

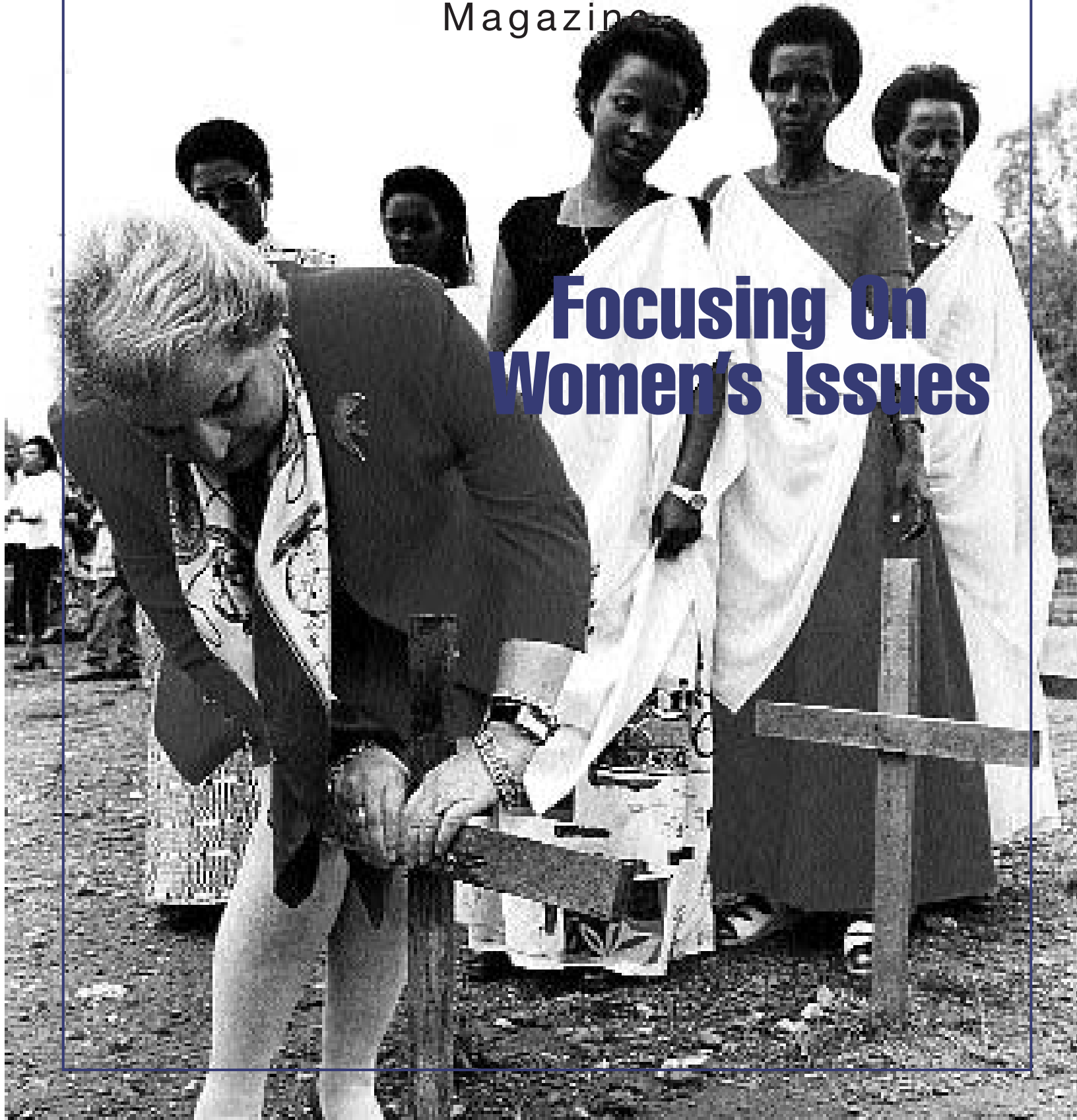
UNITED STATES DEPARTMENT OF STATE

March 1998

# State

Magazine

**Focusing On  
Women's Issues**





Coming in April:  
**Singapore**

**State**  
Magazine

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**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.

When possible, please submit material on Apple Macintosh or IBM PC-compatible disks. This includes Microsoft Word, WordPerfect and Wang. (Please include a hard copy with the disk.) Double-spaced articles may also be sent via e-mail to the editors, or faxed to (703) 812-2475. *Faxed material must be typed on 14 point or larger fonts.* 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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# Contents

Department of State • United States of America

## 7 Facing Danger Abroad

Heroism awards recognize actions in Sierra Leone.

## 10 Office of the Month

Senior coordinator focuses on international women's issues.

- Bringing Women's Issues to the Forefront
- The Bosnian Initiative
- State's Hall of Fame Inductees
- Opposing Violence in Namibia
- Custom or Crime: Genital Mutilation

## 20 Family Liaison Office

Turning 20 and going strong.

## 23 Job Sharing

Getting two for the price of one.

## 24 Post of the Month: Athens

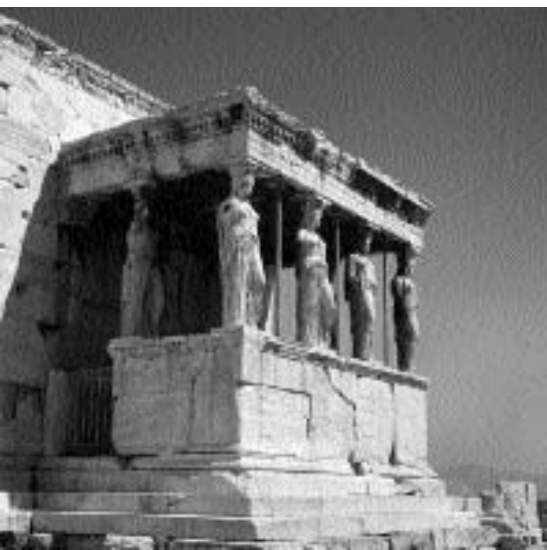
- A Challenge of Olympic Proportions
- USIS Greece

## 37 Orientation Class Grows

State experiences new hiring wave.

## 42 Fugitives From Justice

They can run, but they can't hide.

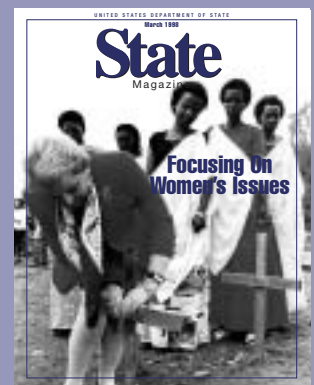


### C O L U M N S

- 2 From the Secretary
- 4 Direct From the D.G.
- 9 Safety Scene
- 30 State of the Arts
- 32 Ask Dr. Dumont
- 44 Library Report

### D E P A R T M E N T S

- 3 Letters to the Editor
- 5 Appointments
- 6 In the News
- 33 Obituaries
- 34 Personnel Actions
- 38 Education & Training



### On the Cover

Secretary Madeleine Albright visits grave site in Rwanda.

Reuters photo by Corrine Dufka



## FROM THE SECRETARY

# Women's Issues Are World Issues

On International Women's Day, March 8, we recognize the accomplishments of women and their contributions to society the world over. Some of us pause to reflect on the struggles and achievements of women we admire—whether Central Americans struggling to rebuild their families and their countries after years of civil war; Afghan refugees reaching out to each other in dignity and hope; Bosnians striving to create a society where tolerance triumphs over hate; or women here in the United States, working together to build a more equitable society.

Over the last year, I have had the opportunity to work closely with most of the world's other women foreign ministers. There are 11 of us now—a number that is growing all the time. This is a big plus for American interests. When we all share a belief that advancing the status of women is both right and smart, we are more likely to find common ground on issues much broader than traditional women's rights. Moreover, because those women ministers and I have promised to talk straight and to take each other's phone calls, we are better able to improve the prospects of women, men and whole societies.

At home and around the world, we know from experience that when women have the knowledge and power to make their own choices, they and their families are more able to break the chains of poverty. Birth rates stabilize. Environmental awareness increases. The spread of sexually transmitted disease slows. And socially constructive values are more likely to be passed on to the young.

These are priceless and lasting gifts to the future.

That is why our overseas aid programs include many projects that expand the ability of women to participate economically and politically, to be full partners in running their societies and building democracy, to gain access to education and health care, and to protect themselves against violence and disease.

That is why we support international family planning programs so vigorously, because we believe that women have a right to control their own bodies and because we want to reduce the demand for abortions and make it more likely that when children are born, they survive and thrive.

That is why we back so strongly the international war crimes tribunals, because we believe that the authors of ethnic cleansing should be held accountable, and those who see rape as just another tactic of war must pay for their crimes.

That is why we stand up for basic values of law and respect for the dignity of every human being.

And that is why we must do better in-house, hiring, retaining and promoting America's best and brightest from every background. We are making progress. I am particularly proud of the large numbers of women competing successfully to enter the Foreign Service this year. But there is much more we can do, from making our overseas facilities accessible to persons with disabilities to showing more support for Foreign Service families, to doing justice to the strength our nation finds in its diversity. And on this International Women's Day, I ask all of you to join me in that effort.

Madeleine Albright  
*Secretary of State*

### Call for New Association

Dear Editor:

An employee association, The Disabled in Foreign Affairs, is being formed to promote issues of accommodation, quality of life and recruitment for persons with disabilities in the Foreign Service. If interested, please contact Michael Bricker on OPENNET or [brickerma@seoulw-poa.us-state.gov](mailto:brickerma@seoulw-poa.us-state.gov) on the Internet.

**Michael Bricker**  
*Seoul, South Korea*

### A Welcome Benefit

Dear Editor:

I was delighted to read in the Director General's column for January 1998 that the Department is planning to institute a Metro subsidy for employees. It is a welcome benefit, especially when you consider that the Department already subsidizes parking spaces for carpools with as few as two drivers. Because of child care constraints, I am unable to take advantage of the carpool benefit, but I know there is widespread support for the Metro subsidy program.

**Mary Tutman**  
*Auditor*  
*Office of the Inspector General*

### Praising the Senior Seminar

Dear Editor:

In your January issue, you announced the appointments of four ambassadors: William Twaddell, Johnny Young, Stanley Escudero and Barbara Bodine. In their biographic sketches, however, you failed to

mention that each was a member of the Senior Seminar.

Ambassador Twadell was in the 30th class; Ambassador Young, the 31st; Ambassador Esudero, the 32nd, and Ambassador Bodine, the 37th.

The Senior Seminar continues to be the "most advanced professional development program available to senior foreign policy and national security officers of the U.S. government." The Senior Seminar Alumni Association will hold an Alumni Day this spring to celebrate the Seminar's 40th anniversary.

**William P. Stedman Jr.**  
*Treasurer*

### Technology and You

Dear Editor:

In the course of editing my article, Technology and You, in the January issue, the words indicating that the courses were available only for U.S. government personnel or those on personal services contracts in the Department of State were omitted. I would not want to cause any misunderstanding regarding contract personnel. I would appreciate you clarifying this in your next issue.

**Margaret Riccardelli**  
*School of Applied Information*  
*Technology*

### Setting the Record Straight

Dear Editor:

The January issue of *State Magazine* ran the obituary of my brother, Richard Clemmons. His name was misspelled, however, to the extent that I didn't realize it was him at first. How can a mistake of such magnitude occur? Is this the best we can do for a retired 30-year employee? Inasmuch

as I typed the obituary myself, there is no question that I spelled our family name correctly and not "Clamminess" as is shown in your publication.

The issue appears to go further than the lackadaisical spelling of a name. For the past several months, the obituaries have been either totally left out or were written for a limited number. Apparently *State Magazine*, with its new format, has little or no interest in informing the Department's employees and retirees of the passing of one of our own, and when there is a sense of obligation to include such information, it is done in a haphazard and abbreviated manner. Your staff should be made to realize that your publication is sometimes the only contact retirees like me have with our former employer. In closing, it will be greatly appreciated if you will print a correction concerning my brother in your next publication.

**John H. Clemmons**  
*Chapel Hill, N.C.*

*We apologize for the mistake. In no way was it meant to slight your brother or his contributions to the Department. Thank you for helping us correct the record. The new format for obituaries is intended not to detract from the memory of State employees, but to reduce the backlog. We recognize that the obituary listings in State Magazine are not inclusive. To respect the privacy of the deceased's family, our policy is to publish obituaries only on request from the immediate family or persons acting on their behalf.*

*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.*

*You can also reach us via e-mail at [statemag@perms.us-state.gov](mailto:statemag@perms.us-state.gov).*



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## DIRECT FROM THE D.G.

BY EDWARD W. "SKIP" GNEHM JR.

**M**any people forget that my job carries two titles: director of Personnel and director general of the Foreign Service. I have spent my first six months learning more about the Civil Service personnel system and how the Department shapes up as a Civil Service employer. We count on these individuals to provide continuity, institutional memory and critical support essential to the success of the Department and our missions abroad.



We are facing big changes in the workforce: The first of the baby-boomer generation will be eligible to retire in 2001, opening an era of unprecedented outflows of employees, both in the private and government sectors. Between the years 2000 and 2003, annual Civil Service retirements are expected to increase by 47 percent, and that is only the beginning of a trend that will not peak until the year 2006. The situation is exacerbated by reduced intake in recent years that has robbed us of many of the next-generation hires who should now be developing the skills necessary to succeed the boomers. Each time a senior manager leaves, someone must take their place, setting in motion a chain of upward mobility as each succeeding vacancy is filled.

This is a great time to be an ambitious junior to mid-grade Department employee. Many of you who fit this description can look ahead to extremely rapid promotions in the first decade of the next century—and you must be ready to accept the responsibilities that go with these promotions. I promise to do all I can to see that you are indeed prepared. Here's how we intend to do it:

### Continuum of Training

Our Office of Civil Service Personnel is working intensively with the Foreign Service Institute to develop a career-long continuum of training for Civil Service employees, focusing on core skills needed at each stage of one's career. These competencies, based largely on those developed by the Office of Personnel Management, range from problem solving and technical competence for entry-level employees to coalition building and leadership at the executive level. I am aware that uneven management support for training is a significant barrier for many employees, and the availability of superb training is futile if employees are not given the opportunity to take advantage of that training. With the solid support of Undersecretary Cohen, I will be doing a hard sell to bureau managers to get their employees into existing courses and those that will evolve from this initiative.

### Excursion Tours to Overseas Missions

Over 100 of your Civil Service colleagues are currently serving overseas, in posts from Abuja to Yekaterinburg. These employees are doing the Department a great service, helping us to plug gaps advertised in volunteer cables and via the Hard-to-Fill program. I fully support these excursions, but they do not go far enough in providing developmental opportunities for our Civil Service workforce. My staff is, therefore, developing a centrally funded program to create temporary positions (lasting approximately two years) in selected overseas posts with extraordinary but short-term needs. This need could be generated by a temporary surge in visa applications, a major international conference sponsored by the host government or an internal management issue at the mission.

A position created under this program will be over and above the normal Foreign Service complement at post and will disappear from post at the end of a specified time. The Civil Service employee will return to State, and a new position could then be created at another post. Participants will be chosen on their ability to tackle the post's specific need and our belief that they are future leaders who would profit by the experience. There will be a complementary benefit to both the Foreign Service and the Civil Service. Several bureaus already have expressed an interest in participating, and my goal is to put at least a few people in the field by this summer.

### More Mobility Within the Department

Not every employee wants to or is able to rotate to a position overseas. I want to do more to facilitate broadening experiences here at home. We are developing a pilot for six-month rotations of employees within the Bureau of Personnel. We intend to use our program as a model for other bureaus. We know that such brief rotations will not make our employees experts in new areas. But we do expect participating employees to gain a better understanding of how their counterparts in other offices contribute to the bureau's mission. I have to be honest with you—developing this program is proving to be more difficult than we anticipated. As many of you already know, it is not easy to plug the gap left by an employee gone for an extended period. We are examining options and, admittedly, have a way to go before implementation. Rest assured that this will not fall off my screen.

My tenure as director of Personnel will have ended long before the predicted retirement surge changes the face of the Department, but I am committed to doing all I can to ensure that my successors (and you) are prepared for that challenge. The initiatives outlined above are a good start. ■

# APPOINTMENTS

## Holum Named Undersecretary

John D. Holum, director of the U.S. Arms Control and Disarmament Agency since 1993, recently assumed the duties of the undersecretary of State for Arms Control and International Security Affairs.

Mr. Holum will serve in both capacities until ACDA is integrated fully with State. Plans call for the two positions to merge as undersecretary and senior adviser to the President and Secretary of State, as outlined in President Clinton's April 18, 1997 decision to reinvent the agencies that implement U.S. foreign policy.

Secretary Madeleine Albright called the decision to "double-hat" Mr. Holum "an important step toward implementation of the president's decision last April to integrate ACDA and the U.S. Information Agency into the Department and to strengthen ties between the Department and the U.S. Agency for International Development." She said the decision "reflects the fact that nonproliferation and arms control, public diplomacy and international development belong at the heart of American foreign policy."

Mr. Holum, of Annapolis, Md., practiced law in Washington, D.C., from 1981 until 1993. From 1979 to 1981, he served on the policy planning staff at State, working on arms control and legal issues. He began his career on Sen. George McGovern's staff and worked on presidential campaigns for more than 30 years.



