grade doodler to an FBO archivist led through the University of Virginia, where he earned a degree in architecture. There, as he trained in architectural drawing, watercolor and painting, Mr. Parke fed his fascination with the technical aspects of his craft: perspective, color and light, among them.

The results of that fascination can be seen in, among other places, the public access control design in the consulate entrance in Marseilles and the VIP guest room in Paris. In addition, Mr. Parke was commissioned by a Washington, D.C., couple to paint a 5-by-10-foot mural of the city for their dining room wall.

Mr. Parke admits that while he enjoys other people's appreciation of his work, his greatest satisfaction comes from the creative process.

"The enjoyment is in the doing, the process itself—making decisions that will lead to the fulfillment of the pre-



A scene in Old San Juan, Puerto Rico.



Bob Parke with his work in the Office of Foreign Buildings Operations.

conceived idea," he said. At some point in the process, Mr. Parke said his works seem to take on a life of their own.

"And you are pleasantly surprised when the work turns out more interesting than you had imagined," he said. "Your spirit source has stepped in, as when an infant begins to express its own being separate from that of the parent. And at that point, any resemblance to the original model suddenly becomes unimportant." ■



A street scene in Sintra, Portugal.

Artists Present Musical Medley

By John Bentel

Department employees were treated recently to the talents of 17-year-old pianist Larissa Smith, daughter of Foreign Service members Paul and Christine Smith. Larissa, who made her first public debut at age 6 in Warsaw's Philharmonic Hall, has performed publicly in Bonn and Moscow. She began undergraduate studies in piano this year. Her State program consisted of works from a variety of composers, including Bach, Beethoven, Chopin and Khachaturian. Throughout the performance, Larissa's interpretation of the music revealed maturity rarely seen in pianists her age.

In another recent State of the Arts presentation, Vanita Hall Jones directed "A Flock of Flutes," boasting 13 members of The Musical Offering Flute Ensemble. Professional flutists, teachers and students from Georgetown University, Columbia Union College, Montgomery College and The Catholic University of America make up the ensemble. Director Jones introduced the various types of flutes used during the performance, from the diminutive piccolo to the large bass flutes, leaving the audience with a greater appreciation for the instrument's beauty and versatility.

2nd Story, a retro and progressive world beat blues band, recently entertained employees during a lunchtime concert in the Main State courtyard. Megan Lane and Geoff de Mers, the group's co-founders and vocalists, joined band members Jimmy Jones on drums and Gary Lowenthal on guitar to present a musical blend of blues, Celtic, rock, West African and Caribbean rhythms. A combination of instruments and electronics produced a colorful variety of sounds that added musical texture to the performance.

Another State of the Arts Cultural Series and Foreign Affairs Recreation Association-sponsored concert featured the talents of Vera Danchenko-Stern on piano and violinists Leonid Sushansky and Myron Makris. Ms. Danchenko-Stern serves on the faculty of the Peabody Conservatory. Mr. Sushansky is the winner of a host of prestigious awards and has appeared as soloist at many well-known festivals, orchestras and concert halls. And Mr. Makris plays with the Baltimore Symphony and the National Symphony Orchestra in Washington, D.C. The trio revealed their flawless instrumental precision throughout the performance, which built to a crescendo with an aria from "The Marriage of Figaro."

The author is a computer specialist in the Executive Secretariat.

FOREIGN SERVICE PERSONNEL

Transfers

- Abbott, Lucy K.**, Foreign Service Institute to Yokohama
Adams, John Quincy, Foreign Service Institute to Baku
Adams, Julie D., Foreign Service Institute to Tunis
Adams, Linda K., Tunis to Yaounde
Akahloun, Eleanor L., Beijing to Caracas
Albright, Jerry L., Bucharest to Jakarta
Allegra, Anita K., Personnel to Phnom Penh
Allegra, Theodore, Foreign Service Institute to Phnom Penh
Allison, Sharleen S., Tegucigalpa to Personnel
Amodeo, Salvatore A., Foreign Service Institute to Yerevan
Amond, Elizabeth A., Geneva to Personnel
Andersen, Paul John, Skopje to Congress
Anderson, Rosalyn H., Office of Foreign Buildings to Office of the Secretary
Anderson, Youngeun Hyun, Foreign Service Institute to Seoul
Angell, James B., Bangkok to Frankfurt
Annitto, Jason R., New Delhi to Cairo
Armstrong, Barbara Lenore, Krakow to Warsaw
Arnold, Mary Emma, Islamabad to Melbourne
Arvis, Constance C., East Asian and Pacific Affairs to Non-Governmental Organizations
Asmal, Ismail G. H., Office of the Chief Financial Officer to Hong Kong
Auld, Thomas E., Addis Ababa to African Affairs
Avallone, Paul, Diplomatic Security to Kinshasa
Baas, Marc Allen, African Affairs to Economic and Business Affairs
Baca, Raymond R., Addis Ababa to New Delhi
Bach, Huong T., Hanoi to Personnel
Bailey, Stephen M., Ashgabat to Foreign Service Institute
Bakalar, Michael E., Sarajevo to Vientiane
Baker, Terri Lee, Personnel to Office of the Secretary
Ball, David William, Political and Military Affairs to Tashkent
Bandik, Mark G., Diplomatic Security to La Paz
Barclay, James E., Johannesburg to Dublin
Barco, Robert L., Pretoria to Information Resource Management
Barkell, William Howard, Jakarta to Political-Military Affairs
Barnes, Jerald H., Diplomatic Security to Lome
Barnhart, Jack Lee, Lome to Diplomatic Security
Barrosse, Colombia A., Office of the Secretary to Lima
Barry, Catherine, Consular Affairs to Tegucigalpa
Bassi, Raymond, Tel Aviv to Kampala
Bazala, Sylvia J., Personnel to Sarajevo
Bean, Diane R., Tel Aviv to Consular Affairs
Beardsley, Linda A., East Asian and Pacific Affairs to Tokyo
Beaudry, John J., Berlin to Diplomatic Security
Beck, Charles Edwin, Panama to Personnel
Beer, Rachel Elizabeth, Near Eastern Affairs to Jerusalem
Begin, Alfred Francis, Caracas to Paramaribo
Beik, Janet E., International Org. Affairs to Abidjan
Bell, Richard K., Near Eastern Affairs to Antananarivo
Ballard, Scott D., Chiang Mai to Intelligence and Research
Benedict, Gloria K., Conakry to Personnel
Bennett, Charles Edward, Bangkok to Beijing
Bennett, David R., Beirut to Foreign Service Institute
Bennett, Virginia Lynn, Near Eastern Affairs to Yokohama
Benson, James Howard, Guatemala to Foreign Service Institute
Bent, Carolyn M., Kingston to Personnel
Bernicat, Marcia S., Casablanca to Lilongwe
Bernier-Toth, Michelle M., Consular Affairs to Foreign Service Institute
Berry, Randy W., Cairo to Kampala
Betts, Timothy A., Ankara to Ankara
Bezol, Daniel, Havana to Personnel
Birdsall, Paul D., Abidjan to Santo Domingo
Bjorkdahl, Roger J., Office of the Secretary to Foreign Service Institute
Bjorkdahl, Roger J., Foreign Service Institute to Shenyang
Blais, Joseph A. L., Personnel to Dar es Salaam
Blake Jr., Robert Orris, Tunis to European Affairs
Blystad, Elizabeth, Mexico City to Personnel
Bocchetti, Mark William, Foreign Service Institute to Bratislava
Boehme, Robert W., Spec. Rep. for Trade Neg. to Economic and Business Affairs
Bond, Michele Thoren, Moscow to Foreign Service Institute
Booth, Donald E., Athens to African Affairs
Boris, John J., Minsk to Foreign Service Institute
Bouchard, Timothy Hayes, Near Eastern Affairs to Amman
Boughner, James A., Beijing to Minsk
Bouwmeester, Alison Pentz, Hong Kong to East Asian and Pacific Affairs
Bowen III, Richard T., Santiago to Baku
Bracken, Joseph M., Manila to Population, Refugees and Migration
Brackins, David A., Panama to Cairo
Bradshaw, John Christopher, Rangoon to Congress
Brault, Steven Frank, Muscat to Damascus
Brayshaw, Lester M., Mexico City to Bangkok
Brazeal, Aurelia E., East Asian and Pacific Affairs to Foreign Service Institute
Briggs, Jacquelyn L., Foreign Service Institute to Athens
Bristol, George F., Bangkok to Information Resource Management
Britt, Stephanie L., Dubai to Near Eastern Affairs
Brown, David K., Inter-American Affairs to Economic and Business Affairs
Brown, Dolores Marie, Intelligence and Research to Foreign Service Institute
Brown, Julian Glynn, Bangkok to Caracas
Brown, Kevin, Rangoon to International Org. Affairs
Brown, Madeleine M., Foreign Service Institute to Office of the Secretary
Brown, Merritt C., Oceans and Int'l. Envir. and Sci. Affairs to Foreign Service Institute
Brown, Natalie E., African Affairs to Foreign Service Institute
Brown, Norma E., Dakar to Amman
Brown, Stephanie L., Personnel to African Affairs
Brownfield, William R., Geneva to Inter. Narc. and Law Enfor. Affairs
Brucker, Katherine Ann, Bonn to Office of the Secretary
Brush, Jennifer L., Vienna to Foreign Service Institute
Bryson, Robert C., European Affairs to Nassau
Buchanan, Gloria B., Beijing to Personnel
Buck, Christopher L., Berlin to Near Eastern Affairs
Bullen, Roland Wentworth, Bogota to Bridgetown
Bumbrey, Sallybeth M., Riyadh to Perth
Burger, David John, Singapore to East Asian and Pacific Affairs
Burns, Jeff S., Berlin to Sanaa
Busa Jr., Santiago, Hong Kong to Manila
Busbee, Jack W., Office of Logistics Management to Beijing
Butcher Jr., Duane C., European Affairs to Foreign Service Institute
Butenis, Patricia A., Foreign Service Institute to Warsaw
Butler, Eldred P., Beirut to Abidjan
Butler, Steven R., Foreign Service Institute to Doha
Buzbee, John R., Foreign Service Institute to Democracy, Human Rights and Labor
Byrne, Pdraig P. D., Intelligence and Research to Legislative Affairs
Bysfield, Mark Donald, Operations Center to Beijing
Cabral, Roxanne J., Foreign Service Institute to Kiev
Callard, Robert A., Foreign Service Institute to Toronto
Campbell, William Noel, Kathmandu to Foreign Service Institute
Candada, Marcela B., Cairo to Personnel
Candy, Steven A., Panama to European Affairs
Cantrell, Paul Michael, London to Kathmandu
Carlino, John R., Ankara to European Affairs
Carpenter, Janie M., Nairobi to Personnel
Carter, Judy L., Personnel to Spain
Carver, Linda J., Singapore to Personnel
Casady, Lance B., Geneva to Inter-American Affairs
Cashdollar, Hunter H., Foreign Service Institute to Krakow
Casse, Geraldine M., Personnel to Foreign Service Institute
Cates, Barbara F., Foreign Service Institute to Tashkent
Cefkin, Judith Beth, European Affairs to Manila
Chacon, Alida E., Near Eastern Affairs to Lima
Chacon, Arnold A., Inter-American Affairs to Lima
Chapman, Suzanne B., Luxembourg to European Affairs
Chavez, Angelica, Mexico City to Personnel
Chiarella, Ricardo, Stockholm to Tokyo
Chin, Mary K., Chengdu to African Affairs
Christensen, Casey H., Vienna to Managua
Christenson, Dan Blane, Vientiane to Beijing
Christopher, William W., Population, Refugees and Migration to Bogota
Clark, Howard Dean, Brussels to Economic and Business Affairs

