UNITED STATES DEPARTMENT OF STATE
May 2003

State Magazine

Training Diplomats in Uniform

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Secretary Powell cuts cake celebrating the Family Liaison Office's 25th anniversary with Director Faye Barnes.

Photo by Michael Gross

In our next issue:

Family Liaison Office Celebrates 25th Anniversary

State
Magazine

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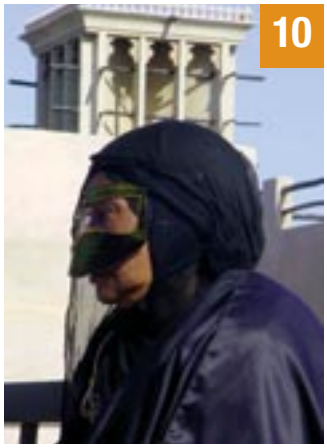

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Photo by Andrea Rodenberg

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Photo by Paul Koscak

SECRETARY COLIN L. POWELL

Telling America's Story

In times of war and of peace, our public diplomacy and public affairs efforts are crucial to the success of American foreign policy and they must be integral to its conduct. They are essential to conveying our story to the world and to securing the support of the American people for sustained international engagement.

Since Sept. 11, 2001, and now with the unfolding developments in Iraq, the importance of public diplomacy and public affairs has been heightened. International and domestic audiences need to understand what we and our coalition partners are doing and why.

We need to convey the message as accurately and persuasively as we can that our aim always has been to prevent the catastrophic combination of a rogue state, weapons of mass destruction and terrorism. We need to communicate our commitment to helping a liberated Iraqi people achieve a united and stable country under a representative government that will use Iraq's wealth to benefit all of its citizens. We must underscore the vital role we envision for the international community in Iraq's reconstruction. We must also make clear that what we do in Iraq will not come at the expense of promoting a just, comprehensive and lasting peace between Israelis and Palestinians.

Beyond Iraq and the Middle East, it is equally crucial that publics understand how the United States is working throughout the international community to shape a freer, more prosperous world where tyrants and terrorists cannot thrive. I appreciate the outstanding job that our public affairs and our public diplomacy professionals do each day. It is particularly important now, however, when news of Iraq crowds out other headlines, that we all work even harder to raise public awareness of our efforts in other areas.

We must tell the story of how we are advancing respect for human rights, accountable governance and development. We must spotlight the President's Millennium Challenge Account initiative, which will help poor countries that govern justly, invest in their people and open their economies to attract the investment needed to finance their own futures. With full congressional funding, the initiative would result in an increase of U.S. development assistance by more than 50 percent over the next three years.

We need your help to show the world that the United States stands at the forefront of the battle against HIV/AIDS. You can help us send the message that those infected should be treated with dignity, not discrimination. Help us also convey that we are the world's leader in providing humanitarian assistance to suffering people everywhere—indeed we remain the largest provider of food aid to North Korea.

You can help us send the message that even at a time of strengthened security, we are building bridges through trade and tourism and through cultural, scientific and educational exchanges. You can help us find ways to increase understanding with the Islamic world, and especially with the younger generation of Muslims, through, for example, our Middle East Partnership Initiative and our Partnerships for Learning Program. You can help us connect with future world leaders on every continent by suggesting candidates for the International Visitors Program. Thirty-nine current heads of government are former IVP participants, including President Karzai of Afghanistan.

Our public diplomacy and public affairs colleagues are pros, but they cannot do their jobs alone. Nor is telling the story of American foreign policy a task just for ambassadors and seventh floor principals. Every man and woman in the State Department is America's face to the world and the State Department's face to the American people.

Communicate with foreign audiences beyond government circles. Get out among the people—when you do, you send a powerful message about democracy. Keep conversant on our policy toward issues outside of your immediate area of responsibility. Help us inform, explain and advocate. Also help us listen. Work with your colleagues in public diplomacy and public affairs to hone your outreach skills. Everyone can be a Hometown Diplomat. Consider participating in one of our Diplomats in Residence programs at a U.S. university. When you serve as special envoys to American communities and colleges, you help to enlarge the domestic constituency for our international efforts.

The story of American diplomacy is part and parcel of America's story: a continuing story of hope and freedom. Tell it often, at home and abroad. And let us know how we can help you tell it better. ■

Reducing Road Risks Overseas

Thank you for highlighting the work of the Association for Safe International Travel Safety in Turkey in your March issue. Perhaps because of space constraints, you modestly failed to cite the extraordinary contributions that several State officials are making in the terrible battle against road crashes around the world.

Thanks also for highlighting Tom Sandusky's efforts in the Bureau of Consular Affairs to publicize the risk of road crashes to American travelers abroad. By encouraging posts to include road safety information on their web sites (and linking with ours), American travelers now have a wealth of information on road conditions in their country of destination.

Other State Department officials have helped wage war against road crashes overseas. W. Robert Pearson, our ambassador to Turkey, led our groundbreaking cooperation with District 2530 of Rotary International in Turkey. Frank Ward, Ankara's public affairs officer, recognized an opportunity to support civil society in our safe communities proposal.

Your article correctly recounted the inspiration that Under Secretary Marc Grossman, then ambassador to Turkey, gave me after the loss of my son. He has continued to provide invaluable guidance and moral support to our organization and me.

Every year more than one million people die in road crashes around the world. Road crashes are the single greatest cause of death and serious injury for Americans traveling abroad. The World Health Organization has declared road fatalities an epidemic and has called for a worldwide effort to combat it. Road safety is not a topic of traditional diplomacy but it does need our attention.

Rochelle Sobel
President
Association for Safe International Road Travel

Title, Tone Misleading

I would like to correct the impressions and some facts in the April article, "State Looks to Army for Leadership Model," as edited, about the recent workshop on strategic leadership at the Army War College. Both title and tone are misleading.

First, the workshop was a collaborative effort between the Foreign Service Institute and Army War College on leadership training. It was undertaken with the understanding that the college presenters and State Department participants could learn from one another about professional cultures and leadership.

Second, the statement that "650 Foreign Service and Civil Service employees have taken the Army's leadership course" is incorrect. A total of 20 employees have participated in the workshop. The number 650 refers to State employees who have completed training at FSI under the Secretary's mandatory leadership and management initiative developed by the Leadership and Management School.

Feedback from participants in those courses underscores that our "leadership model" is relevant and appropriate to the Department's unique workplace issues.

What the article does state correctly is that we need to implement and support leadership skills in the workplace. Success depends on the support of all employees from entry level through senior leadership.

Prudence Bushnell
Dean, Leadership and Management School

Correction

Matt Cook is a management officer in the executive office of the Bureaus of Near Eastern and South Asian Affairs, not the Family Liaison Office, as stated in an April article on evacuees.

From the Editor

At the Marine Security Guard School south of Washington, D.C., candidates undergo six to eight weeks of rigorous training for the coveted duty of protecting our posts overseas. Not all finish the course successfully. But those who do continue a proud tradition dating from 1799 when a Marine detachment was dispatched to safeguard the U.S. Consul General in Haiti. Our cover story starts on page 17.

A young diplomat's ideals and convictions live on in the J. Kirby Simon Foreign Service Trust. During the past six years, 173 members of the Foreign Service family in 65 countries have been recognized for community service projects the trust has funded in honor of the young junior officer who died of carbon monoxide poisoning in an apartment in Taipei. For more details, turn to page 20.

You can go home again. Kingdon Swayne of Newtown, Pa., did—and continues serving his community as archivist and historian at a school where he studied as a young man before entering the Foreign Service. You can meet Mr. Swayne on page 28.

High Security Defines New Embassies in East Africa

They were more than just dedications of new embassies. They were also memorial services.

In Nairobi, the new 125,000-square-foot, 17-acre U.S. Embassy compound is a defying statement to the terrorists who bombed the embassy in 1998, murdering 219 people. An elegant fortress might better describe the new building, which the Department unveiled March 3 during a ceremony that began with the dedication of the Julian Bartley Memorial Plaza.

The plaza is named after Julian Bartley, the United States consul general who, along with his son, was killed by the blast. Grant Green, under secretary for Management, Ambassador Johnnie Carson and Kenya Foreign Minister Kalonzo Musyoka placed floral wreaths at the plaza's black marble obelisk inscribed with the names of the 12 Americans and the 34 Kenyan Foreign Service National employees killed in the bombing.

With more than 1,000 employees, which includes about 240 Americans, the U.S. Mission to Kenya is the Department's largest facility in sub-Saharan Africa. And it's a far cry from its predecessor, a five-story structure crammed next to a high-rise building in downtown Nairobi.

The new structure, north of the city and set back more than 100 feet from the road, has massive walls and 3" thick bulletproof windows. Built to strict congressionally mandated security measures, the building is protected by a moat and fitted with steel doors.

Photo courtesy of the U.S. Embassy in Nairobi

A Marine security guard raises the colors at the new embassy in Nairobi.

Photo courtesy of Overseas Buildings Operations

The new 15-acre compound affirms the U.S. commitment to Tanzania.

Photo courtesy of the U.S. Embassy in Dar es Salaam

Sotar Da Silva, embassy physician, left, and Evitta Kwimbere, human resources assistant, survived the 1998 bombing in Dar es Salaam. They unveiled the plaque.

"It's as good as it gets," said Bill Prior, the State Department project manager who oversaw the construction. "This building has 6-foot-thick concrete walls. If a car bomb comes, it could withstand it."

It's also designed to withstand a biological attack. When the embassy doors are opened, the ventilation system blows the air out as if propelled by a powerful fan, he said. Huge generators and a 100,000-gallon water tank, buried at secret locations, offer added protection from power outages and water shortages.

In Dar es Salaam on March 4, nearly five years after terrorists bombed the U.S. Embassy, the Department dedicated a new 15-acre compound—two miles from the old embassy—featuring a new chancery, U.S. Agency for International Development building and other structures containing about 105,000 square feet of offices.

The event drew more than 800 well-wishers, including families of the 12 victims killed in the 1998 terrorist bombing and officials from the U.S. and Tanzanian governments.

Ambassador Robert Royall said that while those killed in the bombing cannot be replaced, "we can honor them by rebuilding, by moving on with determination to overcome adversity…to defeat the ugly forces that tried to destroy us."