HUNGARY. *Peter F. Tufo*, of New York, is a lawyer and investment banker who specialized in mergers and acquisitions. Until 1996, he was a managing director for Merrill Lynch Investment Banking, where he advised clients on international corporate and infrastructure financing in developing countries. A former Marine, he was chief counsel to the New York City Department of Investigation, then assistant to the mayor of New York City. In 1975, he was named chairman of the New York City Board of Corrections. From 1989 to 1996, he chaired and served as chief executive officer of the New York State Thruway Authority. Ambassador Tufo received his bachelor's degree from Beloit College and his law degree from Yale University. The Senate confirmed his appointment Nov. 6.

ROMANIA. *James Carew Rosapepe*, of Maryland, formerly served in the Maryland House of Delegates, where he was vice chair of the Ways and Means Committee. He also chaired Maryland's Sister State Committee with St. Petersburg and Leningrad Region, Russia, which coordinates legal, business and cultural exchanges. For the past six years, he has served on the board of directors of the American Council of Young Political Leaders, where he was active in exchange programs with nations in Central and Southern Europe. In 1995, Ambassador Rosapepe was named to the board of the Albanian American Enterprise Fund, a \$30 million investment fund created by the U.S. government to promote the development of small and medium-size businesses in Albania. He attended Georgetown and Yale universities. The Senate confirmed his appointment Nov. 6.

## Nominations

- **Christopher C. Ashby:** Ambassador to Uruguay
- **Ryan C. Crocker:** Ambassador to Syria
- **Stuart E. Eizenstat:** Alternate Governor for the World Bank, the Inter-American Development Bank, the Asian Development Bank, the African Development Bank, the African Development Fund and the European Bank for Reconstruction and Development
- **James C. Hormel:** Ambassador to Luxembourg
- **B. Lynn Pascoe:** Special Negotiator for Nagorno-Karabekh
- **Peter L. Scher:** Special Trade Negotiator for Agriculture in Office of U.S. Trade Representative
- **William Lacy Swing:** Ambassador to Congo

**Editor's Note:** *These individuals have been nominated by the President to fill key State Department positions. More complete biographical information will be printed when the nominees are confirmed by the Senate.*

# Consular Fees Adjusted

Fees for U.S. passports decreased Feb. 1. But the fees for most other consular services provided by the Department and U.S. embassies and consulates abroad increased in an effort to bring them in line with the actual costs of the consular services provided.

The adjustments followed a cost-of-service survey conducted by the Department, with the assistance of an outside contractor that worked closely with the Bureau of Consular Affairs.

Improvements in the efficiency and productivity of State's high-volume domestic passport operations are credited with the passport fee decrease. The new fee for first-time passport applicants age 16 and older is now \$60, down from \$65. The fee for subsequent passports dropped from \$55 to \$40. Applicants ages 16 and 17 now get passports valid for 10, rather than five years. Children ages 15 and under will continue to pay \$40 for a five-year passport.

Among the other changes is a \$5 increase in the fee to expedite a passport application, to \$35. Officials said this increase will ensure applicants pay the full cost of guaranteed

service of three business days from receipt of the application in State's domestic passport agencies.

The fee for private and business notarials charged by embassies and consulates abroad was raised from \$45 to \$55. The increase reflects the high cost of performing this function overseas. In the past, passport applicants subsidized notarial services, but State removed the cost from the passport fee so the actual users—many of them businesses or foreign nations and not U.S. passport holders—pay the full cost.

Overseas, the nonimmigrant visa application fee increased from \$20 to \$45. This increase is designed to recoup the full cost of the Department's border security program, including machine-readable visa and name-checking technology. Immigrant visa fees rose from \$200 to \$325 to reflect the actual cost of providing the service.

Consular fees were last adjusted in 1991. The fee to expedite a passport was instituted in 1994, and the non-immigrant visa processing fee was phased in worldwide beginning in May 1994.

# Sanctions Team Created

State recently created a new sanctions team to examine principles and policy options to make economic sanctions a more effective tool of foreign policy.

The team, directed by Undersecretary of State for Economic Affairs Stuart E. Eizenstat and comprised of representatives from the Department's Economics and Business Affairs and other relevant bureaus, met for the first time in late January.

The team will work closely with other agencies, including Treasury and Commerce, the U.S. Trade Representative's office and the National Security Council, to examine the role of sanctions in the foreign policy process.

Trade and investment restrictions to advance political or strategic interests have been a U.S. policy tool for many years.

Undersecretary Eizenstat stressed that the sanctions team was created not to decrease the use of sanctions, but to increase their effectiveness. "It is not the principal purpose of this team to critique individual sanctions regimes," he said, "although eventually it may become involved in efforts to improve sanctions implementation."

The undersecretary said the team will not question legally mandated sanctions related to non-proliferation and arms transfers. These, he said, will continue to be administered under existing procedures.

"The challenge," said Undersecretary Eizenstat, "is to find a way to improve the way we make sanctions decisions, to ensure that sanctions are part of a coherent strategy, to accurately measure the costs and effects of sanctions measures, to seek multilateral support where possible and to improve coordination between the administration and Congress."

## Digital Map Expo

State will host a Digital Map Exposition in the Main State Exhibit Hall from 10 a.m. to 2 p.m. March 24. The expo will include displays and demonstrations from both U.S. government agencies and private vendors, and will feature geographic information system demonstrations, imagery and map displays. Participants will get the opportunity to see the latest GIS software and learn about its potential applications for U.S. international affairs planning. For more information, contact Angela Bottom at (202) 647-1205.



## 2 FSOs Recognized for Service in Sierra Leone

Secretary Madeleine Albright recently presented the Secretary's Award for Heroism to two Foreign Service officers for their service in Sierra Leone during the May 1997 military takeover and subsequent U.S. military evacuation of 2,500 civilians.

Mary Ann Wright and Jeffrey C. Breed were recognized for putting their personal safety on the line to protect U.S. lives and interests.

Ms. Wright was chargé d'affaires in Freetown, Sierra Leone, when the army seized power May 25, 1997. For the next week, as the country's highest-ranking U.S. official, Ms. Wright attempted to negotiate a peaceful conclusion to the crisis with rebel leaders. Meanwhile, she planned three successful evacuations of U.S. citizens and mission employees from the violence enveloping Sierra Leone.

When rebel forces set fire to the Mammy Yoko Hotel, where another 800 foreign citizens awaited evacua-

tion, Ms. Wright quickly coordinated with the International Committee of the Red Cross. It in turn negotiated an agreement with the rebels to allow the civilians to escape unharmed.

With the commander of the Marine Expeditionary Unit from the USS Kearsarge, Ms. Wright directed a third evacuation by the U.S. Marines. Under extremely difficult conditions, she led 1,256 civilians to safety aboard helicopter sorties to the USS Kearsarge. This was the largest single-day, non-combatant evacuation operation in the history of the U.S. armed forces. The leadership and courage Ms. Wright demonstrated under fire is credited with saving hundreds of lives.

Mr. Breed was the Bureau of Diplomatic Security's regional security officer in Freetown when junior officers in the Sierra Leone army seized power from the democratically elected government. For the following two days, the U.S. embassy and housing compounds were

caught in the crossfire of rebel troops and forces loyal to the democratic government. Mr. Breed coordinated the embassy's security response to the crisis. At great personal risk, he protected American lives and property in a residential compound that had become a target for military personnel and looters.

In a calm, professional manner, he provided immediate advice and guidance to two U.S. Marine guards who were trapped in the embassy and surrounded by rebel forces, ensuring that information on fighting around the chancery was passed to Washington.

Because of dangerous security conditions the night the decision was made to evacuate the entire embassy staff, Mr. Breed provided detailed supervision by telephone on the destruction of sensitive materials at the embassy. In the early morning hours on evacuation day, he extracted the Marines from the embassy under extraordinarily dangerous conditions and brought them to the evacuation site. Then, as the Marines evacuated American citizens and other endangered foreign citizens from Sierra Leone, Mr. Breed helped maintain order among the thousands of people seeking to escape the chaotic situation in Freetown.

Ms. Wright, temporarily assigned to the Bureau of West African Affairs before resuming her assignment in Guinea, reflected on the lessons learned during the crisis.

The Department should provide more training to employees about the 15 or 20 countries in Europe and Africa considered to be the most unstable in the world, she recommended. "People going to missions in these areas, at least senior leaders, need to be briefed about what could happen when they go into an unstable environment," she said. "They need a more in-depth run-through of

*Civilians being evacuated from Sierra Leone. Two Foreign Service Officers received honors for heroism in coordinating the effort.*



Department of Defense Photo

*Continued on next page*

Sierra Leone, *Continued from page 7*

what happens during a crisis and how to conduct evacuations in case they need to do that."

She urged that posts, especially the most unstable ones, closely study and troubleshoot their emergency action plans. Because the coup d'état in Sierra Leone occurred during the weekend, the staff was physically cut off from the chancery, and resorted to planning the evacuation from the housing compound. "That was something we never anticipated," Ms. Wright said. "It provided quite a challenge."

She said the Sierra Leone evacuation "worked beautifully" and that the Department provided "great support." But Ms. Wright said she recognizes that "all luck fell in our favor. If one or two parts of that luck had fallen through—for example, if our telephone communications had been cut off—we'd have been in quite a predicament."

She suggested that State employees being posted in unstable regions consider leaving their valuables and household pets behind, in case they need to be evacuated from the country. "I'd encourage people not to take every piece of household goods with them," she said. ■

# State Hosts Anti-Virus Software Giveaway

By Teddy R. Payne

Since the first computer virus was discovered around 1986, the threat of virus infection to the Department's computer resources has increased significantly.

State's Automated Information Systems vary in size, dimension and connectivity. The massive network of computer resources consists of local area networks, mainframe computer nodes and stand-alone computer systems.

Most of these resources are vulnerable to malicious code infection and penetration by hackers. As new viruses are introduced at the rate of about three per day, authors of "malicious code viruses"—viruses specifically designed to cause damage—have developed interesting means of evading detection.

To counter the threat of those viruses, the Department launched the first-ever anti-virus program. State contracted with Wang Federal Inc., and the Symantec Corp. in 1995 to provide five anti-virus software products for Windows/DOS (Workgroups for

Windows), Windows 95, Windows NT, Netware and Macintosh operating systems. Since then, the Department has shipped 36,000 CD-ROM and floppy diskettes to domestic bureaus, consular and executive offices and overseas posts.

But as the program increased in size and scope, so did reports of virus discoveries within the Department. In 1996, 2,575 files, floppy diskettes or hard disk drives were found to be infected with malicious code viruses. In 1997, reported cases doubled to 5,503.

Most virus infections discovered Department-wide stemmed from the glut of macro viruses that affect Microsoft Word word processing software. These viruses are capable of spreading through the Internet, e-mail attachments, bulletin board systems and floppy diskettes.

To help combat the threat, the Office of Information Management, Information Technology Infrastructure, Systems Integrity Division's anti-virus staff recently hosted a Norton Anti-Virus software giveaway at Main State.

Within the first 90 minutes of the giveaway, the staff handed out 550 CD-ROM disks containing anti-virus products, 1,500 floppy diskettes with virus signature files and setup and installation procedures, 300 anti-virus handbooks, 100 handbooks with tips on protecting servers from polymorphic viruses, plus hundreds of pens and writing pads.

Staff members said they hope providing an effective virus eradication software package can help tackle virus infections to the Department's automated information assets before they happen. ■

*State employees line up to receive free anti-virus software.*



*The author is anti-virus program manager for the Information Integrity Branch's Systems Integrity Division.*

# SAFETY SCENE

BY STEPHEN URMAN

**Q.** My dog has fleas and our house is now infested. Our entire family has bites all over our ankles, but our general services officer says it's our own problem. The itching is driving us crazy. What can we do?—*AF*

**A.** Flea or tick infestations originating with a pet are the pet owner's, not the post's, responsibility. Some excellent consumer products are available for controlling fleas on pets and in homes, however, including special shampoos, flea collars, dips, once-a-month pills, spot applications and carpet sprays. Some products are prescription veterinary products, so to get them, you need to contact your veterinarian.

Several newer products containing insect growth regulators such as methoprene are safe and kill fleas as well as eggs that hatch long after the treatment. These products are available in a variety of forms, including bombs and sprays, and are said to be effective for several months. Products containing the active ingredient chlorpyrifos are not recommended. Whenever possible, use Environmental Protection Agency-registered consumer products. If they are unavailable locally, they can be ordered by mail. Daily vacuuming and steam cleaning of rugs is an effective way to battle fleas, and is sometimes recommended prior to using a flea control product. After each vacuuming, be sure to discard or empty the bag into a sealed container.

**Q.** Whom should I contact at post if I have questions on safety and health?—*NEA*

**A.** The deputy principal officer of every post is required to designate a management officer as the post occupational safety and health officer. This person is normally an officer in the administration chain, such as the general services officer or facilities manager. State provides that person with technical support, resource materials and training. For example, *Safety and Health Watch*, this Office's newsletter, focuses on the latest technical information from the Occupational Safety and Health Administration and the Environmental Protection Agency



*This column is written by Stephen Urman, director of the Office of Safety/Health and Environmental Management. You may send questions to Mr. Urman at A/FBO/OPS/SAF, SA-6, Room L-300, Washington, DC 20522, or write to the editor. (Your privacy will be respected.) Department policy prohibits reprisal actions against employees who express concerns regarding unsafe or unhealthful working conditions.*

and hazards common to many posts. The Department has established a very good dialogue with the post occupational safety and health officers, who will contact us if they are unable to address a particular concern.

**Q.** Most of my fellow passengers in post cars rarely use seat belts. What's the policy on this issue?—*EUR*

**A.** Although the federal government and the Department have required seat belts since 1986, a new executive order, 13043, was published last year to reaffirm and strengthen the policy. According to the order, "federal employees occupying any seating position of a motor vehicle on official business, whose seat is equipped with a seat belt, shall have the seat belt properly fastened at all times when the vehicle is in motion." The order affirms the Department's requirements on this issue. Department employees and family members returning to the Washington metropolitan areas are encouraged to become familiar with the new seat belt laws in Washington, Maryland and Virginia.

**Q.** As a mother of small children, I am aware of the adverse health effects of lead in the body. How does lead get into drinking water and what should I do to minimize any risk?—*D.C.*

**A.** Water, no matter what the source, starts out virtually lead-free. The metal can be introduced primarily as the water passes through lead service lines, lead-soldered joints or lead-containing faucets. Lead is more likely to dissolve in hot water with a low pH and low mineral content, and the longer the water is in contact with lead, the greater the chance of contamination.

Hard water, which has a high mineral content, generally protects against dissolved lead because, under the right conditions, mineral deposits coat the inside of pipes and fittings over time, providing a physical barrier between water and lead. If you're unsure about the lead content in your tap water, consume only water from the cold tap after letting it run for a minute or two, especially after a long period of non-use. Also, you may want to consider using commercial table-top, pour-through units that remove significant amounts of lead from tap water. ■



# Bringing Women's Issues to the Forefront

*"We put efforts to advance the status of women right where they belong—in the mainstream of American foreign policy."*

*—Secretary Madeleine Albright*

omen's issues commanded much attention March 8 during International Women's Day. But for State's Office of the Senior Coordinator for International Women's Issues, promoting women's rights through U.S. foreign policy is a year-round effort backed by the Administration and Secretary of State Madeleine Albright.

"Advancing the status of women is not only a moral imperative; it is being actively integrated into the foreign policy of the United States," Secretary Albright said. "It is our mission. It is the right thing to do, and frankly it is the smart thing to do."

Congress created the position of senior coordinator for international women's issues in 1994. As senior coordinator and director of the President's Interagency Council on Women, Theresa Loar is State's "point woman" for integrating issues affecting women into American foreign policy.

"We look at policy as it's being developed and ask 'how does it affect women and how can they be part of this policy?'" Ms. Loar said.

The Office works under the auspices of the Undersecretary for Global Affairs to focus on a broad range of issues—from eliminating violence against women, including the trafficking of women and girls, to expanding women's participation in democracy-building and economic growth.

State collaborates with communities and governments to play an active role in reducing violence against women by raising awareness, promoting legal and judicial reforms and providing training for law enforcement.

The Office works closely with the bureaus of International Narcotics and Law Enforcement, and Population, Refugees and Migration to fight one of the most devastating forms of violence: trafficking in women and girls for forced prostitution, involuntary and domestic servitude. INL is sponsoring a worldwide review of legal and enforcement loopholes that hinder U.S. enforcement efforts to combat trafficking.

The goal is to provide model legislation to countries seeking to establish or strengthen laws against trafficking, providing concrete legal protections for women and children. PRM, for example, funded a public awareness campaign for young women and girls in Ukraine that First Lady Hillary Rodham Clinton launched last December.

Ms. Loar's anti-trafficking efforts play into her larger role as director of the President's Interagency Council on Women. It's part of the Secretary's office and receives guidance from the counselor of the Department. The Council was established after the U.N. Fourth World Conference on Women in 1995 in Beijing. Mrs. Clinton serves as honorary chair and Secretary Albright as chair since 1997.