FOREIGN SERVICE PERSONNEL

Transfers

- Claus, Robert E.**, Foreign Service Institute to Abidjan
Cleary, Colin Michael, Foreign Service Institute to European Affairs
Cleveland, Gail P., Amman to Administration
Clore, Raymond E., Consular Affairs to Inter. Narc. and Law Enfor. Affairs
Clune, Daniel Anthony, Rep. for Trade Neg. to Paris
Cochran, Sally A., Luxembourg to Intelligence and Research
Coe, John Charles, Consular Affairs to Political and Military Affairs
Cohen, Charles Irvin, Intelligence and Research to European Affairs
Colon Cifredo, Ricardo, Mexico City to Diplomatic Security
Comella, Patricia Ann, Ponta Delgad to Political-Military Affairs
Conaway, Mary S., Inter-American Affairs to Consular Affairs
Connolly, Marian Cornelia, Cotonou to Personnel
Cook, Frederick Bishop, Havana to La Paz
Coombs, Gene Craig, Foreign Service Institute to Surabaya
Corbett, Nancy Lynn, Foreign Service Institute to Minsk
Corcoran, Timothy E., European Affairs to Brussels
Coyle, Erin James, Near Eastern Affairs to Cairo
Cozens, Peter E., Tijuana to Panama
Craig, Theodore John, African Affairs to Oceans and Int'l Envir. and Sci. Affairs
Crawford, Randy G., Algiers to Diplomatic Security
Cretz, Gene A., Foreign Service Institute to Beijing
Culpepper, Frances R., Foreign Service Institute to Dushanbe
Curry, Dennis L., Political and Military Affairs to Intelligence and Research
Curtin, Mary T., Near Eastern Affairs to Tunis
Dagon, Thomas M., Diplomatic Security to Santo Domingo
Dailey-Calvillo, Dona, Caracas to Bogota
Dalton, Bryan W., Hanoi to African Affairs
Daly, Mary Elizabeth, Rome to Office of the Secretary
Damour, Marie C., Consular Affairs to Office of the Secretary
Davis, Jason L., Beirut to Near Eastern Affairs
Davis, Marcellus D., Kuwait to Rabat
Davis, Woodard E., Brussels to London
Davison, Joseph D., Diplomatic Security to Paris
Day, Marcelle Y., Manila to Panama
Day, William L., Tegucigalpa to African Affairs
De Brosse, Ronald P., Information Resource Management to Tel Aviv
De Las Heras, Guillermo, Stockholm to European Affairs
De Lucia, Allen Joseph, La Paz to The Hague
De Villafranca, Richard, Helsinki to Office of the Secretary
Dean, Shirley N., European Affairs to Paris
Degler, Paul G., Population, Refugees and Migration to International Org. Affairs
Dent Jr., Lynwood M., London to Berlin
Derrickson, Eric L., European Affairs to Paris
DeThomas, Joseph Michael, Vienna to European Affairs
Diez de Medina, Ricardo E., Santiago to Bern
Dodman, Michael J., Ankara to Foreign Service Institute
Draper, Mary Dale, Dublin to Tunis
Dreher, David Ross, Dhaka to Nicosia
Drexler, John B., San Jose to Santo Domingo
Dudley, James Lawrence, Economic and Business Affairs to Inter-American Affairs
Dudley, Mark D., European Affairs to Belgrade
Duff, Bradley Scott, Muscat to Foreign Service Institute
Dugan, Michael R., Lagos to Shanghai
Duncan, Kenneth A., Intelligence and Research to Port au Prince
Dunnigan, Robin Lisa, Operations Center to Near Eastern Affairs
Dupalo, Robert J., Ankara to Helsinki
Dworken Jr., Morton R., Wellington to European Affairs
Dwyer, Maeve Siobhan, Operations Center to Foreign Service Institute
Ebe, Jean-Paul S., Beijing to East Asian and Pacific Affairs
Eisenbraun, Stephen E., Dhaka to Personnel
Elliott, Mark Christopher, Office of the Secretary to Population, Refugees and Migration
Engelke, Julia R., Information Resource Management to Frankfurt
English, Charles Lewis, Inter. Narc. and Law Enfor. Affairs to Zagreb
Ennis, James P., Paris to Diplomatic Security
Ensslin, Barbara I., Toronto to Personnel
Ensslin, Robert Frank, Toronto to European Affairs
Erdman, Richard W., Tel Aviv to Near Eastern Affairs
Ettesvold, Kaara Nicole, Moscow to Personnel
Eustace Jr., John Martin, Dar es Salaam to Foreign Service Institute
Faddis, Charles S., Near Eastern Affairs to New Delhi
Fajardo, Carol Marks, Seoul to Frankfurt
Fajardo, Edward R., Seoul to Personnel
Farsakh, Andrea Morel, Personnel to Inspector General
Featherstone, Robert J., Inspector General to Inter-American Affairs
Felt, John P., Foreign Service Institute to Athens
Feltman, Jeffrey David, Tel Aviv to Tunis
Feret, Tara Elizabeth, European Affairs to Brussels
Ferguson-Augustus, Rhonda, Oslo to Maputo
Fermoile, Paul M., Foreign Service Institute to Mexico City
Fernandes, Anthony C., Foreign Service Institute to Shenyang
Fernandez, John D., Office of the High Rep. to International Org. Affairs
Fetter, David Richard, Tunis to Foreign Service Institute
Fichte, Eric A., Foreign Service Institute to Paramaribo
Figuroa, Richard A., Brussels to Inter-American Affairs
Fischer, Shawn P., Muscat to Personnel
Flachsbart, Kathryn L., Foreign Service Institute to Warsaw
Fleck, Mary Janice, Kuala Lumpur to Department of Defense
Flowers, George A., Intelligence and Research to European Affairs
Floyd, Jane Miller, Vladivostok to Foreign Service Institute
Fogarty, Jeannette, Guangzhou to Personnel
Folta, Anne A., Warsaw to Cairo
Fonteneau, Alfred F., Sarajevo to Manama
Fort, Jane Anderson Benton, Nat'l Security Council to Belfast
Fort, Martha Carmichael, Bern to Office of the Secretary
Freden, Bradley A., Foreign Service Institute to Prague
Frese, John Herbert, Diplomatic Security to Lagos
Fretz, Robert L., Bissau to Belize City
Frost, Gregory T., Tegucigalpa to Brasilia
Fry, Mark Edward, European Affairs to Guatemala
Fukutomi, Gregory Dean, Office of the Secretary to Foreign Service Institute
Fuller, Calli, Lagos to Lisbon
Gaffin III, Richard B., Beijing to Shanghai
Gaffney, Edward F., Beirut to Berlin
Gage, Philip C., Conakry to Kathmandu
Gaghen, Rebecca Luana, International Org. Affairs to Department of Energy
Galanos Jr., Leon G., Brasilia to Tegucigalpa
Gallucci, Gerard M., Office of the Secretary to Nat'l Security Council
Garrison, Susan H., St. Petersburg to Berlin
Garrity, Catheline A., New Delhi to Jeddah
Garza, Oliver P., Bogota to Guadalajara
Gaudiosi, Eric Vincent, Near Eastern Affairs to Foreign Service Institute
Gearhart, James V., Tashkent to European Affairs
Gecas, Vida M., Abidjan to Foreign Service Institute
Gendin, Kim M., Foreign Service Institute to Shanghai
Gerson, Leslie Ann, Oceans and Int'l Envir. and Sci. Affairs to Democracy, Human Rights and Labor
Gettinger, Hugo Carl, Foreign Service Institute to Yokohama
Giampietro, Carl J., Information Resource Management to Administration
Gil, Iris N., Personnel to Budapest
Gilchrist, Robert S., Inter-American Affairs to Inter-American Affairs
Giles, Ollie M., Havana to Ottawa
Gleyzerman, Elizabeth V., Foreign Service Institute to Bogota
Goldstein, George J., Other U O Agencies to Rome
Gonzalez, Richard F., Mexico City to Tijuana
Graham, Dianne H., Inter. Narc. and Law Enfor. Affairs to Oceans and Int'l Envir. and Sci. Affairs.
Graham, Vincent D., New Delhi to Accra
Granatino, Ann Felicia, Personnel to Asuncion
Grant, Sigrid D., European Affairs to Berlin
Gray, James B., East Asian and Pacific Affairs to Consular Affairs
Gray Jr., Thomas F., Office of Foreign Buildings to Mexico City