The new embassy in Dar es Salaam features the same protections as its Nairobi counterpart, including a 9-foot "anti-climb" wall, according to Charles Williams, director of Overseas Buildings Operations.

Both buildings, he said, were constructed in two years—half the time it took to build an embassy in the past. Mr. Williams credits the record construction and savings—each embassy cost about $50 million—to a "standard design" concept the Department recently adapted. The plan's "crown jewel, " as he calls it, allows the Department to construct similar embassies that still reflect the region's culture and geography.

"The exteriors blend in with the local surroundings," Mr. Williams said of the two embassies. "They look like everything else that is modern."

—Paul Koscak

Photo courtesy of the U.S. Embassy in Nairobi

Under Secretary for Management Grant Green places a memorial wreath at the obelisk honoring those who died in the bombing in Nairobi.

Health Fair Draws 600

After five months of ordered departure, U.S. Embassy officials in Indonesia thought a health fair and a celebrity might be just the thing to bash the blues and heighten morale.

They were right.

Despite a torrential rainstorm, more than 600 people showed up at the embassy's parking lot, Feb. 26, to be pricked, poked and prodded while learning how to reduce stress and live healthy.

Participants lined up for dental and eye exams; cholesterol, prostate cancer and diabetes screening; and anemia exams provided free by several community clinics and area hospitals. Other offerings included electrocardiogram tests, lung exams and guidance on how to quit smoking.

Ambassador Ralph Boyce introduced Indonesian movie star Nurul Arifin, who dropped by to promote AIDS awareness and women's health.

To sooth the stiffness from all the standing in line, a reflexology clinic offered foot massages.

Because the event was such a hit, say the sponsors, the mission will sponsor a health fair every year.

The Jakarta mission has been on ordered departure since the Bali nightclub bombing in October.

Photo courtesy of the U.S. Embassy in Jakarta

Throngs of visitors made Jakarta's first health fair a huge success.

Site Assists with Moves

Moving just got a bit easier now that you can arrange to ship your household goods on the Intranet.

The new site, called WebMove, lets users schedule the move without a face-to-face appointment.

Offered through the Office of Logistics Management, the site is more than an automatic scheduler—it's really a tutorial that provides the information, documents and contacts for a hassle-free move.

For more information on the program, call (703) 875-6950, access WebMove on the Department's Intranet site under the travel section or visit http://webmove.a.state.gov.

DS Agents Protect President's Envoy in Northern Iraq

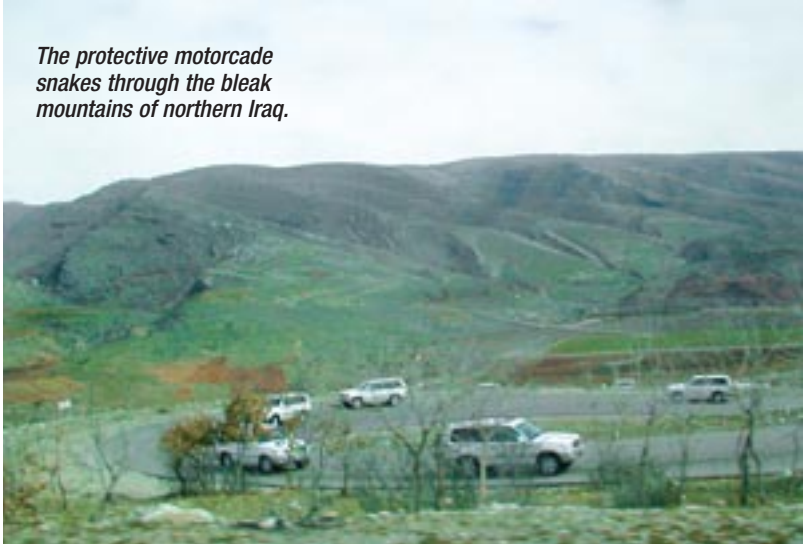
Diplomatic Security agents joined with Army Special Forces to safeguard presidential envoy Zalmay Khalilzad in February when he attended an opposition conference in Kurdish-held northern Iraq.

The agents were from the bureau's Office of Mobile Security and the Dignitary Protection Division. The Office of Mobile Security provides training and support both here and overseas. Protecting VIPs or offering instruction on handcuffing, bomb detection, vehicle searches or terrorism awareness are among the services it performs.

The dignitary division, which protects the Secretary, the ambassador to the United Nations, cabinet-level foreign dignitaries visiting the United States and others, led the detail.

From the start, the high-risk visit posed enormous security concerns, particularly from Saddam Hussein's Iraqi regime and radical Islamic Kurd factions. Intelligence reports showed threats ranging from artillery attacks to suicide bombers as well as chemical and biological attacks.

With U.S. interests on the line and agents facing threats beyond the scope of most security details, Diplomatic Security clearly needed some extra firepower. So Assistant Secretary Francis Taylor and Secretary Colin Powell asked the Department of Defense for assistance. Only after Defense was on board did the security team deploy to Turkey to plan for the envoy's arrival and trip through hostile territory.



The protective motorcade snakes through the bleak mountains of northern Iraq.

It wasn't easy.

Several plans were developed and coordinated—only to be cancelled. Political, logistical and time constraints conspired to derail the visit. Finally, a plan was approved and the party moved by military transport to a Turkish base near the Iraqi border where Special Forces joined them. The next day, representatives of the Kurdish Democratic Party met the detail at the border.

After crossing the border the agents donned tactical gear and added the Special Forces soldiers to the motorcade for a five-hour night trip through the mountains toward Salahaddin.

The plan called for agents to form a separate security team to protect the envoy and limousine. They would whisk him to safety if the

Photos by Mike Burnett

Agents Shane Ronish, left, and Derrick Parker, far right, protect envoy Zalmay Khalilzad, looking away.

motorcade were attacked while at the same time a tactical team would disrupt and delay the attackers.

Arriving in Salahaddin, the delegation was housed at the Kurdish Democratic Party guest villa. The security team devised a rotating protection plan that offered not only constant surveillance of the villa, but also an opportunity for the agents to rest. Some agents had slept only a few hours the previous two days.

Threats at the conference center, however, would prove even more ominous. Reports indicated that some attackers might pose as media. As a result, there was heavy emphasis on visitor screenings and access to the event. For the next several days Diplomatic Security screened more than 300 media, monitored motorcades and positioned themselves conspicuously.

At the conference—the first inside Iraq in 11 years—senior members of the Iraq opposition outlined a government with both military and civilian rule where Iraqi politicians and a U.S. general work together after Saddam Hussein is ousted.

Thanks to a coalition of agents, Special Forces and Kurdish security, the conference concluded without a hitch. Although the conference ended, the mission wasn't over until the envoy returned safely to Turkey. With the teams back in place, the motorcade repeated a flawless trip back to the border. —*Mike Burnett*

Former FSO's Photos Capture African Nations

Photographs by Griffith Jerome Davis, a renowned photojournalist and Foreign Service officer who retired in 1985 and died in 1993, form part of a traveling Smithsonian exhibit on black photographers since 1840.

Photos courtesy of Dorothy Davis

Dancing Towards Independence: Ghana's Prime Minister-elect Kwame Nkrumah dances with Muriel Corrin Davis, wife of photographer Griff Davis, at an inauguration party in Ghana. It's in the collection.

As a noted freelancer, Mr. Davis worked for the *New York Times, Fortune, Der Speigel, Ebony, Time* and the *Saturday Evening Post.* While at *Ebony,* one assignment earned him a cover story on Ethiopian emperor Haile Selassie.

Photographer Griff Davis, left, and poet Langston Hughes admire photo-documentary story the two collaborated on for Ebony magazine.

In 1952, he joined the U.S. Agency for International Development and became a government adviser in Liberia, Tunisia and Nigeria. While there he used his unique position to capture the drama of emerging African nations in both photographs and motion pictures.

Those images, many donated to Howard and Duke universities, became the hallmark of his career.

Academia influenced Mr. Davis since childhood. Born on the campus of Atlanta's Morehouse College in 1923, he spent much of his early years across the street at Spelman College, honing his camera skills for the *Atlanta Daily World.* After serving in World War II, he earned a bachelor's degree from Morehouse in 1947 and a master's degree from Columbia University's School of Journalism, the only black student in his class.

Mr. Davis's Smithsonian collection is being displayed at the Oakland Museum of Art, Oakland, Calif., June 7 to Aug. 31, and at Boston College, Oct. 11 to Dec. 7.

His works were recently displayed at Duke University and at 17 Nordstrom department stores throughout the country.

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AMBASSADOR RUTH A. DAVIS

Customer Service Is Important

In my first town hall meeting after being named director general, I told the assembled Bureau of Human Resources staff that customer service was a top priority. I believe that the bureau exists for only one purpose—to serve our colleagues. Add to that my drive to get things done, to solve real problems affecting real people and you have a recipe for what customer service in Human Resources is about: serving those who also serve, by being fast, fair, responsive, compassionate and occasionally strict.

One of the major goals I set for myself was to make our Human Resources system more open and transparent. I asked John Campbell, deputy assistant secretary for Human Resources, to accept this challenge. He assembled a team to look at all HR operations to see how we could be more responsive and open in serving you.

First, we developed a mission statement as a roadmap for what we want to accomplish. This mission statement is posted on the HR web site (hrweb.hr.state.gov) and in every HR office. Customer service is among the seven values in our mission statement. We define the service as being efficient, courteous, helpful, and creative and providing solutions, not just answers. Most important, however, is remembering that we are working with people, not problems.

Then, we developed customer service performance standards for each HR office. You can find the full list at http://hrweb.hr.state.gov/dg/performance_standards.html. You should know what to expect of us and how long our services will take. Our performance standards allow you to hold us accountable for the results we promise.

My next step was to launch several pilot projects. I'm very pleased with the results to date and would like to share a few of them with you.

Employee Profiles (formerly known as PARs) are now available to all employees from their OpenNet desktops via e*Phone. This allows you full access at any time to this important personnel information. More initiatives of this type are in the works, so stay tuned.

We launched eBid for Foreign Service employees, another example of effectively using technology to streamline our processes. As a result, bidding on future assignments is now as easy as placing an order with an on-line retailer. The Office of Career Development and Assignments is committed to achieving 100 percent accuracy with eBid.

