

U.S. DEPARTMENT OF STATE

MAY 2004

State

MAGAZINE

The Race for Space

Office of Real Property Management



IN OUR NEXT ISSUE: Office of the Month

Near East and South Asia Information Programs staff celebrates the inauguration of a new information web site for its overseas audiences.

State

MAGAZINE

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FROM THE SECRETARY

SECRETARY COLIN L. POWELL



Diplomacy, Properly Understood

One recent success of U.S. foreign policy is the Libyan government's decision to abandon its illicit weapons of mass destruction programs. How did this success come about? Some have argued that the impressive use of military force by the United States and its Coalition partners in Iraq is what persuaded the Libyan leadership to change its ways. Force and not diplomacy, they have said, got results. But the truth is more complex than that.

Operation Iraqi Freedom may have advanced Libyan thinking to come to its wise conclusion, and a signal success of President Bush's Proliferation Security Initiative may have affected the timing of that decision. But the Libyan government has been edging slowly away from its destructive and futile past policies for some time. No one factor, and no single isolated event, suffices to explain Libya's recent judgments. Rather, the Libyan decision shows us something about the intrinsic nature of a successful diplomacy.

American power formed the essential backdrop to Libya's decision. There can be little doubt about this. But that backdrop was not enough. It took American and British persuasion to turn a Libyan impulse into a victory for all sides. So, in this case, as in most others, power is a necessary condition for foreign policy success, but it's usually not a sufficient one.

The Libyan case also shows that patience and persistence count. For many years, over several administrations, American policy toward Libya, and toward weapons of mass destruction proliferation generally, has been set on a tough and consistent course. Libyan leaders, therefore, had no reason to suppose that any American administration would change the essence of our policy against illicit WMD proliferation, state support for terrorism and insidious meddling into the affairs of neighboring states.

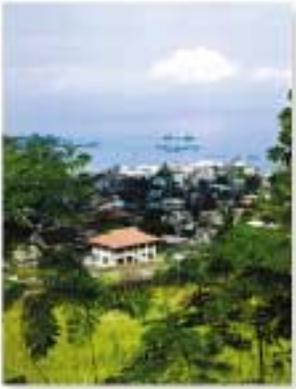
The Libyan decision, properly understood, demonstrates that diplomacy is neither the opposite of force nor the same as force. Diplomacy without power is just naked pleading and power without diplomacy is often unavailing. Genuine diplomacy is the combination of power and persuasion, the orchestration of deeds and words in pursuit of policy objectives.

Everyone knows that American foreign policy is based on universal principles. We stand for liberty, for freedom, for government of, by and for the people under the rule of law. Just as clear is the fact that our policy priorities are based on our national interests. We cannot just wave our hands and turn our ideals into reality everywhere at once. We must deal with the world as it is to make the world more as we would like it to be.

But equally obvious should be the recognition that our policy is anchored in a sound method that connects our interests to our ideals. If we want American power to endure, and the reputation of that power to achieve the ends we seek without resort to force, we must be patient and wise as well as strong and bold in the face of danger. That is ultimately how our ideals and our interests are best served – through diplomacy, properly understood. ■

Freetown 56 Years Ago

In December 1947, I was transferred from my first Foreign Service post in Accra, Ghana, to Bremerhaven, Germany. In those days, air travel was not an option and vessels sailing from the Gold Coast were few. I sailed aboard the Holland-West Africa Line, the *Amstelkirk*, requiring 27 days from Takoradi to Amsterdam.



Along the way, the ship put into several ports. We hired local boatmen to take us ashore. One of those ports was Freetown. Your March issue, featuring Freetown as Post of the Month, brought back memories of that port call. I photographed the harbor from atop a hill. My ship was

anchored well out in the harbor as there was no dock to pull alongside.

Despite the damage that conflict has done to Freetown, your recent coverage shows that the city is more developed now than in 1947.

Robert B. Houston Jr.

*Retired FSO
Arlington, Va.*

Right Effort, Wrong Photo

Your March issue's focus on the new State-USAID relationship was welcome. While one of the articles, "The View from Indonesia," described the agency's efforts in that country's war against terrorism as including combating money laundering and financial crimes, there is nothing in the text to explain the choice of the photo that accompanied the piece. It is captioned "Indonesian soldiers stage a mock hostage rescue in Jakarta."

There is strong opposition in Congress and among human rights

organizations to the Administration's training of and other assistance to the Indonesian military, which has one of the worst human rights records in the region, as repeatedly documented in the Department's human rights report.

Hopefully, USAID is not providing assistance to the rogue Indonesian military as implied by the photo.

Edmund McWilliams

*Retired Senior FSO
Falls Church, Va.*

The photo was selected by the editors, not the authors.—The Editor

LETTERS TO THE EDITOR

Letters should not exceed 250 words and should include the writer's name, address and daytime phone number. Letters will be edited for length and clarity. Only signed letters will be considered. Names may be withheld upon request. You can reach us at statemagazine@state.gov.

FROM THE EDITOR

The demand for domestic office space greatly exceeds its availability, requiring the Department's real property managers to be very creative. Where, for instance, do you store 41,000 medical records? How about a movie theatre adjacent to another annex and shuttle route? The Office of the Month, our cover story, starts on page 18.

In this month's service profile from Afghanistan, we get a lesson in nation building from the ground level. Larry Cohen's diplomacy is marked by barren bases, bumpy roads and beef jerky. The Foreign Service officer visited remote valley outposts and poppy-rich fields, engaging villagers and chiefs along the way. Come along on page 9.

Isolation was once the hallmark of tiny Albania, which is about the size of Maryland. No longer. The

former communist country has shed its isolation and repression and today is blending Balkan tradition with European optimism. Tirana, the capital, mirrors this exciting transformation to a vibrant European democracy. The Post of the Month begins on page 12.

Bill Littlewood is a "cold warrior" with a strong affection for Antarctica. The former science adviser even has an outcropping the size of a city block named for him. The ledge juts through glacial ice and contains rock found in the American Southwest. That's because the North American continent and Antarctica were once attached—about a billion years ago. See People Like You on page 32.

Trash the SPAM



Employees should keep a low electronic profile to reduce junk e-mail, known as spam. Among the recommendations: Keep your government e-mail address private. Don't post your government address on the web. Don't forward electronic chain mail from your government address. And don't list your address in Internet directories.

In addition to simply ignoring spam, officials recommend reviewing a web site's privacy policy before doing business online instead of replying or trying to unsubscribe from e-mail lists.

Bureaus and posts can forward unsolicited junk e-mail to the Virus Incident Response Team at spam@state.gov.

Shadowing Gives Kids Workplace Insight



Isabel Mata, 17, right, a senior at Cesar Chavez Public Charter High School, and Alison Wollack, 15, a sophomore at Woodrow Wilson Senior High School, both in the District of Columbia, accompanied A Bureau's Tom Gallo during Job Shadow Day.

Dozens of students from the Washington, D.C., area learned about the State Department during the annual Groundhog Job Shadow Day, March 18. The event, which drew more than 100 participants, allows students to follow employees through a typical workday, giving them a firsthand look at how their studies might apply to the workplace.

In addition to shadowing, the students were greeted by Department officials, toured the Diplomatic Reception rooms and were treated to lunch.



1978

A salesperson sends out an email announcing a new product. The *New York Times* calls this a Simultaneously Posted Advertising Message, or SPAM.

New Office Complies with Presidential Mandate

Complying with the President's management agenda to streamline and improve the government, the State Department has established an Office of Rightsizing. Driven by the Office of

Management and Budget and a congressional mandate, the move officially sanctions what the Department has already been doing overseas for the past two years.

The new office, to be overseen by Under Secretary for Management Grant Green, is headed by Jay Anania. He will manage State's contribution to the federal government's rightsizing campaign. Among its tasks, the office will conduct staff reviews, encourage centralized management and support of overseas staff and operations—popularly known as regionalization—and coordinate with OMB, Congress and the General Accounting Office.

The new office became official Feb. 11.



State's Web Site Gets High Marks

The State Department's web site received high marks for customer service in job recruiting, according to a survey by the University of Michigan as part of the American Customer Satisfaction Index.

The volunteer quarterly survey measured 44 agency web sites for online customer service. State's was among those rivaling leading commercial sites in customer satisfaction.

Department officials redesigned their site more than a year ago based on feedback from the survey, focusing on site navigation. The user-friendly score was up two points since the site was first measured in August 2002.

'You Are the Protagonists,' Frank McCourt Tells Students

Pulitzer Prize-winning author Frank McCourt captivated Israeli students, educators and writers with stories from his "miserable Irish childhood" during a brief visit to Tel Aviv and Jerusalem sponsored by the embassy's public affairs section.