FOREIGN SERVICE PERSONNEL

Transfers

- Grayson, Lois**, Moscow to Frankfurt
- Green, Eric F.**, European Affairs to Foreign Service Institute
- Greenfield, Alan Eric**, Sanaa to European Affairs
- Greer, Natasha**, Cairo to Personnel
- Gregory, Patricia Ann**, Office of Foreign Buildings to Dhaka
- Grider, Ronald M.**, Baku to Ashgabat
- Griesmer, Laura Ann**, Political and Military Affairs to Foreign Service Institute
- Griffin, William J.**, Diplomatic Security to San Jose
- Grigola, Sandra T.**, Damascus to Office of the Secretary
- Guillory, Maria de Veyra**, Ankara to Political and Military Affairs
- Gundersen, Jon**, Political and Military Affairs to Oslo
- Gurney, Charles B.**, African Affairs to Foreign Service Institute
- Gurski, Alma R.**, Personnel to Lagos
- Guthrie-Corn, Jeri S.**, Paris to Brussels
- Gwaltney, Sheila S.**, European Affairs to Political and Military Affairs
- Haines, Mary A.**, Nat'l. Security Council to Economic and Business Affairs
- Hamblett, Charles J.**, Accra to Athens
- Hanisch, Gerald L.**, Geneva to Operations
- Hankins, Dennis B.**, Kinshasa to Foreign Service Institute
- Hanks, Russell J.**, Abuja to Foreign Service Institute
- Hannan Jr., Robert F.**, European Affairs to Paris
- Hanniffy, Brendan A.**, East Asian and Pacific Affairs to Guatemala
- Hardesty, Steven A.**, Foreign Service Institute to Guayaquil
- Harrington, Donald B.**, Guatemala to Brasilia
- Hartwell, Stephen Richard**, Bonn to Cairo
- Hastings, Norman Slote**, International Org. Affairs to Population, Refugees and Migration
- Hawkins, Richard S.D.**, Bogota to Abidjan
- Haydt, Alan R.**, Suva to Hanoi
- Haynes, John D.**, Office of Legislative Affairs to Inter-American Affairs
- Hearne, Dennis Walter**, The Hague to Brasilia
- Hedgbeth, Llewellyn H.**, Administration to Operations
- Heg, James Thomas**, Inter-American Affairs to European Affairs
- Hegadorn, Christophe S.**, Pretoria to East Asian and Pacific Affairs
- Heinrich, Karen A.**, Personnel to Budapest
- Henifin, David Edward**, East Asian and Pacific Affairs to Tel Aviv
- Hermann, Richard Charles**, Riyadh to Seoul
- Hermanson, Arthur John**, Rome to Skopje
- Hermanson, Lynne D.**, Rome to Personnel
- Herndon, Joel C.**, Information Resource Management to Paris
- Heskin, Carolyn I.**, Democracy, Human Rights and Labor to European Affairs
- Hession Jr., Leo J.**, Foreign Service Institute to Oslo
- Hibben, Barbara A. P.**, Marseille to Intelligence and Research
- Hickey, Patricia Keller**, Office of Legislative Affairs to Consular Affairs
- Higa, Calvin M.**, Information Resource Management to Mumbai
- Hinden, Jack Elliott**, Intelligence and Research to Inter-American Affairs
- Hirakawa, Marlene S.**, Kigali to Tunis
- Hoefl, Kenneth J.**, Information Resource Management to Administration
- Hogard, Stephen B.**, Sao Paulo to Kathmandu
- Hogeman, George H.**, Population, Refugees and Migration to Foreign Service Institute
- Holland, Jacqueline Kay**, Gaborone to Ciudad Juarez
- Holley, Robert Michael**, European Affairs to Rabat
- Holliday, Sherri Ann**, Political and Military Affairs to Foreign Service Institute
- Holmes, Pamela E.**, European Affairs to Geneva
- Holst, Alan**, Monterrey to Naha
- Hooks, Kenneth E.**, Abidjan to Frankfurt
- Hopkins, Irma J.**, Intelligence and Research to Beirut
- Horowitz, Mark Bruce**, Moscow to Personnel
- Horowitz, Paul D.**, Hong Kong to Operations Center
- Hotchner, Frederick M.**, European Affairs to Brussels
- Hotchner, Virginia B.**, Foreign Service Institute to Brussels
- Hough, Evan Thomas**, Foreign Service Institute to Paris
- Houston, Randall Warren**, Paris to Osaka
- Hovenier, Jeffrey M.**, Zagreb to Vienna
- Howard Jr., Clyde I.**, Santo Domingo to Foreign Service Institute
- Hudson, Melissa Anne**, Chisinau to Moscow
- Hughs, Mary G.**, Jakarta to Bern
- Huhtala, Marie T.**, East Asian and Pacific Affairs to Bangkok
- Humbert, Sarah K.**, Beijing to Personnel
- Huppert, Mark P.**, Bucharest to European Affairs
- Hurtado, L. Victor**, Foreign Service Institute to Damascus
- Hutson, Thomas R.**, Sarajevo to Office of the High Repres.
- Hyams, Robert Steven**, Foreign Service Institute to Diplomatic Security
- Hyland, Jason P.**, Fukuoka to East Asian and Pacific Affairs
- Iacobucci, Ellis**, Information Resource Management to Bangkok
- Iacobucci, Nancy**, European Affairs to Bangkok
- Inder, James O.**, Lagos to Beijing
- Interlandi, Anthony John**, Economic and Business Affairs to Managua
- Ioane, Falaniko Ateliano**, Damascus to Kuwait
- Jacobs, Janice Lee**, Inter-American Affairs to Consular Affairs
- Jaeger, Christopher**, European Affairs to Athens
- Jarvis, Richard Michael**, Political and Military Affairs to European Affairs
- Jassem, Daniel**, Foreign Service Institute to Athens
- Jenkins, Joann M.**, Other U O Agencies to Brussels
- Jesser, David P.**, The Hague to Muscat
- Johnson, Susan Rockwell**, Personnel to Office of Resources, Plans and Policy
- Johnston, Nancy C.**, Beijing to East Asian and Pacific Affairs
- Jones, Deborah Kay**, Foreign Service Institute to Abu Dhabi
- Jornlin, Philip E.**, Hanoi to Beirut
- Joubert, Tareena Lee**, Inter-American Affairs to Caracas
- Joyce, Rebecca A.**, European Affairs to International Org. Affairs
- Juncker, Debra Ann**, Foreign Service Institute to St. Petersburg
- Jung, Thomas T.**, Foreign Service Institute to Guangzhou
- Kaesshaefer, Scoti A.**, Jeddah to Personnel
- Kakuda, Craig K.**, East Asian and Pacific Affairs to Tokyo
- Kambara, Ann**, Foreign Service Institute to Beijing
- Kamerick, Susan E.**, Havana to Personnel
- Kamerick, Susan E.**, Personnel to Inter-American Affairs
- Kane, Michael P.**, Frankfurt to Foreign Service Institute
- Kane, Romona Rae**, Frankfurt to Foreign Service Institute
- Kaplan, Frederick J.**, Caracas to Johannesburg
- Kaplan, Philip Winston**, Panama to Operations Center
- Karsian, Kimberly A.**, Foreign Service Institute to Krakow
- Kay, Catherine Elias**, European Affairs to Operations Center
- Keiswetter, Allen Lee**, Intelligence and Research to Near Eastern Affairs
- Keller, Mingchen L.**, Lagos to Personnel
- Kelly, David F.**, Near Eastern Affairs to Manama
- Kennedy, Scott Mark**, Sanaa to Riyadh
- Kepchar, Allen James**, Office of the Inspector General to Riyadh
- Kepp, Elizabeth Jane**, Public Affairs to Office of the Secretary
- Kessler, Scott J.**, Near Eastern Affairs to Jeddah
- Keyser, Donald Willis**, Office of the Inspector General to Office of the Secretary
- Kiene, Robert R.**, Nassau to European Affairs
- Kim, Sunghyun**, East Asian and Pacific Affairs to Beijing
- Kinhead, Robert W.**, Rangoon to East Asian and Pacific Affairs
- Kirk, Laura Vaughn**, Near Eastern Affairs to Islamabad
- Klei, Rosemarie M.**, Quito to Personnel
- Klein, Christopher C.**, Foreign Service Institute to Ashgabat
- Klein, Stephen J.**, Foreign Service Institute to Diplomatic Security
- Kmetz, John C.**, Intelligence and Research to Population, Refugees and Migration
- Kniazuk, Diana B.**, Warsaw to Addis Ababa
- Knudson, Mary M.**, Foreign Service Institute to Sao Paulo
- Koczot, David J.**, Diplomatic Security to New Delhi
- Kolb, Kenneth H.**, Economic and Business Affairs to Personnel
- Kollist, Ingrid M.**, Foreign Service Institute to Helsinki
- Konrath, Robert Paul**, Santiago to East Asian and Pacific Affairs
- Kostelancik, David J.**, European Affairs to Brussels