The Office of Retirement has established an 800 number (866-224-9053) for retirees to call the Department from anywhere in the United States for help on retirement issues.

The Office of Civil Service Personnel has established a system designed to track important data associated with the position classification process. As a result, the office has improved performance by reducing the average classification time.

We have also updated our web site to be clearer, easier to navigate and more useful to all employees. The site is growing in popularity every month. In February, for example, we recorded an average of 1,700 "visits" per day for a daily average of 35,000 "hits" (one visit generally equates to several hits). This put our monthly total of hits at 981,000. In March, we exceeded one million-hits.

Among the web site's features is a Customer Service Directory, which can be found via a link at the top left-hand corner of the main web page. It allows you to look up the service you need and guides you to the right office and person for that service or question. I encourage you to use it the next time you have a question about a HR issue and do not know where to turn.

You can help us in our customer service efforts by giving us feedback. Tell us how we're doing. We have made it very easy to do so. The "Director General's Customer Service Page" link off the HR web site includes an electronic customer service survey form. Completing it takes just about one minute.

The next time you receive help from someone in HR, fill out a customer service survey. Whether it's good or bad, I'm interested in hearing about your experience. The good keeps us pumped up; the criticism tells us how we must adapt to better meet your needs. We need to hear both. And judging from the responses I've received so far, I can count on you to provide both. ■

Post of the Month:

On Dubai Creek, the old blends with the new as abras (water taxis) transport passengers against a modern Dubai skyline.

DUBAI

By B. Bix Aliu
Photos by the author and D. Shane Christensen

European vacationers relax in lounge chairs at a local beachfront club and plant themselves in the soft white sand while their children splash in the shallow turquoise sea. Sun-drenched singles crowd the pool bar for happy hour. For those stationed in Dubai, the scene is far removed from the current troubles of the Middle East.

Dubai sits on a remarkable coast near the Arabian Peninsula's northeastern tip. The emirate's beaches rival some of the best of the tropics; the emerald waters are not unlike those of a Caribbean island. World-class resorts dot the beaches, the five-star Ritz-Carlton trumped by the seven-star Burj al Arab, the world's tallest hotel. The Burj reflects 21st century Dubai: grand vision, immense wealth and fantasy.

Situated on the banks of a creek, Dubai actually comprises two towns. There's the older Deira to the north and the newer Dubai stretching south past Media City and Internet City to Jebel Ali. The latter is an enormous free-trade zone with some 1,000 international companies. Each of these areas reveals the contrasts of a city whose international, cosmopolitan character blends with a culture deeply rooted in the traditions of contemporary Islam.

Hassan Rahmanpanah, left, and Jude Arockianathan install a server for the expanding consulate.

Dubai became a sheikdom in 1833, when a branch of the Bani Yas tribe established the Maktoum dynasty that rules the emirate today. Much of the credit for Dubai's rapid development is due to the late ruler Sheikh Rashid bin Saeed al Maktoum. Sheikh Rashid focused Dubai's energies on trade, diversifying the economy away from a shrinking oil supply and building a commercial infrastructure. This vision has been continued by his son, Sheikh Mohammad bin Rashid al Maktoum, crown prince of Dubai.

After the British withdrawal in 1971, Dubai joined Abu Dhabi, Sharjah, Ajman, Umm Al Quiwain, Fujayrah and—three months later—Ras Al Khaimah, to create the federation of the United Arab Emirates (the UAE was previously part of the "Trucial States"). Dubai is the second-largest emirate of the seven, after the capital in Abu Dhabi. The U.S. Consulate General's district includes the six northern emirates.

The early days of the official U.S. presence bore little resemblance to today. An embassy branch office opened in early 1976 along the Dubai Creek in the middle of the Deira market. Two Americans and four locally hired staff focused primarily on commercial work. One of these Americans was John Limbert, now U.S. Ambassador to Mauritania. He remembers taking water taxis for 10 cents from his office door to the office of Sheikh Rashid. For a break from the heat and humidity of the Gulf, Mr. Limbert and his colleagues traveled to 6,000-feet Shiraz in neighboring Iran—now off-limits.

When Sheik Rashid built the World Trade Center in 1979, more than a few observers questioned the wisdom of building a lone tower in a still sleepy city of sand. The embassy branch office moved into the Trade Center in 1981, and the official U.S. presence remained small. How times have changed. Except for an occasional sandstorm from the west, Dubai has erased in just a few short decades its inherited topography, creating a remarkable oasis of skyscrapers, palm-lined parks and water-bound golf courses. An indoor ski hill is planned. The phenomenal growth of "Dubai Inc." (as the emirate is often called) reflects its corporate-style focus, resulting in large part from a leadership that spends its money on productive assets rather than on palaces and weapons.

The U.S. Consulate General, located in the World Trade Center, recently doubled its size in parallel with Dubai's growing importance as a regional business hub. The increased staffing and security are related directly to the consulate general's efforts in the war on terrorism. As the post takes on increasingly important regional responsibilities, 55 employees—divided evenly between Americans and foreign nationals—staff seven government agencies. U.S. Customs will soon make eight. The consulate's core missions include consular work, U.S. business promotion, U.S. Navy support and Iran-watching.

The consular section is expanding fast to service an American community of 10,000 and interview 110 nationalities each year for nonimmigrant visas. More than a third of these applicants are Iranians who are interviewed by Farsi-speaking officers. The section has grown from having only one full-time consular officer three years ago to four today.

The commercial section works closely with the U.S. business community to promote the export of American goods and services to the UAE. More than 600 U.S. firms are well represented in such industries as defense, utility, construction, petroleum, education and health. These firms have established regional offices in Dubai because of the emirate's state-of-the-art infrastructure, pro-business environment and high quality of life. The section also helps to identify potential partners for U.S. companies looking to break into this marketplace for the first time. Having helped to facilitate more than $3 billion in

Receptionist Shoba Suresh answers hundreds of calls daily.

Photo courtesy of Richard G. Olson

Consul General Richard G. Olson calls on Sheikh Mohammad bin Rashid al-Maktoum, Dubai's crown prince.

export sales over the past two years, the section is typically the first stop for U.S. businesses exploring the market and for established U.S. firms looking for support on major projects.

The consular district's northern emirates host numerous port calls by U.S. Navy ships operating in the region. To support these calls, as well as the other U.S. services visiting the northern emirates, the consulate is served by a small contingent of Navy personnel.

Since 1979, the Department's ability to cover events in Iran has been limited by the lack of diplomatic relations with Tehran. This gap has been alleviated in part by reporting from Dubai, where there is a large resident Iranian population and many Iranian visa applicants. In 2001, State created a full-time Iran-watcher position in Dubai, responsible for reporting on pivotal social, political and economic events in Iran. The political-economic section in Dubai also focuses on the emirate's vibrant commercial, trade and financial sectors, as well as developments in the five other northern emirates.

Vice Consul D. Shane Christensen, standing, and ACS Specialist Saeed Mutair review a case.

While Dubai is well known among Near East Asian hands as the jewel of the Arabian Peninsula, it remains largely a secret among the wider diplomatic community. Everyone here speaks English. The streets are safe and crime uncommon. Few might imagine a Gulf city characterized by its modernity, multiethnicity and tolerance, yet Dubai plays home to an extraordinary mix of conservative and liberal communities living side by side in safety and prosperity.

A million strong, roughly half of Dubai's population hails from South Asia, a quarter from other Arab countries and Iran, and less than 8 percent from the West. Only 19 percent of the population are local—making it hard to get to know them.

The Dubai World Trade Center houses the U.S. Consulate General.

Dubai hands can feel like they're in the eye of the hurricane—close to Afghanistan, Iran, Iraq and the rest of the Middle East. Dubai's Arab heritage and Western orientation give it a unique perspective on regional events. The population is pro-Palestinian but not anti-American. Dubayans show few signs of the discontentment and alienation prevalent in much of the Arab world, and while the emirate may seem like a fantasyland to some, it offers a promising regional model to a growing number of observers. ■

The author is a vice consul at the U.S. Consulate General in Dubai.

Office of the Month:

Strengthening U.S. Foreign Policy with Solid Science

Story by Ingrid Behrsin
Photos by Dave Krecke

A new cancer-fighting medicine could be developed, but the plant species source grows only in a remote Philippine rain forest. Vitamins and minerals boost the nutritional value of crops, yet the best varieties depend on the availability of a plant species found only in a small semi-arid region of Central Asia.

Approaches to testing vaccines for humans are being perfected using a small ocean organism that thrives in a coral reef off the Central American coast, a target for oil exploration.

These accounts are not science fiction. They are real examples of the challenges the international scientific community faces in locating materials that will advance scientific inquiry, benefit mankind and build lasting and cooperative partnerships based on trade, development and environmental preservation.

The Office of Science and Technology Cooperation in

Kay Anske, office director, center, chairs a meeting of the Science and Technology Cooperation staff. From left are Regina Ford, Walter Kelly, Greg Groth and Shauntia Hart.

OFFICE OF SCIENCE AND TECHNOLOGY COOPERATION

the Bureau of Oceans and International Environmental Scientific Affairs develops U.S. policy on scientific and technological exchanges; negotiates and implements science and technology agreements; organizes scientific outreach programs; facilitates U.S. participation in international scientific organizations; and coordinates U.S. policy on intellectual property rights, scientific competitiveness and visa restrictions on scientists and student researchers.

Much of the office's efforts concern science and technology agreements. These agreements provide a broad framework for cooperation between U.S. government technical agencies and their foreign counterparts. They form a useful platform for engaging the scientific community, including nongovernmental organizations, in

Embassy Science Fellows Give Advice and Gain Experience

By Shauntia Hart and Ingrid Behrsin

The Embassy Science Fellows Program places U.S. government scientists at embassies and consulates. Begun in 2001 as a partnership between the Department of State and the National Science Foundation, the program encourages bilateral cooperation and research on science and technology-related issues.

The program was inspired by a 1999 report from the National Research Council and the National Academies of Science. The report concluded that 13 of the 16 U.S. international affairs strategic goals encompass science, technology and health issues, and that the Department should be prepared to address them. These findings encouraged the Department to integrate science, technology and health policies with the broader spectrum of foreign policy positions.