The author of the best-selling novel *Angela's Ashes* met with a group of writers, journalists and American studies faculty at the ambassador's residence for an informal discussion. In Jerusalem, he encouraged a group of 100 Jewish and Arab high school students from the Gymnasia High School to consider the uniqueness of their day-to-day personal experiences, suggesting that each and every one was a "potential protagonist of your own story, a star of your own film script."

The program followed a bus bombing in Jerusalem that killed a student from the school. Mr. McCourt spoke of loss and pain and urged the students to look



Author Frank McCourt engages Lois Ben-David, left, an Israeli ministry of education official; Cherrie Daniels, director of the American Center in Jerusalem; and Brian Sexton from the Bureau of Educational and Cultural Affairs.

with fresh eyes at their own lives and to turn those often harsh realities into artistic expression. A participant in the embassy's Culture Connect Program, the former New York City high school teacher drew overflow crowds of young Israelis from diverse socioeconomic and ethnic backgrounds to a reading at Jerusalem's most vibrant literary cafe and to a prestigious teacher-training college.

While sharing tales of hardship and humor with young Israelis, Mr. McCourt promoted understanding of the United States to his diverse audience.

New Diplomacy Conference Spurs Task Force

Seven overseas members of the New Diplomacy Task Force joined their Washington-based colleagues and more than 40 outside guests for a two-day conference to examine the status of technology innovation in the Department.

In his opening remarks, Under Secretary for Management Grant Green described the progress made over the past three years and warned that the Department must never again risk falling behind technologically. He urged Department planners to institutionalize the process of keeping up with technology by staying alert to new developments and ensuring that sufficient resources are devoted to the task.

The 100-member task force moves the Department in that direction. Composed of generalists, specialists and Foreign Service National employees, the group includes employees engaged in political, economic and public diplomacy work as well as information technology specialists. It is charged with promoting innovative new diplomacy ideas and capturing the expertise and best practices of the Department's overseas and domestic personnel. Taking advantage of technological best practices developed in the field and in Washington, the team is finding ways of harnessing new technology to help the Department conduct diplomacy more efficiently and effectively.

The forum's agenda included a series of presentations and panels covering topics from "virtual consulates" to content management, to consular affairs and global information systems. The conference featured interac-



A booth in the exhibit hall displays several brands of personal digital assistants, highly mobile mini-computers the Department recently authorized to be connected with the OpenNet.

tive demonstrations of State's technology in the Exhibit Hall. The presentations are available on the e-diplomacy web site at www.extranet.state.gov/m/ediplomacy.

3rd FSN Conference Planned

The third worldwide invitational conference for Foreign Service National employees will be held at the George P. Shultz National Foreign Affairs Training Center June 3-11.

Fifty-two FSNs from 49 posts have been invited to participate in the conference, whose theme is One Mission, One Team. The invitees, who represent 40,000 colleagues worldwide, were selected from among 260 nominees, according to Doug Frank, director of the Office of Overseas Employment.

In all, 170 FSNs will have participated in the conferences. The previous ones were held in September of 2002 and 2003.

AMBASSADOR W. ROBERT PEARSON



Human Capital and the Joint Management Council

Last year, the Department and U.S. Agency for International Development submitted to the Congress and the President a joint Strategic Plan for Fiscal Years 2004 through 2009. The object was to align foreign policy and development assistance to support the President's National Security and Management Agenda.

To meet that goal, the agencies formed the Joint Policy Council and the Joint Management Council.

The management council, co-chaired by State's Under Secretary for Management Grant Green and USAID's Deputy Administrator Frederick Schieck, is building a common management foundation overseas and in Washington to enhance contributions to our common mission: creating a more secure, democratic and prosperous world for the benefit of the American people and the international community.

My office, together with subject experts in the Bureau of Human Resources, has joined with our counterparts in USAID to address human capital issues as part of the management council. Other areas of cooperation, staffed by appropriate representatives of both agencies, include resource management, management processes, information and communications technology, e-government, facilities, security and rightsizing the U.S. government's presence overseas.

The management council began its work in September 2003 and holds quarterly reviews. I want to summarize our progress in the working group on human capital issues and to indicate some of the goals that we are seeking to accomplish in the months ahead. The human capital working group, chaired by Ruth A. Whiteside for the Department and Rose Marie Depp for USAID, consists of subcommittees on employee training, cross assignments, diplomatic and development readiness initiatives, overseas employment, human

resources systems and information technology applications and membership for Foreign Service selection boards. We have made significant progress in each of those areas.

Our colleagues at the Foreign Service Institute have taken the lead in working with USAID to address the vital issue of training for employees. The content and structure of new senior policy seminars is the first result of that partnership. Improving distance learning for employees of both agencies is an area of ongoing cooperation.

Perhaps the most visible accomplishment of the past six months has been the creation of a pilot program of cross assignments. The Department and USAID have identified and advertised positions, bids have been made and the mechanics for making assignments are being established. We also have excellent cooperation between our respective readiness initiatives, with cross training for recruiters and the exchange of materials and information. The working group on overseas employment is addressing complex issues on recruiting and employing family members and is considering joint guidance on policies for Foreign Service National employees.

We have exchanged information on public members for Foreign Service selection boards and have agreed on procedures for recruiting State members for USAID boards as needed.

Finally, we are comparing experiences and needs in human resources systems and information technology. USAID is interested in our staffing models and work force analysis and is reviewing the software we use for our human resources applications. The technical and practical considerations are not simple, but our systems provide a very useful model for consideration.

The human capital working group will be seeking in the months ahead to address the outstanding items in its work plan, with specific targets set in its implementation timeline. The next session of the Joint Management Council is scheduled for June 2004. The council's basic documents, including its business plan, are available on the intranet page of the Office of Management Policy. ■

A Lesson in Nation Building

BACKWOODS DIPLOMACY MARKED BY BARREN BASES, BUMPY ROADS AND BEEF JERKY **BY LAWRENCE COHEN**

So what's nation building in Afghanistan really like? Set aside all the bureau babble and vacuous academic descriptions and what's left is a typical day in the field with a provincial reconstruction team.



Above: The famous Band-i Mir Lakes, west of Bamiyan. Below: The author.

The overloaded, high-mileage Toyota Hi Lux bumped along the rutted dirt road in a canyon hedged by razor-sharp cliffs. Facing rearward on the flatbed, a soldier sits on a cushioned captain's chair manning a 50-caliber machine gun. The mid-November temperature is freezing, yet the windows are wide open for security. I am squeezed behind the driver. Water bottles and packets of beef jerky fill the seat pocket. As we navigate tortuous mountainside turns, packs and other gear fall on my head. Farmers and children wave to us. Chadored-veiled women look the other way.

I'm on patrol with Kiwi Team Two in the Hindu Kush, six hours from the New Zealand-run provincial reconstruction team base in Bamiyan province. I'm the State Department's special adviser and our destination is Firebase Romero, an outpost in the remote Madr Valley. This trip is unusual. A New Zealand 60-Minutes news team is traveling with us. We stop to interview a farmer standing in his crop of colorful waist-high pop-

pies. We stop at Doa'bi, a crossroads village and Afghanistan's version of Dodge City, to meet with Mullah Sultan, the acting district police chief. A squabble between his supporters and the acting district governor, Gen. Toufan, the previous district police chief and district governor, has led to bloodshed. Our patrol will attempt to calm the waters.

Kiwi Team Two arrives at Firebase Romero, an abandoned military compound built by U.S. Special Forces in 2001. We make good use of the facilities. Local carpenters knock down the plywood structures and use the wood to make school furniture. Local relations are mixed. Most villages are friendly to the team. A few, however, swayed by Taliban-influenced mullahs are overtly hostile. Except for the firebase, authority and law enforcement don't exist. Whether the base and its provincial reconstruction team can pacify the rough-and-tumble valley is a lingering question.

Our patrol meets with Gen. Toufan, an ally-of-convenience with acting police chief Mullah Sultan. While the general won't admit it, we understand why they and others want control over the valley—poppies. Used to make heroin, the red flower brings easy cash to the Kahmard Valley and enriches those in power. The team urges the governor to end the illicit farming. We also try to broker a deal between Gen. Toufan and his rivals to reduce tensions in the valley and avoid bloodshed.

The news crew sets up its equip-



ment in the governor's office. Gen. Toufan is gracious. They question him about the poppy cultivation. One of many mini-warlords, the general says poppy farming is a recent activity that will be controlled only when strong government comes to the valley. He's asked why endangered falcons are being caught and sold to rich Arabs—for up to \$150,000 each. Gen. Toufan, a bit unsettled, claims he knows nothing about this. The team's ministry of interior representative, Gen. Ali, points out that Afghan law prohibits military officers from holding office. What exactly is Gen. Toufan's connection to the local Afghan Militia Force's 34th Division, he probes?

We ask to visit the jail. Among the prisoners is a 13-year-old. Gen. Ali demands his release. During our meeting, supporters of Gen. Toufan's rival appear outside the building. A crowd backing the governor also builds. Both sides are eager for a fight. Rocks are thrown. Kiwi Team Two keeps the mob under control while we're engaged in hard-nose diplomacy aimed at keeping the two sides apart.

