

UNITED STATES DEPARTMENT OF STATE

September 2002

# State

Magazine

*Remembering  
and Rebuilding*



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Department of State • United States of America



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Photo by Andre Jenny/Focus Group/PictureQuest

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Photo by Wojek Mandal

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## On the Cover

The U.S. Capitol, symbol of America's indomitable spirit, stands vigil over the Pentagon's reconstruction.

Photo by Stephen J. Boitano/  
Associated Press, AP

## FROM THE SECRETARY

SECRETARY COLIN L. POWELL



# Reflections on the Past Year

A lot has happened in the world and in the State Department over the past 12 months. All of you can take great pride in the way the Department rallied after the September attacks to meet the challenges of the war on terrorism.

None of us can reflect on the past year without feeling the loss of our fellow Americans and people from some 80 countries—nearly 3,000 souls who perished on that tragic day. Nor can any of us forget the two members of our State Department family, Barbara Green and her daughter Kristen Wormsley, who died at the hands of terrorists last March in Islamabad.

Rarely have the men and women of American diplomacy been asked to do more across a wider range of issues under more demanding, difficult and often dangerous circumstances. Sept. 11 added urgency to efforts that were already under way to adapt the business of diplomacy to a 21st century world—from doing everything we can to ensure the safety of our personnel, to changing how we work with other federal agencies and how we recruit, train, equip and lead our employees.

Even as you forged ahead with these institutional imperatives, you worked with impressive dedication, creativity and effectiveness to advance America's values and interests around the globe. On the anti-terrorism front, you helped President Bush assemble and maintain the coalition that destroyed al Qaeda bases in Afghanistan and liberated the Afghan people from the Taliban's tyranny. Beyond Afghanistan, you secured the cooperation of countries on every continent, making it harder by the day for terrorists to move about, communicate, finance their operations and plot.

The President marshaled worldwide support for the campaign against terrorism not only because of your extraordinary work after the attacks but also because of your hard work before Sept. 11. Your efforts, day in and day out, over months and years, to build up our rela-

tionships abroad produced dividends when we needed them most.

Together with our partners in Europe, Asia and the Western Hemisphere, you have helped strengthen long-standing alliances to deal with terrorism and other 21st century threats. And the very process of organizing the global coalition against terrorism has opened additional opportunities you have helped America seize. You have plowed new ground with Russia and China and a host of nations in Central and South Asia.

Sept. 11 brought home not only the need to eradicate terrorism root and branch but also the need to shape a world where terrorism cannot thrive. The President's broader foreign policy agenda of helping to end conflicts and promote economic and political liberty around the world has become more important than ever. For a world in which ever larger numbers of people enjoy democracy, prosperity and peace is a world where terrorism does not flourish.

The continuing spread of freedom and market economics means that we can look forward to a day in this century when the majority of the people on this planet will have risen out of misery onto the path of development to greet the future with hope.

As together we proceed with our compelling diplomatic mission, we are led by a President who recognizes the importance of the contributions of the men and women of the State Department, and I am confident that we can count on the strong support of the United States Congress. They understand that a second-to-none diplomatic capability is as necessary as having the world's finest military and intelligence organizations.

Whether the challenge we face is fighting terrorism or stemming HIV/AIDS, promoting democracy or encouraging sustainable development, your work will remain vital in the months and years ahead.

Thank you for serving America on the front lines of freedom. ■



## Hue Is Beautiful But Not Ancient

I enjoyed your article on Hue in the April edition. I lived in that beautiful, although war-ravaged, city from March 1968 to June 1969. That was after the Tet attack, and it was very difficult and dangerous to visit the splendid sites you mentioned.

You made the same mistake, however, that many correspondents did who covered Vietnam during the 1960s and 1970s by calling Hue an “ancient” capital. Actually, our nation’s capital is older, and you certainly wouldn’t call it “ancient.” Hue was founded in 1802 as the capital of Cochin China (the entire area of what is now Vietnam, Laos and Cambodia), whereas the site where the city of Washington is now located was designated by George Washington as the capital of the newly founded republic in 1790. The capital finally moved from Philadelphia to Washington in 1800.

Hue remained the capital until 1945, when it was succeeded by Saigon.

Like others, you took the French word “ancien” and translated it (a natural mistake) into English as ancient, whereas “ancien” in French means “former.”

But thanks anyway for a very heartwarming article.

**Howard G. Neuberg**  
Retired FSO  
Gaithersburg, Md.

### 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](mailto:statemagazine@state.gov).

## Times Are Changing

After two decades in information management at State, I am encouraged by Secretary Powell’s forward leaning, technology leadership. In his June column, “Cyber-Tools for a 21st Century State Department,” he said “technology is moving forward, and we must move forward with it, changing the way we do business.”

Unfortunately, the diplomatic corps has been slow to undertake such maneuvers. British historian John Keegan, in his 1999 book, *The First World War*, observed that European diplomats working to resolve the crisis preceding WWI were “bound to the wheel of the written note” and largely ignored the potential of the telephone and radio.

Former Secretary Dean Acheson, commenting on the years before WWII, said American diplomacy

largely ignored technological advances and performed “in a way that the times had completely outdated.”

Recent reports have described U.S. national security agencies as bogged down, stuck in Cold War secrecy and 20th century computer systems.

The times are changing and it’s up to us to use cyber tools to help preclude such crises today.

**Daniel P. Sheerin**  
*Information Resource Management*

## Corrections

Balaji Doraiswamy, whose obituary appeared in the June issue, was a retired Foreign Service officer who served as a consular officer in Abu Dhabi and as a general services officer in Mogadishu, Kathmandu, Riyadh and Colombo.

## From the Editor

In this issue, we remember Sept. 11 in the words of readers at home and overseas. Even now, a year later, we are still in shock—shocked that what we had become accustomed to happening in some distant land had happened on our own shores. As one reader put it, we felt protected by two oceans and our military might. But it was only, he rightfully noted, an illusion.

The possible clash of two armies, both with nuclear arms, brought hundreds of our readers home from India and Pakistan. Being evacuated is a way of life for those in the Foreign Service, however, and most took this one in stride, intern Matt Ryan discovered.

Each summer, a small army of interns descends on the State Department from college campuses across the country, infusing the Department at home and its posts abroad with youthful energy and enthusiasm that is encouraging. Intern Jeanne Dorado reports in this issue on their activities and expectations.

Humor is essential to happiness, experts tell us, and a daily dose of comic strips is pretty common American fare. Thanks to the creative juices of four State employees, Mort Walker’s long-running Beetle Bailey cartoon script has a new character—Specialist Chip Gizmo. You’ll meet Chip, if you haven’t already, in this issue.

## Smart ID Cards Are Coming Soon

The Bureau of Diplomatic Security has begun replacing existing building pass identification cards and outdated access control technology with state-of-the-art Smart ID Cards and Smart ID Card readers.

New Smart ID Cards will be issued to approximately 20,000 Department employees and contractors, according to the bureau's Office of Domestic Operations, which is phasing in the new technology. The bureau has completed the first phase—research, evaluation and testing—and has entered the “re-badging” phase. During that phase, employees will be issued their own Smart ID Cards. Turnstile card readers will be replaced, starting first in the Harry S Truman Building and followed by the annexes.

Employees will complete a simple form by hand or online by visiting the Department's Intranet at <https://bcsecure.irm.state.gov/badging>. These forms will then be submitted to the badging office. Once the information and clearance levels have been verified, the data will be entered into a database. Next, employees will visit the designated photo-taking station location nearest to them at a prescheduled time, enter a Personal Identification Number and have their photos taken.

Employees will be issued their new Smart ID Cards individually. The sooner employees complete and submit their forms, the sooner they will be scheduled to have their photos taken and PINs issued. Old building pass identification cards will be collected at a date to be determined.

Employees at annexes outside of the National Capital Region will be issued cards at the same time that readers are installed at their facilities. Employees overseas may apply and receive their Smart ID Cards from the ID unit upon their return for home leave, TDY or reassignment back to the United States. Employees retiring before October 2002 need not obtain a Smart ID Card.

DS officials believe the new technology will improve the overall security level at the Department and streamline administrative functions by taking advantage of the many computer applications possible with the use of SmartCard-based identification systems. The bureau will issue updates on the status of the project periodically. Questions or comments should be directed to Lolie Kull at (202) 663-3354.

—By Jonathon Myers



## Kid Vid Winners Named

The results are in. The Overseas Briefing Center and the Foreign Service Youth Foundation have announced the winners of the 2002 Kid Vid Contest that features youthful portraits of life overseas.

The Kome family received first place. The videographers include Anne, 14; Martha, 10; Emanuel, 7; and Irene, 5, whose collaborative effort showed an extraordinary portrait of Libreville, Gabon.

Second place went to Ramon Taylor, 15, who impressed the judges with his clever and creative footage of Dakar, Senegal.

Third-place winners were sisters Jaquelyn Wintersteen, 14, and Jennifer, 10; and James Scholl, 11. An enthusiastic narrative accompanied their footage of Budapest, Hungary.

The annual contest is open to all family members, ages 10 to 18, stationed overseas. Entries include information on housing, schooling, shopping and recreation at the post from a young person's perspective to help families who are bidding for or have been assigned to the country

featured. Contest prizes are mailed to the top three winners, and all entries become a permanent addition to the Overseas Briefing Center's video library.

### We're booked!—BookFair 2002

Associates of the American Foreign Service Worldwide invite you to their 42nd annual benefit fundraiser. Used books, art and collectibles will be on sale in the Exhibit Hall, accessible from the C Street entrance. The event runs Oct. 19 and 20 and Oct. 26 through 27 from 10 a.m. to 4 p.m. All proceeds go to local community projects and the AAFSW scholarship fund. For more information or to make a donation, please visit them online at [www.aafsw.org/activities/bookroom.htm](http://www.aafsw.org/activities/bookroom.htm).

## Open Season Continues for Long- Term Care Insurance

The open season for the federal government's new long-term care insurance program continues through December.

About 20 million people are eligible to apply for the insurance, according to the federal Office of Personnel Management. More than 860,000 persons, OPM said, have expressed interest in the program, the first significant expansion of federal benefits since the 1980s, when the Thrift Savings Plan was established.

During open season, federal employees may enroll in a variety of options to cover services ranging from nursing home care, home health care and assisted living facilities to adult day care, caregiver and respite care.

Those eligible to enroll in the program include federal employees and members of the uniformed services, annuitants, spouses of employees and annuitants, children 18 and older, parents, parents-in-law and stepparents of employees.

You may enroll online at [www.ltcfeds.com](http://www.ltcfeds.com). To receive an information kit and application, call toll-free 1-800-582-3337 (voice) or 1-800-843-3557 (TDD).

Applications are not available in the Department.

## State Reassembles Afghan Law Code

The State Department recently provided comprehensive sets of Afghanistan's pre-1978 criminal, civil and commercial codes to Afghan judges, prosecutors and legal professionals in response to an Afghan government request. There were no complete copies left in the country after years of Soviet and Taliban rule.