Photo courtesy of STC

U.S. Ambassador Mercer Reynolds, left, greets Ken Chong, a National Science Foundation Fellow, in Bern, Switzerland, in 2001.

A major objective was to create active, long-term partnerships among the government, academic and private sector science and technology communities. The science fellows program is a successful example of such a partnership. A joint venture between the Department and federal technical agencies, the program builds upon the complementary strengths and needs of the partner organizations and strives to benefit all parties.

Each January, STC invites embassies and consulates to host science fellows. Posts describe the scientific position and the qualifications of the prospective fellow, and the office informs participating federal agencies of these fellowship opportunities. Once the posts have reviewed the list of applicants and have determined their preferences, STC facilitates communication between the posts and potential fellows. The office matches embassy jobs with fellows whose needs and skills are compatible.

Since the program began two years ago, fellowships have ranged in focus from desertification and water resource management in Oman to the condition of scientific research and university capabilities in Latvia and the use of biotechnology in Costa Rica. The fellows, their home agencies, the posts, OES and the regional bureaus collaborate to develop specific assignments.

The program benefits all parties to the exchange. While the fellows give posts informed advice on science and technology issues important to their missions, the fellows gain international experience, training and expanded international contacts. In return, the home agency receives a much more seasoned and experienced scientist than it sent.

Embassies and consulates that have hosted fellows praise their accomplishments. Reporting on fellow Ken Chong, from the National Science Foundation, Dennis Ortblad, political-economic officer in Bern, wrote, "Mr. Chong's visit yielded even better results than we had hoped for. We looked to the program to offer a road map for us to pursue in strengthening cooperation."

The embassy in San Salvador had a similar experience with fellow John Moore from the Department of

building scientific partnerships. The agreements are valuable because science and technology are often key elements in advancing U.S. research and development objectives and foreign policy goals.

Thirty-one bilateral scientific and technology agreements support the full spectrum of OES issues, promoting science-based decisionmaking, environmental and biodiversity protection, marine sciences, energy, climate change, HIV/AIDS and other health issues, and engineering for sustainable development. Each agreement involves a unique level of activity, depending on the technical infrastructure and capacity of the partner country, the needs of the interagency community and the level of participation of outside partners. The U.S. government interagency

Agriculture. "Absent the Science Fellow Program," a post representative said, "it would have been impossible to secure a highly trained scientist to provide this type of (technical) assistance."

Returning fellows have judged their programs abroad very positively. John Starbuck of the U.S. Geological Survey called his experience in Sri Lanka "a winning situation for everyone involved." The local agency gained technical knowledge and expertise to continue with the mission and the State Department increased its interaction with the local government.

William Neufeld of the NSF "thoroughly enjoyed the opportunity to serve as a fellow" in Warsaw. "The opportunity to meet with leading scientists in Poland as well as the heads of government agencies was interesting and informative, and needs to occur for bilateral relations in science to move forward."

Photo courtesy of the U.S. Embassy in Beijing

Fellow Deh-I Hsiung from NSF, far right, in Beijing with members of the embassy's environment, science and technology staff.

Last year, more than 30 scientists from five different agencies participated in the Embassy Science Fellows Program. This year, the National Aeronautics and Space Administration and the Department of Health and Human Services join NSF, USGS, USDA, the Environmental Protection Agency and the National Oceanic and Atmospheric Administration in contributing scientists to the program.

As the number of participating agencies increases and recognition of the Embassy Science Fellowship Program grows, OES anticipates placing more fellows at overseas posts to strengthen partnerships in science and technology research and development.

For more information about the Embassy Science Fellows Program, contact Shauntia Hart, OES's Office of Science and Technology Cooperation, at hartss@state.gov, tel: (202) 663-3230. ■

Photo courtesy of STC

Joan M. Frye, an NSF fellow in Nigeria in 2001, participates in a "naming" ceremony making her an honorary member of a local tribe.

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Pamela Hargrow, program assistant, reviews a scientific publication for circulation to the staff.

community, other OES offices, the scientific community at large and posts overseas decide which countries will be partners to these agreements. They base their decisions on assessments of the country's opportunities for science and technology cooperation, on the likelihood that the agreement will be governed well and on the role science and technology play in that country's trade and development.

The office's Embassy Science Fellows Program places scientists from technical agencies on short-term detail to posts overseas. This exchange sends high-level scientific advisers to address science and technology issues important to their missions. In return, agency staff benefit from international experience, training and networking. The program also offers the Department valuable insights on the state of science in foreign countries and the potential for collaboration that could promote U.S. science and technology objectives (see sidebar on Embassy Science Fellows).

Robert Senseney and Kay Anske compare notes before a meeting.

The Office of Science and Technology Cooperation also advances scientific goals by participating in such international organizations as the United Nations Educational, Scientific and Cultural Organization and the Organization for Economic Cooperation and Development. UNESCO's broad-based science and technology programs are useful venues for expressing U.S. interests. The office is working with other sections of the Department to organize U.S. reentry into UNESCO. Similarly, STC leads U.S. participation in OECD's science and technology initiatives, where the office offers advice on science-based issues.

Ingrid Behrsin, intern, and Shauntia Hart, program analyst, discuss the Embassy Science Fellows Program.

International science and technology cooperation is essential for advancing U.S. interests in a world where science is increasingly globalized. As this trend accelerates and as international collaboration increases, the Office of Science and Technology Cooperation will ensure that solid science underpins U.S. foreign policy. Last year, the United States launched five major partnership initiatives in the areas of water, energy, health and hunger. To be successful, these partnerships must apply science-based approaches and technology advances. STC continues to play a leading role as the coordinator of U.S. interests and objectives in the increasingly complex field of international science and technology.

For more information on the Office of Science and Technology Cooperation, visit the Bureau of Oceans and Environmental Scientific Affairs web site: http://www.state.gov/g/oes/. ■

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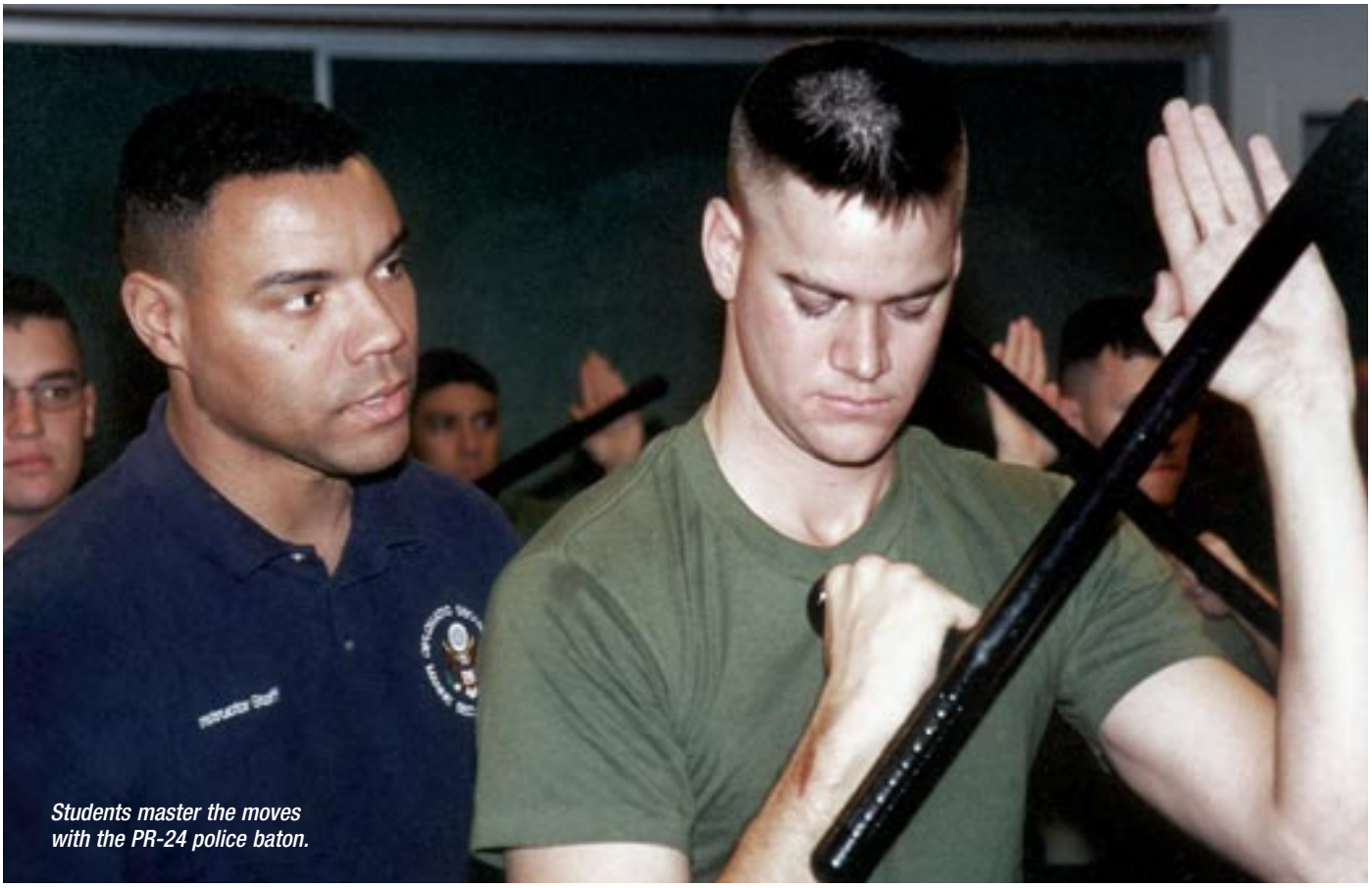


Students master the moves with the PR-24 police baton.

School Screens Marines for Coveted Overseas Guard Duty

Story and Photos by Paul Koscak

Call it the school where everybody wins.

Graduates enhance their careers and get international experience. Dropouts return to their jobs without prejudice and still enhance their careers—if not their lives, say school officials—because the training is so unique.

That's the philosophy at Quantico's Marine Security Guard School, some 20 miles south of Washington, D.C., where some of the best, brightest or at least the most ambitious Marines compete to serve in the Corps' most prestigious occupation: duty at a U.S. Embassy.