Although my assignment lasted just a few months, it was an unforgettable experience. The Kiwis were great colleagues, and relations with them were informal. Except for the commander and his second-in-command, everyone else was Bish, Spike, Snake, Blu, Boots or Chuy. Anything okay or acceptable was "sweet." The facilities were spartan. We lived in insulated plywood huts and became accustomed to the frosty



The author hits the trail.

morning run to the showers, the power outages and the paper-plate chow line.

While beautiful, Bamiyan is a harsh place to live. At 8,500 feet, our summer-weight housing coped with alpine conditions. By late November, nighttime temperatures dipped below freezing and a cold beer took a backseat to a hot bowl of soup. Despite the hardships, complaints were rare. The Kiwis worked diligently to improve the base. In just a few months, they constructed an enlarged mess hall, new showers, latrines, a laundry, command post, communication center and office space.

The local Hazara people warmly welcomed our team. Because they're Shiite Muslims, a minority in Sunni-dominated Afghanistan, the Hazara were severely persecuted by the Taliban. Most mud-walled compounds in Bamiyan displayed a green flag memorializing at least one family member killed by the Taliban. The Hazara appreciate the security offered by the United States and coalition forces, and they're among the most fervent supporters of a new, democratic Afghanistan.

Each day brought new and different challenges. A delegation arrives at the front gate to complain about a renegade militia leader. We meet with Bamiyan's governor and his staff to craft a municipal master development plan. We interview mullahs for the International Visitor's program. Team representatives visit the United Nations Assistance Mission to Afghanistan to coordinate humanitarian projects. Bamiyan's security chief has urgent business to discuss. Inauguration of Bamiyan's Afghan National Army recruitment center is only days away, but the site remains unfinished. The team is providing security for local elections. A village is working with the team to install a water system.

All in a day's work for the provincial reconstruction team. ■

EMPLOYEE PROFILE

Name: Lawrence Cohen

Hometown: Pottstown, Pa.

Age: 49

Position: Special Political Adviser, Provincial Reconstruction Team Bamiyan

Previous assignment: Brasilia political section

Reason for serving in Afghanistan:
A personal and professional challenge and an intense curiosity about the country



USDA Adviser Manuel Ayala explains his potato sorter, made from scrap wood, to local farmers.

Joint Team Strives to Build Trust, Support

By Lawrence Cohen

Rebuilding Afghanistan is difficult. Beyond Kabul's reach and influence, the countryside is a patchwork of disparate factions more apt to settle differences with bullets than bargaining.

Overcoming these challenges takes more than just diplomacy, force or expertise. In fact, it takes them all.

Meet the provincial reconstruction team.

These joint civilian-military units are deployed throughout Afghanistan to establish relationships with key government, religious, military and U.N. leaders to enhance the reach and legitimacy of the central government in outlying regions. They provide everything from security and disarmament to voter registration and monitoring political developments.

They also assist in deploying and mentoring Afghan National Army and police units and share current security information with local officials and aid workers. They mediate between adversaries, broker agreements between factions and work in areas other agencies can't reach. In short, the teams apply

just about every nation-building skill except military operations.

State employees are essential to the team's success. They reduce the natural tension between the military and civilian worlds, helping commanders manage with minimum conflict and maximum results. Most important, they understand the big picture, the larger goals, so often lacking among provincial officials. This can make or break national reconstruction.

The provincial reconstruction teams, which can number up to 100 strong, include personnel from military civil affairs and the State Department, U.S. Agency for International Development, Department of Agriculture, British Department for International Development and Afghan Ministry of the Interior.

The U.S. Army commands teams in Herat, Kandahar, Jalalabad, Gardez and Parwan; the British manage a team in Mazar e Sharif; the Germans operate one in Konduz; and New Zealand commands the Bamiyan team. ■

The author is a political officer in Brasilia.

Aerial view of Tirana with the Dajti mountain range in the background.



POST OF THE MONTH



TIRANA

Once among the most isolated places on Earth, Albania today offers a dynamic mix of old Balkan tradition and new European optimism.

BY PETER SALING
AND BRIAN SHOTT

PHOTOGRAPH: ROBERT MANGA



Above: Brightly painted buildings are a trademark of Tirana. Below: Dancers in Albanian national costumes at the Tirana Spring Festival.

After the Berlin Wall's collapse, Albania, like other former communist countries, began emerging from nearly five decades of isolation under the repressive regime of Enver Hoxha. Following massive peaceful demonstrations in the winter of 1990 and spring of 1991, the communist authorities allowed open, multi-party elections, marking Albania's dramatic transition to democracy.

Communism's demise brought new freedoms for the Albanian people and opened Albania's long-closed doors to the outside world. When Secretary of State James Baker visited in 1991, he was greeted warmly by hundreds of thousands of people in the city's main square. Diplomatic relations were reestablished later that year after 45 years.

The city's chaotic street system is a daily reminder of the Hoxha era. Paranoid about the country being invaded, Hoxha outlawed maps, resulting in streets without names and build-

ings without addresses. Location by proximity to a particular landmark is a system both locals and newcomers have adopted with remarkable flexibility.

One such landmark is the U.S. Embassy, a tribute both to its architectural prominence and the mission's active role in Albania. After diplomatic relations were restored in 1991, the U.S. Mission reclaimed the chancery, originally built in 1929 as the Department's first building designed specifically to house a diplomatic mission. In addition, the compound houses a sepa-



rate consular section and a recently renovated building for the general services and regional security staff and medical unit. A multistory, modern annex is under construction to house public affairs, the U.S. Agency for International Development and other elements. Justice, Commerce, Treasury and Defense are also very actively engaged in Albania as is the Peace Corps. The mission currently numbers 84 Americans, including family members, and 341 locally employed staff.

The mission supports Albania's aspiration to join Euro-Atlantic structures and assists political, economic, legal and defense reform efforts. The embassy works closely with state and local authorities to improve border and customs controls. Corruption and organized crime continue to be problems, and the United States is helping the Albanian government overcome them through broad reforms. Albania has been a staunch ally in the global war on terrorism and has deployed troops to both Iraq and Afghanistan. Albania also has troops in Bosnia. The mission supports the country's ongoing democratic transition with programs to strengthen civil society and encourage cultural and intellectual exchange between Albania and the United States.

Americans live in a variety of housing arrangements. The U.S. government-owned Rilindja Ridge compound offers a private, secure and family-friendly environment. About a mile from the city center, the "Ridge" sits atop a hill with a breathtaking view of the mountain range surrounding Tirana. Residents take advantage of the new children's playground and gym and the tennis court at the ambassador's residence. The Marine House hosts Friday night happy hours and other social gatherings. Construction of a multipurpose recreation center with a swimming pool and fitness center is to begin this summer. Many embassy personnel now live in houses concentrated in one of Tirana's newer residential districts.

Tirana is undergoing a renaissance, with the city government undertaking measures to alleviate traffic congestion, address vital infrastructure problems and spruce up the Hoxha era's dingy visual legacy. Traffic lights are being installed for the first time. The many new and often luxurious restaurants and shops lining the main boulevards are juxtaposed with rubble waiting to be cleared. The once clear mountain view from the city center is now partially obstructed by the modern high-rise construction. All of this contributes to an exciting sense of change as Tirana strives to transform itself into a vibrant European capital. In stark contrast, standing out among the sheep and cows that graze in

AT A GLANCE



Country name: Albania

Capital: Tirana

Government: Democracy

Independence: Nov. 28, 1912 (from the Ottoman Empire)

Population: 3.6 million

Religions: Muslim, Albanian Orthodox and Roman Catholic

Languages: Albanian, Greek

Land mass: Over 12,800 square miles

Approximate size: Slightly smaller than Maryland

Currency: lek (ALL)

Per capita income: \$4,400

Exports: Textiles, asphalt, metal, crude oil, vegetables, fruits and tobacco

Poverty rate: 30 percent of population below the poverty line

SOURCE: CIA World Factbook 2003



Above: Olive stands are typical of open-air markets in Tirana. Right: Finance staff members, from left, Anila Lleshi, Luljeta Shasha, Ajrina Topciu, Arleta Paskali and Donna Edmonds discuss budget issues.



fields along the roads are the 700,000 round concrete bunkers that dot the countryside, a ubiquitous reminder of Hoxha's all-consuming national defense strategy.

Despite the official paranoia of the past, Albanians are strikingly open and hospitable and interested in American and Western culture. Many Albanians are highly educated and multilingual. The unrest of 1997, when pyramid investment schemes collapsed and the country fell into chaos, is slowly fading into memory as crowds fill many cafes and restaurants late into the evening.