FOREIGN SERVICE PERSONNEL

Transfers

- Kraft, Theresa M.**, Singapore to Information Resource Management
- Kramer, Douglas R.**, Frankfurt to European Affairs
- Krc, Jan**, Frankfurt to Intelligence and Research
- Kriesel, Douglas**, European Affairs to Ankara
- Krotzer, Steven Scott**, Kinshasa to Cairo
- Krug, Frederic M.**, Diplomatic Security to Brussels
- Kusnitz, Leonard A.**, European Affairs to Santiago
- Lackmann, Margareta E.**, Bonn to Personnel
- Lakhdhir, Kamala Shirin**, Foreign Service Institute to East Asian and Pacific Affairs
- Lamson, John Cotton**, Brussels to Niamey
- Lara, Patricia G.**, Tokyo to Hong Kong
- Large, Ronald K.**, Bangkok to Diplomatic Security
- Larrea, John F.**, Foreign Service Institute to Yaounde
- Lawrence Jr., Ellsworth B.**, Diplomatic Security to Gaborone
- LeBaron, Joseph E.**, Near Eastern Affairs to Intelligence and Research
- Ledger, Dorothy Ann**, Paris to Foreign Service Institute
- Lee, Edward Alex**, Kuala Lumpur to Panama
- Leighton, Dennis H.**, Foreign Service Institute to Kuala Lumpur
- LeMarie, James D.**, Diplomatic Security to Berlin
- Lemb, Margery**, Office of the Secretary to London
- Levine, Bruce J.**, European Affairs to Foreign Service Institute
- Levine, Jeffrey D.**, Nicosia to Foreign Service Institute
- List, Kathleen L.**, Monrovia to African Affairs
- Liston, Stephen M.**, Inter-American Affairs to Global Affairs
- Lloyd, Thomas H.**, Calcutta to La Paz
- Loftus, Gerald J.**, Brussels to Foreign Service Institute
- Lohman, Lee R.**, Cairo to London
- Lokka, Duke G.**, Guatemala to Johannesburg
- Longoria, Manuel**, Santiago to Personnel
- Lopez, Alphonse**, Lima to Seoul
- Lord, Christopher D.**, Diplomatic Security to Geneva
- Louh, Phillip Shiu**, People's Rep. of China to Foreign Buildings Office
- Louis, Jean Anne**, Bogota to Personnel
- Lovejoy, Helen O.**, Tunis to Jeddah
- Lundberg, Eric K.**, European Affairs to The Hague
- Lutz, Gerald L.**, Sarajevo to Rangoon
- Lyman, Thomas A.**, Baku to San Salvador
- Lynn Jr., Robert S.**, Ashgabat to Caracas
- Lyons, David Lee**, Diplomatic Security to Frankfurt
- MacFarlane, Jackson A.**, Caracas to Buenos Aires
- MacKebon, Marlin K.**, Accra to Gaborone
- MacTaggart, Lee**, Manama to Foreign Service Institute
- Maher, John O.**, Naha to Intelligence and Research
- Maher, Peter Francis**, Inter-American Affairs to Office of Foreign Buildings
- Mahoney, Barbara Jo**, Tokyo to Office of the Director
- Mahoney, Patricia A.**, Foreign Service Institute to Vientiane
- Malac, Deborah R.**, International Org. Affairs to Dakar
- Malenas, Laura A.**, Foreign Service Institute to Tel Aviv
- Malik, Paul Ramsey**, Tunis to Casablanca
- Manso, Joseph**, Mexico City to Vienna
- Maric, Dubravka Ana**, European Affairs to Sarajevo
- Marjenhoff, William Ansley**, Foreign Service Institute to Mbabane
- Markham, David**, Near Eastern Affairs to Tunis
- Markin, John D.**, Rome to Cairo
- Marquardt, R. Niels**, Bonn to Personnel
- Martin, Charyl Ann**, Kolonia to Sierra Leone
- Martin, Peter G.**, Foreign Service Institute to Warsaw
- Martinez, Daniel L.**, Economic and Business Affairs to Caracas
- Martinez, Elizabeth Lee**, Casablanca to Nassau
- Masterson, Maryanne T.**, Helsinki to Bangkok
- Mauger III, G. Nicholas**, East Asian and Pacific Affairs to International Org. Affairs
- McCammann, Michael Joseph**, Krakow to Democracy, Human Rights and Labor
- McCann, Dennis R.**, Sanaa to Prague
- McCarthy, Sheryl A.**, Near Eastern Affairs to New Delhi
- McCary, Ian Joseph**, Riyadh to Jakarta
- McClellan, Robin K.**, Foreign Service Institute to Jakarta
- McConnell, Shawn P.**, Brussels to Diplomatic Security
- McCowan, Michael Charles**, Rome to Lagos
- McCumber, George L.**, London to Information Resource Management
- McCutchan, Betty Harriet**, Istanbul to Inter. Narc. and Law Enfor. Affairs
- McDonald, Jackson C.**, Foreign Service Institute to Abidjan
- McElvein, Christopher A.**, Inter-American Affairs to Santiago
- McGaffey, Elizabeth B.**, Freetown to Praia
- McGlathery, Sharron Ann**, Personnel to Asmara
- McHugh, Nena E.**, Islamabad to Personnel
- McKnight, Alexandra K.**, Foreign Service Institute to Kiev
- McMaster, Elizabeth A.**, Bonn to Hanoi
- McTigue, Marlena**, Bucharest to Personnel
- McVerry, James A.**, Operations Center to Near Eastern Affairs
- Medina, Carlo F.**, Inter-American Affairs to Buenos Aires
- Meer, S. Ahmed**, Seoul to International Org. Affairs
- Meerovich, Alexander J.**, St. Petersburg to Foreign Service Institute
- Melvin, S. Jean**, Paris to Personnel
- Mendez, Victor M.**, Inter-American Affairs to Mexico City
- Mercurio, Sharon K.**, Oslo to Personnel
- Messner, Kenneth Alan**, Operations Center to Personnel
- Meurs, Douglas J.**, Economic and Business Affairs to Yokohama
- Midura, Shelley Stephenson**, Casablanca to Consular Affairs
- Mikulski, Walter**, Vienna to Inter-American Affairs
- Miller, Bill A.**, Jerusalem to Manila
- Miller, Teresa M.**, Paris to Bamako
- Mills, George Z.**, African Affairs to Lagos
- Mills, Kimberly V.**, African Affairs to Lagos
- Mink, Patricia A.**, Athens to European Affairs
- Minton, Mark C.**, East Asian and Pacific Affairs to International Org. Affairs
- Misenheimer, Alan Greeley**, Foreign Service Institute to International Org. Affairs
- Mishra, Manish K.**, Helsinki to European Affairs
- Mohanco, John**, Political and Military Affairs to East Asian and Pacific Affairs
- Monsour, Annette M.**, Foreign Service Institute to Personnel
- Moore, Joann**, Diplomatic Security to Inter Narc. and Law Enfor. Affairs
- Moore, Thomas W.**, FS Specialist Intake to Kinshasa
- Moore, William R.**, Seoul to East Asian and Pacific Affairs
- Moran, Roger J.**, Paris to Intelligence and Research
- Moseley, James R.**, Canberra to Diplomatic Security
- Moss, James C.**, Diplomatic Security to Amman
- Moy, Kin Wah**, Beijing to Office of the Secretary
- Mozdzierz, William J.**, European Affairs to Zagreb
- Mull, Stephen Donald**, European Affairs to Office of the Secretary
- Murphy, Joseph P.**, Foreign Service Institute to Tokyo
- Murphy, Peter G.**, Madrid to Personnel
- Murray, Christopher W.**, Damascus to Algiers
- Murray, Dana C.**, Foreign Service Institute to Zagreb
- Mussomeli, Joseph A.**, Rabat to Manama
- Muth, John J.**, Bonn to Inter-American Affairs
- Myers, Jeffrey Scott**, Abu Dhabi to Information Resource Management
- Naland, John K.**, Managua to Foreign Service Institute
- Namm, Adam E.**, Bogota to Political and Military Affairs
- Navratil, Thomas J.**, Moscow to Tokyo
- Needs, Rusty D.**, East Asian and Pacific Affairs to Jakarta
- Neher, Daniel E.**, European Affairs to Population, Refugees and Migration
- Nelson, David D.**, Economic and Business Affairs to Economic and Business Affairs
- Nelson-Douvelis, Patricia**, Operations Center to European Affairs
- Nesberg, Eileen Joan**, La Paz to Personnel
- Neureiter, Paul A.**, Beijing to Beijing
- Newton, Anthony C.**, Democracy, Human Rights and Labor to African Affairs
- Newton, Carrie L.**, New Delhi to Near Eastern Affairs
- Nicholas, Robert A.**, Tokyo to Mexico City
- Nichols, Brian A.**, International Org. Affairs to Mexico City
- Nolan, Edwin R.**, Inter-American Affairs to Dublin
- Norland, David Woodruff**, Lisbon to Economic, Bus. and Agricultural Affairs
- Norman, Marc E.**, Foreign Service Institute to Warsaw
- Norris, Raymond L.**, Athens to Paris
- Norton, James C.**, Bonn to Frankfurt
- Nugent, Allen E.**, Bangkok to Koror
- Nyce, Christopher W.**, Near Eastern Affairs to Tunis
- Nye, Marcia Louise**, Frankfurt to Near Eastern Affairs