Security for America's diplomatic missions has been a Marine Corps tradition since 1799 when a Marine lieutenant led a detachment to safeguard the U.S. consul general in Haiti. After that, diplomats routinely requested Marines to accompany delegations or guard consular offices or, as they did in 1900 during China's Boxer Rebellion, rescue entrapped U.S. officials.

During World War I, Marines acted as diplomatic couriers, safeguarding and delivering classified information, a mission that would ultimately define Marine Corps Security Guard duty.

But that's only the beginning. Marine guards distin-

guished themselves evacuating Americans during the Korean and Vietnam conflicts and mounted a spirited defense of the U.S. Embassy in Tehran in 1979 after the building was seized by militant Islamic students. Marine guards stood firm in 1983 after a terrorist bomb destroyed the U.S. Embassy in Beirut and again in 1998 when more terrorist bombs shattered the U.S. Embassies in Nairobi and Dar es Salaam.

Still, for the Marines assigned to embassy duty, security guard is almost a misnomer. Sure, there's plenty of classified information to safeguard and visitors to be screened. And certainly the curriculum is heavy in weapons and tactics training. But the most significant skills the school instills are less tangible: independence, judgment and making decisions while applying diplomacy and protocol—some with potential international consequences. That, school officials stress, is really what being a Marine Security Guard is all about.

Marine Security Guard candidates weather long hours and a heavy class load.

"The job is inside the building," says Maj. Lewis Vogler, the school's supervisor. "They're not there to sandbag the door to make sure nobody gets in. The job is to provide security and to prevent the compromise of classified information."

It's lots of responsibility for a profession where the average age is 21.

Files in a Main State office window attract the attention of Cpl. Victor Banks in his search for improperly stowed classified information.

So how does a Marine go from, say, machine gunner or air traffic controller to Marine security guard?

A Marine from any occupation can apply. "It doesn't require a special Marine," Maj. Vogler says.

But there are special traits that offer advantages.

Applicants are first evaluated by the school's screening committee, which travels throughout the country meeting potential candidates. "We check their records. We look for accomplishment. We want to see what sort of personal growth or changes a Marine may have experienced since joining the corps," Maj. Vogler says.

Once selected, candidates spend the next six weeks—eight weeks for detachment commanders—at the Marine Security Guard schoolhouse. The nondescript brick building replicates the facilities and amenities found at a typical foreign post. Students live there throughout the intense course. The schoolhouse contains barracks, classrooms, a gym, a recreation center and even a guard post. The glass-walled guard post, with its surveillance equipment, television monitors and communication networks, duplicates exactly what's found at an embassy.

"It's a total environment," he says.

Throughout the course the students are constantly evaluated, but the final hurdle comes during the fifth week. Students again meet a screening board but this time it includes the battalion psychologist and a State Department representative. This board recommends to the school's director who should graduate.

About 20 percent of each class doesn't finish, according to Maj. Vogler. "Even if they're dropped from the course, they're still set up for success. Someone simply may not have the personality for this job," he says.

The ongoing personal evaluations, Maj. Vogler explains, provide students feedback they most likely have never received, giving them valuable insight into their demeanor and personality as well as a critique of their organizing and judgment skills.

"Nowhere in the Corps—or even in life—will you get such feedback," he adds. "This not only serves them well throughout their Marine Corps career, but throughout life."

Still, there's no shortage of hands-on training.

Several days are spent on the firing range mastering the 9-mm Beretta pistol, the Remington 12-gauge shotgun and the Colt 9-mm submachine gun, weapons of choice for embassy duty. Classes include hand-to-hand and baton tactics and SWAT-style emergency response procedures. One adrenaline-pumping exercise involves removing an armed intruder from a building.

Then there's the shooting trailer. This plain-looking boxcar is really an interactive incident simulator, explains Gunnery Sgt. Robert DeCoito, who operates the cyber device.

The simulator really puts students on the spot by measuring a Marine's ability under pressure to make split-second, sometimes life-saving decisions.

Inside, the student walks toward a screen located at the front of the trailer as a scene is played out. It could be an intruder, an employee brandishing a knife or simply someone refusing to stop for questioning. Each vignette responds to student commands. As the danger in the video escalates, the student must decide what countermeasures to use—from verbal persuasion to deadly force.

"This is a confidence tool," Gunnery Sgt. DeCoito says. "There's nothing else like it in the Marine Corps."

Role-playing is another way the school brings classroom instruction to life. Scenarios include everything from handling a boisterous visitor trying to push through the guard post to identifying potential terrorists.

Crisis management, surviving hostage situations, protocol and Foreign Service basics are also part of the curriculum.

Students also receive actual State Department experience doing a day-long search for improperly secured classified information, says Wanda Gerard, a Diplomatic Security lecturer assigned to the school.

"We went through about 30 offices and wrote up 40 pink slips," she says, recalling a recent Sunday in February when 76 students worked at the Harry S Truman Building. Pink slips are official forms that document violations.

For civilian duties, students are given a $1,200 allowance to purchase professional business attire.

Instructors are all former Marine Security Guard detachment commanders, State Department staff, or both.

Take John Konicki. While in the Marine Corps he served the State Department as a duty officer and then joined the Department's Diplomatic Security division after retiring from the Corps in 1981.

Instructor Loyd Miller is a 1978 graduate of the Marine Corps Security Guard School and a former detachment commander at the U.S. Embassy in Islamabad. After retiring in 1984, he joined the Department and worked in Foreign Buildings Operations and later Diplomatic Security.

"Recruits are better educated and more worldly than our students 20 years ago," he says. "They'll be getting a lot of autonomy in their assignment."

Issuing weapons for an exercise.

What draws Marines to this coveted assignment?

Cpl. Dielson Gustama, 21, who grew up in West Palm Beach, Fla., already spent some time overseas in Australia. He believes State Department experience will make him a marketable candidate for a law enforcement career.

"I'd like to work for the FBI or become a lawyer," he says. "I like meeting people. It's motivating."

Meeting new people is also why Cpl. David Havey, 22, decided to become a Marine Security Guard. But it was a deployment to Tokyo that really got him interested.

"I visited the U.S. Embassy and saw it in action." said Cpl. Havey, who calls Bushnell, Fla., home.

Sgt. Joshua Bissey from Huron, Ohio, 24, spent 15 months in Japan and 15 months in Tbilisi, Georgia, after graduating from the school in 2000.

"It's different from the regular Marine Corps," Sgt. Bissey recalls about his embassy assignments. "Working for the State Department isn't as regimented."

Compared to Tokyo, Tbilisi is "a poor, industrial city with old Soviet factories," says the former communications equipment operator.

Those assignments capped a six-year Marine Corps tour. Sgt. Bissey was just hired by the U.S. Marshals Service. ■

The author is a writer-editor for State Magazine.

SIMON TRU

By Colette Marcelin

During the past six years, 173 members of the Foreign Service family—one of them no longer living—have been honored by the J. Kirby Simon Foreign Service Trust for community service in 65 countries.

Kirby Simon was a junior officer who risked his life for causes he passionately supported. Long before most Americans followed events in Afghanistan, Mr. Simon was working in that war-torn country with Ahmad Shah Massoud's mujahedeen fighters as an unpaid journalist, covering their exploits against Soviet occupation forces.

Massoud, who later opposed the Taliban as strongly as he opposed the Soviets, was assassinated by al Qaeda agents two days before the Sept. 11, 2001, terrorist attack.

Children at a hospital in Conakry, Guinea, celebrate the arrival of playground equipment the Simon Trust donated.

Photo courtesy the Kirby Simon Trust

Kirby Simon, working as an unpaid volunteer journalist in Afghanistan, with Massoud's Northern Alliance. Mr. Simon covered the Northern Alliance's fight against the Soviets.

When Mr. Simon joined the Foreign Service and was assigned to Taipei, his parents were relieved that he was posted to a safe, stable location. But after dodging bullets in Afghanistan, Mr. Simon, 33, died of carbon monoxide poisoning from a faulty hot water heater in his apartment.

John and Claire Simon chose to memorialize their son in a way that reflected his values—giving and service. In Taipei, for instance, he volunteered to teach English to Foreign Service nationals at night and on weekends.

In the same spirit, shortly after Mr. Simon's death, the J. Kirby Simon Foreign Service Trust was established as a charity. The trust mainly supports community service performed by Foreign Service officers and their families.

Projects championed by the 172 other honorees supported by the trust include:

- Building a shelter in Senegal for abused children and pregnant girls expelled by their families.
- Donating a refrigerator to a Niger orphanage to store medicine, baby formula and food.

DIPLOMAT'S IDEA

ST HONORS

- Providing sewing machines to help poor women in Peru start a business.
- Donating chemicals to purify water in Guatemala to combat parasitic disease.
- Purchasing woodworking equipment to support vocational training for handicapped children in the West Bank.
- Printing and distributing a comic book on democracy for Albanian children.
- Installing toilets at a Liberian children's school.
- Providing video and still cameras to document Pakistani women burned by their husbands or relatives.

The trust has funded ecological projects, libraries, summer day programs, teacher training, sports, arts and writing competitions.

These are some of the 126 projects the trust has supported with grants ranging from $250 to $4,000 and totaling more than $210,000.

"A grant enabled us to purchase 22 beds," said Steven Chan, an administrative officer who volunteers at a Nogales, Mexico, orphanage. "These kids realize that people do care about them. Many were abandoned by their parents and numerous girls have been sexually abused. Though we are unable to fully assuage their pain, this little gesture has reaffirmed their faith in people."

Each year, the trust solicits proposals before its end-of-February deadline. Selections are based on the most promising, most affordable projects and those least likely to be funded by other sources. Grants can't be used to pay salaries or other compensation, and all projects must be done after work and without official State Department support.

Contributions to the trust, including from family foundations and other funds, have added about $275,000. To make the trust self-sustaining, trustees worked to list it in the Combined Federal Campaign of the National Capital Area.

On Sept. 10, 2001, the American Foreign Service Association presented John and Claire Simon a special award "for extraordinary contributions to the ideas of the American foreign policy and to the values of those dedicated to its advancement." ■

Krista Brown, a health unit nurse, holds a patient from Conakry Children's Hospital.

The author is a post management officer in the Bureau of Western Hemisphere Affairs and is a trustee of the J. Kirby Simon Foreign Service Trust.

