

UNITED STATES DEPARTMENT OF STATE

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State

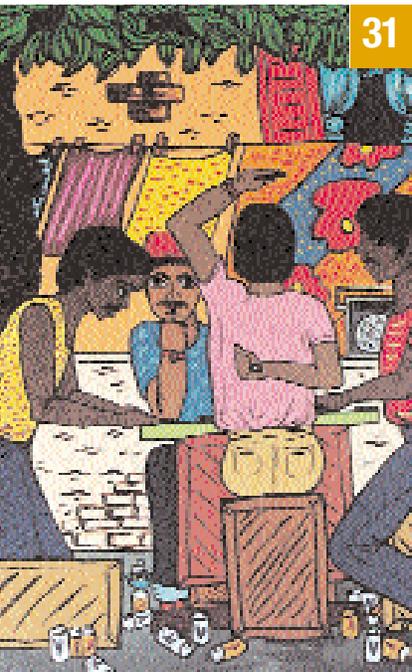
Magazine

Blair House

Where Hospitality and Diplomacy Meet

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Department of State • United States of America



The Dominos in Panama.

Secretary of State Colin Powell, right, welcomes President George W. Bush to his second State Department visit in less than six months.



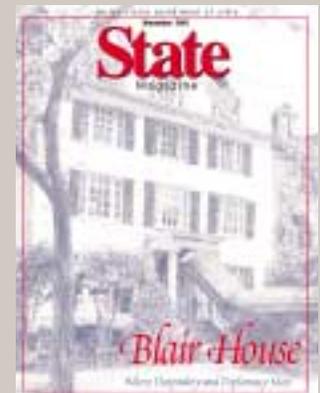
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On the Cover

Blair House

Illustration by Paul Soma



FROM THE SECRETARY

SECRETARY COLIN L. POWELL

Great News from the Recruitment Front

The Bush Administration's new Diplomatic Readiness Initiative is designed to help the State Department attract the talent our country needs to meet the foreign policy challenges of the 21st century.

We are proud to report to you that the initiative has already achieved a major turnaround in our recruitment efforts. Here are some highlights:

We exceeded our FY01 hiring targets of 225 junior Foreign Service officers and 300 Foreign Service specialists. The "standard" A-100 class now numbers more than 90 junior officers.

To handle the influx, we now must book our A-100 classes and specialist orientation classes four to six months in advance.

More than 23,500 candidates registered for the Sept. 29 Foreign Service Written Exam—more than twice the number in 2000. In fact, we haven't had this kind of response since the 1980s. And, as a result of targeted minority recruitment efforts, minority registrants accounted for approximately 35 percent of the total—the highest percentage of minority registrants in the history of the Foreign Service. The number of African Americans registering to take the exam—over 3,000—was nearly triple last year's count, while Hispanic registrants doubled to more than 2,000.

More than 800 applicants have opted for an alternative exam pilot program this year—50 percent higher than last year. This program specifically targets the three deficit career tracks: administrative, consular and public diplomacy.

We got a strong response, especially from the military, to our mid-level alternative exam entry program. This is the first time since the 1980s that we are hiring Foreign Service officers at the mid-level. Our target is 30 new FS-03 officers.

We have also reduced the average time for clearing new hires to fewer than 80 days, so that they are less likely to be snapped away by competitors at the last minute.

For the same reason, we will compress the current oral assessment cycle into a 90-day period. Our current objective is to reduce the time it takes to bring a prospective employee on board from 27 to close to eight months, and we want to reduce the wait even further than that.

In August, we launched our Diplomacy Fellows Program. We are calling for applications from PMIs and Boren, Fascell, Pickering and AAAS Fellows, and making it possible for them to advance directly to the oral assessment phase of the application process. The program aims to recoup the U.S. government's substantial investment in this particularly rich and diverse talent pool.

Today's best and brightest are used to conducting their business over the Internet. Our recruitment process must be state-of-the-art and user-friendly if we are to capture and hold their interest. Hence, our new web site (www.foreignservicecareers.gov). Currently, 87 percent of our applicants apply online. We have begun work on a counterpart Web site for Foreign Service specialists. We have also launched a hotline to our recruitment counselors ([703] 875-7490). From within the Department, dial 57490.

We have implemented a new salary policy that will allow qualified junior officer applicants to enter at the FS-04 level. This will help us match the current salaries of mid-level military and Civil Service colleagues seeking to join as junior officers.

On Foreign Affairs Day, we launched a "Recruiter Emeritus" program that will help us unleash the energies of experienced retirees in the search for talent. We will provide retired and current employees with attractive presentations they can use to recruit in their communities.

We are well on the way to hiring 1,433 new career personnel for Foreign Service and Civil Service positions in FY02.

Thank you for helping us send the message far and wide to the most talented young Americans of all backgrounds that exciting, challenging, rewarding careers await them at the Department of State. We are counting on you to keep spreading the good word. ■

President Thanks Employees, Announces More Afghan Aid

By Paul Koscak

President George W. Bush received a rousing welcome Oct. 4 during an unexpected State Department visit, assuring employees they're fighting a war between good and evil as they work to forge an international coalition against terrorism.

"I want to thank you for all your long hours in building the coalition," the President told the overflowing crowd in the Dean Acheson Auditorium. "The State Department has been on the forefront of battling terror."

Even with just a few hours' notice, the 868-seat auditorium quickly filled up. Employees also watched the President's speech on closed-circuit television in the adjoining Loy Henderson Conference Room, on monitors throughout Washington, D.C. and at posts worldwide. The visit marked the second time in less than six months that President Bush visited the Department and spoke to employees.

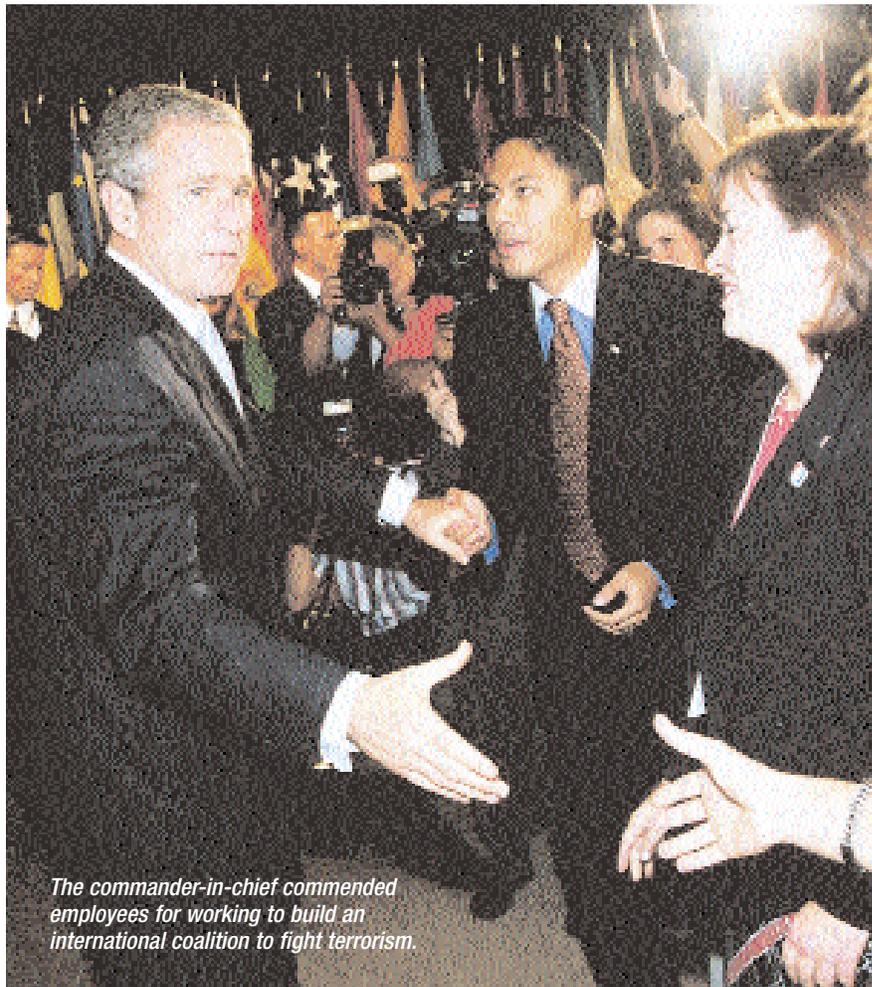
The President, along with Secretary of State Colin L. Powell, used the occasion to announce a \$320 million humanitarian aid package to Afghanistan, saying America opposes the Taliban regime but supports the Afghan people. He reminded the hundreds of cheering employees that Americans are "a compassionate people."

The coalition, the President said, is already taking action. Suspected terrorists throughout the world have been arrested, questioned and jailed. "The first shot of this war has already been fired," he said, implying more forceful action is expected. "We're freezing their money."

He characterized the fight against terrorism as "a war between good and evil. We will stand strong on the side of good and expect other nations to join us."

Employees reacted positively to the President's remarks.

"I thought it was a good message," said Charles Hughes of legislative affairs. "He's assuring people that we have an approach that's defensible. We're not singling out people, just the criminals."



The commander-in-chief commended employees for working to build an international coalition to fight terrorism.

Photo by Michael Gross

Mr. Hughes' wife, Harriet, who works in the Bureau of Administration, also supported the President. "He's assuring the people that they're [the Administration] doing everything possible. That they're on top."

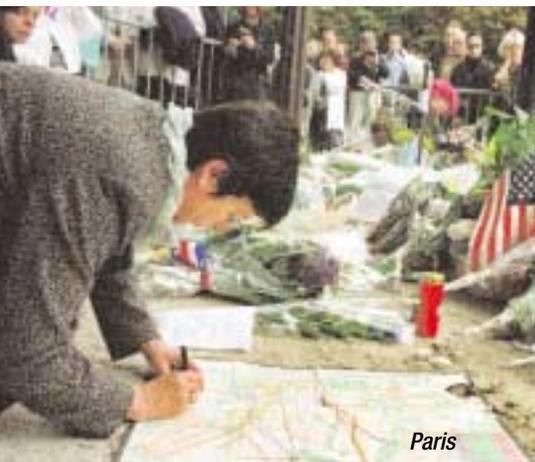
"He did an excellent job of thanking people for their overtime," said Angie Piscitelli, an intern in international organizations. "It was critical to come here."

Jeff Rusinek, a Diplomatic Security agent trainee, thought the President's remarks had a moderate tone.

"It sounded more like a law enforcement problem than war," he said. "He also stressed the humanitarian aspects." ■

The author is a writer-editor for State Magazine.

Reflections on Sept. 11



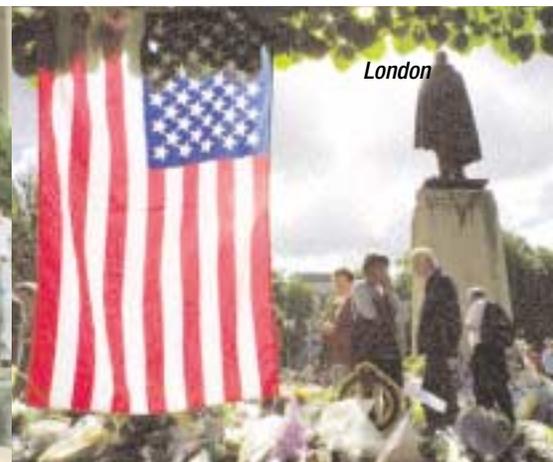
Paris

William Alix/AP Photos



New Delhi

Amit Bhargava/AP Photos



London

Alastair Grant/AP Photos

'Unspeakable Horrors'

By Howard Kavalier

The unspeakable horrors that befell America that fateful Tuesday morning of Sept. 11 evoked for me rather vividly many painful images and emotions that I had thought would attenuate with the passage of time. The television footage of the cascading twin towers, the panic-stricken pedestrians racing to safety and the valiant firefighters searching in vain for possible survivors took me back to the immediate aftermath of the Aug. 7, 1998, bombing of our embassy in Nairobi as I searched vainly for my wife, Prabhi. The clouds of dust, the dangling wires, the invisible cries for help muffled by mounds of concrete and twisted steel were front and center in my mind as if they had happened only yesterday.

In reliving the events of Aug. 7, I immediately began to mull over what for me have become more than rhetorical questions: Why did it take the carnage of Sept. 11 to galvanize the body politic to muster the will to eviscerate the scourge of terrorism? Why are American lives lost in the homeland seemingly more precious than those taken in Lebanon, Kenya, Saudi Arabia and Yemen? I am still

grappling for answers. I fear that abdication, expediency and amorality will feature prominently in whatever conclusions I ultimately reach.

I grieve for the surviving widows and widowers and urge them to see the goodness of their lost spouses in the faces and souls of their children. I cry for the latter, who number in the thousands and who, like my two young daughters, will never be able to bid farewell to a loving parent. I implore them to hold dear the memories of their mothers and fathers and take comfort in the fact that the immediate pain will ease over time even though the scars that blemish their psyches may never completely heal.

I support unequivocally the President's aim in rooting out the pure evil that bin Laden and other depraved apostles of terrorism embody. While one part of me prays that they suffer the same painful deaths that befell their victims, another part of me hopes that they will be captured and their hatred exposed to the light of justice that only a trial can bring.

The author, a Foreign Service officer now serving in the Bureau of Consular Affairs, was the new U.S. representative to the U.N. environment program in Nairobi when terrorists bombed the

U.S. Embassy in Kenya, where his wife, Prabhi, worked and died. He lives in McLean, Va., with his two daughters, Tara, 13, and Maya, 8.

'Another Harvest of the Innocent'

By Lucien Vandenbroucke

Watching aghast as the pictures of the Twin Towers' attack flickered across the television, I was transported in my mind's eye to the U.S. Embassy in Nairobi, Kenya, after a terrorist bomb destroyed it on Aug. 7, 1998. The shots of tortured steel and pulverized masonry in New York were, albeit on a frightfully larger scale, the images I will forever remember of the wreckage in Nairobi three years ago. Far more devastating than the sight of the ruins, however, was the thought of the shattered bodies and lives that lay beneath. In one fell swoop, the bloody scythe of terrorism had reaped another harvest of the innocent. Like so many others, I felt a rush of rage.

I then reminded myself, however, that blind fury was precisely what the terrorists sought to cause. They wanted the United States to lash out indiscriminately and create innocent victims in the Islamic world, from

which the terrorists came. The terrorists' ultimate goal was to stoke the flames of conflict between Islam and the West, a conflict some extremists desperately seek.

At a moving interfaith ceremony in Nairobi after the bombing to commemorate the more than 200 fatalities of the attack, one of the clerics officiating was a Muslim imam. The Koran, he emphasized, teaches that the taking of one innocent life is as abhorrent as the killing of all of humanity and terrorism is as anathema to Islam as it is to all other religions. And in Nairobi, as in New York, the victims of the terrorist attacks included members of many faiths, including many Muslims.

As President Bush has stated, we are at war with an evil, terrorism, not with a religion, even though some will occasionally try to twist Islam—as others do at times other religions—to justify their darkest deeds. As what promises to be a difficult, protracted war against international terrorism begins, this is a distinction we must always keep uppermost in our minds.

The author, currently a faculty adviser at the Naval War College in Newport, R.I., was acting deputy chief of mission at the U.S. Embassy in Nairobi in August 1998.

'A Special Bond'

By John E. Lange

Adm. William J. Crowe Jr., who chaired the Accountability Review Boards, came to Dar es Salaam in November 1998 and told the assembled American staff that we should



Jose Luis Magana/AP Photos

recognize we would be viewed in the United States as "experts" on terrorism: we were among the very few Americans who had actually endured a terrorist attack. Alas, the magnitude and the media coverage of the Sept. 11 terrorist attacks mean that "experts" on terrorism now include tens of thousands more individuals and, in many respects, all Americans as well as people around the globe.

A few weeks after the events, the *New York Times* reported that "Those who escaped from the World Trade Center on Sept. 11 will never get that day entirely out of their heads." Sadly, one can insert locations of numerous other deadly attacks—the Pentagon, the U.S.S. Cole, the U.S. Embassies in Nairobi and Dar es Salaam, Oklahoma City and more—and the sentence still rings true. The September attacks brought back vivid memories to the survivors of the bombing in Dar and afforded us the opportunity, yet again, to watch CNN videotape of our embassy engulfed in fire and smoke minutes after the blast on Aug. 7, 1998.

One of our means of coping with those memories is an annual rite in early August when we send "thinking of you" e-mails to each other. This year, one Dar veteran wrote, "That day is still as vivid as ever. It will probably always be that way. I feel fortunate to be able to reach out and touch all of you. Please be safe and take care. We all share a special bond that will bind us forever."