Tirana offers a surprising array of cultural events and great getaways for the traveler. Embassy staff enjoys opera, ballet and art exhibits at affordable prices. There are open-air markets filled with fresh produce and stores offering imported goods. Lessons in Albanian, music or tennis are affordable as are day trips and week-

end getaways. The mountains have hiking opportunities and striking landscapes, while Kruja, home of the 15th-century Albanian national hero Skanderberg, offers a medieval fortress, antiques, rugs and handicrafts. The beautiful beaches and clear blue waters of Vlora, Dhermi, Himara and Saranda are great escapes by the Adriatic. The Greek island of Corfu and the Montenegrin coasts are alternatives. Take a long weekend and visit Rome, Athens, Vienna, Budapest or Istanbul.

Albania's capital mirrors a country in transition. The mayor of Tirana had many of the buildings surrounding the town's center repainted in bright colors, symbolizing Albania's determination to work for a brighter future. ■

Mr. Saling was an intern in the political-economic section and Mr. Shott is assistant public affairs officer.



An Architectural Gem

Built in 1929, the chancery in Tirana is believed to be the oldest chancery building constructed by the Department of State. It originally housed the minister's residence, a small chancery, quarters for the secretary, a garage and servants' quarters and a gatehouse. Wyeth and Sullivan of Washington, D.C., designed the chancery, giving it the 18th-century Italianate appearance it retains today.

The Italian government rented the complex from 1946 to 1991. The United States regained control when U.S.-Albanian relations were restored in 1991. Today, the chancery hums with the business of an active embassy, a far cry from the pastoral quiet of Tirana in the 1930s.

The chancery building at the U.S. Embassy in Tirana.

Real Property Management

The Office of Real Property Management in the Bureau of Administration opened in September 1987. It manages the Department's domestic leasing, design, construction, furniture selection, and architectural and engineering services.

Department employees occupy offices totaling approximately 7.6 million square feet. To put this in perspective, the Harry S Truman Building has 2 million square feet. If you were to stuff State's domestic properties into one building with each floor averaging 15,000 square feet you would have a 500-story monster.



From left: Nathan Mackall, draftsman; Marianne Saunders, space management specialist; and Robert Sanders, architect.

By William E. Kohlenbush

RPM services all Department bureaus and personnel in the District of Columbia, 48 annexes—including Blair House—and approximately 58 field offices, like the National Passport Center in Portsmouth, N.H., and the passport office in Honolulu.

Its 42-member staff work in two divisions that include a computer-aided drafting office and a small cadre of contractors.

RPM's core business is designing and managing office renovation projects. During the past 12 months, the office has managed more than 200 renovation projects and new leases at a total cost of approximately \$100 million.

The assignment and utilization division employs management specialists, realty specialists, an architect and an interior designer who lease all domestic space following federal and State guidelines. They also con-

September 2001 and was completed in June 2003. The project cost approximately \$39 million—about \$1 million under budget.

In response to Diplomatic Security's 9-11 effort to better protect staff, RPM is working with security engineers to install special clear film on the inside of windows. During an explosion or blast, the film prevents the glass from shattering on the occupants. GSA awarded contracts totaling \$4 million to apply the window protection in seven State facilities in the National Capital Region and 29 other sites around the country. The work is scheduled to be completed in September 2004.

During the past 12 months, RPM has managed more than 200 renovation projects and new leases at a total cost of approximately \$100 million.

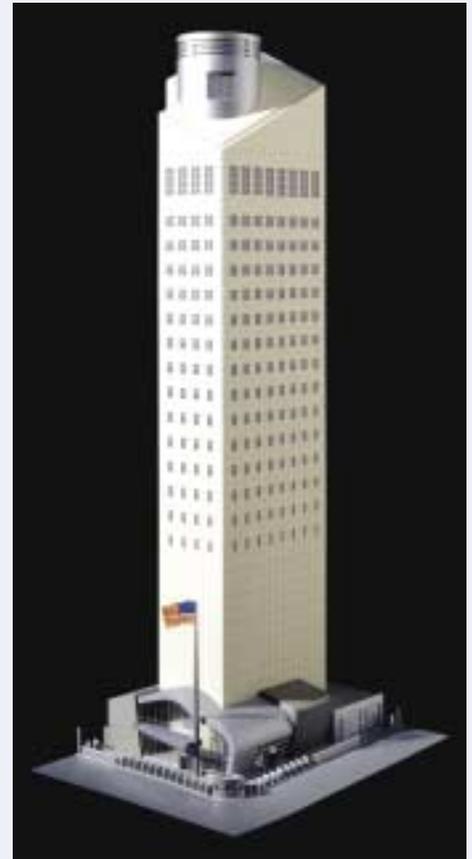
duct space studies, develop floor plans and assist in selecting finishes, furniture and other interior items. Maximum office use, efficiency and an attractive, professional work environment are their goals.

The design and construction division includes architects, electrical, mechanical and civil engineers and construction management staff. While overseeing the design and construction of new buildings and the renovation of existing buildings, the staff ensures that all security, telecommunications, safety, building and handicapped accessibility codes are met. They work closely with outside architectural and engineering firms in preparing the designs.

One of RPM's more recent leasing projects was the design and furnishing of the new Diplomatic Security headquarters building in Rosslyn, Va. The RPM staff worked with the General Services Administration, the building owner, designers and contractors to ready 343,000 square feet of space, consolidating the operations of 1,200 Diplomatic Security employees formerly scattered among five annexes. The project began in

Beyond the Beltway, the Charleston Regional Center is being upgraded. Originally meant to consolidate most of Resource Management's worldwide financial processing, the 8.7-acre site with four buildings totaling 193,000 square feet was acquired free from the Department of Defense in March 1994. Renovation of the first building was completed in May. Since then, two other buildings have been renovated, allowing RM to expand and another bureau, Consular Affairs, to establish the Charleston Passport Center. The center opened in May 2000. The final building in RM's consolidation is a new 92,000-square-foot building completed this past April.

Another major project is the expansion of classrooms and addition of a permanent child care facility at the



USUN new office building to be constructed on the site of the existing mission in New York.



Top left: Robbie Morton and Deborah Will. Top right: Frances Hawkins. Left: from left, Tom Sgroi, Bob Mack, Hank Aldag and the author.

George P. Shultz National Foreign Affairs Training Center in Arlington, Va. This \$24.2 million project provides 129,000 square feet of additional training, office and support space and 14,000 square feet for the child care center. Construction is scheduled to be completed in 2007.

In July 2002, RPM managed the cleanup of the Department's anthrax-contaminated mail facility in Sterling, Va. More than 400 tons of mail-handling equipment and furnishings were incinerated, steam sterilized and bathed in ethylene oxide. The cleanup team included both federal and local officials.

In 1997, the Department agreed with GSA's recommendation to build a new U.S. Mission to the United Nations on the site currently occupied by the mission. The move requires temporary relocation to another building. An interim office building was leased in October 2003. Renovations are under way and move-in

is scheduled for June. The existing office building is scheduled to be demolished in July and construction of the new building will begin in January 2005. The project will be completed in late 2007.

The demand for office space greatly exceeds its availability. This requires RPM to be creative. For instance, when the Office of Medical Services needed room for its 41,000 medical records, finding a building with floors strong enough to support the weight was a challenge. RPM eventually leased space in an old Rosslyn movie theater with high ceilings, doubling the useable space and adding two floors. The site is adjacent to another annex and on a shuttle route.

Even though RPM manages domestic office space, it often works with foreign governments occupying the International Chancery Center on 47 acres in the District of Columbia. The center has 19 separate lots with 16 existing chanceries. Two others, for China and Morocco, are planned. Buildings are constructed to reflect the architecture of the host country. RPM coordinates and reviews the designs with the National Capital Planning Commission and the Commission of Fine Arts. ■

The author is a program manager in Real Property Management.



FSI's Kathy Peterson, left, and CDA's Janet Bogue address conference participants, below.

NOVICE DIPLOMATS GET LOWDOWN ON CAREERS

By Sterling Tilley Jr.

More than 90 new Foreign Service officers and specialists from Chiang Mai to Australia met in Manila for two days of discussions about assignments, training, career development and family issues.

Senior Department officials headlined the January event by video broadcast with advice and perspective. Ambassador Francis Ricciardone, the keynote speaker, told the novice diplomats that “good leaders don’t stand by waiting for direction, they do something when they get the call.”



Manila Chargé d’Affaires Joseph Mussomeli offered more practical guidance. “You need good long-term strategies, out-of-cone experience, balanced overseas and domestic assignments and seventh-floor job experience.”

Making video appearances were Maura Harty, assistant secretary for Consular Affairs; William Eaton, assistant secretary for Administration; Kathy Peterson, director of the Foreign Service Institute; and Bruce Morrison, acting chief information officer.

Marc Grossman, under secretary for Political Affairs, said diplomats need to move beyond passive observing and reporting to promoting and protecting U.S. interests.

Paul Koh, deputy chief of mission in Singapore, was more specific. He encouraged more public diplomacy events and more attention to local traditions and norms to increase support for U.S. policies.