INFORMATION ABOUT THE SIMON TRUST

For more information about the J. Kirby Simon Foreign Service Trust, visit its web site at www.kirbysimontrust.org or call (203) 432-2698; fax (203) 432-0063. Also, send an e-mail to john.simon@yale.edu or write to: J. Kirby Simon Foreign Service Trust, 82 Edgehill Road, New Haven, CT 06511.

Funding proposals are solicited each year through an advertisement in the *Foreign Service Journal* and State Department and American Foreign Service Association messages.

LS, CONVICTIONS

BELGRADE RISING

By Richard Mei Jr.

It was March 24, 1999. Negotiations with Slobodan Milosevic over a cease-fire in Kosovo had failed. The remaining Foreign Service National employees of the U.S. Embassy in the Federal Republic of Yugoslavia expected the embassy would be closed for only a short period.

The remaining Americans had departed the night before. There had been several evacuations in recent years, but most considered this one far more serious. They were right. That evening, bombs began falling on Belgrade. Not until Nov. 4, 2000, one month after Mr. Milosevic was deposed, were staff able to reenter the embassy compound.

During the 78 days of the NATO-led bombing of Yugoslavia (now Serbia and Montenegro), the U.S. Embassy naturally became a target for residents who wanted to vent their frustrations. Five demolished buildings near the chancery stand today as reminders of NATO's precision bombing. While vacant, the embassy compound—including three adjacent buildings and a row of attached apartment blocks that served as offices and homes—was vandalized and suffered extensive damage when water pipes burst. Embassy housing suffered similar water damage.

After the evacuation, a small group of Americans and Yugoslavs worked out of temporary offices, first in Dubrovnik and then in Budapest. Ambassador William Montgomery, whose first tour as a Foreign Service officer was Belgrade, directed the Office of Yugoslav Affairs in Budapest from July 2000. The ambassador returned to Belgrade in October 2000 with a core group of U.S. and locally hired staff supplemented by many on TDY. A hotel became a temporary base of operations. Office supplies, computers and other communications gear were trucked in from Frankfurt and Athens. In no time, the temporary quarters consumed an entire floor of the hotel and resembled an operation typical of a Secretary of State visit.

Many of the Americans who came to Belgrade were wary of the reaction they would receive from local citizens after the bombings. Some even arrived with suitcases of food, thinking that they would face hostile service in restaurants and stores. But to everyone's surprise Belgrade residents welcomed the Americans back as a sign their country was returning to normal. But on that first day, when an inspection team reentered the embassy compound, there was a great deal of

Photos courtesy of the U.S. Embassy in Belgrade

The embassy compound.

A ransacked office.

tension and uncertainty. Nationalist symbols and insults were painted on the chancery walls. Windows were shattered. Foul smells permeated the air. Weeds and shrubs had taken over.

The U.S. inspection team, including architects, administrative support staff, engineers, security and explosive experts with bomb-sniffing dogs, scrutinized every aspect of reopening the embassy.

John Schilling, a Diplomatic Security agent in that group, remembered that the team did a thorough check of the grounds and the buildings to be sure there were no surprises. "It was clear from the beginning," he said, "that the facility would be an unclassified operation for the foreseeable future."

Inside the buildings the group found safe doors that had been opened with blowtorches and offices that had been systematically searched and every conceivable type of equipment removed. Flooding, however, caused the worst damage. There was no maintenance of the buildings during the harsh winter that followed because there were no arrangements to safely allow FSNs inside the compound. Consequently, water pipes burst, wooden floors buckled and mushrooms grew in the cracks.

Rob Needham, an administrative support person on TDY, remembered the mess.

"Pictures don't do it justice." He recalled the fetid smell of meat left for months in refrigerators without power.

Faced with this enormous challenge, American and Yugoslav staff began the recovery. The embassy's restoration was a top priority and nearly $1 million was allocated toward repairs. Diplomatic relations were established on Nov. 11, 2000. Six months later, staff began the move from the hotel to the embassy's apartment blocks that had been converted to offices. On Sept. 28, 2001, consular services were restarted, and, once again, lines of visa applicants formed daily in front of the refurbished chancery.

Photos tell only part of the story. The teamwork and cooperation that brought the embassy back in such a short time also brought about closer working relations between FSNs and American staff. Bojana Popovic, a protocol FSN, said, "There is more of a family feeling now." People who had worked separately as sections were now working together as a team.

Duane Butcher, who was on TDY from Bucharest, accompanied the initial inspection team. Asked about why he returned, Mr. Butcher, who is now administrative counselor in Belgrade, replied, "For an admin officer, there are few better challenges than starting an embassy from scratch."

Not just from scratch, but from total disaster. The U.S. Embassy in Belgrade is back. ■

The author is the assistant public affairs officer in Belgrade.

Multinational team inspects embassy.

Consulate Takes Its Show on the Road in the Cold

Photo courtesy of the U.S. Consulate in Yekaterinburg

By Gregory Drazek

Tired of sitting in front of a computer and turning green under fluorescent lights? Ready to brave temperatures of 26 degrees Fahrenheit below zero? Then it's time to join the Consulate on the Road team at the U.S. Consulate General in Yekaterinburg, Russia.

Yekaterinburg is an industrial city 1,000 miles east of Moscow on the edge of Siberia. The consulate staff of four Foreign Service officers and 35 local employees is tasked with carrying America's message to a district the size of the United States east of the Mississippi—with a population of 40 million.

The team's motto is "Serving You Wherever You Are!" A typical trip involves a dilapidated rented bus, about half of the consulate's American and Russian staff, and reinforcements from the U.S. Embassy in Moscow and from Washington, D.C. The main objectives are to dramatically expand U.S. contacts in a targeted city, build teamwork across bureaucratic lines and empower key Russian staff by introducing them to regional U.S. partners. This ensures continuity as American personnel rotate out.

Participants have come from the Departments of State, Defense, Commerce and Energy. Links between consulate and embassy staff have been strengthened and all participants now have a much better understanding of what their co-workers do.

So what is a Consulate on the Road trip really like? Well, apart from the frigid cold during the district's long winters, traveling teams face long hours bouncing along abysmal roads through Ural foothills, steppes and taiga forests. Coolers of drinks and lots of munchies fuel the team, but we also bring laptops, cell phones and satellite phones for those long stretches beyond range of all other means of communication.

Arriving at its destination, the team meets with the governor, mayor, media and resident federal officials. Then it breaks into smaller teams for more meetings, seminars and interviews covering multiple areas of interest. One group conducts a multimedia seminar on doing business with the United States. Another meets with local security officials to discuss visa fraud, while the consul general does a live Internet news conference. Teams seek out resident Americans and meet with them over a no-host dinner or drinks.

As the team loads the bus for the long drive home, the laptops come out, small groups convene and discussions range freely. What did you learn about the investment climate? How many people are using the Internet? Is federalism working here?

For a map of the Yekaterinburg consular district, go to www.usa.ural.ru/district.htm. ■

The author is a consular officer in Yekaterinburg.

Siberia's Virtual Consulates

The "Road" show has also spawned a network of web-based virtual consulates throughout the district to ensure that U.S. presence in the city will continue after the bus departs. On each trip, the group gathers information to develop a site for that city. The first site, virtual consulate perm (www.usa.perm.ural.ru), was launched in February. Sites for Tyumen, Chelyabinsk, Ufa and other cities are in progress. The initiatives improve the effectiveness of outreach programs and decrease the time, money and manpower it takes to implement them.

Chem-Bio Team Pulls It All Together

By Paul Koscak

Making sure the State Department is prepared for a chemical or biological attack takes a lot of planning and coordination. And that's what the three-member Chemical and Biological Working Group is all about.

The group emerged in November 2001 after an anthrax attack closed a mail facility in Sterling, Va., and hospitalized an employee.

During the investigation, the group coordinated with local and federal agencies, including the Environmental Protection Agency and the Department of Homeland Security, in cleaning mail and preparing SA-32 for decontamination.

"We monitor decisions by other agencies, so they can certify when a facility is clean," said Barbara Leaf, a political officer assigned to the group along with staff assistant Judy Pike and Tim Bundy, the deputy director. "We ensure the proper tests have been taken and we review the work of our contractors," Ms. Leaf said.

Because a terrorist using a biological agent attacked the United States, the cleanup is a "unique and unprecedented event," she emphasized.

R.N. Nellie Clemons-Green prepares smallpox vaccine for inoculation.

Since the anthrax investigation, the group has shepherded several projects aimed at improving the Department's readiness against future attacks.

Under the supervision of Dr. Cedric Dumont, director of Medical Services, medical teams were recently deployed to the Middle East to inoculate embassy staff against smallpox. Country clearances, visa arrangements and other logistic requirements were handled by the staff. The group also provides ongoing medical and policy guidance to the inoculation teams and embassies once the program begins.

While Dr. Dumont reviews all related technical decisions, Ms. Leaf said, the group's policy proposals are reviewed by the Bureau of Administration for approval by Under Secretary for Management Grant Green.

This year, the group expects to revise and update the Department's terrorist response plan, including evacuation policies for all annexes. Another timely project is installing defibrillators throughout the Department. Locating funds and certifying staff to use the machines, designed to electrically restart human hearts, is another example of the group's diverse administrative tasks.

"We do lots of hands-on," Ms. Leaf said. ■

Photos by Andrea Rodenberg

Dr. Cedric Dumont gets a smallpox shot from R.N. Kathy Moodie.

Perspective of a Global Nomad

By Alexandra Pomeroy

As I crossed the finish line for the 4 by 400 relay in Cairo, Egypt, elation swept over me. Our varsity team received a silver medal for the Middle East regional competition. This was a happy period in my life—I knew everyone who attended Cairo American College, I was on first-name terms with my teachers and I had established steadfast bonds with friends who were like sisters to me.

My life shifted 180 degrees when I returned home to Fairfax County, Va. I felt a cultural gap between me and my fellow teenagers. I had just received my driving permit while my peers were already cruising the streets in their sports utility vehicles, going to their after-school jobs and venturing off to varsity football games. For months I maintained my distance, developing into an "ice queen." Then, during Thanksgiving break, I reunited with a former global nomad from the University of Virginia who admitted to taking three years to feel moderately "Americanized." Panic seized me. I realized that failing to adjust to my native culture would damage no one but me.