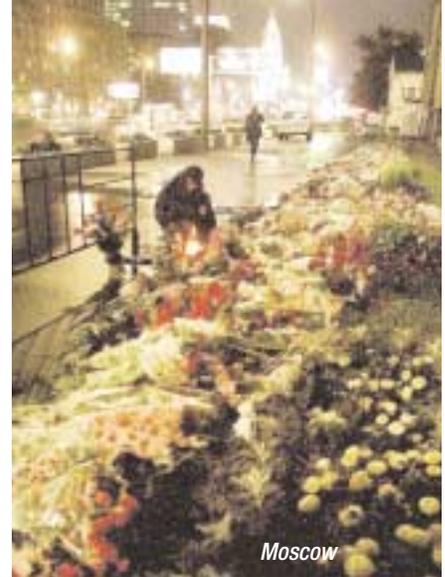
The memories linger, but our support network helps us to console each other. I can only hope that such support networks are established for the thousands of survivors of the Sept. 11 attacks and the many others affected by the tragedy.

The author, currently U.S. Ambassador to Botswana, was chargé d'affaires at the U.S. Embassy in Dar es Salaam in August 1998.

'More Pain Lies Ahead'

By Charles Slater

The events of Sept. 11 brought back many memories for my wife and me,



Mikhail Metzel/AP Photos

Moscow

memories that we hoped and thought were long erased. As painful as the pictures of New York and the Pentagon were, our experience suggests that much more pain lies ahead than people realize. The friends and co-workers and rescue personnel will suffer this trauma for many months and indeed years, and I fear the families will forever suffer this loss without reason. The pain in Dar es Salaam and Nairobi was more than we on the ground could absorb; the loss of more than 5,000 people, with the tens of thousands who have lost a loved one, is just more than we can get our minds around.

I hope that time will bring all Americans a better realization of our position and responsibility in the world. While we are indeed lucky to be world leaders in many fields, it comes with a responsibility that can not be avoided. My American friends often ask me why we have embassies in the many developing countries where my family has served. One need only look to the countries where our attention is now focused to see, perhaps, the cost of our non-presence. Isolation comes at a cost that we can ill afford.

The author was the financial management officer at the U.S. Embassy in Nairobi when it was bombed. His wife, Elizabeth, an information management specialist at the U.S. Embassy in Dar es Salaam at the time, narrowly escaped serious injury. They are both based in Port Louis, where he is the administrative officer and she is an information program officer. Their son Forbes, 8, is with them.

Some of the more than 35 jumbo jets grounded at Gander Airport when U.S. airspace was closed in the aftermath of the Sept. 11 terrorist attacks.

A Detour to Kindness: Delta 15 in Newfoundland

Story and photos by Peter Kaestner

It all began with a subtle turn halfway through Delta Flight 15's nine-hour flight from Frankfurt to Atlanta. At first, I didn't think too much of it, until I realized that we were going right, not left. "We have an indicator problem," the captain soon explained, "and we're diverting to Gander, Newfoundland, to have a mechanic take a look."

Uncertain about the plane's condition, we held our breaths for the landing. After a perfect touchdown, we taxied for several minutes to a remote part of the airport. Once we had parked, Captain Mike Sweeny announced that terrorists had attacked the United States. They had commandeered three commercial aircraft and flown two of them into the World Trade Center towers in New York and one into the Pentagon. He said U.S. airspace was closed and that he had no idea how long we would be on the ground.

Stunned, we soon formed small groups throughout the plane. People who had just flown six hours together without speaking to each other were now drawn together by a compelling, invisible force.

We sat patiently on the plane all day and all night. With little food and no entertainment, everyone talked quietly or slept. The next morning, we were greeted with a welcome breakfast of chocolate bars, potato chips and warm Pepsi Cola. Shortly afterward, there was great news—we were going to leave the aircraft! We drove across the huge Gander facility in school buses, past three dozen intercontinental jumbo jets sitting silently on the tarmac.

After stringent but polite security checks we wound our way through the north woods on a 45-minute drive to Lewisporte, a sparkling little town with immaculate homes, lovely gardens and quaint lawn ornaments proudly proclaiming that "The Smiths" lived there. As the yellow buses pulled up to St. Matthew's United Church, Pastor Lee Michelin and volunteers from his congregation greeted us. In the hall there were two televisions. More than 24 hours after it had happened, we finally saw the horrific images that had galvanized our nation and the world. The heinous acts, which had seemed so distant and unreal while we were on the plane, suddenly touched our hearts.

To deal with the tragedy, most people sought companionship. Four women, including one who was to be married on Saturday, formed a cohesive group we dubbed the "Four Musketeers." Several German businessmen formed another

Stranded for three days in Gander, passengers on Delta Flight 15 wait to reboard their flight to Atlanta.





The sanctuary of St. Matthew's United Church becomes a makeshift dorm, while generous volunteers from the Lewisporte church prepare and serve meals for the waylaid passengers of Delta Flight 15.

behaved children. Other passengers were connecting with our generous hosts. Several were invited to people's homes for tea and others were taken sightseeing. One couple on the plane knew someone who worked at the World Trade Center. They were offered an apartment for much-needed solitude. The volunteers gave us everything: toiletries, phones, Internet connections, hot showers, even the clothes off their backs! Since we only had our carry-on bags, almost everyone needed something.

At 5 p.m. sharp, an enthusiastic army of ad hoc waitresses served us dinner.

Realizing that no one had spoken during the meal, I got up. I tried to comfort the crowd by making some observations about what was likely ahead of us. I thanked the church, the volunteers and the community for their kindness. Then I told them that we had another reason to be proud Americans: The United States has the best neighbor in the world, Canada. Afterwards, people from several different nations thanked me for expressing their private feelings publicly.

association, as did several U.S. military families with small and amazingly well-

Thursday morning, I awoke before dawn and walked the mile or so to Woolfrey's Pond.

The warm water and cold night air combined to form a diaphanous fog that shrouded the surrounding black spruce forest like an Impressionist painting. The contrast between the death and destruction in the United States and the beauty and tranquility of the pond was overwhelming.

Friday dawned cold, gray and wet. As we ate another abundant breakfast, Pastor Michelin had a surprise—the buses were already coming to pick us up. There was emotional confusion as we left the wonderful people who had shared their town, church and hearts and prepared to return to our former lives. Back on the plane, one passenger gathered more than \$15,000 U.S. in pledges for a Lewisporte scholarship fund.

Delta Airlines employees greeted us in Atlanta waving flags and patriotic signs. But the nearly vacant Hartsfield Airport behind them poignantly reminded us that the United States would never be the same. We realized, too, that we would never be the same, touched as we had been by the extraordinary kindness of the citizens of Newfoundland. ■



Delta employees greet Flight 15 in Atlanta.

The author is the consul general at the U.S. Embassy in Guatemala City.

Remembering Sept. 10



No, the headline on this column is not a typo.

And no, I have not been living on a different planet. I know full well what happened at 8:45 a.m. on Tuesday morning, Sept. 11. The images of that day have been seared into all our brains. I'm old enough to remember the day President Kennedy was assassinated and can recall exactly where I was and what I was doing. I feel certain Sept. 11 is going to have the same impact.

The deaths of our fellow citizens have saddened us all. We also realize that many of our colleagues' lives have been disrupted, and some will now face even greater danger representing our great nation overseas. We should not forget, however, that the victims of Sept. 11 include the citizens of literally dozens of countries. The terrorist attack was aimed directly at the United States, but its victims were from all continents.

I'm sure you also know that events of Sept. 11 have touched off a display of fierce patriotism the likes of which I have never seen before except on the Fourth of July. I had occasion to drive up Connecticut Avenue from downtown the other day and was struck by the number of American flags flying: big expensive ones, small ones clipped out of the *Washington Post* and even ones drawn by hand. Whether it has been the long lines to donate blood or the huge surge in charitable contributions, Americans have also demonstrated that their rush to care is far faster than their rush to retaliate.

So why, then, am I asking you to remember Sept. 10? I grant you, it was the last "normal" day in America before the terrorists struck. In future years, we may have occasion to look back with nostalgia at that date. That alone might be a good reason to remember it, but there is another reason as well.

Sept. 10 was Foreign Affairs Day. It was our annual homecoming for retired State Department alumni, the day on our institutional calendar when we pause to recognize the contributions of our retired Foreign Service and Civil Service colleagues.

My Human Resources staff went all out to make this a really wonderful day for everyone concerned. We advertised early and often, and the results were dramatic: After several years of declining participation, we more than doubled attendance this year.

Secretary Powell was our keynote speaker. Getting him was not a hard sell, either. He agreed to speak in June and throughout the summer expressed his interest. When he was called to the White House early on the morning of Sept. 10, I held my breath. But at the appointed hour he was in the Dean Acheson Auditorium, greeting the attendees and briefing them on the challenges we face.

At lunch, DACOR presented former Secretary of Defense Frank Carlucci with the Foreign Service Cup. I presented the Director General's Cup to Ambassador Ed Perkins and Ken Hunter, former principal deputy assistant secretary in Consular Affairs, on behalf of the Foreign Service and Civil Service, respectively. Following the lunch, Under Secretary of State for Political Affairs Marc Grossman spoke about the challenges of 21st century American diplomacy. His remarks on the dangers of terrorism and proliferation could not have been more timely.

Sept. 10 was also a day for solemn remembrance. The Secretary, together with AFSA President John Naland and Acting Deputy USAID Administrator Janet Ballantyne, dedicated a plaque honoring 10 employees who died in the service of their country. I thought it was a moving tribute, and I have to tell you that one of my first reactions when I heard the news of the Sept. 11 terrorist attacks (and was evacuating the building) was to pray that we would not have to add any more names to that plaque. Thankfully, we did not. Not on that day, anyway.

So as you go about adjusting to the stresses, demands and possible dislocations caused by Sept. 11, I hope that wherever you are you will also take a brief moment to remember a good thing that happened the day before the terrorists struck. And I hope the sense of purpose, the feeling of family and the strong surge of patriotism that we felt on Sept. 10 will be a real source of satisfaction and pride to you all. ■

Photo by Kathleen Goldynia



Remembering Their Colleagues

As the flag is lowered to half staff, State Department employees pause outside the Harry S Truman Building on the morning of Aug. 8 to remember U.S. and FSN colleagues killed and injured in the bombings of the U.S. Embassies in Kenya and Tanzania. In Nairobi, a park was dedicated on the site of the former U.S. Embassy.

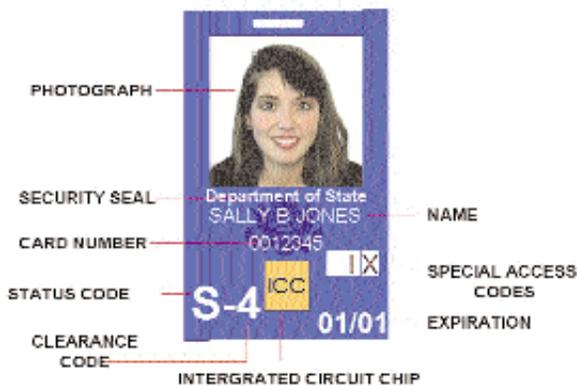


Award Recognizes Employee's Actions

Worley Lee Reed, center, security engineering officer, receives the Secretary's Award from Ambassador Delano E. Lewis Sr. for injuries he received as the search and rescue leader after terrorists bombed the U.S. Embassy in Nairobi on Aug. 7, 1998. Lacking equipment, he tore muscles and tendons in his shoulders lifting heavy debris and carrying injured colleagues from the building filled with toxic air and dust. His wife, Joyce Ann, an embassy employee, was at his side.

New Access Control System Under Way

DOS Smart ID Card



A new access control system will soon be installed throughout the Harry S Truman Building and up to 30 annexes. The system hinges on SmartCard technology, jargon for identification badges outfitted with integrated circuit chips. The project, to be completed by 2003, is expected to improve security and speed visitor processing.

The Bureau of Diplomatic Security's Office of Domestic Operations is introducing the new technology with help from the Volpe Center at the Department of Transportation.

The existing system is used by an estimated 16,000 employees and visitors to the Truman Building and 101 other facilities.

The new system will be more user-friendly than the existing one with its 16-year-old equipment, according to Donald Blake, office director. The single-card design will be simpler and more functional. It will identify clearance levels, remove the birth date and Social Security number from the face of the card, confirm an employee's identity and prevent unauthorized access to controlled areas, he said.

The technology will automate visitor processing, doing away with the handwritten sign-in roster. The system allows a receptionist to simply enter the visitor's information on an electronic form. Visitors can also be signed in ahead of time using the same Intranet form.

SmartCard technology permits the card to store information such as travel orders, training and medical records, property accounts, vehicle authorization and computer access. The chip protects this information, which can only be accessed through user codes, Mr. Blake said.

The Bureau of Information Resource Management will also use the card in developing software that provides authentication and privacy for data sent from one location to another. The security software and SmartCard technology may be combined to control computer access, he added.

For more information contact Ms. Lolie Kull, at 663-3354 or kulllw@state.com.

Secretary Powell: Welcome Home, Retirees



Retirees file into the Dean Acheson Auditorium almost nonstop.

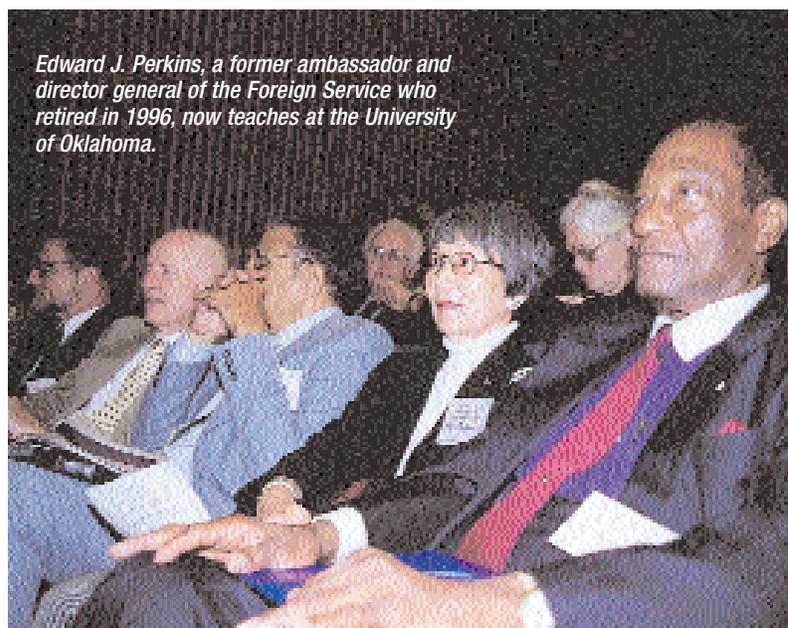
By Paul Koscak

A record 500 retirees—double last year’s turnout—attended September’s Foreign Affairs Day to reconnect with friends, former colleagues and current issues. And they weren’t disappointed.

“We want you to feel reconnected,” said Director General Ruth Davis, who called the retirees mentors and respected colleagues. “As far as we’re concerned, this is your home.”

Secretary of State Colin L. Powell underscored the director general’s remarks by sharing his vision of trusting and empowering employees to make decisions as well as building a tightly knit organization that can compete with private industry in attracting the best people.

“I feel strongly about stewardship—taking care of the people and resources given to us by Congress,” said the Secretary, who changed the event from Foreign Service Day to Foreign Affairs Day to reflect the Department’s commitment to Foreign Service and Civil Service employees. “It also means fighting for what we need.”



Edward J. Perkins, a former ambassador and director general of the Foreign Service who retired in 1996, now teaches at the University of Oklahoma.

Secretary Powell told the retirees that Congress and the President are supporting his efforts. He cited as examples his hiring of former Army Corps of Engineers Commander Charles E. Williams to improve buildings and other facilities and Grant Green, another retired Army commander, to streamline personnel practices.

The results are striking. The Department has slashed the time it takes to test, interview and hire new Foreign Service officers from 27 months to eight. It also reduced security-clearance processing from six months to 80 days, according to the Secretary. All employees, he pledged to the retirees, will have Internet access at their desks. In addition, "floating" positions are being created to back-up employees involved in training or other professional development.

"We're very pleased at our first year's results," he said.

Secretary Powell said the "Department's new energy" and beefed-up advertising attracted a record 23,500 applicants for the Sept. 29 Foreign Service test.

"The embassy is always right," proclaimed the Secretary, illustrating the Department's new outlook where employees are encouraged to act. "We here on the 7th floor are always wrong."

The crowd roared with applause.

"I want to connect this family in a powerful way," said the Secretary. "Take the message of the importance of a diplomatic career across the country."

Although the gathering was upbeat, the event had a somber moment when Janet Ballantyne, acting USAID administrator, joined the Secretary in placing a wreath on the memorial plaque honoring those employees who died abroad serving the nation. The American Foreign Service Association sponsored the tribute.

Later, former Defense Secretary Frank Carlucci delivered keynote remarks at the Foreign Affairs Day luncheon. The afternoon featured retirement workshops and foreign policy briefings.