As State works to establish a treaty creating an international criminal court, the Office is coordinating with David Scheffer, ambassador-at-large for War Crimes Issues, and nongovernment organizations, or NGOs, to include women's issues in the discussions. They want to especially ensure that the court prosecutes such crimes as rape as a war crime.

This effort demonstrates the kind of partnership the Office has worldwide with NGOs, which work effectively with their own governments to improve the lives of women and girls, Ms. Loar said.





U.N. photo by John Isaac



Left: Secretary Madeleine K. Albright visits young girls in a refugee camp in Peshawar, Pakistan. The girls are educated at schools for Afghan refugee girls, funded in part by State's Bureau of Population, Refugees and Migration.

Below: The Office of the Senior Coordinator for International Women's Issues focuses on incorporating women's issues into U.S. foreign affairs. From left are Kathy Hendrix, Dani Lett, Lois Gochbauer, Melissa Baker, Theresa Loar, senior coordinator; Olga McGrath, Anita Botti, Alyse Nelson and Sharon Featherstone.

Her office focuses on far more than the "dark" side of women's issues. Enabling women to participate fully in the political lives of their countries builds a foundation for democracy and complements the United States' broader strategic, diplomatic and economic interests, observed the former career Foreign Service officer.

State took that objective last July to the Vital Voices conference in Vienna. In her keynote address, Mrs. Clinton said, "We are here to advance the cause of women and to advance democracy and make it absolutely clear that the two are inseparable. There cannot be true democracy unless women's voices are heard."

The conference served as a forum for women leaders from transitioning countries in Central and Eastern Europe and those from the United States and European Union to share their experiences in law, leadership, politics and business.

The Office is actively following up on the Vienna conference, working closely with U.S. missions, the U.S. Agency for International Development and the U.S. Information Service in the 19 countries. A second Vital Voices conference will be held next fall in Latin America.

Last September, Ms. Loar chaired a group of experts from the G-8, representing the world's eight leading economies, that focused on expanding women's political participation. The session was viewed as a major step forward. Only a year earlier, at the G-8 meeting in Denver, did the group accept a U.S.-led ini-

tiative to consider women's advancement as one of the four basic elements of democracy—on equal footing with business, civil society and rule of law.

"It was a tremendous step for us because it advanced the concept of women's voice in public life as a key component of democracy," Ms. Loar said.

The Department, through the Bureau of Democracy, Human Rights and Labor, funds training programs that equip women in developing countries with the skills and confidence they need to participate in the political process—whether it's running for office, learning how to bring issues that affect them and their families to government officials, or simply going to the polls.

Ms. Loar said no single program or effort speaks as strongly about the Department's position as Secretary Albright's actions.

"When the Secretary travels to other countries, she weaves these issues into all the other work she does. She makes a point to meet with women leaders and advocates. She travels to refugee camps supporting education programs for the girls she meets. This sends a strong message, across the border and around the world, about the State Department's commitment to this issue." ■



# Helping Bosnia's Women Help Themselves

By Bob Hugins

An unusual initiative in Bosnia-Herzegovina that uses small grants to help women is having a big impact on their lives and communities, according to the Bosnian woman who monitors the program for the U.S. embassy in Sarajevo.

Vanesa Zecevic, a Foreign Service National, is the senior program assistant and women's issues coordinator in the embassy's Refugee Affairs Office. In that role, she is a voting member on the project selection committee for the Bosnian Women's Initiative, which is managed by the United Nations High Commissioner for Refugees.

UNHCR established the Bosnian Women's Initiative in June 1996 at the request of the United States. The program was launched with an announcement by President Clinton at the 1996 G-7 Summit in Lyon, France. State's Bureau of Population, Refugees and Migration, where the concept of the Bosnian Women's Initiative originated, provided a \$5 million start-up contribution. In January, the bureau provided another \$1 million for the initiative.

The Bosnian Women's Initiative seeks to help refugee, displaced and vulnerable women help themselves. It promotes ethnic reconciliation in Bosnia at the grassroots level. To date, the effort has funded more than 100 projects throughout Bosnia. In successfully advocating the \$1 million recently provided to the initiative, the PRM staff reported "the initiative has had an extremely positive impact in Bosnia. It has helped women of all ethnic, geographic and educational backgrounds not only earn income for their families, but build bridges among themselves."

The initiative provides small grants to grassroots organizations and groups of women for projects that promote economic self-sufficiency, or that otherwise help improve their lives and communities. Ms. Zecevic cited a small cooperative chicken farm and a "factory" of five women who produce leather for gloves as successful

examples of income-generating projects established with small BWI grants, often ranging from \$5,000 to \$17,000. In the area of community assistance, Ms. Zecevic cited kindergartens and advice centers, where returning refugee and other vulnerable women can gather for advice on legal matters, health and child care. A grant initially can help pay lawyers or health workers who provide that advice.

*The Bosnian Women's Initiative is helping women like this weaver in the former Yugoslavia rebuild their country after four years of civil war.*



Ms. Zecevic, interviewed about the Bosnian Women's Initiative while on consultations recently in Washington, said some Bosnian men ask her, "When will you come up with an initiative for men?" But, "in general," she added, "they are supportive." The focus on assisting refugee women, and those who are "internally displaced"—basi-



The Office of Refugee Affairs staff in Sarajevo supports the Bosnian Women's Initiative effort. Clockwise from left are Vanesa Zecevic, senior program assistant; Max Fazlic, driver; Lado Kremenjas, administrative assistant; Norma Brown, refugee coordinator; Sarah Poole, deputy refugee coordinator; and Ante Milisa, program assistant.

cally, refugees within their own national borders—is a priority in PRM, the lead bureau in U.S. refugee policy. Putting money where its policy is, PRM has supported at least seven separate initiatives in the past two years to help women. The Bosnian Women's Initiative has received the largest share of bureau funding specifically targeted at assisting women's advancement.

So why the focus on women? Because of the estimated 26 million refugees and displaced persons who come under the care of UNHCR, some 80 percent are women and children. As PRM, which helps fund UNHCR, states in a fact sheet: "Refugee women are often single-handedly responsible for the survival of their children even when their own survival is at stake."

Ms. Zecevic, a young Bosnian who worked for the International Committee of the Red Cross before joining the embassy last year, puts the fate of many women in her country in starker terms. She said a typical statement from a refugee or displaced Bosnian woman, whose country was wracked by hostilities for four years, is "My husband got killed or is missing. I have just two daughters. What can we do? We are so desperate."

The challenge facing Bosnian women is large. "They're fighting to find their place in the new society," Ms. Zecevic observed. And the Bosnian Women's Initiative plays an important part for its women participants who are determined to help themselves. "With BWI we became aware of who we are," she said. "We are not second-rate citizens." ■

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The author is a public affairs officer in PRM.

## State Members Named to Women's Hall of Fame

She made the history books when she became the first female Secretary of State. This July, Secretary Madeleine Albright, the highest-ranking woman in the U.S. government, will top the list of this year's inductees into the National Women's Hall of Fame in Seneca Falls, N.Y.

Ambassador Rozanne L. Ridgway, foreign policy adviser under six consecutive U.S. presidents, from Richard Nixon to Bill Clinton, will also be among the 1998 inductees.

Secretary Albright and Ambassador Ridgway will be recognized along with 20 other women at a ceremony that also marks the 150th anniversary of the first women's rights convention.

They will join the 136 other women previously selected to the National Women's Hall of Fame for their contributions to the progress and freedom of women. Among the other honorees are opera singer Beverly Sills, astronaut Shannon Lucid, poet Maya Angelou, the late nuclear scientist Chen-Shiung Wu and education pioneer Lydia Moss Bradley.





*The U.S. embassy in Namibia is helping eliminate violence against women and children through awareness campaigns.*

## Harnessing the Media To Protect Women and Children

By Ambassador  
George F. Ward Jr.

Embassies are in the advertising business. We promote American policies, companies and culture. Rarely, however, do we win advertising awards for our work. Kudos from Washington, perhaps, Clio awards, never! So it was a surprise to be invited last October to the annual "Gecko" awards presentation, Namibia's version of the Clio. Only after arriving at the black-tie event did I learn why I was there. Several hard-hitting television spots on the problems of sexual and domestic violence against women and children, sponsored by the embassy's Democracy and Human

Rights Fund, were finalists in the awards competition.

Over the past two years, the embassy has earned a reputation with non-governmental organizations and the local government as a leader in promoting women's rights in Namibia. With little money and a targeted approach, the embassy's DHRF program has revolutionized how this young nation treats the problem of violence against women and children.

The initiative began in late 1995, during the tenure of former Ambassador Marshall McCallie. A newspaper account of the release of an accused rapist on \$20 bail shocked newly arrived Political Officer Lou Mazel. Similar stories were frequent fare in the Namibian

dailies. Violent attacks on women seemed to be an accepted part of life.

Through dialogue with Namibian women leaders, some of whom had been part of the country's dynamic delegation at the United Nations' Fourth World Conference on Women in Beijing in September 1995, Mr. Mazel quickly learned that Namibian women were not content to let this culture of violence continue. A core group was ready and willing to speak out. Their energy, anger and determination were there. Missing were the means to get the message across to the nation.

In an unprecedented move, \$96,000—the entire DHRF fund for fiscal 1996—was committed to curbing violence against women and children.

As discussions continued with the core group of women, ideas for a national campaign emerged. Since Namibia is twice the size of California, with a small and geographically dispersed population of only 1.7 million people, a multi-faceted information campaign would be needed. Two audiences would be targeted—the public at large, including potential victims and perpetrators, and the nation’s opinion leaders, namely cabinet ministers, members of the parliament and jurists.

This concept spurred the National Multi-Media Campaign on Violence Against Women and Children, launched in August 1996 at a week-long U.S.-funded workshop in Windhoek. The event brought together women from throughout Namibia to sensitize them and provide them the tools to fight violence in their communities.

In September 1996, I signed a series of grants supporting the effort, including \$19,000 to a local film

company to produce an original television drama on violence and nearly \$22,000 to an NGO for a 20-page national newspaper supplement and classroom guide on domestic violence, rape and empowerment of women. In addition, the embassy gave \$25,000 for posters, banners, pamphlets and stickers and almost \$7,000 for a series of regional self-defense workshops for women. A local NGO funded a sensitivity training program for police who handle domestic violence and sexual abuse complaints.

Mr. Mazel also explored ways to link other mission activities to the national campaign. The U.S. Information Service held an interactive Worldnet on domestic violence. Through the International Visitors Program, the embassy sent two women, including a parliament member, to the United States to visit safehouses and shelters for abused women.

The embassy’s Self-Help Program also supported the campaign. It pro-

vided \$15,000 for a safehouse in Windhoek, \$13,000 for another safehouse in Usakos and \$9,000 for a shelter for abused children in Rehoboth.

Close coordination helped bring order to the embassy’s effort. While it was truly a team effort, its success owed much to Mr. Mazel’s leadership. For his role, he received State’s first Democracy, Human Rights and Labor Award for Human Rights.

In fiscal 1997, the embassy continued its support with grants of almost \$17,000 for the series of five, 30-second television spots on violence. Other grants included almost \$7,000 for a gender training workshop for legal practitioners, more than \$18,000 for a year-long series of full-page ads in four national dailies, about \$7,000 for a radio campaign in local languages and more than \$5,000 for a well-known local recording artist to produce a music video on domestic violence.

With this infusion of support and growing media coverage, violence

*Continued on page 18*

*Children in Namibia now have a better chance at living violence-free, thanks to a national media blitz U.S. embassy staff supported.*



# A Very Old Tradition

By Lois A. Gochnauer

**F**emale genital mutilation, cutting or circumcision is far more widespread than many people realize. Experts estimate 115 million to 130 million females worldwide have been subjected to the practice, which continues to be carried out on some 2 million girls each year.

Yet the practice has harmful and devastating consequences—excessive bleeding, infections, organ damage, broken bones, childbirth obstruction, sexual dysfunction, depression, other psychological damage and sometimes death.

The origins of the practice are unknown. It crosses religious as well as ethnic and cultural lines. Although sexual mutilation is most prevalent in Africa, it also occurs in several Middle Eastern countries, including Egypt. Some immigrants practice sexual mutilation in Europe, Canada and the United States—although Title 18 of the U.S. Code generally outlaws the practice on anyone underage in the United States.

The practice can be based on long-held beliefs or superstitions or the belief that it suppresses and controls women's sexual behavior. Some girls are said to desire it to conform to society. Many women, however, increasingly view sexual mutilation as a way to control and subjugate women.

Several international organizations, including the World Health Organization, are strongly opposed to the practice and are working to eradicate it. The United Nations' Fourth World Conference on Women, held in Beijing in 1995, recognized the dangers of female genital mutilation and called for governments and other organizations to help eliminate it.

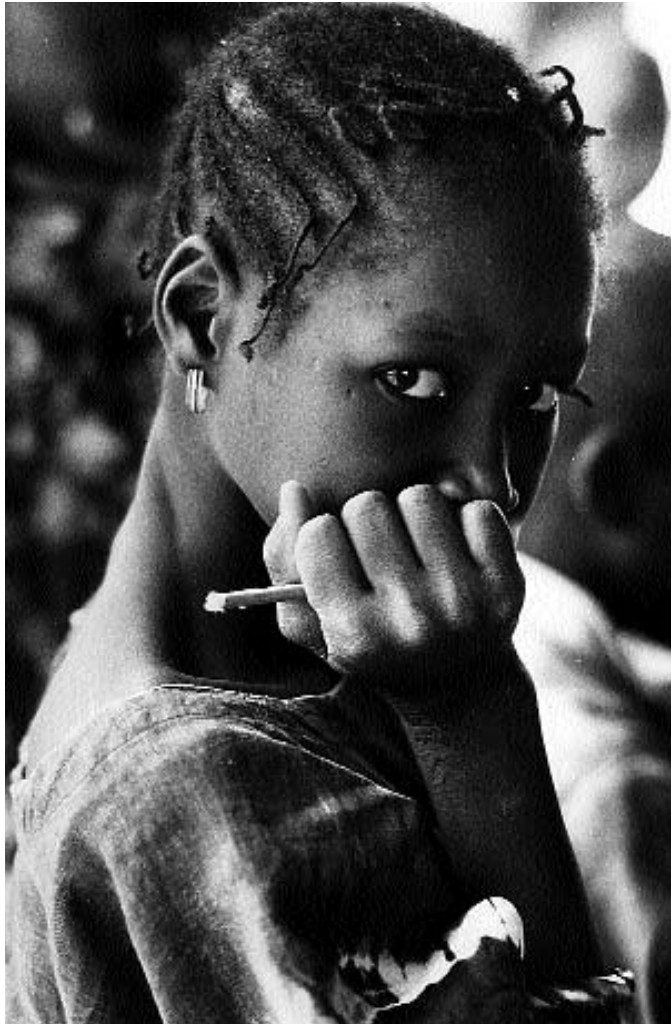
The United States recognizes genital mutilation as a human rights and health issue and is leading the effort to bring the practice to a halt worldwide.

Secretary of State Madeleine Albright and Hillary Rodham Clinton have both spoken out against the practice.

Theresa Loar, State's senior coordinator for international women's issues, established an interagency working group to coordinate U.S. government efforts. The group includes representatives from Health and Human Services, Treasury, the U.S. Information Agency, the U.S. Immigration and Naturalization Service, the U.S. Agency for International Development and several bureaus within State. The group works closely with African and U.S. non-governmental organizations.

In addition, State continues to monitor sexual mutilation and has requested all embassies to report on the practice

*Continued on next page*



*A young girl in a U.S. grade school classroom timidly raises her hand and asks to be excused to go to the restroom. She returns 20 minutes later. Why was she gone so long, the teacher asks? She, of course, is too embarrassed to say. The teacher wouldn't understand anyway. The truth is she was subjected to female genital mutilation in her native country. Because of that operation, it now takes her 15 to 20 minutes to urinate.*



*State's programs are designed to protect women, including this Malian, against violence.*

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## **Old Tradition,** *Continued from page 17*

within the context of the local human rights situation. Country Reports on Human Rights Practices include specific information on this practice in countries where it exists.

On the basis of 1996 legislation, the U.S. government will soon provide information on the risks and potential legal consequences of the practice in the United States to all visa recipients.

In addition, the U.S. government funds a growing number of grassroots projects proposed by local groups in Africa to focus on the issue. USAID provides funding and technical support for local projects aimed at education and eradication. Health and Human Services works with ethnic groups and non-governmental organizations to design programs to educate immigrant communities in the United States about dangers of the practice. HHS is also preparing materials for health professionals on the practice. Treasury is working with international financial institutions to create awareness about the dangers of female sexual mutilation in countries they work with where this practice is prevalent.

The practice of female genital mutilation is so deeply ingrained in many countries' cultures and traditions that it will not disappear overnight. But thanks to worldwide efforts, including State's, females around the globe may some day have the chance to reach their true potential without its harmful, debilitating effects. ■

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*The author is a senior adviser on violence against women for the Office of the Senior Coordinator for International Women's Issues.*

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## **Harnessing the media,** *Continued from page 16*

against women and children quickly became a front-burner social issue in Namibia. Several heinous crimes galvanized the nation and brought thousands of Namibians, men and women alike, into the streets to protest violence. Delegations of children met with the president to demand an end to violence. Women wore black and held weekly public vigils. Hundreds of community residents attended court appearances for accused rapists. Men organized support groups. People marched in a half-dozen towns around the nation, and local officials spoke out forcefully against the violence. The campaign truly became a national passion.