Once I realized this, I contacted the Department's Family Liaison Office to offer my services. I urged all of my overseas friends to respond with poems, emotional experiences and other writings. I found consolation in hearing from these teenagers. From culture shock, to the danger of possible terrorist attacks, to making new friends—they all had something to say.

One teen, Naima, wrote of a confused American principal who was so flustered that she interpreted Cairo, Egypt, as Cairo, Georgia. Naima reflected in her article, "Though I've forgotten how to list the 50 states for the United States alphabetically, I think that my newfound knowledge of the Middle East, Africa, Europe and Asia will be more helpful in the future."

Another teen commended his Belgium community for its "diversity" and enjoyed playing an active role through the Model United Nations. Yet not all the teens wrote positively about their experiences. Julia vividly depicted how the bombing in Tanzania affected her family. Matt, who lived in El Salvador, told of a bank robbery he witnessed to demonstrate how dangerous life was there.

Communication is the key to assuaging the angst over difficult transitional experiences. I was reassured to learn that I am not alone in my culture shock. Each of these articles expresses the unique character of its author, but they all carry a common message: Do not forget your past, but move on and remain open-minded. Although we may miss the sounds of the persistent peddler yelling "Baksheesh!" throughout the hustle and bustle of Cairo, or the paralyzing beauty of the Taj Mahal or simply the chance to pass time at local shops in Singapore, we have to remember who we are and where we have come from.

Release "the utopias in the sky." Take a reality check, global nomads. ■

The author is the daughter of Thomas A. Pomeroy, an employee with the Foreign Agricultural Service.

New Web Site for Teens, College Students

The Department has launched a new web site for Foreign Service teens and college students, replacing the old state.gov/kids.

The new site, http://www.future.state.gov, is graphically more attractive and easier to navigate, according to Dan Schaub of the Bureau of Public Affairs' electronic information staff.

The Family Liaison Office is collaborating with Public Affairs to post stories about life overseas, reflecting the viewpoints of Foreign Service teens. The approach, according to Becky Grappo, FLO's education and youth officer, permits outside teens visiting the site to see another world and lets Foreign Service teens express what it's like to grow up overseas.

The criteria for submissions include the following:

- Story or poem should be no more than 500 words long and well edited.
- Writing should focus on one of three areas: a country/cultural aspect of life overseas, transitions or moving from post to post or world events as seen through young eyes.
- Writing can be serious or light-hearted. This is a teen-to-teen audience—although the invitation extends to former Foreign Service teens as well.

Here is your chance to become a published writer. You will receive a thank-you letter for your contribution (save it for your college application).

To participate, e-mail your contribution to GrappoRN@state.gov.

Contents

OUR TOWN

You Can Go Home Again!

Kingdon Swayne retired to Newtown, Pa., near Philadelphia for two reasons. He grew up there and the local community college offered him a job teaching political science.

Mr. Swayne, who joined the Foreign Service in 1946 and retired on disability in 1966, was born at George School, a mile south of town. His father taught there for 41 years and his mother briefly before marriage. He graduated from the prep school in 1937 and returned in 1988 as historian and archivist—positions he holds today.

Shortly after returning home, he was elected mayor of the town—the first Democrat to ever hold the post. He currently resides in Friends Home at Newtown, founded in 1897. Such residential communities—typically one per county—dot the Philadelphia area.

The Bucks County community is the second oldest in Pennsylvania. Philadelphia was founded in 1683. Newtown followed a year later. Newtown is the home of the Quaker best known to the fine arts community—Edward Hicks. While the painter's home is now a private residence, the town dedicated a playground to his memory in 2000, erecting a bronzed statue of a child, a lion and a lamb—popular peace symbols in his paintings.

Other landmarks include the Newtown Friends Meeting House, built in 1817, and the Bird-in-Hand Inn, now a private dwelling, but recognized as the oldest frame building in Pennsylvania and the site of a skirmish between British and American troops during the Revolutionary War.

You may contact Mr. Swayne at KingdonSwayne @georgeschool.org.

Editor's note: Our Town is an occasional feature about retirees and their choice of retirement spots. If you wish to contribute, please write or e-mail the editor at goodmancw@state.gov.

Photo by Cristina Lucuski, George School

Kingdon Swayne on George School campus.

To Be or Not Be—Vaccinated

By Susan B. Summers

Along with others, I was skeptical when the Office of Medical Services announced it would begin a selective smallpox vaccination program overseas. Many of my medical colleagues and I have mixed emotions about this program. We feared the worst-case scenario, of course, but the likelihood of such an attack is remote.

Smallpox was once a global threat. An ancient disease, its terrible scarring is evident in the mummy of one of Egypt's greatest pharaohs, Ramses II. The disease was terrifying in both its symptoms and its 30 percent mortality rate. Survivors were left with permanent, disfiguring scars. Smallpox is the only disease ever eradicated by a vaccine. In 1980, the World Health Organization declared the world free of smallpox. In the United States, routine vaccinations ended in 1972.

That's why it's hard for me to support a vaccine for a disease that no longer exists. Reading the debates in professional journals, I knew the risks from the vaccine were greater than the disease. The last recorded case of smallpox in the United States was in 1949. The current risk of becoming naturally infected from smallpox is zero.

Still, a sore arm is a greater risk than zero. And consider that two out of every one million people who took the vaccine died. Another 43 of every million people had a serious adverse reaction. As a medical professional, I felt torn.

So what are the risks?

Today, the smallpox virus is stored in the United States and Russia. Counterterrorism experts, however, have a different take. Many intelligence experts suspect that at least one rogue state, Iraq, has the smallpox virus, and may use it as a weapon. Terrorist groups such as al Qaeda could use biological and chemical agents against the United States and other countries. A smallpox outbreak would be a deliberate, terrorist act. The catastrophe of a smallpox attack would be greater than many in our medical community can appreciate.

To understand how a smallpox epidemic might affect U.S. missions, one has only to look at the recent spread of severe acute respiratory syndrome, SARS, a severe pneumonia-like disease now in Asia, Canada and the United States. Those infected spread the disease through family and other contacts.

A major hospital the Hanoi embassy depends on for medical care was closed and quarantined when a SARS patient infected many hospital workers. Commercial airlines in Vietnam refused to evacuate SARS patients. As a result, in a rare move owing to so little medical support, the Department authorized medical departure to family members at all Vietnam and China missions.

Photos courtesy Office of Medical Services

On the road to Beirut.

The SARS impact offers a startling glimpse of a highly contagious killer. A smallpox outbreak would be worse. There's no cure. Health workers could only offer care until the patient either recovered or died.

Knowing this, MED started a program in January 2003 to vaccinate mission staff and families in high-risk areas. Seven mobile smallpox immunization teams, under Dr. Gretchen McCoy's direction, fanned out to missions in the Middle East and Turkey. A regional medical officer or Foreign Service health practitioner led each team with staff from Washington and overseas. Their mission was to educate people about the risks posed by smallpox, prescreen them to ensure a safe vaccination, administer the vaccine and monitor adverse reactions. In addition, MED prepositioned vaccine in the event of a smallpox outbreak.

When I went to Beirut and Damascus, I was determined not to let my own ambivalence about vaccinating against a nonexistent disease influence my team. But how were we to present "just the facts" without scaring everyone.

Based on guidance from the Centers for Disease Control and Prevention, our presentation focused on who could not, for medical reasons, receive the vaccine. "Everyone in this room who is older than 32 received this vaccine as a child. I don't remember anyone who had complications, and we didn't do anything to protect others from being contaminated," one person remarked.

Ron Petrie leads smallpox discussion.

Medical team members in Oman are, from left, Paul McOmber, Lilly Kamanu, Dr. Wayne Julian, Dr. Gretchen McCoy, Dr. Sam Massey, Edith Gidley, Margaret Kudock and Chris Gage.

I reminded him that there was no screening in those days. The low side effects were based on an unscreened population. Our goal was to decrease the risk even further by eliminating those who had certain skin conditions, those with weak immune systems, pregnant women or women with young infants, or those who lived with such people.

Many asked whether they would infect their families. Others were concerned about getting the disease from the vaccine. The vaccine doesn't contain the smallpox virus, but vaccinia, which provides immunity without causing the disease. To alleviate concerns some had about having sex after their vaccination, teams began taping unopened condom wrappers to their own vaccinations, giving new meaning to "safe sex."

Many Foreign Service National employees were distressed that they would be protected while their families were not. We told them if an outbreak occurs, we would assist their families. More important, if FSNs were exposed at the embassy, the vaccination would protect them and prevent them from infecting their families. This might be why many chose to receive the vaccine.

Embassies and immunization teams coordinated intensively for weeks to produce a smooth road show. Embassy staffs worked tirelessly on our behalf. While not everyone could be vaccinated, the briefings were mandatory. So at least everyone was well informed. Happily, medical staff who stayed behind found that the Foreign Service communities fit the statistics. A few sore arms and rashes were all there was to show.

In addition to the smallpox program, MED has also resumed voluntary anthrax vaccinations. The events of October 2001, when anthrax-laden letters sickened dozens of people and killed five, brought home the risk of bioterrorism. A Department pouch-facility employee became critically ill, triggering worldwide quarantine of embassy mailrooms and putting hundreds of Department employees on antibiotics.

For Medical Services, life in the Foreign Service changed long before Sept. 11, 2001. The bombings of the embassies in Nairobi and Dar es Salaam on Aug. 7, 1998, demonstrated overnight that MED's mission had expanded substantially. Keeping the Foreign Service community safe and healthy meant adding, for the first time, medical management of biological and chemical casualties.

The smallpox and anthrax vaccine programs are further steps in our countermeasures program. They're also symbols of the post-Sept. 11 reality of life for Americans serving at home or abroad. ■

The author is the deputy director of the Foreign Service health practitioners program in the Office of Medical Services.

Photo courtesy of Etta Touré

Parishioners from Alexandria's Bread of Life Church host the Sierra Leone amputees during their stay in Washington, D.C., area in the fall of 2000.

She Couldn't Ignore Them

Etta Touré came to the Washington, D.C., area more than 30 years ago as a university student from Sierra Leone and earned her bachelor's degree in broadcast journalism from Howard University and master's degree in public administration from American University. She worked in various jobs and sometimes freelanced with the Voice of America to support herself. Today, she's a U.S. citizen and, with her husband and son, calls Washington home.