FOREIGN SERVICE PERSONNEL

Transfers

- O'Brien, Evelyn M.**, Zagreb to Personnel
Ogot, Onnie Berber, Warsaw to Rabat
Olivarez, Ernest R., Ottawa to Cairo
Oneil, Kevin P., Geneva to Other U O Agencies
Oreste, Luz Del Carmen, Paramaribo to Personnel
Orr Jr., William J., Minsk to Rome
O'Shea, Gerald A., New Delhi to Near Eastern Affairs
Oslick, Alan David, Muscat to Economic and Business Affairs
Ouellet, Lisa A., Abidjan to Personnel
Overall, Nedra A., Sarajevo to Population, Refugees and Migration
Paige, Bonnie Frank, Athens to Foreign Service Institute
Palmer, Virginia Evelyn, Harare to Hong Kong
Paolini-Huff, Deborah M., Riyadh to African Affairs
Pare, Etienne J., Niamey to Almaty
Pasowicz, Joel M., Vienna to Office of the Chief Financial Officer
Pavin, Sherril L., Bonn to Frankfurt
Payne, Beth A., Tel Aviv to Kigali
Payne, Patricia, Kingston to European Affairs
Pelphrey, James D., Minsk to Diplomatic Security
Pendleton, Mary C., Brussels to Montreal
Pennington, Joseph S., Adana to Foreign Service Institute
Percival, Bronson E., The Hague to Personnel
Perez, Teresa D., Foreign Service Institute to Tel Aviv
Perkins, Michael V., Guatemala to Diplomatic Security
Perry, Blossom N., La Paz to Political and Military Affairs
Peters, Charles L., Nouakchott to London
Peters, Sheila J., Lima to Georgetown
Peterson, Brian Jon, New Delhi to Personnel
Peterson, Lisa J., Kinshasa to Lusaka
Picardi, Judith E., Santo Domingo to Personnel
Pifer, Jerry Dean, Helsinki to Windhoek
Piku Jr., Stephen, Office of Foreign Buildings to Sarajevo
Pitts, Usha, Foreign Service Institute to Panama
Plosser, Thaddeus D., Antananarivo to Personnel
Plowman, Jonathan Andrew, Economic and Business Affairs to Foreign Service Institute
Pollard, Robert A., Bangkok to Foreign Service Institute
Powers, Brian W., Nairobi to Pretoria
Pratt, Genevieve J., Intelligence and Research to Near Eastern Affairs
Pratt, Susan Neal, Dakar to Personnel
Preston, Jean Ellen, Rome to Inter-American Affairs
Price, Lois A., Near Eastern Affairs to Gaborone
Price, Steven D., Foreign Service Institute to Amsterdam
Prokop, Mark Stephen, Economic and Business Affairs to Harare
Putnam, Elizabeth Candace, Near Eastern Affairs to Ankara
Putney, Barton J., Foreign Service Institute to Surabaya
Raftshol, Lynda, Guatemala to Manila
Raikes, Patricia Jean, Tunis to Beirut
Ramotowski, Edward James, Warsaw to Nassau
Ramsey, Thomas Metzger, Guangzhou to Kuala Lumpur
Ratner, Jacqueline, Foreign Service Institute to Ankara
Raviola, Marco, Tunis to Riyadh
Reade, Evan G., Near Eastern Affairs to Casablanca
Reasonover Jr., George D., Croatia to European Affairs
Rector, Andrew B., Information Resource Management to Pretoria
Reed, Rickey J. C., Foreign Service Institute to Hong Kong
Reid, Walter Scott, European Affairs to Foreign Service Institute
Reiter, Richard Thomas, Intelligence and Research to Foreign Service Institute
Rhea, Daniel M., European Affairs to Sarajevo
Rice, Steven Christopher, Havana to Damascus
Rich III, Santiago, San Salvador to Rome
Richards, Dirk G., Office of the Chief Financial Officer to Hanoi
Riche, Christopher R., Cairo to Rabat
Riegg, Nicholas H., Economic and Business Affairs to Foreign Service Institute
Riley, Robert A., Abidjan to Madrid
Riley, Robert John, Tegucigalpa to Bogota
Rios, Karl Luis, Foreign Service Institute to Hermosillo
Rische III, Elwood B., Tegucigalpa to Quito
Robb, George Andrew, Ottawa to Quito
Robinson, Lawrence Kerr, Seoul to Foreign Service Institute
Roche, Timothy P., International Org. Affairs to Economic and Business Affairs
Roebuck, William, Near Eastern Affairs to Foreign Service Institute
Roecks, Alan L., Information Resource Management to Brasilia
Rolph-O'Donnell, Nancy C., Lusaka to Diplomatic Security
Roman, Kemal H., New Delhi to Personnel
Ronish, Shane T., Foreign Service Institute to Moscow
Root, John J., Lima to Santiago
Rosenstein, Douglas J., Brussels to Diplomatic Security
Russell, David Craig, Madrid to Mexico City
Saarnio, Sue Ellen, Jerusalem to Near Eastern Affairs
Sagurton Jr., Edwin C., East Asian and Pacific Affairs to Seoul
Sakaue, Marlene J., Sapporo to Foreign Service Institute
Saloom III, Joseph A., Bonn to Berlin
Sammis, John Frederick, Office of the Secretary to Bonn
Sams, Duane E., Economic & Business Affairs to Sarajevo
Samuel, Edward Bryan, Inter-American Affairs to Economic & Business Affairs
Sandusky, Timothy Carlyle, European Affairs to Economic & Business Affairs
Sapko, Jeffrey M., Personnel to Hong Kong
Sardinas, Martha, Manila to Consular Affairs
Sargent, Robert Q., Personnel to Addis Ababa
Sarro, Dorothy Krebs, Mexico City to Foreign Service Institute
Saturni, Fabio M., Lagos to Naples
Scanlon, Thomas Gerard, Diplomatic Security to Ankara
Scarlett, Earle St. Aubin, Foreign Service Institute to Dublin
Schaefer, Karen M., Bogota to Mexico City
Schensted, David Patrick, Kathmandu to La Paz
Schimmel, Michael R., Panama to Accra
Schlaikjer, Stephen A., Hong Kong to East Asian and Pacific Affairs
Schmeelk, Peter Gerald, International Org. Affairs to Guatemala
Schmidt, John Richard, Foreign Service Institute to Islamabad
Schoales, Virginia G., Operations Center to Personnel
Schools, Jennifer L., Abidjan to Consular Affairs
Schrenk, Virginia M., Personnel to London
Schroeder, William T., Information Resource Management to Shanghai
Schulz, Kirsten A., Sarajevo to Oslo
Schutte, John Paul, Amsterdam to Tashkent
Schwartz, Deborah Ruth, Tegucigalpa to Tel Aviv
Schwartz, Todd P., Doha to Manila
Scott, John F., African Affairs to Tel Aviv
Scott, Kyle R., Moscow to Foreign Service Institute
Searby, David P., Intelligence and Research to International Org. Affairs
Semmes III, Raphael, Doha to Panama
Sequeira, John S., African Affairs to African Affairs
Shaheen, Mark Andrew, London to Havana
Shannon, Janet Dawn, Stockholm to Personnel
Shapiro, Charles S., Santiago to Foreign Service Institute
Shea, William Edward, Political and Military Affairs to Foreign Service Institute
Sheehan, Donald M., Tunis to European Affairs
Sheehan, Regis P., Diplomatic Security to Pretoria
Sheely, John T., Personnel to USIA
Sheppard, Florita Indira, Singapore to Tokyo
Sherwood, Nicholas A., Perth to Office of the Inspector General
Shields, Matthew, Foreign Service Institute to Lagos
Shinnick, Stephen P., Information Resource Management to Administration
Shiphshock, Sandra Jean, East Asian and Pacific Affairs to Addis Ababa
Shockley, Lola Kathleen, Canberra to Kingston
Sides, Ann B., African Affairs to Sarajevo
Silliman, Douglas A., Office of the Secretary to Foreign Service Institute
Simms, Lois Esther, Warsaw to Kiev
Simpson, Barbara E., Cairo to Tel Aviv
Singer, Darlene T., Helsinki to Tokyo
Sirotic, Aldo J., Inter-American Affairs to Sofia
Skipper, Kristen B., Guadalajara to Manila
Slater, Charles J., Addis Ababa to Nairobi
Slater, Elizabeth Mary, Addis Ababa to Dar es Salaam
Slatin, Steven R., Political and Military Affairs to Warsaw
Slattery, Philip Thomas, Foreign Service Institute to London
Slimp II, Ronald N., Brussels to European Affairs
Smiley, Alfred Alan, Mexico City to Tegucigalpa
Smith, Anton Kurt, Bonn to Skopje

FOREIGN SERVICE PERSONNEL

Transfers

- Smith, Douglas Ray**, European Affairs to Barcelona
Smith, Heather Marie, Guangzhou to Office of the Secretary
Smith, Joan V., Port au Prince to Personnel
Smith, Scott A., Spec. Rep. for Trade Neg. to Economic and Business Affairs
Smith, Stephen T., Amman to Cairo
Smithson, Lucille M., Rabat to Inter-American Affairs
Smolik, Robert J., Rome to Ottawa
Snellgrove, Trevor Andrew, Canberra to Foreign Service Institute
Snyder, Susan S., European Affairs to Brussels
Sockwell, Robert E., Inter-American Affairs to Frankfurt
Sorensen, Clifford T. G., Kampala to Foreign Service Institute
Spakauskas, Anthony, Guatemala to Vilnius
Speck, Janet G., St. Petersburg to Economic and Business Affairs
Speckhard, Michael C., European Affairs to Baku
Spilsbury, John V. G., European Affairs to Spec. Rep. for Trade Neg.
Spirnak, Madelyn E., Dublin to Spec. Rep. for Trade Neg.
Spiro, Joel S., Economic & Business Affairs to Paris
Spratlen, Pamela L., Paris to Office of the Secretary
Sprigg, Sheri Kathleen, Administration to Minsk
Stader Jr., Donald E., Intelligence and Research to Bangkok
Staeben, Derwood Keith, Toronto to Frankfurt
Stafford, Edward George, Lusaka to Intelligence and Research
Stanton, Karen Clark, Beijing to Foreign Service Institute
Starke, Kim T., Diplomatic Security to Canberra
Starr, Karen, Political and Military Affairs to Helsinki
Steele, Earl James, Paris to Bangkok
Stefan Jr., Carl E., Foreign Service Institute to Djibouti
Stepanchuk, John C., Vilnius to Foreign Service Institute
Stephens, Laureen J., Diplomatic Security to Diplomatic Security
Stephenson, Barbara Jean, Political and Military Affairs to Curacao
Stettner, Steven, Lisbon to Georgetown
Stirling, Gordon John, Political and Military Affairs to Vienna
Stocking, Thomas E., Diplomatic Security to Diplomatic Security
Stone, Curtis A., New Delhi to Bonn
Stonecipher, Charles A., Foreign Service Institute to Tirana
Storella, Mark Charles, Rome to East Asian and Pacific Affairs
Straw, Leilani Lee, Consular Affairs to Foreign Service Institute
Street, Roger Lee, Hong Kong to Accra
Strege, Mark L., New Delhi to Accra
Sullivan, Daniel, Office of Foreign Buildings to Office of Logistics Management
Summers, Frederick J., Cairo to Mexico City
Summers III, Hollis S., Oceans and Int'l Envir. and Sci. Affairs to Office of the High Rep.
Sweet, Jeffrey S., Seoul to Personnel
Syrett, Anthony, Operations Center to Paris
Tanoue, Theodore, European Affairs to Munich
Tarpey, Dona Riddick, Rabat to Geneva
Tarver, William A., Foreign Service Institute to Geneva
Teich, Zachary Zalman, Inter-American Affairs to Political and Military Affairs
Tepper, Lisa Lorraine, European Affairs to Foreign Service Institute
Tharp, Peter J., Panama to Foreign Service Institute
Thibault Jr., Albert A., Riyadh to Riyadh
Thomas III, Herbert S., Addis Ababa to International Org. Affairs
Thomas, Holcombe H., Pusan to Consular Affairs
Thompson, Debra Moore, Lisbon to Personnel
Thompson, Marlene K., Rome to Personnel
Thorburn, Ellen Barbara, Consular Affairs to Foreign Service Institute
Ticknor, Scott Brian, Managua to Near Eastern Affairs
Tolson Jr., Jerome F., Sydney to Administration
Tompkins, Tain Pendleton, Tel Aviv to Personnel
Toney, Sebron J., Bangkok to Personnel
Torres, Sergio E., Near Eastern Affairs to Islamabad
Tousignant, Alan R., European Affairs to Oslo
Trainham, Rosa E., Personnel to Foreign Service Institute
Treger, Herbert L., Office of Foreign Buildings to Kampala
Treiber, Laird D., Foreign Service Institute to Ankara
Trimble, Carol, Political and Military Affairs to Ulaanbaatar
Troy, Carl Frederick, Consular Affairs to Santiago
Trudeau, Jerald Casey, Manila to Santiago
Tueller, Matthew Heywood, London to Doha
Tulenko, Timothy Andrew, Foreign Service Institute to Kiev
Tunis, Jeffrey Stewart, Dhahran to Tokyo
Turner, Bruce Irvin, Vienna to East Asian and Pacific Affairs
Turner, James J., Intelligence and Research to Foreign Service Institute
Tuttle Jr., Stewart D., Chennai to Panama
Underriner, John Michael, Pretoria to African Affairs
Urbancic Jr., Frank C., Abu Dhabi to Foreign Service Institute
Valli, Moosa A., Lilongwe to Kingston
Valois, Denise Marie, Manama to Algiers
Van Voorst, Carol Lee, Foreign Service Institute to Office of the High Rep.
Vandenbroucke, Donna Ruth, Damascus to Economic and Business Affairs
Vargas, Loretta Twilley, Frankfurt to Personnel
Varner, John W., Tunis to Montevideo
Viguerie, Lesslie C., Dhaka to Near Eastern Affairs
Vinson, Miller I., Djibouti to Beirut
Vogel, Frederick J., Management to Vienna
Voker, Karen Eileen, Sabbatical Leave to Brussels
Volker, Kurt D., East Asian and Pacific Affairs to Brussels
Wagner, David Goforth, Dakar to Brussels
Wagner, Jimmie E., Lima to Brussels
Wakahiro, Gary S., Lima to Fukuoka
Walch, Brian Thomas, European Affairs to Mexico City
Waldrop III, Neal A., Political and Military Affairs to U.S. Arms Control
Walker, Sally M., Foreign Service Institute to Yerevan
Walker, Steven Craig, Nouakchott to Tunis
Waller, James Michael, Seoul to Ho Chi Minh City
Waller, Robert Patrick, Foreign Service Institute to Ho Chi Minh City
Walsh, Susan M., Mexico City to Santo Domingo
Warlick Jr., James Bowen, Bonn to European Affairs
Warlick, Mary Bruce, Bonn to European Affairs
Warnell, Selin H., Tokyo to Seoul
Warren, John, Diplomatic Security to Karachi
Watson III, Samuel R., Foreign Service Institute to Yokohama
Watts Jr., Robert Merwin, Ottawa to Economic and Business Affairs
Wauneka, Sharon, Addis Ababa to Personnel
Webb, Sheila Belew, Foreign Service Institute to Consular Affairs
Weber, Benjamin, Yekaterinburg to East Asian and Pacific Affairs
Webster, Christopher White, Economic and Business Affairs to Inter-American Affairs
Webster, Jessica, Economic and Business Affairs to Foreign Service Institute
Wecker, John Andrew, Osaka Kobe to Economic and Business Affairs
Wehrli, Edward J., Berlin to Manila
Weigold-Hanson, Eva, Inter-American Affairs to Inter-American Affairs
Weston, Thomas Gary, Personnel to Political and Military Affairs
Whitaker, Christopher T., Frankfurt to Phnom Penh
White, Shirley Black, Abidjan to Personnel
Whitehead, Robert E., Bucharest to Lusaka
Whitlock, Lynn Marie, Foreign Service Institute to Ulaanbaatar
Whitney, Phil A., Diplomatic Security to Phnom Penh
Whittlesey, Cynthia Lee, Foreign Service Institute to Tunis
Wickberg, Paul Gordon, Intelligence and Research to Foreign Service Institute
Wilkinson, Xenia V., Brasilia to Oceans and Int'l. Envir. and Sci. Affairs
Williams, Nicholas Malcolm, Personnel to Kingston
Williams, Stephanie Turco, Kuwait to Intelligence and Research
Williard, James G., New Delhi to Lima
Willig, Irene C., Buenos Aires to Montevideo
Wills, Mary Jo, Economic and Business Affairs to Foreign Service Institute
Wilson, Bruce C., Osaka Kobe to Port of Spain
Winter, Andrew Jan, Information Resource Management to International Org. Affairs
Witt, Mary Hillers, Population, Refugees and Migration to Foreign Service Institute
Witt, Walter F., Beijing to Personnel
Wittman, Whitney J., Economic and Business Affairs to Inter-American Affairs