State first became aware of the need after a professor and Afghan scholar at New York University, Barnett Rubin, contacted the Department to see if U.S. funding might be available. Already, Qadir Amiryar, an Afghan-American professor at The George Washington University, was working with several non-governmental organizations to assemble the texts. Seeing the value of the undertaking, the Bureau of International Narcotics and Law Enforcement agreed to fund the project.

Dr. Amiryar and the NGOs assembled the codes piecemeal from Afghanistan, the United States Institute of Peace, The George Washington University and the Library of Congress, with assistance from the Center of Afghanistan Studies at the University of Nebraska-Omaha.

The American Bar Association Asia Law Initiative and the International Resources Group won the contract to reproduce and disseminate the codes. The U.S. Embassy in Kabul oversaw the distribution in coordination with the Afghan Interim Authority and the Ministry of Justice.

The documents, many of them more than 40 years old, were scanned on computers in Washington, D.C. The ABA and IRG hand carried the actual film for the

printing to Islamabad, where 1,000 versions were printed in Pashtu and Dari and 200 in English. The Ministry of Justice received the codes on June 7, 2002.

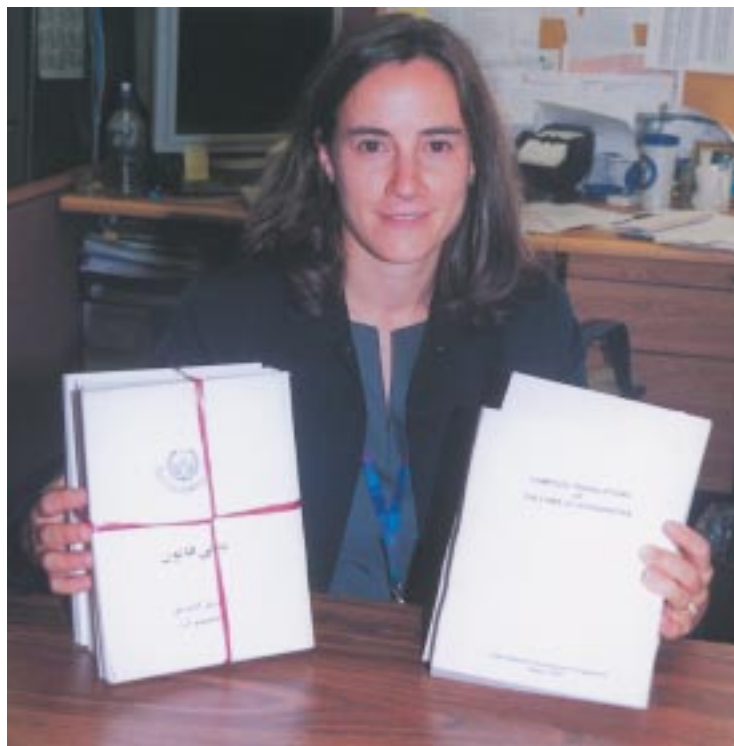


Photo by Matthew Ryan

*Michele Greenstein with the Bureau of International Narcotics and Law Enforcement oversaw the Afghan code project. "The quick U.S. action to reassemble the Afghan legal codes was an important tangible step toward reestablishing the rule of law in Afghanistan," she said. "This will have a real impact."*

# Looking Ahead

With September, the unofficial beginning of the New Year has arrived. Children are trading in swimsuits for schoolbooks. Many of you are settling in to new assignments, some already deciding where to hang pictures in new quarters, others still dreaming of the day when your ship will come in and you can use your own plates and furniture.

Those of you who started new assignments this summer should be finishing up your work plans or work requirements by now (those of you continuing in your current assignments, of course, should have done these months ago). I have certainly done mine, and while it may be breaking with tradition, I have decided to share them with all 46,000 of you.

You may recall that this time last year I promised to focus my efforts on three large projects: the Diplomatic Readiness Initiative, improving training and professional development, and completing the Domestic Staffing Model as part of a broader workforce planning effort. For the coming year, I plan to concentrate on three additional issues.

The first of these is to improve the staffing of hardship posts. In June, the General Accounting Office published hard statistics confirming that these posts suffer from lengthy staffing gaps and officers in positions well beyond their level of experience. The largest part of this staffing issue is accounted for by the dearth of mid-level officers. This deficit will continue to decline as our Diplomatic Readiness Initiative progresses.

There is, however, a service discipline angle to staffing hardship posts. The GAO report states that half of the Foreign Service bears nearly three-quarters of the burden of service at differential posts, with the other half bearing about one-quarter. I do not intend to allow this disparity to continue. Those of you bidding for onward assignments this fall—and who have not served at a hardship post in some time—or ever—should be aware that we will be strictly enforcing the existing Fair Share bidding rules.



My second priority is to reengineer Civil Service hiring, just as we have done for the Foreign Service. It is not uncommon for Civil Service jobs to remain vacant for six months or more. This problem is particularly acute when we search for candidates outside the Department. Delays in hiring from outside encourage offices to limit their candidate pool to “within the cafeteria.” While promoting from within under merit principles is important, we must balance that with the necessity of bringing new talent from outside. That way, we won’t have to turn out the lights once the Baby Boomers start retiring in droves.

We have hired the National Academy of Public Administration to examine our Civil Service hiring procedures from top to bottom. The academy will advise us on how best to reduce our Civil Service vacancy rates and to hire people more quickly. While we have already taken some important steps, such as the expansion of the Career Entry Program and the creation of the professional Pre-Assignment Centers, this is a vital issue that demands a serious commitment of my time.

The last of my three major goals is to reinvigorate the Board of the Foreign Service. Established in the Foreign Service Act, the interagency body is charged with advising the Secretary on Foreign Service personnel issues and helping coordinate policies among agencies operating abroad. As technology has simplified interagency communications, the board has fallen into disuse. But there is an array of human resource issues—from spousal employment to locality pay—that can benefit from better interagency collaboration under strong State Department leadership.

Of course, my work requirements contain many other items as well, from implementing the new Student Loan Repayment Pilot Program to improving minority hiring to better workforce planning as a part of the President’s management agenda. I may have to add additional goals as the year progresses. But I hope all this sounds like a reasonable agenda to you. ■

Remembering Sept. 11

# 'How could this happen?'



By Carl Goodman

**C**urrent and former State Department employees remember well Sept. 11. They recall the tragic events of that fateful day as something you would expect to happen elsewhere, somewhere far away—never at home.

But it did happen at home, and we will never be the same. We lost “our sense of invulnerability,” as one respon-

dent put it. It was mostly illusion anyway, he said, with our military might and two oceans having lulled us into a false sense of security.

For this article, we surveyed about 50 employees worldwide by e-mail and telephone, asking how they remember Sept. 11 and whether the events of that day have changed their lives in some way. Approximately 30



people, or 60 percent of those contacted, responded to our request. Most retirees in our sample had witnessed violence overseas but were surprised and saddened to see it stateside.

A number of employees spoke of a renewed appreciation of family and friends. Since Sept. 11, Sara Earl, a traffic manager with the Baltimore Despatch Agency, said she says good-bye each day when leaving for work and remembers to tell those important to her that she loves them.

Sherrand Manigault, who works in the travel office at the Foreign Service Institute in Arlington, Va., lost friends on that tragic day. As a result, she has taken an inventory of her life, realizing how important it is to let someone you love know it. "Tomorrow is not promised to any of us," she wrote.

Louise Veenstra, a Foreign Service National employee at the U.S. Consulate General in Melbourne, Australia, expressed sympathy for her American colleagues so far from home when they would have preferred to be in their own country surrounded by family and friends. "Sept. 11 made me realize how small the world really is," she said. "We're used to isolation in Australia, but this horrible event reminded me it could happen anywhere."

Kim Harrington, who arrived in Amman, Jordan, on Sept. 11 on a nine-month Fulbright grant, said many Jordanians approached her in the days after the attacks to offer their condolences.

Abdoulaye Idi Moussa, a Foreign Service National employee at the U.S. Embassy in Niamey, said he understood that terror must be confronted but feared another world war breaking out. "Niger is a peaceful Moslem country and its people observe the values of tolerance and respect and love for others." He said he was proud of his country's decision to support the counterterrorism operations.

Parents with children in day care were understandably concerned about their children's safety. Ron Peterson, an employee in the Bureau of Information Resource Management, dashed from his office to be with his daughter at a nearby location to which kids enrolled in Diplotots had been evacuated. He knew the plan and was grateful for his child's safety.

Margaret Dickson in Consular Affairs, who wasn't familiar with the evacuation plan, panicked initially when she found the child care center closed. Minutes later, however, she spotted her daughter being evacuated with others to the predetermined site. Unfortunately, she and her daughter live near the courthouse in Alexandria, Va., where suspected terrorists are on trial. Reporters swarm the area daily—a constant reminder of Sept. 11.



*The North Tower of the World Trade Center before its collapse.*

Photo by David Karp/Associated Press, AP

Retiree Charles Chesteen, who lives near Charlottesville, Va., had driven to Washington, D.C., that day for a dental appointment. He found his dentist's office closed, but the maintenance man let him in and they watched events unfold on television. He had seen demonstrations, cars burned and the U.S. flag trampled while serving overseas, but nothing as grave as this. "How could this happen?" he asked.

Peter Bridges, who moved to Crested Butte, Colo., when he retired from the Foreign Service, said that he had served in Italy when the Red Brigade attacks were at their height and the Italians remained calm. "I hoped Americans would do the same." He had also experienced terrorism in Somalia and Panama. Undaunted, Mr. Bridges and his wife

left five days later for Italy—a trip they had planned months before.

Retiree Charles Ledger of Greenup, Ky., near Ashland, was at the U.S. Embassy in Warsaw working as a contractor on a security upgrade when news came of the attacks. He was devastated and saddened. "I thought this could never happen," said the former employee with Overseas Buildings Operations.

Clyde Adams of Tucson, Ariz., who served in Yemen, Sudan and Ethiopia before retiring in 1979, experienced shock and horror. He had had many discussions about the Koran with Muslim co-workers, and it bothered him that such actions were done in the name of Allah. In his 78 years, only two other events had left him equally shocked—Pearl Harbor and President Kennedy's assassination.

On the morning of Sept. 11, retiree Larry Graul of Maltaponi, Va., near Richmond, was trying desperately to reach his daughter, who worked in the World Trade Center. She was running late that morning because she had walked their dog a bit longer than usual. When she reached her subway stop in the basement of the trade center, transit police wouldn't let anyone go upstairs. So she began walking—some 55 blocks to 47th Street, where her husband worked. Neither her husband nor her parents knew of her whereabouts. Finally, after a very long 2½ hours, she reached her husband's office, and he contacted her parents.

"Now they have a baby," exclaimed Mr. Graul, who retired in 1991. His grandchild's birth is part of what he called "a little boom of babies" in New York right now. "We are very thankful," he said, for the newest family member and the most positive thing for them and others of that otherwise tragic and terrifying day. ■

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*The author is editor of State Magazine. Summer interns Jeanne Dorado and Matthew Ryan contributed to this article.*

# *Pentagon Attack Instills Heightened Vigilance as Employees Look Out for the Out-of-Place*

By Paul Koscak

Photos Courtesy  
of Department  
of Defense

Security is a state of mind at the Pentagon.