But, like many born in Sierra Leone, the program officer in the Bureau of Population, Refugees and Migration could not ignore the pain and suffering of innocent citizens caught in the gruesome civil war that engulfed the West African nation during the 1990s.

Photo by Dave Krecke

Etta Touré, a program officer in PRM, in the cafeteria of State Annex 1.

"It is natural to want to help a person in need, particularly when you empathize with the person," she says.

She joined Friends of Sierra Leone, an organization founded by former Peace Corps volunteers who had served in the country and were determined to help the victims of the war by increasing American awareness of the indescribable suffering sweeping the country and by lobbying Congress to play a role in bringing peace to that war-torn land.

In 1993, Ms. Touré recalls, she and her colleagues carried their message wherev-

er they could. It was a simple message that a devastating war was raging, not a religious or tribal conflict but a war waged by greedy cowards bent on victimizing the helpless for the control of diamonds found in Sierra Leone's countryside.

She describes the frustration of delivering the message to polite listeners who shook their heads in disbelief but took no action. In 1996, Ms. Touré took leave without pay and traveled to Sierra Leone for six weeks to assist United Nations' efforts to promote peace. A fragile accord was signed, but it fell apart, and, in June 1997, the war advanced on Freetown, the nation's capital. The U.S. Embassy in Freetown was evacuated. This was when Congress began to take notice.

The undisciplined, often-drugged rebels continued the despicable practice of randomly amputating the arms, legs or ears of defenseless citizens they encountered. Aid workers estimate that more than 2,000 men, women and even tiny children survived the disfiguring amputation of one or more limbs. Thousands, especially the old and the sick, did not. An estimated 75,000 civilians were killed, and thousands are still refugees in camps while many more are internally displaced.

Matthew Mirones, a prosthesis maker from New York City, heard about these mass amputations and wanted to help. Congressman Vito Fossella of New Jersey put Mr. Mirones in touch with Friends of Sierra Leone. Ms. Touré and Mr. Donald Mooers accepted his offer to help these amputees. In the following months, Mr. Mirones, Friends of Sierra Leone and the Rotary Club of Staten Island mounted a campaign to raise the funds to bring eight amputees—two adults and six children—to New York so Mr. Mirones could build them new, state-of-the-art limbs.

Scores contributed to the effort. Sabena Airlines sponsored their air travel, students at the St. John and James elementary school in Baltimore donated $1,500 from their penny collection and Staten Island University Hospital provided medical care and housing.

The first stop on the amputees' trip to the United States in September 2000 was Washington, D.C. The group visited the Bread of Life Church in Alexandria, Va., and spent the night in parishioners' homes. The next morning, they went to Capitol Hill for an appearance before the House International Relations Committee's subcommittee on Africa. Then they traveled to New York for their new limbs. There has been extensive media coverage of the amputees' story.

During the last two and a half years, Mr. Mirones has fashioned custom-made prostheses for each amputee. He has also committed himself to building new limbs for the children as they outgrow them.

Against a backdrop of continued instability in the West Africa subregion, a guarded peace has settled on Sierra Leone.

"I feel good about what we did," Ms. Touré says. "I couldn't ignore them."

—Dave Krecke

PERSONNEL ACTIONS

Foreign Service Retirements

Allen, James Beach
Almusa, Mustafa
Bergin, Peter Edward
Bozworth, Jeffrey L.
Cochran, Sally A.
Crowe, Rosemary L.
Ferguson, Earl A.
Goetz, Anne H.
Hanniffy, Brendan A.
Huff, Barbara L.
McAnneny, Robert John
Montagne, Elizabeth A.
Nicholas, Linda
Park, Deborah Perrie
Payne, Teddy R.
Rafferty, Rueben Michael
Sambaiew, Nancy H.
Snider, Kathleen A.
Suddath, Linda M.
Zeikel, Jeremy S.

Civil Service Retirements

Becker, Carol Ann
Larue, Patricia Ann
Palmer, Gwendolyn M.
Pitts, David
Porter, Charles F.
Stetson, Judith E.
Tan, Gerardo D.
Wheeler, Abbie J.

Dorothy C. Asumendi, a retired Foreign Service employee, died Dec. 20, 2002, at home in Fort Lauderdale, Fla., of complications related to cancer surgery. A gifted linguist, she was a simultaneous interpreter at the United Nations before joining the U.S. Information Agency in 1954. She served in Santiago, Mexico City, Beijing, Bangkok, Lisbon, Rome, USNATO in Brussels, Vienna and Tokyo. She was detained twice by host governments during her career, once in Burma during an insurgency and again while on a temporary duty assignment in Beijing. An accomplished artist, Ms. Asumendi enjoyed capturing the people and places she encountered overseas in her paintings.

Alice Prescott Campbell, 91, a retired Foreign Service specialist, died Feb. 8 in West Chester, Pa. A career secretary, Ms. Campbell responded to a Department advertisement seeking seasoned secretaries for overseas duty. She was 55 when she joined the Foreign Service and served in Brussels, London, Seoul and Phnom Penh before retiring 10 years later.

Donald D. Haught, 67, a retired Foreign Service officer, died March 2 of cancer in Fairfax Hospital in Fairfax, Va. He joined the Foreign Service in 1961 and served in Tegucigalpa, Reykjavik, Zanzibar, Maseru, Nicosia and Kaduna. Mr. Haught also worked on the Panama Canal Commission and served as chief of civilian peacekeeping observers in the Sinai.

Joseph Trotwood "JT" Kendrick, 82, a retired Foreign Service officer, died Jan. 2 in Sykesville, Md., of complications following surgery on a fractured neck. He joined the Foreign Service in 1942 and served in Nicaragua before joining the U.S. Navy as a Russian language intelligence officer during World War II. Returning to the Foreign Service after the war, Mr. Kendrick served in Poland, the Soviet Union, Germany, Afghanistan, France, Norway and Washington, D.C., with the Departments of State and Defense. After retirement, he co-authored a book on remote areas of Afghanistan.

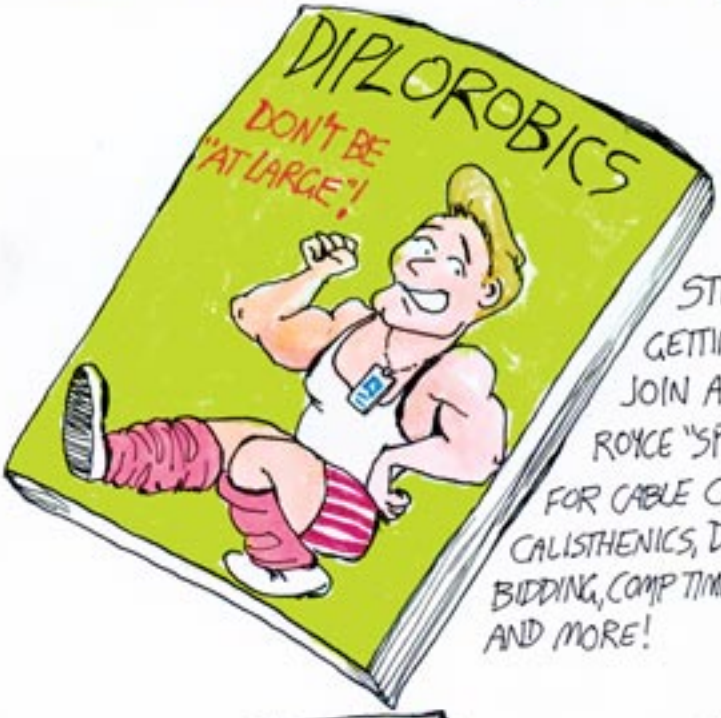
Patrick M. Rice, 85, a retired Foreign Service officer, died Nov. 22, 2002, from complications of cancer. An FBI special agent and an expert in counterintelligence work, Mr. Rice was asked by the Department in 1962 to help organize and head the counterintelligence branch of what was then the Office of Diplomatic Security. In 1970, he was appointed special agent in charge of Diplomatic Security's San Francisco field office. He retired in 1974 and continued to work as a security consultant and special agent for the U.S. Agency for International Development.

Arnold P. Schifferdecker, 67, a retired Foreign Service officer, died unexpectedly March 15 of a heart attack after running in the St. Patrick's Day 10-K race in Washington, D.C. A specialist in Near Eastern affairs, he served in Israel, Turkey, Afghanistan, Pakistan, Morocco, Bulgaria and Albania and with the U.S. Mission to the United Nations in New York. After his retirement in 1995, Mr. Schifferdecker served as a consultant with the Board of Examiners. From 1958 to 1964, he was a carrier-based air navigator with the U.S. Navy.

David Bailey Wharton, 88, a retired Foreign Service officer, died Oct. 19, 2002, in Vashon, Wash. His wife, Frances "Toby" Wharton, 85, died March 20, 1999, in Ojai, Calif. The couple served in Kabul, Wellington and Jakarta and twice in Bermuda.

BEST SELLERS AT STATE

STEAMY ROMANCE SET IN THE CORRIDORS AND CUBICLES OF THE POLICY PROCESS



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A DEFINITIVE ACCOUNT OF THE ESCALATION OF HOSTILITIES FOLLOWING AMBASSADOR THURGOOD BEZEL'S IMMORTAL RIPOSTE TO THE ICKY FOREIGN MINISTER: "I KNOW YOU ARE, BUT WHAT AM I?"

IN HIS NEWEST MYSTERY, DASS DIMPLE IS HOT ON THE CASE: WHO IS COMMITTING UNOBLIGATED FUNDS?

REGIONAL SPECIALTIES SUCH AS STEAMED SQUIRREL SPLEENS AND YAK CAKES PLUS A HANDY LISTING OF LOCAL INVERTEBRATES, LARGER ARACHNIDS AND VERMIN THAT REALLY DO TASTE LIKE CHICKEN!

TRANSLATIONS OF DOZENS OF USEFUL PHRASES, SUCH AS "PUTTING FISH STICKS UP YOUR NOSE IS PUNISHABLE BY THE LASH," "RUN TO THE BOWLING ALLEY" AND "I'VE NEVER SEEN THAT OCELOT IN MY LIFE"

ACKERER 2003

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