For some, the welcome seemed warmer than at past homecomings, where policy rather than people and management dominated the agenda.



Albert Papworth, a retired British civil servant, and wife, Texanna, a retired Foreign Service secretary, are still all smiles after driving 2,500 miles from their home in Lake Havasu City, Ariz. The couple met in a London pub when Texanna was assigned to the U.S. Embassy.

We remember with heartfelt gratitude ten colleagues who have lost their lives in the line of duty while serving overseas.

Seth John Foti Bahrain 2000	Robert B. Hebb Honduras 1989
Philip Thomas Lincoln, Jr. China 1996	Edward R. Cheney Philippines 1976
J. Kirby Simon Taiwan 1995	Garnett A. Zimmerly Philippines 1976
Nancy Ferebee Lewis Egypt 1993	Bruce O. Bailey Vietnam 1972
Pasqual Martinez Russia 1991	Luther A. McLendon, Jr. Vietnam 1972

"It's right on time," remarked Paul Washington about the Secretary's presentation. "The last Secretary of State who paid attention to grounds and personnel was Vance."

Mr. Washington, who retired in 1991 as chief of publishing services, praised the Secretary's decision to bring more employees together by renaming the annual event. "I recall from my earlier years some folks felt excluded," he said. "Powell is putting the Department back in order."

Mary Dougherty, a secretary who served in Romania, Egypt, Germany and Vietnam before retiring in 1973, offered a pragmatic view.

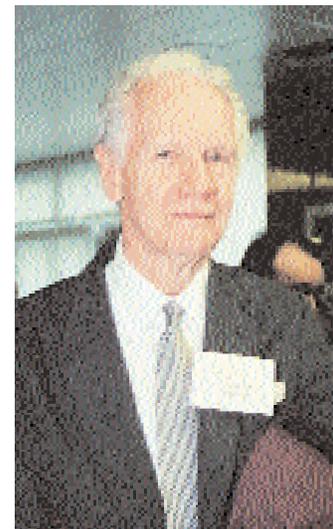
"I think it's going to be good," she said of the new priorities. "It can't be worse. Before, we couldn't even get into the building."

Former economics officer Carl Mahder, who retired in 1968 from his post in Turkey, also liked the new name. "I thought it was good to bring in the Civil Service people," he said. "It's something he's [Powell] learned from his military experience. I saw it in Germany during the occupation. The military develops relationships with people they associate with."

Mr. Mahder's wife, Audrey, a retired Foreign Service officer herself, enjoyed what she heard. "I felt he was speaking to us," she said.

Roberta Bruce, who retired in 1970 and is now president of the Foreign Affairs Retirees of New England, took a similar view.

"Secretary Powell gave us a great feeling of camaraderie," she said. "He sounded genuine." ■



William D. Calderhead retired in 1978 after a 33-year career. He was an executive director for three regional bureaus.

The author is a writer-editor for State Magazine.

Post of the Month:

Copenhagen

*Sailboats dock along one of
Copenhagen's historic canals.*





**By Sarah F. Drew
and Sara Wray**

In the land of the Little Mermaid, Tivoli and open-faced sandwiches, 12 agencies work together at the U.S. Embassy in Copenhagen wrestling with the region's bigger issues: peacekeeping in the Balkans, ice storms in Greenland and a collision between an oil tanker and a passenger ferry in the Baltic. It's all part of the embassy's workday.

The only country in northeastern Europe that is a member of NATO and the European Union, Denmark is a stalwart contributor to both organizations. But its people still cherish being Danish. They recently voted to keep their currency, the Krone (Crown), in lieu of the Euro. Queen Margrethe II governs and is beloved as the country flourishes economically and culturally.

As a mid-sized mission responsible for relationships in Denmark and the autonomous territories of its realm, Greenland and the Faroe Islands, the embassy in Copenhagen employs 58 Americans and 75 nationals. The embassy represents the Departments of State, Defense, Agriculture, Commerce and Justice—all working to improve cooperation and advance U.S. foreign policy in the Nordic-Baltic region.

The Danes are committed and energetic NATO allies who have cooperated in peacekeeping activities throughout the Balkans. They contributed a fighting force to Kosovo in 1999, helping the United States achieve its foreign policy goals in that region.

The mission has a strong commitment to cooperation and communication within the region. Most mission elements work not only with the

Danes but also with other states in the region to develop cross-boundary understanding.

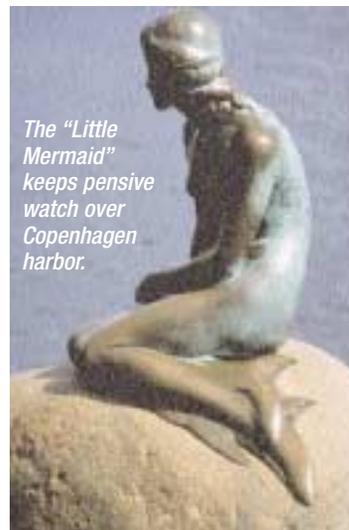
For instance, since becoming one of the "Schengen" region nations, Denmark no longer requires passports at its borders from citizens of member states. This ensures continued controls for those entering from non-Schengen countries. The INS office at Copenhagen has led training sessions for police and airline personnel to help them recognize proper documentation and combat fraud. This has proved an effective way of enhancing law enforcement throughout the Nordic area. The DEA and FBI also do extensive training

on trans-border crimes, helping security personnel to adopt proven tactics to combat organized crime, drug trafficking, terrorism, counterintelligence and violent crime.

Last May, the embassy co-hosted with the Council of Baltic Sea States a conference on combating human trafficking. More than 120 delegates from 12 countries attended the two-day event

and discussed everything from governments' acknowledging the problem and strengthening cross-border cooperation to granting residency permits to encourage victims to testify against traffickers.

With a high standard of living, growing incomes and proximity to the mature economies to the south and the emerging markets of the Baltic basin, Denmark is an attractive market for U.S. companies. In May of 1999, the U.S. Chamber of Commerce in Denmark was launched. Membership grew to 100 companies within two years, fueling a phenomenal increase of direct investments between the two countries. From 1997 to 1999, U.S. investment in Denmark and Danish investment in the United States



The "Little Mermaid" keeps pensive watch over Copenhagen harbor.

Photo by Richard Sowersby/PictureQuest

On a warm day in Thule, Political Counselor Francis "Paco" Scanlan stands near Greenland airbase's permanently frozen runway.

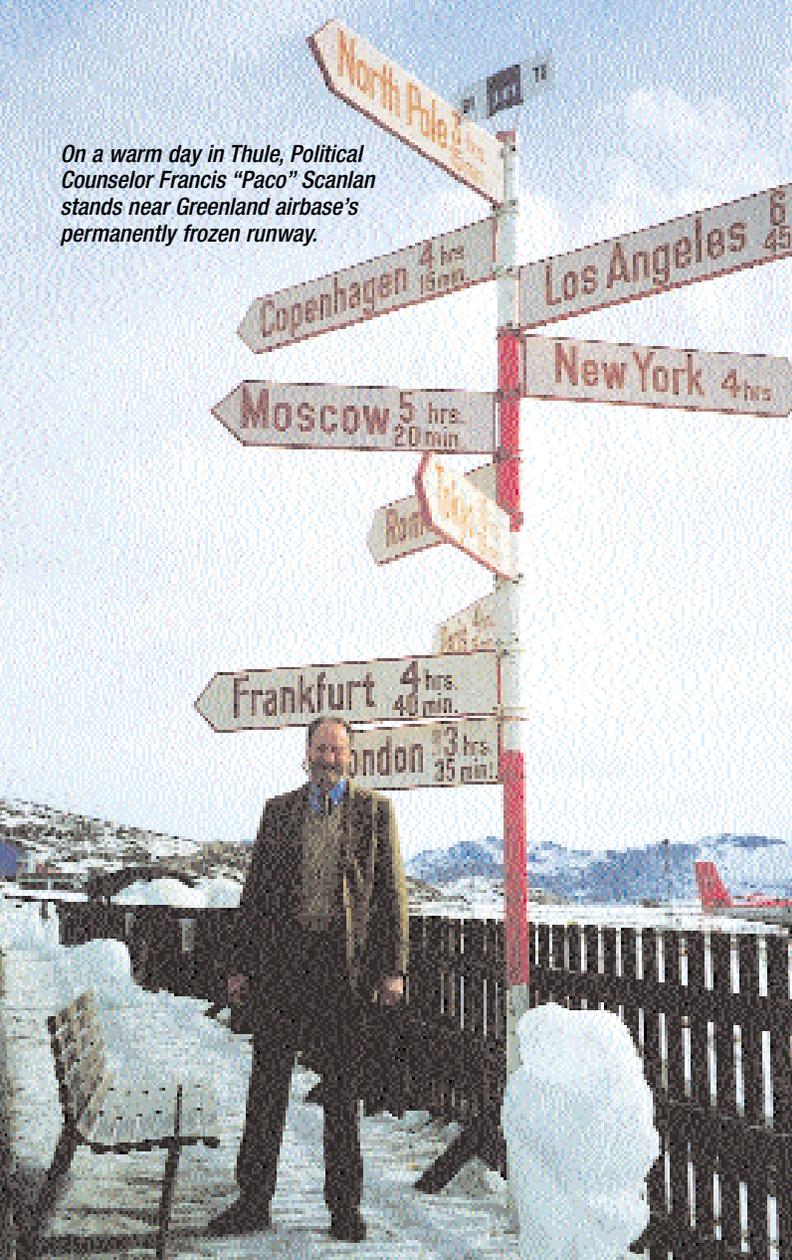


Photo courtesy of Paco Scanlan

The State Department selected Denmark as one of its regional environmental offices to help build an environmental alliance among the Baltic States, northwest Russia, the Nordic countries, Poland and Germany. Last June, the embassy hosted a multi-government-U.S. Army program to assist Lithuania in an emergency response to a mock ship collision and oil spill. The program provided computer hardware, software and training to help in relief efforts. The final exercise involved 80 civilian and military officials from Russia, Poland and the Baltic States and personnel from the U.S. embassies in Denmark and Lithuania. The workshop allowed officials in these countries to work together. Should a real disaster occur, these countries would now be better able and more willing to communicate and coordinate a rapid response.



U.S. and Danish officials sign the Investor Visa Protocol in the spring of 2001. From left are Danish Foreign Minister Mogen Lykketoft, Ministry of Foreign Affairs representative Sven Gad and former U.S. Ambassador Richard Swett. Photo courtesy of Danish MFA

The U.S. Embassy in Denmark is the Department's only overseas acquisition office. It procures all supplies for the U.S. air base in Thule, Greenland. Two airmen and nine nationals staff the procurement office, which supports Thule's 800 personnel with \$55 million worth of food, clothing, machin-

quadrupled to more than \$1 billion. U.S. investments in Denmark made up more than a third of all foreign investment. U.S. companies are the largest foreign investors in Denmark.

To maintain this burgeoning economic relationship, the embassy convinced the Danes to support the Treaty of Friendship, Navigation and Commerce. The accord allows nationals of either country to reside in the other country and to start and develop a business. Without this support, Danish investors were operating at a disadvantage with their European Union co-members and the United States was missing out on valuable Danish partnerships. Surging Danish exports and investment in the U.S. market helped spur the government to act, and the protocol was signed by the ambassador and the Danish foreign minister last spring.

Deputy Chief of Mission Lawrence Butler talks with co-author Sara Wray.





David Ryan/PictureQuest

The tall stone towers of Rosenborg palace rise high into the sky.

ery and equipment. Their job is complicated by the base's extreme climate. Ships sail only two months of the year, when sea ice is mildest. Thule's airport has a permanently frozen runway. The base, which serves as an early missile launch warning and satellite tracking station, recently gained press coverage as a possible site for the Bush Administration's missile defense program.

Copenhagen, Denmark's capital, has more than a million inhabitants. Its relatively small size and cultural riches attract tourists and diplomats alike. It's famous for the century-old amusement park, Tivoli, located in the



Guarn Whitaker-Nissen, left, Peter Gibbons, regional security officer, and co-author Sarah Drew confer on a building project.

Photo courtesy of Sarah Drew

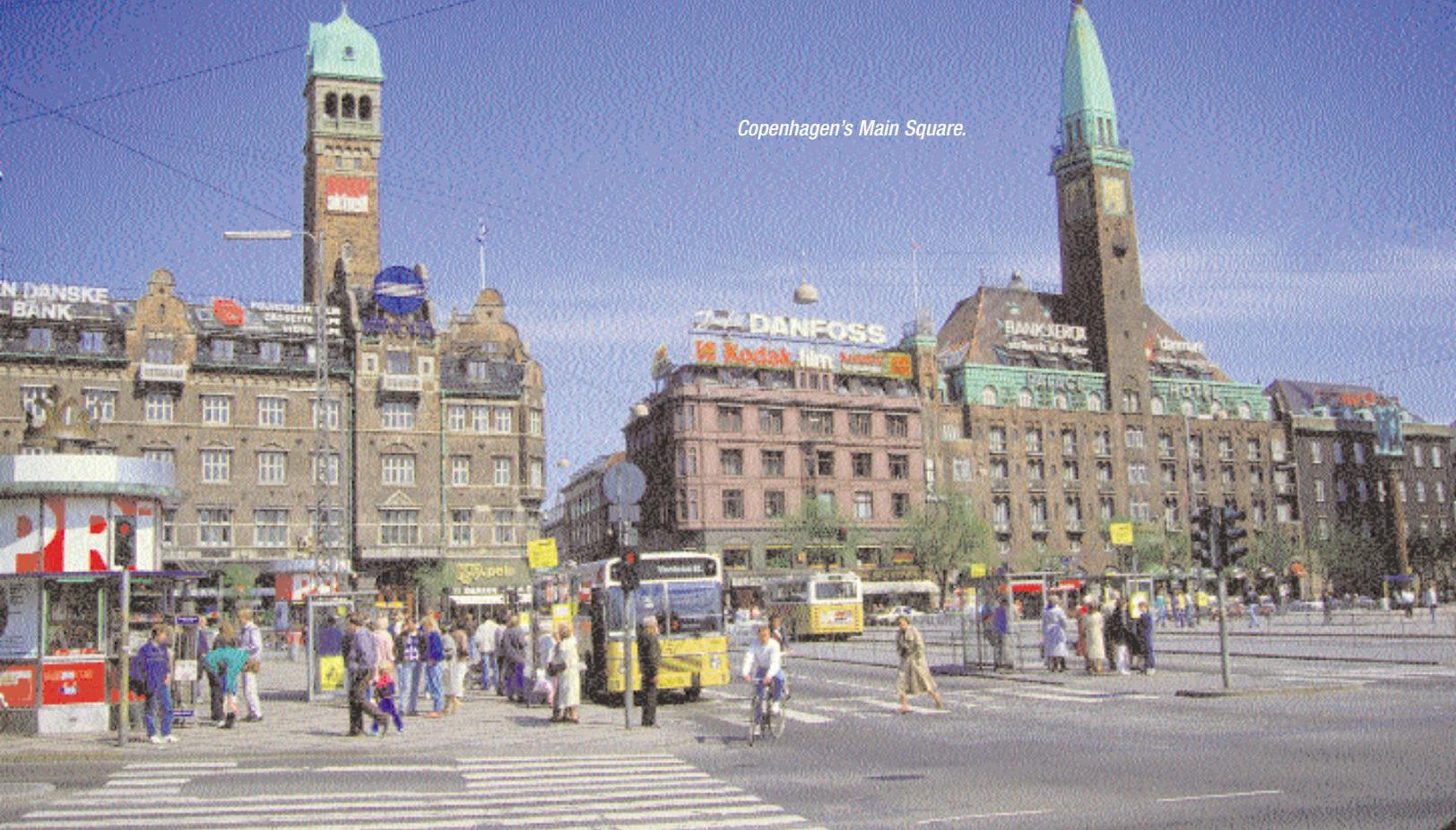


Photo by Sara Wray

A vendor sells fruits and flowers in downtown Copenhagen.

heart of the city. The city is Europe's jazz metropolis, hosting world-famous musicians and festivals. Copenhagen has retained its intimacy and charm while helping Denmark evolve as a formidable player in international affairs.