“Use your diplomatic contacts more to exchange information. Avoid having all the right answers. Help other countries come to conclusions on their own instead of dictating to them,” Mr. Koh said.

The entry-level conference, Manila’s first, wasn’t all work. Attendees toured Manila, shopped, played golf, scuba dived and visited World War II battle sites. ■

The author is a consular officer in Manila.

Recruiters Seek American Indians



Vlad Sambaiew, top right, helps screen applicants with Richard Hope for Woodrow Wilson National Fellowships.

By Paul Koscak

Oklahoma and the State Department are nearly 1,200 miles apart, but for some it's a distance beyond imagination.

Only people from the coasts work at the State Department. That's an all too popular perception among Midwesterners, according to Vlad Sambaiew, diplomat-in-residence at the University of Oklahoma. Mr. Sambaiew, a 27-year Foreign Service officer who has served in Canada, France, Russia and Japan, now serves America's heartland—Oklahoma, Kansas, Missouri and Northern Texas—seeking American Indian and other candidates for State Department careers.

"In this part of the country, no matter if you're American Indian or not, people often don't think of being overseas as a profession," he said. "They think

State Department positions are dominated by people from the East and West Coasts."

Having people see beyond their geography is Mr. Sambaiew's biggest challenge. "The idea of being involved in international affairs, that you can do this for a living, is the hardest point to get across."

With at least 8 percent of its students registered as American Indian, the University of Oklahoma is perhaps the ideal location to change that outlook. The university, with its surprisingly eastern ambiance of ivied gothic buildings, is also centrally located near other institutions and organizations serving the American Indian community.

When Mr. Sambaiew arrived last August, he began networking for leads, visiting American Indian student organizations, student affairs directors and the university's director of international programs, Edward Perkins. Mr. Perkins is the former director general of the Foreign



Above: Vlad Sambaiew discusses career opportunities with Jennifer Nelson. Below: More than 40 students are enrolled in Mr. Sambaiew's evening globalization course.

Service and director of Human Resources. He retired in 1996. By making himself known, the resident diplomat is now a popular guest lecturer for international relations and business courses.

Other times, working through the career services office, he offers lunchtime seminars on State Department careers. He recently lectured to an international economics class at the Haskell Indian Nations University in Lawrence, Kan. Mr. Sambaiew's regular evening course in globalization has 42 students. At the University of Texas at Dallas, an afternoon career seminar drew 31 students. That evening, his lecture on inter-



national trade at the university business school attracted 52 students.

"I always use the time during my guest lectureships to talk about State Department careers and opportunities," he said. This summer, the Department will sponsor five interns from the University of Oklahoma.

As minorities go, American Indians are exceptionally represented in the federal workforce. Numbering about 2.5 million, or 0.9 percent of Americans,

American Indians make up nearly 2 percent of the federal work force, more than double their percentage of the population. Hispanics, at 12.5 percent of the population, make up 6.4 percent of federal workers, and African-Americans, at 13 percent, account for more than 17 percent of federal employees.

Cheryl Coviello, a Foreign Service officer and recruiter, also specializes in American Indians. She finds the task challenging because many agencies and companies are competing for a limited pool of qualified candidates.

At many professional American Indian conferences, the State Department is just another employer. "Everyone's there—the Department of Commerce, the CIA, NASA. NASA even brought an astronaut claiming to be part Indian. Every agency wants a part of the action."

Ms. Coviello uses the American Indian Science and Engineering Society conference in Albuquerque, N.M., and the Native American Education Society conference in Greensboro, N.C., to promote careers with the State Department. She recently visited tribal leaders in Wisconsin. At the education conference, she gave teachers information about diplomatic careers to offer their students. Through the American Indian Science and Engineering Society, the Department hired two summer interns.

Like her colleague in Oklahoma, Ms. Coviello found that many American Indians are reluctant to relocate. "They just don't want to leave home," she said. ■

The author is a writer/editor for State Magazine.

AN AMERICAN ROAD SHOW IN BANGLADESH



Mohammed Hilal Uddin Chowdhury describes running a dairy farm to Ambassador Harry K. Thomas Jr., center, and USAID Mission Director Gene George.

BY JOE MELLOTT

Like a sports season, an aggressive public relations campaign to strengthen

American ties with Bangladesh kicks off another year. The spotlight's on Rajshahi, a city in the northwest. Last year, it was Sylhet. And in 2002, when the America Week road show was first unleashed, Chittagong got the honors.

Part public relations, part carnival, the America Week road show is an annual high-energy venue where almost 100 embassy employees and nationals promote American services and values throughout the country. It really doesn't matter where the show travels provided it's outside of Bangladesh's capital, where news about America is likely to be negative.

THE EVENT AIMS TO THWART PERCEPTIONS OF ANTI-MUSLIM BIAS IN THE UNITED STATES FUELED BY NEW VISA REQUIREMENTS AND THE WAR IN AFGHANISTAN.



Staff of an USAID-funded program display their clients' products.

The event aims to thwart perceptions of anti-Muslim bias in the United States fueled by new visa requirements and the war in Afghanistan. Because information about America outside the capital is limited, bringing the mission to the countryside leaves a lasting impression and improves America's image.

In Chittagong, Bangladesh's second-largest city as well as the country's commercial hub and port, the message was commerce. The U.S. Agency for International Development took the lead with trade show-style booths and a catalog show that became the centerpiece in Chittagong's business district. The consular section spoke to business owners about new visa requirements and to students about study opportunities in the United States.

The road show also enhanced ties between the mission and the large security concerned American community in Chittagong with a dinner hosted by the ambassador. An exhibit by a Bangladeshi-American photographer on the 9/11 attacks, a jazz concert and coffee house-style entertainment provided by embassy talent rounded out the evening. The road show inspired a permanent office at Chittagong International University called the American Corner, linking American culture to the community.

Building on the success at Chittagong, the road show moved to Sylhet in northeastern Bangladesh, where the culture and language differ from the rest of the country. There, the show took on the flavor of a South Asian fair,

or mela, featuring seminars on trade, travel and the environment. News conferences and tours by the ambassador, consul general, the USAID director and other officials engaged the media. The ambassador took the media to a local agribusiness supported by a USAID partner that produced the first pasteurized dairy products in the region. The deputy chief of mission escorted the media to a local clinic where USAID is improving health care for Bangladeshi families. The high-profile visits not only generated lots of positive news about U.S. officials turning up in unexpected places, but it kept the mission informed.

Believing that many fraudulent documents stem from misunderstanding of visa rules and procedures, consular officers gave seminars on immigrant and diversity visas. The sessions produced better-prepared applicants and reduced some of the workload in the consular section.

Aside from the thousands of visitors and press coverage the road shows attract, the events provide a rare opportunity for all the mission's offices and agencies to work together. For those with access to a computer, the America Week campaign continues online. America Week is the glue that holds numerous programs together, and it's the most cost-effective way to tell the American story to a skeptical public. ■

The author is an economic officer in Dhaka.



State Department volunteers Mark Weinberg and Eunice Reddick coach the Delegation of Spain.

Volunteers Learn From Students in Model U.N. Program

By Juliet Wurr

The students from Bell Multicultural High School in Washington, D.C., looked—frankly—bored. Some slouched in their chairs, gazing at the floor. One sat doodling in a notebook, his pen tracing the letters to form “Honduras” over and over. Three Asian girls sat attentively in the front row, but their puzzled looks suggested they hadn’t understood much of what had been said.

“We are here to work with you on Model United Nations,” said an enthusiastic Anthony Hogan of the United Nations Foundation.

Silence.

This was going to be a difficult group, I concluded, questioning my decision to spend an hour a week in a District of Columbia multiethnic classroom.

But when we broke into groups, one Department of State volunteer with three students, to discuss conflict

and conflict resolution, I remembered what brought me here—why I had volunteered in the first place: the opportunity to expose young minds to new ideas and experiences.

This opportunity was, in fact, what Tom Miller (now U.S. Ambassador to Greece), and Jock Covey, retired Foreign Service officer, had in mind in 1991 when they launched the Washington High Schools International Studies Partnership in 1991. What began as an outreach program involving 10 Department of State volunteers and 30 Cardozo High School students now engages more than 50 volunteers working with 100 students from four District of Columbia high schools.

Known now as the Model United Nations Partnership, the project receives funding from the United Nations Foundation, through a grant to the D.C. Program for U.N. Education, to create and advise on the Model U.N. curriculum. The District’s business com-

munity also supports the Department of State-D.C. Public Schools partnership.

The Bureau of International Organization Affairs, which manages the official program, recently organized a lively event to commemorate nearly 14 years of dynamic partnership by inviting students and teachers from five inner-city high schools to the Department. The March 12 event filled the Loy Henderson Conference Room and included Model U.N. founders, donors and State Department volunteers.