If anything, the Sept. 11 terrorists jolted many into a culture of healthy suspicion. Anything that stands out from the routine, or seems odd or out of place receives more than a passing glance now, Pentagon staffers contend.

Not that you have to look hard to recognize all the outward security measures in response to the attack.

Visitors to America's top military citadel immediately spot armed military police manning key entrances,



*Wooden trusses support the remains of one office.*

screening every badge and randomly asking to inspect boxes, containers and handbags. Humvees—some mounted with machine guns—lurk under camouflaged canopies along the roadways and sprawling parking lots that ring the famous five-sided structure. Inside, the military police patrol the building's vast corridors, supporting the Defense Protective Service officers who have always been part of the Pentagon's fabric.

But for those who take all the heightened security personally, it simply adds up to new ways of looking at old things.

What's mentioned most is the renewed air traffic since Reagan National Airport

*Some workplaces escaped the worst of the blast.*



myself looking at faces on the escalator or in the elevator. I can't attribute that to anything else but last September."

Mr. Adams' heightened sensitivity to security no doubt was reinforced by a recent trip to Manila. During the ride from the airport to the hotel the shuttle driver reported checkpoints along the way. Nearly all hotel staff carried cell phones, he said, and security guards searched shoppers entering a nearby mall. Patrons were searched yet again before entering individual stores.

"We have to carry on," Mr. Adams said. "We can't let it defeat us."

For Steve Schlairzer, political officer and foreign policy adviser to the chief of naval operations, vigilance has been a way of life throughout his State Department career. Having lived in Pakistan when the embassy was attacked in 1979, the political officer said he's conditioned to look out for potential attackers and car bombs.

Mr. Schlairzer's Pentagon office escaped with only minor smoke and water damage. By contrast, the Navy Command Center was destroyed, taking the lives of 150 employees.

fully reopened. Some aircraft now fly just hundreds of feet above the ring hit by the terrorist-controlled airliner.

"Before, it was neat watching all the planes," remarked Air Force Capt. David Englin, a public affairs officer for the Secretary of the Air Force. "Now it's like 'is that airplane going in the right direction?'" Low-flying aircraft, particularly the turboprop commuters or loud, low-flying jets performing funeral flyovers at neighboring Arlington National Cemetery, draw the most attention, he said. "You take a second look," Capt. Englin added.

"I walk to the Metro and notice the cars driving by," says Tom Adams, a program officer in the Bureau of Political-Military Affairs, who served in the Air Force's Pentagon command post. "I find



*Blackened walls recall the fire's fury.*

Still, for someone who's no stranger to international strife, the attack had its effect.

"After Sept. 11, I became more aware of people on the street or the Metro," Mr. Schlairzer said.

Prior to her Pentagon assignment, Air Force Senior Master Sgt. Wendy Frable lived on air bases in Turkey and Italy, so her outlook toward security is similar to Mr. Schlaizer's. "In Turkey, you avoided crowds and looked for anything suspicious," she said. "You were always watchful."

Those experiences made the supervisor in the Air Force public affairs office aware of her surroundings well before Sept. 11. What did alter her outlook is the renewed air traffic.

"The planes do make you jumpy," she said. "Before it was just part of the scene."

Pamela Frazier, foreign policy adviser to the Air Force chief of staff, has even more reason to keep a sharp eye out

for anything out of the ordinary. For her, the Pentagon's added security culture is underscored by the intelligence briefings her boss, Gen. John Jumper, receives.

"I'm privy to what the chief gets every day as well as the CIA," said Ms. Frazier, the Department's first Civil Service employee to become a political adviser, a job traditionally filled by the Foreign Service. Such classified information, coupled with the lessons learned from the terrorist attack, strengthened her security awareness.

"I take personal precautions," said the 27-year veteran who served as the senior adviser to the assistant secretary for the Bureau of Political-Military Affairs before being appointed to the Pentagon. "At home I have things stockpiled." ■

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*The author, a writer-editor for State Magazine, is an Air Force reservist currently on duty at the Pentagon.*



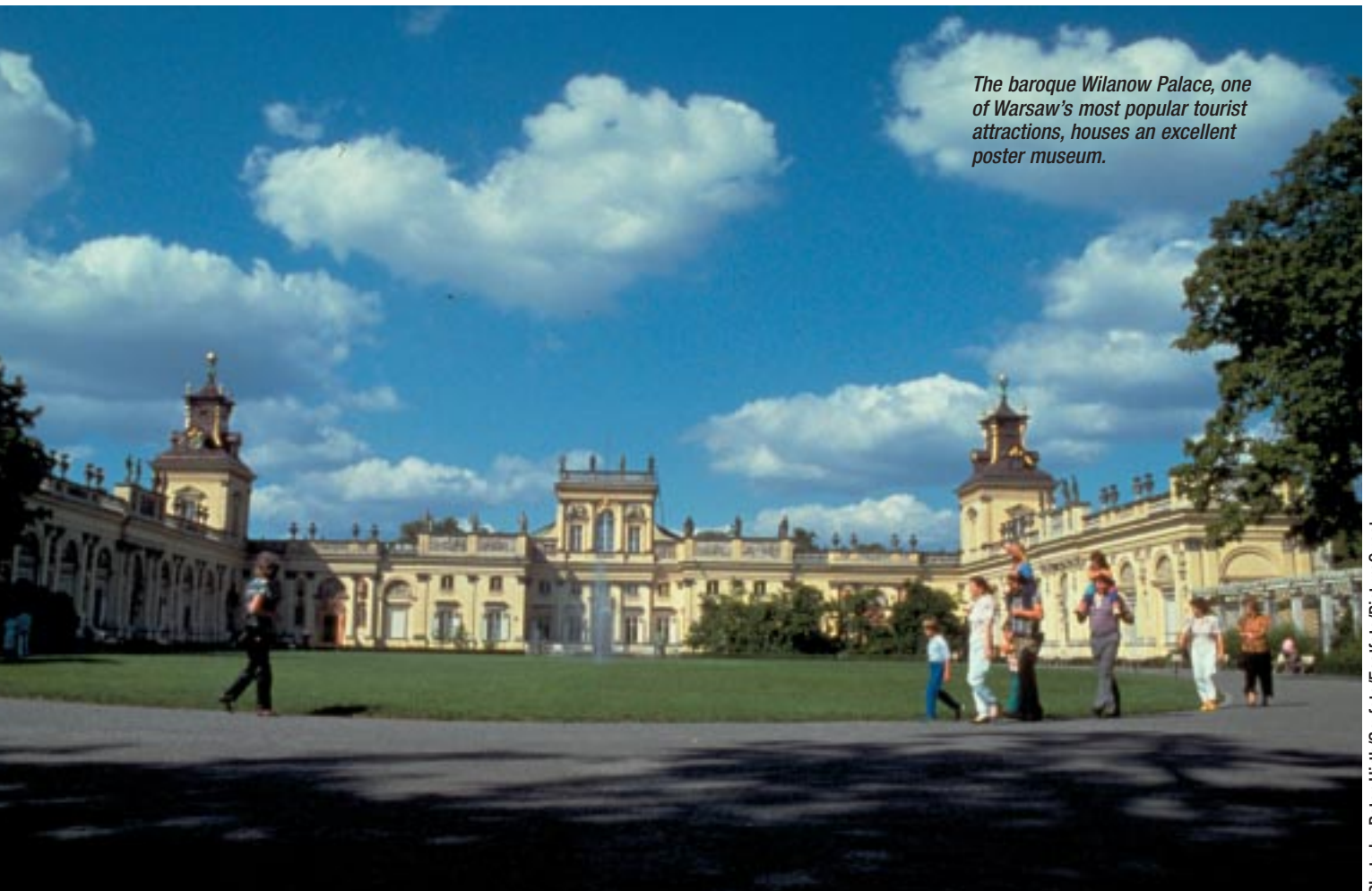
*Workers plan concrete floor as the new wing rises from the rubble.*

Post of the Month:

# WARSAW

Story by Wyn Hornbuckle  
and John Grondelski  
Photos by Wojtek Mandal

**N**ot so long ago, Warsaw was one of those drab, gray cities frequently encountered behind the Iron Curtain. Overcrowded buses and trams belched their emissions onto dimly lit streets already smoky from coal. Long lines queued up in front of little shops with little to choose from.



*The baroque Wilanow Palace, one of Warsaw's most popular tourist attractions, houses an excellent poster museum.*

Photo by Peter Hirth/Sovfoto/Eastfoto/PictureQuest

Many Foreign Service officers cut their diplomatic teeth on tours in Warsaw. For today's generation of officers or specialists considering bidding on the Polish capital, it's not your parents' Warsaw.

A shiny new subway links many residences with the embassy. Shopping in Warsaw has gone from mom-and-pop groceries to supermarkets and malls, including major retailers.

The capital of a country still in transition, Warsaw is a differential post (5 percent). So there's only one subway line. Ten years ago there were no traffic jams during rush hour, either.

Poland's changing face is one reason why so many officers repeat tours here. Ambassador Christopher Hill, who served in Poland as an economics officer from 1983 to 1985, observed, "Coming back to Poland is like seeing a movie that was in black and white and now is in color. This doesn't mean that everything is perfect. But we can see things changing rapidly and for the better."

Warsaw is one of the busiest posts in the Bureau of European and Eurasian Affairs. A new NATO member, Poland sees itself a mentor to states joining in the next expansion round. Poland hopes to join the European Union in 2004. The U.S. Mission wants to enhance U.S.-Polish military and anti-terrorism cooperation. NATO membership has raised the challenges of modernizing Poland's armed forces; the country's decision to purchase a NATO mission-capable multi-role fighter looms large as an issue in 2002.