FOREIGN SERVICE PERSONNEL

Transfers

Wolfe, David C., Intelligence and Research to Tegucigalpa
Wolfe, Lisa D., Information Resource Management to Berlin
Wong, Marcia Kim, Moscow to Yokohama
Wood, Jeffrey E., Diplomatic Security to Sarajevo
Yang, Nelson C., Geneva to Diplomatic Security
Yitna, Tedla Y., Personnel to Kampala
Youmans, Patricia J., Lagos to Rangoon
Young, David J., Foreign Service Institute to Hanoi
Young, Eugene S., Bratislava Slovak Rep. to International Org. Affairs
Young, John Burton, Jerusalem to Kathmandu
Young, Joseph Michael, Foreign Service Institute to Beijing
Zapata, Carlos M., Personnel to Vienna
Zimmerman, George J., Quito to Inter-American Affairs
Zumwalt, James P., Foreign Service Institute to Beijing
Zupan, Mike S., Lagos to Jerusalem

Appointments

Bath, Tristan, Diplomatic Security
Bernstein, Steven C., Frankfurt
Blane, Sharon E., Frankfurt
Boston, Wade L., Diplomatic Security
Brown, Bart, Diplomatic Security
Burke, Daniel, Diplomatic Security
Caputi, Leo, Diplomatic Security
Corson, Rishona, Diplomatic Security
Crowder, Hunter J., Diplomatic Security
Davidson, Jonathan H., Diplomatic Security
Dwyer, Dennis, Diplomatic Security
Fiala, Timothy, Diplomatic Security
Fish, Tracey, Diplomatic Security
Frazier, Robert A., Shanghai
Gorman, Bartle, Diplomatic Security
Greagory, Rick, Diplomatic Security
Hansen, Eric, Frankfurt
Harris, Susan, Diplomatic Security
Harrison, Margaret K., Diplomatic Security
Hess, David M., Foreign Service Institute
Higbie, Richard, Diplomatic Security
Hogenson, Jonica, Diplomatic Security
Ives, James, Diplomatic Security
Jeffries, Barry, Frankfurt
Kelty, Robert, Diplomatic Security
Malinke, Raymond K., Frankfurt
May, Mario R., Diplomatic Security
McCarthy, William D., Diplomatic Security
McCourt, Randolph T., Personnel
Milner, Michael, Diplomatic Security
Moorhead, Celia M., Diplomatic Security
Mott, Kimberly L., Diplomatic Security
Murray, Thomas, Diplomatic Security
Nicholson, Heather, Diplomatic Security
Nicodemus, James E., Diplomatic Security
Parker, Andrew, Diplomatic Security
Pittman, Timothy, Diplomatic Security
Regaspi, Eric, Diplomatic Security
Rentz, Robert A., Diplomatic Security
Roberts, Michael, Diplomatic Security
Scholl, Eileen, Frankfurt
Sivertson, Kristen, Diplomatic Security
Starr, Mark W., Diplomatic Security
Steiner, Martin Henry, Guangzhou
Stoner, Gary M., Diplomatic Security
Talley, Colton L., Diplomatic Security
Walsworth, Harold G., Diplomatic Security
Webb, Donald, Diplomatic Security
Wierzba, Eric, Frankfurt
Witte, Paul D., Diplomatic Security

Resignations

Anderson, Joe Brady, Dar es Salaam
Bauman, Reid S., Geneva
Berlew, Christopher, Nairobi
Blinken, Alan J., Brussels
Bodak, Susan M., Bogota
Breeland, Jocelyn Gilbert, International Org. Affairs
Brooks-Lindsay, Joanne, La Paz
Coll, Sara, Personnel
Collins, Stefano J., Sarajevo
Cook, Denise Elizabeth, Havana
Crowe, Paul A., Majuro
Donoghue, Camille M. Pisk, Intelligence and Research
Ellis, John Griffin, Spec. Rep. for Trade Neg.
Fox, Steven Bradley, Paris
Fullerton, Patricia Ruth, U.S. Arms Control
Garrote, Michael Edward, Tokyo
Gehrenbeck, David L., Moscow
Gilles, Joanne, Bonn
Guerra Mondragon, Gabriel, Santiago
Guido, Douglas R., Diplomatic Security
Hartford, Mary Elizabeth, Moscow
Hernandez, Maria Cristina, Islamabad
Hodel, Gerard Thomas, Madrid
Hudson, Helen C., Phnom Penh
Huser, Melissa, São Paulo
Jenoff, Pam Rene, Krakow
Judge, Erica, London
King, Alice M., Sofia
Lane, Nathaniel P., Moscow
Lauer, Susan Michelle, Brussels
Lynn, Rebekah J., Jerusalem
Mancinelli, Jannette L., Leave without pay
Marshall, Carol D., Kathmandu
Martin, Susan L., Luxembourg
Maxon, Emily M., Moscow
McNaught, James A., Melbourne
McNeil, Annie L., Seoul
Michael, Sara Lilli, Moscow
Parker, Wayne A., Taipei
Phipps, Theresa, Havana
Porter, Christine H., Lisbon
Pyle, Marie M., Tunis
Realuyo, Celina B., Brussels
Rice, Gregory M., Istanbul
Richards, Joan Marie, Intelligence and Research
Riley, Kathleen A., Jerusalem
Rogers, William D., Hong Kong
Rusterucci, Robert J., Diplomatic Security
Saunders, Katherine L., Johannesburg
Schoen, Michael, Personnel
Simon, Paul Moulton, Foreign Service Institute
Suda, Brigitte A., Nairobi
Tarnowka, Mary E., Foreign Service Institute
Waldrop, Linda Diane, Port Moresby
Whittlesey, John King, Kingston
Young, Stephen M., European Affairs

Retirements

Arcement, Ned W., Ottawa
Barcas, John A., Berlin
Chornyak, John P., Diplomatic Security
Finegold, Joni Alicia, Personnel
Glenn, James Hogan, Brussels
Loftus, Helen R., Office of the Secretary
McDermott, Margaret M., Sydney
Odom, Dorothea G., Bern
Peltier, Kenneth N., NATO
Reddy, Kathleen M., Personnel
Salter, Bryant J., Buenos Aires
Sandford, Gregory W., Munich
Soares, Michael F., The Hague
Webb, Jean F., Leave without pay
Wukitsch, Thomas Kenneth, Foreign Service Institute

CIVIL SERVICE PERSONNEL

Promotions

GG-12

Kerry, Margaret A., International Org. Affairs

GS-2

Calloway, Velma N., Worker Trainee Initiative
Flemming, Patricia D., Worker Trainee Initiative
Ford, Leslie F., Worker Trainee Initiative
Heigh, Isehia P., Worker Trainee Initiative
Norris, Sandra M., Worker Trainee Initiative
Staten, Sharon E., Worker Trainee Initiative
Swanson, Tinya M., Worker Trainee Initiative
Thomas, Carla J., Worker Trainee Initiative

GS-4

Sanders, Maetossie, Houston Passport Agency

GS-5

Duran, Connie L., Houston Passport Agency
Kirkland, Vivian M., Houston Passport Agency

GS-6

Hunter, Renee, International Org. Affairs
Phuong, Thanh M., Seattle Passport Agency

GS-7

Bush, Velma S., Washington Passport Agency
Carey, Peggy, Foreign Service Institute
Fudacz, Richard E., Chicago Passport Agency
Harrison, Guyus D., Diplomatic Security
Marantz, Lois Ann, Foreign Buildings
Murray, Cheryl A., Boston Passport Agency
Stratton, Lynn M., East Asian and Pacific Affairs

GS-8

Cooper, Muriel M., Intelligence and Research
Mitchell, Linda A., Legislative Affairs
Robinson, Maura Nicole, Public Affairs
Yonkers, Pamela M., Inter. Narc. and Law Enfor. Affairs

GS-9

Boykins, William A., East Asian and Pacific Affairs
Chapman, Devonne Annette, Consular Affairs
Erickson, Byron Earl, European and Canadian Affairs
Harvey, Keisha Lynette, Intelligence and Research
Holland, Patrick J., Inspector General
Holzman, Stephanie M., Consular Affairs
Jenkins, Yvette Y., Economic, Bus. and Agricultural Affairs
Leach Jr., Carl Celester, Operations
LeMaster, Vicky Marie, Personnel
Luke, Jean, Diplomatic Security
Mason, Christine R., Seattle Passport Agency
Moorefield, Sharon L., Inspector General
Parris, Lisa G., East Asian and Pacific Affairs
Peterson, Jon, Seattle Passport Agency
Pioro, Mara J., Boston Passport Agency