On Aug. 19, 1997, the 30-second television spots aired for the first time on national television. Their graphic images became a nightly fixture, increasing calls to domestic counseling services dramatically. Police reported a large increase in domestic violence and sexual abuse complaints as people felt empowered to come forward. Namibia's leaders began to speak out. Members of parliament, including the minister of justice and the attorney general, called for stiff new penalties. The president expressed disgust at the spate of violence against women and children. The prime minister spoke out. The campaign had reached into every echelon of Namibian society.

In August 1997, new legislation was introduced in parliament. Namibian courts began to hand down stiffer penalties. Extensive media coverage has kept the pressure on.

By September 1997, the multi-media campaign had grown into a loose-knit coalition of more than 30 women's groups and NGOs. Private industry and other donor countries were joining the campaign.

The campaign continues with TV spots, monthly full-page advertorials, radio messages in local languages, a music video and almost daily coverage of violence issues by the local press. Women are feeling more empowered. People are speaking out loudly for an end to the violence.

And as for the black-tie affair, the TV spots won four national advertising awards, more than any other promotional campaign in Namibia. Then they captured the top three places in the largest Southern African advertising competition.

More important, the campaign has made a difference in people's lives and in how a nation treats over one-half its population. If one Namibian woman feels empowered to come forward and break a cycle of violence, if one rapist is prevented from ever attacking again, if one teenager can muster the strength to say "no" to an abuser, then this campaign has been far more important than a shelf full of trophies. It is one human rights campaign that has made a difference. ■

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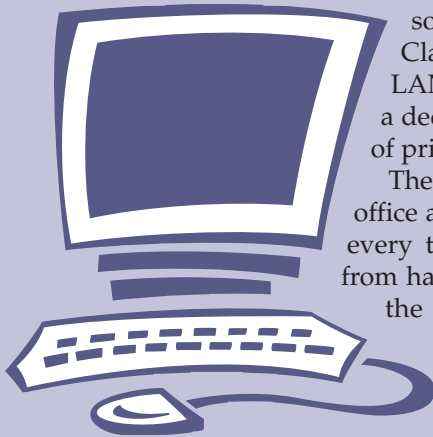
*The author is the ambassador to Namibia.*



# Cairo Goes Paperless

By Carl Greer

A new Common C-LAN Access Room next to the Information Program Center at the embassy in Cairo is allowing the staff to achieve a breakthrough in the way they disseminate telegraphic cable traffic throughout the post.



The operation consists of five personal computers connected to the Classified Local Area Network, or C-LAN, by fiber-optic cable. Each PC has a dedicated high-speed printer capable of printing double-sided copies.

The Information Programming Center office assigned one personal computer to every three offices. To prevent any user from having to wait to access a computer, the staff matched one user who receives a large amount of cable traffic with two light users.

The system has worked extremely well, even on Sunday, the post's heaviest day of the week. Rarely has an officer had to wait to access the computer.

The benefit to post as well as the user is immediate and long term. Users used to receive a paper copy of every piece of correspondence that listed the office or agency as an addressee. Now they can check their inbox and delete cables they don't need, saving paper as well as time spent in front of a shredder.

Before the installation, 15 offices and agencies at the Cairo embassy had no connection to C-LAN. The only way to retrieve a cable was to request a member of the Information Program Center to connect to the C-LAN or TERP, retrieve it, print it out and place a copy in the addressee's Message Distribution Locker for pickup later.

Now users can retrieve cables immediately. In addition, the Information Program Center has eliminated one of the two copy machines used to reproduce cables. Only cables such as MED CHANNEL and EXDIS are now printed out.

Having everyone connected to the C-LAN has other benefits, too. People can now use the C-LAN e-mail system and draft classified cables that can then be transmitted electronically. Some users who previously were shut off from the cable transmission system because their offices were not in a controlled area say being connected to the system makes them feel like they're a part of the embassy staff.

Cairo is not the first post to have its Information Program Center go paperless, but it's the largest. Its experience may serve as a model for other embassies to follow.

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*The author is the C-LAN manager at the embassy in Cairo.*

# FSN Classification System Introduced

By Jeffrey Balesha

The embassy staff in London recently developed a new method to evaluate Foreign Service National positions. The method, called "Computer Aided Job Evaluation," is designed to replace the present classification system for locally employed staff members—a system many call time-consuming, ineffective and hard to understand.

The new system offers several advantages. It can be tailored to the unique characteristics of U.S. missions worldwide and is more responsive to changing mission needs. In addition, it is more responsive to International Cooperation Assistance Support Services commitments, easily addresses position and organizational changes and can be made available to other posts easily and at a low cost.

The embassy began exploring private sector classification methods in the United Kingdom about three years ago before selecting a contractor. Three embassy staff members were selected as project team leaders: Foreign Service National Regional Personnel Specialist Robert Nicholson, FSN Personnel Assistant Jonathan Lloyd and Personnel Officer Mike Tulley. They received widespread support from a proactive post management team, which recognized the CAJE system as a better way to promote the Department's re-engineering efforts.

The team members traveled to Washington in January to demonstrate the CAJE system to Edward W. "Skip" Gnehn, director general of the Foreign Service and director of Personnel. Mr. Tulley, one of the presenters, called the system a post-developed initiative designed to meet the needs of the field.

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*The author is a Foreign Service National personnel specialist based in Rome.*



# Family Liaison Office

## What a difference 20 years makes!

By Gail W. Knowles

❖ *John's wife has been assigned to a small post as the general services officer, and he is hoping to find work there.*

❖ *The executive director of a regional bureau wants to know more about a new appointment authority giving retirement and other benefits to family members working for the Department in part-time, intermittent and temporary positions.*

❖ *The Browns are considering an assignment at a remote post without a good school and want to find out what boarding school options are available to their three children.*

❖ *A family evacuated from a post experiencing political upheaval has just arrived in Washington and wants to know how to file for their subsistence expense allowance to rent a temporary apartment.*

All these people have something in common: They are going to call, e-mail or visit one particular office—the Family Liaison Office, or FLO. Thousands of State employees and family members turn to the office annually to find answers to the important questions raised by a Foreign Service lifestyle—a lifestyle that, while interesting and rich in experience, can sometimes be complicated and difficult.

Twenty years ago this month, FLO opened its doors to become an advocate for Foreign Service families. Staff members, all Foreign Service family members themselves, serve on excepted appointments limited to five years.

They work hard to improve the quality of life for Foreign Service families through advocacy, programs and individual counseling and referral. The office focuses on three main program areas: education and youth, family member employment and support.

Overseas communities benefit from FLO's worldwide Community Liaison Office program, with coordinators at 154 posts. Those who entered the Foreign Service since 1978 have come to expect these services. Before FLO, Foreign Service families with quality-of-life concerns had only colleagues and other families to turn to for information and support.

But American society was changing, and State recognized that the “two for one” philosophy couldn’t be officially sanctioned. The historic 1972 Directive on Wives declared that a spouse’s volunteer contributions (or non-contributions) to the Foreign Service community could no longer be mentioned in the employee’s efficiency report. Hailed as liberating by many, viewed as a loss of status by others, all agreed the change left a hole in the support system for families moving around the world every two to three years. By the mid-1970s, it was clear that the Department badly needed an office to help families find schools for dependent children and employment for spouses and to manage crises while overseas. The Association of Foreign Service Women led the effort.

On March 1, 1978, then-Secretary of State Cyrus Vance presided at ceremonies opening the Family Liaison Office. In 1980, the Foreign Service Act affirmed its establishment. At the ceremonial opening, Secretary Vance noted, “... the Foreign Service is not just a career or a job — it is a way of life. It is a way of life that depends not only upon the work and dedication of its employees, but also upon the good will and sense of community of its family members.” For two decades, that philosophy has guided the Family Liaison Office’s work.

*Left: Embassy spouses in Ottawa, Ontario, enjoy a skating party on the Rideau Canal following their monthly coffee—one of the many events scheduled by CLO coordinators. From left are Mari O’Connor, Donna Salyards, Luci Jimenez, Robin Dudley, Sandy Gates and Debbi Barth.*

*Below: Members of the Marine detachment in Conakry paint children’s faces during a community bazaar coordinated by CLO Coordinator Hala Laas.*



## FLO’s 20 Years of Accomplishments

- ◆ Bilateral work agreements allowing family members to work on the local economy at post increased from 0 to 127.
- ◆ Personal Benefits Statements are now mailed annually to all direct-hire Department employees to increase awareness of compensation and benefits.
- ◆ The Foreign Service Youth Foundation was created to support parents and their teenage children.
- ◆ The Leave Without Pay policy at Fairfax County schools in Virginia was amended to permit Foreign Service spouses to return to their teaching jobs on return from overseas assignments.
- ◆ The Support Services Program Officer position was created to improve support during evacuations and to help divorcing couples.
- ◆ Education allowance regulations were changed to permit a child at boarding school to travel to another location besides post during school closings.
- ◆ Travel benefits for children of separated families were enhanced to include a family visitation trip for children ages 18 to 21 who are not enrolled in college full-time.
- ◆ Family Liaison Office created an Internet home page.
- ◆ The Direct Communication Project was created, offering 32 publications on topics of interest to Foreign Service families.
- ◆ Family member appointment authority was approved to confer enhanced benefits, including retirement to family members working for State overseas.
- ◆ The number of Community Liaison Office posts increased from 15 to 154.
- ◆ Professional training programs were introduced for FLO and CLO staff members.



*CLO coordinators regularly organize activities for embassy employees, family members and the international community. Here, children in Conakry play games during a recent bazaar.*

The office started with three staff members in office space carved out of a corner of the lobby at Main State's C Street entrance. Today, FLO's 11 staff members serve an estimated 35,000 employees and family members from all U.S. government agencies at U.S. missions overseas.

In the late 1970s, while people in Washington discussed quality-of-life and service-related issues, volunteers in other countries began talking with post managers about opening offices to disseminate information to the embassy communities. Several of these overseas programs began materializing just as FLO was opening its doors, and the two came together naturally. Under FLO's auspices, 15 posts piloted Community Liaison Offices, staffed by coordinators selected at post and paid with post funds.

Kay Branaman Eakin, who opened the CLO in Mogadishu in 1980, faced many challenges, including the lack of food in the local markets. She helped organize a commissary, often stocking it with frozen food delivered on flights from the naval base at Diego Garcia. She also established the post's orientation program and arranged what few sightseeing trips were possible in Somalia. A ship visit was a big deal, she said, and one of her most memorable experiences was warning the crew via in-house TV before they came ashore about the local prostitutes.

The CLO program grew and flourished, and now most Foreign Service families find it difficult to imagine life

without CLO coordinators to provide a post orientation program and ongoing support. As Foreign Service life has become more complex, so have the coordinators' responsibilities. Training has become imperative. New CLO coordinators who attend the Washington Professional Skills Development Course meet with officials from other Washington resources, participate in a crisis management exercise and listen to FLO staff members describe their programs. At regional conferences, CLO coordinators focus on common concerns.

When FLO was founded, most Foreign Service employees were either married with a wife and children or single. Now overseas communities include single parents, tandem couples, male spouses, dependent parents and "de facto" couples. Two-income families are the norm, the divorce rate has increased, evacuations due to political tension have increased, education options have expanded and clients' needs have become more diverse. FLO, with the continuing support of AAFSW and other offices and organizations, continues working to meet their changing needs. Yet as the office looks ahead to the next 20 years, there is still plenty of work to be done. ■

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*The author is deputy director of the Family Liaison Office.*



# Job Sharing:

# Two for the Price of One

By Donna Miles

**S**ue Biniaz and Bob Harris know a lot about sharing. After six years of marriage, they share the same Washington residence and parenting responsibilities for two young boys. And for the past year and a half, they've shared the same State Department job.

Walk into the office of the assistant legal adviser for Oceans, International Environmental and Scientific Affairs on a Monday or Wednesday and you'll find Ms. Biniaz meeting with clients or discussing legal issues on the telephone. On a Tuesday or Thursday you'll find Mr. Harris, also an attorney, working alongside a stack of legal documents. On Fridays, depending on the time of day, you'll find Ms. Biniaz or Mr. Harris, or both.

The arrangement, one shared by several of the Department's Civil Service employees and being explored as an option for Foreign Service workers as well, is called job sharing. It's among the Clinton Administration's "family friendly" initiatives designed to make the federal workplace more flexible for employees.

Before they started job sharing, Mr. Harris said he and his wife struggled with an emotional tug-of-war as they tried to balance their professional and family demands. "We both wanted to spend a greater part of the day with the kids," he said. "But the traditional answer to the situation, where the husband continues working full time and the wife either quits her job or starts working part time, didn't strike us as fair, either."

"Neither one of us wanted to be the one to work full-time, or to be at home full time," agreed Ms. Biniaz. "So job-sharing seemed like the perfect option for us. It sounded like the best of both worlds—and it is."

Now that they share the job Ms. Biniaz held full time for five years, both she and Mr. Harris divided their workload in half, with each in the office 20 hours a week. Both receive one-half of their Senior Executive Service salaries and one-half their annual and sick leave allocations. And both now receive less than the standard government contribution to their health insurance. "The way we looked at it, you have to take the bitter with the sweet," Mr. Harris said.

And sweet it is. "It's made a big difference for us," said Mr. Harris. "We're both much happier with the situation at home. We're participating more in our children's lives."

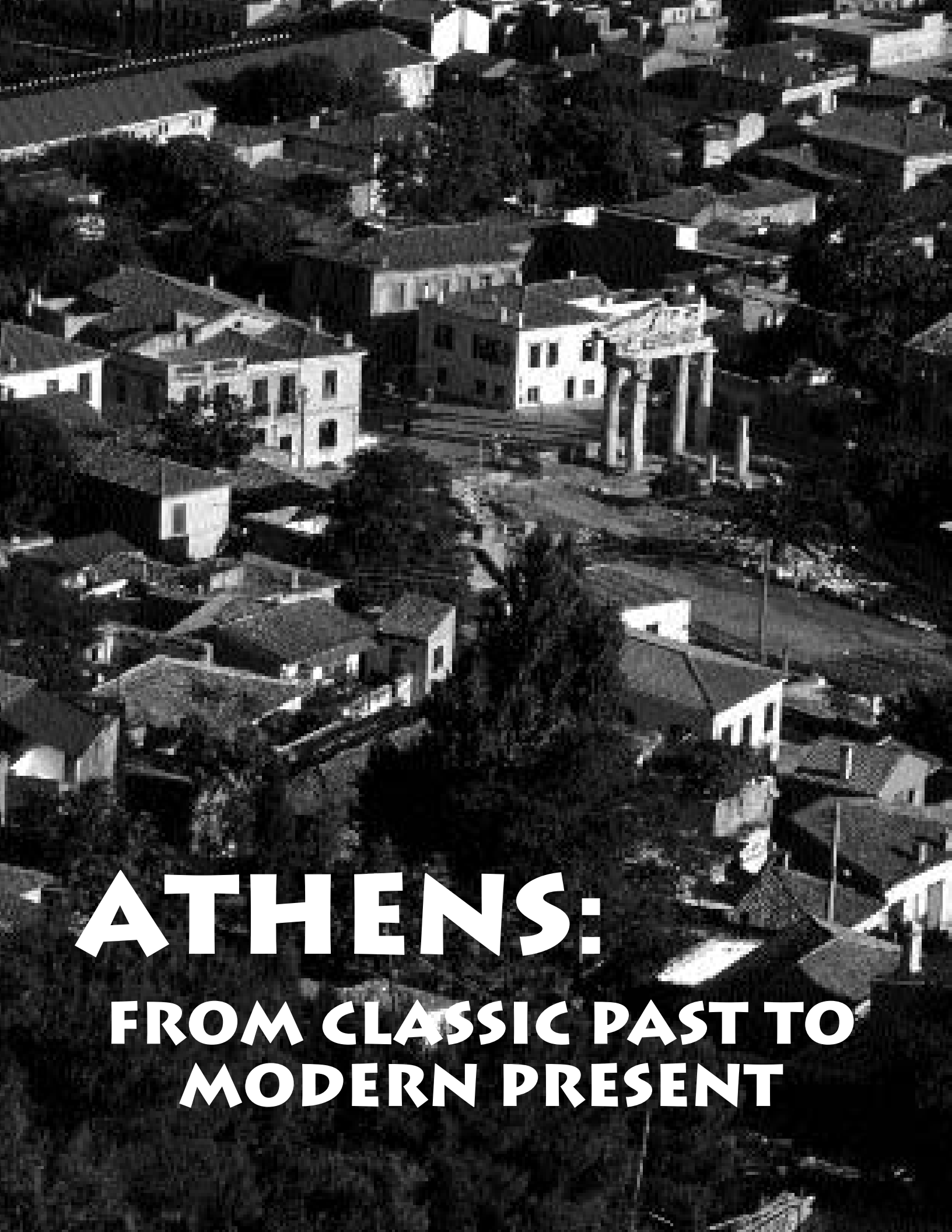
"It's given us a lot of personal flexibility," agreed Ms. Biniaz. "But then, we've tried to be flexible, too. We communicate a lot about our work on our own time and take a lot of phone calls when we're at home. One reason our job-sharing arrangement works is because the people we work with are accommodating, and we do our part to be accommodating, too."