John Armstrong, a political officer doing a repeat Warsaw tour, considers Poland an ideal post for officers in his cone. "Warsaw is a unique place for the activist political officer," Mr. Armstrong



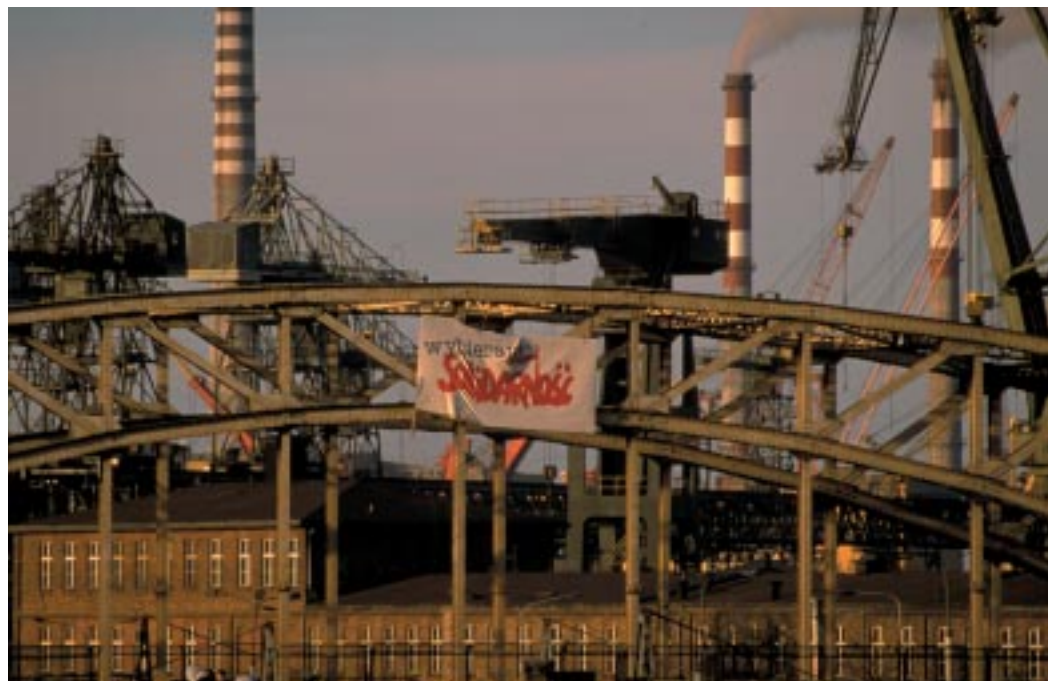
*FSNs Iwona Kosowska, holding candle, and Magdalena Kalinowska Duda, behind her, place candles in the snow near the chancery gate during the Dec. 11 ceremony marking the three-month anniversary of the terrorist attacks.*

said. "While living conditions are not as extreme as points further east, Poland retains much of the rough-and-tumble atmosphere of 'The Wild East' in its politics. This is great stuff for the officer who likes a challenge, but has a family."

In Europe, only London processes more non-immigrant visas than Warsaw—110,000 last year. (If Warsaw and Krakow were combined, Poland would lead EUR in visas.) Consul General Michael Kirby, who just arrived, is another Polish "recidivist," having begun his career 20 years ago in Krakow. He summed up his reasons for coming back succinctly: "Great job, I love the Poles and it's a nice place to live."

Feeling at home in Poland isn't so unusual. The Poles have a saying, "Gosc w dom, Bog w dom" (a guest in the home is God at home), and last year the Polish government played enthusiastic host during President Bush's state visit. "People keep coming back, not just for Warsaw but for the Poles," Ambassador Hill noted. "There is a natural affinity between Americans and Poles, two peoples who share many of the same values."

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*The "Solidarity" logo, instantly recognizable as a symbol of the struggle for freedom, still flies over Gdansk harbor, where the struggle began almost a generation ago.*

Photo by Dennis Chamberlain/Black Star Publishing/PictureQuest



*Michael Kirby, consul general, heads one of the busiest consular sections in Europe.*

The banks of flowers and candles that appeared in front of the embassy just hours after the terrorist attacks Sept. 11 confirmed the ambassador's remarks.

Good feelings between Poles and Americans have sown fertile ground for cultural and academic exchanges. Tania Chomiak-Salvi, cultural affairs officer who attended grade school in Poland while her mother was a Fulbrighter, said, "The projects we do in public diplomacy are noticed and they resonate."

The U.S. Embassy in Warsaw makes living there easy. Gone are the cramped apartments in Stalinist-era apartment blocks. Most employees live in comfortable houses in some of Warsaw's more fashionable enclaves such as Ursynow and Wilanow. The post's administrative section is proactive and responsive. Ernesto Escoto, housing offi-



*Above: Young Polish baseball players display their talent during "America Days" in Elk, a town in northeastern Poland. Below: American and FSN employees enjoy the Poland vs. U.S.A. World Cup soccer game together in the "Salty Dawg" Marine bar. Despite losing to Poland 3 to 1, the U.S. team advanced to the next round.*

cer, described the post's housing philosophy: "It's a group effort by all the admin staff to make Warsaw a better place to live and work."

The recently completed American School in posh Konstancin offers an excellent academic program for grades K-12, with students from more than 40 countries and a brand-new campus. Several excellent preschools also operate in Warsaw.

There's something for everyone at this post. If you are the athletic type, there is an embassy soccer team, a chancery weight room, many local parks for jogging or biking and lakes for sailing and windsurfing. For skiers, Zakopane is an easy train ride away.

For cultural types, Warsaw has two opera houses, several theaters, numerous museums and glorious churches on almost every corner. The June Mozart Festival keeps the American Community Association busy reserving tickets.

With 134 U.S. employees, Warsaw is neither too big nor too small. "We're proud that Warsaw, even as a fairly large embassy, has such a close-knit community," Ambassador Hill said. After close of business on Friday, you're likely to find him with the U.S. community at the "Salty Dawg," as the Marine bar is known.

Warsaw is ideally situated for travel around Poland and Europe, with medieval Krakow and seaside Gdansk just a few hours away. Budapest, Vienna and Prague are easy train or plane trips.



*Her posting to Warsaw was a homecoming for Tania Chomiak-Salvi, who attended school in Poland as a child.*



*Ambassador Christopher Hill presents a group award to FSNs for their long and distinguished service.*

Poland's 1,000 years of history can be found on every street corner, from 17th century Wilanow Palace to the neoclassical Water Palace at Lazienki to the dour Socialist Realist facades of the city center, where former megabureaucracies now house private sector offices, restaurants and shops. A few steps from the embassy, a stone monument marks the spot where in 1944 the Polish Home Army assassinated Gestapo General Franz Kutscher, "The Executioner" of Warsaw. Close by is a small flower box marking where Nazis executed 100 Poles in retaliation the next day.

The capital of one of Europe's major powers in the 1600s, within a century Warsaw was an administrative town for a country effaced from the map. Poland rose briefly between the two world wars as a republic, when Warsaw was known as "Paris of the East." Leveled by the Germans in 1944, Warsaw was painstakingly rebuilt virtually brick by brick. Part of its historic reconstruction has been a project to build the Museum of the History of Polish Jews. The museum will recount centuries of history when Warsaw was a center of Jewish culture.

Walking in Royal Lazienki Park, you are surrounded by ghosts of the Polish past. Women cloaked in fur walk arm in arm among yellow willows, neoclassical statues and peacocks. They speak in hushed tones, barely audible above the crunch of autumn leaves or winter snow. In the summer, the park offers free concerts in tribute to Polish pianist and composer Frederic Chopin.

U.S. officers and specialists keep returning to Warsaw. Some reconnect with or even form family ties here. Others just want to be a part of history in the making, as Warsaw becomes a new star in the changing universe of Europe. ■

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*Mr. Grondelski is chief of American Citizen Services in Warsaw and Mr. Hornbuckle is a public diplomacy officer in the Bureau of European and Eurasian Affairs. Both authors were vice consuls in Warsaw when they wrote this article.*





Photo by Ann Cecil/Photo 20-20/PictureQuest

A photograph of the Seattle skyline at dusk, with various skyscrapers and buildings illuminated against a dark blue sky. The city lights are visible, and the overall scene is a panoramic view of the city.

Office of the Month:

# Seattle Passport Agency

By Trip Atkins

**W**hen it comes to panoramas enjoyed by the Department's 259 posts in exotic locales around the world, few can match the Seattle Passport Agency's.



*The author, left, with Teresa Bobotek, director of the Seattle Passport Agency, and Florence Fultz, director of field operations for Consular Affairs.*

Photo by Dave Krecke



Photo by Carl Goodman

*Stacie Turner, left, with Cynthia Yokoyama, who experienced an earthquake her first day on the job.*

Commanding a view of Puget Sound and the Olympic Mountains from its perch in Seattle's Federal Building, the agency is one of the Bureau of Consular Affairs' 14 regional passport agencies and two national passport centers that provide passport services domestically to some 7 million U.S. citizens a year.

Using the new, secure photodigitized passport, the Seattle agency's 47 Civil Service and 13 contract employees processed a record 400,000-plus passports in FY2001 for Alaska, Colorado, Idaho, Minnesota, Montana, Nebraska, North and South Dakota, Oregon, Washington and Wyoming.

Needless to say, the diversity represented by this 11-state region challenges the office in its efforts to provide fast,

accurate service to its far-flung customers. Relying on a network of more than 700 acceptance facilities (post offices and local government offices) to accept applications, more than 95 percent of the agency's work is received via mail. Many customers live in remote areas—sometimes many miles from the nearest acceptance facility—and mail delays are common. Even so, that doesn't keep the agency from providing routine and emergency passport services to customers from the Aleutian Islands and interior Alaska to the major metropolitan areas of Seattle, Minneapolis and Denver.

Like consular offices anywhere in the world, the agency deals daily with a heavy workload and numerous urgent, emergency cases. Reflecting nationwide trends, the Seattle Passport Agency's volume of work almost doubled in the past 10 years, rising from some 250,000 per year in the early 1990s to the current level of 400,000 cases. The high-tech economic boom and rapidly increasing population in some states in the region accelerated the increase. The recent economic downturn and the drop in international travel since Sept. 11 have slowed the pace somewhat. While working hard to "get the work out the door," agency employees frequently show their resourcefulness and creativity by crafting solutions to emergency and even "life or death" situations. Whether coordinating with post offices to deliver an urgently needed passport for pickup at an airport by a traveler or working closely with congressional offices, overseas posts or state vital records authorities to document a particularly complex case, agency staff solve thorny customer service problems on a daily basis.

Service in Seattle offers the attractions of life in a vibrant international city surrounded by natural beauty as well as the opportunity to represent the Department to domestic constituents across a vast region. Agency employees travel routinely throughout the region to train and recruit local acceptance agents and to meet with local official contacts. They also participate in Department recruiting efforts and support visits by senior Department officials.

The agency has expanded its partnership with county and municipal governments in recent years to increase the number of acceptance facilities in underserved areas. For example, there are now some 30 facilities in the metro Seattle area providing passport services, up from just two five years ago. The combination of these new facilities with the installation of an automated appointment system for the agency's public counter has reduced walk-in traffic by



*Michele Barnes, left, joins fellow supervisory passport specialists Wendy Wheeler, Vicki Munoz and Michael Lane for a weekly staff meeting.*

more than 50 percent and greatly increased customer satisfaction.

Service in Seattle has posed some unusual challenges in recent years. Last February, a new contract employee celebrated her first day on the job by seeking shelter under a table with her colleagues on the 33rd floor of the Federal Building as a major earthquake shook the city. Many agency employees faced the complete disruption of their normal commutes as well as the shock of witnessing violent demonstrations firsthand during 1999's

WTO demonstrations only blocks from the office.

Whatever the disturbance, natural or man-made, the agency's diverse mix of employees wouldn't trade the view for any other. ■

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*The author is deputy director of the Seattle Passport Agency.*



*An arch from the Burke Building, built in 1885, frames the entrance to the current facility.*

Photos by Carl Goodman

# Getting to a Culture of Security

Story and Photos by Matthew Ryan

**D**anger lurks within the State Department. It sneaks into offices and lulls employees into complacency. At a moment's notice, classified material becomes compromised. In a post-9/11 world, where the enemy's methods and identities are unknown, State employees must be on constant guard. A culture of security awareness should be their shield.

Despite State's efforts, too many employees fail to safeguard classified materials. It may happen from a lapse in judgment, such as beginning a cable on an unclassified system and later including classified material. There is also simple carelessness, such as leaving an office safe open.