Stevenson, Barbara A., Intelligence and Research
Tucker, Nichole H., Office of the Secretary
Young Jr., John S., Consular Affairs

GS-11

Barrows, Mathias E., Houston Passport Agency
Borda, Thomas Allen, Philadelphia Passport Agency
Coy, David, Foreign Service Institute
Dooley, Ryan M., Washington Passport Agency
Hampton, Josetta Marshall, International Org. Affairs
Lane, Joanne Mary, Seattle Passport Agency
Lane, Mirinda M., Medical Director
McCollum, Daniel C., Consular Affairs

GS-12

Cruz, Eric W., Inter-American Affairs
Gonzales, Joseph Louis, Inter-American Affairs
Janson, Gail K., Medical Director
Lazar, Lawrence D., Operations
Shinnick, Julianne, Public Affairs
Stanley, Dumar G., Political and Military Affairs
Vincent, Zulal, Administration

GS-13

Beni, Alan J., Personnel
Cunningham, Phyllis M., Foreign Service Institute
Curry, Michael R., Political and Military Affairs
Hess, Brian E., Inspector General
Hwang, Stephanie A., Inspector General
King, David J., Inspector General
Lawver, Dale A., Inspector General
Lindquist, Robert A., Operations
Lorfano, Paula M., Information Resource Management
McCudden, Thomas B., Political and Military Affairs
Rucker, Mary R., Personnel
Shapiro, Michelle E., Economic and Business Affairs
Siatis, Mary P., Inspector General

GS-14

Everett, Delores, Personnel
Hunter, Charles H., Diplomatic Security
Kutchi, Mark, Foreign Buildings
Melchiorre, Maria C., Medical Director
Muskovitz, Benjamin I., Inter-American Affairs
Posillico, Michael G., Diplomatic Security
Robinson, Mary H., Diplomatic Security
Slack, Micheal Dean, Political and Military Affairs
Tracy, Mary, International Org. Affairs
Tripp, Beverly G., Diplomatic Security

GS-15

Bennett, Susan Kirstein, Economic and Business Affairs
Gigliotti, Donna L., International Org. Affairs
Rivera, Antonio Cruz, Foreign Buildings

Appointments

Bishop, Anthony, Foreign Service Institute
Bras, Carlos M., Near Eastern Affairs
Burkley, Tania F., Administration
Eddleman, Linda Hiniker, Inter-American Affairs
Edelkamp, Fredrick S., Operations
Edwards, Terree, Personnel
Galloway, Gerald E., International Joint Commission
Gomez, Raymond Edward, Diplomatic Security
Gordon, Marion R., Economic and Business Affairs
Hartke, Victoria R., Office of Foreign Buildings
Johnson, Douglas C., Political and Military Affairs
Kleinhample, Marthan, Foreign Buildings
Lash, Michael H., Foreign Buildings
McCombs, James C., International Org. Affairs
Mutijima Page, Susan D., Legal Adviser
Perlman, Brian S., Foreign Buildings
Roberts, Tracy E., Operations Center
Savit, Kim Kavrell, New Independent States
Trimakas, Edmund D., Political and Military Affairs
Washington, Lachelle, Personnel
Waters, Betty P., Foreign Service Institute
Whetsel, Robert M., Operations
Williams, Denise, Personnel
Young, Urenia H., Public Affairs

Retirements

Bachhuber, David Harold, Medical Director
Baker, Robert L., Foreign Buildings
Bonnaffons, Louis J., New Orleans Passport Agency
Busick, Eleanor Rust, Political and Military Affairs
Elliott, Randall T., Intelligence and Research
Gannon, Dominick R., Amb.-at-Large for Counter-Terrorism
Hanks, Mary N., Operations
Kane, N. Stephen, Public Affairs
Rinaldi, Salvatore J., Operations
Shrum, Richard E., Economic and Business Affairs
Zall, Rochelle M., Operations

Reassignments

Duelfer, Charles A., Political and Military Affairs to Miscellaneous Assignments
Frechette, Alicia A., Personnel to Administration
Hilley, Carol R., East Asian and Pacific Affairs to International Org. Affairs
Jones, Debbie Ann, Under Sec. for Global Affairs to Democracy, Human Rights and Labor
Mills, Sheila M., Public Affairs to Economic and Business Affairs
Smith, William Armand, Intelligence and Research to Administration
Yuan, Margarida Maria, San Francisco Passport Agency to Consular Affairs

CIVIL SERVICE PERSONNEL

Resignations

Agosto, Casildo, Operations
Alexander, La-Keshia A., Foreign Service Institute
Armstrong, Jerald E., Information Resource Management
Attento, Adriana Maria, Foreign Service Institute
Bacasse, Oliver F., Foreign Buildings
Barnum, Mary J., Foreign Buildings
Bassett, Catherine, European and Canadian Affairs
Bishop, Kristine Rene, Foreign Buildings
Brewer, Latisha R., Operations
Brown, Mary Ella, Legal Adviser
Bushelle, Marc, African Affairs
Cantu, Lisa, Foreign Service Institute
Carter, Patricia A., Boston Passport Agency
Chambers, Heather A., New Orleans Passport Agency
Cole, Jennifer, Personnel
Devlin, Beverly J., Administration
Dike, Joy, Management
Doukkali, Nadia, Foreign Service Institute
Eddy, Ryan R., Inspector General
Elberg, Epp, Foreign Service Institute
Elshihabi, Saamir, Legal Adviser
Erickson, Elden Bert, Operations
Featherstone, Rachel L., Legal Adviser
Felt, Justin E., Operations
Ferreira-Sachero, Maria A., Administration
Foo, Joshua B., Operations

Foster, Derek C., Personnel
Fuchs, Eric W., Office of Foreign Buildings
Fulwider, Laura H., Legislative Affairs
Garland, Derek A., Legal Adviser
Gedney, Megan E., Office of Foreign Buildings
George, Lisa Davis, Legal Adviser
Gerber, Anne Elizabeth, Operations
Gholston, Lesley E., Office of Foreign Buildings
Gonzalez, Aniella, Democracy, Human Rights and Labor
Gorham, Ursula K., Inspector General
Gray, Antwand, Personnel
Gray, Saadatu S., Special Representative for Bosnia
Handler, Alan, Office of the Secretary
Henderson, Meghan McLean, Inter-American Affairs
Higbee, Sonya R., Information Resource Management
Iversen, William T., Operations
James Jr., Jesse H., Public Affairs
Jenkins Jr., Robert M., East Asian and Pacific Affairs
Johnson, Bianca, East Asian and Pacific Affairs
Joyce, Arwen, Inter-American Affairs
Kayatin, Justin Michael, Diplomatic Security
Keyes, Jeffrey V., Public Affairs
King, Susan M., Operations
Kramer, George, Personnel
Kristoff, Sandra J., East Asian and Pacific Affairs
Larson, Christine A., Operations

Larson, William K., Diplomatic Security
Leong, Alexander, Personnel
Nagurka, Stuart C., International Org. Affairs
Nakamura, Maya M., Economic, Bus. and Agricultural Affairs
Newberg, Steven M., Diplomatic Security
Nisanci, Didem, Legislative Affairs
Petaludis, Nicholas K., Political and Military Affairs
Price, Marshay A., Legal Adviser
Pue, Veronika G., Personnel
Roh, Audrey, East Asian and Pacific Affairs
Roy, Mark C., Presidential Management Intern Prog.
Salazar, Ana Maria, Inter. Narc. and Law Enfor. Affairs
Scaringi, Stefany, Inter-American Affairs
Schumeister, David N., Foreign Buildings
Siff, Jodi Lynn, Legal Adviser
Smith, Jennifer K., Legal Adviser
Stainback, Sara L., Inspector General
Staub, Paula J., Inspector General
Taylor, Roshunda R., Operations
Thomas, Renee M., Worker Trainee Initiative
Tyree, Harrison R., Personnel
Valerga, Stanislaus R. P., Diplomatic Security
Vorwerk, Julia A., Personnel
Weiss, Neil D., Operations
Wong, Victoria, Legal Adviser

Leave Fund Helps Bombing Victims

Federal Civil and Foreign Service employees can donate leave to recovering victims of the U.S. Embassy bombings in Africa under the Emergency Leave Transfer Program authorized by the President.

Each agency administers this special program. Employees in any executive agency can donate annual leave to any employees who need time to recover from being “adversely affected” by the Aug. 7 bombings.

The Emergency Leave Transfer Program is not part of the regular federal voluntary leave program and is more liberal. It allows donated leave to be used for medical emergencies and for personal needs or family member care arising from the bombings. It doesn’t require recipients to exhaust their own annual and sick leave accounts before using donations.

For detailed information and program rules, point your Internet browser to the Office of Personnel Management’s web site at <http://www.opm.gov/oca/compmemo/1998/cpm98af2.htm>. Download printable donation forms at: <http://www.opm.gov/forms/html/emerg.htm>.



Photo by Andrew A. Rahaman

The U.S. Embassy in Nairobi.

Education & Training

Program	Dec.	Jan.	Length
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Administrative Training

Customer Service	9	—	2 D
CFMS-System Overview & Orientation	7, 14	—	1 D
CFMS-Budget Execution	15	—	2 D
CFMS-Requisition Document	8	—	2 D
CFMS-Miscellaneous Obligations	10	—	2 D
CFMS-Travel Orders	17	—	2 D
Domestic Administrator Officer Seminar	—	11	3 W
COR Update	14	—	1 D
Budget & Financial Management	—	25	7 W
Working with ICASS	—	12	4 D
Appropriation Law	—	26	4 D
General Services Operation	14	—	10 W
Basic Administration Management	7	25	1 W
Personnel Course	—	25	7 W

Correspondence Courses: How to Be a Certifying Officer, How to Be a Contracting Officer Rep., How to Write a Statement of Work, Intro. to Simplified Acquisitions and Req. Overseas, Management Controls Workbook, Training for Overseas Cashier Supervisor, Training for Overseas Cashier, Training for Overseas Voucher Examiners

Consular Training

Advanced Consular Course	—	4	3 W
Automation for Consular Managers	7	25	1 W

Continuous Enrollment: Congen Rosslyn Consular, Consular Orientation

Correspondence Courses: Immigration Law and Visa Operation, Nationality Law and Consular Procedures, Overseas Citizens' Services, Passport Examiner

Economic & Commercial Training

Export Promotion	—	11	1 W
Pol/Econ Tradecraft	—	19	2.8 W

Leadership & Management Development

EEO/Div. Awareness for Man. and Sup.	3, 10, 17	7, 14, 20, 28	2 D
Foreign Affairs Leadership Seminar	—	24	2.2 W
Performance Management Seminar	7	—	3 D
Introduction to Management Skills	—	4	1 W
Managing State Projects	—	25	1 W