Jim Thessin, a State deputy legal adviser who supervises Ms. Biniaz and Mr. Harris, said he sees job sharing as a win-win situation. "The positives are very strong," he said. "Job sharing makes people better able to balance their professional and personal lives in a way that they can give their all to both." He said accepting a job-sharing arrangement in his office required few adjustments on his part, especially because Ms. Biniaz was already in the job when she approached him with the idea. "At first, the biggest difference for me was calling their direct line and not knowing for sure who would pick it up!" he chuckled.

Mr. Harris' and Ms. Biniaz' clients appear satisfied with their job-sharing arrangement as well. "It gives us the chance to interact on an issue with two extremely bright people," said one client, Rafe Pomerance, deputy assistant secretary for environment and development. "In a sense, you get two people, with two career backgrounds, for the price of one." ■

Interested in job sharing? For details about the program, contact the Bureau of Personnel's Office of Employee Relations at (703) 576-1735.



# **ATHENS:**

**FROM CLASSIC PAST TO  
MODERN PRESENT**



## THE EMBASSY STAFF IN ATHENS IS WORKING TO BRING MODERN DIPLOMACY TO AN ANCIENT CITY, BUILDING ON A BASE OF SHARED HISTORY, COMMON VALUES AND MUTUAL INTERESTS.

**T**he name Athens evokes images of marble temples and statues honoring the gods, philosophers, dramatists and statesmen of the Golden Age: Pericles, Themistocles, Aeschylus, Sophocles, Plato and Aristotle.

But it is indeed a conjurer's trick that has transposed this very 20th-century city, currently Europe's fastest-growing cellular phone market, with the monuments to those who laid western civilization's foundations more than two millennia ago.

Their words and ideas echo through history, and the Parthenon stands as a silent sentinel to democracy's beginning. Athens, however, bears a larger history than its ruined temples, theaters and classical treasures. The centuries of changing empires and peoples have made a new city.

This century has seen the greatest changes of all as the tides of urbanization and modernization have washed over the city to squeeze in its 4 million-plus citizens. Little of the distant past rises above the office blocks and apartment buildings.

As the originator of the ancient Olympics and the first host of the modern games in 1896, Athens has devoted this decade to recapturing its glory. After losing the centennial games to Atlanta—a fact that still roils many Athenians—the city and its people convinced the International Olympic Committee that they were ready for the challenges and the honor of the 2004 summer games.

Now comes the Herculean task of transforming the city into an efficient site for the games and, hopefully, making Athens a hub of regional business and development. A massive new airport at Spata, east of town, as well as a new subway are well on track for completion ahead of the

## Post of the Month: Athens



games, but much remains to be planned and executed in the remaining six years. New sports facilities, an Olympic village and upgraded hotel and tourist infrastructure will all be needed for the olympiad and into the 21st century. American business—with the U.S. embassy's help—hopes to participate.

As Athens works to meet these challenges, the U.S. mission in Athens and its consulate in the northern city of Thessaloniki are working to upgrade and redefine the relationship with a new Greece. Rather than focusing on past disagreements, the embassy is focusing U.S.-Greek relations on the future—affecting the way the mission handles both bilateral concerns and increasingly important regional issues that extend from Southeastern Europe to the Aegean and Mediterranean area and the Black Sea region.

Much of the mission's energy is focused on ensuring stability between Greece and Turkey, as well as supporting the U.S. government's drive for a Cyprus settlement in 1998. The mission is working to expand military-to-military links and to improve cooperation between the U.S. and Greek defense industries.

The mission seeks to make bilateral economic and commercial links the core of a new, more modern and mature U.S.-Greek relationship. While bilateral trade remains in surplus, the U.S. volume with Greece is the lowest of any

*The U.S. embassy in Athens.*







*Mission Sailing Club members weather the cold on Pireaus docks before an early winter morning sail. From left are Lakis Kiriakidis, Luis Falcon, Dave Bouchard, Teresa Teno, Rick Moore, Steve Cain, Eric Olerud, Bill Cauley, Stephan Roth, Jim Covell, John Gerakis, Shawn Thorne and Jay Gray.*

*Athens Harbor offers recreation as well as beauty.*



Photo by Sandi Root

at least to those who see it from above street level, and apparently to various protesters as well. The mission also spends more than \$10 million a year—more money than any other post in the world—on security programs, including extensive residential patrols.

The consular section has one of the busiest American services caseloads in Europe, serving a client base of a quarter-million tourists and about 100,000 American citizen-residents in Greece, many receiving Social Security benefits. A typical week includes handling death cases, visiting prisoners and hospitalized Americans and sorting out military service obligations, as well as producing passports, birth reports and notarial services.

This full range of services is part of a far-reaching effort the embassy staff works toward every day—to bring modern diplomacy to an ancient capital and to build on a base of shared history, common values and mutual interests. ■

*Left: A changing of the guard ceremony in Athens.*

*Below: Economic Counselor Don Booth, left, and Economic Officer Alec Mally, right, join Greek Ministry of Communications and U.S. film industry representatives at a recent raid at the Mount Egaleo antenna farm to shut down TV stations pirating U.S. films.*

Economic Union member except Luxembourg. U.S. investment has stagnated in recent years, and the mission is working increasingly with investors attracted to Greece by the country's new-found economic stability and improved investment fundamentals. The goal is to double U.S.-Greek trade within the next five years.

Greece has been promoting itself to U.S. firms as a base or partner for projection into Southeastern Europe and the Black Sea region, making the mission's economic and commercial work as much regional as bilateral. U.S. Commerce Secretary Richard Daley's January visit helped bolster commercial ties by setting up an Economic and Commercial Cooperation Commission and launching the U.S.-Greece Initiative for Technology Cooperation in the Balkans.

Terrorism has taken its toll on the U.S. mission. Since 1974, five U.S. government employees have been murdered in Athens. The struggle against terrorism remains among the mission's very top priorities. The embassy itself reflects the price of terrorism. No longer the airy symbol of an open America, the 1960s chancery in central Athens is now a small fortress. It retains its attractiveness,



# USIS Greece

Photo by Deborah Mannotti

By Thomas Dowling Jr.

**L**t may not be Superman, but with Turkish-Greek and Cyprus issues constantly roiling the Aegean waters, the U.S. Information Service in Greece fights a never-ending battle for truth (about U.S. policies), justice (from press misrepresentations) and the American way (U.S. geo-political interests).

Although Greeks have made full use of emigration and education opportunities to partake of the American dream, USIS still has its work cut out for it, dispelling misunderstandings and lingering clouds of suspicion that obscure U.S.-Greek relations.

USIS works proactively with what can be diplomatically called a recalcitrant press to keep anti-Americanism at bay. In recent years, the post coordinated with all mission elements to present U.S. government perspectives on the full range of bilateral and regional issues to policymakers as well as the public through the media.

USIS Greece also conducts a variety of programs tailored to the mission's policy priorities. To meet the ambassador's expressed goal to double U.S.-Greek trade by 2002, USIS is actively engaged in advertising the Commercial section's many trade promotion programs. Conversely, working with the Economic section, USIS has sponsored numerous events to turn the media spotlight on intellectual property rights issues and losses that result from the piracy of U.S. films by Greek television stations.

Close relations with universities, non-government organizations and think tanks have produced speakers programs and seminars for specially targeted audiences in such fields as global trade, terrorism, media ethics and the environment. And each year, a two-week annual seminar on global issues attracts more than 100 government, academic and media representatives who analyze a broad-ranging topic such as this year's "Migration of Peoples, Capital and Cultures."

Personnel cuts have required USIS Greece to find innovative ways to operate it. It integrated its English language collection with the Hellenic-American Union's circulating library and expanded the reference work done at the Information Resource Center through upgraded computer systems and increased Internet access.

USIS offices now boast full access to the Internet at all stations, providing instantaneous information, not only for the office, but for the entire embassy. Although resources at the International Visitors program have declined, voluntary visitor requests are up, and the Bureau of Educational and Cultural Affairs has responded with open arms. Similarly, the post has been able to raise significant capital donations, both directly and through specially sponsored cultural programming, to keep Europe's oldest Fulbright program more vibrant in its 50th year than in its youth. ■

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*The author is a USIS information officer in Greece.*

# The Voice of Diplomacy



Foreign Service Officer Nick Greanias takes to the stage, playing Don Quixote in *Man of La Mancha*. Right, Mr. Greanias at the Toronto Operetta Theatre.

*“Music is an artistic outlet that’s very personally rewarding to me. There’s no greater satisfaction than bringing people together and sharing something I love with them.”*

Nick Greanias, a Foreign Service officer, temporarily traded his regular State job on the Ukraine desk for the stage at two recent State of the Arts Concert Series performances at Main State.

Mr. Greanias, a bass-baritone who studied voice in Romania with the great baritone Dan Iordachescu, said he discovered his love of performing when he was an Army lawyer stationed at Fort Benjamin Harrison, Ind. There he auditioned for, and won, a part with the Indiana Repertoire Theater playing in the opera *The Mikado*. It was the start of a performing career that he said has included “70 or 80 musicals and operas.”

After leaving Indiana, Mr. Greanias started his own theater, the Semi-Classical Players, in suburban Chicago, “to bring classical theater to the suburbs.”



## STATE OF THE ARTS



While living in Chicago, Mr. Greanias met his wife, Mary, a mezzo-soprano, with whom he performed at State during a recent holiday concert. Joining them for the program in the East Auditorium were guest artists Stacey Sprenkle, a soprano, and accompanist John Marlowe.

The following month, Mr. Greanias again returned to the stage at Main State, this time performing in the Dean Acheson Auditorium with Romanian composer and pianist Dan Mizrahy. The concert, Mr. Greanias' fifth at State, featured selections from George Gershwin, including *I Got Rhythm*, *Preludes for Piano* and selections from the Broadway musical *Crazy for You*. The performance drew a standing ovation from the audience.

Since joining the Foreign Service in 1990, Mr. Greanias said he's found music to be a way to bring balance to the demands of his career as a political officer. "We all have a

lot of time constraints because of the nature our jobs," he said, "but I believe that time devoted to music, whether it's as part of the audience or as a performer, really enriches our lives."

Mr. Greanias said he's also found music to be an important part of his professional life. "It's not only an international language, but a diplomatic one, too," he said. While he was posted in Toronto and Bucharest, Mr. Greanias said he often performed with local musicians, using music to form solid, lasting relationships. In Bucharest, he traveled to performances in Bulgaria and Greece.

"Music is an artistic outlet that's very personally rewarding to me," he said. "There's no

greater satisfaction than bringing people together and sharing something I love with them." ■

*John Bentel, a computer specialist in the Executive Secretariat, contributed to this article.*

### *What's the State of the Arts at your office or post?*

*State Magazine* is looking for artists within the Department: musicians, singers, creative writers, photographers, actors, painters and the whole range of other gifted individuals we collectively refer to as artists. We'd like to showcase their talents in a monthly feature story. If you or someone you know fit this bill, contact us by regular mail or e-mail. Both addresses are on the inside front cover.

## *Upcoming State of the Arts Concerts*

- **March 25:** Ann Sears, classical pianist from the American Liszt Society
- **April 15:** Bob Snyder and Rosanne Conway, classical four-hand piano
- **April 29:** Moyzes Quartet with Czechoslovakian pianist Marian Lapsansky
- **May 27:** Second Story, retro and progressive world-beat blues group, with Megan Lane and Geoff de Mers
- **June 10:** Justin Ma, child prodigy, student of pianist Rubin Pelaze

*Concerts are scheduled for 12:30 p.m. at Main State.*

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## ASK DR. DUMONT

BY CEDRIC DUMONT, M.D.

**Q.** My family and I are back in the States, living on our small farm in the country, where we depend upon well water for all our household water and bottled water for drinking. Should I give my infant and my toddler fluoride supplements? *D.C.*

**A.** Yes. Your well water is probably not fluoridated, and for you to be certain, it should be tested. Since you are using bottled water for drinking, there is real concern that your children are not currently receiving the dental protection they need, because only about 10 percent of International Bottled Water Association members offer fluoridated water. Since use of bottled water is on the upswing, with 2.9 billion gallons sold in the United States in 1996, there's cause for concern about fluoride ingestion by infants and children.

Ideally, bottled water companies should add fluoride to their water to provide fluoride levels of one to three parts per million, meeting Environmental Protection Agency standards and the current levels added to municipal drinking water.

Parents, wherever the family lives, should ensure that their children are exposed to recommended levels of fluoride supplementation on a daily basis. Here is some information to help them protect their families.

- Fluoride supplementation should not begin until an infant is six months old.
- Completely breast-fed infants need a fluoride supplement after six months of age. If they receive supplemental formula, they need a fluoride supplement based on the same recommendations as for formula-fed infants.
- Infants receiving ready-to-feed formula, or those fed concentrate or powder formula made with water without fluoride, need a fluoride supplement after six months of age. If the concentrate or powder formula is made from water with fluoride, generally the child should not need a fluoride supplement.



*This column appears monthly in State Magazine. Whether you are serving overseas or at home, you are encouraged to get your questions answered in these pages. Write to the editor or to Dr. Dumont directly. In either case, your post will not be identified.*

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- If bottled water is used for mixing infant formula, check the bottle label for fluoride content. Unfortunately, some overseas labels do not include fluoride content. A safe recommendation for parents is to mix infant formula with distilled water since it does not contain fluoride, and give a fluoride supplement.
- Once children start using toothpaste, only a small quantity equal to the size of a pea, should be used. Ingestion of fluoride-containing toothpaste, coupled with other sources of fluoride such as drinking water, reconstituted food and drinks and fluoride supplements, could cause dental fluorosis, a condition that occurs when someone receives too much fluoride.
- Carbon or charcoal water filter devices do not remove fluoride. Boiling water has a negligible effect on removing fluoride. Distillation and reverse-osmosis water treatment systems, however, do remove fluoride.
- Parents should assess all potential sources of a child's fluoride intake. Even though a family's water supply at home may not contain fluoride, the child may be drinking fluoridated water at day care or school.

All of these facts need to be considered before recommending a fluoride supplement. Health unit physicians, nurse practitioners and health unit nurses can advise you when you are overseas. Your pediatrician or health care professional can advise you when you are in the States.

State's Office of Safety, Health and Environmental Management maintains the results of a fluoride-in-water survey conducted at most overseas posts in 1982 and 1983. More than 90 percent of surveyed posts had fluoride-deficient water. Unless water sources at posts have changed or the local municipality began to fluoridate the water, the fluoride recommendations based on that data are still valid. Any fluoride increases based on a progressing diet will be inconsequential.

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

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

*Carroll E. Cobb*, 79, of Falls Church, Va., died Dec. 13 in Kansas City, Mo. During his Foreign Service career, Mr. Cobb served in Costa Rica, Cuba, Paraguay, Koblenz, Venezuela, Bonn, The Hague and Washington. He retired in 1976.

*Robert L. Gingles*, 62, a Senior Foreign Service officer who retired in 1984, died Sept. 4 in Buenos Aires. He entered the Foreign Service in 1966 and served in Yaounde, Sofia, Islamabad, Paris, Buenos Aires, Rome, Tehran and Mexico City. He held various administrative positions in Washington, including deputy director of the Office of Foreign Buildings.



*Alan V. Gowing*, 52, deputy assistant Inspector General for Security and Intelligence Oversight, died Dec. 11 while leading a security oversight inspection of the U.S. embassy in Baku, Azerbaijan. Mr. Gowing had 35 years of government service, including 22 years with State. He was instrumental in identifying security and

intelligence vulnerabilities at U.S. embassies worldwide, through an oversight review process that he largely designed and implemented.

He served as special agent and Foreign Service officer in the Bureau of Diplomatic Security, and served in London, Conakry and Monrovia. As deputy director of the Diplomatic Security Training Center, he was responsible for establishing the training center and designing the Department's first counter-terrorism training program. He left the Foreign Service in 1989 to join the Office of the Inspector General, where he played a major role in establishing the Office of Security Oversight.



*Michael Smolik*, 77, a retired Foreign Service administrative officer, died Jan. 16 in Washington, D.C. Mr. Smolik joined the Foreign Service in 1946 and became an administrative specialist in Tabriz, Iran. He later served in Dar es Salaam and Port Elizabeth, followed by a tour in the Near East Bureau before becoming executive officer in Cape Town. Following a posting in Barcelona, he served in Lusaka and Saigon, then became coordinator of administrative training at the Foreign Service Institute. He retired in 1975.

*Dr. Joseph A. Todd*, 81, died Dec. 20 in Fairhope, Ala. Dr. Todd joined State in 1946. During 13 years with the Department, he served in the Bureaus of Economic Affairs and International Commerce, with overseas assignments in London, Monrovia and Tokyo. He left the Department in 1968.



*John H. "Jack" Toler*, 76, a retired Foreign Service officer, died Dec. 15 in Warrenton, Va. Mr. Toler joined State in 1969, where he was involved in designing and developing information processing systems. He retired in 1976 but continued part-time service as a Foreign Service Reserve Officer.