New technologies also pose problems. Some posts are using a classified cable system, which produces paperless e-cables. Yet employees can still get into trouble if they print out the cable and leave it out in the open.

Cynthia Dearing, chief of the conduct, suitability and discipline division of the Office of Employee Relations in the Bureau of Human Resources, says, "It's a bit baffling that after all the emphasis on security, the many meetings and

training sessions, that people are still committing infractions. Posts need to have measures in place to address security breaches and to prevent them."

Attentiveness to security issues waxes after an egregious incident such as the missing laptop in 2000. It grabs everyone's attention and results in heightened security awareness across the board. But after a period of time, attention starts to wane and incidents increase until there is a new crisis.

The missing laptop, containing highly classified information, was never recovered. As a result, State revised its Security Incident Program in October 2000, strengthening the penalties for security violations.

The Bureau of Diplomatic Security was responsible for implementing the revised Security Incident Program that classifies security incidents as either violations or infractions.

The Security Incident Program identifies incidents as infractions where, in DS's judgment, no actual or possible compromise of classified information occurred. An employee is responsible for an infraction, for example, by leaving a security container with classified information unlocked and unattended in a controlled access area. In other words, if the area is a secured location with little or no possibility of compromise, then the



*Safes left unsecured invite problems.*

incident would be adjudicated as an infraction.

Violations occur when an employee's failure to safeguard classified materials could result in the actual or possible compromise of the information. For example, if an employee transmits a classified document over an unclassified fax machine, it would be considered a violation. Mishandling Top Secret, Special Access Program and Sensitive Compartmented Information are automatic violations.

Regional security officers overseas or unit security officers stateside are responsible for receiving reports of security incidents and for conducting any necessary investigation to determine the individual(s) responsible for the incident. They are responsible for counseling employees, heightening security awareness and helping employees establish better security practices, such as a clean desk policy. The security officers are also responsible for forwarding security incident reports to the appropriate office in DS. The bureau adjudicates the incident as an infraction or violation.

Depending on the nature of the incident, DS and HR may take a variety of actions. When a security incident is adjudicated as a violation, DS can send a letter of warning, place an employee's clearance on probationary status or even revoke a security clearance. DS also forwards a report of the violation to HR for appropriate action, ranging from a letter of admonishment to written reprimand, suspension or separation for cause.

Infractions are less grave. DS sends letters of warning to the employee after the first and second infractions, but does not notify HR until an employee's third infraction within a three-year period. DS notifies employees in writing prior to forwarding security incident cases to HR, and employees have the right to appeal the adjudication of a security infraction or violation to DS.

DS tracks employees' security histories based on a formula that assigns "points" for security incidents. Violations within the past 10 years count as 10 points and those between 10 and 20 years ago count as 5 points. Infractions within the past 5 years also count as 5 points, but are only 2 points if they occurred between 5 and 10 years ago. Violations become zero points after 20 years and infractions are zero after 10 years, but both remain in an employee's record permanently.

HR reviews the security history of all officers being considered for critical assignments, performance pay, Presidential pay awards and senior promotions. For employees with 30 or more points, the promotion or



*Unattended Secret documents invite unauthorized inspection.*

award is put on hold until after the individual has completed intensive remedial training.

The remedial training is a two- to three-day course conducted jointly by DS and HR. There have been three remedial training sessions since October 2000. Of those who participated, not a single person has had a subsequent incident.

DS also offers specialized training; function-specific training; comprehensive initial security briefings for all cleared employees; and refresher training. The bureau operates an electronic helpdesk and maintains a security information web site.

While security incidents will never completely disappear, the fluctuations should be minor and the pressure to decrease them constant. "The purpose of discipline is to change behavior," according to John Campbell, deputy assistant secretary of Human Resources. "State is trying to capture individuals' attention and get them to change their behavior by getting them to apply much greater importance to good security practices," he said.

"You never get there; you are always getting there," Mr. Campbell reiterated.

The Department has pushed a clean desk policy, requiring that desks be clear and contents locked in a safe at all times. "Each time employees leave their offices, they should ask themselves if they have secured all classified materials," Mr. Campbell said. "Not just in the evening, but all day."

For more details on the Security Incident Program, see 12 FAM 550 on HR's Intranet at <http://isp.ds.state.gov/apb%20site/NEW%20rules.html>. ■

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*The author, a graduate student at the University of Kentucky's Patterson School of Diplomacy and International Commerce, was an intern at State Magazine.*

# International Visitors Foster Understanding

By Sana Abed-Kotob

**T**he Department of State's International Visitor program brings nearly 4,500 foreign nationals to the United States each year. Begun in 1940 and formalized under the Smith-Mundt Act in 1948, the program promotes mutual understanding between the people of the United States and other countries by sponsoring mid-level professionals from abroad on three- to four-week study tours of the United States.

The visitors, many on their first trips to the country, get an up-close view of

*“You welcomed  
a stranger  
and sent home  
a friend.”*

*Madhura Chatrapathy,  
International Visitor from India*

U.S. culture and values in meetings with professional colleagues and ordinary U.S. citizens. As they learn about the United States, they also share information about their own cultures with the people they meet.

In the post-Sept. 11 United States, the International Visitor program is eager to strengthen these bonds with the people of the Middle East and South Asia. That horrific day made it clear that stereotypes and misunderstandings abound and that the program must redouble its efforts to introduce people from those regions to the American people and vice versa.

History has shown that many alumni of the program go on to assume positions of responsibility in their home countries. The insights they gain from their trips inform the decisions these leaders make about the United States and usually have a positive impact on U.S. interests.

When Hamid Karzai was sworn in as chairman of Afghanistan's interim government, those involved with the IV program looked on approvingly, recalling that he had been selected as an International Visitor in 1987. The lessons he learned and the collegial associations he developed during that visit will serve Mr. Karzai and the United States well. Abdul Salam Majali became prime minister of Jordan in 1993. He participated in the IV program more than once, beginning with his first visit in 1957.

Mr. Karzai and Mr. Majali are just two of the more than 200 participants in the program who have become chiefs of state in their countries. Over the 60 years of the program, embassy staff have recognized potential when selecting candidates for the program.

The IV program pays off for the U.S. taxpayer. In the most visible cases, visitors have gone on to noteworthy achievements. Former Prime Minister Majali, for example, was a signatory to the 1994 Treaty of Peace between Israel and Jordan. Looking back on his IV experience, Mr. Majali said, "By respect and admiration [we pay back] the United States of America and the people of the United States [who hold] the banner of freedom and democracy."

Many IV alumni have risen to cabinet-level positions in their countries. Of the current members of India's cabinet, at least nine, including the prime minister, were International Visitors during their careers. Seven IV alumni were recently sworn in as ministers in Jordan. The most senior woman in the interim Afghan government, Dr. Sima Samar, participated in IV projects in 1989 and 1997.

Of course, not all IV success stories involve prominent people. Some programs have a profound personal impact on the lives of visitors



*Christopher King, Department program officer, left, with Omar Haloui, an International Visitor from Morocco, at Ground Zero. Mr. Haloui is a criminal law attorney and president of a Moroccan human rights organization.*

Photo by Christopher King.

who never aspire to high office. A Moroccan visited the United States in September 2000 eager to learn about the activities of U.S. nongovernmental organizations helping women with breast cancer. Dr. Raja Aghzadi's visit with an NGO in California was a dream come true. For years, she had wanted to create a Moroccan association dedicated to helping poor rural women prevent breast cancer or, if already stricken, receive needed surgery. Shortly after Dr. Aghzadi returned to her country, she founded "Coeur de Femmes" (Heart of Women) and launched a successful rural campaign to fight breast cancer. She credited her IV experience with directly influencing her work.

Mutual understanding—the goal of the IV program—is even more critical today. As political analysts reflect on

the reasons for anti-American actions, the program is touching the hearts and minds of people who deeply misunderstand the United States. Last March, a group of 12 university student leaders from the Near East and North Africa concluded their IV program with an emotional expression of condolences to the American people and a moment of silence in memory of the victims of the

Sept. 11 attacks. As this group of mostly first-time visitors to the United States recounted their experiences, they spoke of the new respect they had for Americans, for their generosity, hospitality and consideration for others. One of the young Arabs said he hoped "to be able to improve the image of the United States" in his country.

Based on the proven success of citizen-to-citizen interaction in eliminating stereotypes and prejudices, the International Visitor program is rising to the challenge, reaching out and strengthening the international network of mutual understanding. Today, that challenge seems greater than ever. ■



*Dr. Raja Aghzadi, a Moroccan physician, established a breast cancer foundation for poor women when she returned from her International Visitor trip.*

*The author is a program officer in the office of International Visitors in the Bureau of Educational and Cultural Affairs.*



# EVACUEES ADJUST TO UNCERTAINTY

Story and Photos by Matthew Ryan

*Editor's note: Since this article was written, the Department has terminated the authorized departure for India and employees and families have returned to their posts.*

Evacuations are always burdensome and disruptive, but the recent evacuation from India was easier than it might have been. Summer had just begun and school was letting out. The escalating tensions with Pakistan had been brewing for some time, making families aware early on that an evacuation was possible.

Nevertheless, evacuations are more stressful and hectic than moving. Evacuees don't move to a permanent location, so they must decide which belongings to pack and which to leave behind. Since the evacuation's length is unknown, families need to consider seasonal changes at their safe havens and bring proper clothing. And then there's the paperwork and worries about possibly finding a school for kids and jobs for family members.

The State Department's Family Liaison Office helped ease the transition for recent evacuees from India by providing resources on everything from summer day camps to completing forms. But this was no vacation. While most Foreign Service officers reported to work every day at temporary locations, many felt like they were in limbo.

Among them was evacuee Carla Barbiero, director of the Office of Social Development at the U.S. Agency for International Development. When she asked if the U.S. government had established criteria for returning to India, the answer was: "The criteria are very fluid and are under discussion." When the State Department extended the authorized evacuation until July 29, 2002, most evacuees expected it, but feared a second extension.

Feelings about the evacuation varied. Rebecca McDuff, an information resource offi-



*Genie Wray, left, and her husband Garnelle Dent left India reluctantly and look forward to returning.*

cer stationed in New Delhi, is a traveling librarian. The uncertainty of it all is troubling to her. She had planned a late summer vacation, but if the evacuation crosses two 30-day periods, she may be unable to vacation. Ms. McDuff was on temporary duty in Washington, D.C., for two weeks when the evacuation began. She had made no preparations to be away from post beyond her temporary duty. Luckily, she had staff at her home she could rely on to care for her home and pay her bills.

Beth Anne Moskov, who heads up the infectious disease division of USAID, is a single mom with a four-year-old son. She had no plans to leave India this summer. Her home in New Delhi is on the embassy compound, a two-minute walk from work.

"Finding a place to live and day care for Nicholas in Washington, D.C., was difficult and expensive. It's had a negative impact on him. He is not used to all-day child care," Ms. Moskov said. "He misses his friends and routine." Day care was not Ms. Moskov's only out-of-pocket expense. She had to rent a car because of her long commute and hectic schedule.