In a cameo performance, Secretary Powell captivated the audience by recounting his childhood in the South Bronx and the path to international understanding that unfolded during his Army career. IO Assistant Secretary Kim Holmes emphasized the role of leadership in helping the U.N. perform efficiently and live up to its founding principles. Mr. Holmes encouraged State Department volunteers to guide their students in acquiring diplomatic skills, so they could one day defend U.S. interests in the multilateral arena.

Volunteers from the State Department often cite their “desire to give back” and to share their international experience as the motivation for their involvement with Model U.N. But the students from Bell Multicultural High School had plenty to tell us volunteers about conflict and war. Peter from Sudan, Simegne from Ethiopia and Juan-Carlos from Salvador—all came to the United States because of political upheaval in their countries of birth. Likewise, students at Anacostia, Cardozo and Eastern high schools knew firsthand how violence shattered lives. We could learn from each other.

The culmination of the 12-week introduction to the United Nations and international affairs is a Security Council simulation held at the State Department. Students role-play as country representatives at a U.N. Security Council meeting and attempt to resolve a typical international challenge. This year’s Model U.N. debated an international response to the global AIDS epidemic.

During the preceding weeks, students had researched the problem of HIV/AIDS and the policies of member states. They practiced writing resolutions and giving briefings. At the simulation, it all had to come together.

Despite being awed by the Department’s impressive Loy Henderson Conference Room, it didn’t take students long to start waving their country placards to be recognized to speak. As a coach, I sat behind the representatives from France and Germany, and watched as Eastern High’s confident Dominique Cauley presented France’s position on the AIDS crisis. Watching her

intently was the representative of Germany, Alpha—one of my Bell students—eager to speak. At the podium his words came tumbling out, describing the devastation HIV/AIDS had wreaked on Africa. Alpha’s words weren’t a role-play, however, but a description of the life he’d known in his native Senegal.

The Security Council resolution adopted by the delegates at the end of the simulation reflected the opti-



Students from Bell Multicultural High School and Eastern High School represent the UN’s Russian delegation.

mism of youth, and how the goodwill of all people working together could solve any problem, however difficult. It was an important reminder to those of us involved in the real—and often more contentious—world of conflict resolution.

The charter of the United Nations, adopted in 1945, embodies the aspirations of war-torn countries to live together in peace as good neighbors and to promote social progress. The Model United Nations Partnership underscores the Department of State’s commitment to ensuring that vision is realized in its most immediate neighborhood—Washington, DC. As partners, the Department of State, the United Nations Foundation, the DC Program for U.N. Education, the D.C. business community and the D.C. public schools are equipping the District’s youth to carry forth the United Nations’ vision of international cooperation and harmony. ■

The author is a public diplomacy officer in the Bureau of International Organization Affairs.

Eurasian Youths Sample Democracy American Style



FLEX exchange students visit the FDR Memorial in Washington.

By Christina Shaw

More than 100 teens from former Soviet republics sampled American democracy during a five-day workshop sponsored by the Department's Bureau of Educational and Cultural Affairs and the Close Up Foundation. The young people toured the Lincoln and Roosevelt memorials and met with lawmakers and other officials as part of the Future Leaders Exchange Program, known as FLEX. The program, begun in 1992 to promote democratic values and institutions in Eurasia, involves about 1,400 students annually.

The 126 students also attended lectures at the Eurasia Foundation and at the Institute on Religion and Public

Policy. They created their own mock congress; listened to presentations from Sen. Richard Lugar of Indiana, chairman of the Senate Foreign Relations Committee, and Patricia Harrison, assistant secretary for Educational and Cultural Affairs; and appeared on C-Span during their whirlwind visit as part of FLEX's civic education workshop.

Ms. Harrison described the teens as their countries' ambassadors. Only 12 percent of those applying for the Washington workshop were selected, based on their essay-writing skills. ■

The author is an intern in the Bureau of Educational and Cultural Affairs.

EDUCATION & TRAINING

The Department's Mandatory Leadership and Management Training Requirements

The Secretary has mandated leadership training from mid-through senior-grade levels for Foreign Service and Civil Service employees to ensure that they are prepared for increasing levels of responsibility. FSI's Leadership and Management School offers the required courses to meet these mandatory training requirements and other courses.

Mandatory Courses

- FS 3/GS 13: Basic Leadership Skills (PK245)
- FS 2/GS 14: Intermediate Leadership Skills (PT207)
- FS 1/GS 15: Advanced Leadership Skills (PT210)
- Newly promoted FS-OC/SES: Senior Executive Threshold Seminar (PT133)
- EEO Diversity Awareness for Managers and Supervisors (PT107)

Some Non-Mandatory Recommendations for All FS and GS employees:

- PK246 Employee Relations Seminar
- PT121 Managing People Problems
- PT129 Teambuilding
- PT214 Managing Conflict Productively
- PT251 Productively Managing Stress
- PT252 Managing Up

Senior Policy Seminars:

- FSI's Leadership and Management School offers the following professional development and policy seminars for senior-level executives of the Department and the foreign affairs/national security community:
- PT 301 Appearing Effective in the Media
 - PT 302 Testifying before Congress
 - PT 303 Crisis Leadership
 - PT 305 Executive as Coach and Mentor
 - PT 300 Leader as Facilitator
 - PT 304 Deputy Assistant Secretary as Leader

For more information, contact FSI's Leadership and Management School at (703) 302-6743, FSILMS@state.gov or on the web at <http://fsiweb.fsi.state.gov/fsi/lms/>.

FasTrac Distance Learning Program: Learn at Your Own Pace, When and Where You Want!

All State Department employees, LEs and EFM's are eligible. FasTrac offers more than 3,000 courses covering numerous topics. Training is conducted online through the Internet and the Department's OpenNet. Students may complete courses to include on their official FSI transcript or take a course module they need to "get the job done." Course lengths vary from two to

eight hours and knowledge preassessments may shorten learning plans. To view the complete FasTrac catalog, visit the FasTrac web site at <http://fsi.state.gov/fastrac>. For additional information, please contact the Distance Learning Coordinator at the Office of the Registrar, (703) 302-7497.

For additional information, please contact the Office of the Registrar at (703) 302-7144.

Dates for FSI Transition Center courses are shown below. For information on all the courses available at FSI, visit the FSI Schedule of Courses on the Department of State's OpenNet at <http://fsi.state.gov>. FY 2004/2005 dates are now available in the online catalog. See Department Notices for announcements of new courses and new course dates and periodic announcements of external training opportunities sponsored by FSI.

Security	JUNE	JULY	Length
MQ911 SOS: Security Overseas Seminar	7,21	12,26	2 D
MQ912 ASOS: Advanced Security Overseas Seminar	1,14	6,20	1 D
MQ914 Security Overseas Seminar, Youth	8,22	6,13, 20,27	1 D

Foreign Service Life Skills	JUNE	JULY	Length
MQ104 Regulations, Allowances and Finances	23	14	3 D
MQ110 Deputy Chief of Mission Spouse	14	19	3 D
MQ115 Explaining America		10	1 D
MQ116 Protocol and U.S. Representation Abroad	19	17	1 D
MQ250 Young Diplomats Day	21	12,26	1 D
MQ703 Post Options for Employment and Training	3		1 D
MQ704 Targeting the Job Market	8		1 D
MQ801 Long Distance Relationships	12		.5 D
MQ803 Realities in the Foreign Service Life	5	31	1 D
MQ856 Promoting U.S. Wines		28	2.5 H
MQ915 Emergency Medical Care and Trauma Workshop	26		1 D

Career Transition Center	JUNE	JULY	Length
RV101 Retirement Planning Seminar	15	27	4 D
RV103 Financial and Estate Planning	17	29	1 D
RV104 Annuities & Benefits and Social Security	16	28	1 D

School of Language Studies

Increased language enrollments from the Diplomatic Readiness Initiative have required FSI's School of Language Studies to change class schedules. Classes are being run in double sessions. The morning session may begin as early as 7:30 a.m. and the afternoon session may end as late as 5:30 p.m.

Length: H = Hours, D = Days, W = Weeks

A Primer on Bottled Water

By Rudy Marrazzo

Have you noticed how many people are drinking bottled water these days? A lot, that's for sure. In fact, bottled water is the fastest-growing beverage in the United States. It may also be one of the least understood.

Per capita consumption of bottled water in the United States has steadily increased over the past 10 years, from 9.8 to 21.5 gallons per year, according to the International Bottled Water Association. That means a gallon of some bottled water brands costs more than a gallon of gasoline. In 2002, Americans drank an average of 1.7 eight-ounce servings of bottled water per day. Only tap water (3.6 servings) and coffee (1.8 servings) ranked higher. Consumers say they like bottled water's taste, convenience and purity.