The Danes love their country, their high quality of life, their freedom and their peaceful ways. It all means "cozy," a cherished Danish concept that permeates home

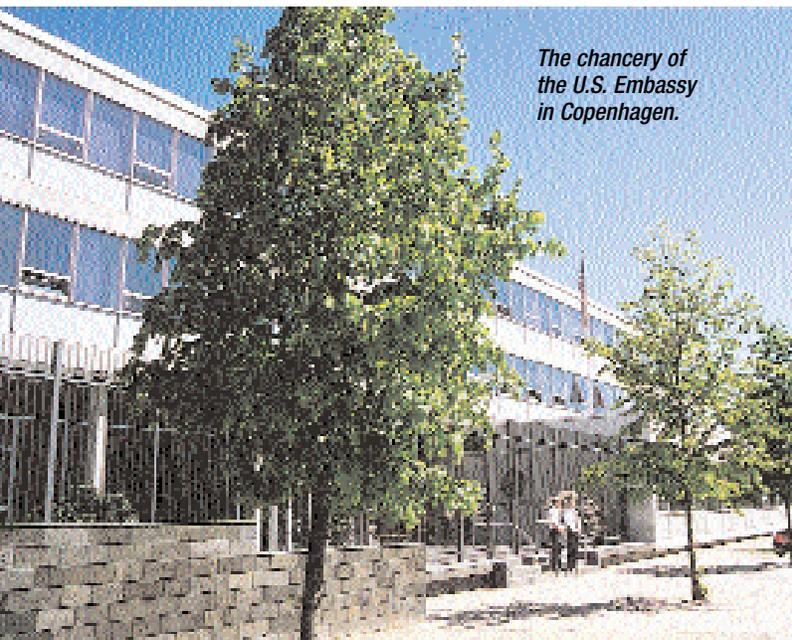


Copenhagen's Main Square.

Photo by Ann Purcell/PictureQuest

and work. The Danish people have a strong sense of family and community. They seize every chance to celebrate. While they have their own Nordic language, which challenges even the most gifted foreign linguists, most Danes speak excellent English.

For more than a thousand years, kings and queens have ruled this enchanted land. Quaint towns filled with castles and thatched-roof cottages dot the countryside. The national flag is proudly displayed and the people exude happiness and peacefulness. They also have the



The chancery of the U.S. Embassy in Copenhagen.

Photo by Mike Canvin



Maria-Jose Diderichsen, American citizen's assistant, and Simon Weeks, consular administrative assistant, take a break for a photo near the cashier's window in the consular section.

highest number of computers per capita in the world and eagerly embrace the newest technologies. Although Denmark has maintained its beauty and charm, it's not trapped in the past. The nation looks to the future, working side by side with its neighbors, the United States and the rest of Europe as a valued partner and friend. ■

Sarah F. Drew is the administrative officer at the U.S. Embassy in Copenhagen. Sara Wray, a student at Drexel University in Philadelphia, was a summer intern at the embassy.

Office of the Month:

Office Of Foreign Missions

Story and photos by Paul Koscak

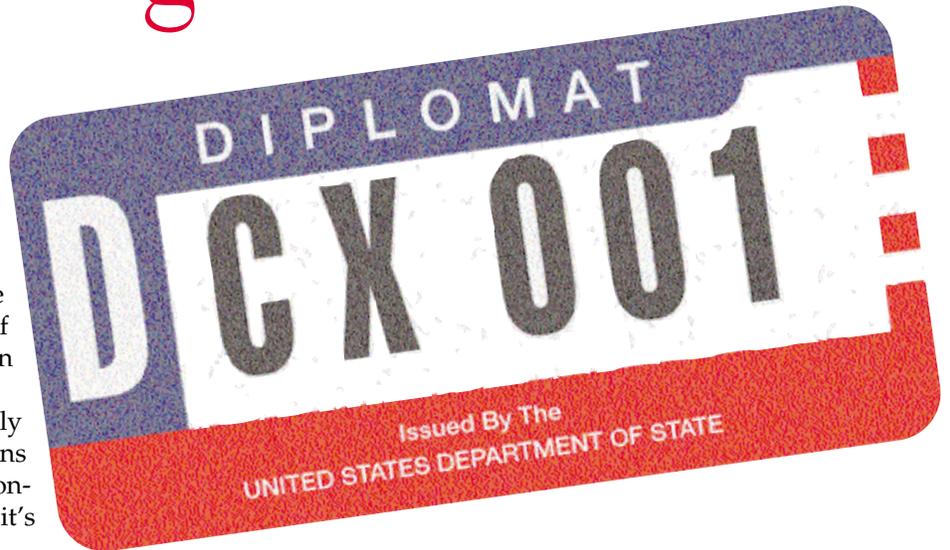
Call it the 51st state.

Diplomatic Motor Vehicles operates much like the other 50 state motor vehicle departments, without the long lines, of course. But the clientele is different: foreign diplomats and their families.

Although motor vehicle services are only part of what the Office of Foreign Missions provides to the more than 10,000 foreign consular officials living in the United States, it's perhaps the most visible.

When it's not issuing plates, licenses and registrations, the office advises foreign diplomats, their families and their staffs about U.S. law. It also champions reciprocal rights for U.S. diplomats overseas, based on the freedoms and privileges given to foreign diplomats living in America. And for Americans at home, the office works to ensure that diplomatic privileges aren't abused.

"Some countries are less sensitive to the treatment of their diplomats," said Ted Strickler, the office's deputy assistant secretary, in explaining some of the challenges of reciprocity.



Reciprocal rights figure into just about everything the office accomplishes, applying to everything from tax relief to automobiles.

"If their diplomat drives a Cadillac and we can't, then we tell him to get a small car," he said. "If we can own only one car, they can own only one."

But it's not all that simple.

The department registers more than 12,000 vehicles every year, processes photographs for licenses and ensures that foreign drivers carry insurance, said Jackie Robinson, who supervises the motor vehicle operation, located at 350 International Place, about a block from the University of the District of Columbia.

"Some diplomats think they should automatically get a license," she said. "We look at what a citizen needs to get a license in that country. Are the standards lower than, equal to or greater than they are here? There's no reciprocity if the standards are less."

If their skills fall short of U.S. standards diplomats are routinely referred to their respective states to take the written and road tests before being issued a license and the trademark red, white and blue diplomatic plates.

There's a perception that foreign diplomats drive with impunity. Not so, said Ms. Robinson. If a diplomat receives a violation, the municipality must report it to the Department. Like U.S. drivers who incur violations, the diplomats are penalized with points. If the points add up, the Department can suspend the license and revoke the diplomat's driving privileges, she said.



The Diplomatic Motor Vehicles division shares its hilltop at 350 International Place with embassies and nearby University of the District of Columbia.



Serious offenses, such as drunk driving, result in a one-year license suspension. After a second offense the diplomat is deported.

"We expel three to four diplomats per year for DWI," said Mr. Strickler. "This includes dependents. We're tougher than most municipal jurisdictions."

Reciprocity plays an important role in property transactions, too. Foreign missions wishing to buy, lease or modify property must obtain office permission, said Richard Massey, who supervises the office's property division. Only those foreign governments that offer ownership rights to the United States are allowed to purchase property here.

In 1999, according to an office report, the Department constructed new offices and residences in Rio de Janeiro and São Paulo in exchange for allowing Brazil to relocate its consulate to New York. Last year, Qatar was granted permission to buy U.S. property after it permitted the U.S. Embassy in Doha to purchase buildings and land. Although for years Tajikistan wanted to purchase property in the District, that nation was just granted permission last year after signing an agreement giving the U.S. equivalent purchase rights in Tajikistan.

Purchase requests can take up to 60 days, said Mr. Massey. Before authorization is given, the Department reviews how that country handles similar requests from U.S. diplomats. "We'll farm it out to the political desk, Diplomatic Security and other intelligence agencies," he said.

The office can seize illegally purchased properties. When the Chinese news agency Xinhua purchased a building near the Pentagon without permission, the office forced the Chinese embassy to sell it, the *Washington Times* reported in June 2000.

Foreign taxes and customs heavily affect the cost of operating U.S. embassies and consulates. Taxes on personal purchases end up in higher allowances for U.S. diplomats and, ultimately, higher costs for U.S. taxpayers. A major function of the office is to negotiate for tax exemptions, said Mr. Strickler.



Bernadette Moss services diplomatic customers diplomatically.



Clay Hays, motor vehicles supervisor, inspects a sight-testing machine. Josephine Garcilazo, data processor, looks on.

Among the nations offering tax exemptions to the United States are Austria, Denmark, France, Ireland, Italy, Lithuania, Malta, Panama, Romania and Switzerland. Meanwhile, the missions of Belgium, Brazil, China, Ethiopia, Ghana, Russia, Slovenia, Uruguay and Vietnam lost some of their tax-exemption privileges because those governments continue to tax U.S. diplomats.

"In Tel Aviv and Warsaw our embassies saved \$3 million because of these tax agreements," he said. Interestingly, Mr. Strickler added, Cuba offers the greatest tax breaks; Britain, none.

The same negotiations are carried out with customs. Last year, the office successfully expanded the agreements for American diplomats to ship personal goods duty-free. Some nations, such as Bosnia, Portugal, Burma and Iceland, offer unlimited duty-free entry privileges. Others offer the privileges during certain months or just for diplomatic officers, rather than all workers assigned to a U.S. mission.

To better serve the growing foreign consulate community, the office has six stateside locations: New York, Chicago, San Francisco, Los Angeles, Honolulu and—its newest site set to open in November—Miami. A Houston location is currently under discussion.

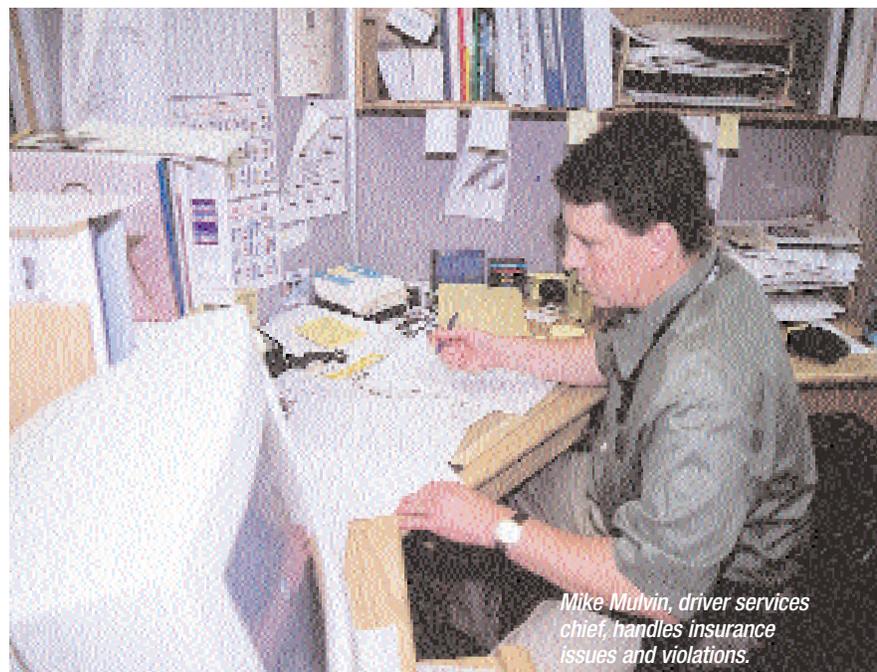
Still, two of the office's biggest challenges are closer to home. Plans call for authorizing foreign consulates to move further from the downtown area. "We have an issue with the huge number of consulates in the District," said Mr. Strickler. "We're looking to relax that. The neighbors don't like them

because of the traffic. Third World nations are paying First World prices."

He also called for better use of technology, particularly in the motor vehicle division, where many functions are performed manually.

"We're all struggling," he said. "It all takes time, money and staff." ■

The author is a writer-editor for State Magazine.



Mike Mulvin, driver services chief, handles insurance issues and violations.

The meet-and-greet line at the Embassy in Haiti.



Let's Have A Ball!

By Paul Koscak

It's been a tradition since 1775.

And at many U.S. Embassies, it's an event where tickets sell out in a few days.

It's the annual Marine Corps ball.

The birthday of America's premier military organization is a mainstay at Marine Corps installations throughout the world. The celebration ranges from a simple cake cutting by a handful of remotely deployed Marines to a formal reception with dinner, music and a high-profile speaker at larger venues.

No matter where—either on land or at sea—Nov. 10 is an important day on any Marine's calendar, said Staff Sgt. Cory Knox, the operations chief at Quantico Marine Corps Base near Washington, D.C.

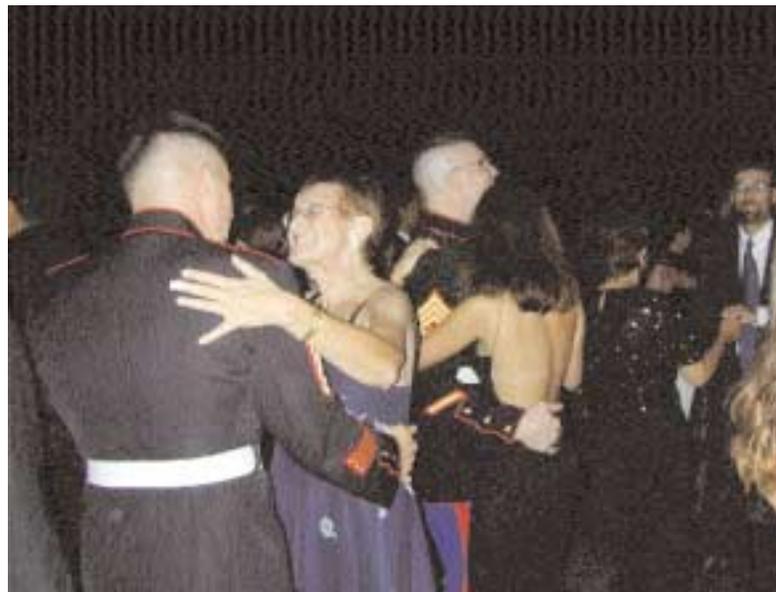
At embassies, the celebration is mostly a traditional military ball, where diplomats, spouses and dates revel with the Marine detachment.

"At the embassies, the detachment plans the event," Sgt. Knox said. "They promote it with brochures and e-mail."

Although the Marine Corps was founded on Nov. 10, the celebrations are held anywhere from October to December—sort of a ball season.

To keep the yearly event affordable, it's customary for embassy Marine detachments to hold Friday night happy hours at Marine House, the embassy military quarters, to raise money, according to Maj. Tim Sullivan, who also works at the Quantico operations center.

Elegance, fun—and an upbeat tune—at the Marine Corps birthday ball.

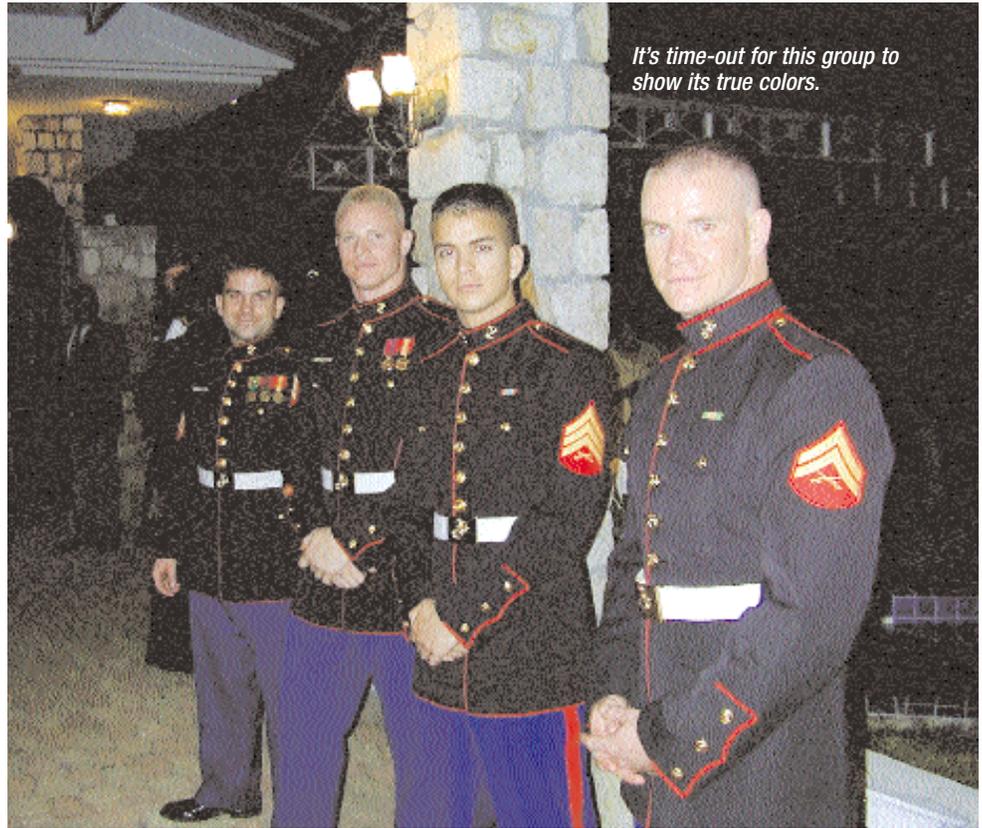


"I've been to balls for \$10 per person or \$25 per couple," said Sarah Genton, of the Family Liaison Office. "In Europe tickets could cost \$100."