The evacuation from India was a first for Genie Wray, a 29-year veteran of the Foreign Service and office management specialist in the public affairs office. She and her husband of three years, State employee Garnelle Dent, did not want to leave. They've been stationed in New Delhi for nine months and have an apartment and a maid, who is now taking care of their dog. Ms. Wray and Mr. Dent opted to air freight many personal items stateside before leaving India. "I remember when the Beirut staff were evacuated from Lebanon. They were never able to return and collect their belongings. They lost everything."

The biggest challenge for Ms. Wray and her husband was to ensure that Mr. Dent found a job when he reached the United States. "Most family members come here not knowing if they'll get paid," Mr. Dent said. "Family members must take leave without pay, unless they find employment themselves." Mr. Dent took a week of vacation when he first arrived, avoiding an immediate loss in pay. He called the Family Liaison Office upon arrival and they were able to place him in Consular Affairs.

Marco Di Capua, a counselor for science, technology, environment and health affairs, had been in India for 18 months of a three-year tour with his wife Anne and daughter Kathleen. The Di Capuas made the most of their evacuation experience. Mr. Di Capua renewed ties with Washington colleagues, while their daughter, a recent high school graduate, visited universities. Their unexpected trip to Washington, D.C., yielded a special



*Rebecca McDuff was on temporary duty in the United States when the evacuation was announced and was not prepared for a longer stay.*

bonus when they were reunited with their eldest daughter Emily, a summer intern in the nation's capital.

Mr. Di Capua offered all future Foreign Service officers some sound advice about being prepared for evacuations. "Ensure that your personal papers are in order at all times. Make one copy of each credit card statement so that you're ready to restart whenever." ■

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*The author, a graduate student at the University of Kentucky's Patterson School of Diplomacy and International Commerce, was an intern at State Magazine.*



*Marco Di Capua worked with Department colleagues and spent time with his family.*

# INTERNS

## Story and Photos by Jeanne Dorado

**W**hat do a trip to Italy, classified briefings and a “photo op” with the Secretary of State have in common? Interns, that’s what.

From Moscow to Washington, D.C., the Department’s small army of interns experiences office camaraderie, what it’s like to protect U.S. citizens from nuclear proliferation and the ins and outs of a federal bureaucracy, among other things.

From the outside, an intern might be seen as a “latte manager” or “filing technician.” But insiders know differently. “I’m doing significantly more interesting work than I thought I’d be doing,” said Rebekah Robinson, who worked on nonproliferation issues in Washington, D.C.

David Butler, also in Washington, but from the Bureau of Economic and Business Affairs, had interned at various places outside of the Department. He agreed: “Other supervisors rarely expect interns to do sufficient work.” Nothing could be further from the truth for Department interns.

Matthew Steinberg, an intern at the U.S. Embassy in Sarajevo, met with local government and private sector officials. In the process, he’s gained valuable experience in information gathering, diplomacy and, just as important, self-confidence. Mr. Steinberg and others agreed that interning with the Department was a good decision. Where else could an undergraduate acquire such valuable real-life experiences?

If you are overseas, for example, there are land mine debriefings and terrorism drills. In Washington, D.C., there’s the unbearable heat, humidity and high cost of living—especially difficult for those with unpaid internships. Yet students continue to apply. They pack their belongings into a couple of bags and fly off to begin a life of public service away from home.

So what drives young twenty-somethings to give up a Cancun vacation with friends or laid-back summer for an intense and serious internship at State? It could be they want a good challenge and enjoy performing significant work. From the fast-paced environment to one-on-one sessions with mentors and supervisors, interns take everything in stride.

“Most important of all, I was able to interact with a wide variety of people,” wrote Irene Lee. As a Diplomatic Security intern she enjoyed the camaraderie of her office in Washington, D.C., as well as her trip to Italy for a routine security inspection.

Derek Wright, posted in Vienna, described his work environment as serious and concentrated but fun and interesting at the same time. Mr. Wright, as other interns, believes his experience with State could not have been found elsewhere. He wrote from Vienna: “I could not have asked for much else besides what I was given. The chance to visit all of the State Department and other government departments was the greatest reward of the summer.”

What does the ideal intern program look like?

“It’s not just cocktail parties and cables to Washington,” said Katie Tobin, also at the U.S.



*Washington area interns await opening remarks by Ambassador Ruth Davis during the intern summit.*

# A T S T A T E

Embassy in Vienna. Interns attend lectures, workshops, tours and staff meetings, while savoring the friendly international atmosphere.

This summer's crop of interns tackled the formidable guidebook, the multi-page application and deadlines. Only this round was complicated by the anthrax scare that temporarily halted the Department's mail. After the Department offered the position and the intern accepted, there was more paperwork and the hunt for housing, funding and airfare.

Overseas, embassy officials met the interns at airports, gave them welcome packets about their cities, assigned them sponsors, conducted one-on-one briefings with representatives from human resources and introduced them to their supervisors.

In Washington, where the numbers were greater, interns moved through orientation en masse. At times it was stressful, especially for newcomers to the nation's

capital. Once under the wings of their supervisors and co-workers, the dazed interns joined their teams. Scott Mollet's supervisor at the Foreign Service Institute in Arlington, Va., encouraged him to take classes and get the most out of his time as an intern.

"If you show that you're dedicated, you'll get something out of your internship," Mr. Butler, in Washington, agreed. He wanted to prove what he could do and encounter numerous opportunities for employment and future advancement.

In summary, Mr. Steinberg in Sarajevo said that the Department's program "will likely benefit the ranks of the Foreign Service in the coming years." After testing out the waters during their internships, many pursue careers in the Department or other federal agencies concerned with foreign affairs. Even those who go in other directions leave their internships with a better understanding of how U.S. foreign policy is shaped.

Compensation is a big issue with most interns. Until recently, fewer than 5 percent have been compensated. Many participants in the program suggest that all interns be paid a stipend or hourly wage. They claim that otherwise qualified candidates cannot afford to spend an entire summer working full-time as unpaid interns. Last year, Director General Ruth Davis argued vigorously for greater funding for the program and succeeded in getting the resources to pay 20 percent of this year's 1,080 interns based on need.

Although a career with State may not be in every intern's future, those who aspire can look to Condoleezza Rice as a role model. Last year, the President's national security adviser shared her experiences as a Department intern. She spoke again this year on Aug. 6. ■

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*The author is a communications and Spanish major at Santa Clara University in California who interned with State Magazine this summer.*



*State hosts a summit for Washington area interns.*



*State Department interns, from left, David Butler, Christiaan Adams, the author and Lisa Hodes volunteer as escorts for the Washington area intern summit.*

# Volunteers and Students Benefit From Model U.N. Program

Story by Bea Camp

Photos by Ann Thomas

**C**ardozo High School, an inner city school, commands a sweeping view of Washington, D.C. Its sister, Eastern High School, near RFK Stadium, is an equally imposing brick structure. State Department employees get inside knowledge of the students and teachers in these schools and others as volunteers with the Model United Nations program.

The 45 volunteers from more than a dozen bureaus are not experts in U.N. issues or organization. As Eastern

High history teacher Reynaud Smith observed, "Their most important contribution is giving the kids a chance to see a bigger world." Although the students live in the middle of the nation's capital, few know much outside of their own neighborhood, the teacher said.

As participants in the Model U.N. program, the students visit the State Department, travel to New York to see the U.N. firsthand and get the chance to participate in a conference in another country.



*Reynaud Smith, an Eastern High School history teacher and faculty sponsor of the school's Model U.N. program, and Department volunteer Margery Benson, far right, accompany students to the mock U.N. Security Council meeting in the Harry S. Truman Building last spring.*



*Bill Amoroso, center in suit, a Department volunteer, confers with student participants during the mock UN Security Council meeting.*

Five public high schools in Washington, D.C., participate in the Model U.N. program. Volunteers can select a time that best fits their work schedule. The program takes two hours per week for a 12-week period, with additional opportunities to help out during special programs at the Department.

Bill Grant, a Foreign Service officer in the Bureau of International Organizations, said the Department makes it convenient to volunteer by providing transportation to and from the school and briefings on that day's lesson en route. "We apply our experience during the lesson. There is no extensive preparation needed," Mr. Grant said.

For Karen Volker, a senior adviser in the Bureau of European and Eurasian Affairs, the program helped her continue past involvement in the community. While an economic officer serving in Budapest, she taught at an inner-city school and convinced colleagues to help out, too. At Anacostia High School, she thinks the Model U.N. program helped students see that "people do care what happens to them and gives them more hope for a brighter future."

Volunteer Margery Benson, who works in the Office of International Visitors in the Bureau of Educational and Cultural Affairs, compares the sense of discovery she sees in foreign visitors to the same phenomenon among the 11th graders at Eastern High School. "It's fun to see young people discover the rest of the world, to understand how intertwined we are on this planet." She also found her volunteer work helps her stay current with youth trends.

Ivan Weinstein, a colleague of Ms. Benson's, volunteers at Bell Multicultural High School in Adams-Morgan, where immigrants outnumber U.S.-born students. The program, he said, forms "a bridge between the white-collar world of

the downtown government agencies and the neighborhoods where the majority of the city's residents live."

Volunteer Beth Ingalls, a program analyst in the Bureau of International Narcotics and Law Enforcement, enjoys sharing with her students, whose world is mostly confined to their immediate neighborhoods, the opportunities the Foreign Service offers. Volunteering also lets her "step outside of my world and hear the concerns and ideas of the younger generation."

Sharen Sheehan, who works with programs designed to attract foreign students to the United States, connects the parallel task of encouraging U.S. students to reach out to the rest of the world: "We had the challenge of helping students relate their own values to the discussion on the future of Afghanistan," she said. At Anacostia High School, a student role-playing a delegate from Cameroon was concerned about children. Through the Model U.N. program she was able to articulate her concerns, convince others and draft a mock resolution to help the children in Afghanistan.

Model U.N. skills are the same ones students need to succeed in school and beyond: organizing what they want to say, showing respect for others, communicating effectively and demonstrating a passion for what they believe. Regardless of their expertise, State Department volunteers can help bring out these hidden talents in students whose environment may lack encouragement and stimulation.

For more information about the Model U.N. program, contact Ray Wiblin in IO/EX, [wiblinr@state.gov](mailto:wiblinr@state.gov). ■

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*The author is a team leader in the Bureau of Educational and Cultural Affairs.*

# Pigskin Diplomacy Gains Yardage in Frankfurt

By David Farrar and Thomas Schaller

American football may not be Europe's number one sport, but it is gaining yardage on soccer in Frankfurt.

The U.S. Consulate General in Frankfurt and the Frankfurt Galaxy, a National Football League Europe team, produced the second annual salute to U.S.-German armed forces. The event attracted more than 30,000 fans.

With support from NFL commissioner Paul Tagliabue in New York, the consulate general played the matchmaker between the NFL and the U.S. military in the southwest

Germany consular district—home to three major U.S. military commands and 78,000 service members and families.