Information Management Training

Microsoft Project	7	—	2 D
Internet Concepts	2, 4, 8, 10, 14, 16, 18,	4, 6, 8, 12, 14, 20, 22, 26, 28	1 D
Word 97 Introduction	2, 16	6, 20	2 D
Word 97 Intermediate	10	14	2 D
Word 6.0 Workshop	11	8	3 H
Access 97 Introduction	2, 16	13, 27	2 D
Access 97 Intermediate	14	20	2 D
Excel 97 Introduction	14	4, 25	2 D
Excel 97 Intermediate	9	6	2 D
Excel 97 Workshop	11	22	3 H
PowerPoint 97 Introduction	7	11, 25	2 D
PowerPoint 97 Intermediate	17	27	2 D
PowerPoint 97 Workshop	18	15	3 H
Managing Information Programs	—	8	3 W
Networking Essentials	—	4	1 W
Windows NT 4.0 Administration	—	11	2 W
MS Exchange Basic	—	25	1 D
MS Outlook '97	4	29	1 D

Program	Dec.	Jan.	Length
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PC/Windows NT 4.0 Fundamentals	3, 14	4	2 D
Windows NT Advanced End User	4, 18	8, 22	1 D
ALMA Overview-Word	7	11, 25	6 H
ALMA Overview-Word	8	12, 26	2 D
ALMA Overview-Client Network	9	13, 27	3 H
ALMA Overview-Excel	10	14, 28	6 H
ALMA Overview-PointPoint	11	15, 29	6 H
Backup-Limited Communications Ops.	—	11	2 W
Intro to Telephone and Key Systems	—	4	1 W
Refresher Communication	7, 14, 21, 28	4, 11, 19, 25	4 D
Introduction to DATACOM	—	11	2 W
TERP-5/Term Equipment Program	—	25	2 W
SC-7 Operations & Maintenance	—	11	3 W
Commercial Terminal CT-7/9	—	11	1 W
Wide-Band Digital Trans. Networking	—	25	2 W
SX-50-Mitel PBX SX-50	—	11	1 W
SX-200D-Mitel PBX SX-200 Digital	—	18	1 W
SX-20/200A-Mitel PBX SX-20/200 Analog	—	25	1 W
Windows NT 4.0 Local Admin.	—	11	2 W
CLOUT 3.0	—	25	3 D
Black Packet Switching	—	11	1 W
Meridian 61C	—	11	2 W
Personal Comp. Basics/Adv.	31	11	2 W
Black Router	—	4	1 W
Microsoft Exchange	—	25	1 W

Office Management Training

Foreign Svc. Trng.—Entering Pers.	—	26	2.6 W
Drafting Correspondence	—	11	1 W
Travel Regulations and Vouchers	9	—	2 D
Files Management and Retirement	11	15	7 H
Better Office English/Written	—	11	2 W
Effective Speaking & Listening	7	—	2 W
Employee Relations	10	28	2 D

Political Training

Arms Control Delegation	—	11	4 D
Negotiation Art & Skills	7	—	1 W

Overseas Briefing Center

Explaining America	5	—	1 D
Managing Rental Property from Overseas	—	20	2 H
Regulations/Allowances/Finances	8	—	3 D
Post Options for Emp. and Train.	—	23	1 D
Targeting Job Search	—	21	2 D

Security Overseas

Security Overseas Seminar	—	25	2 D
Advanced Security Overseas Seminar	8	5	1 D
TDY Security Overseas Seminar	—	12	1 D

Career Transition Center

Retirement Planning Seminar	—	25	1 W
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Length: H = Hours, D = Days, W = Weeks

**Registration requires pre-approval.

For additional information, consult the course catalog or contact the Office of the Registrar at (703) 302-7144.

What Is a Book?

By Dan Clemmer

Like people in many professions, librarians sometimes use words in ways that confuse those outside their profession. Consider, for instance, the word “book.” Everyone knows what a book is. While there is little question about the physical properties of a book—a set of folded sheets of papers sewn or stapled along one edge and enclosed within protective covers, and the written materials contained therein—this description can also include a pamphlet. Is a pamphlet a book? This was of enough concern to enough librarians that the definition of each was established by a UNESCO conference in 1964. Based on that definition, a book is a non-periodical publication of at least 49 pages, exclusive of cover pages, and a pamphlet is a non-periodical with 48 or fewer pages.

In library cataloging circles, a book is frequently called a monograph, a separate publication on a single distinct subject. The word was originally used in the field of natural history to refer to a publication on a single genus or species of plants, animals or minerals. It then came to be used to describe publications on a single subject in other fields as well. In general usage, “book” and “monograph” are synonymous.

After the book, the serial is the second of the two great building blocks of traditional library collections. In library talk, a serial is a publication issued in successive parts and intended to be continued indefinitely. Included under the general heading of serials are periodicals, magazines, journals, newspapers and annuals. For all practical purposes, magazines and periodicals are synonymous and are near-synonyms for serial. Although both contain a mixture of articles, reviews, stories and other writings, the word “periodical” highlights its regularity of appearance and “magazine,” derived from the Arabic word for “storehouse,” highlights its stored contents. *Business Week* and *The New Yorker* are examples of the periodical or magazine. A journal, frequently called a “learned” journal because of its reliability and quality, is usually published by a scholarly society or institution. *Foreign Affairs* and *Journal of International Affairs* are good examples. The English language usage of journal has now lost its French language meaning of a daily newspaper.



The traditional language of libraries has been augmented in recent years by many new words and phrases ushered in by the electronic revolution. The word “online,” for instance, has been around since the early 1970s when librarians began to gain access to databases through telecommunication links. Using a modem and a dedicated work station or a personal computer, a librarian goes “online” and searches remote databases such as the Dow-Jones News Retrieval Service or

Lexis-Nexis for current and archived information, then delivers the results to the requester. Today, anyone with a PC and an Internet connection can go online and retrieve a wealth of free information, but the best and most reliable services require a subscription and can be very expensive.

Most libraries these days have their own online service, an Online Public Access Catalog, a computerized version of the old card catalog listing the library’s holdings of books, periodicals, microfiche and other types of material. The OPAC and the traditional card catalog contain essentially the same information, but the OPAC can be searched by virtually any word in the database. State’s OPAC is on the library’s local area network and also on the Internet at www.library.state.gov.

The OPAC is generally one of the main components of the virtual, or digital, library, an electronic library of books, documents, periodicals, catalogs, statistics and many other types of information sources made accessible to users through the Internet or other networks 24 hours a day, seven days a week. We hope that the Ralph Bunche Library can offer virtual library services to State employees around the world before very long.

The expected release this fall of several digital books reopens the question of “what is a book?” A digital book—I’ve read about them but have never seen one—is an electronic container sometimes resembling a book, into which the full text of many books or other digital data can be downloaded and read. One such device, the SoftBook, weighs 2.9 lbs. and measures 8 inches by 11 inches—a little hefty for most readers to curl up with—but compensates somewhat by being leather bound. Time will tell whether it and its competitors will sell enough copies of digital books for the term to become widely used.

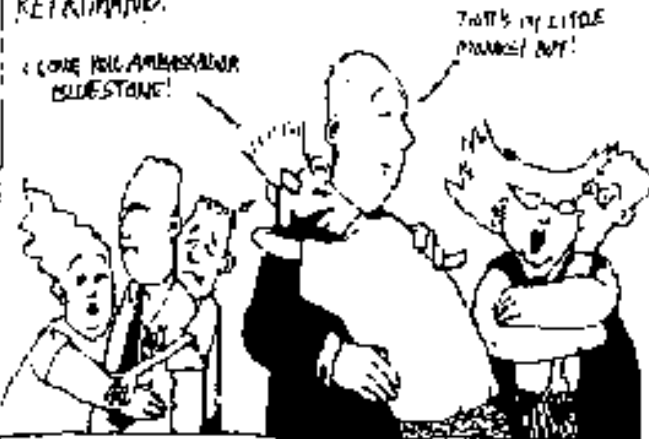
The author is State’s chief librarian.

AND NOW FOR SOME RANDOM PERSONNEL NOTES

ROYCE FEWTERBOTTOM HAD TO RETURN HIS MERITORIOUS
LOQUACIOUSNESS AWARD WHEN TESTS REVEALED THAT HE
WAS USING STEROIDS WHEN HE PRODUCED HIS 135-PAGE
MEMO ON CROSS-BORDER CHINCHILLA MIGRATION.



GROUP HUGS HAVE BEEN SCHEDULED FOR ALL
BUREAUS. ATTENDANCE AT THESE MORALE-
BUILDING EVENTS IS MANDATORY, AND FAILURE
TO HUG WITH GUIDO WILL RESULT IN A WRITTEN
REPRIMAND.

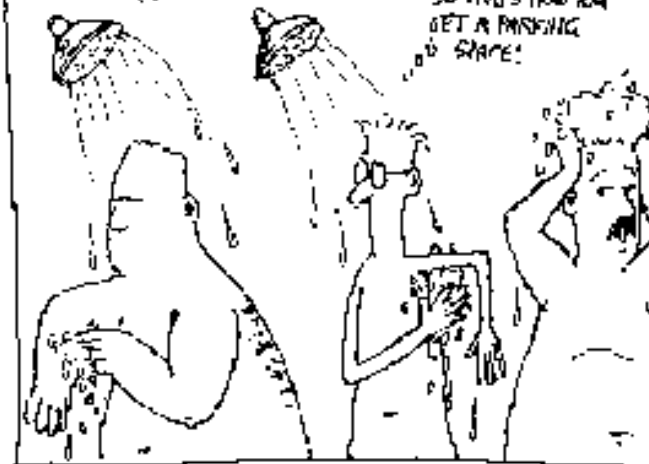


DESPITE HIS OBJECTIONS, CHUCKLES THE OTTER'S
AMBASSADORIAL NOMINATION WAS WITHDRAWN WHEN
A ROUTINE BACKGROUND INVESTIGATION REVEALED
THAT HE IS AN OTTER.

AN OTTER? THAT DEPENDS
ON THE DEFINITION OF THE
WORD "OTTER."



EMPLOYEES ARE REMINDED THAT TATTOOS
CONTAINING CLASSIFIED INFORMATION CAN ONLY
BE SEEN BY PERSONNEL POSSESSING APPROPRIATE
CLEARANCES.



THE ASSOCIATION OF ELVES IN GOVERNMENT CONTINUES
THEIR "CAMPAIGN FOR 'AN ELVIS IN EVERY OFFICE.'"

YOU'RE THIS AN OFFICE
WITHOUT AN ELVIS?

WELL, I SUPPOSE SO... BUT
SOME OF MY BEST FRIENDS
ARE ELVES!



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