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**Correction:** The January 1998 obituaries contained an inaccuracy. Ely Maurer, a State Department expert in the repatriation of art, archeological treasures, gold and financial property looted in World War II, died June 25 in Washington, D.C. Stephen B. Maurer, his son, submitted the obituary to State Magazine. We regret the error.

*State Magazine* welcomes contributions to the obituary column in the format displayed. Every effort will be made to return photos. Magazine policy is to publish obituaries of State Department employees or retirees and immediate family members of current Department workers at the request of the family.

## FOREIGN SERVICE PERSONNEL

### Appointments (February)

**Greenwood, Maryscott**, Ottawa  
**Hart, Katharine M. C.**, Beijing  
**Morris, John D.**, Foreign Service Institute  
**Price, William F.**, Montreal (ICAO Mission)

### Retirements (February)

**Davis, Phyllis J.**, Hanoi  
**Menold Jr., William F.**, Political-Military Affairs  
**Mullen, Kathleen J.**, Rome  
**Pace, Jo Ann S.**, Near Eastern Affairs  
**Rhian, Barbara F.**, Diplomatic Security  
**Schrage, Barbara Jane**, East Asian and Pacific Affairs  
**Service, Robert E.**, Intransit-Paraguay  
**Sullivan, Roy F.**, Administration, Information Management  
**Zimmerman, John C.**, Moscow

### Resignations (February)

**Anklewich, Jeanie Marie**, Leave Without Pay Status  
**Babbitt, Harriet C.**, Inter-American Affairs  
**Bjornnes, Christopher**, Beijing  
**Bock, Patricia A.**, Paris  
**Buckley, Christina M.**, Dhahran  
**Cavanaugh, Deborah W.**, Nairobi  
**Chippeaux, Sis Mabel**, Frankfurt  
**Di Capua, Marco S.**, Beijing  
**Dugan, Katherine Marcaida**, Lagos  
**Dunn, Yi-Wang**, Guangzhou  
**Farber, Marilyn D.**, Ulaanbaatar  
**Flynn, Raymond L.**, Vatican  
**Fotheringham, Michael J.**, Tel Aviv  
**Fox, Wanda P.**, Tirana  
**Ghoneim, Dina G.**, Cairo  
**Gibson, Linette Ann**, Leave Without Pay Status  
**Hicks Sr., John F.**, Asmara  
**Kadziauskas, Kenneth J.**, Tashkent  
**King, Janice Marie**, Hong Kong  
**Lane, Laura Jeannine**, Economic and Business Affairs  
**Littlefield, Anastassia S.**, Leave Without Pay Status  
**Litzenberger, Marianne W.**, Almaty  
**Loos, James H.**, Montreal (ICAO Mission)  
**Lucas, Thomas Lawman**, Moscow  
**McBride, Luisa T.**, Bogota  
**Mueller, Maureen P.**, Nairobi  
**Otero, Joyce E.**, Ulaanbaatar  
**Patteson, Susan S.**, Hanoi  
**Paz, Diana Gail**, Tegucigalpa  
**Pelaez, Marlitt**, London  
**Peterson, Marvin R.**, Personnel  
**Poli, Gian Carlo**, Montevideo  
**Rawlins, Delvina**, San Salvador

### Transfers (February)

**Abbey, Mark G.**, Hong Kong to Nicosia  
**Adams, Sarah K.**, Personnel to Sarajevo  
**Allen, Burton O.**, Buenos Aires to Lima  
**Alsup, Carolyn Patricia**, Mexico City to Foreign Service Institute  
**Amelung, Kari L.**, Near Eastern Affairs to Cape Town  
**Anderson, Scott M.**, European Affairs to Moscow  
**Andrus, Donald Bruce**, New Delhi to Office of Foreign Buildings  
**Baden, Barbara J.**, Consular Affairs to Tunis  
**Bain, Wallace R.**, Pre-Assignment Training to Abidjan  
**Balek Jr., Arthur J.**, Beirut to Diplomatic Security  
**Banks, Larry**, Administration, Information Management to Personnel  
**Barrosse, Colombia A.**, Office of Asia and Africa Programs to Office of the Secretary  
**Bates, Pamela Marie**, European Affairs to Bonn  
**Beech, Floyd Richard**, Athens to Jakarta  
**Benesch, Anthony**, Near Eastern Affairs to International Org. Affairs  
**Blair Jr., Jack A.**, Frankfurt to Administration, Information Management  
**Blank, Ann C.**, European Affairs to Vienna (OSCE)  
**Boigenzahn, Betty Jean**, Tegucigalpa to Jerusalem  
**Boren, Jon**, FS Specialist Intake to Lagos  
**Bracken, Mary Susan**, Near Eastern Affairs to Islamabad  
**Bsaies, Omar A.**, Dhaka to Personnel  
**Bugay, Mark C.**, European Affairs to Sofia  
**Casey, Margaret E.**, Near Eastern Affairs to European Affairs  
**Cayabyab Jr., Felipe**, Beijing to Bangkok  
**Clare, Gwen C.**, Foreign Service Institute to Sao Paulo  
**Clemons, Lynn**, African Affairs to Pretoria  
**Comras, Victor D.**, Personnel to European Affairs  
**Daley, Matthew Patrick**, Personnel to Office of the Secretary  
**Daniels, Rita Kay**, Dhaka to Hanoi  
**Davis, Karen S.**, Dhaka to Kampala  
**Drain, Robert Wilder**, Lome to Beirut  
**Estes, Bonita**, FS Specialist Intake to Nairobi  
**Evans, Robert J.**, African Affairs to Luanda  
**Fleming, John F.**, Sanaa to Near Eastern Affairs  
**Fotheringham, Marialuisa N.**, Tel Aviv to Warsaw  
**Frankfather, Betty Ann**, Lagos to Port Moresby  
**Franks, Robert J.**, Tokyo to Diplomatic Security  
**Gill, Kristina A.**, Pre-Assignment FS Officer Training to European Affairs  
**Godard, Ronald D.**, Buenos Aires to Inter-American Affairs  
**Griffin, Christopher T.**, Dar es Salaam to Kampala  
**Hammel, Ruth I.**, Inter-American Affairs to Managua  
**Hampton, John R.**, Ottawa to European Affairs  
**Hanigan, Keith D.**, San Salvador to Guatemala  
**Harris, William Thomas**, Asuncion to USNATO Mission (Brussels)  
**Hart, Paula J.**, Tel Aviv to Near Eastern Affairs  
**Haskins, Dana A.**, Office of Foreign Buildings to Diplomatic Security  
**Hatch, Scott J.**, European Affairs to Moscow  
**Hawley-Young, Margaret**, Mumbai to Rangoon  
**Heath, Michael G.**, Bangkok to Foreign Service Institute  
**Herman III, James William**, Office of the Secretary to Milan  
**Hernandez, A. Daniel**, Mexico City to Rio de Janeiro  
**Hevia, Debra L.**, Office of the Secretary to Inter-American Affairs  
**Hickey, Mary E.**, Cairo to Caracas  
**Hill, Glenna Kathleen**, Belgrade to Sarajevo  
**Hitchcock, John B.**, International Org. Affairs to Office of Foreign Buildings  
**Hopper, David T.**, Consular Affairs to Foreign Service Institute  
**Hoza, Michael Stephen**, Asmara to Mbabane  
**Hubbard, Larry O.**, Frankfurt to Diplomatic Security  
**Ikegami, Russell M.**, Nairobi to Manila  
**Iqbal, Wajat**, The Hague to Personnel  
**Jensen, Peter Kincaid**, The Hague to Foreign Service Institute  
**Johnston, Marion**, Lagos to Cotonou  
**Jones, Franklin Denoval**, Personnel to Office of the Chief Financial Officer  
**Kaneda, Robert James**, International Org. Affairs to Paris  
**Kanga, Ardeshir F.**, FS Specialist Intake to Office of Foreign Buildings  
**Kaplan, Matthew B.**, Nassau to Managua  
**Kay, Lawrence J.**, Bogota to Ciudad Juarez  
**Kehoe, Melissa J.**, Political-Military Affairs to Mexico City  
**Kettler, Theda J.**, Yaounde to Munich  
**Kiang, Daniel**, East Asian and Pacific Affairs to Foreign Service Institute  
**Klanderaman, Eric John**, Islamabad to Moscow  
**Kragen, Robert Edward**, Diplomatic Security to Casablanca  
**Kropf, Eileen F. Lewison**, International Org. Affairs to European Affairs  
**Larson, Dale H.**, Paris to Bridgetown  
**Leary, Josef D.**, Diplomatic Security to Office of Foreign Buildings  
**Lester, Cheryl S.**, Paris to Mumbai  
**Limeri, Patricia R.**, Hanoi to Harare  
**Lippeatt, John David**, Warsaw to Bogota  
**London, Douglas H.**, African Affairs to Accra  
**Marchant, Monte R.**, Beirut to Bamako  
**McLaughlin Jr., Michael J.**, Administration to Office of the Chief Financial Officer  
**Mozur, Michael C.**, Moscow to Foreign Service Institute  
**Neitzke, Ronald J.**, Foreign Service Institute to Personnel  
**Nolan, Edwin R.**, Inter-American Affairs to Inter-American Affairs  
**Nyren, Peter B.**, Kiev to European Affairs  
**Pasini, Rebecca A.**, Pre-Assignment FS Officer Training to Kuwait  
**Pellegrino, Daniel J.**, FS Specialist Intake to Moscow  
**Pierce, David Catlin**, Cape Town to Personnel



## FOREIGN SERVICE PERSONNEL

### Transfers Continued

**Reynolds, Suzann E.**, USNATO Mission, Brussels to Riyadh  
**Rhea, Bryan D.**, La Paz to Ouagadougou  
**Roehrich, Daniel Edward**, Personnel to Lilongwe  
**Roy, Marie L.**, Frankfurt to Helsinki  
**Ruebensaal Jr., Clayton F.**, Inter-American Affairs to East Asian and Pacific Affairs  
**Salmon, Larry Dean**, Windhoek to Diplomatic Security  
**Schroeder, Antonette Marie**, Harare to Beirut  
**Schurman, Donald Paul**, Beijing to Diplomatic Security  
**Simon, Paul Moulton**, Political-Military Affairs to Foreign Service Institute

**Stein, Jacalyn M.**, Personnel to Cairo  
**Stiegler, James Kent**, Bern to Colombo  
**Stubblefield, Laviris R.**, Brazzaville to Yerevan  
**Swaney, William D.**, Pre-Assignment Training to Santo Domingo  
**Tangney, Mildred M.**, Cairo to Vienna  
**Tracy, Lynne Marie**, Peshawar to Bishkek  
**Usher, Susan**, FS Specialist Intake to Lusaka  
**Vargas Jr., Felix C.**, SACEURAFSOUTH to Personnel  
**Wickersham, John N.**, Montevideo to Toronto  
**Yoder, Michael L.**, Mexico City to Personnel  
**Young, David K.**, Paris to Libreville

### Resignations Continued

**Ray, Barbara Susan**, Vienna  
**Schroeder, Jeffrey J.**, Harare  
**Sislo, Karen**, Mexico City  
**Stala, Carol A.**, Frankfurt  
**Summerell, Thomas A.**, Berlin  
**Sundstrom, Audrey M.**, Kuala Lumpur  
**Thompson, Rosario Del Carm**, Lima  
**Tillery, Tami**, Leave Without Pay Status  
**Wayne, Anne K.**, St. Petersburg

## CIVIL SERVICE PERSONNEL

### Promotions (February)

#### CG-9

**Fiore, Jean A.**, International Org. Affairs  
**Garvin, Leslie D.**, International Org. Affairs

#### GS-4

**Moody, Nicole A.**, Consular Affairs  
**Webster, Tiny K.**, Consular Affairs

#### GS-5

**Alzona, Teresita A.**, Consular Affairs  
**Camacho, Maria D.**, Los Angeles Passport Agency  
**Vecellio, Karen D.**, Los Angeles Passport Agency  
**Williams, Lorene K.**, New Orleans Passport Agency

#### GS-6

**Lara, Elva R.**, Foreign Service Institute  
**Lee, Sylvia A.**, Houston Passport Agency  
**Nelson, Rosa M.**, Philadelphia Passport Agency

#### GS-7

**Deaner, Nicole**, Public Affairs  
**Deloatch, Robin Jeanette**, Population, Refugees and Migration  
**Sasaki, Lily T.**, Honolulu Passport Agency  
**Stevenson, Barbara A.**, Intelligence and Research  
**Tsugawa, Lynne Lee**, Honolulu Passport Agency  
**Velarde, Edilia E.**, Miami Passport Agency

#### GS-8

**Cherry, Comelia Regina**, Office of the Chief Financial Officer  
**Mercer, Bonnie A.**, Foreign Service Institute  
**Petty, Earnestine**, Philadelphia Passport Agency

#### GS-9

**Baker, Carolyn Patricia**, Administration  
**Burridge, Lisa Marie**, Office of Foreign Buildings  
**Garcia, Angela Thomas**, Consular Affairs  
**Newman, Chantay**, Dep. Asst. Sec. for Operations  
**Rego, Elizabeth Elaine**, National Passport Center, Portsmouth, N.H.  
**Smith, Emily Yvonne Thomas**, New Orleans Passport Agency  
**Tontz, Brenda Kay**, Office of Foreign Buildings

#### GS-10

**Bushelle, Noel A.**, African Affairs

#### GS-11

**Gatmaitan, Denise D.**, Los Angeles Passport Agency  
**Grant, Oliver M.**, Economic and Business Affairs  
**Hembry, Marcella G.**, Office of the Secretary  
**Johnson, Gennie L.**, Administration  
**Kelton, Irene P.**, Seattle Passport Agency  
**Neal, Fredereck**, Miami Passport Agency  
**Richardson, Lynette G.**, Office of the Chief Financial Officer  
**Stewart, Anthony C.**, Consular Affairs  
**Thomas III, George Alvin**, Administration, Information Management

#### GS-12

**Bobbitt, Deborah L.**, Administration  
**Douglas, Kirk**, Administration, Information Management  
**Gonzalez, Aniella**, Democracy, Human Rights and Labor

**Hogan Jr., David F.**, Oceans and Intl. Envir. and Sci. Affairs

**Nelson, Michael L.**, Office of the Secretary  
**Pryor, Carlene B.**, Intelligence and Research  
**Richter Jr., Walter**, Diplomatic Security  
**Shelton, Tyrone K.**, Consular Affairs  
**Williams, Janice C.**, Office of the Chief Financial Officer

**Wood, William Randolph**, Consular Affairs

#### GS-13

**Bellocchi, Luke Peter**, Consular Affairs  
**Ramirez, Susana P.**, Office of Foreign Buildings

#### GS-14

**Bailes, Kenneth Neil**, East Asian and Pacific Affairs  
**Barnes, Judson James**, Intelligence and Research  
**Barnett, Wanda L.**, Diplomatic Security  
**Bevins, Randall James**, Consular Affairs  
**McIlwain, Ruth**, Inspector General

#### GS-15

**Chesman, Barbara M.**, Consular Affairs  
**Margolis, Jonathan Ari**, Asst. Sec. Oceans and Intl. Envir. and Sci. Affairs.  
**Rainer, Lee E.**, Dep. Asst. Sec. for Operations  
**Walsh, Timothy F.**, Office of the Secretary

## CIVIL SERVICE PERSONNEL

### Resignations (February)

**Adler, Monica I.**, Intelligence and Research  
**Baker, Ann Lauretta**, Inter-American Affairs  
**Calvert, Veronica**, Office of the Chief Financial Officer  
**Colston, Courtney V.**, Administration  
**Cuddehe, Judith Link**, Administration, Information Management

**Fee, Chong-Fang**, Seattle Passport Agency  
**Gillette, David M.**, Office of Legislative Affairs  
**Glynn, Mary Ellen**, Office of Reorganization and Reinvention  
**Shaul, James D.**, Administration, Information Management

### Retirements (February)

**Cleveland, Lewis H.**, Administration, Information Management  
**Justice, Floyd B.**, Office of Audits  
**Liccardi, Lillian R.**, International Org. Affairs  
**Marichak, Helen**, Administration, Information Management  
**Rosendahl, Bradley J.**, Administration, Information Management  
**Shishkevish, Olga P.**, Foreign Service Institute  
**Wang, Joseph Yu-Hsu**, Foreign Service Institute  
**White, Helen R.**, Office of the Chief Financial Officer

### Reassignments (February)

**Bayrasli, Elmira**, Office of the Secretary to European Affairs  
**Boland, Audrey Lynne**, Office of the Inspector General to Office of the Chief Financial Officer  
**Harvey, Keisha Lynette**, Near Eastern Affairs to Intelligence and Research  
**Lankford, Colette R.**, Inter-American Affairs to International Org. Affairs

**McCullum, Daniel C.**, Stamford Passport Agency to Consular Affairs  
**Sheldon, Nikolai W.**, Inter-American Affairs to Near Eastern Affairs  
**Spruell, Delicia Annette**, Dep. Asst. Sec. for Operations to European Affairs  
**Weaver, Doris Ann**, Pre-Assignment Training to Administration

It is Department policy to promote and recognize deserving employees for their contributions to the foreign affairs mission. As the Department's principal employee publication, *State Magazine* is provided monthly lists of Civil and Foreign Service employees promoted, assigned, hired, retired or reassigned. As a public document subject to full disclosure under the law, these lists are subject to only minor editing for style purposes by *State Magazine*. Department policy is to publish the lists in their entirety.