Accompanied by NFL players Jerome Bettis of the Pittsburgh Steelers and Eddie George of the Tennessee Titans, Commissioner Tagliabue twice visited U.S. troops in and around Frankfurt to generate excitement for the game. While there, he also visited wounded Afghanistan veterans at Landstuhl military hospital and donated \$100,000 worth of equipment to the USO in Europe to establish flag football leagues on the bases.

At the April 27 game in Frankfurt, the U.S. Army Europe provided helicopter displays for the pre-game festivities. At a tailgate party, the Frankfurt American-German Business Club raised \$5,000 to bring children of victims of the Sept. 11 terrorist attacks to Germany for university studies.

Following the German and U.S. national anthems, three U.S. and three German generals headed for the coin toss, flanked by a U.S. Air Force honor cordon and U.S. European Command joint services color guard. General Carlton Fulford, the deputy at U.S. European Command, tossed and the Galaxy won—a good sign for the hometown fans.

One of six NFL Europe teams, the Galaxy plays a 10-game schedule. The annual Galaxy tributes to the armed forces are now good luck for the team. They have won both games. ■

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*Mr. Farrar is the public information officer and Mr. Schaller an information specialist in Frankfurt.*



*Soldiers parade during pre-game ceremony.*

# DACOR Looks Forward to Its Second 50 Years



*DACOR Bacon House at 1801 F Street, NW, in Washington, D.C.*

By Deborah L. Emmert

**D**iplomatic and Consular Officers, Retired, or DACOR, will mark 50 years of steadfast support for the Foreign Service and the Department of State on Nov. 22.

Retired Foreign Service officers established the organization in 1952 to foster better understanding of U.S. foreign policy, lobby for better benefits for retirees and their families and encourage collegiality. In 1965, DACOR established its Educational and Welfare Foundation to provide scholarships for deserving Foreign Service children and aid impoverished retirees.

In 1972, Virginia Murray Bacon bequeathed her 1825 Federal-style mansion in Foggy Bottom to DACOR. Today, DACOR Bacon House offers unique reception, dining, library and guest room facilities to its 3,000 members and a memorable setting to organizations wishing to host elegant events. Members attend lectures on foreign affairs and cultural topics, musical performances and receptions at the historic house.

DACOR marked its golden anniversary with a special speaker series. Chief Justice William H. Rehnquist spoke

on April 19 at Bacon House, once the residence of Chief Justice John Marshall and later Chief Justice Melvin W. Fuller.

Former Secretary of State Lawrence S. Eagleburger, a "Dacorian" himself, delivered remarks at a reception in his honor on June 14. Receptions featuring other speakers are planned.

DACOR devotes major resources to educational programs promoting wider and better understanding of U.S.



*Marc Grossman, under secretary for Political Affairs, addresses 95 newly commissioned officers at a reception honoring the 106th A-100 class. DACOR President Alan Lukens is at right.*



*Chief Justice William H. Rehnquist, right, who addressed Dacorians at a recent reception in his honor, is joined by DACOR President Alan Lukens, center, and Marshall Smith, a direct descendent of Chief Justice John Marshall, who lived for a period in DACOR Bacon House.*

foreign policy and the professionals who formulate that policy. The organization sponsors quarterly seminars for graduate students of international affairs at universities in the Washington, D.C., area and annually awards about \$170,000 to U.S. students pursuing degrees in international affairs.

DACOR welcomes potential members and visitors to DACOR Bacon House at 1801 F St., NW; call (202) 682-0500 or visit its web site at [www.dacorbacorn.org](http://www.dacorbacorn.org). ■

*The author was the program coordinator of the DACOR Bacon House Foundation.*



# MALARIA:

## An Old But Preventable Scourge

By Dr. Joe Bryan

**M**alaria afflicted prehistoric mankind and it still infects an estimated 300 to 500 million people a year, as many as one million fatally. There are proven methods of protection against this persistent tropical disease and drugs to suppress it. Yet, of the 26 cases of malaria reported in American Foreign Service employees or family members in 2001, 24 either were not taking an antimalarial drug or were taking it irregularly.

Infected female *Anopheles* mosquitoes transmit the four species of malaria that infect humans: *Plasmodium falciparum*, *P. vivax*, *P. malariae* and *P. ovale*. Of these, *P. falciparum* is the most dangerous because it replicates rapidly in the red blood cells and can cause anemia, jaundice, kidney failure, coma and death. Deaths from malaria are preventable by avoiding infection and getting early diagnosis and treatment.

Malaria is more common after periods of rain and warm temperature because *Anopheles* mosquitoes lay their eggs in water. ("Neato Mosquito," an interesting CD produced by the Centers for Disease Control and Prevention, teaches children about mosquitoes and is available from the Public Health Foundation at [www.phf.org](http://www.phf.org).)

An adult female mosquito becomes infected with malaria when she takes a blood meal from someone carrying mature sexual forms of malaria. In about a week, infectious sporozoites in the mosquito's salivary glands infect the next person she bites. After a period in the human liver, infectious forms invade red blood cells, where the malaria par-

asite divides into new parasites that burst the cell and infect additional red blood cells. Fever, chills, sweats and weakness often accompany the bursting of the parasites from red blood cells.

The primary method of preventing malaria is to avoid being bitten by an *Anopheles* mosquito. *Anopheles* mosquitoes prefer to bite between dusk and dawn. During those hours, specialists advise wearing clothing with long sleeves, long pants and socks. Clothing should be treated with a chemical called permethrin. This insecticide prevents bites and is safe, though it should not be applied directly to the skin. The third personal protective measure to prevent bites is to apply an effective insect repellent to exposed skin. DEET is one of the most effective repellents. A concentration of 30 to 35 percent is optimal, especially when the insecticide is in a base that allows application every 12 hours. DEET can be absorbed through the skin, so high concentrations should not be applied to damaged or diseased skin. Lower concentrations of DEET (10 percent) can be applied to children, but DEET is not recommended for children under two (see the [www.cdc.gov/travel](http://www.cdc.gov/travel) web site for information about repellents).

There are other measures to protect against malaria. Housing should be away from low-lying, wet areas where

mosquitoes breed. Windows and doors should be screened. Air conditioning should be used, if possible, or bed nets treated with permethrin.

Antimalarial drugs offer secondary prevention after a person has been infected. Several are available. These drugs are generally well tolerated. But all drugs have side effects, so it is important to work with health care providers if you suffer from a serious side effect.



Anopheles taking blood meal on human arm

Courtesy of Centers for Disease Control and Prevention.

Chloroquine has prevented and treated malaria for more than 40 years and is still the drug of choice in Central America, the Caribbean and parts of the Middle East. *P. falciparum* is commonly resistant to chloroquine in South America, Africa and Asia. The combination of chloroquine and proguanil (Paludrine®) likewise is generally ineffective now in most of Africa. Mefloquine was developed because of this resistance to chloroquine.

The number of cases of malaria in Department employees has greatly diminished with the use of mefloquine, which the Food and Drug Administration approved in 1989 and generally recommended in 1991 (see chart). With the low dose used for suppression, most people report no significant side effects with mefloquine. Some have vivid dreams, mild dizziness or other neurologic symptoms. Rarely, psychosis develops, especially with large doses used to treat malaria or in persons using other drugs.

Persons who are intolerant of mefloquine should consider doxycycline. This once-a-day antibiotic is also effective in preventing leptospirosis and rickettsial disease (tick typhus and Rocky Mountain spotted fever). Sun sensitivity, vaginal yeast infections and gastrointestinal symptoms are doxycycline's most common side effects. Using sunscreens of at least SPF 15, treating the yeast infections, taking doxycycline with food and not reclining for two hours after taking the medication usually remedy these problems.

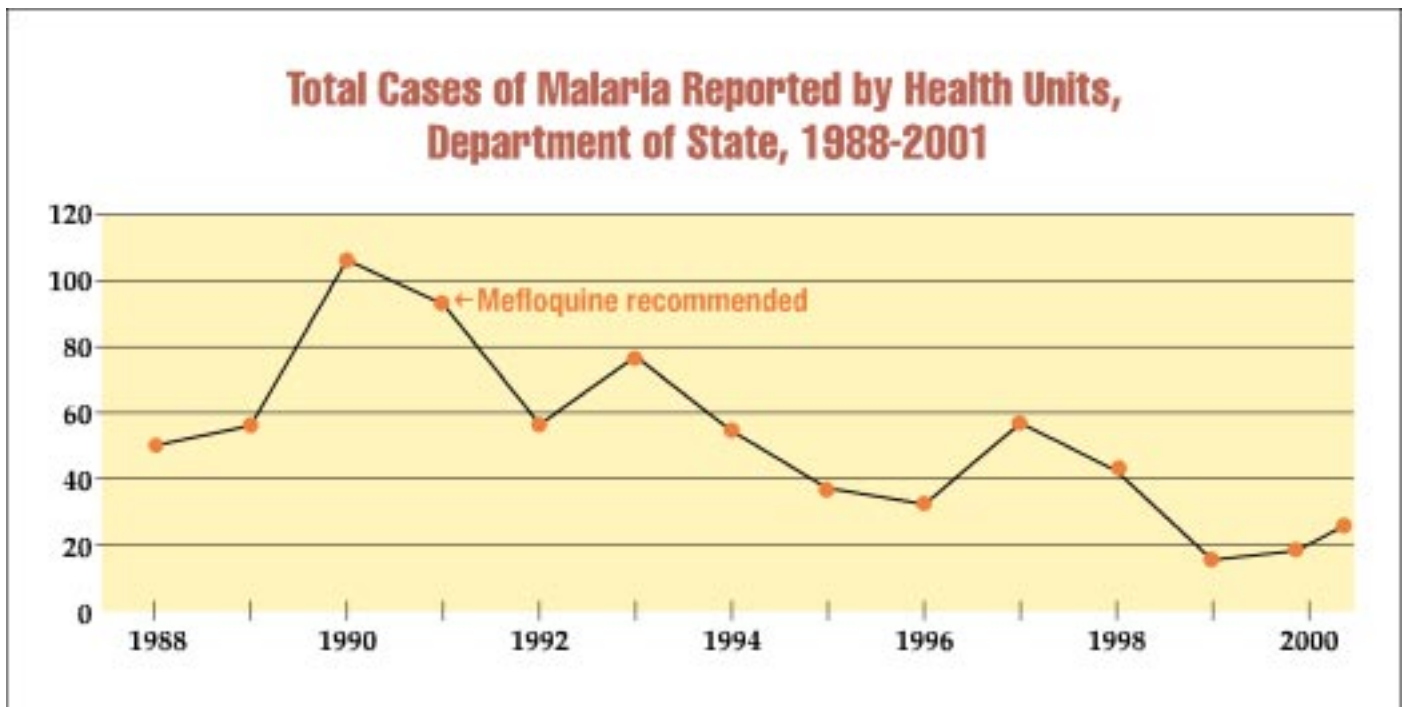
A newer antimalarial drug combines proguanil, long favored by some Europeans for malaria prevention, with atovaquone, a drug that fights several protozoa parasites. This combination was licensed in the United States in 2000 for prevention of *P. falciparum* only and must be taken daily. The drug is relatively well tolerated, with gastrointestinal disturbances, skin rash and mouth ulcers commonly reported side effects. For protection against *P.*

*falciparum* you need to continue using the drug for only seven days after leaving a malaria-infested area, versus the 28 days required with chloroquine, mefloquine or doxycycline. Primaquine can also be taken daily to prevent malaria. Furthermore, primaquine destroys hypnozoites or sleeper stages of *P. vivax* or *P. ovale* in the liver that may cause malaria months or even years later.