At embassies, the ball is a way for the entire diplomatic community to get together, she said. "The military of the host country is also invited," Ms. Genton said. "In terms of all the uniforms, it's like a pageant."

The Burkina Faso ball was a low-key event at the ambassador's residence, she said. But in San Salvador, it was a high-energy affair where more than 300 people packed a hotel complete with a band and dance floor that resembled a disco. "The ball varies depending on the politics," she said. "But it's such a morale booster. Everyone looks forward to it." ■

The author is a writer-editor for State Magazine.



It's time-out for this group to show its true colors.

10 State Spouses Become U.S. Citizens



State Department spouses Tatiana Whatley, left, Caroline Schroeder and Martina Heartney take the oath as new U.S. citizens.

Ten foreign-born spouses of State Department employees raised their right hands and recited their allegiance to the United States of America during a naturalization oath ceremony Aug. 7 at the Immigration and Naturalization Service's Washington District Office in Arlington, Va.

Before swearing in the new citizens, Robert Schofield, acting assistant INS district director, told them that while America can promise equality of opportunity, it cannot promise wealth or wisdom. It can promise the pursuit of happiness, he said, but it cannot promise happiness. It can promise liberty but it cannot guarantee peace, only the opportunity

to work with us to secure that peace.

The INS official said, "In short, you are now among us to share in our successes and our failures, in good times and in bad."

Since August 2000, the Family Liaison Office has assisted 81 foreign-born spouses of State Department employees with expeditious naturalization, according to Vanja Huth, the specialist in charge of the program. About 50 others are waiting in line for naturalization, she said.

Blair House

Where Hospitality Meets Diplomacy

**Story by Monique Armstrong
Photos by Kathleen Goldynia**

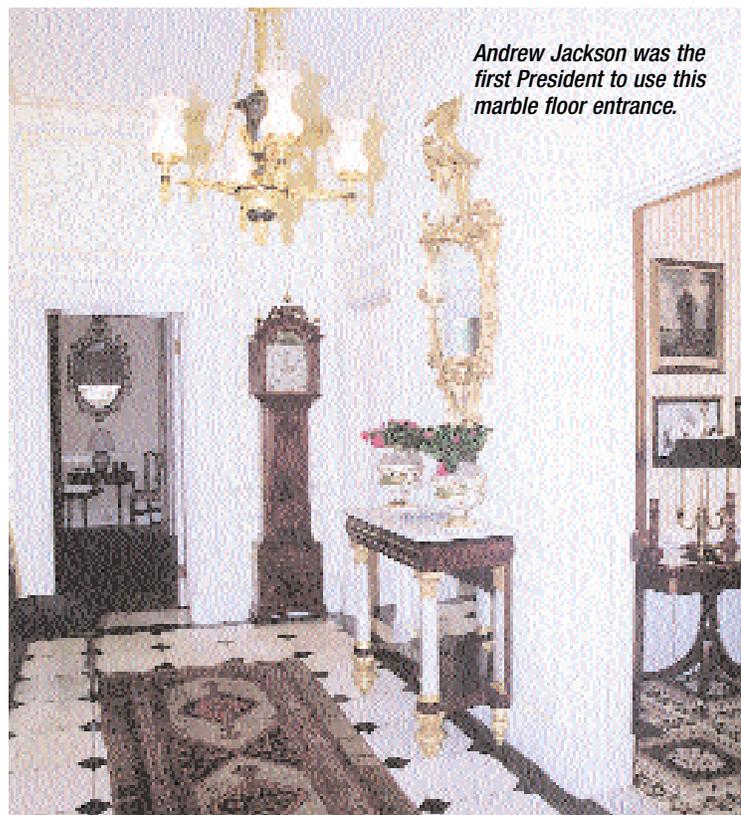
*W*here do the President's guests stay?

If you guessed the White House, then you're close. Just diagonal to the White House is Blair House, the President's official guesthouse for visiting heads of state, royalty and other VIPs.

Built in 1824, the cream-colored residence, managed by the State Department, maintains a low profile among the colonial-era brick townhouses that line Pennsylvania Avenue across from the White House.

A small staff of Department employees runs Blair House, a 70,000 sq. ft. complex that includes several additions. It's actually larger than its neighbor across the street, the White House, not including the offices in the West Wing.

"All this is made possible because the staff loves what they do," said Randy Bumgardner, the Blair House's new manager. "From the laundry service to security, everyone aims to please."



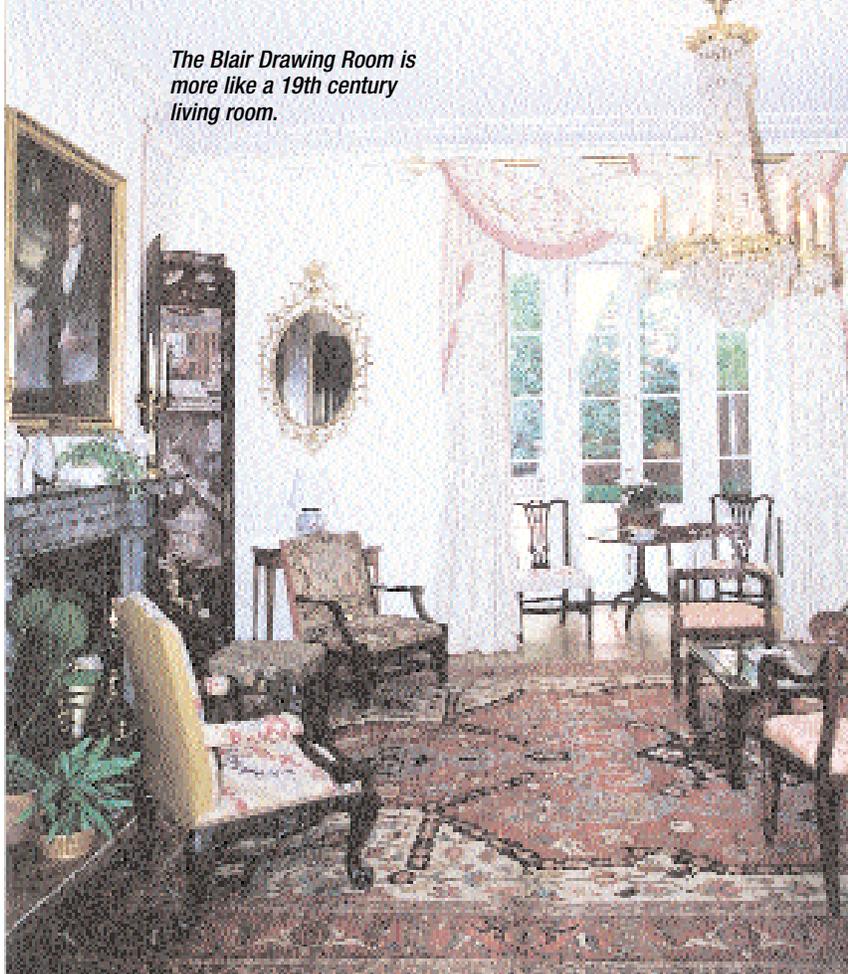
Andrew Jackson was the first President to use this marble floor entrance.

Since Blair House isn't a hotel, the approach is to make guests feel like they're staying in a personal residence. In a way they are, because nobody stays at Blair House—not even former Presidents—unless the President invites them. Exceptions are made for the President-elect and family to stay before the Inauguration. At the death of a former President, family members are invited to stay before the funeral.

The staff spares no effort in offering the best in comfort and hospitality. With its own chefs, maintenance staff, beauty salon and florist, the house is truly self-sufficient so guests don't have to look far for luxurious treatment.

Despite the accent on service, staff also are concerned about costs. Mr. Bumgardner said that by buying items wholesale, they're able to eliminate costly markups and get better deals on finer-quality staples. A dozen roses, for example, cost just \$25 wholesale, but up to \$100 retail. Wholesale flower purchases and in-house arrangements now keep decorating costs in the hundreds, not thousands, of dollars every time there's an official event.

The Blair Drawing Room is more like a 19th century living room.



Typical period guest room.





Historic dinnerware adorns the Curio Room.

The home's history is rich with well-known names and prominent events. Francis Preston Blair, a publisher from Kentucky, purchased the house in 1836, and his descendants continued to live in the house for more than a century. Mr. Blair's publication, *The Congressional Globe*, survives today as *The Congressional Record*. President Truman and his family resided in the house for almost four years while the White House was being renovated. An attempted assassination of President Truman also happened at Blair House.

The Blair House interior is an eclectic mix of antique and modern décor. Features include a sleigh bed, said to be President Lincoln's favorite resting place;

Meet The Team That Runs the President's Guest House

The perfect visit.

That's the aim of Blair House staff for every Presidential guest.

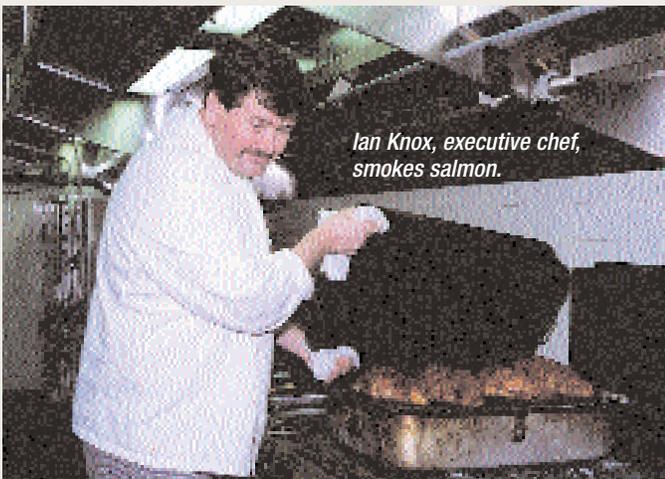
But keeping the linens clean, fluffing the pillows, stocking the pantry, mending the drapes, creating a precise table setting or basting the turkey in herbs and bourbon sauce isn't a 9-to-5 job.

So most Blair House staff—all State Department employees—have built careers in the hospitality business. For them, making people feel at home away from home is a calling, not a job.

For instance, when the guests arrive, the staff is on call 24 hours. In fact, many staff remain in the historic residence to avoid trekking back home in the middle of the night only to return in a few hours.

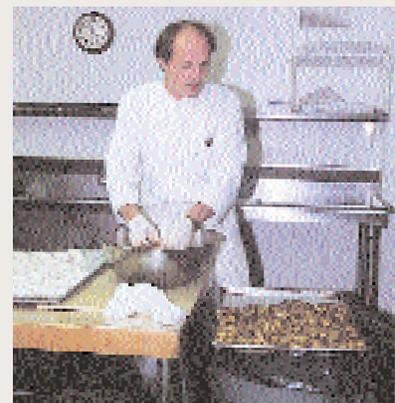


Randy Bumgardner, left, general manager, observes as head housekeeper Jemma Rennie and curator Candace Shireman replace a lampshade.



Ian Knox, executive chef, smokes salmon.

State-level visits usually last four days. Working visits last three days, said director Randy Bumgardner. Time between visits, usually a few weeks, gives staff an opportunity to work regular business hours preparing for the next round of guests.



Assistant chef Paul Akerboom prepares Chilean sea bass.

an original 19th century chair with needlepoint design donated by the Roosevelt family; and wall paintings by President Dwight D. Eisenhower. Antiques include a colorful collection of the Blair family's glassware that creates a rainbow of elegance.

The mastery of American and international cuisine by Department executive chef Ian Knox adds to Blair House's appeal. Mr. Knox crafted his trade in Europe and later served as chef for the late King Hussein of Jordan. He has a mental recipe for everything—from marinades to ice cream—giving guests home-cooked meals with every stay. Preparing up to 500 meals and



The Garden Room hosts high-level luncheons and dinners.



Magna Cajina, chambermaid, attends to every detail.



Theresinha Dias, parlormaid, ensures there's never a towel shortage.

With that kind of intensity, tasks must be done right the first time, every time. The property's meticulous upkeep, from the perfectly manicured courtyard to the thoughtful arrangement of furniture, fixtures and flowers, radiates pride of workmanship.

"We've had very little turnover," Mr. Bumgardner said about his staff's staying power.

Take José Fuster.

Originally from Spain and now Blair House's

head butler, Mr. Fuster has waited on Presidential guests there for 13 years. He once waited on an elderly Winston Churchill at the British Embassy.

Another 13-year veteran is Theresinha Dias. A parlormaid, Ms. Dias handles a variety of domestic chores, even ensuring the bedcovers are crisp and tight.

While Magna Cajina, a chambermaid, has been with the Department five years, she brings 30 years' experience in the catering business to the job. An added bonus—Ms. Cajina is also a seamstress.

Other employees who maintain the Blair House include Paul Akerboom, assistant chef; Frank Blair, doorman; Tabitha Bullock, administrative assistant; Velma Davis, maintenance; and Brent Hancock, engineer. Also, Lionel Harrison, maintenance; Sean Irby, houseman; Ian Knox, executive chef; Jemma Rennie, head housekeeper; Antonio Rodriguez, assistant butler; Candace Shireman, associate curator Rod Waters, security manager; George Wilks, facilities manager; and Vel Xirocostas, laundress.



José Fuster, head butler, does a final check before the luncheon.



State business is conducted in the Embassy Conference Room.

snacks a day, Mr. Knox and his staff have made more than 150,000 dishes in the 13 years he's been at Blair House.

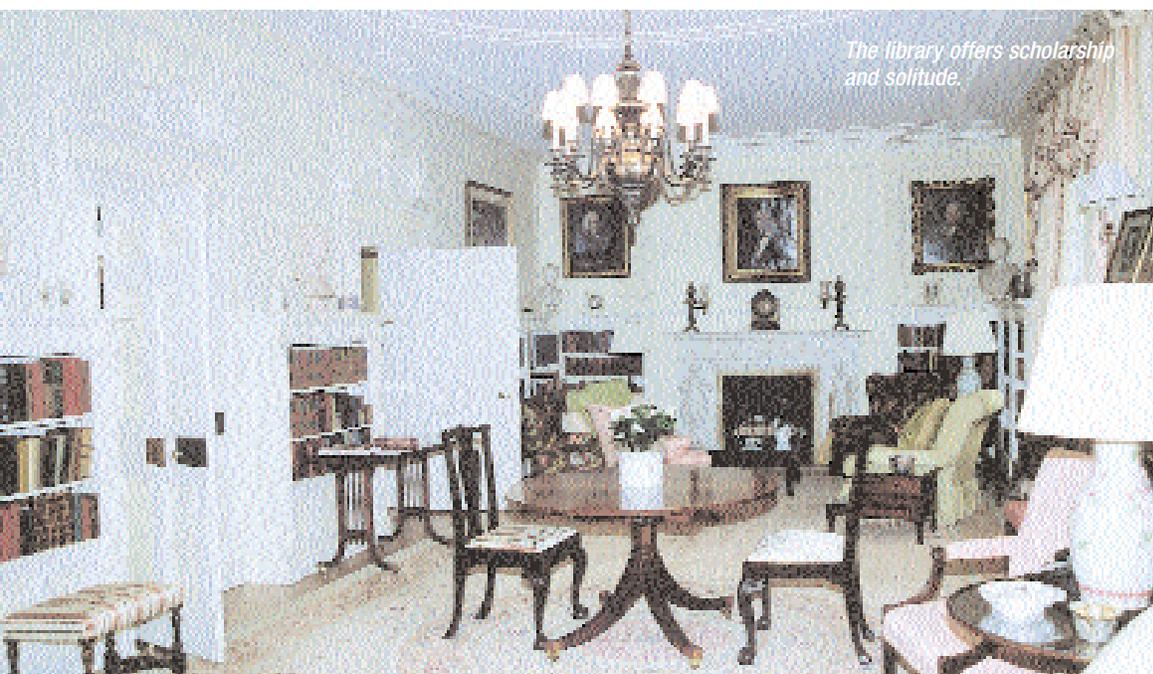
During that time Blair House has welcomed a host of dignitaries and managed numerous special events. Blair

House has been honored with the presence of 16 guests so far this year, including the king of Morocco, the king and queen of Spain, the prime minister of Japan and the president of Mexico. Approximately 300 official meetings,

50 briefings, 400 luncheons and 130 dinners have taken place at Blair House since 1988.