Is bottled water regulated? Yes. The bottled water industry is regulated by federal, state and industry (at least members of the water association) standards. The Food and Drug Administration requires that bottled water meet requirements for food safety, labeling and inspection. By law, FDA standards for bottled water must be as stringent as EPA standards for public water systems. Bottled water is delivered to consumers in sanitary, sealed food-grade containers. Soda, seltzer and tonic water are considered soft drinks and are regulated differently.

What types of bottled water are there? First, there's spring water, derived from an underground formation from which water flows naturally to the earth's surface. Purified water is produced by distillation, deionization and reverse osmosis, or similar processes. Mineral water contains no less than 250 parts per million total dissolved solids such as sodium, calcium and magnesium. No minerals may be added to this product. Sparkling bottled water contains the same amount of carbon dioxide it had as it emerged from the source. Artesian water is bottled from a well that taps a confined aquifer (a water-bearing underground layer of rock or sand) where the water level stands at some height above the top of the aquifer. Well water is bottled water from a hole, drilled or otherwise constructed in the ground to tap the water aquifer.

What about imported bottled waters? They must meet the same federal and state regulations that apply to domestically produced bottled water brands.

How long can bottled water be stored? The FDA has not established a shelf life for bottled water, but the

international water association advises that bottled water can be used indefinitely if stored properly at room temperature or cooler, out of direct sunlight and away from solvents and chemicals.

What's not in bottled water? For one thing, chlorine, often used to disinfect tap water, is not present. Nor is fluoride, which is added to prevent tooth decay.

While bottled water in the United States is considered safe, the same may not be true at some overseas locations. You could easily be buying tap water in a bottle. It's advisable to look for an international brand or one used by a major airline or, preferably, one certified by



the National Sanitation Foundation International. The NSF has added a number of international products to its list of certified-safe bottled water. Look for the NSF logo and visit their web site at www.nsf.org for certified bottled water in your part of the world. For more information on bottled water, visit the IBWA web site at www.bottledwater.org. ■

The author is a consultant in the Safety, Health and Environmental Management Division.



Pianist Polly Ferman and dancer Valeria Solomonoff after their performance.

Series Mixes Jazz with Classical Music

By John Bentel

The Foreign Affairs Recreation Association and the State of the Arts Cultural Series recently hosted a variety of performers—from a marimba player, pianist, dancer and jazz artist to a full orchestra.

The opening series, “From Stravinsky to Piazzolla”, embodied the rich Latin music of pianist Polly Ferman and the captivating dancing of Valeria Solomonoff.

Guitarist Frank Gaskin Jr. and percussionist Victor Chase and their World Jazz Ensemble rendered an upbeat celebration of original jazz.

The Moscow Chamber Orchestra, under the direction of Constantine Orbelian, celebrated 70 years of diplomatic relations between Washington and Moscow with a concert of classical music, opening with Boccherini’s *Symphony in D minor*. Solo artists included pianist Carol Rosenberger, cellist Nina Kotova and violinist Mikhail Simonyan. The orchestra surprised the audience with *Libertango* by Argentine composer Astor Piazzolla. The lively selection, led by Mr. Simonyan on violin, brought the audience to their feet.

John Tarca concluded the series with his classical marimba, a large instrument complete with resonators, which evoked an almost spiritual sound. The high school teacher from Northern Virginia has performed in many orchestral concerts. ■

The author is a computer specialist in the Executive Secretariat.

CALENDAR

May 5 State Department and Georgetown University piano student recital

May 19 Sujin Hong performing classical piano works

June 9 Wendy Elizabeth Paeth, soprano

June 23 WIRED: Music of the 50s and 60s, pop & rock, blues, country, funk and classic rock

July 21 Bedlam: Early American Music

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



a cold warrior

Story by Paul Koscak

Bill Littlewood never came in from the cold. The former oceanographer, Foreign Service officer and Antarctic explorer recently returned from that frozen continent, where he visited an outcropping named in his honor.

“It was a dream come true,” he said.

An intrepid spirit, Mr. Littlewood spent his early career at sea on Navy research ships. He joined the State Department in 1961 and retired in 1981 as chief of the office of science and technology. His last post was Indonesia.

“I was chief scientist on some of the largest oceanographic ships during the 1950s,” he recalls. Much of that time was spent on three-month voyages researching ocean density and depths—data necessary for charts. Because water density distorts sonar, Mr. Littlewood explained, submarine commanders used this information to avoid detection.

He also spent lots of time at the bottom of the world.

“Antarctica is as large as the United States and Mexico together.”

Mr. Littlewood’s return to Antarctica occurred when he met a government tourist official from Argentina at an Explorers Club meeting. After explaining his work in the Weddell Sea, his close scientific tie with Argentina and a longing to visit the outcrop, or nunataks, that bears his name, the agent arranged for him to travel there on an Argentine icebreaker. Nunataks is an Inuit word for promontory. Mr. Littlewood’s outcropping, about the size of a city block, juts through glacial ice.

He displayed a rust-color rock taken from his ledge and noted that similar rock is found



Bill Littlewood proudly displays the flag he brought to Antarctica and returned to The Explorers Club in New York in March.



Above: The Argentine icebreaker Almirante Irizar before departing to Antarctica. Below: Along the way to Antarctica, Bill Littlewood, left, visits Lino Gutierrez, U.S. Ambassador to Argentina.

in the Southwest because “the North American continent and Antarctica were attached about one billion years ago.”

The scientist received the honor for his research during Operation Deep Freeze, a four-year project involving several trips to the Antarctic during the late 1950s.



Mr. Littlewood’s name, submitted by the project’s geologists, was approved by the U.S. Board of Geographic Names.

“It was the best weather of all the trips I’ve taken to Antarctica,” said Mr. Littlewood, who first visited the barren land in 1956, about his 46-day trip. “There were only a few whitecaps in the usually unruly Drake Passage below South America, and we could easily push through the belts of pack ice and navigate around icebergs.”

Always the adventurer, Mr. Littlewood traveled from the icebreaker to the rock formation by helicopter and left behind a container holding a proclamation documenting his visit and why the formation was named in his honor.

Approaching 80, the soft-spoken scientist and Bethesda, Md., resident now fills his time volunteering with the Associates of the American Foreign Service Worldwide, managing the organization’s stamp and valuables collection and assisting with its annual book fair. He’s also a member of the Explorers Club Washington, D.C. chapter. ■

The author is a writer/editor for State Magazine.



A. Dwight Anderson, 79, a retired Foreign Service courier, died Nov. 17, 2003, in Wahoo, Neb., of complications from heart disease and diabetes. He joined the Department in 1955 and served in Frankfurt, Panama City, Manila, Bangkok and Washington, D.C. He continued his courier work part-time for five years after retiring in 1983. Mr. Anderson served in the U.S. Navy in the South Pacific during World War II.

James Haruso Ashida, 83, a retired Foreign Service officer, died Aug. 23, 2003, in Manhattan Beach, Calif. An Army intelligence officer in the Pacific Theater during and immediately following World War II, Mr. Ashida joined the Department in 1952. He served in Greece, Iran, Lebanon, Sudan, Japan, Vietnam and Liberia, retiring in 1979. He was serving in Saigon in April 1975 and was among the last American employees evacuated by helicopter from the embassy compound.



Eve Baker, 47, a Foreign Service officer, died Feb. 2 of cancer in Pasadena, Calif. A practicing entertainment and civil rights attorney before joining the Department in the spring of 2002, Ms. Baker was training for an assignment in Yaoundé when she was diagnosed with cancer.

Her lifelong interest in human rights inspired her to produce the short film "Massacres: New Poetry for Remembering," featured at the 1992 Havana Film Festival. In 1997 and again in 1998, Ms. Baker monitored elections in El Salvador in delegations led by former President Jimmy Carter.

George F. Bogardus, 86, a retired Foreign Service officer, died Nov. 27, 2003, in Bethesda, Md., of pneumonia and severe complications after a long illness. Before joining the Department, he served during World War II in the Office of Strategic Services. His overseas assignments included Montreal, Mombasa, Prague, Algiers, Toronto, Hamburg, Saigon and Stuttgart.



Anne L. "Nancy" Carroll, 84, a retired Foreign Service specialist, died Dec. 23, 2003, of heart disease in Coeur D'Alene, Idaho. She served in the U.S. Navy during World War II and joined the Department in 1947. Ms. Carroll held assignments in 13 posts abroad, including London, Santo

Domingo, Santiago, Jakarta, Tokyo and Phnom Penh. In 1977, she retired to Idaho, where she enjoyed playing golf and bridge.



Vivian A. Ferrin, 77, a retired Civil Service employee, died Jan. 5 from a stroke in Royal Palm Beach, Fla. Born in Jamaica, Mr. Ferrin immigrated to the United States in 1946 and became a U.S. citizen in 1952. An attorney, he served in the U.S. Army during the Korean War and then joined

the Bureau of Consular Affairs. After directing the Philadelphia Passport Agency for 12 years, he returned to Washington as the first black employee to head the bureau's Passport Division, with its 14 regional offices. He entered the Senior Executive Service in 1984 and retired three years later. He remained a consultant to the Department until 1989. He was appointed to the Royal Palm Beach Council in 1998 and was elected to two terms before retiring from office in 2003. A volunteer on many community boards, Mr. Ferrin was the founder and chairman of the board of Caribbean Americans for Community Involvement.