## Bring Your Daughters and Sons to Work

State employees are encouraged to bring their children to work April 23. The Department-wide event, a spinoff of the "Take Your Daughters to Work Day" sponsored by a private foundation, is designed to teach children about the workplace and promote family bonding.

*Left: Raffi Kesterlian, son of Consular Assistant Elizabeth Kesterlian, looks on as Regional Security Office Secretary Teresa Brown demonstrates fingerprinting at last year's "Take Your Daughters and Sons to Work Day" at the embassy in Nicosia.*

# FSI Hosts Largest CS Orientation Class

By Donna Miles

**T**hirty seven new State Civil Service employees recently attended a three-day orientation course at the National Foreign Affairs Training Center in Arlington, Va.

Course chairman Bruce Rogers called the class the largest since the Foreign Service Institute introduced the program for Civil Service workers in 1990, larger, he said, than the four classes held in 1996 combined. "There's a new wave of hiring at the Department of State," Mr. Rogers told the class. "There's help on the way, and you're the first reinforcements."

Students in the class represented the full spectrum of State's new Civil Service employees, from bus drivers and secretaries to top-level managers. Some students were new federal government workers, while others transferred to State from other government agencies.

Course material covered State's structure and mission, personnel systems and security procedures. One block of instruction outlined the differences between the Civil Service and Foreign Service systems, and how they complement each other in fulfilling the Department's mission.

"We're trying to help new employees take charge of their careers and to understand the opportunities and tools available to them at State," said Mr. Rogers. "At the same time, we want to develop a sense of mission and esprit de corps in our workers, and to help them understand that they're an important part of a larger group of highly talented people in the Department."

During the group's swearing-in ceremony in Main State's eighth-floor Franklin reception room, Mary Gin Kennedy, dean of FSI's School of Professional and Area Studies, called civil servants "the backbone of the State Department, who provide continuity for the Foreign Service." She told the group it's important for the Department "to take advantage of the wide range of talents and expertise you bring to us."

Richard Greene, State's chief financial officer, was keynote speaker at the swearing-in. He urged the new employees to "get excited about the kinds of things you're doing," because, he said, "what we do in the State Department matters.

"I can't overstate how important it is that you are here," Mr. Greene told the group. "We expect a lot of you because we need you, your talents and your enthusiasm."

Members of the orientation class agreed the training provided a valuable foundation for building a career at State. "It's given me a chance to touch bases with a lot of information, to meet people from other offices and to get to see other parts of the State Department that I didn't know about," said Deborah Graves, who left the Government Printing Office to accept her new job at State's Office of Retirement.

Even Paula Riddle, a Foreign Service spouse who's worked at several embassies, said she benefitted from the instruction. "I learned a lot about how Civil Service and Foreign Service work together, which is something you don't get overseas," said the new Family Liaison Office staffer. "This orientation filled in a lot of gaps in my knowledge, providing a wealth of information that ultimately will make me a better State employee." ■



Photo by Bob Kaiser

# Education & Training

Program	Aug.	Sept.	Length
<b>Advanced Area Studies</b>			
Albania (AR 563)		Hispanic Caribbean (AR 538)	
Andean Republics (AR 533)		Italy (AR 594)	
Arabian Peninsula/Gulf (AR 541)		Insular Southeast Asia (AR 571)	
Baltic States (AR 588)		Iberia Peninsula (AR 591)	
Benelux/EU/NATO (AR 568)		Japan (AR 522)	
Brazil (AR 535)		Korea (AR 523)	
Bulgaria (AR 564)		Lusophone Africa (AR 514)	
Caucasus (AR 585)		Mainland Southeast Asia (AR 572)	
Central America (AR 539)		Mexico (AR 531)	
Central Asia (AR 586)		Mongolia (AR 524)	
China/Hong Kong/Taiwan (AR 521)		Nordic Countries (AR 596)	
Eastern Africa (AR 511)		Northern Africa (AR 515)	
East Central Europe (AR 582)		Poland (AR 587)	
Fertile Crescent (AR 542)		Romania (AR 569)	
Former Yugoslavia (AR 562)		Russia/Belarus (AR 566)	
France (AR 567)		South Asia (AR 560)	
Francophone Africa (AR 513)		Southern Africa (AR 512)	
German-Speaking Europe (AR 593)		Turkey (AR 543)	
Greece/Cyprus (AR 589)		Ukraine (AR 565)	
Haiti (AR 536)			

These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond to starting language dates.

## Intensive Area Studies

East Asia (AR 220)	10	—	2 Weeks
Europe (AR 291)	10	—	2 Weeks
Inter-American Studies (AR 239)	10	—	2 Weeks
Near East/North Africa (AR 240)	10	—	2 Weeks
South Asia (AR 260)	10	—	2 Weeks
Southeast Asia (AR 270)	10	—	2 Weeks
Sub-Saharan Africa (AR 210)	10	—	2 Weeks
Russia/Eurasia (AR 281)	10	—	2 Weeks

## SLS, Basic Language Courses (Full-Time Training)

Afrikaans (LAA 100)	24	—	23/44 Weeks
Albanian (LAB 100)	24	—	23/44 Weeks
Amharic (LAC 100)	24	—	23/44 Weeks
Arabic (Egyptian) (LAE 100)	24	—	23/44 Weeks
Arabic (Modern Standard) (LAD 100)	24	—	23/44 Weeks
Armenian (LRE 100)	24	—	23/44 Weeks
Azerbaijani (LAX 100)	24	—	23/44 Weeks
Bengali (LBN 100)	24	—	23/44 Weeks
Bulgarian (LBU 100)	24	—	23/44 Weeks
Burmese (LBY 100)	24	—	23/44 Weeks
Chinese (Mandarin) (Standard)	24	—	23/44 Weeks
Chinese Mandarin (2nd Year) (LCM 102)	24	—	44 Weeks
Chinese (Cantonese) (LCC 100)	24	—	23/44 Weeks
Croatian (LHR 100)	24	—	23/44 Weeks

Program	Aug.	Sept.	Length
Czech (LCX 100)	24	—	23/44 Weeks
Danish (LDA 100)	24	—	22/44 Weeks
Dutch/Flemish (LDU 100)	24	—	23/44 Weeks
Estonian (LES 100)	24	—	23/44 Weeks
Finnish (LFJ 100)	24	—	23/44 Weeks
French (LFR 100)	24	—	24 Weeks
German (LGM 100)	24	—	24 Weeks
Greek (LGR 100)	24	—	23/44 Weeks
Haitian Creole (LHC 100)	24	—	23/44 Weeks
Hebrew (LHE 100)	24	—	23/44 Weeks
Hindi (LHJ 100)	24	—	23/44 Weeks
Hungarian (LHU 100)	24	—	23/44 Weeks
Indonesian (LJN 100)	24	—	23/36 Weeks
Italian (LJT 100)	24	—	24 Weeks
Japanese (LJA 100)	24	—	23/44 Weeks
Khmer (Cambodian) (LCA 100)	24	—	23/44 Weeks
Korean (LKP 100)	24	—	23/44 Weeks
Lao (LLC 100)	24	—	23/44 Weeks
Latvian (LLE 100)	24	—	23/44 Weeks
Lithuanian (LLT 100)	24	—	23/44 Weeks
Malay (LML 100)	24	—	23/36 Weeks
Mongolian (LMV 100)	24	—	23/4 Weeks
Nepali/Nepalese (LNE 100)	24	—	23/44 Weeks
Norwegian (LNR 100)	24	—	23/44 Weeks
Persian/Dari (Afghan) (LPG 100)	24	—	23/44 Weeks
Persian/Farsi (Iranian) (LPF 100)	24	—	23/44 Weeks
Pilipino/Tagalog (LTA 100)	24	—	23/44 Weeks
Polish (LPL 100)	24	—	23/44 Weeks
Portuguese (LPY 100)	24	—	24 Weeks
Portuguese (European) (LPY 101)	24	—	24 Weeks
Romanian (LRU 100)	24	—	23/44 Weeks
Russian (LRU 100)	24	—	23/44 Weeks
Russian Advanced (LRU 101)	24	—	44 Weeks
Serbian (LSR 100)	24	—	23/44 Weeks
Slovak (LSK 100)	24	—	23/44 Weeks
Spanish (LQB 100)	24	—	24/44 Weeks
Swahili/Kiswahili (LSW 100)	24	—	23/44 Weeks
Swedish (LSY 100)	24	—	23/44 Weeks
Tajiki (LTB 100)	24	—	23/44 Weeks
Thai (LTH 100)	24	—	23/44 Weeks
Turkish (LTU 100)	24	—	23/44 Weeks
Ukrainian (LUK 100)	24	—	23/44 Weeks
Urdu (LUR 100)	24	—	23/44 Weeks
Uzbek (LUX 100)	24	—	23/44 Weeks
Vietnamese (LVS 100)	24	—	23/44 Weeks
Albanian (F.A.S.T.) (LAB 200)	24	—	8 Weeks
Amharic (F.A.S.T.) (LAC 200)	24	—	8 Weeks
Arabic (Egyptian) (F.A.S.T.) (LAE 200)	24	—	8 Weeks
Arabic (Modern Standard) (F.A.S.T.) (LAD 200)	24	—	8 Weeks



# Education & Training

Program	Aug.	Sept.	Length
<b>(F.A.S.T.) Language Courses, Continued</b>			
Armenian (F.A.S.T.) (LRE 200)	24	—	8 Weeks
Azerbaijani (F.A.S.T.) (LAX 200)	24	—	8 Weeks
Bengali (F.A.S.T.) (LBN 200)	24	—	8 Weeks
Bulgarian (F.A.S.T.) (LBU 200)	24	—	8 Weeks
Burmese (F.A.S.T.) (LBY 200)	24	—	8 Weeks
Chinese (Mandarin) (Standard) (F.A.S.T.) (LCM 200)	24	—	8 Weeks
Chinese (Cantonese) (F.A.S.T.) (LCC 200)	24	—	8 Weeks
Croatian (F.A.S.T.) (LHR 200)	24	—	8 Weeks
Czech (F.A.S.T.) (LCX 200)	24	—	8 Weeks
Danish (F.A.S.T.) (LDA 200)	24	—	8 Weeks
Dutch/Flemish (F.A.S.T.) (LDU 200)	24	—	8 Weeks
Estonian (F.A.S.T.) (LES 200)	24	—	8 Weeks
Finnish (F.A.S.T.) (LFJ 200)	24	—	8 Weeks
French (F.A.S.T.) (LFR 200)	24	—	8 Weeks
German (F.A.S.T.) (LGM 200)	24	—	8 Weeks
Greek (F.A.S.T.) (LGR 200)	24	—	8 Weeks
Haitian Creole (F.A.S.T.) (LHC 200)	24	—	8 Weeks
Hebrew (F.A.S.T.) (LHE 200)	24	—	8 Weeks
Hindi (F.A.S.T.) (LHJ 200)	24	—	8 Weeks
Hungarian (F.A.S.T.) (LHU 200)	24	—	8 Weeks
Icelandic (F.A.S.T.) (LJU 200)	24	—	8 Weeks
Indonesian (F.A.S.T.) (LJN 200)	24	—	8 Weeks
Italian (F.A.S.T.) (LJT 200)	24	—	8 Weeks
Japanese (F.A.S.T.) (LJA 200)	24	—	8 Weeks
Khmer (Cambodian) (F.A.S.T.) (LCA 200)	24	—	8 Weeks
Korean (F.A.S.T.) (LKP 200)	24	—	8 Weeks
Lao (F.A.S.T.) (LLC 200)	24	—	8 Weeks
Latvian (F.A.S.T.) (LLE 200)	24	—	8 Weeks
Lithuanian (F.A.S.T.) (LML 200)	24	—	8 Weeks
Malay (F.A.S.T.) (LML 200)	24	—	8 Weeks
Mongolian (F.A.S.T.) (LMV 200)	24	—	8 Weeks
Nepali/Nepalese (F.A.S.T.) (LNE 200)	24	—	8 Weeks
Norwegian (F.A.S.T.) (LNR 200)	24	—	8 Weeks
Persian/Dari (Afghan) (F.A.S.T.) (LPG 200)	24	—	8 Weeks
Persian/Farsi (Iranian) (F.A.S.T.) (LPF 200)	24	—	8 Weeks
Pilipino/Tagalog (F.A.S.T.) (LTA 200)	24	—	8 Weeks
Polish (F.A.S.T.) (LPL 200)	24	—	8 Weeks
Portuguese (Brazilian) (F.A.S.T.) (LPY 200)	24	—	8 Weeks
Romanian (F.A.S.T.) (LRQ 200)	24	—	8 Weeks
Russian (F.A.S.T.) (LRU 200)	24	—	8 Weeks
Serbian (F.A.S.T.) (LSR 200)	24	—	8 Weeks
Slovak (F.A.S.T.) (LSK 200)	24	—	8 Weeks
Spanish (F.A.S.T.) (LQB 200)	24	—	8 Weeks
Swahili/Kiswahili (F.A.S.T.) (LSW 200)	24	—	8 Weeks
Swedish (F.A.S.T.) (LSY 200)	24	—	8 Weeks
Tajiki (F.A.S.T.) (LTB 200)	24	—	8 Weeks

Program	Aug.	Sept.	Length
Thai (F.A.S.T.) (LTH 200)	24	—	8 Weeks
Turkish (F.A.S.T.) (LTU 200)	24	—	8 Weeks
Ukrainian (F.A.S.T.) (LUK 200)	24	—	8 Weeks
Urdu (F.A.S.T.) (LUR 200)	24	—	8 Weeks
Uzbek (F.A.S.T.) (LUX 200)	24	—	8 Weeks

## Overseas Field School Language Training

Program	Aug.	Sept.	Length
Arabic (Field School) (LAD 950)	3	—	45 Weeks
Chinese (Field School) (LCM 950)	10	—	44 Weeks
Japanese (Field School) (LJA 950)	10	—	44 Weeks
Korean (Field School) (LKP 950)	17	—	44 Weeks

## Administrative Training

Program	Aug.	Sept.	Length
Appropriation Law (PA 215)	18	—	4 Days
Budget & Financial Management (PA 211)	7	—	7 Weeks
CFMS—Budget Execution (PA 151)	26	—	2 Days
CFMS—Miscellaneous Obligations (PA 154)	24	—	2 Days
CFMS—Requisition Documents (PA 153)	18	—	2 Days
CFMS—System Overview and Orientation (PA 150)	14	—	1 Day
	17	—	
CFMS—Travel Orders (PA 155)	20	—	2 Days
Customer Service (PA 143)	—	3	2 Days
FSN Classification and Compensation (PA 232)	—	8	2 Weeks
General Services Operation (PA 221)	17	14	12 Weeks
Management Control Workshop (PA 137)	—	14	2 Days
Overseas Administrative Officer's Course (PA 243)	17	—	2 Weeks
Overseas Contracting Officer's Warrant Training (PA 223)	31	—	4 Weeks
Personnel Course (PA 231)	17	—	7 Weeks
Working with ICASS (PA 214)	11	22	4 Days
ICASS One-Day Seminar (PA 245)	10	16	1 Day
How to Be a Certifying Officer (PA 291)	Correspondence Course		
How to Be a Contracting Officer Rep. (PA 130)	Correspondence Course		
How to Write a Statement of Work (PA 134)	Correspondence Course		
Introd. to Simplified Acquisitions & Req. Overseas (PA 222)	Correspondence Course		
Management Controls Workbook (PA 164)	Correspondence Course		
Training for Overseas Cashier Supervisor (PA 294)	Correspondence Course		
Training for Overseas Cashier (PA 293)	Correspondence Course		
Training for Overseas Voucher Examiners (PA 200)	Correspondence Course		

## Courses: National Foreign Affairs Training Center

# Education & Training

Program	June	July	Length
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### Consular Training

Automation for Consular Officers (PC 116)	3 26	14 —	1 Week
Congen Rosslyn Consular (PC 530)	Continuous Enrollment		6 Days
Consular Orientation (PC 105)	Continuous Enrollment		
Immigration Law and Visa Operation (PC 102)	Correspondence Course		
Nationality Law and Consular Procedures (PC 103)	Correspondence Course		
Overseas Citizens' Services (PC 104)	Correspondence Course		6 Days
Passport Examiner' Correspondence Course (PC 110)	Correspondence Course		

### Curriculum and Staff Development

Basic Facilitation & Delivery Workshop (PD 513)	12	—	3 Days
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### Economic & Commercial Training

Export Promotion (PE 125)	17	—	1 Week
Energy Attache Training (PE 127)	3	—	1 Week
FS Economic and Commercial Studies (PE 250)	—	14	36 Weeks
Scientific Technology & Foreign Policy (PG 562)	—	14	1 Week

### Leadership & Management Development

EEO/Diversity Awareness for Managers and Supervisors (PT 107)	6 13 20 27	3 10 17 24	2 Days
Inspector's Management (PT 104)	—	8	4 Days
Introduction to Management Skills (PT 207)	—	14	1 Week
Performance Management Seminar (PT 205)	10	—	3 Days
Managing Change (PT 206)	4	—	1 Day
Managing State Projects (PT 208)	—	28	1 Week