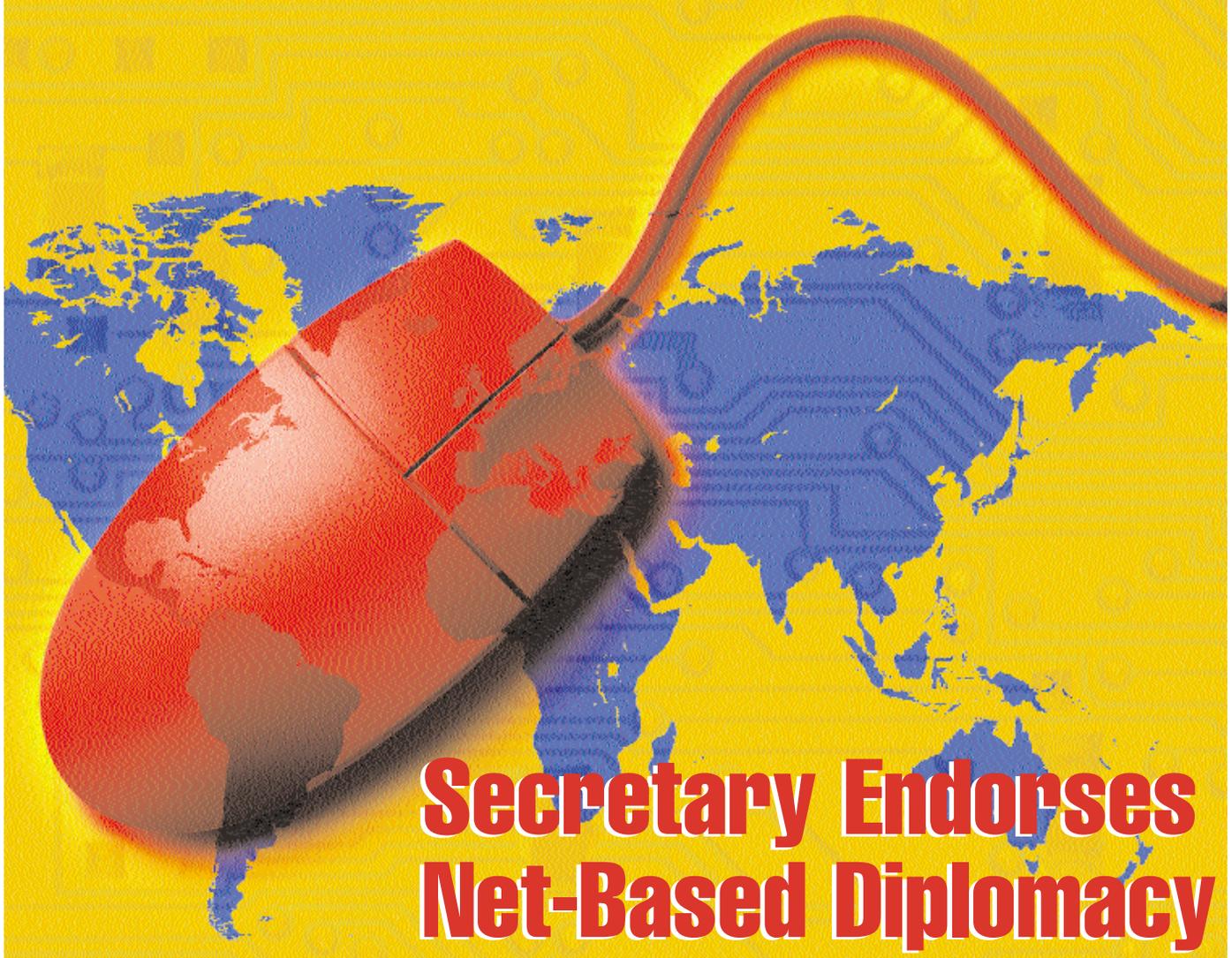
Mr. Bumgardner said that the first year of a President's term is usually the busiest for the house. He expects the guest list to exceed the 200 mark since the 1988 reopening.

If you haven't guessed, at Blair House, diplomacy is a pleasant stay and a meal to remember. ■



The library offers scholarship and solitude.

The author, a senior majoring in communications at Morgan State University in Baltimore, was an intern with State Magazine this summer.



Secretary Endorses Net-Based Diplomacy

By Howard Cincotta

Secretary of State Colin L. Powell gave a rousing endorsement of net-based diplomacy before an assembly of enthusiastic employees at a recent conference on the Internet.

"I am determined as Secretary of State to get an Internet-accessible computer—with pipes to support it, at the level we need it—on every desk in the State Department and every embassy around the world," the Secretary told some 500 Department employees and others attending NetDiplomacy 2001.

The Secretary challenged those assembled in the Harry S Truman Building Sept. 5 to 7 to take the message back to their colleagues that they must use the Internet to communicate not only U.S. foreign policy but also democratic values of openness and freedom.

Five days later, when terrorists attacked the World Trade Center and the Pentagon, the Secretary's message took on an even greater sense of urgency.

The Office of International Information Programs sponsored the conference, attended by more than 200 Foreign Service officers and Foreign Service National employees from embassies around the world, to demonstrate new electronic tools for information delivery and address critical issues involving diplomacy and the Internet.

The conferees glimpsed the Internet's role as an essential tool of the diplomat. In panel discussions they focused on the Internet in embassy management and consular operations and the daunting, practical demands of managing staff and resources to fully exploit these tools.

While digital technology remains central, the NetDiplomacy challenge

is not only a technical one. "Our job remains the same—to tell America's story—and today in the information age that story is as rich and challenging as it has ever been," explained IIP coordinator John Dwyer.

Featured industry leaders also voiced challenges. Steve Hayden, vice chairman of the advertising firm Ogilvy and Mather Worldwide, discussed the role of branding and the Internet with examples from the celebrated 1984 Orwellian TV ad for Apple computers and the transformation of IBM's troubled image into "the third most valuable brand" in the world after Coca-Cola and McDonald's.

The lesson for the State Department could not have been more pointed. "As stewards of the biggest brand of all," Mr. Hayden said, pointing to the Great Seal of the United States, the challenge is to counter the perception of hegemony. "People like leadership, but not dominance."



NetDiplomacy 2001 convenes in the Loy Henderson Conference Room.

Photos by Barry Fitzgerald

Branding can refer to something as small as proper handling of the Great Seal or as practical as achieving a corporate look for U.S. official web sites worldwide, or as far-reaching as “a shift in political paradigms, a move from the modern world of geopolitics and power to the postmodern world of images and influence,” as Dutch

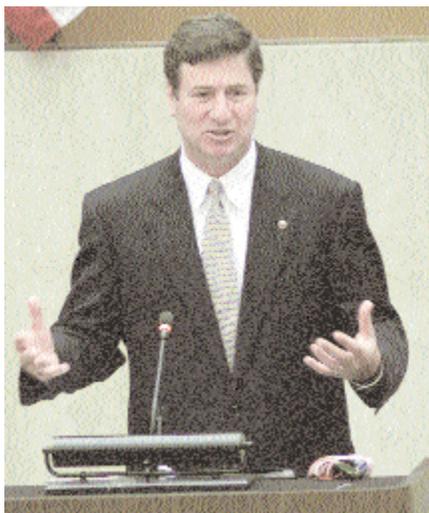
scholar Peter van Ham wrote recently in *Foreign Affairs* magazine. Conferees explored how to create a consistent navigation, organization and graphic look and feel for mission web sites.

Michael Paige, vice president and director of the Xerox Palo Alto Research Center in California, said the center’s research demonstrates the importance of building web sites around the fundamental needs, priorities and interests of users—not around organizational structures or abstract categories. The most profound technologies are those that disappear, he said, because they weave themselves into the very fabric of everyday life.

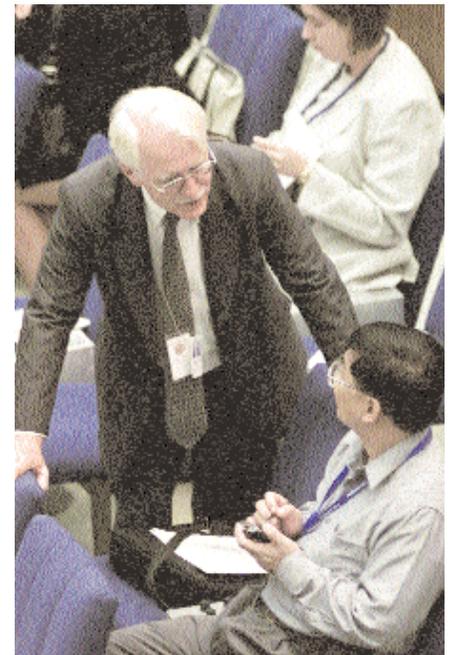
Carl Yankowski, CEO of Palm, Inc., demonstrated that handheld devices comprise far more than handy electronic organizers. The wireless revolution is opening up a vast new online world of applications.

In his address, Republican Senator George Allen of Virginia called for changing export law governing high-tech exports and making

Internet-related technologies more accessible worldwide. “Totalitarian regimes want to keep the Internet genie in the bottle,” the senator said.



Sen. George Allen (R-Va.) calls for export law reform to reduce outdated restrictions on trade in technology.



David Lee, standing, information officer at the U.S. Embassy in Beijing, chats with Pierre Shih, information resource center assistant at the American Institute in Taiwan.

Charlotte Beers, the new under secretary for Public Diplomacy and Public Affairs, and John Dwyer, coordinator for International Information Programs, chuckle at a remark made from the podium during the NetDiplomacy conference.



Photo by Barry Fitzgerald

Marc Grossman, under secretary for Political Affairs, said, "Without the capacity to manage and master IT, we will not succeed." He noted that diplomats in the 21st century must be highly skilled and must understand the role that public diplomacy will play in U.S. relations with both the established and emerging democracies around the world.

During the conference, IIP unveiled the "Liquid State" initiative, based on the notion that digital information should be fluid and

managed according to the dictum of the "4Rs: Right Content, Right Format, Right Audience, Right Now." IIP demonstrated a database management system to be deployed on its web site (usinfo.state.gov) and then adapted for use by overseas missions. Bureau of Public Affairs representatives discussed their experience with a similar content management system used since January (www.state.gov).

A series of panel sessions concerned with the role of the Internet and international exchanges highlighted how new technologies can enhance traditional human exchanges and demonstrated new databases for alumni of educational exchange programs (<http://stateexchange.state.gov>) and the International Visitor Program and National Council for International Visitors network (<https://65.113.70.41/ivprograms/ivord/>).

Other panels grappled with online information resources, the future of computer networks and streaming media on State web sites, the Department's knowledge-management initiative, managing embassy web pages, web security and the arcane art of interpreting web page usage statistics.

Ernest Kiazolu, an FSN and information assistant at the U.S. Embassy in Liberia, said, "Our job is to help the



Photo by Dave Krecke

Conference participants check out an exhibit of OpenNet Plus, the Department's proposed information system that will include Internet access.

U.S. information officer communicate with the local press, and the Internet is a good tool in that effort. With the click of a button we can know what Washington is thinking." ■

Before retiring in September, the author was director of electronic media in the Office of International Information Programs.

Cutting Red Tape



Photo by Michael Gross

Present for the official inauguration of the Diplomatic Readiness Task Force were, from left, task force members Michelle Mathai and David Dlouhy; Grant Green, under secretary for Management; Carolyn Torrence, registrar, HR/REE; Niels Marquardt, special coordinator; Bruce Cole, deputy director, HR/REE; Secretary Powell; Diane Castiglione, chief of recruitment; task force member Stacy Williams; Bea Smotherman, HR/REE; Ruth A. Whiteside, acting director general; and task force members Thomas Jefferson Jr. and Patrick Truhn.

Department Helps Lost Boys Find New Home in America

Between November 2000 and September 2001, the State Department and United Nations High Commissioner for Refugees helped some 3,800 Sudanese refugees find a new home in the United States.

The resettled youth were among a group of children who braved gunfire, wild animal attacks, thirst and famine while traveling hundreds of miles on foot to flee Sudan's civil war during the late 1980s. The displaced youngsters, mostly boys and young men known as "Lost Boys," moved through Ethiopia, finding temporary shelter at the Kakuma Refugee Camp in Kenya.

In 2000, the Department began formally processing the group for movement to and placement in the United States. Since then, resettlement agencies have placed hundreds of children and young adults in refugee care programs in 28 states.

During an event in June for the first World Refugee Day declared by the United Nations, Secretary Powell met with six

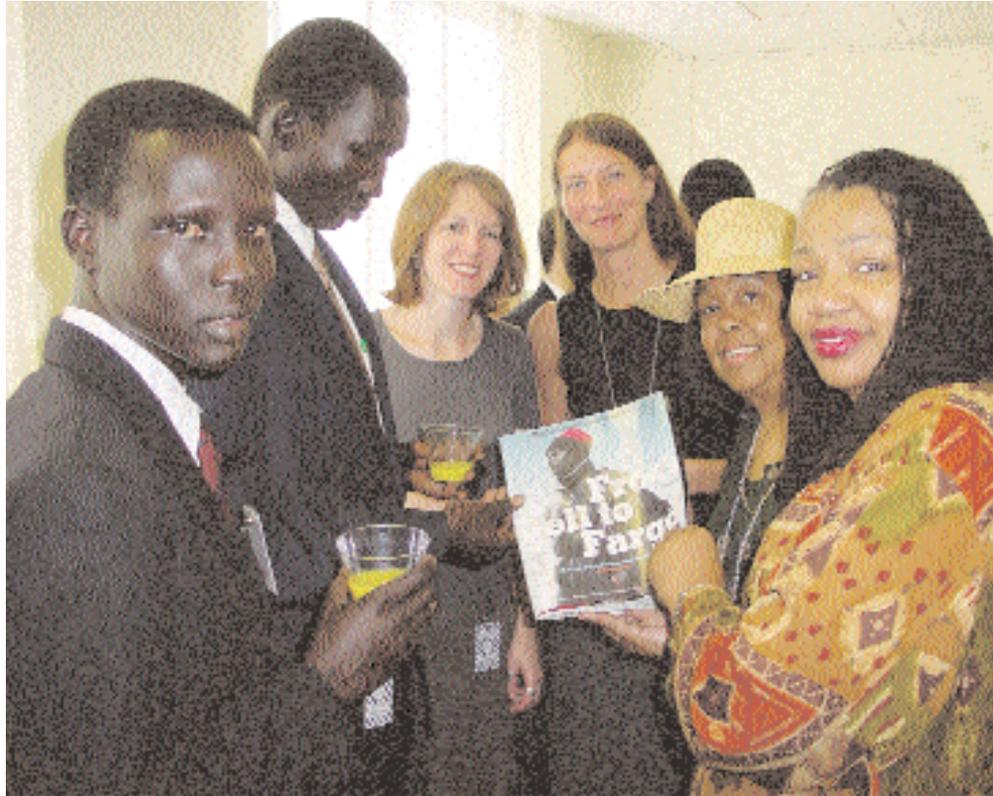


Photo by Michael O'Keefe



Photo by Michael O'Keefe

Above, State employees host reception for six Sudanese youth placed in the Washington, D.C., area, while (below) Secretary Powell congratulates them on having found hope and a future in the United States.

Sudanese youths placed in the Washington D.C. area. Now in their late teens and early 20s, they thanked the U.S. government for its help. Secretary Powell said they were no longer "Lost Boys" now that they have found hope and a future in the United States.

For more information on Sudanese refugees, visit the cultural orientation web site at www.culturalorientation.net or contact the Bureau of Population, Refugees and Migration. ■

People Like You

Postcards to Herself

Cynthia Farrell Johnson, deputy director of the Office of Public Diplomacy and Public Affairs in the Bureau of Western Hemisphere Affairs, remembers her first art lessons sitting on her mother's lap in church. Her mom would go to church equipped with paper, pencils and crayons and would sketch little stories to keep her four-year-old daughter from fidgeting during the sermon. The Brooklyn-born artist received more formal training later at New York's High School of Art and Design, the city's commercial arts magnet school.

"Make sure you get a good day job, too," her father replied, when she told him she wanted to be an artist. Taking his fatherly advice, she studied art history as an undergraduate and considered a career as an art teacher. While she was working



MBT = Mo' Better Taste



Photo by Rosemary Crockett

on her master's degree, a colleague persuaded her to check out an overseas position with the U.S. Information Agency. She had studied in Germany as a college student and was fascinated by the prospect of working and painting abroad.

During the intervening 20 years, serving in public affairs positions in Africa, Latin America and Washington, D.C., Ms. Johnson has captured those cultures in bright tempera colors as uplifting as the lives of the people she paints. Most of her tableaus are

small, not much larger than oversized postcards. "When you're as itinerant as I am," she says, "it's much easier to work small."

Her paintings evoke the style and feel of the work of Jacob Lawrence, the renowned 20th century artist who also painted with tempera. But Cynthia Farrell Johnson is no artistic imitator. Each of her paintings is a lyrical gem that carries the viewer to a lively scene, reduced to its bare essentials and frozen by her vivid imagination.

In the flyer for her recent one-person show at Georgetown's Parish Gallery in Washington, D.C., she explains, "In 1980, as I prepared for my first diplomatic assignment in Abidjan, Ivory Coast, a friend warned that no matter where I went, it would be smart to ask permission before taking someone's picture. Not wanting to bother anyone, I did little sketches that eventually developed into paintings. Eventually, this became a habit—visual diaries, or postcards to myself."