John F. Ford, 77, a retired Diplomatic Security agent, died Nov. 9, 2003, at Massachusetts General Hospital in Boston. He joined the Department in 1951. His last post was as special agent in charge of the Boston Field Office. He continued to work as a contractor for 12 years after his retirement. Mr. Ford served in the U.S. Navy during World War II.

Matthew James Looram Jr., 82, a retired Foreign Service officer, died March 16 in Langau, Austria. He joined the Department in 1948 after serving as an officer in the U.S. Army with the 13th Airborne Division during World War II. Mr. Looram's Foreign Service assign-

ments included Rome, Paris, Asmara and Washington, D.C. He was U.S. Ambassador to Dahomey (now Benin) from 1969 to 1972 and to Somalia from 1972 to 1974. In 1974, he retired with his wife to her hometown of Langau in the state of Lower Austria, near the Czech border, where his favorite pastimes were drawing and fly fishing.



Howard Meyers, 86, a retired Foreign Service officer, died Feb. 6 of complications following coronary artery bypass surgery at the Washington Hospital Center in Washington, D.C. An attorney and Army counterintelligence officer in the Asian Theater during World War II, he served in Japan in the post-war period revising the basic Japanese legal codes. He joined the Department in 1949 as a specialist in security issues, developing policies on arms control and international atomic energy problems. He was a member of the U.S. delegations to conferences in Paris, New York and London from 1951 to 1957 and held embassy positions in London, Brussels and Tokyo. In Washington, Mr. Meyers directed operations in the Office of Political-Military Affairs from 1962 to 1966 and the Office of Strategic and General Research from 1973 to 1974. He was staff director of the Presidential General Advisory Committee on Arms Control and Disarmament and later special assistant to the director of the U.S. Arms Control and Disarmament Agency from 1974 to 1977. Before retiring in 1977, Mr. Meyers headed two U.S. delegations to international arms control conferences in Geneva and co-chaired the Committee on Disarmament with the Soviet representative. He continued to work at the Department following his retirement, declassifying documents in accordance with the Freedom of Information Act.

Paul M. Miller, 86, a retired Foreign Service officer, died Jan. 25 in Springfield, Vt. He served with the First Marine Battalion in the Asian and Pacific Theaters during World War II and joined the Foreign Service shortly afterward. He served in London, Geneva and Belfast; two tours in Hong Kong, Manila, Tokyo, Taichun, Taipei, Santo Domingo, Mexico City and Washington, D.C.; and briefly in La Paz. Mr. Miller retired in 1978

but was called back for a temporary assignment to Tehran soon afterward. He left the country shortly before revolutionaries seized the embassy and took hostages in 1979. After retiring, he taught English as a second language in San Francisco and Chinese history at Dartmouth College's Institute for Lifelong Education.



Robert J. Nemeth, 60, a retired Foreign Service officer, died Dec. 13, 2003, of a liver ailment at Inova Fairfax Hospital in Northern Virginia. He joined the Foreign Service in 1975 after serving in the Army during the Vietnam War. He was a political officer in Mexico, Spain, Bahrain, Jamaica, Egypt and Washington, D.C. Mr. Nemeth volunteered with the Boy Scouts.

C.J. "Patrick" Quinlan, 81, a retired Foreign Service officer, died Oct. 27, 2003, in Edina, Minn. He served in the U.S. Army Air Force during World War II and joined the Department in 1950. A Near East specialist, Mr. Quinlan served in Lebanon, Yemen, Egypt, Turkey, Oman, Libya and Washington, D.C. From 1978 to 1979 he was a diplomat in residence at Oakland University in Rochester, Mich. After retiring in 1980, Mr. Quinlan taught classes on the Middle East with Elderhostel and the University of Minnesota's extension system. He was a freelance columnist for the *Minneapolis Star Tribune* and a frequent guest commentator on Middle Eastern affairs for radio and television stations in the Twin Cities area.



William Smith, 83, a retired Foreign Service officer, died of congestive heart failure July 10, 2003, in Swansea, Mass. He joined the Foreign Service in 1946 after serving as a boatswain's mate in the U.S. Navy during World War II. His overseas posts included Tokyo, Manila, Tehran, Dhaka, Paris and Montevideo. After retiring in 1975, Mr. Smith summered in Maine and wintered in Montevideo, Uruguay.

O B I T U A R I E S



Helen S. Steele, 92, a retired Foreign Service specialist, died Jan. 18 of congestive heart failure at Huntington Memorial Hospital in Pasadena, Calif. Born in Valparaiso, Chile, of missionary parents, Mrs. Steele moved with her family to Eagle Rock, Calif., upon the death of her

father in 1924. She joined the Department in 1935 and was the secretary for the U.S. Ambassador to Chile during World War II. During her 30-year career she served in a number of posts abroad and, briefly, as secretary to Eleanor Roosevelt. She retired from the Department in 1965 and embarked on a second career as secretary for the Washington School of Ballet and, later, as executive secretary for the National Architectural Accreditation Board.



Janet Sorg Stoltzfus, 73, wife of retired Ambassador William A. Stoltzfus Jr., died March 5 in Princeton, N.J., after an extended illness. In 1954 she taught English at the Beirut College for Women in Lebanon, where she met her husband, a Foreign Service officer at the U.S.

Embassy. Married later that year, the couple moved on to their first posting together in Kuwait. Over the next 28 years, Mrs. Stoltzfus was a headmistress and teacher at the English School of Kuwait and the American School in Damascus. She founded the Taiz Cooperative School in Taiz, Yemen, and developed a Head Start-style program for low-income children in Addis Ababa, Ethiopia. In 1976, she moved to Princeton, N.J., where she served for 12 years as a faculty member at Princeton Day School until she retired in 1994.

IN THE EVENT OF DEATH

Questions concerning deaths in service should be directed to the Employee Services Center, the Department's contact office for all deaths in service: Harry S Truman Building, Room 1252, Department of State, Washington, DC 20520-1252; (202) 647-3432; fax: (202) 647-1429; e-mail: EmployeeServicesCenter@state.gov.

Questions concerning the deaths of retired Foreign Service employees should be directed to the Office of Retirement at (202) 261-8960, Retirement@state.gov.

Questions concerning the deaths of retired Civil Service employees should be directed to the Office of Personnel Management at (202) 606-0500, or through their web site at <http://www.opm.gov>.

PERSONNEL ACTIONS

FOREIGN SERVICE RETIREMENTS

Adams, Mary Lou	Howd, Jo Ann	Smith, Glenn A.
Andrusyszyn, Walter E.	Kane, Hedy V.	Sparks, Charles E.
Benyik, Julius	Larocque, Stephen James	Stallings, Alden P.
Escobedo Jr., Louis	Leather, Edmund R.	
Gleeson, James Dennis	Noon, Joseph F.	

CIVIL SERVICE RETIREMENTS

Ballow, Barry E.	Munger, Lillian N.
Greco, Charles Saverio	Renchard, Randolph W.
Hazelett, Barbara W.	Shifflett, Alice M.
Inamasu, Carol S.	Watts, Judy Kay
Love, Joyce C.	

LYING IN STATE: EMPIRE OF THE CUBE

YOU'VE PROBABLY NOTICED THE HEADY SCENT OF UP AND COMING LEADERSHIP THAT I'M EXUDING TODAY...

I THOUGHT IT WAS YOUR OLD SPICE, TODD.

THANKS FOR NOTICING, WILMA, BUT ACTUALLY I AM NOW THE NEW ACTING DEPUTY ASSISTANT OFFICE DIRECTOR!



GOSH, I MISSED THE PRESS RELEASE...

AND DEL, I WANT TO REASSURE YOU THAT I'LL STILL HAVE TIME FOR MY FORMER COLLEAGUES, EVEN THOUGH YOU ARE NOW MY UNDERLINGS!

JUST ONE SMALL CHANGE: I'LL NEED WILMA TO MOVE OUT OF HER CUBICLE AND SHARE DEL'S SO I CAN COMBINE WILMA'S CUBICLE WITH MY OWN TO CREATE A LARGER, EXECUTIVE CUBICLE REFLECTING MY ELEVATED STATUS.



THERE'S ONLY ROOM FOR ONE DESK IN MY CUBICLE...

RIGHT, SO YOU'LL PROBABLY HAVE TO WORK OUT A SYSTEM SO YOU'RE NOT BOTH SITTING THERE AT THE SAME TIME...

IS IT JUST ME, OR DOES SOMETHING STINK HERE?

WHOOOPS! I'LL SPLASH ON MORE OLD SPICE!



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