### Information Management Training

Internet Concepts (PS 218)	7 14 21	4 11 18	1 Day
Word 97 For Windows, Introduction (PS 232)	5 12 19 —	2 10 16 23	2 Days
Word 97 For Windows, Intermediate (PS 233)	5 17 —	2 16 29	1 Day

Program	June	July	Length
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Word 97 For Windows, Advanced (PS 246)	6 17 —	3 30	1 Day
Word 6.0 For Windows Workshop (PS 252)	7	4	0.5 Days
Access 97 For Windows, Introduction (PS 250)	12 26	16 30	2 Days
Access 97 For Windows, Intermediate (PS 251)	3 —	9 16	2 Days
Excel 97 For Windows, Introduction (PS 270)	10 24	14 28	2 Days
Excel 97 For Windows, Intermediate (PS 271)	12 27	21 —	2 Days
Excel 5.0 For Windows Workshop (PS 254)	14	11	0.5 Days
PowerPoint 97 For Windows, Introduction (PS 240)	10 24	14 28	2 Days
PowerPoint 97 For Windows, Intermediate (PS 241)	18	30	1 Day
PowerPoint 5.0 For Windows, Workshop (PS 253)	21	18	0.5 Days
Managing Information Programs (PS 213)	—	8	3 Weeks
Network Essentials (PS 214)	—	1	3 Days
Windows NT 4.0 Administration (PS 261)	—	8	2 Weeks
MS Exchange Basic (PS 269)	—	21	1 Day
PC/Windows NT 4.0 Fundamentals (PS 201)	10 17 24	14 21 28	2 Days
Windows NT Advanced End User (PS 202)	11 28	1 22	1 Day
Corporate Systems Administration (PS 654)	10	—	4 Weeks

### Warrenton-Information Management Training

Backup-Limited Communications Operations (YW-119)	17	28	2 Weeks
TEL/KEY SYS—Intro to Telephone & Key Systems (YW-140)	17	21	1 Week
Refresher Communication (YW-164)	3 10 17 24 31	8 14 21 28	1 Week
DATAComm—Introduction (YW-173)	17	28	2 Weeks

Courses: National Foreign Affairs Training Center

# Education & Training

Program	June	July	Length
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### Warrenton-Information Management Training, Continued

CLAN/Class Local Area Network (YW 177)	17	21	4 Weeks
TERP 5/Term Equipment Program (YW 184)	3	—	2 Weeks
ADP—Automated Data Processing (YW-190)	—	7	4 Weeks
SC-7 Operations & Maintenance (YW 192)	—	28	3 Weeks
	31	—	
Air Conditioned System (YW 205)	31	—	2 Weeks
Network Windows 3.11 (YW 210)	3	28	1 Week
	31	—	
SX-50—Mitel PBX SX-50 (YW-219)	24	28	1 Week
SX-200D—Mitel PBX SX-200 Digital (YW-220)	31	—	1 Week
SX-2000—Mitel PBX SX-2000 Analog (YW-221)	10	14	1 Week
SX-20/200A—Mitel PBX SX-20/200 Analog (YW-222)	3	7	1 Week
CIP-Current Installation Practice (YW 203)	—	21	4 Weeks
Generators-Power Generator Systems (YW 206)	17	28	2 Weeks
Commercial Terminal CT-7/9 (YW 212)	3	14	1 Week
	24	—	
Wide-Band Digital Transmission Networking (YW 213)	31	—	2 Weeks
Basic PC Maintenance (YW 224)	24	—	1 Week
Windows NT 4.0 Local Administration (YW 225)	10	7	2 Weeks
BPS—Black Packet Switching (YW-334)	17	14	1 Week
Meridian 61C (YW-497)	24	28	2 Weeks
Banyan Lan-Local Networks (YW 640)	3	7	2 Weeks
PC B/A—Personal Computer Basics/Advanced (YW-641)	3	—	3 Weeks
	31	—	
Microsoft Exchange (YW 749)	24	21	1 Week
IDNX/90 EXS, IDNX/20 and IDNX MICRO/20 (YW-850)	3	14	1 Week

### Junior Officer Training and Orientation Training

Orientation for FS Officers (PG 101)	—	14	7 Weeks
Orientation for FS Specialist (PN 106)	24	21	3 Weeks
Orientation for Designated Posts (PN 112)	20	—	2 Days
Orientation for Civil Service Employees (PN 105)	—	9	3 Days
Washington Tradecraft (PT 203)	—	8	1 Week

Program	June	July	Length
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### Office Management Training

Civil Service Office Support Professional Program (PK 206)	—	22	15 Weeks
Effective Speaking & Listening Skills (PK 240)	10	—	2 Weeks
Files Management and Retirement (PK 207)	28	—	1 Day
Level 3 Foreign Service Secretarial Training (PK 302)	3	—	2 Weeks
Senior Secretarial Seminar (PK 111)	—	9	3 Days
Supervisory Studies Seminar (PK 245)	17	—	1 Week
Travel Regulations and Voucher (PK 205)	6	17	2 Days
Employee Relations (PK 246)	13	—	2 Days
Office Management 2000 (PK 330)	24	—	2 Weeks

### Political Training

Executive Congressional Relations (PP 204)	—	8	3 Days
Multilateral Diplomacy (PP 211)	3	—	3 Days
Foreign Affairs Interdepartmental Seminar (PP 101)	—	14	2 Weeks
Human Rights in the Foreign Policy Process (PP 507)	—	14	1 Day
Negotiation Art & Skills (PP 501)	—	28	1 Week
PRM Orientation Workshop (PP 516)	17	—	1 Week

### Security Overseas Seminar

Advanced Security Overseas Seminar (MQ 912)	11	29	1 Day
SOS: Security Overseas Seminar (MQ 911)	3	14	2 Days
	17	—	
Youth SOS (MQ 914)	4	—	1 Day
	11	—	
Overseas Briefing Center (non SOS)			
American Studies (MQ 115)	8	—	1 Day
Communicating Across Cultures (MQ 802)	1	—	1 Day
DC Employment Scene (MQ 350)	—	19	0.2 days
English Teaching Seminar (MQ 107)	4	—	3 Days
Staying Safe in DC (MQ 330)	—	23	0.2 Days

### Career Transition Center

Retirement Planning Seminar (RV 101)	—	28	1 Week
Financial and Estate Planning (RV 103)	11	—	1 Day

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# WANTED

## BY U.S. MARSHALS

### Captured in Conakry: State Helps U.S. Marshals Apprehend Elusive Fugitive

*Dedication by State's Diplomatic Security Service, plus courage on the part of the Guinean government, helped bring a criminal to justice.*

By Melodie Gage

**A** highly sought criminal suspect who once boasted more than \$4 million in cash and assets left Conakry, Guinea, recently under armed guard and wearing donated clothes.

Nathan L. Hill, 31, had eluded U.S. authorities for two years since his federal indictment in Chicago on drug-trafficking and money-laundering charges. His arrest in Conakry in early January ended a worldwide search by the U.S. Marshals Service, State's Diplomatic Security Service and the Guinean national police.

Raised in a crime-ridden Chicago neighborhood, Mr. Hill was suspected by the Drug Enforcement Administration of being the major cocaine supplier to Chicago gangs. The DEA began a large-scale investigation and in December 1995 an indictment was issued for Mr. Hill and 29 others on charges of drug-trafficking and money laundering.

DEA agents seized \$2.8 million from Mr. Hill's car.

U.S. marshals were called in when Mr. Hill disappeared after his indictment. "Given the fact that he had large amounts of money, our usual means of finding a fugitive were not successful," said deputy marshal John O'Malley. "We heard rumors that he'd fled to Africa—it was no more specific than that."

A break in the case came when Mr. O'Malley traveled to Las Vegas to interview a suspect held on other charges. Information he reportedly received led to the arrest of Elisha Tapes, a former girlfriend and the mother of three of Mr. Hill's children. Ms. Tapes, who'd been indicted in the same case, agreed to cooperate with the investigation, revealing that she, Mr. Hill and Tonya Buford, his current girlfriend, had traveled to California to obtain falsified passports, then to Mexico, the Bahamas, Sierra Leone, Guinea and back to the Bahamas.



Suspecting that Mr. Hill had returned to Guinea, Mr. O'Malley contacted the State Department last August. John Rooney, formerly the regional security officer at the embassy, was assigned to the case in Washington.

"John Rooney explained that the process of locating Mr. Hill would take some time. We agreed with that," Mr. O'Malley said. "We had information that Nate Hill had influential contacts in Conakry, and we didn't want to jeopardize the investigation and have him flee. There was no rush in our mind. If he was [in Conakry], we eventually would get him. We didn't need him that day; we didn't need him the next week."

As the Diplomatic Security Service agent in Guinea, Tim Laas facilitated the investigation. He located individuals within the Guinean national police force who would recognize the importance to the United States and to Guinea of arresting and deporting Hill.

"I met with my contacts in the police force regularly to emphasize the case was still a priority with us," Mr. Laas said. Within an hour of one meeting, the officer Mr. Laas had met with returned, bringing an application for a Guinean passport

that included a photo with a striking resemblance to Mr. Hill. The officer also presented Mr. Laas with an Illinois driver's license with the same likeness, a social security card and Chicago-based birth certificate, all bearing the name of Jimmy Earl Robinson. "It looked to me like we had a Chicago boy who wanted us to think he wasn't Nathan Hill," Mr. Laas said.

The Guinean national police arrested the suspect without incident on charges of operating a criminal enterprise, money laundering and using false documents. With four U.S. marshals en route to Conakry, Mr. Laas visited the prison to make a positive identification of the suspect.

During the following days, Mr. Laas provided food and drinking water to Hill but told him nothing about plans for his deportation. Mr. Hill reportedly offered bribes of up to \$50,000 to Guinean police for his escape. Meanwhile, Guinean President Lansana Conte intervened personally to quash efforts by Mr. Hill's lawyers and others to try his case in Guinea.

The U.S. embassy in Conakry said in a statement, "The government of Guinea demonstrated great courage,

discipline and political will in cooperating closely with the embassy to hand Hill over to U.S. marshals for his trip back to the U.S. justice system."

U.S. consular officers in Brussels arranged for Belgian police to secure Mr. Hill as he awaited his connecting flight to the United States. The suspect appeared in federal court in Chicago to hear the charges against him: conspiracy to distribute cocaine, conspiracy to defraud the U.S. government by impeding the Internal Revenue Service, conspiracy to commit money laundering, operating a criminal enterprise and other crimes.

New information since Mr. Hill's original indictment may lead to murder charges. U.S. marshals arrested Cordell James, who Mr. O'Malley said confessed to the murder of more than one person at Mr. Hill's direction.

The investigator praised State for its discretion in apprehending Nathan Hill. "The handling of the situation by John Rooney and Tim Laas was picture-perfect," Mr. O'Malley said. With Mr. Hill behind bars, only one fugitive, Tonya Buford, remains at large. ■

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*The author is a public affairs officer at the U.S. embassy in Conakry.*

## Operation Windmill Nets Guilty Pleas



A 33-month task force investigation led by State's Diplomatic Security Service recently led to guilty pleas from five individuals on charges related to visa fraud and alien smuggling in Lubbock, Texas.

Code-named "Operation Windmill," the investigation broke up a multi-conspiratorial alien smuggling operation where, through fraud and deceit, the defendants obtained legitimate H-1A nonimmigrant work visas used to bring foreign registered nurses in the United States. Those charged in the case illegally brought the nurses to the United States for employment at substandard wages.

Pleading guilty were Billy Denver Jewell of Lubbock, Texas; Holly Arthur Estell of Los Angeles; Haesook C. Kim of Wayne, N.J., and Sidney Hewitt and Veronica Hewitt, both of San Diego.

Investigators from the Immigration and Naturalization Service, Department of Labor, Internal Revenue Service, Postal Inspection Service, Texas Department of Human Resources, Texas Department of Public Safety and U.S. Attorney's Office also participated in the investigation.

# A 15th Century View of the World



Pages from the Nuremberg Chronicle showing the lineage of Adam, left, and an image of Noah's Ark, right.

By Dolores Fairbanks

**A**mong the small but valuable collection of books housed in the Rare Book Room of Main State's Ralph J. Bunche Library is the *Liber Cronicarum cum figuris et ymaginibus ab inicio mundi*, commonly known as the *Nuremberg Chronicle*. Published in 1493 in a Latin edition for the wider European market and a German edition for local readers, the 600-page book is an illustrated encyclopedia of world history and geography.

The *Chronicle* is the library's only piece of *incunabula*, a Latin word for books published before 1501. It's among 35,000 books printed with movable type between the appearance of Gutenberg's *Bible* in 1455 and the end of the 15th century. It is estimated that in 1450, Europe's monasteries and libraries housed a mere 50,000 books. By 1500 the number had increased to 9 million.

The *Chronicle* is considered a masterpiece of incunabula graphic design, elegantly integrating woodcut illustrations with text. This encyclopedia assembles depictions of mythical scenes, medieval legends, Biblical and historic people and famous cities in more than 1,800 illustrations printed from 645 woodblocks—making the *Chronicle* the most profusely illustrated work of the 15th century.

The text was compiled and written by Dr. Hartmann Schedel, a German humanist and physician trained at the University of Padua, who drew from his own library collection, one the largest north of the Alps. Following medieval prototypes, he divided his work into the six ages of man, beginning with Adam and Eve and ending with the Apocalypse and the appearance of the Antichrist. Events to the year 1493 are included, such as the conquest of Constantinople and the maritime explorations by the Portuguese. There is no mention of Columbus' voyage of 1492. Contemporary portraits and biographies of humanists, scholars, secular dignitaries, noblemen, emperors, popes, bishops, Christian apostles and martyrs form a significant part of the illustrations and text. Descriptions of the Trojan War and the history of Rome are interspersed with tales of witches, revolutions and natural phenomena—a common device in medieval historical writing.

The volume includes 26 double-page views of cities, as well as 69 single-page views, copied from existing accurate views of six foreign cities and some 20 German towns. For example, the woodcut of Venice is based on a 1483 5-foot panorama drawn by Erhard Reuwich. The view of Rome shows the Castel del'Angelo, the Coliseum and St. Peter's Basilica with relative accuracy. The largest and most impressive city view is of Nuremberg, the city of the creators of the *Chronicle*. Most of the other cities are represented by generic views. The book also contains the first printed map of Europe.

Two Nuremberger patricians, the brothers-in-law Sebald Schreyer and Sebastian Kammermeister, financed the book's production. They chose Anton Koberger, the most prominent northern European printer who employed over 100 craftsmen, as their printer, publisher and distributor. The 645 woodcuts were designed by Michael Wohlgemut, his stepson and their 18-year-old apprentice, Albrecht Durer. Woodcutters, who then cut the designs into the blocks, were paid three times more than the designers because they were guild members.

The *Chronicle* was purchased in 1880 or 1881 by Theodore F. Dwight, the Department's librarian at the time, from a London bookseller for "a few pounds," according to a note inserted in the book. Most people who stop into the library to see it will agree, Mr. Dwight made a good investment. ■

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*The author is a senior cataloger and rare book specialist at Main State.*

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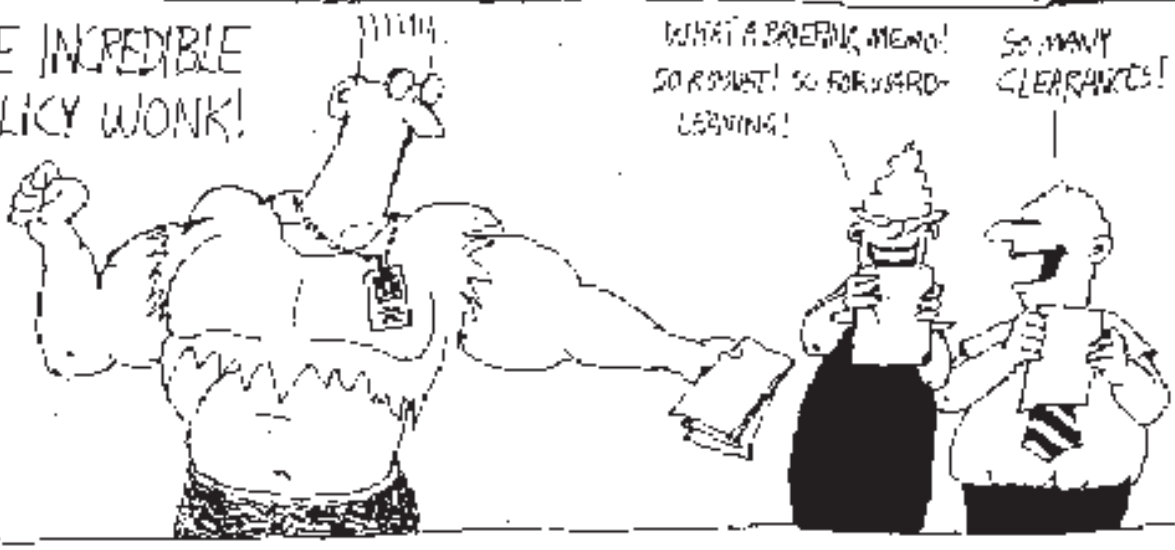
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