Her mother's sketches did more than momentarily settle the young Cynthia in church. They inspired a creative talent that brings enjoyment and cultural insight to anyone lucky enough to see Ms. Johnson's work. ■

Medical Report

Coping with Terror

By Dr. Fred Summers and Dr. Steve Schoen

Terrorists, the villains of this young century, have forced us to confront our fears. Anxiety, stress, grief and anger are normal emotional responses to the events of Sept. 11. Everyone reacts, but not all reactions will cause problems for individuals or families.

To help employees cope, the Department has an active mental health program with psychiatrists, psychologists and social workers in Washington, D.C. and 11 regional psychiatrists covering overseas posts. In addition, information is readily available on stress, grief, anxiety, post-traumatic stress disorder and coping with trauma.

It's normal to have intrusive thoughts or other troubling symptoms after such a catastrophe. People need time to process events that seemed inconceivable just a few weeks ago. As we think about the common symptoms of stress in adults or children, we should be aware of the human tendency to identify with those responses and possibly overreact. In doing so, we unintentionally increase our own anxiety.

Sleeplessness, lowered tolerance of frustration, mood swings and difficulty concentrating are all symptoms of depression that often follow traumatic events. Some people become depressed almost immediately. For others, the onset of these symptoms may be delayed. Still others may never become depressed. An increase in emotional discomfort that doesn't interfere with one's daily func-

tioning is a normal response. The best way to predict how people may react to a traumatic incident is to recall how they responded to previous loss or grief.

Television, newspapers, magazines and the Internet remind Americans of all ages of the horrifying details of the Sept. 11 attacks. We should be aware that children may be the most vulnerable to psychological and physical symptoms in response to threats. Parents should ensure that their children are not overwhelmed by this



coverage. According to the National Center for Post-Traumatic Stress Disorder, "more severe reactions are associated with a higher degree of exposure, closer proximity to the disaster, history of prior traumas, female gender and poor parental response." While terrorism has been a fact of life for Foreign Service families for years, the evacuation of the Truman building and surrounding annexes brought the threat home to most Civil Service employees for the first time.

According to the Department of Health and Human Services, "Children between the ages of one and five have not yet developed their own coping skills, so they must depend on parents and family members." Older children, between the ages of five and 11, "may withdraw from play groups and friends, compete more for the attention of their parents, fear going to school and allow school performance to drop." From ages 12 to 14, children may exhibit "vague physical complaints when under stress," and responsibilities previously handled well may be neglected. "Older teens may deny the extent of their emotional reactions to the traumatic event." Many symptom checklists are available via the Internet.

Parents should monitor changes in their children's behavior and acknowledge that they, too, are affected by such catastrophic events.

Parents should monitor changes in their children's behavior and acknowledge that they, too, are affected by such catastrophic events. They need to maintain a nurturing and safe family environment. One way is to insist that children continue to do their schoolwork and chores. Because children are often more sensitive to emotional experiences than adults, they need the kind of reassurance and encouragement offered by parents who listen. They will often talk about their concerns and even suggest how parents can help

them. If the concerns persist, particularly if they're harmful, don't hesitate to seek assistance. Parents should be role models and give their children healthy examples of coping skills.

If you or someone you love needs assistance in working through reactions to recent events, reach out. Overseas, contact your health unit or community liaison officer. All employees can contact the employee consultation service, part of the Office of Medical Services, at (202) 663-1815. ■

Dr. Fred Summers is director of mental health programs and Dr. Steve Schoen is chief of alcohol and awareness programs in the Office of Medical Services.

For additional information, visit the following web sites

- ◆ www.ncptsd.org/facts/disasters/fs_children_disaster.html
This site offers a seven-page document, "Terrorism and Children."
- ◆ www.mentalhealth.org/schoolviolence/parents.htm
This Dept. of Health and Human Services web site includes "After a Disaster: A Guide for Parents and Teachers."
- ◆ www.apa.org
- ◆ www.apa.org/practice/ptresources.html
The American Psychological Association has a number of articles of interest, including "What to Expect After Trauma: Possible Reactions in Elementary School Students."
- ◆ www.fema.gov/kids/feel.htm
This is a good site for younger children to view for themselves.
- ◆ www.trauma-pages.com/pg5.htm
This site has 15 pages of links relating to adults, families, children and disaster workers.
- ◆ http://wellness.uwsp.edu/Health_Service/services/stress.htm
Univ. of Wisconsin Health Services identifies sources and symptoms of stress.

APPOINTMENTS



U.S. Ambassador to Denmark. Stuart A. Bernstein of the District of Columbia is the new U.S. Ambassador to Denmark. Previously, he chaired the Bernstein Companies, a firm that owns and manages properties in the Washington, D.C., metropolitan area. Appointed a trustee of the John F. Kennedy Center for the

Performing Arts in 1992, Mr. Bernstein co-chairs the center's development committee. From 1991 to 1992 he was a commissioner for the International Cultural and Trade Center Commission. He is a past member and vice chairman of the board of trustees of American University and is currently a member of the board of the Anti-Defamation League of B'nai B'rith. He and his wife, Wilma, have three children and 10 grandchildren.



U.S. Ambassador to Bosnia and Herzegovina. Clifford G. Bond of New Jersey, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Bosnia and Herzegovina. He has served in Belgrade, Stockholm, Prague and Moscow. From 1998 to January 2001, Mr. Bond headed the Office of

Caucasus and Central Asian Affairs and then assumed the position of acting principal deputy to the special adviser for New Independent States. Before joining the Department, he worked at the Federal Reserve Bank in New York and served with the U.S. Army in Germany. He and his wife, Michele, also a career Foreign Service officer, have four children.

U.S. Ambassador to Hungary. Nancy Goodman Brinker of Florida is the new U.S. Ambassador to Hungary. She is the founder of the Susan G. Komen Breast Cancer Foundation, named after her only sister, who died of cancer in 1989. The foundation is one of the largest grassroots organizations in the nation, with more than 70,000 volunteers and affiliate groups in more than 110 cities in the United States and three countries. She has served on health advisory boards under three U.S. Presidents. In 1986, President Reagan appointed her to the National Cancer Advisory Board. In 1990, President George H.W. Bush selected her to run the President's Cancer Panel to monitor the progress of the National Cancer Program. In 2000, she was appointed to the steering committee for the National Dialogue on Cancer. A business woman, con-

sultant, health care advocate and philanthropist, Ms. Brinker has received countless awards and has authored two books on health issues. She has one son.



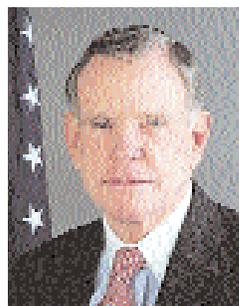
U.S. Ambassador to Angola. Christopher W. Dell of New Jersey, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to Angola. From 2000 to 2001, he was chief of mission of the U.S. Office, Pristina, Kosovo. Before that he was deputy chief of mission at the U.S. Embassy in Sofia, Bulgaria. He

was deputy director of the Office of Regional Political Affairs in the Bureau of European and Canadian Affairs from 1994 to 1996 and deputy chief of mission at the U.S. Embassy in Maputo, Mozambique, from 1991 to 1994. He has also served in Portugal and Mexico. Mr. Dell is married and has one daughter.



U.S. Ambassador to Ireland. Richard J. Egan of Massachusetts is the new U.S. Ambassador to Ireland. He is the founder and chairman emeritus of EMC Corp., a leading supplier of storage and retrieval technology to banks and financial services corporations. Mr. Egan has been a director of the firm since 1979 and served as president and CEO

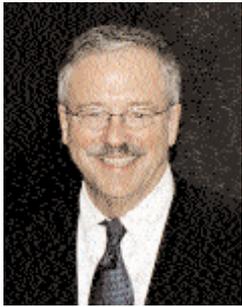
until 1992. He began his career as a computer engineer with Honeywell Inc. in the early 1960s. In 1963 he joined the Massachusetts Institute of Technology's Draper Laboratory as part of the team that developed the Apollo guidance computer. Later, he worked with Lockheed Electronics Co. and Intel Corp. before founding EMC.



U.S. Ambassador to the United Kingdom of Great Britain and Northern Ireland. William S. Farish of Texas is the new U.S. Ambassador to the United Kingdom of Great Britain and Northern Ireland. He was president of W.S. Farish and Co., a trust and management firm in Houston. Mr. Farish was chairman of

Churchill Downs Inc., home of the Kentucky Derby. He began his career as a stockbroker at Underwood, Neuhaus and Co. in Houston. Later, he was president of

Navarro Exploration Co. He was a founding director of Euris, Inc., a New York bank holding company, and of Capital National Bank in Houston. Mr. Farish helped organize the National Urban League's Houston chapter and chaired the Houston Parks board.



U.S. Ambassador to Belize. Russell F. Freeman of North Dakota is the new U.S. Ambassador to Belize. Before then, he was a senior partner with Nilles, Hansen & Davies, Ltd., a Fargo law firm, where he practiced for more than 30 years. Mr. Freeman has represented and negotiated trade and commercial agreements on behalf

of a wide variety of clients and is experienced in economic development. He is former president of the Fargo School Board and director of the Children's Village Family Services Foundation. He served as a judge advocate in the U.S. Army. Mr. Freeman and his wife have two children and three grandchildren.



U.S. Representative to the United Nations for U.N. Management and Reform. Patrick F. Kennedy of Illinois, a career member of the Senior Foreign Service, class of Career Minister, is the new U.S. Representative to the United Nations for U.N. Management and Reform, with the rank of ambassador. From 1993 to July 2001, Mr.

Kennedy was assistant secretary for Administration, serving concurrently during portions of that period as acting under secretary for Management, acting assistant secretary for Diplomatic Security and coordinator for the reorganization of the foreign affairs agencies. He has served in Africa, Paris and Cairo. He is married to Mary Elizabeth Swope, U.S. Consul General in Guadalajara, Mexico.



U.S. Permanent Representative to the United Nations. John D. Negroponte of the District of Columbia is the new U.S. Permanent Representative to the United Nations, with the rank of ambassador. From 1960 to 1997, he was a career member of the Foreign Service, serving at eight different Foreign Service posts in Asia,

Europe and Latin America. He was U.S. Ambassador to Honduras from 1981 to 1985; assistant secretary for Oceans and International Environmental and Scientific Affairs from 1985 to 1987; deputy assistant to the President for

National Security Affairs from 1987 to 1989; U.S. Ambassador to Mexico from 1989 to 1993; and U.S. Ambassador to the Philippines from 1993 to 1996. Mr. Negroponte and his wife, Diana, have five children.



U.S. Ambassador to Bahrain. Ronald E. Neumann of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Bahrain. Prior to his appointment, he was deputy assistant secretary for Near Eastern Affairs. From 1994 to 1997, he was U.S. Ambassador to Algeria, and from 1991 to 1994,

director of the Office of Northern Gulf Affairs. Mr. Neumann served as a U.S. Army infantry officer in Vietnam from 1969 to 1970 and earned a Bronze Star. His first Foreign Service assignment was in Senegal from 1971 to 1973. He then specialized in the Middle East, serving in Tabriz, Iran, from 1973 to 1976, in Yemen as deputy chief of mission from 1981 to 1983, in the United Arab Emirates as deputy chief of mission from 1987 to 1990 and in Washington, D.C., as deputy director of the Office of Arabian Peninsula Affairs from 1983 to 1987. Mr. Neumann and his wife, Margaret Elaine, have two children.



U.S. Ambassador to the Holy See. R. James "Jim" Nicholson of Colorado is the new U.S. Ambassador to the Holy See. Prior to his appointment he chaired the Republican National Committee from 1997 to 2001. He had been a Republican National committeeman from Colorado since 1986. A graduate of the U.S. Military

Academy, Mr. Nicholson served eight years as an officer and paratrooper with the U.S. Army Rangers. He earned a Bronze Star, among other honors, in Vietnam. Following his military service, he earned his law degree and practiced law in Denver, making partner in only two years. He left the practice of law and founded Nicholson Enterprises, Inc., a developer of residential communities. In 1987, he bought Renaissance Homes, a builder of custom homes. Mr. Nicholson earned a reputation for community service as chairman of the Volunteers of America in Colorado and as chairman of the community concerns committee of the Denver Bar Association. Mr. Nicholson and his wife, Suzanne, have three children.



U.S. Ambassador to Australia. J. Thomas Schieffer of Texas is the new U.S. Ambassador to Australia. At the time of his appointment, he was president of J. Thomas Schieffer Management Co., a financial management firm, and Pablo Operating Co., an oil and gas investment firm, in Dallas. Elected to the Texas House of Representatives at the age of 25, he served three terms in the state legislature. He was an investor in the partnership led by George W. Bush and Edward W. Rose that bought the Texas Rangers Baseball Club in 1989. He was designated partner-in-charge of ball-park development, president and then general partner of the Texas Rangers Baseball Club. Mr. Schieffer was a member of numerous charitable and civic boards, including the Penrose Foundation, the Dallas 2012 Olympic Committee and the Executive Committee of the Dallas Chamber of Commerce. He and his wife, Susanne, have one son.

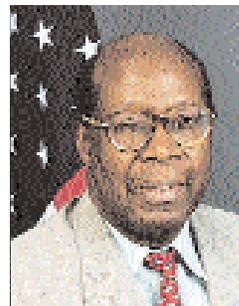
Switzerland; and as agricultural counselor at the U.S. Embassy in Rome.



U.S. Ambassador to the Oriental Republic of Uruguay. Martin J. Silverstein of Pennsylvania is the new U.S. Ambassador to the Oriental Republic of Uruguay. He is the founder of Martin J. Silverstein & Associates, a Philadelphia law firm specializing in business and tort law. An active contributor to many nonprofit and charitable organizations, Mr. Silverstein has lent his expertise to the Heritage Foundation, the American Enterprise Institute and the Foreign Policy Research Institute. In 1999, he served as an accredited delegate on the Ukraine presidential election observation mission. He is a member of the Federal Judicial Nominating Commission of Pennsylvania, which screens and evaluates candidates from both parties for the federal court system. He and his wife, Audrey, have six children.



U.S. Ambassador to the Central African Republic. Mattie R. Sharpless of North Carolina is the new U.S. Ambassador to the Central African Republic. Prior to her appointment, she was acting administrator of the U.S. Department of Agriculture's Foreign Agricultural Service. She was responsible for programs to expand export opportunities for U.S. agricultural, fish and forest products and to promote food security. From 1999 to 2001, she served as special envoy to emerging economies and, periodically, as acting associate administrator. She joined FAS in 1965, serving with the U.S. Delegation to the Kennedy Round of trade negotiations in Geneva; with the U.S. Mission to the Organization for Economic Cooperation and Development in Paris; with the U.S. Mission to the European Communities in Brussels; as leader of the European Group for International Trade Policy in Washington, D.C.; as agricultural counselor at the U.S. Embassy in Bern,



U.S. Ambassador to Slovenia. Johnny Young of Maryland, a career member of the Senior Foreign Service, class of Career Minister, is the new U.S. Ambassador to the Republic of Slovenia. Prior to this appointment, he was U.S. Ambassador to Bahrain, from 1997 to 2001. Before that, he was U.S. Ambassador to Togo from 1994 to 1997. He directed the Office of Career Development and Assignments in Washington, D.C., from 1992 to 1994. He was U.S. Ambassador to Sierra Leone from 1989 to 1992. In a Foreign Service career that began in 1967, Mr. Young has served in Antananarivo, Conakry, Nairobi, Doha, Bridgetown and Amman, in addition to his ambassadorial postings. He and his wife, Angelena, have two children.

PERSONNEL ACTIONS

Foreign Service Retirements

Brooks, Annemarie	Hambley, Mark G.	Lysyshyn, Susan M.
Bruno, James Louis	Jazynka, Mary,	Milam, William B.
Cadogan, Thomas A.	Johnson, Robert A.	Milford Jr., Norman D.
Carpenter, Paul S.	Kata, Edward T.	Mueller, William A.
Farsakh, Andrea Morel	Kavaler, Howard C.	Murphy, Richard A.
Garrison, Mary Lee K.	Langston, Raymond C.	Parker, Dolores E.
Greenfield, Walter	Lopez, Alphonse	Plummer, William Max

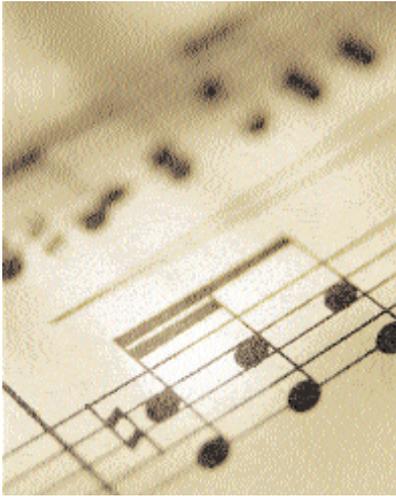
Pratt, Genevieve J.
Rabens, Ronald Benjamin
Snider, Roger Glenn
Stader Jr, Donald E.
Subirias Jr., Simon
Wilson, Sheila P.