Pregnant women and persons with no spleen should take special precautions to avoid malaria. The malaria suppressants chloroquine, chloroquine plus proguanil, and mefloquine appear to be safe in pregnancy. Doxycycline and atovaquone should not be used during pregnancy. Persons concerned about antimalarial drugs should talk to their health care provider.

Avoiding mosquito bites and regular use of an effective antimalarial drug are key. Travelers should visit the health clinic nurses in State Annex 1 or at the Foreign Service Institute to obtain up-to-date information and antimalarial medications. If fever, chills, headache or gastrointestinal symptoms develop, they should seek medical advice. Even after leaving malaria-infested areas, these symptoms may be caused by malaria. More than 1,200 cases of malaria are diagnosed annually in the United States and reported to the Public Health Service. *P. falciparum* usually occurs within one month of exposure but *P. vivax* and *P. ovale* may occur a year or more after travel to areas where malaria is present. Patients should always tell their doctor where they have traveled. ■

*The author is a physician and the travel and tropical medicine specialist in the Office of Medical Services. Use of brand names in this article is only for identification purposes and does not imply endorsement of the product by the Department of State.*



# People Like You



Mort Walker, creator of the Beetle Bailey comic strip, displays his newest character, Specialist Chip Gizmo, with Secretary Colin L. Powell and Earl Hemminger. With them, from left, are Fernando Burbano, chief information officer of the Bureau of Information Resource Management; Kenneth Hill; and Robert King. Below: Specialist Chip Gizmo.

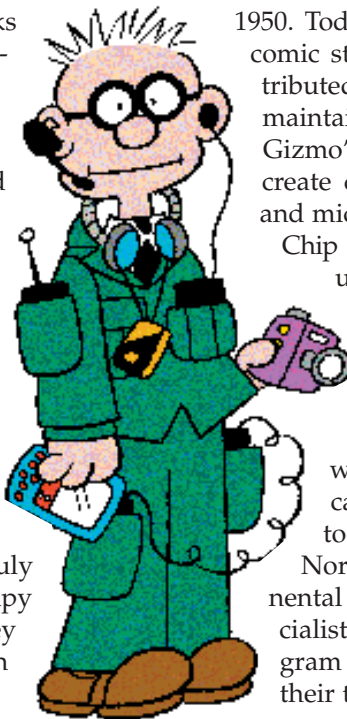
Photo by Michael Gross

## Techies Name Cartoon Character

Specialist Chip Gizmo is the newest character in the Beetle Bailey comic strip, thanks to a team of information technology specialists in the Department's Bureau of Information Resource Management. The team—Earl Hemminger, Melinda Isachsen, Robert King and Kenneth Hill—prevailed over 84,000 other submissions in naming the new IT character in Mort Walker's long-running strip.

"It was Melinda who read about the contest and Bob who came up with the last name," said Mr. Hemminger, who proposed the computer-related first name, Chip. "Chip also needed a rank to reflect his expertise and Ken suggested 'specialist.' Melinda put all the suggestions together and created Specialist Chip Gizmo."

Specialist Chip Gizmo made his debut on July 4, bringing modern gadgetry to Camp Swampy and helping General Halftrack, Beetle Bailey and the other enlisted sort out the glitches in their gizmos.



Beetle Bailey began as a college cutup on Sept. 4, 1950. Today more than 1,800 newspapers print the comic strip, making it the third most widely distributed comic feature of all time. The strip will maintain its 50s-era feel, however, despite Chip Gizmo's presence. The clash of civilizations will create comic situations as search engines, spam and mice invade Camp Swampy.

Chip is a nerdy yet lovable techno-geek with unkempt hair, overly stuffed pockets and thick glasses. He has wires and antennae protruding from his uniform and headphones and palm computer to help him home in on computer viruses and network jams.

When Mr. Walker and the winners met with Secretary of State Colin L. Powell, the cartoonist presented them with original cartoon artwork and two round trip tickets on Northwest Airlines to anywhere in the continental United States. They're still waiting for specialist Chip Gizmo to design the software program that will evenly divide two tickets among their team of four.

—Matthew Ryan

# Education & Training

Course	Oct.	Nov.	Length
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## TRANSITION CENTER

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 Intranet at [www.fsiweb.gov](http://www.fsiweb.gov). FY 2003/2004 dates are now available in the online catalog. See the Department Notices for announcements of new courses and new course dates and periodic announcements of external training opportunities sponsored by FSI.

### Security

SOS: Security Overseas Seminar (MQ911)	7, 21	18	2D
ASOS: Advanced Security Overseas Seminar (MQ912)	29	26	1D
TDY Security Overseas Seminar (MQ913)	7, 21	18	1D

### Foreign Service Life Skills

Making Presentations: Design to Delivery (MQ111)		19	3D
Protocol & U.S. Representation Abroad (MQ116)	26	23	1D
Welcome Back Workshop (MQ300)	19		1D
Transition to Washington for Foreign-Born Spouses (MQ302)	19		.5D
Post Options for Employment and Training (MQ703)	24		1D
Targeting the Job Market (MQ704)	22		2D

Course	Oct.	Nov.	Length
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Long-Distance Relationships (MQ801)		16	.5D
Communicating Across Cultures (MQ802)		15	1D
Realities of Foreign Service Life (MQ803)		2	1D
Dual Culture Marriages (MQ850)		20	2.5H
Raising the Bilingual Child (MQ851)		6	2.5H
Emergency Medical Care and Trauma Workshop (MQ915)		16	1D
Regulations, Allowances & Finances		28	3D

### FasTrac Distance Learning Program.

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FSI is accepting applications for the FasTrac distance learning program. All State Department employees, FSNs and EFMs are eligible. FasTrac offers more than 1,400 courses covering numerous subjects. Training is conducted online through the Internet and the Department's Intranet. Students may complete courses for inclusion on their official FSI transcript or take the course module they need to "get the job done." Course length varies from two to eight hours each and testing out of what you already know may shorten learning plans. To view the complete FasTrac catalog, visit the FasTrac web site at <http://fsiweb.fsi.state.gov/courses/distlern/fastrac/default.asp>. For additional information, please contact the FasTrac Coordinator at the Office of the Registrar, (703) 302-7144.

**Length: H = Hours, D = Days**

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

## Mathcounts Students Compete Nationally

State Department schools worldwide participated in the 2002 Mathcounts National Competition in Chicago June 14. Hosted by CNA Insurance, the event followed local and state competitions held in all 50 states, the District of Columbia, U.S. Virgin Islands, Northern Mariana Islands, Puerto Rico, Guam, and the Department of Defense and State Department schools.

Founded by the CNA Foundation, the National Society of Professional Engineers and the National Council of Teachers of Mathematics, Mathcounts is a national coaching and competition program for middle school students

that promotes interest in math by making math achievement challenging, exciting and prestigious. This year, more than 500,000 students took part in the Mathcounts program.

The finalists were asked to solve hundreds of equations quickly and accurately before television cameras and cheering students, coaches and parents.

Seventh-graders Sei Young Pyo and Joanne Yuan Chua and eighth-grader Sang-Won Lee from the International School in Manila and eighth-grader Javier Marcos from the American Institute of Monterrey represented the Department's overseas schools. Their coach was Tony Varga.

# O B I T U A R I E S

*Naomi Duncan Cash*, 74, widow of Foreign Service officer Frank E. Cash, died on April 17 in Waynesboro, Va. During her husband's Foreign Service career she accompanied her family on tours to Germany, Turkey and the Army War College in Carlisle, Pa.

*James B. Magnor*, 67, a retired Foreign Service officer, died of cancer April 20 in Jupiter, Fla. He served in Manila, Asuncion, Ankara, Tegucigalpa, Pusan and Beirut. He retired in 1994 after serving as counselor for narcotics affairs in Islamabad. Mr. Magnor was an artist who showed his works in Washington, Tegucigalpa and the Art in Embassies program in Ankara.



*William Dean Markham*, 62, a retired Foreign Service communications specialist, died June 7 in Albuquerque, N.M., from neurofibrosarcoma. He joined the Foreign Service in 1976 and served in Nairobi, Brussels, Cairo and Washington. He retired in 1990. At age 18 he joined the Air Force and served as a communications specialist for eight years.



*William James Orr Jr.*, 57, a Foreign Service officer, died June 5 from esophageal cancer in Washington, D.C. He entered the Foreign Service in 1987 and served in Leningrad, Washington, Minsk and Rome. He was on active duty at the time of his death.

*Russell Lowell Riley*, 91, a retired Foreign Service officer, died July 12 in Orange, Calif. He joined the Department of State in 1948 as assistant administrator of the International

Information Administration and was the first director of the International Education Exchange Service. In 1958, Mr. Riley was assigned as consul general in Valetta, Malta, a position he later held in Johannesburg, South Africa, and St. John's, Newfoundland. He also served as chargé d'affaires and deputy chief of mission in Monrovia, Liberia. Mr. Riley was a U.S. Army officer in World War II and was among the Third Army troops who relieved the surrounded 101st Airborne Division in the Battle of the Bulge.



*Mary Stellmacher*, 82, wife of retired Foreign Service Officer Edward Stellmacher, died in Tucson, Ariz., June 21 of pancreatic cancer. She accompanied her husband on assignments to Cali, Guatemala City, Juarez, Piedras Negras, Munich, Manila and Hermosillo.

*Mary Jane Threadgill*, 78, a retired Foreign Service secretary, died of natural causes at her home in Stockton, Calif., on June 18. She joined the Department in 1967 and served in Vietnam, Laos, Pakistan, Ghana, India and Egypt. She retired in 1986.



*Thomas Franklin Wilson*, 74, a retired Foreign Service officer, died on June 25 at the University of North Carolina Hospital in Chapel Hill. He joined the Foreign Service in 1957 and served in Bordeaux, Kingston, Saigon, Nassau, Port-au-Prince, Taipei and Halifax. In 1979 he was appointed consul general in Halifax. He retired in 1985. Mr. Wilson served in the U.S. Army in both World War II and the Korean War.

## P E R S O N N E L   A C T I O N S

### Foreign Service Retirements

Berstein, Rose Susan	Levis, Angelina	Sutter, Eleanor B.
Bohlen, Avis T.	Lozada, Raymond E.	Wiedemann, Kent M.
Couch, Mark T.	Nagel, James C.	Woods, Michael Joseph
Crocker, Christine B.	Nesberg, Rosil A.	
Daugherty, Craig H.		

### Civil Service Retirements

Ackerman, Mary E.	Jarquin, Vidal
Awad, William Amin	Keating, Terry Michael
Coleman, Mariam J.	Landis, Carol S.
Drain Jr., Donald J.	Niehaus, Marjorie A.
Irons, Alden H.	Sparks, Nora C.
James, Mary F.	

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