Civil Service Retirements

Aragon, Myrna M.	Lewis, Edward P.
Beckett, Stephen M.	Monroe, Jean P.
Cincotta, Howard A.	Rock, Royce A.
Cocke III, William T.	Sander, John Robert
Coran, Paul Michael	Sheehan, Gerard Charles
Diekmann, Eva Maria	Valentiner, Benedicte
Gurvin, Peter E.	Werksman, Richard S.
Hand, Judith C.	Zerbe, Ellen C.
Jackson, Ramona	

STATE OF THE ARTS

Upcoming Calendar



- ◆ **Nov. 14** Ukrainian Music, Bandura Ensemble with Alla Kutsevych And Ludmyla Hrabovsky
- ◆ **Nov. 21** NO CONCERT—(Carlos Molina, Cuban Guitarist, has been cancelled)
- ◆ **Nov. 28** Premiere of “Lenoriana”, Original composition by Benjamin Boyle, Pianist, with James Rogers, Baritone
- ◆ **Dec. 5** Marcos Galvany, Pianist/Composer, and Carla Rivera, Soprano, “Original Compositions by Marcos”
- ◆ **Dec. 19** Nick Greanias and Friends, Christmas Music

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

Peruvian Dance Tops Arts Lineup

By John Bentel

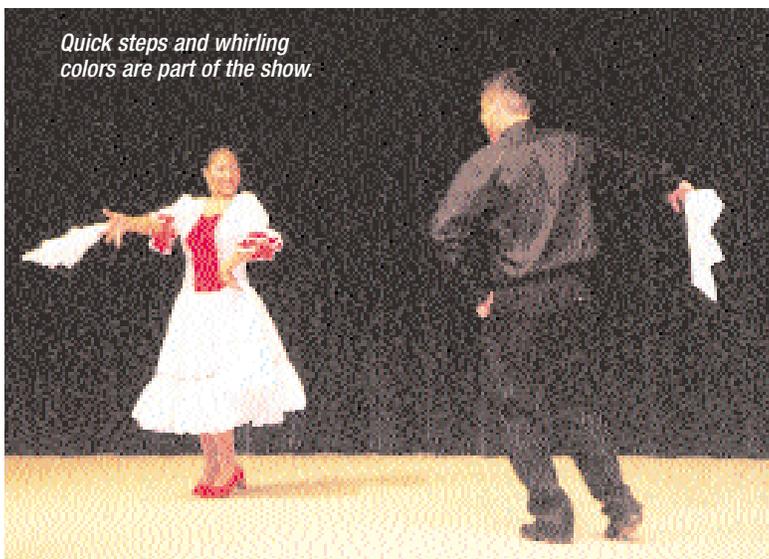
The State of the Arts Cultural Series and the Foreign Affairs Recreation Association recently concluded a series of concerts that included an eclectic mix of dance, piano, jazz and violin. Our Peruvian dance recital featured performers from the community-based Dancing School Matices of Virginia, including a five-year-old national champion dancer. A description of the performance preceded each selection, adding for more enjoyment. The dancers colorful costumes and especially joyous and lively choreography made a delightful feast for the eyes. Hats and handkerchiefs weaved delightfully

with the choreography. Through this charming performance, the audience went away with a greater appreciation for the color, sounds and dance of Peru.

Pianist Li-Ly Chang was featured in a recital entitled “Music Around the World.” Li-Ly’s carefully crafted program led the audience on a musical journey beginning with Manuel de Falla’s *Andaluza (Four Spanish Pieces)*. Li-Ly Chang’s original composition, *Dragon Boat Festival*, reflected her superb sensitivity and creativity both as a musician and as a composer. The energized audience rewarded Ms. Chang with prolonged applause.

The husband-and-wife team of Dona Carter, pianist/composer, and Charles McGee, trumpeter/arranger, presented a jazz performance. Charles’ soaring trumpet blends and complements Dona’s lyrical piano style. Their music is a mix of swinging jazz with contemporary soul. These talented musicians played their composition entitled *DC Jazz and The Lighthouse*. Their closing song, *Black Orpheus*, depicts a day in the life of a fool.

Finally, Minjae Kim, violinist, presented a relaxing and soothing concert with selections by Johann Sebastian Bach, *Sonata for Solo Violin in G Minor, BMV 1001*, and Nicolo Paganini’s *Nel Cor Piu Non Mi Sento, Introduction, Theme and Variation*. Minjae’s playing brimmed with virtuosity. A relaxed audience offered resounding applause. ■



Quick steps and whirling colors are part of the show.

The author is a computer specialist in the Executive Secretariat.

O B I T U A R I E S

Lucy Briggs, 98, the wife of deceased Ambassador Ellis O. Briggs, died Sept. 2 in Hanover, N.H. She accompanied her husband on postings to Lima, Havana, Santiago, Santo Domingo, Montevideo, Prague, Rio de Janeiro and Athens. She was an active leader in volunteer work wherever they served. Mrs. Briggs and her husband were parents of two Foreign Service officers: Lucy Therina Briggs, deceased, and Everett Briggs, retired.

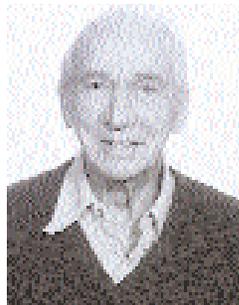
L. Dean Brown, 80, a retired Foreign Service officer, died May 2 at a hospital in Washington, D.C. In a 29-year career with the Department that began in 1946, he rose to become U.S. Ambassador to Senegal, The Gambia and Jordan. Mr. Brown served as deputy under secretary for Management from 1973 to 1975 and as special envoy to Cyprus, after Ambassador Rodger P. Davies was killed during an anti-American demonstration there. Only two weeks after Mr. Brown retired, Secretary of State Henry Kissinger asked him to oversee the successful airlift of thousands of Americans and South Vietnamese trapped in the south as the country fell to the communists. He served for a decade as president of the Middle East Institute, a research center in Washington, D.C. In 1976, President Gerald Ford chose Mr. Brown as his special envoy during the crisis in Lebanon. An infantryman in the U.S. Army during World War II, he received a battlefield commission while participating in the Normandy landing.



George N. Butler, 88, a retired Foreign Service officer, died of acute renal failure July 5 in Boca Raton, Fla. In a 19-year career with the U.S. Information Service, he served in El Salvador, Venezuela, Chile, Guatemala and Somalia. He was chief of the Latin America division of the Voice of America and deputy director of the U.S. Information Service's International Television Service.

Dorothy C. Catherman, 73, a Foreign Service Staff officer and wife of deceased Foreign Service officer Terrence Catherman, died of leukemia Aug. 31 at Georgetown University Hospital in Washington, D.C. She served with her husband in Bonn, Vienna, Moscow, Tel Aviv, Berlin, Belgrade and Paris until their retirement in 1990. Terry Catherman died in 1999.

Maurine Crane, 81, a retired Foreign Service officer, died May 26 in Gunnison, Utah. In a 30-year career that began in 1947, Ms. Crane served in Brussels, Paris, Saigon, Tangiers, Manila, Rangoon and Seoul, two tours. During World War II, she served as a U.S. Navy Lt. in charge of communications and cryptography.



Howard Elting Jr., 94, a retired Foreign Service officer, died July 1 at his home in San Rafael, Calif. After joining the Department in 1930, he served in Germany, Turkey, Indonesia, the Netherlands, Switzerland, Egypt and Greece before retiring in 1964. While serving as vice consul at the U.S. Consulate General in Geneva in 1942, Mr. Elting received a visit from a representative of the World Jewish Congress with convincing evidence that Hitler had recently ordered the extermination of all Jews in occupied Europe. Mr. Elting is credited with drafting the first cables to Washington informing disbelieving authorities of the Nazis' "Final Solution."

Sarah L. Fagan, 71, a retired Foreign Service secretary, died May 9 of a heart attack in Alexandria, Va. She served abroad in London, Rome and Tokyo.

Edna Tillie Flach, 89, a retired Civil Service employee, died Jan. 10 in a hospital in San Antonio, Tex. She served in the budget office during a lengthy career with the Department.

Jacqueline H. "Jacqui" Hartman, a Civil Service employee in the Bureau of Diplomatic Security, died of cancer Aug. 20. A computer specialist, Ms. Hartman lived in Frederick, Md.

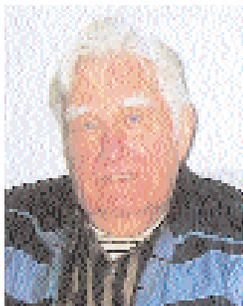
John H. Holdridge, 76, a retired Foreign Service officer, died July 12 of pulmonary fibrosis at Sibley Hospital in Washington, D.C. He joined the Foreign Service in 1948 after serving two years as a U.S. Army artillery officer in South Korea, beginning a distinguished 38-year career in which he specialized in Chinese affairs. As a senior member of the National Security Council staff, Mr. Holdridge accompanied National Security Adviser Henry Kissinger on his first secret mission to Beijing in July 1971. The next year, he was a member of President Nixon's party on the

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historic Feb. 1972 visit and helped draft the Shanghai Communique, which normalized relations between the two nations. Mr. Holdridge served as U.S. Ambassador to Singapore from 1975 to 1978, as assistant secretary for East Asian and Pacific Affairs from 1978 to 1983 and as U.S. Ambassador to Indonesia from 1983 to 1986.

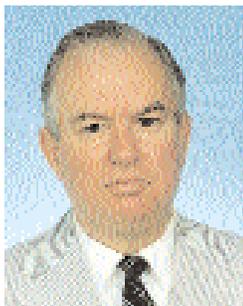
Freddie J. Hughes, 74, a retired Foreign Service employee, died July 8 in Richmond, Va. After serving 22 years in the U.S. Navy, he joined the Department in 1967 and was posted to Ethiopia, Morocco, Zaire, South Africa and Washington, D.C., before retiring in 1986.

Ridgway Brewster Knight, 90, a retired Foreign Service officer, died of heart failure Aug. 14 in France, where he lived with his wife, Christine. He joined the Foreign Service in 1945 and was U.S. Ambassador to Syria from 1960 to 1965, to Belgium from 1965 to 1969 and Portugal from 1969 to 1973.



Alexander Maxwell, 82, a retired Civil Service employee, died May 27 at George Washington University Hospital in Washington, D.C. Mr. Maxwell joined the Office of Passport Services as a file clerk in 1955, shifting later to the budget office. When he retired in 1980, he was the office's budget officer. During

World War II, Mr. Maxwell served as a supply officer in the U.S. Army Quartermaster Corps. Mr. Maxwell's wife, Carol, is also a retired Passport Services employee.



John Hayden Moore, 71, a retired Foreign Service officer, died Aug. 11 of complications from Parkinson's disease in Eliot, Maine. He joined the Department in 1957 and served in Norway, Pakistan, the United Kingdom (twice), the Philippines, Canada and Australia. He was Consul general in the eastern Canadian cities

of St. John's and Halifax.

Irene C. Neal, 90, wife of retired Foreign Service officer Jack D. Neal Sr., died Sept. 5 at their home in Virginia Beach, Va.

Leonard Rochwarger, 75, U.S. Ambassador to Fiji, Kingdom of Tonga, Republic of Kiribati and Tuvalu from 1987 to 1989, died March 11 in Stuart, Fla. Before his appointment, he was chief executive officer of Firstmark Corp., an international financial services company. Mr. Rochwarger served in the U.S. Army during World War II, earning a Bronze Star and the Conspicuous Service Cross.



Susan Tait, 79, a retired Foreign Service Reserve officer, died April 10 of lung cancer at her home. She joined the Department in 1955 as an intelligence analyst in the Bureau of Intelligence and Research and transferred to the Office of the Director for Management Operations in 1976. She continued working in that

office part-time after retiring with 36 years of government service in 1980. Later, she worked in the historical documents review division. Mrs. Tait's government career began in 1942 with the Department of Civil Defense. Following World War II, she served as an intelligence analyst with the Department of the Army in Tokyo from 1946 to 1955.

Patricia Davidson Thurston, 77, a retired Foreign Service officer, died July 28 in Walnut Creek, Calif. She served in Mexico, Venezuela, Vietnam, Afghanistan, Bolivia and Chile. During World War II, Ms. Thurston served as a reserve officer in the U.S. Marine Corps.

Philip H. Trezise, 89, a retired Foreign Service officer, died of pneumonia Aug. 26 in Bethesda, Md. He retired in 1971 after serving as assistant secretary for Economic Affairs and U.S. Ambassador to the Organization for Economic Cooperation and Development. Mr. Trezise joined the Department in 1946 and the Foreign Service eight years later. He worked in the Office of Intelligence and Research until 1955, serving as deputy director of the office from 1953 to 1955. During a four-year tour in Tokyo, he focused on trade disputes with Japan in his position as minister for economic affairs. He was chief U.S. negotiator of the 1965 Canadian-American automobile agreement, precu-

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sor of the North American Free Trade Agreement. After retirement, he was a senior fellow at the Brookings Institution. During World War II, Mr. Trezise was a researcher in the Office of Strategic Services.



Charles S. Whitehouse, 79, a retired Foreign Service officer, died of cancer June 25 at his home in Marshall, Va. He served as U.S. Ambassador to Laos and Thailand and served two tours in Vietnam, as deputy chief of mission in the U.S. Embassy in Saigon and as deputy director of Civilian Operations Revolutionary Development Support in military

region II. He was acting deputy assistant secretary for Far Eastern Affairs in 1971 and was a member of the U.S. delegation to the Paris Peace Talks. He held other positions in Belgium, the Belgian Congo, Turkey, Cambodia and Guinea. Following his retirement in 1978, Mr. Whitehouse was president of the American Foreign Service Association. He was called back to government service from 1988 to 1989 to serve as assistant secretary of Defense for Special Operations and Low Intensity Conflict. He was a U.S. Marine Corps bomber pilot during World War II, earning 21 Air Medals and seven Distinguished Flying Crosses.



Department Opens Mini Shopping Mall

The State Department's new shopping plaza, The Foggy Bottom, opened for business in August.

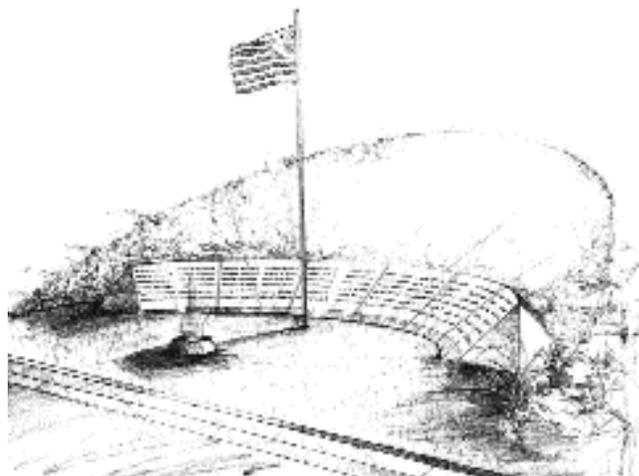
Now employees can access services from banking to fitness in one centralized location at the Harry S Truman Building.

The mini mall features many of the Department's prior shops and services, once scattered throughout the building, with some additions, namely a café, deli and ice cream bar.

"The only thing left to include is a drugstore," said WHA employee Will Ostick.

Located on the lower level of the building, beneath the cafeteria, the plaza can be accessed via a new stairway in the cafeteria and designated elevators and stairs in the building.

"Everything I need is right here," said IRM employee Lydia Tyler. "I'll definitely be back again."



Beirut Memorial

On Oct. 23, 1983, an explosion destroyed the building housing many of the Marines of the 24th Amphibious Unit deployed in peace enforcement near the Beirut International Airport in Lebanon. To honor the 241 members of the U.S. Marines, Navy, Army and civilians killed on that date, and other Americans who died restoring peace to Beirut, the U.S. Embassy is constructing a permanent memorial on the compound. Funding for this project is by individual donors only. To contribute, make checks payable to the U.S. Department of State, with the notation for Beirut Memorial, and mail to Donna Bordley, FMP, Room 7427, Department of State, Washington, DC 20520. Contributions to the State Department qualify for the federal charitable contribution deduction in accordance with 26 U.S. Code, Section 170 (c).

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HOW ARE
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PERSONNEL
LIKE YOU'VE
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SEEN IT
BEFORE!



UNCUT DIRECTOR GENERAL'S VERSION!

AGGELER 2004

GONE IN 60 DAYS

THE STORY OF ONE MAN'S AIRFREIGHT-
AND THE TEA COZY HE WOULD NEVER FORGET!

DO YOU THINK THE
KARAOKE MACHINE
WILL BE SAFE?



EMBASSY OF THE APES

BAD AMBASSADOR!
NO MORE
MONKEYING
AROUND!

